

No: 56... /BC-SZG-HĐQT

Dong Nai, January 24th, 2025

**REPORT ON
CORPORATE GOVERNANCE
(Year 2024)**

To:

- The State Securities Commission of Viet Nam;
- The Ha Noi Stock Exchange

- Name of company: **SONADEZI GIANG DIEN SHAREHOLDING COMPANY**
- Address of headoffice: 1st Floor, No. 1, Bien Hoa 1 Industrial Zone, An Binh Ward, Bien Hoa City, Dong Nai Province.
- Telephone: (0251) 3833388; Fax: (0251) 3833399
- Email: szg@sonadezi-giangdien.vn
- Charter capital: VND 548.980.000.000
- Stock symbol: SZG
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director

I. Activities of the General Meeting of Shareholders.

Information on meetings, resolutions, and decisions of the General Meeting of Shareholders.

No.	Resolutions/ Decisions No.	Date	Content
1	96/NQ-SZG	May 21, 2024	1. Approval of the report of manufacturing and business activity in 2023 and operation plan in 2024.
			2. Approval of the operation report of the Board of Directors in 2023 and operation plan in 2024.
			3. Approval the report of the Board of Supervisors.
			4. Approval of the financial statement audited in 2023.
			5. Approval of the remuneration finalization in 2023 and the remuneration and operating expense plan of the Board of Directors and the Board of Supervisors in 2024.
			6. Approval of the plan for the profit distribution in 2023.

			7. Approval of the profit after-tax distribution plan and the dividend payout ratio in 2024.
			9. Approval of selecting The Audited Firm to audit The Financial Statement 2024.
			10. Approval of the dismissal and additional election of positions for Members of the Board of Directors and Members of the Board of Supervisors.

II. The Board of Directors:

1. Information about the Members of The Board of Directors:

No.	The Board of Directors's members	Position	The date becoming/ceasing to be the member of the BoDs	
			Date of appointment	Date of dismissal
1	Mrs. Nguyen Thi Hanh	The Chairman of the BoDs	December 18, 2023	
2	Mr. Tran Hoai Nam	Non-executive member of the BoDs	April 7, 2022	
3	Mr. Tran Tan Nhat	Non-executive member of the BoDs	April 7, 2022	
4	Mr. Ngo Xuan Quang	Member of the BoDs & Deputy General Director	April 7, 2022	
5	Mr. Truong Dinh Hiep	Non-executive member of the BoDs	April 7, 2022	May 21, 2024
6	Mr. Hoang Sy Quyet	Member of the BoDs & General Director	May 21, 2024	

2. Meetings of the Board of Directors:

No.	The Board of Directors's members	Numbers of Meetings attended of the BoDs	Attendance Rate	Reasons for absence
1	Mrs. Nguyen Thi Hanh	6	6/6	

2	Mr. Tran Hoai Nam	6	6/6	
3	Mr. Tran Tan Nhat	6	6/6	
4	Mr. Ngo Xuan Quang	6	6/6	
5	Mr. Hoang Sy Quyet	4	4/6	Appointed on May 21, 2024
6	Mr. Truong Dinh Hiep	2	2/6	Dismissed on May 21, 2024

3. Supervising the Board of Management by the Board of Directors:

In 2024, the Board of Directors issued resolutions/decisions related to business operations and investment activities to implement the plans assigned by the General Meeting of Shareholders and directed the General Director to execute the resolutions in compliance with the law and the Company's Charter.

The Board of Directors regularly monitors the implementation of the Resolutions and issues delegated to the General Director, requiring the General Director to report periodically and on an ad-hoc basis regarding achieved results and encountered challenges.

In exercising its entitlement and responsibilities, the Board of Directors consistently comply to the Company's current regulations and the Law to ensure the legitimate interests of the Shareholders and the Company.

4. Activities of the Board of Directors' subcommittees (if any): None

5. Resolutions/Decisions of the Board of Directors (The annual report year 2024):

In 2024, the Board of Directors held 06 meetings, conducted 31 written consultations with the Members of Board of Directors. The meetings were organized in accordance with the procedures regulated in the Company's Charter, with full attendance of the Members of The Board of Directors, addressing the following specific issues:

No.	Resolution/ Decision No	Date	Content	Approval rate
01	01/QĐ-SZG-HĐQT	January 2, 2024	Decision on signing the Appendix to the Service Contract for the operation of the wastewater treatment plant at Giang Dien Industrial Park No. 248/HĐTVH-SZG-KTh on December 29, 2027, with Sonadezi Services Joint-Stock Company.	100%
02	02/QĐ-SZG-HĐQT	January 2, 2024	Decision on signing the "Cleaning Service Contract for Sonadezi Building in 2024 with Sonadezi Services Joint-Stock Company.	100%
03	03/QĐ-SZG-HĐQT	January 3, 2024	Decision on the proposal to temporarily refund the unallocated compensation funds for residents in	100%

No.	Resolution/ Decision No	Date	Content	Approval rate
			the Giang Dien Service Residential Project in Giang Dien Town, Trang Bom District.	
04	08/QĐ-SZG-HĐQT	January 10, 2024	Decision on the provision for loss of financial investments on December 21, 2023.	100%
05	07/QĐ-SZG-HĐQT	January 10, 2024	Decision on additional provision and reversal of provisions for doubtful debts for the second half of 2023.	100%
06	09/QĐ-SZG-HĐQT	January 17, 2024	Decision on signing the contract for household waste collection at the Sonadezi Building and the Company Office in Giang Dien Industrial Park.	100%
07	10/QĐ-SZG-HĐQT	January 17, 2024	Decision on signing the contract for green care and plant rotation services for the Company offices at the Sonadezi Building.	100%
08	11/QĐ-SZG-HĐQT	January 17, 2024	Decision on signing the cleaning service contract for the Company Office at Giang Dien Industrial Park.	100%
09	12/QĐ-SZG-HĐQT	January 18, 2024	Decision on signing the contract for the supply of bottled and gallon water of the Doriv brand for the company's operations with Dong Nai Water Joint Stock Company.	100%
10	25/QĐ-SZG-HĐQT	January 25, 2024	Decision on the temporary provision for the Development Investment Fund for 2023	100%
11	24/QĐ-SZG-HĐQT	January 25, 2024	Decision on signing the contract for "Clearing and Fire Prevention for Centralized Green Areas and Industrial Park Infrastructure" with Nhon Trach Green Trees Corporation.	100%
12	30/QĐ-SZG-HĐQT	February 1, 2024	Decision on signing the Appendix to extend the validity period of the Service Contract for the operation of the wastewater treatment plant at Giang Dien Industrial Park No. 248/HĐTVH-SZG-KTh on December 29, 2027, with Sonadezi Services Joint-Stock Company.	100%

No.	Resolution/ Decision No	Date	Content	Approval rate
13	31/QĐ-SZG-HĐQT	February 1, 2024	Decision on the approval of the contractor selection plan for packages under the Investment, Construction, and Infrastructure Business Project for Giang Dien Industrial Park – Phase 3 (Phase 19).	100%
14	32/QĐ-SZG-HĐQT	February 1, 2024	Decision on the business policy for office/leased space products and additional services at the Sonadezi Building.	100%
15	33/QĐ-SZG-HĐQT	February 1, 2024	Decision on the rental framework for subleasing land and leasing/transferring factories at Giang Dien Industrial Park.	100%
16	34/QĐ-SZG-HĐQT	February 1, 2024	Decision on the approval of the Company's Regulation on salary and bonus.	100%
17	49/NQ-SZG-HĐQT	February 29, 2024	Resolution on organizing the 2024 General Meeting of Shareholders.	100%
18	56/QĐ-SZG-HĐQT	March 5, 2024	Decision on adjustment of the salary levels for the General Director, Deputy General Director, and Chief Accountant.	100%
19	57/QĐ-SZG-HĐQT	March 6, 2024	Decision on early repayment of the credit loan contract at Joint Stock Commercial Bank for Foreign Trade of Vietnam - Dong Nai Eastern Branch.	100%
20	67/QĐ-SZG-HĐQT	March 20, 2024	Decision on adjustment and supplementation of the conditions for subleasing land for Anctek Vietnam Company Limited (investor: NBDC Singapore Pte. Ltd).	100%
21	68/QĐ-SZG-HĐQT	March 28, 2024	Decision on early repayment of the working capital loan contract at Vietnam Joint Stock Commercial Bank for Industry and Trade - Bien Hoa Industrial Zone Branch.	100%
22	70/QĐ-SZG-HĐQT	March 28, 2024	Decision on the actual employee wage fund for 2023 and the planned employee wage fund for 2024 of the Company.	100%

No.	Resolution/ Decision No	Date	Content	Approval rate
23	74/QĐ-SZG-HĐQT	April 16, 2024	Decision on the approval of the officials to join the Delegation from Dong Nai Province to Japan and South Korea in 2024.	100%
24	75/QĐ-SZG-HĐQT	April 16, 2024	Decision on authorizing the General Director to decide on bonus levels for the Executive Board during annual holidays.	100%
25	78/NĐ-SZG-HĐQT	April 17, 2024	Resolution on extending the timeline for organizing the 2024 Annual General Meeting of Shareholders.	100%
26	82/QĐ-SZG-HĐQT	April 25, 2024	Decision on authorizing the General Director to decide on bonuses for the Board of Directors, Board of Supervisors, and the Company Administration during annual holidays.	100%
27	84/QĐ-SZG-HĐQT	April 26, 2024	Decision on the approval of the officials to participate in an investment promotion program combined with surveys and studies of real estate projects in Taizhou, Jiangsu, China.	100%
28	85/QĐ-SZG-HĐQT	May 2, 2024	Decision on signing an Appendix to extend the office lease contract at the Sonadezi Building with Sonadezi Services Joint Stock Company.	100%
29	86/QĐ-SZG-HĐQT	May 2, 2024	Decision on evaluating the Company's capital representatives in 2023.	100%
30	94/QĐ-SZG-HĐQT	May 20, 2024	Decision on signing a Appendix to extend the validity period of the Contract on the transportation and treatment of hazardous waste No. 30/2019/HĐNT.XLCT on April 1, 2019, with Sonadezi Services Joint Stock Company.	100%
31	101/QĐ-SZG-HĐQT	May 28, 2024	Decision on the distribution and additional remuneration for the Board of Directors and the Board of Supervisors for 2023.	100%

No.	Resolution/ Decision No	Date	Content	Approval rate
32	107/QĐ-SZG-HĐQT	June 24, 2024	Decision on selecting the auditing firm to audit the Company's financial statements for 2024.	100%
33	111/QĐ-SZG-HĐQT	June 26, 2024	Decision on the wastewater treatment fee framework, with a fee increase schedule from 2024 to 2025 for existing customers at Giang Dien Industrial Zone.	100%
34	115/QĐ-SZG-HĐQT	July 17, 2024	Decision on the additional provision and reversal of provisions for doubtful debts in the first half of 2024.	100%
35	117/QĐ-SZG-HĐQT	July 22, 2024	Decision on the transfer price for Factory 18 and leasing back the land attached to the factory, along with related conditions for Sportpet Consumer Products Vietnam Co., Ltd.	100%
36	120/QĐ-SZG-HĐQT	August 6, 2024	Decision on signing an agreement and lease Contract for land with Mr. Vo Van Hung (Thanh Thanh Technical Rubber Company Limited).	100%
37	133/QĐ-SZG-HĐQT	September 20, 2024	Decision on the approval of Sonadezi Sonadezi Giang Dien Shareholding Company staff to visit Thailand for tourism.	100%
38	138/NĐ-SZG-HĐQT	October 21, 2024	Resolution of the Board of Directors regarding the adjustment of the implementation schedule for the Giang Dien Service Residential Project (Zone B).	100%
39	122/QĐ-SZG-HĐQT	August 14, 2024	Decision on paying the second dividend for 2023 (final instalment).	100%
40	139/QĐ-SZG-HĐQT	October 31, 2024	Decision on the dismissal of the Chief Accountant of Sonadezi Giang Dien Shareholding Company	100%
41	140/QĐ-SZG-HĐQT	October 31, 2024	Decision on the appointment of the Chief Accountant of Sonadezi Giang Dien Shareholding Company	100%

No.	Resolution/ Decision No	Date	Content	Approval rate
42	151/QĐ-SZG-HĐQT	December 5, 2024	Decision on the proposal of transferring Sonadezi Tower.	100%
43	168/QĐ-SZG-HĐQT	December 16, 2024	Decision on the establishment of the Appraisal Team for the contractor selection plan for the cleaning and security services packages at Sonadezi Building in 2025.	100%
44	169/QĐ-SZG-HĐQT	December 16, 2024	Decision on the establishment of the Appraisal Team for the contractor selection plan for security-related packages at Giang Dien Industrial Zone in 2025.	100%
45	164/NQ-SZG-HĐQT	December 24, 2024	Resolution on the approval of the proposal to implement, sign contracts/ appendices, and engage in transactions with related parties in 2025.	100%
46	170/ QĐ-SZG-HĐQT	December 30, 2024	Decision on the approval of the contractor selection plan for the cleaning and security services packages at Sonadezi Building in 2025.	100%
46	171/QĐ-SZG-HĐQT	December 30, 2024	Decision on the approval of the contractor selection plan for security-related packages at Giang Dien Industrial Zone in 2025.	100%

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the BoS		Qualification
			Date of appointment	Date of dismissal	
1	Mrs. Ngo Thi Thu Hien	Head of The BoS	April 7, 2022	May 21, 2024	Master of Banking and Finance
2	Mrs. Nguyen Thi Huyen Trang	Head of The BoS	May 21, 2024		Bachelor of Accounting
3	Mrs. Nguyen Tu Loan	Member of the BoS	April 7, 2022		Master of Accounting

4	Mr. Tran Viet Long	Member of the BoS	April 7, 2022		Bachelor of Finance – Banking, Civil Engineering, Transportation Construction Engineer
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2. Meetings of Board of Supervisors:

No.	Content	Meeting date	Attendance rate	Voting results	Reasons for absence
1	Meeting 1	21/05/2024	100%	3/3 Agree	
2	Meeting 2	15/08/2024	100%	3/3 Agree	
3	Meeting 3	15/10/2024	100%	2/3 Agree (Mr. Tran Viet Long has no comments)	
4	Meeting 4	08/11/2024	100%	3/3 Agree	

3. Supervision activities of the Board of Supervisors:

In 2024, the Board of Supervisors regularly assessed and supervised the activities of the Board of Directors and the Board of Management, following the functions and duties as defined in the Law on Enterprises and the Company's Charter, which was carried out to ensure the implementation of the business and production targets as approved by the 2024 General Meeting of Shareholders.

The Board of Supervisors monitored the legality, compliance, and faithful of financial report preparation and inspected the execution of basic construction works and project implementation within the Company.

4. The coordination among the Board of Supervisors, the Board of Directors, the Board of General Directors. and other managers:

The Board of Directors provided the Board of Supervisors with nearly full of information and materials necessary for supervising the financial situation, business activities, as well as meeting documents and BoD resolutions.

Additionally, the Head of the Board of Supervisors was invited to attend BoD meetings and provided inputs on certain matters related to the Company's production, business activities, and corporate governance. This facilitated timely understanding of business operations and decisions made by the BoD and the General Director, aiding the BoS in conducting timely and effective inspections and supervision.

The BoS proactively engaged in discussions and reached agreements with the BoD on topics, plans, inspections, and monitoring. Furthermore, it coordinated with the Executive Management during the implementation of inspection and supervision activities.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mr. Hoang Sy Quyet	November 10, 1981	Telecommunications Economics Engineer, Civil Engineering Transportation Construction Engineer	December 18, 2023	
2	Mr. Ngo Xuan Quang	October 24, 1976	Construction engineer	April 7, 2022	

V. Chief Accountant

No.	Full name	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mrs Nguyen Bach Thao	January 22, 1982	Bachelor of Economics	April 7, 2022	November 1, 2024
2	Mr Nguyen Duy Hoa	July 24, 1988	Bachelor of Accounting	November 1, 2024	

VI. Training courses on corporate governance:

Training courses on corporate governance attended by the Members of the Board of Directors, the Board of Supervisors, the Director (General Director), other management personnel and the company Secretary as per corporate governance regulations: *no training courses in 2024.*

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company. *(Attached Appendix I)*
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons. *(Attached Appendix II)*
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *None*
4. Transactions between the Company and other objects:
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting). *(Attached Appendix III)*
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director). *None*

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers. *None*

VIII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons. *(Attached Appendix IV)*
2. Transactions of internal persons and affiliated persons with shares of the Company:

None

IX. Other significant issues: *None*

Recipients: 

- SSC;
- HNX;
- File: Office, BoDs.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Nguyen Thi Hanh

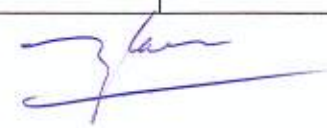
APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY
(Promulgated with the Report No. : .../BC-SZG-HĐQT dated 24/1/2025)

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	No.*, date of issue, place of issue	Address	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons	Relationship with the Company
I Board of Directors									
1	Mrs. Nguyen Thi Hanh		Chairman of the Board of Directors			06/07/2017			Internal person
2	Mr. Tran Hoai Nam		Non-executive member of the Board of Directors			27/04/2021			Internal person
3	Mr. Tran Tan Nhat		Non-executive member of the Board of Directors			27/04/2021			Internal person



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4	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			07/04/2022			Internal person
5	Mr. Truong Dinh Hiep		Non-executive member of the Board of Directors			07/04/2023	21/05/2024	Dismissed	Internal person
6	Mr. Hoang Sy Quyet		Member of the Board of Directors - General Director			18/12/2023			Internal person
II	Board of Supervisors								
1	Mrs. Nguyen Thi Huyen Trang		Head of the Board of Supervisors			21/05/2024			Internal person
2	Mrs. Ngo Thi Thu Hien		Head of the Board of Supervisors			27/04/2021	21/05/2024	Dismissed	Internal person



3	Mrs. Nguyen Tu Loan		Member of the Board of Supervisors			27/04/2021			Internal person
4	Mr. Tran Viet Long		Member of the Board of Supervisors			07/04/2022			Internal person
III Board of Management									
1	Mr. Hoang Sy Quyet		Member of the Board of Directors - General Director			18/12/2023			Internal person
2	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			07/04/2022			Internal person
VI Chief Accountant									
-	Mrs. Nguyen Bach Thao		Chief Accountant			06/07/2017	01/11/2024	Dismissed	Internal person



-	Mr. Nguyen Duy Hoa		Chief Accountant			01/11/2024		Appointed	Internal person
V	Company Administration								
-	Mrs. Dau Thi Ngoc Ha		Company Administration			02/08/2021			Internal person
VI	Shareholders hold over 10%								
-	Sonadezi Corporation					01/07/2017			



APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND
(Attached to Report No.: 56.../BC-SZG-BOD dated 24 January 2025)

No.	Name of organization/ individual	Relationship with the Company	NSH No. ^a date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Nhon Trach Green Trees Corporation	Organizations related to Insiders	Business Registration Certificate: 3603438670 Date of issue: 10/01/2017 Place of issue: Department of Planning and Investment of Dong Nai Province	Road No. 7, East of Saigon Area, Long Tan Commune, Nhon Trach District, Dong Nai Province,	Year 2024	Decision No. 24/QĐ-SZG-HĐQT dated 25/01/2024 of the Board of Directors of the Company	Costs of clearing and firefighting for centralized green areas and infrastructure of the industrial park: VND 421,254,729	Purchase
2	Sonadezi Environment Joint Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600274914 Date of issue: 07/08/2015 Place of issue: Department of Planning and Investment of Dong Nai province	12 Huynh Van Nghe Street, Buu Long Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 09/QĐ-SZG-HĐQT dated 17/01/2024 of the Board of Directors of the Company	Collection, transportation, and treatment of waste at Sonadezi Building and Giang Dien Industrial Park: VND 268,120,000	Purchase
3	Dong Nai Water Joint Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600259296 (7th change) Date of issue: 11/5/2021 Place of issue: Department of Planning and Investment of Dong Nai province	48 Cach Mang Thang Tam, Quyet Thang Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 177QĐ-SZG-HĐQT dated 05/08/2022 of Board of Directors of the Company	Domestic water supply at Sonadezi Building and Giang Dien Industrial Park: VND 12,947,516,300	Purchase
4	Sonadezi Chau Duc Shareholding Company	Organizations related to Insiders	Business Registration Certificate: 3600899948 (11th Change) Date of issue: 16/06/2021 Place of issue: Department of Planning & Investment of Dong Nai province	9th Floor, Sonadezi Building, No. 1, Street 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	Year 2024	Office lease contract at Sonadezi Building 003/HĐTVPP/BĐH dated 30/12/2021	Office rental at Sonadezi Building: VND 1,550,864,066	Sale



5	Sonadezi Services Joint - Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600890938 Date of issue: 26/6/2019 Place of issue: Department of Planning and Investment of Dong Nai province	8th Floor, Sonadezi Building, No. 1, Street 1, Bien Hoa 1 Industrial Park, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 01/QĐ-SZG-HĐQT dated 02/01/2024 of Board of Directors of the Company	Waste treatment operation rental: VND 6,556,141,861	Purchase
						Decision No. 30/QĐ-SZG-HĐQT dated 01/02/2024 of Board of Directors of the Company	Waste treatment operation rental: VND 11,300,000	Purchase
						Decision No. 02/QĐ-SZG-HĐQT dated 02/01/2024 of Board of Directors of the Company	Cleaning services at Sonadezi Building: VND 2,315,665,000	Purchase
						Decision No. 10/QĐ-SZG-HĐQT dated 17/01/2024 of Board of Directors of the Company	Green plant rotation services at Sonadezi Building: VND 199,080,000	Purchase
						Decision No. 11/QĐ-SZG-HĐQT dated 17/01/2024 of Board of Directors of the Company	Cleaning services at Giang Dien Industrial Park Office: VND 114,556,000	Purchase
						Decision No. 85/QĐ-SZG-HĐQT dated 02/05/2024 of Board of Directors of the Company	Office rental at Sonadezi Building: VND 2,776,415,184	Sale
						Decision No. 184/QĐ-SZG-HĐQT dated 17/8/2022 of Board of Directors of the Company	Meeting room rental services: VND 18,000,000	Sale
6	Sonadezi Corporation	Shareholders holding more than 10%	Business Registration Certificate: 3600335363 Date of issue: 01/02/2016 Place of issue: Department of Planning and Investment of Dong Nai province	No. 1, Street 1, Bien Hoa 1 Industrial Park, Ward. An Binh, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 120/QĐ-SZG-HĐQT dated 14/06/2022 of Board of Directors of the Company	Office rental at Sonadezi Building: VND 4,824,881,966	Sale
						Land lease contract No. 84/HĐTĐ/BH1 dated 08/12/2017	Land rental at Bien Hoa 1 Industrial Park: VND 177,433,119	Purchase
7	Sonadezi Long Binh Share Holding Company	Organizations related to Insiders	Business Registration Certificate: 3601867699 issued on 01/07/2009 and registered for the 5th change on 06/5/2022 Place of issue: Department of Planning and Investment of Dong Nai province	No. 1, Street 3A, Bien Hoa 2 Industrial Park, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 237/QĐ-SZG-HĐQT dated 20/10/2022 of the Board of Directors of the Company	Advertising services contract for the artistic lighting system at Sonadezi Building: VND 210,000,000	Sale
8	Sonadezi Long Thanh Shareholding Company	Organizations related to Insiders	Business Registration Certificate: 3600649539 issued on 18/08/2003 and registered for the 16th change on 13/12/2023 Place of issue: Department of Planning and Investment of Dong Nai province	Road 5, Long Thanh Industrial Park, Tam An Commune, Long Thanh District, Dong Nai Province	Year 2024	Decision No. 237/QĐ-SZG-HĐQT dated 20/10/2022 of the Board of Directors of the Company	Advertising services contract for the artistic lighting system at Sonadezi Building: VND 210,000,000	Sale





SONADEZI CORPORATION
SONADEZI GIANG DIEN SHAREHOLDING COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

APPENDIX 3: TRANSACTIONS BETWEEN THE COMPANY AND THE COMPANY THAT ITS MEMBERS OF BOARD OF MANAGEMENT, THE BOARD OF SUPERVISORS, DIRECTOR
(Attached to Report No. 22/BC-SZG-HĐQT dated 24/1/2025)

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Nhon Trach Green Trees Corporation	Related companies/organizations: Mr. Hoang Sy Quyet - member of the Board of Directors. General Director of SZG is the Chairman of the Board of Directors of Nhon Trach Green Trees Corporation	Business Registration Certificate: 3603438670 Date of issue: 01/10/2017 Place of issue: Department of Planning and Investment of Dong Nai Province	Road No. 7, East of Saigon Area, Long Tan Commune, Nhon Trach District, Dong Nai Province,	Year 2024	Decision No. 24/QD-SZG-HĐQT dated 25/01/2024 of the Board of Directors of the Company	Costs of clearing and firefighting for centralized green areas and infrastructure of the industrial park: VND 421,254,729	Purchase
2	Sonadezi Corporation(SNZ)	Related companies/organizations: Ms. Nguyen Thi Hanh - Chairman of the Board of Directors of SZG is a Member of the Board of Directors, Deputy General Director of SNZ	Business Registration Certificate: 3600335363 Date of issue: 02/01/2016 Place of issue: Department of Planning and Investment of Dong Nai province	No. 1, Street 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 120/QD-SZG-HĐQT dated 14/06/2022 of Board of Directors of the Company	Office for rent at Sonadezi Building VND 4,824,881,966	Sale
						Land lease contract No. 84/HDTD/BH1 dated 08/12/2017	Land for rent in Bien Hoa 1 Industrial Park 177,433,119 VND	Purchase

APPENDIX: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS
(Promulgated with the Report No. : 56/BC-SZG-HĐQT dated 24/1/2025)

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., Date of issue:, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
I	Board of Directors; managers							
1	Mrs. Nguyen Thi Hanh		Chairman of the Board of Directors			13,175,520 shares (Representative of SNZ shares)	24%	Internal person
1.1	Nguyen Van Trung							Father
1.2	Vo Thi Trung							Mother
1.3	Dang Nhu Quynh					0	0%	Child
1.4	Nguyen Trung Hieu					0	0%	Sibling

1.5	Huynh Anh Dao					0	0%	Sister-in-law
1.6	Sonadezi Corporation					25.500.000	46.45%	Mrs. Nguyen Thi Hanh is a Member of the Board of Directors, Deputy General Director, Capital Representative at SZG
	The subsidiaries of Sonadezi Corporation							
1.7	Dong Nai Water Joint Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.8	Sonadezi Environment Joint Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company

1.9	Dong Nai Port Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.10	Dong Nai Material & Building Investment Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.11	Industrial Urban Development Joint - Stock Company No 2					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.12	Sonadezi Long Thanh Shareholding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company

1.13	Sonadezi Long Binh Share Holding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.14	Sonadezi Services Joint-Stock Compan					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.15	Sonadezi Chau Duc Shareholding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.16	Sonadezi An Binh Joint Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company

1.17	Sonadezi Binh Thuan Shareholding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
2	Mr. Tran Hoai Nam		Non-executive member of the Board of Directors			0	0%	Internal person
2.1	Tran Huyen Chinh					0	0%	Father
2.2	Cao Khanh Thu					0	0%	Mother
2.3	Nguyen Minh Bao Ngoc					0	0%	Wife
2.4	Tran Minh Huy					0	0%	Child

2.5	Tran Gia Han					0	0%	Child
2.6	Tran Huyen Khanh Nhi					0	0%	Sibling
2.7	Huynh Gia Thanh					0	0%	Brother-in-law
2.8	Nguyen Thi Binh Minh					0	0%	Mother-in-law
2.9	Nguyen Minh Duc					0	0%	Father-in-law
2.10	Nam Viet and Lien Danh Company Limited					0	0%	Mr. Tran Hoai Nam is Deputy General Director
2.11	Tin Nghia Corporation					0	0%	Mr. Tran Hoai Nam is a Member of the Board of Directors

2.12	Nhon Trach Investment Joint-Stock Company					0	0%	Mr. Tran Hoai Nam is a Member of the Board of Directors
2.13	Tin Nghia Industrial Park Development Joint_stock Company					0	0%	Mr. Tran Hoai Nam is a Member of the Board of Directors
3	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			7,685,720 shares (Representative of SNZ shares)	14%	Internal person
3.1	Ngo Xuan Hong					0	0%	Father
3.2	Le Thi Voi					0	0%	Mother
3.3	Vu Thi Oanh					0	0%	Wife
3.4	Ngo Vu Ngoc Ninh					0	0%	Child

3.5	Ngo Vu Ngoc Van					0	0%	Child
3.6	Ngo Van Quang					0	0%	Sibling
3.7	Le Thi Hoi					0	0%	Sister-in-law
3.8	Ngo Huu Ky					0	0%	Sibling
3.9	Tong Hoang Ngan					0	0%	Sister-in-law
3.10	Le Thi Cuc					0	0%	Mother-in-law
3.11	Vu Minh Huyen					0	0%	Father-in-law

3.12	Sonadezi Corporation					25.500.000	46,45%	Mr. Ngo Xuan Quang is the Capital Representative at SZG
4	Mr. Hoang Sy Quyet		Member of the Board of Directors - General Director			0	0%	Internal person
4.1	Hoang Van Que					0	0%	Father
4.2	Dang Thi Hue					0	0%	Mother
4.3	Mai Thi Bich Phuong					0	0%	Wife
4.4	Hoang Phuong Thao					0	0%	Child

4.5	Hoang Dang Quang					0	0%	Child
4.6	Hoang Quoc Quan					0	0%	Sibling
4.7	Truong Nu Dieu Hang					0	0%	Sister-in-law
4.8								Father-in-law
4.9								Mother-in-law
4.10	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company					0	0%	Mr. Hoang Sy Quyet is a Member of the Board of Directors
4.11	Nhon Trach Investment Joint-Stock Company					0	0%	Mr. Hoang Sy Quyet is a Member of the Board of Directors
4.12	Nhon Trach Green Trees Corporation					0	0%	Mr. Hoang Sy Quyet is the Chairman of the Board of Directors

5	Mr. Tran Tan Nhat		Non-executive member of the Board of Directors			0	0%	Internal person
5.1	Tran Trong					0	0%	Father
5.2	Le Thi Ry					0	0%	Mother
5.3	Tran Le Anh					0	0%	Sibling
5.4	Nguyen Thi Mai Phuong					0	0%	Wife
5.5	Tran Nguyen Phuong Linh					0	0%	Child

5.6	Tran Nhat Minh					0	0%	Child
5.7	Tran Thi Minh Duc					0	0%	Sibling
5.8	Hoang Dac Cuong					0	0%	Brother-in-law
5.9	Nguyen Tan Cuong					0	0%	Father-in-law
5.10	Truong Thi Tuyet Mai					0	0%	Mother-in-law
5.11	Toan Thinh Phat Architecture Investment Construction Joint Stock Company					0	0%	Mr. Tran Tan Nhat is the Head of the Board of Supervisors

5.12	Tin Nghia Corporation					0	0%	Mr. Tran Tan Nhat is the Head of the Board of Supervisors
5.13	Tin Nghia Industrial Park Development Joint-Stock Company					0	0%	Mr. Tran Tan Nhat is the Member of the Board of Supervisors
6	Mr Truong Dinh Hiep		Non-executive member of the Board of Directors			0	0%	Mr Truong Dinh Hiep was dismissed on 21/05/2024
6.1	Truong Dinh Vien							Father
6.2	Huynh Thi Dung							Mother
6.3	Ngo Thi Bich Thao					0	0%	Wife
6.4	Truong Dinh Gia Hieu					0	0%	Child
6.5	Truong Dinh Gia Phuoc					0	0%	Child
6.6	Truong Thi My					0	0%	Sibling

6.7	Truong Dinh Phuong					0	0%	Sibling
6.8	Truong Thi Mai					0	0%	Sibling
6.9	Truong Dinh Nam					0	0%	Sibling
6.10	Le Dinh Thuan					0	0%	Brother-in-law
6.11	Thai Thi Kim Anh					0	0%	Sister-in-law
6.12	Nguyen Canh					0	0%	Brother-in-law
6.13	Le Thi Huong					0	0%	Sister-in-law

6.14	Ho Thi Buoc					0	0%	Mother-in-law
6.15	Mr Ngo Van Nam							Father-in-law
6.16	Dong Nai Housing Joint Stock Company					0	0%	In 2024, Mr Truong Dinh Hiep had a letter of resignation from the Vice Chairman of the Board of Directors
6.17	Sonadezi Corporation					25.500.000	46,45%	Mr Truong Dinh Hiep is Chairman of the Board of Directors
II	Chief Accountant							
I	Mr. Nguyen Duy Hoa		Chief Accountant			0	0%	Internal person
1.1	Nguyen Dinh Trung					0	0%	Father
1.2	Banh Thi Hoa					0	0%	Mother

1.3	Le Thi Lan					0	0%	Wife
1.4	Nguyen Le Phuong Nhi					0	0%	Child
1.5	Nguyen Hoang Yen					0	0%	Child
1.6	Nguyen Dang Khoa					0	0%	Child
1.7	Nguyen Van Bao					0	0%	Sibling
1.8	Le Van Hung					0	0%	Father-in-law
1.9	Nguyen Thi Hoa					0	0%	Mother-in-law

1.10	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company					0	0%	Mr. Nguyen Duy Hoa is the Chief Accountant
2	Mrs Nguyen Bach Thao		Chief Accountant			0	0%	Mrs Nguyen Bach Thao was dismissed on 01/11/2024
2.1	Nguyen Van Bach					0	0%	Father
2.2	Doan Thi Toan					0	0%	Mother
2.3	Nguyen Bach Thanh					0	0%	Sibling
2.4	Nguyen Thanh Toan					0	0%	Husband
2.5	Nguyen Thi Ngoc Thanh					0	0%	Mother-in-law
2.6	Nguyen Van Kien					0	0%	Father-in-law
2.7	Nguyen Thanh Phuc					0	0%	Child

2.8	Nguyen Thanh Phuoc					0	0%	Child
2.9	Sonadezi Environment Joint Stock Company					0	0%	Mrs Nguyen Bach Thao is the Member of the Board of Supervisors
III	Board of Supervisors							
1	Mrs. Nguyen Thi Huyen Trang		Head of the Board of Supervisors			4,638,881 shares (Representative of SNZ shares)	8.45%	Internal person
1.1	Nguyen Huu Tuan							Father
1.2	Tran Thi Tuoi							Mother
1.3	Nguyen Huu Ngoc Chinh							Sibling
1.4	Nguyen Viet Thuy Trang							Sister-in-law

1.5	Nguyen Huu Ngoc Chi							Sibling
1.6	Nguyen Duy Khuong Trinh							Sister-in-law
1.7	Nguyen Quoc Viet							Husband
1.8	Nguyen Phuong Tue Nhen							Child
1.9	Nguyen Phuong Tue Anh							Child
1.10	Nguyen Van Hao							Father-in-law
1.11	Ta Thi To							Mother-in-law

1.12	Sonadezi Corporation					25,500,000	46,45%	Mrs. Nguyen Thi Huyen Trang is the Capital Representative at SZG, Internal Auditor
2	Mrs Ngo Thi Thu Hien		Head of the Board of Supervisors			0	0%	Mrs Ngo Thi Thu Hien was dismissed on 21/05/2024
2.1	Ngo Minh Chi					0	0%	Father
2.2	Đo Thi Hai Yen					0	0%	Mother
2.3	Nguyen Tien Ky					0	0%	Father-in-law
2.4	Vu Thi Men					0	0%	Mother-in-law

2.5	Ngo Thi Thu Ha					50.000	0.09%	Sibling
2.6	Nguyen Tien Hung					0	0%	Husband
2.7	Nguyen Thi Anh Thu					0	0%	Child
2.8	Nguyen Tien Vuong					0	0%	Child
2.9	Nguyen Cong Hieu					0	0%	Brother-in-law
2.10	Industrial Urban Development Joint - Stock Company No 2					0	0%	Mrs Ngo Thi Thu Hien is Deputy head of Accounting Department
3	Mrs. Nguyen Tu Loan		Member of the Board of Supervisors			0	0%	Internal person

3.1	Nguyen The Chuyen					0	0%	Father
3.2	Pham Thi Binh					0	0%	Mother
3.3	Khuat Minh Hanh					0	0%	Husband
3.4	Khuat Minh Dau					0	0%	Father-in-law
3.5	Dinh Thi Tham					0	0%	Mother-in-law
3.6	Nguyen Thi Van Anh					0	0%	Sibling

3.7	Nguyen The Phong					0	0%	Brother-in-law
3.8	Nguyen Tu Linh					0	0%	Sibling
3.9	Pham The Hung					0	0%	Brother-in-law
3.10	Dong Nai Material & Building Investment Joint-Stock Company					0	0%	Mrs. Nguyen Tu Loan is the Deputy Head of Finance and Accounting Department
4	Mr. Tran Viet Long		Member of the Board of Supervisors			0	0%	Internal person
4.1	Tran Hau Dung					0	0%	Father

4.2	Le Thi Hong					0	0%	Mother
4.3	Tran Thi Lam Giang					0	0%	Wife
4.4	Tran Viet Hung					0	0%	Sibling
4.5	Nguyen Thi Oanh					0	0%	Sister-in-law
4.6	Tran Thi Quynh Hoa					0	0%	Sibling
4.7	Hoang Manh Luong					0	0%	Brother-in-law

4.8	Japanese SMEs Development Js Company					0	0%	Mr. Tran Viet Long is the Deputy Director
4.9	ICD Bien Hoa - Tin Nghia Logistics Joint-Stock Company					0	0%	Mr. Tran Viet Long is the Head of the branch
4.10	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company					0	0%	Mr. Tran Viet Long is a member of the Board of Supervisors
IV	Company Administration							
1	Mrs. Dau Thi Ngoc Ha		Company Administration			0	0%	Internal person
1.1	Dau Thanh Vuong					0	0%	Father
1.2	Phan Thi Hue					0	0%	Mother
1.3	Dau Cam Dung					0	0%	Sibling

1.4	Nguyen Van An					0	0%	Brother-in-law
1.5	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company					0	0%	Mrs. Dau Thi Ngoc Ha is a Member of the Board of Directors, Deputy Director