

**CÔNG TY CỔ PHẦN
SAM HOLDINGS**
SAM HOLDINGS CORPORATION

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số/No.: 21 /2025/CV-SAM

TPHCM, ngày 22 tháng 04 năm 2025

Ho Chi Minh City, 22 / 04 /2025

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi:

- Sở Giao Dịch Chứng Khoán Việt Nam
- Sở Giao Dịch Chứng Khoán Thành phố Hồ Chí Minh
- Ủy Ban Chứng Khoán Nhà Nước

To:

- Vietnam Stock Exchange
- Ho Chi Minh Stock Exchange
- State Securities Commission

1. Tên tổ chức: Công ty Cổ phần SAM Holdings

Name of organization: SAM Holdings Corporation

- Mã chứng khoán: SAM

Stock symbol: SAM

- Địa chỉ: 127 Ung Văn Khiêm, Phường 25 Quận Bình Thạnh, TP. Hồ Chí Minh

Headquarter address: 127 Ung Van Kiem, Ward 25, Binh Thanh District, Ho Chi Minh City

- Điện thoại liên hệ: 028 3512 2919

Fax: 028 3512 8632

Telephone: 028 3512 2919

Fax: 028 3512 8632

- E-mail: info@samholdings.com.vn

2. Nội dung thông tin công bố:

- Biên bản và Nghị quyết Đại hội đồng cổ đông thường niên năm 2025
- Tờ trình và Tài liệu đã được thông qua tại Đại hội

Content of disclosure:

- Minutes and Resolution of the 2025 Annual General Meeting of Shareholders
- Proposals and Documents Approved at the Meeting

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày
22 / 04 /2025 tại đường dẫn <http://samholdings.com.vn/documents/thong-tin-dinh-ky/>

This information was published on the company's website on 22 / 04 /2025 at the following link
<http://samholdings.com.vn/documents/thong-tin-dinh-ky/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the disclosed information is true and take full legal responsibility for the content of the disclosed information.

Tài liệu đính kèm/Attached files:

BB và NQ ĐHĐCĐ; Tài liệu Đại hội

AGM Minutes and Resoluion;

Approved documents

**NGƯỜI ĐẠI DIỆN PHÁP LUẬT
TỔNG GIÁM ĐỐC**

**LEGAL REPRESENTATIVES
GENERAL DIRECTOR**



Trần Quang Khang

No.: 01/2025/BB-ĐHĐCĐ

Đà Lạt, April 22, 2025

**MINUTES OF MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAM HOLDINGS CORPORATION**

- **Company name:** SAM HOLDINGS CORPORATION
- **Abbreviation:** SAM HOLDINGS; **Stock code:** SAM
- **Head office address:** 127 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City, Vietnam
- **Business Registration Certificate No.:** 3600253537, issued by the Department of Planning and Investment of Ho Chi Minh City, amended for the 31st time on November 25, 2024.

I. Time and Venue

- **Time:** The meeting commenced at 8:30 AM on April 22, 2025.
- **Venue:** Swiss-Belresort Tuyen Lam - Functional Area No. 7 & 8, Tuyen Lam Lake Tourist Area, Da Lat City, Lam Dong Province.

II. Participants of the Meeting

1. Board of Directors

Mr. Tran Viet Anh	Chairman of the Board of Directors
Mr. Phuong Xuan Thuy	Vice Chairman of the Board of Directors
Mr. Hoang Le Son	Member of the Board of Directors
Mr. Pham Hong Diep	Member of the Board of Directors
Mr. Bui Quang Bach	Member of the Board of Directors

Total number of Board members attending the meeting: 5/5.

2. Shareholders and Authorized Representatives Attending the Meeting

The total number of shareholders and authorized representatives attending the meeting at the commencement was **24** individuals, including:

- **Direct attendees:** 04 individuals
- **Authorized attendees:** 20 individuals

PART I: OPENING OF THE GENERAL MEETING

1. Verification of Shareholder Eligibility

Mr. Nguyen Huu Minh Loc – Head of the Shareholder Eligibility Verification Committee presented the Verification Report:

- **Total number of company shares:** 379,960,971 shares (*Three hundred seventy-nine million, nine hundred sixty thousand, nine hundred seventy-one shares*).
- **Total number of shareholders invited to attend the Meeting:** 16,414 shareholders representing 379,960,971 shares (*Three hundred seventy-nine million, nine hundred sixty thousand, nine hundred seventy-one shares*).
- As of 8:30 AM on April 22, 2025, the shareholders and authorized representatives present represent 299,495,736 shares, accounting for 78.83% of the total voting shares.
- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and the Company's Charter, the 2025 Annual General Meeting of Shareholders of SAM Holdings is deemed valid to proceed.

2. Approval of the Meeting Regulations, the Presidium, the Secretariat, and the Vote Counting Committee

Mr. Nguyen Huu Minh Loc presented the Draft Regulations for the 2025 Annual General Meeting of Shareholders of SAM Holdings.

- The General Meeting of Shareholders voted to approve the Meeting Regulations with a 100% approval rate of the total voting shares present.
- Mr. Nguyen Huu Minh Loc introduced the proposed list of the Presidium, the Secretariat, and the Vote Counting Committee.
- The General Meeting of Shareholders voted to approve the list with a 100% approval rate of the total voting shares present.

Presidium Members:

Name	Position	Role
Mr. Tran Viet Anh	Chairman of the BOD	Chairman
Mr. Phuong Xuan Thuy	Vice Chairman of the BOD	Presidium Member
Mr. Hoang Le Son	Member of the BOD	Presidium Member
Mr. Tran Quang Khang	General Director	Presidium Member

Secretariat Members:

Mr. Nguyen Tien Viet: Head of Secretariat

Mr. Huynh Cang Sieu: Member

Vote Counting Committee Members:

Mr. Nguyen Huu Minh Loc: Head of Committee

Mr. Dang Van Tuyen: Member

3. Opening of the Meeting and Approval of the Meeting Agenda

- **Mr. Tran Viet Anh** delivered the opening speech and presented the proposed agenda of the General Meeting.
- The General Meeting of Shareholders voted to approve the agenda with a 100% approval rate of the total voting shares present.

PART II: PRESENTATION OF REPORTS AND PROPOSALS BY THE BOARD OF DIRECTORS, AUDIT COMMITTEE, AND CEO

1. Mr. Trần Việt Anh presented the Report of the Board of Directors on the operations in 2024 and the orientations for 2025.
2. Mr. Hoàng Lê Sơn presented the 2024 Report of the Audit Committee.
3. Mr. Trần Quang Khang presented the Report of the Board of Management on the business performance in 2024 and the operational plan for 2025.
4. Mr. Trần Việt Anh presented the following proposals to the General Meeting of Shareholders:
 - Proposal No. 02/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the 2024 profit distribution plan;
 - Proposal No. 04/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the 2025 business plan and the 2025 profit distribution plan;
 - Proposal No. 06/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the maximum foreign ownership ratio in SAM Holdings Corporation;
 - Proposal No. 07/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the amendments and supplements to the Company's Charter.
5. Mr. Hoàng Lê Sơn presented the following proposals to the General Meeting of Shareholders:
 - Proposal No. 01/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the audited financial statements for 2024;
 - Proposal No. 03/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the selection of an audit firm to review and audit the 2025 financial statements;
6. Mr. Phương Xuân Thủy presented the following proposals to the General Meeting of Shareholders:
 - Proposal No. 05/2025/TTr-HĐQT dated 01/04/2025 regarding the approval of the 2025 remuneration plan for the Board of Directors and the 2025 operating budget of the Audit Committee;
 - Proposal No. 08/2025/TTr-HĐQT dated 01/04/2025 regarding the election of members to the Board of Directors for the 2025–2030 term.

PART III: ELECTION OF THE BOARD OF DIRECTORS FOR THE 2025-2030 TERM

- Mr. Nguyen Huu Minh Loc presented the proposal on the regulations for nomination, candidacy, and election of the Board of Directors for the 2025-2030 term.

- The Chairing Committee approved Proposal No. 08/2025/TTr-HĐQT dated April 1, 2025, regarding the election of Board of Directors members for the new term and introduced the list of candidates.
- The General Meeting of Shareholders voted to approve the regulations on nomination, candidacy, and the number of Board members for the 2025-2030 term, with an approval rate of 100% of voting shares present at the meeting.

PART IV: SHAREHOLDER DISCUSSION

Shareholder Questions:

Question 1: SAM has invested in Mỹ Thủy International Port JSC (MTIP). What is the current progress of the Mỹ Thủy Port project? What is the strategic objective behind this investment for the Company's future?

Question 2: Recently, SAM's stock price has declined significantly compared to the general market. Does the Board of Management have any plans to stabilize investor sentiment, given that the share price has remained low for an extended period?

Question 3: Over the past 4–5 years, the Company has not had any pipeline real estate projects. Are there any projects nearing the exploitation phase? What is the Company's land bank development strategy for the coming years? What are the plans to raise capital for real estate projects, especially given the current state of the capital market and the lack of recovery in the bond market due to investor confidence issues?

Responses from the Presidium:

The Presidium acknowledged and appreciated the feedback and questions from the shareholders, and provided the following responses:

The investment in Mỹ Thủy International Port JSC supports the Company's multi-sector business strategy. Quảng Trị Province holds potential in terms of land resources and is strategically located along the East–West Economic Corridor, facilitating trade flows from Laos. Mỹ Thủy Port is a key port in the central region, with a total designed capacity of 100,000 tonnes. Furthermore, SAM Cable & Wire is expanding into coal trading, and Mỹ Thủy Port will create synergies for this strategy. Phase 1 of the port investment is expected to be completed and operational by 2026.

Regarding SAM's stock price performance, the Company recognizes that its share price has fluctuated in line with overall market conditions, with certain periods of market downturn pushing the price below investor expectations. The Board of Management does not intend to intervene in the stock price in accordance with regulatory guidelines. However, the Company remains focused on governance, strategic planning, and business development to sustainably increase corporate value, which in turn is expected to enhance shareholder value and long-term investment effectiveness.

The Presidium also shared the Company's long-term investment strategy, which focuses on three main sectors: Real Estate, Industry, and Financial Investment. Additional insights into the Company's 2025 strategic direction were provided. In the industrial sector, the impact of trade tariffs—particularly in relation to SAM Cable & Wire's exports to the US—is

currently limited due to the small volume involved and has not significantly affected the Company's overall business results. Other markets such as Japan and South Korea have not yet been affected by trade policies.

With respect to investment activities, SAM continues to divest from underperforming or inefficient projects. In 2025, the Company plans to intensify investment in its Phú Hữu Gia and Nhơn Trạch real estate projects.

PART V: ANNOUNCEMENT OF ELECTION RESULTS FOR THE BOARD OF DIRECTORS (2025-2030 TERM) AND VOTING ON REPORTS & PROPOSALS

The General Meeting of Shareholders approved the election regulations, candidacy, nomination process, and the number of Board members, confirming a total of five (05) members for the Board of Directors.

The meeting also approved the list of candidates for the Board of Directors for the 2025-2030 term as follows:

No.	Board of Directors Candidates	Nominating shareholder group holding shares
01	Trần Việt Anh	11.44%
02	Bùi Quang Bách	10.88%
03	Lê Nguyễn Minh Quang	13.48%
04	Hoàng Lê Sơn	12.21%
05	Phương Xuân Thụy	14.54%

The approval voting rate reached **100%** of the voting shares present at the meeting.

The General Meeting of Shareholders officially recognized the election results for the **2025-2030 Board of Directors** as follows:

No.	Elected Members	Votes Received	Voting Percentage
01	Trần Việt Anh	299.495.736	100%
02	Phương Xuân Thụy	299.495.736	100%
03	Lê Nguyễn Minh Quang	299.495.736	100%
04	Hoàng Lê Sơn – Independent Member	299.495.736	100%
05	Bùi Quang Bách – Independent Member	299.495.736	100%

VOTING RESULTS FOR REPORTS AND PROPOSALS

The General Meeting of Shareholders voted to approve all reports and proposals presented at the meeting with the following results:

No.	Voting Item	Voting Opinion	Number of Votes	% of Voting Shares
1	Report of the Board of Directors on 2024 activities and 2025 business direction	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
2	Report of the Audit Committee on 2024 activities	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
3	Report of the Board of Management on business performance in 2024 and business plan for 2025	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
4	Proposal No. 01/2025/TTr-HĐQT (01/04/2025) - Approval of audited financial statements for 2024	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
5	Proposal No. 02/2025/TTr-HĐQT (01/04/2025) - Approval of profit distribution plan for 2024	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
6	Proposal No. 03/2025/TTr-HĐQT (01/04/2025) - Approval of the selection of an audit firm for 2025 financial statements	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
7	Proposal No. 04/2025/TTr-HĐQT (01/04/2025) - Approval of the 2025 business plan and profit distribution plan	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
8	Proposal No. 05/2025/TTr-HĐQT (01/04/2025) - Approval of the 2024 BOD remuneration report; 2025 BOD remuneration plan and Audit Committee budget	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%
9	Proposal No. 06/2025/TTr-HĐQT (01/04/2025) - Approval of the maximum foreign ownership ratio in SAM Holdings	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%

No.	Voting Item	Voting Opinion	Number of Votes	% of Voting Shares
		Invalid	0	0%
10	Proposal No. 07/2025/TTr-HĐQT (01/04/2025) - Approval of amendments and supplements to the Company's Charter	Agree	299.495.736	100%
		Disagree	0	0%
		No opinion	0	0%
		Invalid	0	0%

PART VI: APPROVAL OF THE MINUTES, RESOLUTIONS, AND CLOSURE OF THE MEETING

Mr. Nguyễn Tiến Việt – Head of the Secretariat – presented the draft Minutes and the draft Resolutions of the 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation.

The General Meeting of Shareholders voted to approve the Minutes and Resolutions with a 100% approval rate of the total voting shares present at the meeting.

Mr. Trần Việt Anh – the Chairman – delivered the closing speech of the Meeting.

The Minutes of the 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation were prepared at 12:00 PM on April 22, 2025.

Recipients:

- *As stated above*
- *Board of Directors,*
Audit Committee
- *Organizing Committee*
- *Archive*

HEAD OF SECRETARIAT

CHAIRMAN

NGUYỄN TIẾN VIỆT

TRẦN VIỆT ANH

No.: 02/2025/NQ-ĐHĐCĐ

Đà Lạt, April 22, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAM HOLDINGS CORPORATION

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of SAM Holdings Corporation;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BB-ĐHĐCĐ dated April 22, 2025.

Article 1: The Annual General Meeting of Shareholders approves the Report of the Board of Directors on 2024 activities and 2025 strategic directions.

Article 2: The Annual General Meeting of Shareholders approves the Report of the Audit Committee on 2024 activities.

Article 3: The Annual General Meeting of Shareholders approves the Report of the Board of Management on business performance in 2025 and business plan for 2025.

Article 4: The Annual General Meeting of Shareholders approves the 2024 Financial Statements audited by AASC Auditing Firm Co., Ltd. on March 28, 2025. Detailed information is available at the following link: <http://samholdings.com.vn/documents/bao-cao-tai-chinh/>

Article 5: The Annual General Meeting of Shareholders approves the distribution of 2024 profits according to Proposal No. 02/TTr-HDQ1/T dated April 1, 2025, as follows:

No.	Items	Amount (VND)
1	Net profit after tax for 2024	84,340,302,128
2	Allocation to Reward and Welfare Fund (1% of consolidated net profit after tax)	843,403,021
3	Remaining profit after fund allocation	83,496,899,107
4	Dividend distribution (*)	0%
5	Accumulated undistributed net profit	175,385,193,356

Article 6: The Annual General Meeting of Shareholders approves the list of five independent auditing firms to review the semi-annual financial statements and audit the 2025 financial statements of the Company:

1. Ernst & Young Vietnam Ltd.
 - o Address: 28th Floor, Bitexco Financial Tower, 2 Hai Trieu, District 1, Ho Chi Minh City.
2. PricewaterhouseCoopers Vietnam Ltd.

- Address: 8th Floor, Saigon Tower, 29 Le Duan, District 1, Ho Chi Minh City.
- 3. AASC Auditing Firm Ltd. (AASC)
 - Address: No. 1, Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi.
 - Ho Chi Minh City Branch: 3rd Floor, Galaxy 9 Building, 9 Nguyen Khoai, Ward 1, District 4, Ho Chi Minh City.
- 4. Moore Aisc Auditing and IT Services Ltd.
 - Address: 389A, Dien Bien Phu, Ward 4, District 3, Ho Chi Minh City.
- 5. A&C Auditing and Consulting Co., Ltd.
 - Address: 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City.

The Annual General Meeting of Shareholders authorizes the Board of Directors to negotiate and select an independent auditing firm from the above list to review the semi-annual financial statements and audit the 2025 financial statements of the Company according to Proposal No. 03/2025/TTr-BOD dated April 1, 2025.

Article 7: The Annual General Meeting of Shareholders approves the 2025 business plan for consolidated revenue and profit as follows:

Items	2025 Plan (Billion VND)	2024 Actual (Billion VND)	Growth % vs. 2024
Total revenue	3,539.08	4,165.65	84.96%
Revenue from business operation	3,471.97	4,038.23	85.98%
Financial income	67.11	127.42	52.67%
Profit before tax	125.62	110.60	113.58%

The Annual General Meeting of Shareholders approves the 2025 profit distribution plan as follows:

Items	Proposed Allocation Rate 2025
Bonus and Welfare Fund	1% of consolidated net profit after tax for 2025
Bonus for exceeding business targets (Board of Directors & Audit Committee)	10% of profit exceeding plan
Bonus for exceeding business targets (Board of Management)	10% of profit exceeding plan
Expected dividend (*)	5%
(*) Dividends expected to be paid in 2025 from accumulated retained earnings of 2022, 2023, 2024, and projected 2025 profits.	

Article 8: The Annual General Meeting of Shareholders approves Proposal No. 05/2025/TTr-BOD dated April 1, 2025, regarding the report on remuneration payment results for the Board of Directors in 2024 and the remuneration and budget plan for the Board of Directors and Audit Committee for 2025 as follows:

2024 Remuneration Payment Results:

Items	Approved Total Remuneration (*) (VND)	Actual Paid Amount (VND)
Board of Directors and Audit Committee Remuneration	3,100,000,000	1,617,047,828

(*) Based on the 2024 AGM Resolution.

2025 Remuneration Plan:

Items	Estimated Total Remuneration and Budget (VND)
Board of Directors and Audit Committee Budget	3,100,000,000

The Annual General Meeting of Shareholders authorizes the Chairman of the Board of Directors to determine the specific remuneration levels for each Board member, Board Secretary, and Audit Committee budget.

Article 9: The Annual General Meeting of Shareholders approves Proposal No. 06/2025/TTr-BOD dated April 1, 2025, regarding the maximum foreign ownership ratio at SAM Holdings Corporation, setting the maximum foreign ownership ratio at 49% (forty-nine percent).

Article 10: The Annual General Meeting of Shareholders approves the full text of the amended and supplemented Charter of SAM Holdings Corporation according to Proposal No. 07/2025/TTr-BOD dated April 1, 2025. The Company's legal representative is authorized to carry out registration procedures, report the amended Charter, disclose information as required, and handle other related legal procedures.

Article 11: The Annual General Meeting of Shareholders approves the Election Regulations and the number of Board of Directors (BOD) members for the 2025-2030 term as 5 (five) members, and approves the list of candidates for election to the Board of Directors for the 2025-2030 term as follows:

No.	Candidates	Nominating shareholder group holding shares
01	Trần Việt Anh	11.44%
02	Bùi Quang Bách	10.88%
03	Lê Nguyễn Minh Quang	13.48%
04	Hoàng Lê Sơn	12.21%
05	Phương Xuân Thụy	14.54%

The approval voting rate reached ...100...% of the total shares with voting rights present.

Article 12: The Annual General Meeting of Shareholders recognizes the election results for the Board of Directors for the 2025-2030 term as follows:

No.	Elected Members	Votes Received	Voting Percentage
1	Trần Việt Anh	299.495.736	100%
2	Phương Xuân Thụy	299.495.736	100%
3	Lê Nguyễn Minh Quang	299.495.736	100%
4	Hoàng Lê Sơn – Independent Member	299.495.736	100%
5	Bùi Quang Bách – Independent Member	299.495.736	100%

Article 13: Effectiveness

- The Annual General Meeting of Shareholders of SAM Holdings Corporation authorizes the Board of Directors to organize the implementation of the contents according to this Resolution.
- This Resolution of the 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation was issued at 12:00 PM on April 22, 2025. It was read and approved by a 100% voting percentage of the total shares with voting rights present.
- This Resolution takes effect from the date of issuance. The members of the Board of Directors, the Audit Committee, the Executive Board, and all relevant departments and subsidiaries of SAM Holdings Corporation are responsible for executing this Resolution in compliance with the law and the Company's Charter.

Recipients:

- As stated above
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

**ON BEHALF OF THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



TRẦN VIỆT ANH



AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

SAM HOLDINGS CORPORATION

Time: 8:30 AM, April 22, 2025

Venue: Swiss-Belresort Tuyền Lâm, No. 7 & 8, Tuyền Lâm Lake Tourist Area, Ward 3, Đà Lạt City, Lâm Đồng Province.

No.	Agenda	Time	Chairperson
1	Reception and Verification of Shareholder Eligibility: - Welcome delegates and shareholders - Verify shareholder eligibility - Distribute documents to shareholders	07:30-08:30	Organizing Committee
I	Opening of the General Meeting		
2	- Report on shareholder eligibility verification - Opening declaration, introduction of delegates and participants	08:30-08:40	- Shareholder Eligibility Verification Committee - Organizing Committee
3	- Introduction and approval of the Presidium, Secretariat, and Voting Committee - Approval of the General Meeting's regulations and agenda	08:40-08:55	- Organizing Committee
II	Presentation of Reports and Proposals		
4	Report of the Board of Directors on 2024 Activities and 2025 Strategic Directions	08:55-09:05	Chairperson
5	Report of the Audit Committee on 2024 Activities	09:05-09:15	Audit Committee
6	Report of the Board of Management on 2024 Business Performance and 2025 Business Plan	09:15-09:25	General Director
7	Proposals: (i) Proposal for approval of the audited 2024 financial statements. (ii) Proposal for approval of the 2024 profit distribution plan. (iii) Proposal for approval of the selection of an auditing firm to review and audit the 2025 financial statements. (iv) Proposal for approval of the 2025 business plan and profit distribution plan. (v) Proposal for approval of the 2024 Board of Directors' remuneration report; approval of the 2025 remuneration plan	09:25-9:40	Presidium

	for the Board of Directors and the operating budget for the Audit Committee. (vi) Proposal for approval of the maximum foreign ownership ratio in SAM Holdings Corporation. (vii) Proposal for approval of amendments and supplements to the Charter of SAM Holdings Corporation.		
III	ELECTION OF THE BOARD OF DIRECTORS FOR THE 2025-2030 TERM		
8	- Approval of the regulations on nomination, candidacy, and election of the Board of Directors	9:40-09:50	Voting Committee
9	- Proposal for the election of Board of Directors members for the 2025-2030 term. - Introduction of the list of Board of Directors candidates. - Announcement of the shareholder and shareholder representatives attendance ratio at the General Meeting at the time of the election.	9:50-10:00	Presidium
10	Shareholders proceed with the election.	10:00-10:15	Shareholders
11	Vote counting Intermission & Tea Break	10:15-10:35	Voting Committee
12	General Meeting Discussion	10:35 - 11:00	Presidium
13	Announcement of Election Results for the Board of Directors 2025-2030 Term	11:00 -11:15	Voting Committee
14	Introduction of the Newly Elected Board of Directors	11:15-11:25	New Term Board of Directors
15	Voting on the approval of Reports and Proposals	11:25-11:40	Presidium
16	Approval of the Meeting Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders	11:40-11:55	General Meeting Secretary
17	Summary and Closing of the General Meeting	11:55-12:00	Chairperson

Ho Chi Minh City, April 1, 2025

REGULATIONS

ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Article 1: OBJECTIVES

- Ensure the principles of transparency, fairness, and democracy;
- Facilitate the organization and conduct of the Annual General Meeting of Shareholders;
- This regulation stipulates the order of the Meeting, the procedures for shareholders to exercise their rights, and the responsibilities of the Presidium, the Secretariat, the Voting Committee, and other related matters.

Article 2: APPLICABLE SUBJECTS AND SCOPE

1. This regulation stipulates the procedures for organizing the Annual General Meeting of Shareholders of SAM Holdings Joint Stock Company, as well as the rights and obligations of shareholders attending the Meeting.
2. Shareholders of the Company and other participants of the Meeting are responsible for complying with the provisions of this Regulation.

Article 3: RIGHTS OF SHAREHOLDERS ATTENDING THE MEETING

Shareholders have the right to attend the Meeting in person or authorize a representative to attend on their behalf. They may express opinions and vote on matters listed in the Meeting agenda.

Shareholders shall be invited by the Meeting Organizing Committee and provided with information regarding the Meeting agenda and materials on the company's website (www.samholdings.com.vn) for review and discussion during the Meeting.

Each shareholder will be issued a voting card with a unique voting code. Voting rights are determined based on the number of shares the shareholder owns or represents.

Shareholders arriving late are entitled to register and participate in the Meeting. They may vote on ongoing and future matters but are not allowed to vote on resolutions that were passed before their arrival (the validity of previously conducted votes remains unaffected).

Article 4: OBLIGATIONS OF SHAREHOLDERS ATTENDING THE MEETING

- Comply with the provisions of this Regulation.
- Respect the authority of the Chairman and the voting results of the Meeting conducted in a lawful manner.
- Bear their own travel and accommodation expenses for attending the Meeting.
- Bring authorization documents (if authorized) and identification documents (ID card, Citizen ID card, or passport) for verification by the Shareholder Eligibility Verification Committee.
- For individuals: The authorization document must be signed by the authorizing party.
- For organizations: The authorization document must be signed and sealed by the legal representative or duly authorized representative of the organization.



- Sit in the designated area as guided by the Meeting Organizing Committee.
- Smoking is prohibited during the Meeting.
- Avoid private conversations and mobile phone usage during the Meeting. All mobile phones must be set to silent mode.
- Maintain order until the Meeting concludes.

Article 5: VOTING AND APPROVAL OF MATTERS AT THE MEETING

1. **Principle:** All matters on the Meeting agenda must be approved by a show of voting cards from all attending shareholders.
2. **Voting method:** Shareholders vote by raising their voting cards (agree, disagree, or abstain).
3. **Voting rules:** Any matter requiring approval must receive at least 65% or 50% of the total voting shares represented at the Meeting, as stipulated in Clauses 1 and 2, Article 148 of the Law on Enterprises and the Company's Charter.

Article 6: SPEAKING AT THE MEETING

1. **Principle:** Shareholders wishing to speak must register in advance and receive approval from the Chairman.
2. **Speaking method:** Shareholders must keep their remarks concise and relevant to the approved agenda. The Chairman will arrange the order of speakers and provide responses to shareholder inquiries.

Article 7: RIGHTS AND RESPONSIBILITIES OF THE CHAIRMAN

1. Conduct the Meeting in accordance with the approved agenda, rules, and regulations, following the principles of democratic centralism and majority decision-making.
2. Guide discussions and voting on matters within the Meeting agenda and related issues.
3. Decide on procedural matters and unforeseen issues arising during the Meeting.
4. Postpone the Meeting if deemed necessary without requiring shareholder approval in cases where:
 - The venue cannot accommodate all attendees comfortably;
 - The available communication facilities do not ensure effective participation and voting;
 - Attendees disrupt or may disrupt the orderly conduct of the Meeting;
 - Postponement is necessary for the lawful conduct of the Meeting.
 - The postponement period must not exceed three days from the originally scheduled date.

Article 8: RESPONSIBILITIES OF THE SECRETARIAT

1. Accurately and fully record the proceedings of the Meeting, including resolutions and any noted shareholder concerns.
2. Draft the Meeting Minutes and the Shareholder Meeting Resolution based on the approved matters.

Article 9: RESPONSIBILITIES OF THE VOTING COMMITTEE

1. Report on shareholder eligibility verification before the Meeting.
2. Guide shareholders on the voting process.
3. Determine voting results for matters presented at the Meeting.
4. Report voting results to the Secretariat.
5. Identify and report any violations of voting procedures or complaints related to voting results.

Article 10: MEETING MINUTES AND SHAREHOLDER RESOLUTIONS

1. All discussions and proceedings must be recorded in the Shareholder Meeting Minutes by the Secretariat.

2. Resolutions approved at the Meeting must be documented in the Meeting Resolution.
3. The Meeting Minutes and Resolution must be read and approved before the Meeting concludes.

Article 11: CONDITIONS FOR HOLDING THE SHAREHOLDERS' MEETING

1. The Meeting is valid if shareholders representing more than 50% of the total voting shares attend.
2. If the first Meeting fails to meet the required quorum, a second Meeting will be convened within 30 days. The second Meeting is valid if at least 33% of the total voting shares are represented.
3. If the second Meeting still fails to meet the required quorum, a third Meeting will be convened within 20 days. The third Meeting is valid regardless of the number of voting shares represented.

Article 12: EFFECTIVENESS OF THE REGULATION

This Regulation was approved by the attending shareholders at the 2025 Annual General Meeting of Shareholders held on April 22, 2025.

Recipients:

- *As stated above (for reporting);*
- *Board of Directors;*
- *General Meeting Organizing Committee;*
- *Filed in the archives.*

ON BEHALF OF THE ORGANIZING COMMITTEE

HEAD OF THE COMMITTEE



TRẦN VIỆT ANH



No.: 04/2025/BC-HĐQT

Ho Chi Minh City, April 1, 2025

**REPORT OF THE BOARD OF DIRECTORS ON 2024 ACTIVITIES AND 2025
STRATEGIC DIRECTIONS**

To: Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Law on Enterprises No. 52/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation.

The Board of Directors (BoD) hereby reports to the General Meeting of Shareholders on the execution of its duties in 2024 and the strategic direction for 2025 as follows:

I. Report on the Activities of the Board of Directors in 2024

1. Activities of the Board of Directors in 2024

In 2024, in accordance with the provisions of the Enterprise Law, the company's charter, operational regulations, and the Board of Directors' (BoD) working regulations, the company successfully organized the 2024 Annual General Meeting of Shareholders. The BoD held 19 meetings through various methods, including in-person, online, and written consultations, to issue resolutions and important decisions to promptly direct the activities of SAM Holdings.

The detailed content of the 20 resolutions issued by the BoD in 2024 is attached in Appendix 01.

2. Activities of Independent BoD Members and Their Evaluation of the BoD's Performance

The activities of the BoD in 2024 were organized and implemented in compliance with the Company's Charter, the BoD's organizational and operational regulations, and current legal provisions. All content approved by the General Meeting of Shareholders was fully executed.

Independent BoD members actively participated in discussions and provided opinions during the decision-making process, ensuring compliance with current regulations. They monitored corporate governance standards, oversaw risk management, and approved transactions with related parties and affiliated transactions as required. Independent members attended all BoD meetings in 2024.

The detailed report from the independent BoD members is attached in Appendix 02.

3. Report on Transactions with Related Parties

In 2024, the company engaged in transactions with related parties, *details of which are provided in Appendix 03.*

4. Supervision of the Board of Management by the Board of Directors

The BoD monitored the activities of the Board of Management in accordance with the Company's Charter, regulations, and legal requirements:

- The BoD held quarterly meetings and regularly participated in monthly briefings with the Board of Management to closely follow the Company's operations and provide timely directives aligned with the 2024 resolutions of the Annual General Meeting of Shareholders and the BoD.
- All proposals from the Board of Management were discussed and resolved in BoD meetings, and after approval, they were promptly executed by the Board of Management.
- During the implementation of BoD resolutions, the Board of Management regularly reported on progress and outcomes.
- The BoD closely monitored the Company's business and financial status through regular reports from the CEO, assessing monthly, quarterly, and annual performance against set targets.
- The BoD collaborated with the Supervisory Board to enhance corporate governance and risk management.
- The Board of Management strictly adhered to legal regulations, directives from the State Securities Commission, and other regulatory authorities.
- The Board of Management ensured full compliance with reporting and disclosure requirements for listed companies as per the law.

Overall, the Board of Management and all employees made significant efforts in governance and operations, closely following the resolutions of the Annual General Meeting of Shareholders and the BoD. The Company achieved remarkable results, with total consolidated revenue exceeding 71.87% of the target, production and business revenue surpassing 80.30% of the plan, and pre-tax profit exceeding 37.58% of the target. The outstanding business performance was largely driven by SAM Holdings Corporation's core segments: industrial manufacturing (wires and cables), real estate (office leasing and tourism), and financial investments.

5. Implementation of the 2024 Annual General Meeting of Shareholders Resolutions

The BoD reports to the General Meeting of Shareholders on the implementation of Resolution No. 02/2024/NQ-DHDCD, as follows:

Indicator	2024 Resolution	Actual 2024 Performance	Completion Rate
Total Revenue	2,423.78 billion VND	4,165.65 billion VND	171.87%
Pre-tax Profit	80.39 billion VND	110.60 billion VND	137.58%
Reward and Welfare Fund	1% of after-tax profit	1% of after-tax profit	Fully Implemented
Dividend Distribution	3%	No dividend planned (*)	
Independent Auditor Selection	The BoD to negotiate and select an audit firm from the five approved by the 2024 AGM	Contract signed with AASC Auditing Firm for interim and annual financial statement audits	Fully Implemented

(*) The BoD proposes to the General Meeting of Shareholders not to distribute dividends for 2024 to strengthen financial capacity, reinvest in key projects, and mitigate economic downturn risks.

6. Remuneration and Benefits of the Board of Directors

BoD Remuneration in 2024

No.	Name	Position	Remuneration (VND)	Notes
1	Trần Việt Anh	Chairman	203,447,828	Appointed on 25/06/2020
2	Phương Xuân Thủy	Vice Chairman	465,600,000	Appointed on 25/06/2020
3	Bùi Quang Bách	Member	264,000,000	Appointed on 26/04/2021
4	Hoàng Lê Sơn	Member	480,000,000	Appointed on 25/06/2020
5	Phạm Hồng Điệp	Member	120,000,000	Appointed on 21/04/2023
6	Nguyễn Tiến Việt	BOD Secretary	84,000,000	Appointed on 27/06/2019
Total			1,617,047,828	

Total BoD remuneration for 2024 was 1,617,047,828 VND, accounting for 52.16% of the total approved by the AGM.

Details of the salary and benefits of the Board of Management can be found in Note 43 of the 2024 Consolidated Financial Statements.

II. Orientation for the Board of Directors' Strategic Direction in 2025

The Board of Management has developed and reported to the BoD a draft business plan for 2025, proposing net revenue and pre-tax profit targets of 3,539.08 billion VND and 125.62 billion VND, respectively, reflecting revenue growth of 84.96% and profit growth of 113.58% compared to 2024.

Amidst economic uncertainties, SAM Holdings Corporation remains focused on three core sectors: Financial Investment, Real Estate, and Industrial Manufacturing. The BoD believes that with clear strategies and collective effort, the Company will successfully achieve its goals.

The BoD has outlined key business and governance tasks for 2025:

Business Activities:

- Implement the 2025 AGM resolution.
- Support and supervise the Board of Management in executing the business plan.
- Focus resources on strategic sectors, digital transformation, and brand sustainability.
- Facilitate access to investment capital.
- Expand partnerships and investment opportunities.

Corporate Governance:

- Ensure compliance with legal and corporate regulations.
- Enhance governance quality.
- Restructure and optimize the organization.
- Develop high-quality human resources.
- Strengthen investor relations and transparency.
- Review and refine HR policies to support long-term growth.
- The BoD submits this report to the General Meeting of Shareholders for consideration and approval.

The BoD submits this report to the General Meeting of Shareholders for consideration and approval.

Recipients:

- *As stated above (report)*
- *Board of Directors, Audit Committee*
- *General Meeting Organizing Committee*
- *Archive*

ON BEHALF OF THE BOARD OF DIRECTORS



TRẦN VIỆT ANH

APPENDIX 1: BOARD OF DIRECTORS' RESOLUTIONS ISSUED IN 2024

No.	Resolution No./Decision	Date	Content
1	02/2024/NQ-HDQT	29/01/2024	Approval of issuing an irrevocable letter of guarantee to secure all credit obligations of Sacom Cable and Wire Joint Stock Company at BIDV – Dong Nai Branch
2	04/2024/NQ-HDQT	06/02/2024	Approval of adjusting the type of shareholder securities
3	06/2024/NQ-HDQT	21/02/2024	Approval of the policy to conduct transactions with related persons/entities of the Company in 2024
4	08/2024/NQ-HDQT	27/02/2024	Approval of the schedule for the 2024 Annual General Meeting of Shareholders of SAM Holdings
5	10/2024/NQ-HDQT	25/03/2024	Approval of the documents for the Annual General Meeting of Shareholders of SAM Holdings Joint Stock Company
6	12/2024/NQ-HDQT	03/04/2024	Approval of issuing an irrevocable letter of guarantee to secure all credit obligations of Sacom Cable and Wire Joint Stock Company at Vietnam International Commercial Joint Stock Bank – Saigon Branch
7	14/2024/NQ-HDQT	03/05/2024	Approval of issuing an irrevocable letter of guarantee to secure all credit obligations of Sacom Cable and Wire Joint Stock Company at CTBC Bank Co., Ltd – Ho Chi Minh City Branch
8	16/2024/NQ-HDQT	10/06/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to Tien Phong Commercial Joint Stock Bank – Ben Thanh Branch
9	18/2024/NQ-HDQT	19/06/2024	Selection of the auditing firm for 2024
10	20/2024/NQ-HDQT	26/06/2024	Approval of loan guarantee for Sacom Cable and Wire Joint Stock Company at BIDV – Dong Nai Branch
11	20.1/2024/NQ-HDQT	02/08/2024	Approval of adjusting collateral for TPB loan
12	22/2024/NQ-HDQT	21/08/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to Vietcombank – Ho Chi Minh City Branch
13	24/2024/NQ-HDQT	27/08/2024	Approval of loan from TPB Bank
14	26/2024/NQ-HDQT	04/09/2024	Approval of appointing the Deputy General Director
15	28/2024/NQ-HDQT	12/11/2024	Approval of dismissing Mr. Hoang Le Son as Chairman of the Board and appointing Mr. Tran Viet Anh as Chairman of the Board
16	29/2024/NQ-HDQT	12/11/2024	Approval of appointing Mr. Tran Quang Khang as General Director

No.	Resolution No./Decision	Date	Content
17	31/2024/NQ-HDQT	16/12/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to VietinBank – Dong Nai Branch
18	33/2024/NQ-HDQT	23/12/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to Military Bank – Dien Bien Phu Branch
19	35/2024/NQ-HDQT	24/12/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to Vietcombank – Ho Chi Minh City Branch
20	37/2024/NQ-HDQT	24/12/2024	Approval of guaranteeing all financial obligations of Sacom Cable and Wire Joint Stock Company to Vietnam International Commercial Joint Stock Bank – Saigon Branch – Corporate Banking Business Center (“VIB”)

APPENDIX 2

INDEPENDENT BOARD MEMBER'S ASSESSMENT REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Board Structure

The structure of the Board of Directors (BOD) ensures compliance with the Charter and legal regulations regarding the number, standards, and conditions of members, as well as adherence to legal requirements concerning the composition of independent members.

2. Operational Mechanism

The BOD conducted 19 meetings through various formats, including in-person, online, and written consultations, to issue resolutions and decisions regarding strategic direction and operational management of SAM Holdings Corporation in different periods. The BOD reviewed and decided on matters within its authority. All BOD meetings were conducted fully and legally, ensuring compliance with prescribed procedures, formalities, and protocols.

3. Activities of Independent BOD Members in the Year

Independent BOD members attended all BOD meetings (achieving a 100% attendance rate). They reviewed, provided opinions, and voted on issues within their jurisdiction.

Additionally, in 2024, independent BOD members performed their supervisory functions over the BOD's activities through meetings, discussions, and decision-making processes. They also monitored the activities of the Board of Management by ensuring compliance with the BOD's resolutions.

4. Independent BOD Members' Evaluation of the BOD's Activities

The BOD recognized that the business environment in 2024 faced numerous difficulties and challenges due to adverse macroeconomic conditions both domestically and internationally. Therefore, corporate governance and management required flexibility, timeliness, and adaptability to market developments.

The BOD effectively carried out its role in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders (GMS). It adhered to legal regulations and corporate governance rules, convening regular and extraordinary meetings to promptly address emerging issues and approve decisions aligned with actual circumstances, ensuring the best interests of the Company and its shareholders.

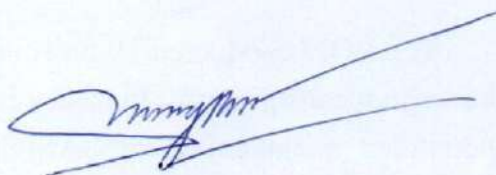
Regular BOD members actively participated in periodic and extraordinary meetings of the Board of Management to address arising corporate matters. Major management decisions were thoroughly analyzed, debated, and consulted with BOD members to ensure corporate interests.

The BOD continued to direct the development, issuance, and implementation of new regulations, policies, and procedures to meet the demands of corporate governance and business operations.

In 2024, the BOD fulfilled its role and responsibilities in directing, supporting, and supervising the Board of Management in executing the resolutions approved by the GMS and the BOD. It ensured compliance with legal regulations while balancing the interests of the Company and existing shareholders.

Ho Chi Minh City, April 1, 2025

INDEPENDENT BOARD MEMBER

A handwritten signature in blue ink, appearing to read 'Bui Quang Bach', with a long horizontal stroke extending to the right.

Bùi Quang Bách

APPENDIX 3
TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PARTIES OF INSIDERS IN 2024

No.	Name of organization/ individual	Relationship with the Company	ID 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	Content, quantity, total value of transaction
1	Sacom - Tuyen Lam Joint Stock Company	Subsidiary	5800855363; 7 th amendment on 13/07/2016 at Lam Dong Department of Planning and Investment	Functional areas 7 and 8, Tuyen Lam Lake Tourist Area, Ward 3, Da Lat City, Lam Dong	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 23.226.430.994 VND Purchase goods and services: 197.135.184 VND Loan repayment (principal): 100.000.000.000 VND Payment for goods and services: 213.126.000 VND
2	Sacom Wire and Cables Corporation	Subsidiary	3602502436; 6 th amendment on 09/07/2018 at Dong Nai Department of Planning and Investment	Road No. 4, Long Thanh Industrial Park, Tan An Commune, Long Thanh District, Dong Nai	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 828.292.313 VND Lending: 43.000.000.000 VND Dividends: 7.494.000.000 VND Interest receivables from lending: 532.520.549 VND Borrowing: 22.482.000.000 VND Collection of lending (principal): 43.000.000.000 VND Interest received from lending: 532.520.549 VND Cash collection from sales: 75.000 VND Loan repayment (interest): 726.854.794 VND
3	Sacom Land Corporation	Subsidiary	3601028125; 10 th amendment on 14/08/2018 at Dong Nai Department of Planning and Investment	Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 726.854.794 VND Return capital from ICC: 15.905.302.000 VND Borrowing: 45.900.000.000 VND Receive capital contribution from ICC: 1.300.000.000 VND Loan repayment (principal): 45.900.000.000 VND
4	Sacom - Chip Sang Co., Ltd.	Subsidiary	0310429832; 6 th amendment on 09/09/2015 at HCM City Department of Planning and Investment	Lot T2-4, 8th Floor, High-Tech Park, D1 Street, Tan Phu Ward, District 9, HCMC	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 4.773.041.104 VND Dividends: 17.854.875.000 VND

No.	Name of organization/ individual	Relationship with the Company	ID 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	Content, quantity, total value of transaction
5	High Technology Agriculture SAM Joint Stock Company	Subsidiary	6400357742; 4 th amendment on 08/08/2018 at Dak Nong Department of Planning and Investment	Village 7, Truong Xuan Commune, Dak Song District, Dak Nong Province	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest receivables from lending: 383.945.204 VND Receivables from ICC profit sharing: 2.208.716.098 VND Divestment: 72.000.000.000 VND
6	Capella Quang Nam Joint Stock Company	Subsidiary	4001061041; 6 th amendment on 31/05/2021 at Quang Nam Department of Planning and Investment	Tam Thang 2 Industrial Park, Tam Thang Commune, Tam Ky City, Quang Nam Province, Vietnam	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 3.818.432.875 VND
7	South Central Highlands Investment Development Company Limited	Subsidiary	6400431001; 1 st issuance on 29/01/2021 at Dak Nong Department of Planning and Investment	23/3 Street, Nghia Thanh Ward, Gia Nghia City, Dak Nong Province, Vietnam	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Return capital from ICC: 58.735.000.000 VND Receive capital contribution from ICC: 75.000.000.000 VND
8	Phu Tho Tourist Service Joint Stock Company	Associate Company	0301074118; Date of issue: 21/07/2006 at HCM City Department of Planning and Investment	15 Street No. 2 Lu Gia Residential Area, District 11, Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Purchase goods and services: 142.897.110 VND Payment for goods and services: 130.469.000 VND
9	An Viet Infrastructure Development And Investment Joint Stock Company	Associate Company	0312738674; Date of issue: 15/04/2014 at Ha Noi City Department of Planning and Investment	Block 27, area 7.2ha, group 17, cluster 3, Vinh Phuoc Ward, Ba Dinh District, Hanoi	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Divestment: 93.300.000.000 VND
10	Phu Huu Gia Joint Stock Company	Associate Company	3600941389; Date of issue: 11/02/2007 at Dong Nai Department of	No. 11, Cau Ke, Phu Huu, Nhon Trach District, Dong Nai Province	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Interest expense: 1.635.703.671 VND Lending: 3.050.000.000 VND Interest receivables from lending: 975.675.892 VND Borrowing: 86.260.000.000 VND

No.	Name of organization/ individual	Relationship with the Company	ID 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	Content, quantity, total value of transaction
			Planning and Investment				Collection of lending (principal): 13.740.000.000 VND Interest received from lending: 2.216.551.238 VND Loan repayment (principal): 1.700.000.000 VND Interest repayment: 2.216.551.238 VND
11	OPC Pharmaceutical Joint-Stock Company	Affiliated Party Of Internal Person	0302560110; Date of issue: 25/03/2022; Place of issue: Ho Chi Minh City; Department of Planning and Investment	1017 Hong Bang, Ward 12, District 6, Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Purchase goods and services: 41.595.110 VND Payment for goods and services: 44.845.199 VND
12	National Securities Joint Stock Company	Affiliated Party Of Internal Person	27/UBCK-GPHDKD issued by the State Securities Commission on 15/12/2006	Floor 05 SAMSORA 105 Chu Van An - Yet Kieu - Ha Dong - Hanoi	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Borrowing: 20.592.058.579 VND Loan repayment (principal): 30.681.857.158 VND
13	Hung Vuong Assurance Corporation	Affiliated Party Of Internal Person	50/GPDDC12/KDBH issued by the Ministry of Finance on 15/07/2022	126 Nguyen Cong Tru - Nguyen Thai Binh Ward - District 1 - Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 06/2023/NQ-HDQT dated 21/02/2024	Purchase goods and services: 1.217.595.391 VND Payment for goods and services: 1.332.865.133 VND



*Ho Chi Minh City, April 1, 2025***AUDIT COMMITTEE REPORT IN 2024****To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Sam Holdings Corporation;
- Pursuant to the Operating Regulations of the Audit Committee.

The Audit Committee (AC) hereby reports to the Annual General Meeting of Shareholders (AGM) on its activities and supervision results for the year 2024 as follows:

I. Organizational Structure and Activities of the Audit Committee in 2024**1. Composition and Structure of the Audit Committee**

No.	Name	Position	Start Date/End Date	Qualification
1	Hoang Le Son	Chairman	Since 30/06/2022	Ph.D.
2	Bui Quang Bach	Member	Since 30/07/2021	Master's in Banking & Finance

2. Operational Mechanism

The AC operates under its internal regulations issued by the Board of Directors (BOD), in accordance with the company's charter and applicable laws, including the Enterprise Law 2020, the Securities Law 2019, Decree 155 guiding the Securities Law, Circular 116 guiding the Enterprise Law 2020, and Decree 155.

3. Meetings of the Audit Committee

Member	Position	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
Hoang Le Son	Chairman	4	100%	100%	-
Bui Quang Bach	Member	4	100%	100%	-

4. Remuneration and Operating Expenses

- Details of AC members' remuneration are presented in the BOD's activity report.

- AC members do not receive additional benefits or compensation beyond their stipulated remuneration.
- The operating expenses of the AC in 2024 complied with SAM Holdings Corporation's internal regulations.

5. Supervision of the Board of Directors and Executive Board

- The AC supervises the BOD's activities through meetings, discussions, and resolution-making processes.
- The AC monitors the Executive Board's compliance with BOD resolutions and delegation mechanisms between the BOD and the CEO.
- The AC regularly reports its supervision results to the BOD.

II. Supervision Results of the Audit Committee

1. Implementation of BOD Resolutions

- Following the 2024 AGM Resolution, the BOD conducted meetings and discussions to ensure transparency and prudence before issuing resolutions.
- The Executive Board strictly implemented BOD resolutions, with monitoring and reporting performed by the BOD secretary.

2. Financial Statements and Accounting System

- The AC reviewed and approved the 2024 financial statements based on independent audit results.
- The financial statements comply with Vietnamese Accounting Standards (VAS), providing a true and fair view of the company's financial status.
- No material misstatements were detected.
- Accounting policies and estimates were consistently applied.
- Transactions with related parties were controlled and complied with regulations, with no conflicts of interest identified.

3. Internal Control System and Risk Management

- The company's internal control system was effectively implemented, with updated operational procedures to detect, assess, and mitigate key risks (legal, financial, operational, etc.).
- Financial market fluctuations, including interest rates and exchange rates, significantly impacted the company, particularly in financial investments and real estate.
- The company has focused on risk management by establishing investment policies, monitoring investments, and capital mobilization.

4. Internal Audit

- Internal Audit (IA) functions effectively, contributing to the improvement of the internal control system.
- The IA department has fulfilled its assigned duties and provided advisory support in developing internal regulations and operational procedures.
- Internal audit results indicate compliance with processes, medium-level risk findings, and implementation of corrective actions by the audited departments.

5. Compliance with Legal Regulations

- Legal and regulatory risks were effectively managed to protect the company's interests.
- The Legal Department regularly updated the company on regulatory changes in corporate governance, land laws, and the securities market.
- Legal compliance measures were proposed to ensure adherence to all applicable laws.

6. Evaluation of Independent Audit Quality

- AASC Auditing Company Ltd. completed its assigned tasks and fulfilled contractual obligations with SAM Holdings.
- The independent audit ensured reliability, integrity, and quality of the financial audit report.
- The audit was conducted on time, in compliance with professional standards, and maintained independence and objectivity.

Respectfully submitted.

Recipients:

- As stated above;
- Archived.

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRMAN OF THE AUDIT COMMITTEE**


HOÀNG LÊ SƠN





Kết giá trị, nối niềm tin

No.: 1601/2025/BC-TGD

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, April 1, 2025

REPORT FROM THE BOARD OF MANAGEMENT ON BUSINESS PERFORMANCE IN 2024 AND BUSINESS PLAN FOR 2025

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

The Board of Management hereby reports to the General Meeting of Shareholders on the business performance in 2024 and the projected operation plan for 2025 as follows:

I. MACROECONOMIC OVERVIEW IN 2024:

1. Global Economy in 2024:

In 2024, the global economy continued to recover but at a slow and uneven pace. According to the International Monetary Fund (IMF), global growth is expected to reach 3.2%, slightly down from 3.3% in 2023.

- Global inflation has cooled, decreasing from 6% in 2023 to 4.5% in 2024, thanks to significant declines in food, energy, and commodity prices. This has allowed central banks in major economies to begin easing monetary policies in the second half of 2024.
- However, the global economy still faces numerous challenges. Geopolitical conflicts, such as the war in Ukraine and instability in the Middle East, continue to negatively impact economic growth. Additionally, trade tensions between major economies, particularly between the U.S. and China, have increased global economic uncertainty.
- Global public debt continues to rise, with IMF estimates suggesting that government debt could reach \$100 trillion in 2024, equivalent to approximately 93% of the world's annual goods and services output. Notably, U.S. public debt surpassed \$35 trillion in July 2024, an increase of nearly \$12 trillion since 2020.
- This situation requires decisive government actions to ensure public debt sustainability and maintain policy flexibility to respond to future economic shocks.

Overall, in 2024, the global economy continues to recover but faces multiple challenges, requiring cooperation and flexible policy adjustments from nations to sustain long-term growth.

2. Overview of Vietnam's Economy in 2024:

In 2024, Vietnam's economy achieved remarkable milestones across key macroeconomic indicators while also encountering some challenges that need to be addressed.

- **GDP Growth:** The economy grew by 7.09%, exceeding the National Assembly's target of 6.5-7%. The nominal GDP is estimated at VND 11,511.9 trillion, equivalent to \$476.3 billion. This impressive growth reflects a strong post-pandemic recovery.

- GDP per capita: Reached VND 114 million per person, equivalent to \$4,700, an increase of \$377 compared to 2023. This indicates a significant improvement in living standards.
- Trade: Total export turnover reached \$405.53 billion, up 14.3% year-on-year, while imports rose by 16.7% to \$380.76 billion, resulting in a trade surplus of \$24.77 billion. The U.S. remained Vietnam's largest export market (\$119.6 billion), while China was the largest import source (\$144.3 billion).
- Foreign Direct Investment (FDI): Realized FDI capital reached \$25.35 billion, up 9.4% from the previous year, marking the highest level since 2020. This reflects strong investor confidence in Vietnam's business environment.
- Consumer Price Index (CPI): The average CPI in 2024 increased by 3.78%, staying within the government's inflation control target of under 4%.
- Industrial Production: The Index of Industrial Production (IIP) rose by 8.4% year-on-year, with the manufacturing sector growing by 9.6%, contributing positively to economic expansion.
- Public Investment: Disbursement of public investment capital in the first nine months of 2024 reached VND 320 trillion, equivalent to 47.3% of the planned amount, lower than the same period in 2023. This highlights the need for improved efficiency in public investment projects.
- Bad Debt: The ratio of non-performing loans in the banking system increased from 1.9% in 2022 to 4.6% of total outstanding loans in the first half of 2024, indicating a need for stricter credit quality control.
- Enterprises: The number of businesses resuming operations reached a record high of 76,179, surpassing the 70,000 mark recorded in previous years.

Overall, Vietnam's economy in 2024 has achieved significant milestones, but addressing challenges such as public investment efficiency and bad debt control remains crucial for maintaining sustainable growth.

II. BUSINESS PERFORMANCE RESULTS FOR 2024:

1. Evaluation of 2024 Business Performance:

Unit: VND trillion

Indicator	Actual 2023	Actual 2024	% Compared to 2023	2024 Plan	% Compared to 2024 Plan
Total Revenue	2,329,71	4,165.65	178.81%	2,423.78	171.87%
+ Operating Revenue	2,200,12	4,038.23	183.55%	2,239.76	180.30%
+ Financial Income	129,59	127.42	98.33%	184.02	69.24%
Pre-Tax Profit	62,9	110.60	175.81%	80.39	137.58%

In the context of an unpredictable macroeconomic environment in 2024, both domestically and internationally, the Board of Management of SAM Holdings Corporation proactively adapted its operations and successfully achieved notable results. Accordingly, total consolidated revenue for the year exceeded the Annual General Meeting of Shareholders' approved plan by 71.87%. Operating revenue grew significantly, surpassing the target by 80.30% and exceeding the 2023 figure by 83.55%. Consequently, pre-tax profit in 2024 also saw a substantial increase, exceeding the approved plan by 37.58% and surpassing the previous year's performance by 75.81%.

These outstanding business achievements were largely contributed by SAM Holdings Corporation's subsidiaries, focusing on three core sectors: industrial manufacturing (wires & cables), real estate (office leasing and resort tourism), and financial investments.

(i) SAM Wires & Cables (SDC):

SDC continued to be a key contributor to SAM Holdings Corporation's consolidated revenue. In 2024, SDC's net revenue reached VND 3,772.6 billion, marking a 90.3% increase compared to 2023. Revenue structure improved with a resurgence in core products, including electromagnetic wire processing, optical fiber cables, optical subscriber cables, and finished copper wires. Additionally, SDC expanded its trading segment into coal trading, leveraging its strong financial capacity to boost revenue. As a result, SDC's pre-tax profit reached VND 44.58 billion, a 34.23% increase compared to the previous year.

(ii) SAM Chíp Sáng (SCS):

In 2024, SCS continued its office leasing and building operations, achieving performance improvements beyond expectations. Its high-tech park office building recorded exceptional business growth over the years. SCS reported a revenue of VND 84.98 billion in 2024, an 11.4% increase compared to 2023, exceeding its annual target by 3%. Pre-tax profit reached VND 49.3 billion, surpassing the plan by 9%.

(iii) SAM Tuyền Lâm (STL):

2024 marked another year of improvements for STL, with continued growth in both guest visits and occupancy rates in the hospitality and golf segments. This was partly driven by Đà Lạt's increasing popularity as a tourist destination among both domestic and international travelers, particularly South Korean visitors who favor golf tourism. Consequently, STL's revenue in 2024 remained stable at VND 122.5 billion, with recorded profit exceeding VND 2.3 billion.

Additionally, as part of its risk management strategy to preserve business capital, the Board of Management actively scaled down short-term financial investments to focus on core long-term investments. As a result, financial revenue slightly declined compared to 2023, reaching approximately 70% of the planned target.

2. Financial Overview

As of December 31, 2024, SAM Holdings' total assets reached VND 6,375.6 billion, reflecting a slight decrease of 3.2% compared to the beginning of the year. In line with the strategy of strengthening financial resilience to prepare for long-term projects, the Executive Board proactively restructured short-term receivables and increased cash flow compared to the beginning of the period.

Key Financial Indicators

Indicator	2023	2024	Growth Rate (%) Compared to 2023
Liquidity Ratios			
Current Ratio	1.33	1.30	25.9%
Quick Ratio	1.04	1.00	24.3%
Capital Structure			
Debt/Total Assets Ratio	0.30	0.27	-11.8%
Debt/Equity Ratio	0.43	0.36	-16.0%
Operational Efficiency Ratios			
Inventory Turnover	3.93	7.67	94.9%
Total Asset Turnover	0.32	0.62	95.7%
Profitability Ratios			
Net Profit Margin (Net Profit/Net Revenue)	0.015	0.024	56.2%
Return on Equity (Net Profit/Equity)	0.007	0.02	186.5%
Return on Assets (Net Profit/Total Assets)	0.005	0.015	196.4%
Operating Profit Margin (Operating Profit/Net Revenue)	0.028	0.033	15.9%

3. Investment Portfolio:

In 2024, SAM's Board of Management proactively divested short-term investments to consolidate the company's financial health and gradually restructure the investment portfolio to optimize cash flow and preserve capital.

Long-term Investments:

a. Investments in Subsidiaries:

(Unit: VND billion)

No.	Company Name	Investment Value	Weight (%)
1	Sacom - Tuyền Lâm JSC	897.3	32.05%
2	Capella Quảng Nam JSC	650.0	23.22%

3	Sacom Real Estate JSC	629.8	22.67%
4	Sacom Wire & Cable JSC	499.6	17.85%
5	Sacom Chip Sáng Co., Ltd.	118.0	4.22%
Total		2,799.4	100.0%

With the strategic objective of restructuring investments and focusing on three core business areas—industrial manufacturing, real estate, and financial investments—SAM Holdings actively sought partners and successfully transferred its entire stake in SAM High-Tech Agriculture JSC, contributing to recorded financial revenue in 2024.

b. Joint Ventures & Associates:

(Unit: VND billion)

No.	Company Name	Investment Value	Weight (%)
1	Mỹ Thủy International Port JSC	721.9	50.77%
2	Phú Thọ Tourism Services JSC	534.0	37.55%
3	Phú Hữu Gia JSC	163.0	11.46%
4	Capella Vietnam JSC	1.3	0.10%
	Total	827.3	100.0%

c. Other Long-term Investments:

(Unit: VND billion)

No.	Company Name	Investment Value	Weight (%)
1	Binh Duong Production & Import-Export Corp.	398.4	53.68%
2	Vietnam Pharmaceutical Corporation	273.7	36.88%
3	DNP Water Investment JSC	52.3	7.03%
4	Truong Thanh Forestry & Agriculture JSC	14.4	1.94%
	Total	851.8	100.0%

4. Other Activities:

a. Human Resource Management and Employee Relations:

SAM Holdings firmly believes that people are the company's most valuable asset, playing a decisive role in its sustainable growth and prosperity. Thus, the Group continuously enhances its human resource management strategy, focusing on attracting and developing a talented, dynamic, and highly qualified workforce with an innovative mindset.

Alongside establishing a professional and modern work environment, SAM Holdings also prioritizes comprehensive welfare policies, ensuring employees feel secure in their careers and committed to long-term growth. Moving forward, the Group will continue to standardize and synchronize HR processes across the system, improving operational efficiency and optimizing workforce utilization for business success.

- Throughout the year, SAM Holdings diligently adhered to labor regulations, including tax obligations and social insurance contributions, while continuously improving compensation policies to maximize employee benefits.
- The Group remains committed to enhancing workplace conditions, meeting safety standards while also focusing on employees' physical and mental well-being. Regular health check-ups, expanded welfare programs, and internal engagement activities have significantly improved employee quality of life.
- In 2024, SAM conducted a transparent and fair performance evaluation system, complemented by recognition and reward programs for outstanding individuals and teams. This initiative not only acknowledges contributions but also fosters accountability, creativity, and long-term dedication.
- Recognizing human resources as a cornerstone of sustainable development, SAM Holdings has intensified specialized training programs to enhance managerial and professional competencies. In 2024, the company will focus on implementing internationally recognized training modules to help employees adapt to new challenges and strengthen SAM's competitive advantage.

Through these continuous efforts, SAM Holdings remains dedicated to building a sustainable workplace where each individual is valued, empowered, and actively contributes to the Group's collective success.

b. Corporate Social Responsibility & Environmental Commitment:

Throughout its journey, SAM Holdings has consistently received strong support from local authorities and communities. Acknowledging this, the Group is committed to aligning business objectives with social responsibility, actively contributing to sustainable community development. The leadership places great emphasis on environmental protection initiatives, energy efficiency, green landscapes, and job creation for local workers. These commitments guide SAM Holdings' development strategy alongside operational efficiency.

To achieve sustainability goals, SAM's projects in office leasing, cable production, real estate, and hospitality are designed and constructed to meet energy-efficient and eco-friendly standards. Additionally, these projects directly contribute to local economies, creating hundreds of jobs, improving living standards, and fostering regional growth.

SAM Holdings also actively engages in and sponsors community initiatives in provinces such as Bình Dương, Lâm Đồng, and Ho Chi Minh City. The Group has made meaningful contributions to social welfare, education, and infrastructure development. These efforts underscore SAM Holdings' corporate commitment to society and reinforce the company's reputation as a responsible business. The Group was honored with a Certificate of Merit for its valuable contributions to local development, solidifying its role as a key partner in socio-economic progress.

c. Marketing & Communications:

In 2024, SAM Holdings and its subsidiaries actively implemented communication and marketing strategies to enhance brand recognition and market influence. The Group maintained traditional media channels while expanding its digital marketing presence, optimizing engagement on online platforms, social media, and mass communication channels.

Beyond building a professional and reputable brand image, SAM Holdings focused on product and service promotion through events, conferences, exhibitions, and sponsorship activities. These initiatives not only helped attract potential customers but also strengthened relationships with partners and the broader community.

Additionally, SAM prioritized internal communication, fostering a strong corporate culture where employees gain deeper insights into the Group's core values and strategic direction. Moving forward, SAM Holdings will continue to refine marketing strategies, leverage new technologies, and enhance customer engagement to solidify its position in both domestic and international markets.

III. BUSINESS PLAN FOR 2025

1. Economic Outlook for 2025

Entering 2025, the global and domestic economic landscape continues to witness significant fluctuations. Global economic growth is expected to decelerate due to the tightening monetary policies implemented by major central banks to curb inflation. Additionally, geopolitical tensions and uncertainties in global supply chains remain potential risk factors for the market. However, the shift of investment capital towards developing economies, particularly in Asia, may create new growth opportunities. Factors such as the slow growth trend in major economies, monetary policies of central banks, and supply chain realignment pose both challenges and opportunities for the market.

In Vietnam, the economy is projected to maintain stable growth, with GDP forecasted to increase by approximately 6.5-7%. Foreign direct investment continues to flow into key sectors such as manufacturing, infrastructure, and high technology, reflecting the attractiveness of the domestic investment environment. However, businesses will also face pressure from inflation, exchange rate fluctuations, and rising production costs. The government's fiscal and monetary policies will play a crucial role in maintaining economic stability and supporting enterprises in adapting to the new environment. These developments necessitate that businesses optimize their development strategies to align with the evolving landscape.

In this context, the Executive Board of SAM Holdings has identified three key strategic priorities to ensure sustainable growth and financial security:

- Restructuring existing investments to optimize capital efficiency and mitigate risks. The company will review its investment portfolio, focus resources on high-growth potential sectors, and adjust strategies in response to market dynamics to enhance long-term value.
- Enhancing risk management and capital optimization. SAM Holdings will maintain a prudent financial strategy, ensuring liquidity, rational capital structure, and stringent cost control to sustain business stability.
- Implementing lean and efficient management while strengthening human resource capabilities. The company will improve management processes, increase operational flexibility, and invest in training key personnel to enhance expertise and create sustainable long-term value.

With these strategic directions, the Executive Board of SAM Holdings has set the following business targets:

2. Business Targets for 2025

SAM Holdings will continue to focus on its core business areas, strengthening and expanding effective business activities across its subsidiaries.

- In the industrial production sector, SAM will reinforce its traditional commercial business in electric wires and cables. Additionally, the Executive Board will explore and expand new potential product lines while monitoring market conditions to continue developing the coal trading segment, ensuring risk minimization and financial security without disrupting core production activities.
- Following the success of 2023 and 2024, SAM Tuyên Lâm will maintain efficient operations and implement expansion plans to establish STL as a key tourism project in Da Lat.
- SAM will continue to restructure and streamline its organization to accelerate key projects in industrial and residential real estate, leveraging the recovering real estate market and stable macroeconomic policies of the government.
- In financial investments, SAM Holdings will refrain from short-term financial investments and focus solely on strategic investments in potential enterprises.

SAM Holdings has set the following consolidated business targets for 2025:

Target	2025 Plan (VND billion)	2024 Performance (VND billion)	Growth Rate (%)
Total Revenue	3,539.08	4,165.65	84.96%
Revenue from Core Business Activities	3,471.97	4,038.23	85.98%
Financial Revenue	67.11	127.42	52.67%
Profit Before Tax	125.62	110.60	113.58%

3. Business Strategies for 2025:

3.1. Human Resource Management, Branding, and Corporate Social Responsibility

The Executive Board remains committed to enhancing training programs to improve professionalism, discipline, and capabilities among all employees across the Group. SAM Holdings aims to build a strong and reputable brand in the market and with its partners.

a. Human Resources and Operations:

- Continue recruiting and reviewing workforce allocation to ensure stable and continuous operations.
- Enhance employee welfare programs, including health check-ups, company trips, holiday gifts, and additional benefits to foster long-term employee commitment.
- Implement a work reporting system via human resource management software.

(iv) Organize training programs to improve staff expertise and capabilities.

b. Corporate Social Responsibility and Environmental Commitment

(i) SAM Holdings prioritizes research and development, technological innovation, and process improvements to conserve resources, reduce CO2 emissions, and produce environmentally friendly products.

(ii) The company recognizes corporate social responsibility and will continue to support community projects and deliver high-value products for societal benefit.

c. Branding Strategy

(i) Implement strategic and event-driven communication programs.

(ii) Maintain and strengthen relationships with media agencies, journalists, and relevant organizations.

(iii) Continue executing branding activities to enhance brand recognition and market presence.

3.2. Strengthening Coordination and Management between SAM Holdings and Subsidiaries

SAM Holdings will refine management regulations and coordination mechanisms with its subsidiaries to improve operational efficiency and cost control.

3.3. Consolidating and Expanding Core Business Segments

(i) In the industrial production sector, SAM will reinforce its traditional business in cables while exploring new potential product lines such as aluminum and silicate.

(ii) SAM Tuyền Lâm (STL) will continue its expansion to become a flagship tourism project in Da Lat.

(iii) SAM will accelerate its industrial real estate projects, including the Tam Thăng 2 Industrial Park (103 hectares) in the Chu Lai Open Economic Zone, a key industrial development hub in Quang Nam Province and a critical growth driver for Central Vietnam.

(iv) In financial investments, SAM Holdings will maintain its policy of limiting short-term financial investments, focusing toward strategic investments in potential businesses.

The above is the report on the business performance of 2024 and the operational plan for 2025 of SAM Holdings. Entering 2025, despite the anticipated macroeconomic uncertainties and challenges, the Board of Management and the entire staff of SAM Holdings are committed to making every effort to achieve the business targets for 2025 and to drive the company's future growth.

We respectfully submit this report to the Annual General Meeting of Shareholders for review and approval.

Recipients:

- As above;
- Board of Directors;
- Organizing Committee;
- Archive.



GENERAL DIRECTOR

TRẦN QUANG KHANG



Kết giá trị, nổi niềm tin

No.: 01/2025/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness

Ho Chi Minh City, April 1, 2025

PROPOSAL

Re: Approval of the Audited Financial Statements for 2024

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation;
- Pursuant to the separate and consolidated financial statements for 2024 audited by AASC Auditing Firm Co., Ltd. (AASC).

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the 2024 Audited Separate Financial Statements and the 2024 Audited Consolidated Financial Statements of SAM Holdings Corporation, which have been audited by AASC Auditing Firm Co., Ltd. (AASC) and issued on March 28, 2025.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



TRẦN VIỆT ANH

Ho Chi Minh City, April 1, 2025

PROPOSALRe: Profit Distribution for 2024**To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation**

- Pursuant to the Enterprise Law No. 59/2020/QH11, passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter on the organization and operation of SAM Holdings Corporation;
- Pursuant to the audited financial statements for the year 2024.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the 2024 profit distribution plan as follows:

No.	Item	Amount (VND)
1	Net profit after tax for 2024	84,340,302,128
2	Allocation to Bonus and Welfare Fund (1% of consolidated net profit after tax)	843,403,021
3	Remaining profit after fund allocations	83,496,899,107
4	Dividend distribution (*)	0%
5	Accumulated undistributed net profit after tax	175,385,193,356

(*) The dividend distribution plan for 2024, as approved by the Annual General Meeting of Shareholders, was set at 3% of charter capital. However, to strengthen the financial foundation and enhance financial capacity by utilizing profits for reinvestment in key projects, supporting business operations, and mitigating economic downturn risks, the Board of Directors proposes that the General Meeting of Shareholders approve no dividend payment for 2024.

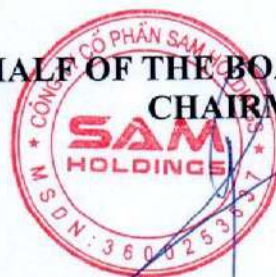
We respectfully submit this proposal for approval by the Annual General Meeting of Shareholders.

Sincerely.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



TRẦN VIỆT ANH

No.: 03/2025/TTr-HĐQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

*Re: Selection of an Audit Firm for the Review and Audit
of the 2025 Financial Statements*

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of independent audit firms to conduct the review of the semi-annual financial statements and the audit of the 2025 financial statements of the Company as follows:

1. Ernst & Young Vietnam Limited

Address: 28th Floor, Bitexco Financial Tower, 2 Hai Trieu, District 1, Ho Chi Minh City.

2. PricewaterhouseCoopers Vietnam Limited

Address: 8th Floor, Saigon Tower, 29 Le Duan, District 1, Ho Chi Minh City.

3. AASC Auditing Firm Company Limited (AASC)

Address: No. 1, Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi.

Ho Chi Minh City Branch: 3rd Floor, Galaxy 9 Building, No. 9 Nguyen Khoai, Ward 1, District 4, Ho Chi Minh City.

4. Moore Aisc Auditing and Informatics Services Company Limited

Address: 389A, Dien Bien Phu, Ward 4, District 3, Ho Chi Minh City.

5. A&C Auditing and Consulting Limited

Address: 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City.

Reason for selection: These are independent audit firms approved by the State Securities Commission of Vietnam to audit the financial statements of listed organizations in 2025. They provide high-quality services at reasonable fees.

The General Meeting of Shareholders is requested to authorize the Board of Directors to negotiate and select one of these audit firms based on cost, service quality, and schedule, in line with the Company's requirements.

Respectfully submitted for approval.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

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



TRẦN VIỆT ANH

No.: 04/2025/TTr-HDQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

*Re: Approval of the 2025 Business Plan and the 2025 Profit Distribution Plan***To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of SAM Holdings Corporation;
- Pursuant to the Audited Financial Statements of 2024.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the 2025 Business Plan and the 2025 Profit Distribution Plan as follows:

1. 2025 Business Plan*(Unit: Billion VND)*

Indicator	2025 Plan	2024 Actual	Growth (%) vs. 2024
Total Revenue	3,539.08	4,165.65	84.96%
Revenue from Business Operations	3,471.97	4,038.23	85.98%
Financial Income	67.11	127.42	52.67%
Profit Before Tax	125.62	110.60	113.58%

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval:

- Approval of the 2025 Business Plan as presented above;
- Authorization for the Board of Directors to adjust the 2025 business plan in accordance with actual business conditions and to report such adjustments at the 2026 Annual General Meeting of Shareholders.

2. 2025 Profit Distribution Plan

Indicator	Proposed Allocation for 2025
Bonus and Welfare Fund	1% of consolidated after-tax profit in 2025
Bonus for exceeding business targets for the Board of Directors and Audit Committee	10% of profit exceeding the plan



Bonus for exceeding business targets for the Board of Management	10% of profit exceeding the plan
Proposed Dividend (*)	5%

(*) The proposed dividend is expected to be paid in 2025 from the accumulated retained earnings of 2022, 2023, and 2024, as well as the projected 2025 profit.

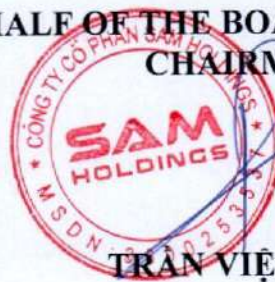
The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders.

Sincerely.

Recipients:

- *As stated above (report)*
- *Board of Directors, Audit Committee*
- *Organizing Committee*
- *Archive*

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



TRẦN VIỆT ANH

No.: 05/2025/TTr-HĐQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

Re: Report on the Remuneration Payment for the Board of Directors in 2024 and the Approval of the Remuneration Plan for the Board of Directors and Audit Committee in 2025

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation;
- Pursuant to the Company's operational situation.

The Board of Directors hereby report the remuneration payment for the Board of Directors and the operating budget of the Audit Committee in 2024 as follows:

Item	Total Approved Remuneration (*) (VND)	Actual Remuneration Paid (VND)
Remuneration for the Board of Directors and the Audit Committee	3,100,000,000	1,617,047,828

(*) Based on the Resolution of the Annual General Meeting of Shareholders in 2024.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration payment plan for the Board of Directors and the operating budget of the Audit Committee in 2025 as follows:

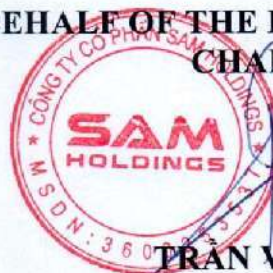
Item	Proposed Total Remuneration and Budget (VND)
Remuneration for the Board of Directors and the Audit Committee's budget	3,100,000,000

The Annual General Meeting of Shareholders authorizes the Chairman of the Board of Directors to decide the specific remuneration levels for each member of the Board of Directors, the Board Secretary, and the operating budget of the Audit Committee.

We respectfully submit to the Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN****TRẦN VIỆT ANH**

No.: 06/2025/TTr-HĐQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

Re: Approval of the Maximum Foreign Ownership Ratio at SAM Holdings Corporation

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation;
- Pursuant to the Company's operational situation.

To comply with the Securities Law and the Company's business activities, the Board of Directors respectfully submits the following for approval by the General Meeting of Shareholders:

1. Approval of the maximum foreign ownership ratio at SAM Holdings Corporation, set at **49% (forty-nine percent)**.
2. Authorization for the Company's legal representative to carry out the necessary procedures to disclose the maximum foreign ownership ratio in accordance with applicable regulations.

We respectfully submit this for consideration and approval by the General Meeting of Shareholders.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

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



TRẦN VIỆT ANH

No.: 07/2025/TTr-HĐQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

Re: Approval of the Amendments and Supplements to the Charter of SAM Holdings Corporation

To: The 2025 Annual General Meeting of Shareholders of SAM Holdings Corporation

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of SAM Holdings Corporation;
- Pursuant to the Company's operational situation.

In order to enhance corporate governance and operational efficiency at SAM Holdings Corporation in compliance with relevant legal regulations, the Board of Directors has reviewed the Company's Charter and drafted certain amendments and supplements to align with legal requirements.

Therefore, the Board of Directors respectfully submits the following matters for consideration and approval by the General Meeting of Shareholders:

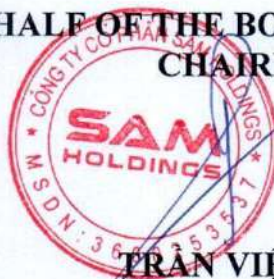
1. Approval of the full text of the Charter of SAM Holdings Corporation, incorporating the amendments and supplements detailed in the Appendix attached to this Proposal;
2. Authorization for the Company's Legal Representative to carry out the procedures for registration, reporting of the amended and supplemented Charter, disclosure of information in accordance with regulations, and completion of other necessary procedures related to the amendments and supplements to the Charter as required by law.

We respectfully submit this proposal for consideration and approval by the Annual General Meeting of Shareholders.

Recipients:

- As stated above (report)
- Board of Directors, Audit Committee
- Organizing Committee
- Archive

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



TRẦN VIỆT ANH

APPENDIX

DETAILED AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF SAM HOLDINGS CORPORATION

(Attached to Proposal No. 07/2025/TTr-HĐQT dated April 1, 2025)

No.	ARTICLE / CLAUSE	CURRENT CHARTER	AMENDED CHARTER	BASIS / REASON
1	Article 1.1.c	"Securities Law" refers to the Securities Law No. 54/2019/QH14 dated November 26, 2019.	"Securities Law" refers to the Securities Law No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024.	Law No. 56/2024/QH15 dated November 29, 2024, amends and supplements certain provisions of the Securities Law No. 54/2019/QH14, issued after the effective date of the current Charter.
2	Article 3	Legal Representative of the Company 1. The Company shall have one legal representative, who is the General Director. 2. The rights and obligations of the legal representative shall be exercised in accordance with this Charter and applicable laws.	Legal Representative of the Company 1. The Company may have up to two (02) legal representatives, who shall be the Chairman of the Board of Directors and/or the General Director. 2. Based on the Company's development orientation and actual business needs, the Board of Directors has the authority to determine the number and titles of the Company's legal representatives as follows: a. The Board of Directors has the authority to decide that the Company shall have one (01) legal representative and appoint either the Chairman of the Board of Directors or the General Director as the legal representative of the Company; or b. The Board of Directors has the authority to decide that the Company shall have two (02) legal representatives and appoint both the Chairman of the Board of Directors and the General Director as the Company's legal representatives. In this case, both the Chairman of the Board of Directors and the General	- Based on Clause 2, Article 12, and Clause 2, Article 137 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020. - Adjusted to align with the Company's operations.

			Director shall have full authority to represent the Company in transactions, exercise rights, and fulfill obligations in accordance with applicable laws and this Charter.	
3	Article 6.8	Not included	8. The maximum shareholding ratio for foreign investors is 49% of the charter capital. This ratio may be adjusted in accordance with legal regulations, decisions of competent state authorities, or resolutions of the General Meeting of Shareholders.	Added to comply with securities law regulations.
4	Article 43.4	In the event that dividends or other payments related to a type of share are paid in cash, the Company must pay in Vietnamese Dong. Payments may be made directly or via banks based on the bank account details provided by shareholders. If the Company has transferred the funds correctly according to the provided bank details and the shareholder does not receive the funds, the Company shall not be liable for the transferred amount. The payment of dividends for shares listed on the Stock Exchange and shareholders who have deposited shares may be carried out through securities companies or the Vietnam Securities Depository and Clearing Corporation.	In the event that dividends or other payments related to a type of share are paid in cash, the Company must pay in Vietnamese Dong. Payments may be made directly or via banks based on the bank account details provided by shareholders. If the Company has transferred the funds correctly according to the provided bank details and the shareholder does not receive the funds, the Company shall not be liable for the transferred amount. The payment of dividends for shares listed on the Stock Exchange and shareholders who have deposited shares may be carried out through securities companies or the Vietnam Securities Depository and Clearing Corporation.	The Vietnam Securities Depository and Clearing Corporation was established based on the transformation of the Vietnam Securities Depository.

No.: 08/2025/TTr-HĐQT

Ho Chi Minh City, April 1, 2025

PROPOSAL

Regarding the Approval of the Amendments and Supplements to the Charter of SAM Holdings Corporation

To: The Annual General Meeting of Shareholders of SAM Holdings Corporation in 2025

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Law on Securities 2019 and its guiding documents;
- Pursuant to the current Charter of SAM Holdings Corporation.

The Board of Directors of SAM Holdings Corporation respectfully submits to the General Meeting of Shareholders the election of Board of Directors members for the 2025 - 2030 term as follows:

1. Approval of the number of Board of Directors members for the 2025 - 2030 term: **05 (five) members.**
2. Approval of the list of candidates for election to the Board of Directors for the 2025 - 2030 term at the 2025 Annual General Meeting of Shareholders, as follows:

As of 5:00 PM on April 10, 2025, the Organizing Committee of the Annual General Meeting of Shareholders of SAM Holdings Corporation had received 05 (five) valid nomination documents for 05 (five) candidates for election to the Board of Directors of SAM Holdings Corporation for the 2025–2030 term.

Candidates for the Board of Directors Election:

No.	Full Name	Year of Birth	Address	Professional Qualification	Current Position / Workplace	Notes
1	Trần Việt Anh	1978	Hanoi	Master of Economics	Chairman, SAM Holdings Corporation Member of BOD, Binh Duong Production and Import-Export Corporation Member of BOD, Sacom Land JSC Chairman, Dam Sen Water Park JSC Chairman, Phu Tho Tourism Services JSC	
2	Bùi Quang Bách	1976	Hanoi	Master of Finance – Banking	Member of BOD, SAM Holdings Corporation Chairman, SJ Group JSC Member of BOD, National Securities JSC Member of BOD, Capella Real Estate JSC Member of BOD, Tasco JSC	Nomination of Independent Board Member

3	Lê Nguyễn Minh Quang	1966	Ho Chi Minh City	PhD in Civil Engineering	General Director, Capella Group JSC	
4	Hoàng Lê Sơn	1970	Hanoi	PhD in Economics	Member of BOD, SAM Holdings Corporation Chairman, OPC Pharmaceutical JSC Member of BOD, En Capital Financial Technology JSC	Nomination of Independent Board Member
5	Phuong Xuân Thụy	1977	Hanoi	MBA (Master of Business Administration)	Vice Chairman, SAM Holdings Corporation Chairman, Infinity Group Investment JSC Chairman, SACOM Tuyen Lam JSC Member of BOD, Phu Tho Tourism Services JSC Vice Chairman, SAM Holdings Corporation Member of BOD, Dam Sen Water Park JSC	

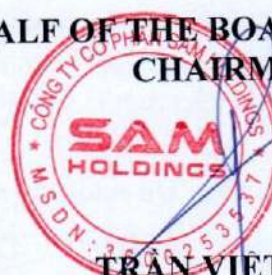
The Board of Directors of SAM Holdings Corporation respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the list of candidates for the Board of Directors for the 2025–2030 term, whose nomination dossiers are complete and valid as stated above.

Sincerely,

Recipients:

- *As stated above (report)*
- *Board of Directors, Audit Committee*
- *Organizing Committee*
- *Archive*

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



TRẦN VIỆT ANH

Ho Chi Minh City, April 01, 2025

ELECTION REGULATIONS

FOR THE BOARD OF DIRECTORS TERM 2025 – 2030

Article 1. Objectives

- Ensure compliance with Vietnamese laws and common practices;
- Ensure transparency, democracy, and the legitimate rights of all shareholders.

Article 2. Number of Board of Directors Members to be Elected

The Annual General Meeting of Shareholders 2025 will elect 05 Members of the Board of Directors for the 2025 – 2030 term.

Article 3. Standards, Nomination, and Candidacy Rights for Board of Directors Members

1. **Standards:** Candidates must meet the requirements specified in Article 155 of the Enterprise Law and the Company's Charter. The criteria for Board of Directors members are as follows:

1.1 Candidates must satisfy the qualifications and conditions for becoming a Board of Directors member according to Clause 1, Article 155 of the Enterprise Law and the Company's Charter, specifically:

- o Have full civil act capacity and not be restricted from managing enterprises as stipulated in Clause 2, Article 17 of the Enterprise Law;
- o Possess expertise and experience in business administration or the company's field of operation; being a shareholder of the company is not mandatory;
- o A Board of Directors member of the company may concurrently as a Board member of no more than five (05) other companies.

1.2 Candidates for Independent Board of Directors members, in addition to meeting the criteria in Section 1.1, must also fulfill the conditions specified in Clause 2, Article 155 of the Enterprise Law, including:

- o Not currently working for the company, its parent company, or subsidiaries; and not having worked for them in the past three consecutive years;
- o Not receiving salary or remuneration from the company, except for allowances provided to Board members;



- Not having a spouse, biological/adoptive parents, biological/adoptive children, or siblings who are major shareholders or executives of the company or its subsidiaries;
- Not directly or indirectly owning at least 1% of the company's voting shares;
- Not having served as a Board of Directors or Supervisory Board member of the company in the past five consecutive years, except for cases of reappointment for two consecutive terms.

2. Nomination and Candidacy Rights: As per Clauses 2 and 3, Article 25 of the Company's Charter:

- Shareholders who have held voting shares continuously for at least six months may pool their voting rights to nominate candidates. Shareholders or groups holding:
 - 10% to under 20% of total voting shares may nominate one candidate;
 - 20% to under 30% may nominate two candidates;
 - 30% to under 50% may nominate three candidates;
 - 50% to under 65% may nominate four candidates;
 - 65% or more may nominate the full number of required candidates.
- If the number of nominated and self-nominated candidates is insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations as per the company's internal corporate governance regulations.

Article 4. Nomination and Candidacy Documents

Documents for nominating or self-nominating Board of Directors members must include:

- Application form for nomination or candidacy (as per the provided template), submitted to the Organizing Committee by 5:00 PM on April 10, 2025, at SAM Holdings' Operations Department, 127 Ung Van Khiem, Ward 25, Binh Thanh District, Ho Chi Minh City. Phone: 028 3512 2919 / Fax: 028 3512 8632.
- Candidate's self-declared curriculum vitae (as per the template);
- Certified copies of Citizen Identification Card/Passport, Permanent Residence Certificate (or Temporary Residence Certificate for expatriates), and relevant educational/professional certificates;
- Valid nomination authorization document (if applicable);
- Only candidates meeting all eligibility criteria will be included in the official candidate list announced at the meeting.
- Further information on nomination and candidacy documents is available at <http://samholdings.com.vn/documents/dai-hoi-dong-co-dong/>

Article 5. Election Principles

- The additional election of Board members will be conducted by cumulative voting through secret ballots at the meeting;

- Each shareholder or proxy holder will have a total number of votes equal to their owned and authorized voting shares multiplied by the number of Board seats to be elected;
- Shareholders or proxy holders may allocate all or part of their votes to one or multiple candidates;
- **Example:** If three candidates are running for one Board seat and a shareholder owns or represents 1,000 voting shares, their total votes will be $1,000 \times 1 = 1,000$ votes.
These votes may be allocated as follows:
 - o Candidate 1: 500 votes
 - o Candidate 2: 400 votes
 - o Candidate 3: 100 votes
- Shareholders have the right to allocate all or part of their total voting ballots to one to five candidates. The remaining ballots may remain unallocated. The total number of votes cast for the candidates must not exceed the total number of votes the shareholder is entitled to, as stated in the shareholder information section.

Article 6. Invalid Ballots

Ballots will be considered invalid if:

- They do not bear the company's official seal or are not issued by the Organizing Committee;
- The total allocated votes exceed the shareholder's eligible voting rights;
- Candidate names are crossed out or names not on the official candidate list are added;
- There are erasures or alterations (incorrect ballots must be replaced);
- They lack the signature and full name of the shareholder or proxy holder.

Article 7. Election Results and Winning Criteria

- Candidates will be elected based on descending vote counts until all required seats are filled. If multiple candidates receive the same number of votes for the final position, a re-election will be held among them.
- In case of disputes regarding election procedures or results, the Vote Counting Committee will review and seek guidance from the Chairperson for resolution.

Article 8. Vote Counting Principles

- The Vote Counting Committee will inspect the ballot boxes in the presence of shareholders before voting begins;
- Voting starts upon the Vote Counting Committee's announcement and ends when the last shareholder submits their ballot, followed by an official closure announcement;
- Votes will be counted immediately after voting concludes;



- The vote count results will be documented and announced by the Head of the Vote Counting Committee at the meeting.

Recipients:

- *As stated above (for reporting);*
- *Board of Directors;*
- *General Meeting Organizing Committee;*
- *Filed in the archives.*

ON BEHALF OF THE ORGANIZING COMMITTEE

HEAD OF THE COMMITTEE



TRẦN VIỆT ANH



Kết giá trị, nổi niềm tin

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 11, 2025

LIST OF BOARD OF DIRECTORS CANDIDATES
SAM HOLDINGS CORPORATION TERM 2025–2030

Based on the valid nomination dossiers submitted by shareholders nominating candidates for the additional election to the Board of Directors (BOD) of SAM Holdings Corporation (SAM) for the 2025–2030 term, the list of BOD candidates is as follows:

1. MR. TRẦN VIỆT ANH

- Year of birth: 1978
- Address: Hanoi
- Professional qualification: Master's degree in Economics
- Work experience:

Period	Position – Workplace
Aug 2000 – Jun 2001	Officer – Vietnam Academy of Science
Jun 2001 – Apr 2003	Head of ISO Department – LIWAYWAY Vietnam Co., Ltd.
Apr 2003 – Jan 2012	Management Systems Consultant, Head of Northern Office – SMEDEC 2, Directorate for Standards, Metrology and Quality, Ministry of Science and Technology
Jan 2012 – 2016	Deputy Office Manager of the BOD, HR Director, Deputy Director of Governance & Risk Management Division – Viet A Commercial Joint Stock Bank; Director – Viet A Bank Asset Management One Member Co., Ltd.
Apr 2014 – Mar 2022	Member of the Board of Directors – Dat Xanh Group JSC
Mar 2014 – Apr 2023	Member of the Board of Directors – Cu Chi Industrial – Trading Development Investment JSC
2018 – present	Member of the Board of Directors – Sacom Real Estate JSC
May 2016 – present	Chairman of the Board of Directors – Phu Tho Tourism Services JSC
Jul 2019 – present	Member of the Board of Directors – Binh Duong Production and Import-Export Corporation

2018 – present	Member of the Board of Directors / General Director – SAM Holdings Corporation
Aug 2017 – Feb 2022	Member of the Board of Directors – Dam Sen Water Park Corporation
Feb 2022 – present	Chairman of the Board of Directors – Dam Sen Water Park Corporation

- Current position at SAM: Chairman of the Board of Directors
- Current positions held in other organizations:
 - Member of the Board of Directors – Binh Duong Production and Import-Export Corporation
 - Member of the Board of Directors – Sacom Real Estate Joint Stock Company
 - Chairman of the Board of Directors – Dam Sen Water Park Joint Stock Company
 - Chairman of the Board of Directors – Phu Tho Tourism Services Joint Stock Company
- Total number of SAM shares held (as of April 10, 2025):
 - Personally held: 0 shares; accounting for 0.0% of charter capital
 - Representing shares of organizations: 0 shares; accounting for 0.0% of charter capital
- Shares held by related persons: None
- Related interests in the company: Remuneration as a member of the Board of Directors

2. MR. BÙI QUANG BÁCH

- Year of birth: 1976
- Address: Hanoi
- Professional qualification: Master's degree in Finance and Banking

Work Experience

Period	Workplace	Position
2017 – present	SAM Holdings Corporation	Member of the Board of Directors
Jan 2012 – 2016	Kim Long Securities Corporation	Deputy General Director
Aug 2011 – Jan 2012	Ocean Securities Corporation	General Director
Apr 2010 – Aug 2011	Saigon – Hanoi Securities Corporation	Deputy General Director
Aug 2005 – Apr 2010	Bao Viet Securities Joint Stock Company	Deputy General Director
1999 – Jul 2005	State Securities Commission	Officer

- Current position at SAM: Member of the Board of Directors; Member of the Audit Committee
- Current positions held in other organizations:
 - Chairman of the Board of Directors – SJ Group JSC
 - Member of the Board of Directors – National Securities JSC
 - Member of the Board of Directors – Capella Real Estate JSC
 - Member of the Board of Directors – Tasco JSC
- Total number of SAM shares held (as of April 10, 2025):
 - Personally held: 0 shares; accounting for 0.0% of charter capital
 - Representing shares of organizations: 0 shares; accounting for 0.0% of charter capital
- Shares held by related persons: None
Related interests in the company: Remuneration as a member of the Board of Directors

3. MR. LÊ NGUYỄN MINH QUANG

- Year of birth: 1966
- Address: Ho Chi Minh City
- Professional qualification: Ph.D. in Civil Engineering

Work Experience

Period	Workplace	Position
Feb 2025 – present	Capella Group JSC	General Director
Jul 2024 – Dec 2024	Refrigeration Electrical Engineering Corporation (REE)	General Director
May 2020 – Jun 2024	Dong Nai Waterfront JV	General Director
Feb 2019 – Apr 2020	TTG	Deputy General Director
Jun 2016 – Jan 2019	Ho Chi Minh City Urban Railway Management Board	General Director
Sep 1998 – Jun 2016	Bachy Soletanche Vietnam Co., Ltd.	General Director
Jul 1997 – Sep 1998	Bachy Soletanche Vietnam Co., Ltd.	Deputy General Director
Aug 1996 – Jul 1997	Bachy Soletanche Vietnam Co., Ltd.	Project Manager

- Current position at SAM: None



- Current positions held in other organizations: General Director – Capella Group JSC
- Total number of SAM shares held (as of April 10, 2025):
 - Personally held: 0 shares; accounting for 0.0% of charter capital
 - Representing shares of organizations: 0 shares; accounting for 0.0% of charter capital
- Shares held by related persons: None
- Related interests in the company: None

4. MR. HOÀNG LÊ SƠN

- Year of birth: 1970
- Address: Hanoi
- Professional qualification: Ph.D. in Economics

Work Experience

Period	Workplace and Position
2024 – present	Chairman of the Board of Directors – OPC Pharmaceutical JSC
2024 – present	Member of the Board of Directors – SAM Holdings Corporation
2024 – present	Member of the Board of Directors – Encapitals JSC
2024 – present	Deputy General Director – Capella Group JSC
2020 – 2023	Chairman of the Board of Directors – SAM Holdings Corporation
2020 – 2023	Chairman of the Board of Directors – National Securities JSC (NSI)
2020 – 2023	Chairman of the Board of Directors – Quang Nam Mineral Industry Corporation (Minco)
2020 – 2023	General Director – Pacific Partners JSC
2020 – 2023	Deputy General Director – Capella Group JSC
08/2014 – 04/2020	Deputy Secretary of Party Committee, Deputy General Director – Vietnam Multimedia Corporation (VTC)
01/2012 – 08/2014	Party Secretary, Chairman cum Director – VTC Digital Services Co., Ltd (a member of VTC)
07/2006 – 12/2011	Deputy Party Secretary, Deputy Director – Center for Digital Television Services (CDT), under VTC

01/2003 – 06/2006	Director – MBC Equipment and Measurement Co., under VTC
09/1997 – 12/2002	Deputy Head of Finance & Accounting Department – Vietnam Television Technology Investment and Development Co. (VTC)
09/1990 – 09/1992	Logistics Assistant – E9, F304, Corps II

- Current position at SAM: Member of the Board; Chairman of the Audit Committee
- Current positions in other organizations:
 - Member of the Board of Directors – SAM Holdings JSC
 - Chairman of the Board of Directors – OPC Pharmaceutical JSC
 - Member of the Board of Directors – Encapitals JSC
- Total number of SAM shares held (as of April 10, 2025):
- Personally held: 0 shares; accounting for 0.0% of charter capital
- Representing shares of organizations: 0 shares; accounting for 0.0% of charter capital
- Shares held by related persons: None
- Related interests in the company: Board member remuneration

5. MR. PHƯƠNG XUÂN THỤY

- Year of birth: 1977
- Address: Hanoi
- Professional qualification: Master of Business Administration

Work Experience

Period	Workplace	Position
Oct 1999 – Oct 2001	Unilever Vietnam	Sales Representative
Oct 2002 – Dec 2004	Youth Economic Development Co.	Deputy Director
Jan 2005 – Mar 2011	Youth Economic Development Co.	Director
Apr 2013 – Apr 2016	Truong Thanh Wood Industry Group JSC	Member of the Board
Jul 2012 – Aug 2018	Hung Thinh Wood Import Export and Processing JSC	Chairman of the Board
May 2018 – present	Infinity Group Investment JSC	Chairman of the Board



- Current position at SAM: Deputy Chairman of the Board of Directors
- Current positions in other organizations:
 - Chairman of the Board of Directors – Infinity Group Investment JSC
 - Chairman of the Board of Directors – SACOM Tuyen Lam JSC
 - Member of the Board of Directors – Phu Tho Tourism Services JSC
 - Member of the Board of Directors – Dam Sen Water Park JSC
- Total number of SAM shares held (as of April 10, 2025):
 - Personally held: 0 shares; accounting for 0.0% of charter capital
 - Representing shares of organizations: 0 shares; accounting for 0.0% of charter capital
- Shares held by related persons: None
- Related interests in the company: Board member remuneration