

MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY

Persuant to:

- Enterprise Law No. 59/2020/QH14;
- Securities Law No. 54/2019/QH14;
- Charter of Vietnam National Seed Group Joint Stock Company ("The company");

Today, April 16th, 2025, at the headquarters of Vietnam National Seed Group Joint Stock Company, No. 1 Luong Dinh Cua Street, Phuong Mai Ward, Dong Da District, Hanoi. Business Registration Number: 0101449271 The 2025 Annual General Meeting of Shareholders ("Meeting") was held with the following contents:

I. PARTICIPANTS OF THE MEETING

As of 08:30 on April 16, 2025:

Shareholder:

- Total number of shareholders and authorized persons to attend the meeting: 21 persons, legal representatives of 15,596,872 shares, accounting: 88.68% of the charter capital (charter capital: 175,869,880,000 VND, equivalent to 17,586,988 shares). Accounting for 88.75% % of voting shares (number of voting shares: 17,574,516 shares).
- Total number of absent shareholders, representatives: 1,977,644 shares. Accounting for 11.24% of charter capital. Accounting for 11.25% of voting shares.

According to the provisions of Enterprise law and the company's charter, the 2025 Annual General Meeting of Shareholders is legally eligible to proceed.

Presidium:

The Meeting unanimously approved with a rate of 100% (15,596,872 shares/ 15,596,872 shares).

The presidium includes:

1. Ms. Nguyen Thi Tra My - Chairwoman of the Board of Directors - presiding over the Meeting.
2. Mr. Tran Dinh Long – Member of the Board of Directors - Members of the Presidium.
3. Mr. Nguyen Quang Truong – Member of the Board of Directors, General Director – Member of the Presidium.

Secretariat of the Meeting: *The Meeting unanimously approved with a rate of 100% (15,596,872 shares/ 15,596,872 shares). The Secretariat includes:*

- | | |
|-------------------------|------------------------------|
| 1. Mr. Bui Dinh Long | - Head of the Secretariat. |
| 2. Mr. Tran Quyet Thang | - Member of the Secretariat. |

Voting and Election Counting Committee:

The Meeting unanimously approved with a rate of 100% (15,596,872 shares/ 15,596,872 shares). Components include:

- | | |
|-----------------------------|-------------------------|
| 1. Ms. Nguyen Thi Nhu Quynh | - Head of the Committee |
| 2. Mr. Le Duy Anh | - Committee Member |
| 3. Ms. Nguyen Thi Van Anh | - Committee Member |
| 4. Mr. Nguyen Hoang Bach | - Committee Member |
| 5. Ms. Vu Thi Le Phuong | - Committee Member. |

II. CONTENTS TAKING PLACE AT THE MEETING

1. The Congress heard the following Reports and Submissions:

1. Ms. Le Thi Le Hang - Vice Chairwoman of the Board of Directors presented: the 2024 annual report of the Board of Directors, 2025 operational orientation.

2. Mr. Nguyen Quang Truong - Member of the Board of Directors, General Director presented: the 2024 report of the executive Board.

3. Mr. Nguyen Anh Tuan – Head of the Supervisory Board presented: the Report of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders in 2025.

4. Ms. Le Thi Le Hang - Vice Chairwoman of the Board of Directors presented:

- Proposal to approved audited financial reports for 2024.
- Profit distribution plan in 2024.

5. Mr. Nguyen Quang Truong - Member of the Board of Directors, General Director presented:

- Report on remuneration payment of the Board of Directors, Supervisory Board in 2024; Payment plan in 2025.
- Proposal for Authorization to select an auditing company for financial statements in 2025.

6. Ms. Nguyen Thi Nhu Quynh – Head of Voting and Election Counting Committee presented:

- The Proposal on approving the dismissal of members of the Board of Directors, member of the Supervisory Board, the election of additional members of the Board of Directors and the Supervisory Board and approving the Election Regulation, the list of candidates nominated for election to the board of directors and the board of supervisors for the term 2022 – 2026 and to vote to approve the Proposal. The Meeting unanimously approved the Election Regulation, the list of nominations for election of additional

members of the Board of Directors and the Supervisory Board for the term 2022 - 2026 as the content of the Proposal with the number of votes in favor of 15,596,972 shares, accounting for 100% of the outstanding shares.

III. SHAREHOLDERS CONTRIBUTE THEIR OPINIONS

The Congress discussed the Reports and Proposals. The discussion focused on the following main contents:

Ms. Nguyen Thi Tra My - Chairwoman of Vinaseed's Board of Directors shared:

Chairwoman of the Board of Directors, Ms. Nguyen Thi Tra My shared the Company's strategic orientation in 2025 with the target of revenue reaching VND 2,750 billion, up 12% Y-O-Y and profit after tax reaching VND 310 billion, up 14% Y-O-Y. She emphasized that this is a very challenging goal considering the business results of the last three years, although revenue has grown, profit has remained almost flat. Therefore, improving profits and optimizing value for shareholders and stakeholders is a cross-cutting task.

Shareholder A19 – Tue Man Invest Co.,Ltd asked:

1. According to shareholders, the African market has a large demand for rice imports, but Vietnamese enterprises have not been able to access it effectively due to heavy dependence on intermediary channels. After India's ban on rice exports in July 2023, the market fell into a state of scarcity and Vietnamese rice prices increased. The shareholder suggested that Vinaseed, with the advantage of proactively producing seeds, can consider building a value chain in the African market as African governments are also promoting agricultural development strategies to ensure food security.

2. What lessons did Vinaseed learn from Loc Troi's failure?

Ms. Nguyen Thi Tra My - Chairwoman of Vinaseed's Board of Directors answered:

1. Ms. Nguyen Thi Tra My - Chairwoman of the Board of Directors of Vinaseed said that Vinaseed is currently focusing on the high-end market segment, while the African market mainly imports rice at very cheap prices. The orientation of PAN Group and Vinaseed is to pursue the high-end product segment with quality always being the top priority in order to conquer fastidious markets in the world. The Board of Directors is actively looking for solutions to promote product exports to the Japanese market, taking advantage of the ability to select and breed to the ability to control the quality of the final product. With the existing position of PAN Group – where pangasius and shrimp have reached the leading position – the Chairman of the Board of Directors is committed to taking advantage of these platforms to gradually bring Vietnam's rice industry to to a further international level in terms of value. In the current context of Vietnam, in addition to the export market, the domestic market still has a lot of room for development. Meanwhile, Thailand is occupying up to 60-70% of the packaged rice market share, so Vinaseed is determined to strongly restructure not only the domestic market but also the international market to improve competitiveness and brand value.

2. In response to the question about the lessons learned from the case of some companies in the market, I think that winning and losing in the market is very normal and that does not affect

Vinaseed's activities too much, we always focus on doing our job well, which is to bring the best products to Vietnamese farmers. The implementation of our business activities is planned methodically from strategy to execution, always ensuring consistency, taking advantage of every business opportunity to improve business efficiency. With the most important goal is to develop together to raise the level of Vietnam's agriculture through technological innovation and improve supply chain value.

In the short term, the difficulties of competitors can help us benefit somewhere. However, I personally have a different perspective. In the long term, if Vietnam's agricultural industry wants to grow, it needs more businesses to participate, do business properly, and in parallel with healthy competition is cooperation to develop together and reach out to the ocean. Therefore, Vinaseed hopes that Vietnam's agricultural industry will have more large-scale agricultural companies like Vinaseed to accompany and promote the development of Vietnam's agricultural industry. I always promote cooperation for mutual development, or competition to bring higher value to customers. That is the true foundation for sustainable development. This is also the common philosophy that our leadership applies to the entire PAN Group, not only Vinaseed but also all other companies in the ecosystem.

Representative of the Board of Directors - Professor, Academician, Assoc. Prof. Tran Dinh Long emphasized that the core focus of Vinaseed's long-term development strategy is still the field of plant varieties. Although the Company's breeding capacity is currently not inferior to the leading units in the world, the industrialization of the seed industry in Vietnam is still generally weak, especially in the processing, preservation and commercialization stages. Vinaseed is gradually building the foundation for a modern seed industry, through projects such as Vinarice in Dong Thap, Vinaseed Quang Nam Factory – where activities from selection, testing to commercialization of seeds in a closed chain are implemented.

In the field of vegetables, the global market has an import scale of up to hundreds of billions of USD. This is a great opportunity, but it also requires a methodical strategy. Therefore, Vinaseed is implementing a comprehensive restructuring of its subsidiary SSC, strengthening cooperation with partners from Europe and Thailand to expand business capacity and create outstanding added value. In addition, the Company aims to develop niche corn product lines such as glutinous corn, food corn and biomass corn – instead of directly competing with countries with economies of scale such as the United States.

Shareholder B4 – Shareholder Nguyen Thanh Huyen asked:

What is the action plan to achieve the challenging goals of 2025 and what are the company's results in the first quarter?

Ms. Nguyen Thi Tra My - Chairwoman of Vinaseed's Board of Directors answered:

The Board of Directors and the Board of Directors will restructure the business segments, focus on R&D and promote international relations so that the company has good products to the market, optimizing the domestic and international markets for both the seed and rice segments of Vinaseed. In terms of costs, the company will review costs such as transportation and packaging

to take advantage of advantages and rely on focal points throughout PAN Group to reduce costs in production and business activities. In addition, Vinaseed focuses on innovation and digital transformation with the ambition to be at the top of the management segment with AI and digital management tools to each department and unit. In the immediate future, with 16 member units across the country and 3 research centers, Vinaseed will focus on restructuring business areas. At the same time, promoting the connection of research results with the market so that the products offered can meet market requirements quickly, the company will also streamline the apparatus to optimize costs and improve efficiency.

In the first quarter of 2025, Vinaseed recorded results with revenue estimated at VND 380 billion and profit after tax estimated at VND 49 billion, up about 6-7% over the same period in 2024. These results come from the Company's promotion of restructuring the apparatus, optimizing the product portfolio, and focusing on developing copyrighted product lines with high profit margins. Representative of the Board of Directors - Professor, Academician, Assoc. Prof. Tran Dinh Long affirmed that in order to achieve high profits, the agricultural industry cannot rely only on scale or unskilled labor, but needs to strongly transform to the intellectual agriculture model. Proof of this orientation is the fact that the Company has researched and introduced a new purple rice variety called Co Son 99 – a product full of potential and high commercial value.

In terms of management, the Company is streamlining the apparatus to improve operational efficiency. The focus is still on the field of plant varieties – a field that Vinaseed identifies as the core and long-term strategy. The current seed selection technology is not only limited to field experience but also applies modern core technologies, helping to shorten research time and increase accuracy. Vinaseed aims to develop into a VCU and DUS testing center of national and international stature in the near future.

The current seed selection process at Vinaseed includes three stages: research and development of new varieties, official testing and product commercialization. If in the past, most of the products came from the state sector, from 2004 onwards, the trend is shifting strongly to private units – where they have the ability to invest flexibly and react quickly to the market. Promoting R&D and strengthening international relations will continue to be an important driving force to help the Company increase production and business efficiency and maintain profit growth momentum in the coming years.

B3 shareholder – Nguyen Quang Nguyen asked:

What will be the development orientation of Vinaseed's vegetables, tubers and fruits in the future? What is the structure of vegetables, tubers and fruits in the proportion of Vinaseed's products?

Ms. Nguyen Thi Tra My - Chairwoman of Vinaseed's Board of Directors answered:

Ms. Nguyen Thi Tra My - Chairwoman of the Board of Directors of Vinaseed said that Vinaseed's vegetable, tuber and fruit business is currently weak and is mainly undertaken by SSC. The company is in the process of restructuring SSC with the direct participation of Vinaseed's General Director as Vice Chairman of the Board of Directors of SSC. The development strategies

are clear, especially the search for strategic cooperation with European and Thai partners. SSC's corn segment is also having great business opportunities in the Cambodian market.

Mr. Nguyen Duy Hung - Chairman of the Board of Directors of PAN Group shared:

Mr. Nguyen Duy Hung - Chairman of the Board of Directors of PAN Group has shared his enthusiasm about the journey of accompanying Vinaseed for more than 16 years. He affirmed that investing in and accompanying Vinaseed is a right decision of PAN Group, contributing to creating a strong Vinaseed and the position it has today. Mr. Nguyen Duy Hung - Chairman of the Board of Directors of PAN Group thanked the generations of Vinaseed and also thanked investors for trusting and accompanying Vinaseed.

Mr. Hung emphasized that, at each stage of development, Vinaseed has an appropriate strategy, but the common point is that it always aims for clear and breakthrough goals. He assessed that the current period is a pivotal transition time, it is necessary to make the most of the advantages left by the previous generations to create a remarkable development. From a management point of view, he strongly supports the policy of rewarding business results to promote the motivation of the Board of Directors, in which excellent achievements will be rewarded deservedly. According to him, Vinaseed is maintaining an impressive growth rate, in line with the expectations of shareholders and the orientation of PAN Group.

Mr. Nguyen Duy Hung - Chairman of the Board of Directors of PAN Group also said that he understands Vinaseed's strategy and next steps. In the current context, the Company needs to both maintain stable revenue and promote profit growth through cutting unreasonable costs, restructuring personnel and improving synchronization and linkage between departments. Focusing on the core platforms and choosing the right people – the right jobs will be the key for Vinaseed to realize its strategic goals effectively and sustainably.

Mr. Nguyen Duy Hung - Chairman of the Board of Directors of PAN Group shared that he was very happy with the steps of the Board of Directors and the Board of Directors of Vinaseed.

Mr. Nguyen Van Bo - Former Director of the Vietnam Academy of Agricultural Sciences shared:

Mr. Nguyen Van Bo - Former Director of the Vietnam Academy of Agricultural Sciences congratulated Ms. Nguyen Thi Tra My - Chairman of the Board of Directors with a new responsibility, congratulated the Board of Directors and the Board of Directors on their achievements.

Mr. Nguyen Van Bo also expressed his deep interest in the research orientation and production and business context of the agricultural sector, a field that is inherently very difficult to create sudden growth. According to Mr. Ministry, the Company needs to pay attention to two important contents in the upcoming development strategy. The first is that the US reciprocal tax policy is currently being applied, although it has not clearly affected Vietnam's agricultural industry, but needs to be closely monitored. Secondly, domestically, policies to support private economic development such as Decree 57 and related resolutions are creating great incentives for businesses. Vinaseed needs to have a strategy to effectively exploit these policies, and at the

same time proactively establish a cooperation mechanism with research institutes specializing in domestic varieties to make the most of facilities, genetic resources and professional experience.

Regarding export market orientation, Mr. Nguyen Van Bo said that markets such as Japan, South Korea, China and Australia are places with great demand for round-grain rice varieties. In particular, in Dong Thap, there is currently a Sunrice enterprise specializing in exporting rice to the Australian market. In addition, each year Vietnam has the opportunity to export 400,000 tons of rice to Cuba under the support mechanism, so Vinaseed can study and propose to the Government a specific cooperation mechanism with the Cuban side.

Regarding the field of vegetables, Mr. Nguyen Van Bo frankly said that this is still a weakness of Vietnamese agricultural science. In fact, vegetables are a field that requires a high level of technology, which is not easy to access and deploy on a large scale. To promote this field, Vinaseed should expand cooperation with international partners with strengths, especially partners from Taiwan – where the International Vegetable Center is operating effectively, and is one of the countries with the leading vegetable technology in the region.

IV- VOTING SECTION

The General Meeting of Shareholders conducts voting. At the time of voting, attending the General Meeting were shareholders representing 15,596,872 voting shares, accounting for 88.75% of voting shares (number of voting shares: 17,574,516 shares).

- Total number of votes issued: 21 votes, representing 15,596,872 voting shares.
- Number of votes collected/voting participation: 21 votes, representing 15,596,872 voting shares, of which: Number of valid votes: 21 votes, number of invalid votes: 0 votes.
- Number of non-voting votes: 0 votes.

The voting results of the Meeting are as follows:

1. The General Meeting of Shareholders unanimously approved **the 2024 annual report of the Board of Directors, 2025 operational orientation, the 2024 report of the executive Board of Vietnam National Seed Group Joint Stock Company** (as reported in the document submitted to the General Meeting). In which:

1.1. Consolidated Business results in 2024:

Quota	2024 target	2024 performance	2023	% completion	%yoy
Net Revenue	2.415.000	2.448.696	2.035.477	101,4%	120,3%
Profit before tax	271.000	272.058	266.753	100,4%	102,0%
Profit after tax		225.578	230.129		98,0%
Dividends (in cash, %)	30-40%	40%	40%	100,0%	100,0%
EPS (VND/share)		11.712	10.735		109,1%

1.2. Consolidated Business plan in 2025:

VINASEED GROUP	Unit	2025 target	% Growth compared to 2024
Net Revenue	Mil. VND	2.750.000	112%

Profit before tax (*)	Mil. VND	310.000	114%
Dividends	%	30 – 40%	

(*) Except for force majeure cases: natural disasters, epidemics.

1.3. Capital construction investment plan in 2025

Investment in capital construction	Unit	Plan for 2025	Notes
Renovation and construction of fire protection system of Ba Vi Branch	Mil. VND	6.050	From medium-term loans and own capital
Construction of fire protection system Ha Nam Branch	Mil. VND	890	
Total	Mil. VND	6.940	

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

2. The General Meeting of Shareholders unanimously approved the Report of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders in 2025.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

3. The General Meeting of Shareholders unanimously approved the Separate Financial Statements and Consolidated Financial Statements for 2024 audited by DELOITTE Vietnam Auditing Co., Ltd.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

4. The General Meeting of Shareholders unanimously approved the Profit Distribution Plan in 2024. Concrete:

TT	Criteria	Amount (VND)
1	Profit after corporate income tax of the parent company	148.253.442.741
2	Expected distribution	117.256.676.292
2.1	Investment and Development Fund (15%)	22.238.016.411
2.2	Bonus and Welfare Fund (5%KT+5%PL)	14.825.344.274
2.3	Cash dividend (expected 40%)	70.298.064.000
2.4	Remuneration of the Board of Directors and the Supervisory Board not directly administered	1.300.000.000
2.5	Bonus for completing the plan of the consolidated profit before tax for the Executive board and employees (1.5% of performed profit after tax: VND 225,577,807,523 x 1.5%)	3.383.667.113
2.6	Bonus in excess of the plan of the consolidated profit after tax for the Board of Directors, Supervisory Board, and Executive board 20% on excess profit	211.584.494
2.7	Social Responsibility Fund	5.000.000.000

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

5. The General Meeting of Shareholders unanimously approved the Report on payment of remuneration of the Board of Directors and Supervisory Board in 2024 and the Plan for payment of remuneration of the Board of Directors and Supervisory Board in 2025.

In particular, the 2025 plan:

1. Remuneration of the Board of Directors: On the basis of the business scale and work of the Board of Directors, it is expected that the remuneration of the Board of Directors in 2025 is: 1,500,000,000 VND/year.

2. Remuneration of the Supervisory Board: On the basis of the business scale and work of the Supervisory Board, it is expected that the remuneration of the Supervisory Board in 2025 is: 300,000,000 VND/year.

3. Reward for the Board of Directors, Supervisory Board, Executive Board and employees:

- Bonus for the Board of Directors is associated with business results and efficiency, the Board of Directors must do a good job in production and business management, ensure the implementation of production and business plans and profit plans.
- Bonus for completing the plan for the executive board and employees: If the company completes the profit plan, the executive board and employees will be rewarded with 1.5% of the profit after tax.
- Bonus for exceeding the consolidated profit plan: if the consolidated profit plan is exceeded, an additional 20% of the excess profit will be awarded to the Board of Directors, the Supervisory Board and the Executive Board.
- The above bonus is deducted from the undistributed earnings.

4. Payment and accounting:

- Based on the remuneration of the Board of Directors and the Supervisory Board approved by the General Meeting, in the year of advance, after the annual financial settlement is issued, the remaining remuneration will be calculated and paid.
- Remuneration of the Board of Directors and Supervisory Board of part-time members shall be included in business expenses, remuneration of the Board of Directors and Supervisory Board of non-part-time members shall be deducted from undistributed earnings. Bonuses for the executive apparatus due to the implementation of planned profits and exceeding the plan shall be deducted from the undistributed earnings.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

6. The General Meeting of Shareholders unanimously authorized the Supervisory Board to select 1 of 4 auditing units: Deloitte Vietnam Audit Co., Ltd., Ernst & Young Vietnam Co., Ltd., PricewaterhouseCoopers Vietnam Co., Ltd., KPMG Vietnam Co., Ltd. to audit the company's 2025 financial statements.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.



7. Election of additional members of the Board of Directors and the Supervisory Board for the term 2022 - 2026:

7.1. The General Meeting of Shareholders unanimously approved the dismissal of members of the Board of Directors for Ms. Tran Kim Lien and members of the Supervisory Board for Mr. Luong Ngoc Thai according to their personal wishes.

7.2. The General Meeting of Shareholders unanimously approved the election of 01 additional member of the Board of Directors and 01 member of the Supervisory Board for the term 2022 - 2026 and approved the Regulation on the election of additional members of the Board of Directors and the Supervisory Board for the term 2022 - 2026.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

7.3. The General Meeting of Shareholders unanimously approved the list of candidates nominated for election to the board of directors and the board of supervisors for the term 2022 – 2026.

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

The list of nominees for the Board of Directors includes:

1. Mr. Nguyen Trung Dung

The list of nominees for the Supervisory Board includes:

1. Ms. Van Thi Ngoc Anh

7.4. The General Meeting of Shareholders voted to elect additional members of the Board of Directors and the Supervisory Board for the term 2022 – 2026: according to the principle of cumulative voting. The results of the vote count are as follows:

Results of the election of 01 additional member of the Board of Directors for the term 2022 – 2026:

1. Mr. Nguyen Trung Dung Reaching a rate of 100.00% of the total number of votes.

Results of the election of 01 additional member of the Supervisory Board for the term 2022 – 2026:

1. Ms. Van Thi Ngoc Anh Reaching a rate of 99.95% of the total number of votes.

7.5. Election results: *Based on the vote counting results, the company's charter and the Election Regulation approved by the Meeting, the election results are as follows:*

1. Mr. Nguyen Trung Dung – Elected as a member of the Board of Directors with 100.00% of the total votes (15.596.872 voting shares)
2. Ms. Van Thi Ngoc Anh – Elected as a member of the Supervisory Board with 99.95% of the total votes (15.588.993 voting shares).

The General Meeting approved with a vote of 15,596,872 shares, accounting for 100.00% of the present shares.

8. The Congress voted unanimously to approve the Resolution of the Congress:

Mr. Bui Dinh Long - Head of the Secretariat of the Meeting presented the full text of the draft Resolution. The General Meeting of Shareholders voted to approve the Resolution of the 2025 Annual General Meeting of Shareholders with a unanimous rate of 100% of the outstanding shares.

The minutes of the Annual General Meeting of Shareholders have been approved by the

General Meeting of Shareholders.

PRESIDIUM OF THE MEETING

MEMBERS OF THE PRESIDIUM

- Mr. Tran Dinh Long:

- Mr. Nguyen Quang Truong:

CHAIRWOMAN

SECRETARIAT OF THE MEETING

- Mr. Bui Dinh Long - Head of the Secretariat:

- Mr. Tran Quyet Thang – Member of the Secretariat:

NGUYEN THI TRA MY



RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY

Persuant to:

- Enterprise Law No. 59/2020/QH14;
- Securities Law No. 54/2019/QH14;
- Charter of Vietnam National Seed Group Joint Stock Company ("The company");
- Minutes of the Annual General Meeting of Shareholders ("Meeting") on April 16th, 2025.

The 2025 Annual General Meeting of Shareholders of The company was held on April 16th, 2025 at the Headquarters of Vietnam National Seed Group Joint Stock Company, No. 1 Luong Dinh Cua Street:

RESOLVED

ARTICLE 1. The General Meeting of Shareholders unanimously approved the 2024 annual report of the Board of Directors, 2025 operational orientation, the 2024 report of the executive Board of Vietnam National Seed Group Joint Stock Company (as reported in the document submitted to the General Meeting). In which:

1.1. Consolidated Business results in 2024:

Quota	2024 target	2024 performance	2023	% completion	%yoy
Net Revenue	2.415.000	2.448.696	2.035.477	101,4%	120,3%
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EPS (VND/share)		11.712	10.735		109,1%

1.2. Consolidated Business plan in 2025:

VINASEED GROUP	Unit	2025 target	% Growth compared to 2024
Net Revenue	Mil. VND	2.750.000	112%
Profit before tax (*)	Mil. VND	310.000	114%
Dividends	%	30 – 40%	

(*) Except for force majeure cases: natural disasters, epidemics.

1.3. Capital construction investment plan in 2025

Investment in capital construction	Unit	Plan for 2025	Notes
Renovation and construction of fire protection system of Ba Vi Branch	Mil. VND	6.050	From medium-term loans and own capital
Construction of fire protection system Ha Nam Branch	Mil. VND	890	
Total	Mil. VND	6.940	

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 2. The General Meeting of Shareholders unanimously approved the **Report of the Supervisory Board to be submitted to the Annual General Meeting of Shareholders in 2025.**

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 3. The General Meeting of Shareholders unanimously approved the **Separate Financial Statements and Consolidated Financial Statements for 2024 audited by DELOITTE Vietnam Auditing Co., Ltd.**

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 4. The General Meeting of Shareholders unanimously approved the **Profit Distribution Plan in 2024.** Concrete:

TT	Criteria	Amount (VND)
1	Profit after corporate income tax of the parent company	148.253.442.741
2	Expected distribution	117.256.676.292
2.1	Investment and Development Fund (15%)	22.238.016.411
2.2	Bonus and Welfare Fund (5%KT+5%PL)	14.825.344.274
2.3	Cash dividend (expected 40%)	70.298.064.000
2.4	Remuneration of the Board of Directors and the Supervisory Board not directly administered	1.300.000.000
2.5	Bonus for completing the plan of the consolidated profit before tax for the Executive board and employees (1.5% of performed profit after tax: VND 225,577,807,523 x 1.5%)	3.383.667.113
2.6	Bonus in excess of the plan of the consolidated profit after tax for the Board of Directors, Supervisory Board, and Executive board 20% on excess profit	211.584.494
2.7	Social Responsibility Fund	5.000.000.000
3	The remaining undistributed profits	30.996.766.449

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 5. The General Meeting of Shareholders unanimously approved the Report on payment of remuneration of the Board of Directors and Supervisory Board in 2024 and the Plan for payment of remuneration of the Board of Directors and Supervisory Board in 2025.

In particular, the 2025 plan:

1. *Remuneration of the Board of Directors:* On the basis of the business scale and work of the Board of Directors, it is expected that the remuneration of the Board of Directors in 2025 is: 1,500,000,000 VND/year.

2. *Remuneration of the Supervisory Board:* On the basis of the business scale and work of the Supervisory Board, it is expected that the remuneration of the Supervisory Board in 2025 is: 300,000,000 VND/year.

3. *Reward for the Board of Directors, Supervisory Board, Executive Board and employees:*

- Bonus for the Board of Directors is associated with business results and efficiency, the Board of Directors must do a good job in production and business management, ensure the implementation of production and business plans and profit plans
- Bonus for completing the plan for the executive board and employees: If the company completes the profit plan, the executive board and employees will be rewarded with 1.5% of the profit after tax.
- Bonus for exceeding the consolidated profit plan: if the consolidated profit plan is exceeded, an additional 20% of the excess profit will be awarded to the Board of Directors, the Supervisory Board and the Executive Board.
- The above bonus is deducted from the undistributed earnings.

4. *Payment and accounting:*

- Based on the remuneration of the Board of Directors and the Supervisory Board approved by the General Meeting, in the year of advance, after the annual financial settlement is issued, the remaining remuneration will be calculated and paid.
- Remuneration of the Board of Directors and Supervisory Board of part-time members shall be included in business expenses, remuneration of the Board of Directors and Supervisory Board of non-part-time members shall be deducted from undistributed earnings. Bonuses for the executive apparatus due to the implementation of planned profits and exceeding the plan shall be deducted from the undistributed earnings.

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 6. The General Meeting of Shareholders unanimously authorized the **Supervisory Board to select 1 of 4 auditing units:** Deloitte Vietnam Co., Ltd., Ernst & Young Vietnam Co., Ltd., PricewaterhouseCoopers Vietnam Co., Ltd., KPMG Vietnam Co., Ltd. to audit the company's 2025 financial statements.

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 7. Election of additional members of the Board of Directors and the Supervisory Board for the term 2022 - 2026.

7.1. The General Meeting of Shareholders unanimously approved the dismissal of members of the Board of Directors for Ms. Tran Kim Lien and members of the Supervisory Board for Mr. Luong Ngoc Thai according to their personal wishes.

7.2. The General Meeting of Shareholders unanimously approved the election of 01 additional member of the Board of Directors and 01 member of the Supervisory Board for the term 2022 - 2026 and approved the Regulation on the election of additional members of the Board of Directors and the Supervisory Board for the term 2022 - 2026.

7.3. The General Meeting of Shareholders elected 01 additional member of the Board of Directors and 01 member of the Supervisory Board. The election results are as follows:

7.3.1. Results of the election of 01 additional member of the Board of Directors for the term 2022 - 2026:

- Mr. Nguyen Trung Dung – Elected as a member of the Board of Directors with 100.00% of the total votes.

7.3.2. Results of the election of 01 additional member of the Supervisory Board for the term 2022 - 2026:

- Ms. Van Thi Ngoc Anh – Elected as a member of the Supervisory Board with 99.95% of the total votes.

The meeting approved with the number of votes in favor of 15.596.872 shares, accounting for 100,00 % of shares present.

ARTICLE 8. This Resolution takes effect from April 16th, 2025. The Board of Directors, the Supervisory Board, the Executive Board of The company, shareholders and relevant departments shall be responsible for the implementation of this Resolution.

ARTICLE 9. The General Meeting voted 100% in favor of approving the Resolution of the 2025 Annual General Meeting of Shareholders of Vietnam National Seed Group Joint Stock Company with the above contents.

**ON BEHALF OF
ANNUAL GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF BOD**



NGUYEN THI TRA MY