

LIST OF DOCUMENTS ADJUSTED AND SUPPLEMENTED AT AGMS 2025

1. The Meeting Agenda
2. Election regulations for the member of the BOD, BOS
3. Report of General Director on the relocation Project of Binh Duong Pesticide Factory
4. Proposal for revenue, profit and dividend distribution plan in 2025
5. Proposal for dismissal and replacement election of the Board of Directors
6. Proposal of the list of candidates for election to the Board of Directors.
7. Board of Directors Candidate Information
8. Ballot paper for the Board of Directors
9. Draft Resolution of the 2025 Annual General Meeting of Shareholders (AGMS)



VIETNAM PESTICIDE JOINT STOCK COMPANY
 102 Nguyen Dinh Chieu - Dakao Ward - District 1 - Ho Chi Minh City
 Tel: (028) 38 224 364 - 38 295 730; FAX: (028) 38 230 752.
 Enterprise ID 0300408946 issued by the Department of Planning and
 Investment of Ho Chi Minh City

Ho Chi Minh City, April 25, 2025

AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1	7:30 a.m. ÷ 8:30 a.m.	Welcoming shareholders to the General Meeting.
2	8:30 a.m. ÷ 9:00 a.m.	Opening of the General Meeting <ul style="list-style-type: none"> - Statement of purpose and introduction of delegates. - Introduction of the Chairperson. - The Chairperson introduces the Secretary to the General Meeting. - The Chairperson introduces the Shareholder Eligibility Verification Committee. - The Chairperson introduces and elects the Voting Committee. - Report on the verification of shareholder eligibility to attend the General Meeting. - Approval of the General Meeting Regulations, Voting Rules, Votes Counting Procedures, Voting regulations. - Approval of the General Meeting agenda.
3	9:00 a.m. ÷ 9:45 a.m.	Reports and proposals: <ul style="list-style-type: none"> - Report on 2024 performance and directions for 2025; Report on the implementation of the plan to relocate Binh Duong Agropharmaceutical Factory. - The Audited financial report for 2024. - Report on the activities of the Board of Directors. - Report on the supervision results of the Board of Supervisors. - Proposal for profit distribution and dividend payment for 2024. - Proposal for the business plan and dividend distribution for 2025 - Proposal for the selection of the auditing firm for 2025. - Proposal for the remuneration of the Board of Directors and the Board of Supervisors for 2025. - Proposal for dismissal and additional election to replace members of the Board of Directors for the term from 2024 to 2029 - Proposal for the list of candidates for election of additional members of the Board of Directors for the term from 2024 to 2029
4	9:45 a.m. ÷ 10:15 a.m.	Election of additional members of the Board of Directors for the term from 2024 to 2029 <ul style="list-style-type: none"> - Voting to approve the Proposal for dismissal, additional election of the Board of Directors; Proposal of the list of candidates for additional election to the Board of Directors - Election Guidelines - Election of additional members of the Board of Director

5	10:15 a.m. ÷ 11:00 a.m.	<p>Discussion and voting on the key matters of the General Meeting:</p> <ul style="list-style-type: none"> - Business performance results for 2024 and operational directions for 2025. - Report on the activities of the Board of Directors. - Report on the supervisory results of the Board of Supervisors. - The 2024 Financial Statement - Profit distribution and dividend payment for 2024 - Business plan and dividend distribution for 2025. - Selection of an independent auditing company to audit financial statements for 2025 - Remuneration of the Board of Directors and the Board of Supervisors for 2025
6	11:00 a.m. ÷ 11:10 a.m.	<p>Announcement of the results of the Board of Directors election Present new Members of the Board of Directors</p>
7	11:10 a.m. ÷ 11:30 a.m.	<p>Approval of the Minutes and Resolutions of the General Meeting, closing of the General Meeting.</p>

THE ORGANIZING COMMITTEE



VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752
www: vipesco.com.vn; Business registration number 0300408946

Ho Chi Minh City, April 25, 2025

REGULATIONS ON ELECTING THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

Pursuant to the Law on Enterprises dated June 17, 2020, with relevant Decrees and Circulars guiding implementation;

Pursuant to the Law on Securities dated November 26, 2019, with relevant Decrees and Circulars guiding implementation;

Pursuant to the Charter and Internal Regulations on corporate governance of Vietnam Pesticide Joint Stock Company,

The 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company will elect the Board of Directors and the Board of Supervisors (for the 2024-2029 term) in accordance with the following provisions:

I. NOMINATION FOR MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2024-2029 TERM

1. Number of members and Term of the Board of Directors.

- Number of Board of Directors members: 05 members, of which at least 01 member is an independent member of the Board of Directors.
- Term of the Board of Directors: 05 (five) years (2024-2029)

2. Standards and conditions for becoming a member of the Board of Directors

- Members of the Board of Directors must meet the following standards and conditions:

+ He/she must not fall under the cases specified in Clause 2, Article 17 of the current Law on Enterprises;

+ He/she must possess professional qualifications and experience in business administration or in the Company's business fields, industries and sectors, and they do not necessarily have to be a shareholder of the Company, unless otherwise provided in the Company's Charter;

+ He/she may only concurrently serve as a member of the Board of Directors at a maximum of 05 other companies;

+ He/she must not be family members of the General Director and other managers of the company; or be family members of the managers or persons authorized to appoint managers of the parent company (Vietnam National Chemical Group is the representative of State ownership, holding shares accounting for 51% of the Company's charter capital).

- Independent member of the Board of Directors must meet the following standards and conditions:

+ He/she must not be a person currently working for the company, parent company or subsidiary of the company; they must not be a person who has worked for the company, parent company or subsidiary of the company for at least the previous 3 consecutive years;

+ He/she must not be a person receiving salary or remuneration from the company, except for allowances that Board of Directors members are entitled to as stipulated by regulations;

+ He/she must not be a person whose spouse, biological or adoptive parent, biological or adoptive child, or biological sibling is a major shareholder of the company; or is a manager of the company or its subsidiaries;

+ He/she must not be directly or indirectly owning at least 01% of the total voting shares of the company;

+ He/she must not be a person who has been a member of the Company's Board of Directors or Board of Supervisors for at least the previous 5 consecutive years, except in the case of being appointed for 2 consecutive terms.

3. Nomination for the Board of Directors

- Shareholders or shareholder groups owning 10% or more of total common shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Law on Enterprises and the Company's Charter. Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Directors.

A shareholder or shareholder group holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

- In cases where the number of candidates for the Board of Directors through nomination and self-nomination is still insufficient, the incumbent Board of Directors

shall introduce additional candidates or organize nominations according to the provisions of the Board of Directors' Operating Regulations. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law. (*Article 50 of the Internal Regulations on Corporate Governance*).

II. NOMINATION FOR MEMBERS OF THE BOARD OF SUPERVISORS FOR THE 2024-2029 TERM

1. Number of members and Term of the Board of Supervisors.

- Number of Board of Supervisors members: 03 members.
- Term of the Board of Supervisors: 05 (five) years (2024-2029)

2. Standards and conditions for becoming a member of the Board of Supervisors

A member of the Board of Supervisors must meet the following standards and conditions:

- He/she must not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- He/she must be trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or another discipline relevant to the enterprise's business operations;
- He/she must not have a family relationship with any member of the Board of Directors, the General Director or with any other managers;
- He/she must not be a manager of the Company; is not required to be a shareholder or employee of the Company;
- He/she must not be working in the accounting or finance department of the Company;
- He/she must not be a member or employee of the independent auditing company that audited the Company's financial statements in the previous 03 consecutive years.
- Other standards and conditions as prescribed by other relevant laws and the Company's Charter.

In addition to the above standards and conditions, a member of the Board of Supervisors of a public company or state-owned enterprise as prescribed in Point b, Clause 1, Article 88 of the Law on Enterprises must not have a family relationship with the enterprise manager at the company and its parent company; with the

enterprise's capital representative, or with the representative of the state capital at the company and its parent company.

3. Nomination for the Board of Supervisors

- Shareholders holding voting shares are allowed to pool their voting rights to nominate members for the Board of Supervisors according to Article 36 of the Company's Charter. Specifically:

- Shareholders or shareholder groups holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

- In cases where the number of candidates for the Board of Supervisors through nomination and self-nomination is still insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize similar nominations according to the provisions of Clause 2, Article 50 of the Internal Regulations on Corporate Governance. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect the members in accordance with the provisions of law (*Article 76 of the Internal Regulations on Corporate Governance*).

III. APPLICATION DOCUMENTS FOR NOMINATIONS, LIST OF CANDIDATES FOR BOARD OF DIRECTORS AND BOARD OF SUPERVISORS FOR THE 2024-2029 TERM

1. Application for member nomination of the Board of Directors and Board of Supervisors

- Application for nomination/self-nomination for membership of Board of Directors/Board of Supervisors (*as per the prescribed form*)

- Candidate's curriculum vitae (*as per the prescribed form*)

- Copies of the following documents: Citizen Identification card or Passport, academic degrees, and professional certificates.

- Valid power of attorney for nomination (in the event a shareholder authorizes another person to nominate)

Candidates or nominees for the Board of Directors and Board of Supervisors must be responsible before the law and the General Meeting of Shareholders for the accuracy, truthfulness and contents of their submitted documents.

2. Location and deadline for receiving nomination documents

Documents for nomination and self-nominations of the Board of Directors and Board of Supervisors for the 2024-2029 term must be sent to Vietnam Pesticide Joint Stock Company before 4:00 p.m. on April 21, 2025, at the following address:

- Vietnam Pesticide Joint Stock Company.
- Address: 102 Nguyen Dinh Chieu, Da Kao Ward, District 1, City. Ho Chi Minh
- Phone: (028) 38296378.

3. List of candidates for approval by the Annual General Meeting to elect members of the Board of Directors and Board of Supervisors

Based on the nomination documents of shareholders or shareholder groups, the Organizing Committee of the General Meeting of Shareholders compiles a list of candidates who fully meet the above regulations to submit to the General Meeting of Shareholders for approval and election.

In cases where the candidates have been determined in advance, information related to the candidates for the Board of Directors and the Board of Supervisors will be included in the documents of the General Meeting of Shareholders and disclosed at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates must have a written commitment to the truthfulness, accuracy and validity of the disclosed personal information and must commit to performing their duties honestly if elected as a member of the Board of Directors or Board of Supervisors.

IV. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS FOR THE 2024-2029 TERM

1. Eligible voters

All shareholders/representatives duly authorized by shareholders who are qualified to attend the General Meeting (hereinafter referred to as "*shareholders/authorized representatives*" or collectively referred to as "*shareholders*"), and are present during the time the General Meeting conducts the election.

2. Voting and voting ballots

2.1. List of candidates for Board of Directors and Board of Supervisors:

Arranged in alphabetical order by name, full name written on the voting ballots.

2.2. Voting and voting ballots

The voting ballots are printed uniformly, with the total number of voting shares according to the shareholder code/voting code of the attending member. The ballots

for the Board of Directors and the ballots for the Board of Supervisors have different external symbols for easy distinction. The ballots for major shareholders may have different colors to facilitate vote counting.

Shareholders/authorized representatives are issued ballots for both Board of Directors and Board of Supervisors .

Shareholders/authorized representatives must clearly state the number of voting rights for each candidate on the blank box of the candidate you choose (vote for the Board of Directors/Board of Supervisors) on the ballot. In the event of a mistaken selection, the shareholders/authorized representatives must contact the Vote Counting Committee to receive a new ballot and must return the old ballot.

- **Valid ballots:** ballots which are printed according to the template form issued by the Vote Counting Committee without erasures or scratches, and do not contain any additional content outside of the permitted areas. They must have the signature, full name of the shareholder/authorized representatives attending and sent to the Vote Counting Committee before the ballot box is unsealed.

- **Invalid ballots:**

- + Ballots not compliant with the regulations for valid ballots;
- + Ballot where the number of candidates elected by shareholders/authorized representatives exceed the number of necessary positions;
- + Ballots where the total number of votes for the candidates of the shareholder/authorized representative exceed the total number of votes they are entitled to;
- + Ballots with any other violations according to the Election Regulations of the General Meeting and the Company's Charter.

3. Voting method

The election of members of the Board of Directors and the Board of Supervisors is carried out by secret ballot, following the cumulative voting method;

Each shareholder has the right to vote for the Board of Directors and Board of Supervisors, which is specified as the total number of voting units corresponding to the total number of shares with voting rights (including owned and authorized) multiplied by the number of elected members of the Board of Directors/Board of Supervisors; Details are as follows:

+ Voting rights for the Board of Directors	=	Number of shares (owned and authorized) with voting rights	x	05	(voting unit)
+ Voting rights for the	=	Number of shares	x	03	(voting unit)

Board of Supervisors (owned and authorized) with voting rights

Shareholders can allocate all their voting units to one or several candidates.

Instructions on the cumulative voting method are specified in the appendix attached to these Regulations.

4. Vote Counting Committee, principles of voting and counting

4.1 Vote Counting Committee

The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders;

Members of the Vote Counting Committee must not be on the list of nominees and candidates for the Board of Directors or Board of Supervisors;

The Vote Counting Committee is responsible for:

- + Preparing and distributing ballots;
- + Collecting ballots and counting votes;
- + Preparing the Vote counting minutes;
- + Announcing the voting results at the General Meeting.

4.2 Principles of voting and counting

- The Vote Counting Committee shall check the ballot boxes in the presence of shareholders;
- Voting begins when the distribution of voting ballots is completed and ends when the last shareholder places his/her ballot in the ballot box;
- The vote counting must be carried out immediately after the voting ends;
- The results of the vote count must be recorded in writing and announced by the Head of the Vote Counting Committee at the General Meeting.

5. Principles for being elected as members of the Board of Directors and Board of Supervisors

- The elected members are determined by the number of votes cast from high to low, starting from the candidate with the highest number of votes until the required number of members is reached.
- In the case of two (02) or more candidates receiving the same number of votes for the final member, a re-election will be held among the candidates with the same number of votes.

- If the first result of the first election does not meet the required number of members, the election will be held until the required number of members is elected.

6. Preparation for the Vote counting minutes, announcement of the vote counting results and election results

- The vote counting results must be recorded in the Vote Counting Minutes and signed by the members of the Vote Counting Committee. The content of the vote counting minutes includes: total number of shareholders attending the meeting, total number of shareholders participating in voting, number of voting rights of shareholders attending the meeting and voting (according to the cumulative voting method), number of valid votes, invalid votes, blank votes (blank ballots); number of voting rights for each candidate for the Board of Directors and the Board of Supervisors; election results for members of the Board of Directors and the Board of Supervisors.

- The full text of the Vote counting minutes and the election results for members of the Board of Directors and the Board of Supervisors must be announced at the General Meeting.

7. Complaints and complaint resolution

Complaints about the election and vote counting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

V. VALIDITY

This regulation is read publicly at the General Meeting of Shareholders. It takes effect immediately after being approved by the General Meeting of Shareholders and only applies to the election of members of the Board of Directors and Board of Supervisors for the term from 2024 to 2029./.

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

Le Ngoc Quang

APPENDIX 1

INSTRUCTIONS FOR CUMULATIVE VOTING

Suppose the General Meeting of Shareholders votes to select 03 members of the Board of Supervisors from a total of 05 candidates. Shareholder Nguyen Van A holds (including owned and authorized) 10,000 voting shares. At that time, *the voting rights of shareholder Nguyen Van A to elect the Board of Supervisors* are expressed by *the total number of voting units*:

$$10,000 \text{ (shares)} \times 03 \text{ (candidates to be selected)} = 30,000 \text{ (voting units) } .$$

Shareholder Nguyen Van A performs *cumulative voting* by choosing one of the following *cases*:

1. Allocate all 30,000 *voting units* to 01 candidate for Board of Supervisors.
2. Distribute 30,000 voting units equally among 03 candidates for members of the Board of Supervisors (equivalent to each candidate receiving 10,000 voting units from shareholder Nguyen Van A).
3. Allocate 30,000 of your voting units on a number of candidates for the Board of Supervisors by distributing the 30,000 voting units and specifying how many voting units each candidate will receive. Shareholder Nguyen Van A can distribute his 30,000 voting units to 03 candidates according to different voting ratios, but the total number of voting units for those candidates on Nguyen Van A's ballot must not exceed 30,000 voting units.

The vote of shareholder Nguyen Van A will be invalid in the following cases:

- The ballot does not follow the template prescribed by the Company and does not have the Company's seal.
- The total number of voting units for candidates on shareholder Nguyen Van A's ballot exceeds 30,000 voting units.
- The number of candidates that shareholder Nguyen Van A chooses to vote for exceeds 03 people.
- Or other cases specified in the Election Regulations.

The election for members of the Board of Directors is also carried out similarly to the election for members of the Board of Supervisors mentioned above./.

APPENDIX 2

CONVENTION OF RECORDING VOTING UNITS

It is necessary to take into account that the number of shares owned by the Company is quite large and after receiving stock dividends, the majority of shares owned by shareholders are odd numbers (not rounded hundreds or thousands). As a result, many shareholders will have difficulty in distributing, recording the number of votes and checking the validity of the total number of votes on the ballot. Furthermore, counting votes will be equally difficult.

Therefore, **the General Meeting agrees to the following convention for shareholders when recording voting units on the ballots:** If shareholders prefer not to use *normal absolute numbers*, they have the right to *record their votes according to the following convention*, specifically:

5x: 5 times the number of shares owned = number of shares x 5 = *total number of voting units to elect the Board of Directors*

4x: 4 times the number of shares owned = number of shares x 4

3x: 3 times the number of shares owned = number of shares x 3 = *total number of voting units to elect the Board of Supervisors*

2x: 2 times the number of shares owned = number of shares x 2

1x (or x): the number of shares owned = *1/5 of the total number of voting units to elect the Board of Directors = 1/3 of the total number of voting units to elect the Board of Supervisors*

When voting:

- Cumulative voting for 1 candidate: record the entire number of voting units in absolute numbers (normal), or record according to the convention: 5x (for voting the Board of Directors), 3x (for voting the Board of Supervisors).

- Equally divide voting rights for 5 candidates selected for the Board of Directors, 3 candidates selected for the Board of Supervisors: on the line of each selected candidate, write the absolute number of shares, or write according to the convention as 1x (or x).

- Cumulative voting for a few candidates:

If votes are allocated in multiples of shares, write the absolute number of voting units for the selected candidate, or write according to the convention **1x (or x), 2x, 3x, etc.** on the line of the corresponding candidates.

If votes are not allocated in multiples of shares, the only valid option is to write absolute numbers. The convention of **1x (or x), 2x, 3x, etc.** cannot be used.

Using the convention will help simplify checking the total number of votes, reducing the risks of errors that could result in the ballot being declared invalid due to exceeding the allowed total voting unit./.



Ho Chi Minh City, April 25, 2025

REPORT ON THE IMPLEMENTATION OF THE PLANS FOR THE RELOCATION OF THE BINH DUONG PESTICIDE FACTORY

The General Director respectfully reports to the 2025 Annual General Meeting of Shareholders regarding the investment and construction activities related to the relocation plan of the Binh Duong Pesticide Factory of Vietnam Pesticide Joint Stock Company (VIPESCO) as follows:

1. The Necessity of Relocating the Binh Duong Pesticide Factory

The Binh Duong Pesticide Factory is the primary production facility of the Company, currently located in a residential area in Di An Town, Binh Duong Province. Due to the nature of the pesticide production industry, in recent years, the Factory has been under pressure from the surrounding community regarding environmental issues. In addition, Binh Duong Province has issued the Scheme "Investigating, assessing the current operation and proposing mechanisms and policies to support businesses located outside industrial zones, industrial clusters in the Southern region to change function and relocate into industrial zones or clusters in Binh Duong" attached to Decision No. 3210/QĐ-UBND dated October 31, 2019, issued by the People's Committee of Binh Duong Province. According to the Scheme, the Binh Duong Pesticide Factory is required to relocate by 2028.

2. Progress of the Project for the Construction of the Pesticide Manufacturing, Processing, and Packaging Factory (Phase 1) with a capacity of 9,500 tons of product per year in Duc Hoa 1 Industrial Park, Long An (hereinafter referred to as the Long An Factory Project)

In line with the relocation of the Binh Duong Pesticide Factory and to meet future development needs, in 2017, VIPESCO signed a lease agreement for a 47,275m² land area at Duc Hoa 1 Industrial Park, Long An Province, with the lease term until 2058.

After identifying the relocation site for the Binh Duong Pesticide Factory, VIPESCO has actively implemented preparations for the Long An Factory Project. The Board of Directors of the Company approved the investment in the Long An Factory Project with a capacity of 9,500 tons of products per year through Resolution No. 13/NQ-TST-HDQT dated December 17, 2019. The main information regarding the Factory is as follows:

- Name of project: " Project of the Pesticide Manufacturing, Processing, and Packaging Factory Phase 1, with a capacity of 9,500 tons of products per year in Duc Hoa 1 Industrial Park – Long An."

- Investment location: Lot MF7+8+9, Duc Hoa 1 Industrial Park, Duc Hoa Dong Commune, Duc Hoa District, Long An Province.

- Investment Objective: Build a new factory to replace the Binh Duong Pesticide Factory.

VIPESCO has hired Hop Phat Investment Construction Design Consultancy Corporation to prepare the Feasibility Study (FS) report for the Long An Factory Project. The consulting unit has almost completed the FS report according to the legal regulations. The total investment after taxes in the FS report of the project, prepared in May 2024: 241,470,730,058 VND.

According to the Conclusion Notice No. 02/TBKL-HDQT dated June 13, 2024, the Board of Directors "assigned the General Director and the Appraisal Team to continue reviewing the opinions from the meeting, further study the Project, review the investment license of the Project and upcoming procedures to ensure compliance with regulations of the Government; work with Binh Duong Province and relevant regulatory authorities regarding the relocation of the Factory, support policies, compensation, and the arrangement of industrial zones for factories that need to relocate."

3. Relocating the Binh Duong Pesticide Factory to Industrial Zones/Clusters in Binh Duong Province

3.1. Binh Duong Province's Plan for Relocating the Factory to Concentrated Industrial Zones/Clusters

Binh Duong Province has officially had its 2021 - 2030 period plan approved by the Prime Minister, with a vision toward 2050, under Decision No. 790/QĐ-TTg dated August 3, 2024. Including the Scheme "Investigating, assessing the current operation and proposing mechanisms and policies to support businesses located outside industrial zones, industrial clusters in the Southern region to change function and relocate into industrial zones or clusters in Binh Duong" attached to Decision No. 3210/QĐ-UBND dated October 31, 2019, issued by the People's Committee of Binh Duong Province. According to the Scheme, the Binh Duong Pesticide Factory is required to relocate by 2028. The People's Committee of Binh Duong is in the process of reviewing and developing specific local policies to support the relocation of factories.

3.2. The Company has actively engaged in activities to understand the relocation, support, and compensation policies from Binh Duong Province, and assess the opportunity to relocate the Binh Duong Pesticide Factory to industrial clusters within Binh Duong Province.

The Board of Directors and the Management Board of the Company proactively proposed and held meetings with the People's Committee of Binh Duong and the

relevant departments to understand the province's investment policies and those for factories required to relocate, and to request the province's support policies for VIPESCO in implementing the relocation project for the Binh Duong Pesticide Factory. As a result, at the working sessions, the Provincial People's Committee agreed and supported the relocation of the Company's Factory to Industrial Parks/Clusters in the province and directed relevant departments to develop support policies.

The Company has also quickly and proactively contacted existing and planned industrial zones/clusters in Binh Duong Province as per the province's planning. Until now, VIPESCO has found a suitable site for relocating the factory at Tam Lap 2 Industrial Cluster, Phu Giao District, Binh Duong Province, which has conditions that align with the Company's production activities (*including manufacturing, processing, and packaging pesticide and other chemical products used in agriculture field*). On October 30, 2024, the General Director of the Company signed a Memorandum of Understanding with Trung Hau Co., Ltd. regarding leasing land use rights and technical infrastructure in Tam Lap 2 Industrial Cluster.

On November 23, 2024, the Board of Directors issued Resolution No. 16/QD-HDQT regarding the preparation of the Pre-feasibility Study Report for the Binh Duong Pesticide Factory relocation project to evaluate all aspects of the investment in constructing the new factory in Long An and relocating the factory in Binh Duong province.

The Pre-feasibility Study Report for the Binh Duong Pesticide Factory relocation project with a capacity of 9,500 tons of products per year: was completed in February 2025. Prepared by: Hop Phat Investment Construction Design Consultancy Corporation

The Pre-feasibility Study Report for the project provides the following key details:

- Name of project: "The Binh Duong Pesticide Factory Relocation Project, with a capacity of 9,500 tons of products per year."
- Investment location: A part of Lot 104 and 105, Map No. 41, Group 4, Dong Tam Hamlet, Tam Lap Commune, Phu Gio District, Binh Duong Province.
- Investment Objective: Replace the Binh Duong Pesticide Factory (which is required to relocate according to local planning due to its location in a residential area).
- Capacity scale: 9,500 tons of products/year.
- Project Group, Type, and Main Works Level: Group B, chemical industrial works, Class III.
- Total Investment (after tax) in the report: 189,861,510,717 VND

The Pre-feasibility Study Report has been reviewed by the Project Owner's Appraisal Team on February 12, 2025.

According to the Pre-feasibility Study and the land lease costs provided by the consulting unit, the total investment value for the "Binh Duong Pesticide Factory

Relocation Project, with a capacity of 9,500 tons of products per year" is 281,661,510,717 VND, with: Total construction investment value: 189,861,510,717 VND; Estimated land lease value: 91,800,000,000 VND. However, the land lease price provided by the consulting unit may fluctuate depending on market conditions at the time of lease.

On March 13, 2025, the General Director submitted Report No. 162/BC-TST to the Board of Directors regarding the relocation investment plan for the Binh Duong Pesticide Factory, outlining the steps already taken for the Factory Project in Long An and the evaluation of opportunities for relocating the factory in Binh Duong. Based on the Feasibility Study Report for the Long An Project and the Pre-feasibility Study Report for the Binh Duong Project, the Company has prepared an analysis and comparison of the two projects for the Board's review.

After reviewing the Pre-feasibility Study Report for the Binh Duong Pesticide Factory relocation project in Binh Duong Province, the Appraisal Report, and the General Director's report, comparison of investment efficiency between the Project of construction of a factory in Long An and the Project of relocating the factory to Tam Lap 2 Industrial Cluster, Binh Duong Province. On March 29, 2025, the Board of Directors issued Conclusion Notice No. 01/TBKL-HDQT, requesting the General Director to direct the development of a roadmap and implementation plan for the relocation project to ensure stable production for the Company.

Relocating the Binh Duong Pesticide Factory from the current residential area is mandatory and must be done according to the policies and planning of Binh Duong Province. Successfully and legally relocating the factory is a shared responsibility of all leaders, staff, and employees of the Company. In the coming period, the Company's Executive Board will urgently study, build, and select the most effective relocation option to bring the best benefits to the Company, for the Board of Directors and the General Meeting of Shareholders to review and approve in accordance with their authority and legal regulations.

Sincerely report./.

GENERAL DIRECTOR

Nguyen Than



No: 02/TTr-DHDCD2025

Ho Chi Minh City, April 25, 2025

PROPOSAL

Revenue, Profit, and Dividend Distribution Plan for 2025

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

The Board of Directors of Vietnam Pesticide Joint Stock Company respectfully presents to the 2025 Annual General Meeting of Shareholders to approve ***the Revenue, Profit, and Dividend Distribution Plan for 2025:***

Unit . VND

NO	INDICATORS	AMOUNT
01	Charter capital	244,607,920,000
02	Industrial production value (at current prices)	588.500.000.000
03	Parent Company Revenue	610,000,000,000
04	Total revenue (including revenue of Parent Company and Subsidiaries)	643,902,000,000
05	Total profit before tax	23,000,000,000

- It is expected that the dividend distribution will not be less than 5% of the charter capital, and the General Meeting of Shareholders authorizes the Board of Directors to adjust the business plan and dividend distribution for 2025 in accordance with actual conditions.
- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely,

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

Le Ngoc Quang



No: 05/TTr-ĐHDCD2025

Ho Chi Minh City, April 25, 2025

PROPOSAL

Regarding the dismissal and replacement election of members of the Company's Board of Directors for the term 2024-2029

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Vietnam Pesticide Joint Stock Company,

The Board of Directors of Vietnam Pesticide Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the resignation of a member of the Board of Directors and the election of additional members of the Board of Directors of Vietnam Pesticide Joint Stock Company for the 2024-2029 term, as follows:

1. Reasons for electing additional members to the Board of Directors:

- In April 11, 2025, Mr. Nguyen Minh Viet Hung, a member of the Company's Board of Directors, submitted a resignation letter from the position of member of the Board of Directors due to a reassignment by Vietnam National Chemical Group (a shareholder holding 51% of the Company's charter capital).

According to the provisions of the current Company's Charter, the number of members of the Company's Board of Directors is 05 (five) members, so it is necessary to elect 01 (one) replacement member of the Board of Directors.

2. Approve the resignation of Mr. Nguyen Minh Viet Hung from the position of member of the Board of Directors. Approving the dismissal of Mr. Nguyen Minh Viet Hung from the position of member of the Board of Directors.

3. Number and conditions for electing additional members to replace Board of Directors:

- Number of Board of Directors members elected to replace: 01 member.

-Structure: nomination by shareholders/shareholder groups/authorized representatives with the right to nominate, in accordance with the provisions of the 2020 Law on Enterprises and the current Company's Charter.

We respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely,

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

Le Ngoc Quang



No: 06/TTr-ĐHDCD2025

Ho Chi Minh City, April 25, 2025

PROPOSAL

List of candidates for supplementary election Member of the Company's Board of Directors for the 2024-2029 term

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Vietnam Pesticide Joint Stock Company,

As of the opening of the General Meeting, the Board of Directors of Vietnam Pesticide Joint Stock Company (VIPESCO) had received a document nominating personnel to elect replacement members of the Company's Board of Directors for the 2024-2029 term from 01 shareholder/ shareholder groups, namely:

1. Vietnam National Chemical Group (VINACHEM), which owns 51% of the total voting shares of VIPESCO. The document issued date April 11th, 2025 nominates:

Ms. Vu Thanh Thuy, Deputy Chief of Office of VINACHEM, is the person appointed by VINACHEM to represent 15% of the charter capital of VIPESCO.

We respectfully request the 2025 Annual General Meeting of Shareholders to vote on candidates to elect additional members to the Company's Board of Directors for the 2024-2029 term as follows:

<i>No.</i>	<i>Full name</i>	<i>Year of birth</i>	<i>Nationality</i>	<i>Professional qualifications</i>	<i>Current positions</i>
1	Vu Thanh Thuy	1983	Vietnamese	Master of Business Administration; Master of Resource Management	Deputy Chief of Office of VINACHEM

Sincerely,

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

Le Ngoc Quang



VIETNAM PESTICIDE JOINT STOCK COMPANY

102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City

Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.

Enterprise ID 0300408946 issued by D.P.I. HCMC

PERSONAL INFORMATION

1. Full name: **Vu Thanh Thuy** Gender: Female
2. Year of Birth: 18/10/1983 Place of birth: Bien Hoa, Dong Nai
3. Nationality: Vietnamese
4. ID Card No.: 075183000001; Issued date: 04/4/2024; Issued by: The Police Dept. of Administrative Management of Social Order
5. Place of Residence: No. 9, Lane. 41, Tay Ho St., Quang An Ward, Tay Ho Dist., Ha Noi.
6. Contact Telephone: 0974758468; email: thuyvuthanh@vinachem.com.vn
7. Education: 12/12
8. Qualifications: Master of Business Administration; Master of Resource Management
9. Employment History:

<i>Working timeline</i>	<i>Position and Place of Work</i>
9/2005 to 12/2006	Staff of Finance and Accounting Dept. of Hanoi Soap Joint Stock Company
12/2006 to 01/2023	Executive of Business and Plan Dept. of VINACHEM
01/2023 to present	Deputy Chief of Office of VINACHEM
04/2018 to 04/2021	Member of Supervisory Board of Tia Sang Battery Joint Stock Company
04/2021 to present	Member of the Board of Directors of Industrial Gas and Welding Electrode Joint Stock Company

10. Current Position at VIPESCO: No
11. Current positions at other organizations: Deputy Chief of Office of VINACHEM
12. Benefits related to VIPESCO: No
13. Full name of the nominee shareholder/ group shareholders: VINACHEM.
14. Number of Authorized Shares: 3.669.120 shares, accounting for 15% of the charter capital of VIPESCO.

I guarantee that the above declaration is honest and accurate and commit to performing the duties of a member of the Board of Directors honestly if elected as a member of the BOD of VIPESCO for the term from 2024 to 2029.

Ha Noi, April 17th 2025

Declarant

(signed)

Vu Thanh Thuy



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102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

Ho Chi Minh, April 25th 2025

**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VOTES FOR MEMBERS OF THE BOARD OF DIRECTORS
Term 2024 - 2029**

Shareholder Name / Shareholder Representative:

Shareholder ID/MSBQ:

Number of shares owned/representative:

Total number of voting units: [A]

Election of candidates for the Board of Directors of VIPESCO with the number of voting units allocated as follows:

No.	FULL NAME	Number of voting units
1		
	Total	[B]

Note:

- 1. No more than 01 person may be elected*
- 2. The total number of voting units elected for the candidates combined in [B] shall not be greater than the total number of voting units of the shareholders themselves recorded in [A].*
- 3. On the pre-printed list of nominees before the opening of the Meeting, ranked by ABC*

(Sign and write your full name)



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No: 01/NQ-DHDCD2025

Ho Chi Minh City, April 25, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM PESTICIDE JOINT STOCK COMPANY

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM PESTICIDE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company on April 25, 2025.

HEREBY RESOLVED:

Article 1. Approval of the report of the General Director and the Board of Directors on the Business Performance in 2024 and Business Development Directions for 2025

Article 2. Approval of the audited 2025 Financial Statements.

Article 3. Approval of the Report of the Company's Board of Supervisors.

Article 4. Approval of the Submission No. 01/TTr-DHDCD2025 of the Board of Directors on Profit distribution and dividend plan for 2024 is as follows:

Unit . VND.

<i>No</i>	<i>Indicators</i>	<i>Amount</i>
1	Charter capital:	244,607,920,000
2	Profit after corporate income tax for 2024	18,100,110,612
3	Undistributed profit after tax carried forward from the previous year	7,224,478,774
4	Profit distribution in 2024	19,088,593,783
4.1	<i>Development investment fund</i>	<i>3,620,022,122</i>
4.2	<i>Bonus Fund, Welfare Fund</i>	<i>1,810,011,061</i>

<i>No</i>	<i>Indicators</i>	<i>Amount</i>
4.3	<i>Company Management Bonus Fund</i>	205,125,000
4.4	<i>Cash dividend distribution to existing shareholders (5.5% of charter capital - 550 VND/share)</i>	13,453,435,600
5	Undistributed profit after tax for this year carried forward to next year	6,235,995,603

Article 5. Approval of the Report No. 02/TTr-DHDCD2025 of the Board of Directors on the 2025 Revenue, Profit and Dividend Plan as follows:

Unit . VND

NO	INDICATORS	AMOUNT
01	Charter capital	244,607,920,000
02	Industrial production value (at current prices)	588.500.000.000
03	Parent Company Revenue	610,000,000,000
04	Total revenue (including revenue of Parent Company and Subsidiaries)	643,902,000,000
05	Total profit before tax	23,000,000,000

- It is expected that the dividend distribution will not be less than 5% of the charter capital, and the General Meeting of Shareholders authorizes the Board of Directors to adjust the business plan and dividend distribution for 2025 in accordance with actual conditions.

- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

Article 6. Approval of the Proposal No. 03/TTr-DHDCD2025 of the Board of Supervisors, authorize the Board of Directors to select an independent audit firm that meets the standards prescribed by the Ministry of Finance and the State Securities Commission from the list proposed by the Board of Supervisors to review the semi-annual financial statements for the first half of 2025 and audit the financial statements for the year 2025 of the Company.

Article 7. Approval of the Proposal No. 04/TTr-DHDCD2025 of the Board of Directors regarding the remuneration levels for the Board of Directors and the Board of Supervisors in 2025 as follows:

- Chairman of the Board of Directors 5,000,000 VND/month
- Member of the Board of Directors: 4,000,000 VND/month
- The Board of Supervisors: 4,000,000 VND/month
- Member of Board of Supervisors 3,500,000 VND/month;

Article 8. Approval the Proposal No. 05/TTr-DHDCĐ2025 of the Board of Directors on the dismissal and election of replacement members of the Board of Directors.

- Approval of the resignation of Mr. Nguyen Minh Viet Hung as a member of the Board of Directors; approving the dismissal of Mr. Nguyen Minh Viet Hung as a member of the Board of Directors.

- Elect 01 additional member of the Board of Directors

Article 9. Approval the list of candidates for election of additional members of the Board of Directors for the term 2024-2029.

Article 10. Results of the election of additional members of the Board of Directors for the term 2024-2029.

Article 11. Implementation provisions

The General Meeting of Shareholders assigns the Board of Directors to implement this Resolution based on the objectives, tasks, and plans approved by the General Meeting of Shareholders, in accordance with legal regulations and the Company's Charter.

The Resolution of the 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company shall take effect from April 25, 2025.

This Resolution was approved at the 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company, with an approval voting rate of% of the total shares of all shareholders attending and voting at the General Meeting.

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

Recipient:

- Shareholders of the Company;
- Members of Board of Directors, Board of Supervisors ;
- General Director of the Company;
- Subordinate units;
- Information disclosure;
- Save VT, BOD.

Le Ngoc Quang