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; Enterprise ID 0300408946

VIPESCO

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.

No	***Indicators***	***Amount***
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	*Development investment fund*	*3,620,022,122*

4.2	*Bonus Fund, Welfare Fund*	*1,810,011,061*
4.3	*Company Management Bonus Fund*	*205,125,000*
4.4	*Cash dividend distribution to existing shareholders (5.5% of charter capital - 550 VND/share)*	*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 2024-2029 term as follows

1. Ms. Vu Thanh Thuy, date of birth: 18/10/1983

- ID Card No.: 075183000001; Issued date: 04/4/2024; Issued by: The Police - Dept. of Administrative Management of Social Order

- Current Position: Deputy Chief of Office of VINACHEM

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

No.	Full Name	Year of Birth	Number of units with voting rights of confidence
1	Vu Thanh Thuy	1983	21,597,783

Ms. Vu Thanh Thuy is elected to the BOD of VIPESCO for the 2024-2029 term, from April 25th, 2025.

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 100% of the total shares of all shareholders attending and voting at the General Meeting.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN

M.S.D.N: 0300408946-C.T.C
CÔNG TY
CỔ PHẦN
THUỐC SÁT TRÙNG
VIỆT NAM
QUẬN 1-TP. HỒ CHÍ MINH

Le Ngoc Quang

Recipient:
- Shareholders of the Company;
- Members of BOD, BOS;
- General Director of the Company;
- Subordinate units;
- Information disclosure;
- Save VT, BOD.

VIETNAM PESTICIDE JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 01/BB-DHDCD2025

CÔNG TY CỔ PHẦN THUỐC SÁT TRÙNG VIỆT NAM M.S.D.N: 0300408946-C.T.C.P QUẬN 1-TP. HỒ CHÍ MINH

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Company name: **Vietnam Pesticide Joint Stock Company**

Head office address: 102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City

Business Registration Certificate No.: 0300408946 issued by the Department of Planning and Investment of Ho Chi Minh City on 11/05/2006, registered for the 10th change on 26/01/2022

Stock code: VPS

Meeting time: 08:30 on 25/4/2025

Venue: 96 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City

Form of holding the General Meeting of Shareholders: In person

I/ PARTICIPANTS

- The Board of Directors, the Supervisory Board, the Executive Board of the Company.

- Shareholders and valid authorized persons of shareholders according to the List of Securities Holders closed by the Securities Depository on March 25, 2025.

II/ OPENING OF THE MEETING

1. Etiquette of the meeting, introduction of delegates

Mr. Tran Thanh Binh, on behalf of the Organizing Committee of the Meeting, announced the reasons and introduced the participants of the Meeting.

2. The Presiding Delegation:

- Mr. Le Ngoc Quang – Chairman of the Board of Directors (chairman).

- Mr. Nguyen Than – Member of the Board of Directors General Director.

3. Secretary of the Meeting:

On behalf of the presiding delegation, Mr. Nguyen Than nominated the Secretary including:

- Ms. Nguyen Thi Thu Hoai – Secretary of the Board of Directors.
- Ms. Hoang Thi Kim Ha – Excutive of Plan Dept.

4. Delegate Qualification Examination Board

On behalf of the presiding delegation, Mr. Le Ngoc Quang nominated the Committee to examine the qualifications of delegates including:

- Mr. Nguyen Xuan Khanh – Head of the Supervisory Board.
- Ms. Nguyen Thi Huong – Excutive of Finance and Accounting Dept.
- Mr. Nguyen Phuc – Excutive of Plan Dept.

5. Vote Counting Board

On behalf of the presiding delegation, Mr. Le Ngoc Quang nominated the Vote Counting Committee including:

- Mr. Tran Hai Long, Head of Sales Dept.: Head of Department
- Mr. Nguyen Viet Dat, Deputy Head of Finance – Accounting Dept.: Member
- Mr. Nguyen Minh Tam, Deputy Head of Finance – Accounting Dept.: Member

The Meeting voted by ballot paper, 100% agreed on the list of the Vote Counting Committee.

6. Conditions:

Mr. Nguyen Xuan Khanh, Representative of the Shareholder Qualification Inspection Committee, reported to the Annual General Meeting of Shareholders the results of the shareholder qualification examination up to the time of the opening of the General Meeting as follows:

- The total number of shareholders and legally authorized shareholders' representatives to attend the 2025 Annual General Meeting of Shareholders is 26 shareholders and shareholders' representatives of Vietnam Pesticide Joint Stock Company owning 21,464,499 shares (accounting for 87.75% of the total number of shares with voting rights).

- According to the provisions of the Law on Enterprises, the Company's Charter, the 2025 Annual General Meeting of Shareholders of Vietnam Pesticide

Joint Stock Company (hereinafter referred to as the General Meeting) is eligible to conduct.

7. Approval of the the General Meeting regulations:

Mr. Nguyen Than presented the General Meeting regulations, Voting Rules, Vote Counting, Regulations on Election of the Board of Directors, Supervisory Board. The General Meeting voted by voting cards, 100% agreed on the General Meeting regulations of the 2025 Annual General Meeting of Shareholders (AGMS), Voting Rules, vote counting, Election Regulations of the Board of Directors, Supervisory Board.

8. Approval of the General Meeting Agenda

Mr. Nguyen Than read the Agenda of the 2025 AGMS and reported to the General Meeting the additional contents to the Agenda sent according to the Notice of Invitation to the Meeting, including: considering the Proposal No. 05/TTr-DHDCĐ2025 of the BOD on the dismissal and additional election of replacement members of the BOD of the Company for the 2024-2029 term, Report No. 06/TTr-DHDCĐ2025 of the BOD on the list of candidates for the election of additional members of the BOD of VIPESCO for the 2024-2029 term and the election of additional members of the BOD. The General Meeting voted by ballot, 100% agreed on the Agenda of the AGMS in 2025.

III/CONTENTS OF THE GENERAL MEETING

1. Reports and Proposal at the General Meeting

1.1. Report on production and business results in 2024, operational orientation in 2025; Report on the implementation of the plan to relocate Binh Duong Agrochemical Factory.

Presenter: Mr. Nguyen Than – Member of the BOD, General Director.

1.2. Audited Financial Report in 2024.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.3. Report of the BOD in 2024 and orientation in 2025.

Presenter: Mr. Le Ngoc Quang – Chairman of the BOD.

1.4. Report of the Supervisory Board of Supervisory (BOS) in 2024 and operation plan in 2025.

Presenter: Mr. Nguyen Xuan Khanh – Head of the BOS

1.5. Proposal No. 01/TTr-DHDCD2025 of the BOD on the plan for profit distribution and dividend distribution in 2024.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.6. Proposal No. 02/TTr-DHDCD2025 of the BOD on the plan for revenue, profit and dividend distribution in 2025.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.7. Proposal No. 03/TTr-DHDCD2025 of the BOS on the selection of audit units in 2025.

Presenter: Mr. Nguyen Xuan Khanh – Head of the BOS.

1.8. Proposal No. 04/TTr-DHDCD2025 of the BOD on the remuneration for the BOD and the BOS in 2025.

Presenter: Mr. Tran Thanh Binh – Head of Human Resources – Administration Dept.

1.9. Proposal No. 05/TTr-DHDCD2025 of the BOD on the dismissal and additional election of replacement members of the BOD of the Company for the 2024-2029 term.

Presenter: Mr. Nguyen Than – Member of BOD, General Director.

- Mr. Nguyen Minh Viet Hung – Member of the BOD of the Company has submitted his resignation. Number of additional elected members of the BOD: 01 person.

1.10. Proposal No. 06/TTr-DHDCD2025 of the BOD on the list of candidates for election of additional members of the BOD of VIPESCO for the 2024-2029 term.

Presenter: Mr. Nguyen Than – Member of the BOD, General Director.

List of candidates:

1. Ms.: Vu Thanh Thuy, Date of birth: 18/10/1983;

- ID No.: 075183000001; Issued date: 04/04/2024; Issue by: The Police Dept. of Administrative Management of Social Order

- Current position: Deputy Chief of Office of VINACHEM.

2. Election of additional members of the BOD for the 2024 - 2029 term.

- Mr. Nguyen Than, representative of the Presidium, ask for the voting opinion of the AGMS by voting card for the Proposal No. 05/TTr-ĐHDCD2025 of the BOD on the dismissal and additional election of replacement members of the BOD of VIPESCO for the 2024-2029 term.

- The Annual General Meeting of Shareholders vote by ballot, 100% unanimously approve the dismissal of Mr. Nguyen Minh Viet Hung as a member of the BOD and the election of 01 additional member of the BOD.

- Mr. Nguyen Than ask for the voting opinion of the General Meeting of Shareholders by voting ballot on the Proposal 06/TTr-DHDCD2025 of the BOD on the List of candidates for the election of additional members of the BOD of VIPESCO for the 2024-2029 term.

- The Annual General Meeting of Shareholders vote by ballot, 100% unanimously approve the List of candidates for election of additional members of the BOD of VIPESCO for the 2024-2029 term.

- The Vote Counting Committee guides the election method. The General Meeting voted to elect additional members of the Board of Directors for the 2024-2029 term.

3. Discussion:

Mr. Le Ngoc Quang, representative of the Presidium, invite the General Meeting to discuss.

- Shareholder number 462's opinion: The relocation of the Binh Duong Agrochemical factory is reasonable, and the shareholder strongly agrees. The shareholder raised several issues and recommendations at Termite control and Fumigation company TCFC, where Vipesco currently holds 30.22% of the shares.

- Mr. Le Ngoc Quang – Chairman of the Board of Directors responded: The relocation of the factory from the residential area to industrial zone/Industrial cluster is VIPESCO's policy and must be implemented. VIPESCO is currently considering the procedures to proactively, actively, and effectively carry out the relocation, in full compliance with legal regulations.

- Regarding the issues raised at the TCFC: Vipesco is also a shareholder of the TCFC with a capital contribution ratio of 30.22%. VIPESCO will instruct Vipesco's representative to review the contents mentioned by the shareholders and report to the Executive Board and the Board of Directors for consideration in accordance with their authority.

4. Announcement of the results of the election of additional members of the BOD for the 2024-2029 term.

Mr. Tran Hai Long - Head of the Vote Counting Committee, read the results of the election vote counting.

Voting results:

No.	Full name	Year of bỉth	Number of units with the right to vote of confidence
1	Vu Thanh Thuy	1983	21,597,783

- Ms. Vu Thanh Thuy is elected to the BOD of VIPESCO for the 2024 - 2029 term, from April 25, 2025.

5. Voting to approve the Reports and Submissions to the General Meeting

Mr. Tran Hai Long guides how to record votes.

Mr. Le Ngoc Quang read the contents of the ballot sequentially and asking for shareholders' votes.

Specific voting results:

- Total number of ballots issued: 29 votes, representatives of 21,597,783 shares.

- Total number of ballots received: 28 votes, representatives of 21,597,779 shares.

In which:

- Total number of valid votes: 28 votes, representatives of 21,597,779 shares.

- Total number of invalid votes: 0 votes.

The contents have been approved by the 2025 AGMS:

Content 1: Approve the report of the General Director and the Board of Directors on the results of production, business and investment activities in 2024, operational orientation in 2025:

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

Content 2: Approve the Audited Financial Report in 2024.

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

Content 3: Approve the Report of the Supervisory Board.

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

Content 4: Approving the plan for profit distribution and dividend distribution in 2024 *(content of Report No. 01/TTr-DHDCD2025 dated April 25, 2025).*

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

Content 5: Approve the plan on revenue, profit and dividend distribution in 2025 *(content of Proposal No. 02/TTr-DHDCD2025 dated 25/4/2025).*

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

Content 6: Approval of the Supervisory Board's Proposal on the selection of audit units in 2025 *(content of Report No. 03/TTr-DHDCD2025 dated 25/4/2025)*

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

<u>Content 7</u>: Approval of the Report on remuneration for the Board of Directors and the Supervisory Board in 2025 *(content of Proposal No. 04/TTr-DHDCD2025 dated 25/4/2025)*

With the ratio achieved compared to the total number of shares of all shareholders attending and voting at the Meeting:

- Number of approved shares: 21,597,779 shares, reaching 100%

- Number of disapproving shares: 0 shares

- Number of shares with no opinion: 0 shares.

6. Approving the Minutes and Resolutions of the Genneral Meeting:

- Ms. Nguyen Thi Thu Hoai read the draft Minutes and Resolution of the 2025 AGMS on behalf of the Secretary of the General Meeting.

- The General Meeting vote by ballot and 100% unanimously approve the Minutes and Resolution of the 2025 AGMS.

7. Closing of the Genneral Meeting:

Mr. Le Ngoc Quang announce the closing of the Congress on behalf of the Presidium.

The 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company ends at 11 a.m. 50 minutes on the same day.

SECRECTARY		**CHAIRMAN**
Secretary 1	**Secretary 2**	
Nguyen Thi Thu Hoai	**Hoang Thi Kim Ha**	**Le Ngoc Quang**