

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
DONG NAI PAINT CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, effective from 01/01/2021.

- Pursuant to Business Registration Certificate No. 3600451024, initially issued on 1/3/2000, and amended for the 13th time on October 17, 2025, issued by the Dong Nai Provincial Department of Finance;

- Pursuant to the Charter on the organization and operation of Dong Nai Paint Corporation;

- Pursuant to Minutes of Meeting No. 03/2026/BB-HĐQT dated January 30, 2026, of the Board of Directors of Dong Nai Paint Corporation, the Board of Directors hereby adopts the following Resolution:

RESOLVED

ARTICLE I: The Board of Directors approves the 2025 production and business performance results.

No.	Indicator	Unit	2025 Plan	2025 Actual	2024 Actual	Actual/Plan (%)	Actual/Previous year (%)
1	Total output value	VND mil.	238,496	271,229	333,420	114	81
2	Total revenue	"	108,156	115,459	123,705	107	93
3	Total output volume all products	Tons	10,230	10,166	12,106	99	84
4	Profit (after tax)	VND mil.	5,023	6,687	8,849	133	76
5	State budget contributions (payable)	VND mil.	7,100	7,147	8,480	101	84
6	Average income per employee	"	10.694	11.850	12.100	111	98

- Approval voting ratio 100%.

ARTICLE II: The Board of Directors approves the 2026 production and business plan.

- Total output value : VND 197,558 million
- Revenue : VND 109,455 million
- State budget contributions : VND 7,400 million
- Profit (after tax) : VND 3,200 million
- Average income per employee : VND 10.377 million
- Total output volume : 9,040 tons
- Dividend : 5%

- Approval voting ratio 100%.

ARTICLE III: The Board of Directors approves the following matters and assigns the Board of Management to organize and implement them.

1/- Approval in principle of the plan for preparation and organization of the 2026 Annual General Meeting of Shareholders.

2/- Approval of the 2026 salary unit price plan.

3/- Approval of the service contract for collection and treatment of domestic solid waste with Sonadezi Environment Joint Stock Company — an entity related to Sonadezi Corporation, which is currently a major shareholder holding 30% of the Company's charter capital.

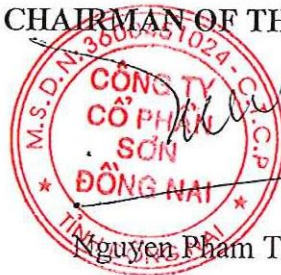
- **Approval voting ratio 100%.**

ARTICLE IV: The Board of Directors approves the framework goods purchase and sale agreement with Phuong Dong Co., Ltd. for the supply of paint and putty — an entity related to Mr. Dao Dinh De, who is currently a Member of the Board of Directors of the Company.

- **Approval voting ratio 80%.**

ARTICLE V: This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of Supervisors, the Board of Management, and all relevant organizations and individuals shall be responsible for the implementation of this resolution.

ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN OF THE BOARD



Nguyễn Phạm Thuyen