

CÔNG TY CỔ PHẦN SƠN Á ĐÔNG
A DONG PAINT STOCK COMPANY

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
SOCIALIST REPUBLIC OF VIET NAM
Independence – Liberty – Happiness

Số: 008/CBTT-ADP.2026
No.: 008/CBTT-ADP.2026

Tp Hồ Chí Minh, ngày 25 tháng 04 năm 2026
Ho Chi Minh city, April 25th, 2026

CÔNG BỐ THÔNG TIN/ INFORMATION DISCLOSURE

Kính gửi/ To: - Ủy ban chứng khoán nhà nước/ *The State Securities Commission of Viet Nam*

- Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh/ *Ho Chi Minh Stock Exchange*

1. Tên tổ chức/ *Name of organization*: CÔNG TY CỔ PHẦN SƠN Á ĐÔNG/
A DONG PAINT STOCK COMPANY

- Mã chứng khoán/ *Stock code* : ADP

- Địa chỉ/ *Address* : 1387 Bến Bình Đông, Phường Phú Định, Tp Hồ Chí Minh/
1387 Ben Binh Dong, Ward Phu Dinh, Ho Chi Minh city

- Điện thoại liên hệ/ *Tel* : 028.38552689 Fax: 028.38555092

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

2. Nội dung thông tin công bố/ *Content of disclosure*:

Công ty cổ phần Sơn Á Đông công bố thông tin/ *A Dong Paint Stock Company announces information*:

- Nghị quyết và biên bản Đại hội đồng cổ đông thường niên năm 2026

- *Resolution and minutes of 2026 Annual General Meeting.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày **25/04/2026** tại đường dẫn/ *This information was published on the company's website information page on 25/04/2026, at the following link: <https://adongpaint.com.vn/quan-he-co-dong/>*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./ *We guarantee that the information published here is true and take full legal responsibility for the content of the published information.*

CÔNG TY CỔ PHẦN SƠN Á ĐÔNG
A DONG PAINT STOCK COMPANY

Người ủy quyền công bố thông tin/
Person authorized to disclose information

PHÓ TỔNG GIÁM ĐỐC/
PERMANENT DEPUTY GENERAL DIRECTOR



LÊ ĐÌNH QUANG

CÔNG TY CỔ PHẦN SƠN Á ĐÔNG
Digitally signed by
CÔNG TY CỔ PHẦN SƠN Á ĐÔNG
Location:
Date: 2026.04.25
19:11:28+07'00'

Ho Chi Minh City, April 25, 2026

**RESOLUTION OF THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

A DONG PAINT STOCK COMPANY IN 2026

**(Re: Approving the contents at the Annual General Meeting of Shareholders
25th in 2026)**

GENERAL MEETING OF A DONG PAINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of A Dong Paint Stock Company which has been amended and supplemented and approved by the 22nd Annual General Meeting of Shareholders in 2023 on April 22, 2023;
- Based on the voting results at the Annual General Meeting of Shareholders on April 25, 2026.

RESOLUTION

Article 1: To approve the report of the Board of Directors of the company on the operation and production and business results in 2025 (*Details in the attached agenda document*).

In which:

- | | | | |
|-------------------------|---|-----------------|------|
| - Total revenue in 2025 | : | 651.760.638.336 | Dong |
| - Profit before tax | : | 95.926.775.031 | Dong |
| - Profit after tax | : | 76.460.537.616 | Dong |

(*The General Meeting agreed with the rate of 100.00% of the total voting shares*)

Article 2: Approval of the Scheme of production and business plan in 2026 (*Details in the attached agenda*)

In which:

- | | | | |
|----------------------------------|---|-----------------|------|
| - Total revenue planned for 2026 | : | 600.000.000.000 | Dong |
| - Profit before tax | : | 70.000.000.000 | Dong |
| - Profit after tax | : | 56.000.000.000 | Dong |

(*The General Meeting agreed with the rate of 100% of the total voting shares*)

Article 3: Approving the Report on the activities of independent members of the Board of Directors in the Audit Committee at the 2026 Annual General Meeting of Shareholders (*details in the attached agenda document*).

(*The General Meeting agreed with the rate of 100% of the total voting shares*)

Article 4: Approving the 2025 Financial Report audited by Southern Accounting and Auditing Financial Consulting Services Co., Ltd. (AASCs) (*Details in the attached agenda document*)

(*The General Meeting agreed with the rate of 100% of the total voting shares*)

Article 5: To approve the report on the profit distribution plan in 2025 and the profit distribution plan in 2026.

I. Profit distribution plan in 2025



Inclusions

- Profit after tax in previous years	:	1.479.346.419	Dong
- Profit after tax in 2025	:	76.460.537.616	Dong
- Basic interest rate per 01 share (EPS)	:	3.319	Dong
Distributed after-tax profit	:	77.939.884.035	Dong
• Dividend payment for 2025: 32%/VDL	:	73.727.520.000	Dong

A. Dividend has been advanced in 03 installments: 50,687,670,000 VND, equivalent to 22%/VDL

In which:

Advance payment for the 1st installment of 2025 (06/08/2025): 16,127,895,000 VND (07.00%/CC)

Advance payment for the 2nd installment of 2025 (24/10/2025): 16,127,895,000 VND (07.00%/CC)

Advance payment for the 3rd installment of 2025 (18/01/2026): 18,431,880,000 VND (08.00%/CC)

B. Use the remaining after-tax profit of this year to pay additional dividends for 2025: 10%/VDL corresponding to the amount: 23,039,850,000 VND (In words: Twenty-three billion thirty-nine million eight hundred and fifty thousand VND). Request the General Meeting of Shareholders to authorize and assign the Board of Directors to pay additional dividends for 2025 after the resolution of the 2026 Annual General Meeting of Shareholders is approved.

C. The remaining after-tax profit after paying dividends is used to reward the Board of Directors and the Board of Directors for completing the production and business plan in 2025: VND 2,700,000,000

D. Remaining profit after tax carried forward to the next year: VND 1,512,346,035

E. Setting up a development investment fund: Not setting up a fund

II. After-tax profit distribution plan in 2026

The expected financial plan for 2026 of Son A Dong Joint Stock Company is as follows:

- Revenue	:	600.000.000.000	Dong
- Profit before tax	:	70.000.000.000	Dong
- Profit after tax	:	56.000.000.000	Dong
- Basic interest rate per 01 share (EPS)	:	2.430	Dong

On the basis of the above profit plan, the Board of Directors proposes a dividend payment plan for 2026 as follows:

Dividend payment for 2026 in cash at minimum: 20%/VDL

(The General Meeting agreed with the rate of 99.98% of the total voting shares)

Article 6: To approve the report on the remuneration of the Board of Directors and bonuses for the Board of Directors and the Board of Directors when completing the production and business plan.

I. The remuneration of the Board of Directors and the People's Committee in 2025 has actually been spent:

1. Board Remuneration : 72,500,000 VND/month (07 people)

In which:

- Chairman : 14,000,000 VND/month
- Vice President : 11,000,000 VND/month
- Other members : 9,500,000 VND/month

2. Remuneration of the Internal Audit Board : 13,000,000 VND/month (03 people)

- Head of Department : 5,000,000 VND/month
- Other members : 4,000,000 VND/month

Total remuneration of the Board of Directors & Supervisory Board in 2025: **1.026.000.000 VND**

(In words: One billion and one hundred and twenty-six million VND)

3. Bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2025 with the bonus amount: 3% of profit after tax are as follows:

- Profit after tax in 2025:

$$\text{VND } 76,460,537,616 \times 3\% = \text{VND } 2,293,816,128 \text{ (3)}$$

4. Bonuses for the Board of Directors and the Board of Directors when exceeding the production and business plan in 2025:

- Profit after tax realized in 2025 : 76,460,537,616 VND
- Profit after tax planned in 2025 : 56,000,000,000 VND
- Profit after tax exceeds the plan in 2025 : 20,460,573,616 VND

With the bonus amount: 2% of the profit exceeding the plan as follows:

$$20,460,537,616 \text{ VND} \times 2\% : 409,210,752 \text{ VND (4)}$$

The total amount of bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2025 is as follows:

$$(3) + (4): 2,293,816,128 \text{ VND} + 409,210,752 \text{ VND} : 2,700,000,000 \text{ VND (Rounded) (*)}$$

(In words: Two billion seven hundred million VND)

(*) The source of bonus expenses for the Board of Directors and the Board of Directors is taken from after-tax profits in 2025 to spend

II. Remuneration of the Board of Directors & Supervisory Board and bonuses for the Board of Directors and the Board of Directors in 2026

1. Board Remuneration : 72,500,000 VND/month (07 people)

In which: - Chairman : 14,000,000 VND/month

- Vice President : 11,000,000 VND/month

- Other members : 9,500,000 VND/month

2. Remuneration of the Internal Audit Board: 13,000,000 VND/month (03 people)

- Head of Department : 5,000,000 VND/month

- Other members : 4,000,000 VND/month

Total remuneration of the Board of Directors & Supervisory Board in 2025: **1,026,000,000**

VND

(In words: One billion and one hundred and twenty-six million VND)

3. Bonuses for the Board of Directors and the Board of Directors when completing the production and business plan for 2025: With a bonus of 3% of profit after tax and if it exceeds the plan, it will be rewarded with an additional 2% of profit after tax in excess of the plan.

(The General Meeting agreed with the rate of 99.98% of the total voting shares)

Article 7: Approving the report on the selection of an independent audit firm Financial Statements in 2026.

(The General Meeting agreed with the rate of 100% of the total voting shares)

Article 8: This Resolution was approved by the 25th Annual General Meeting of Shareholders in 2026 of A Dong Paint Stock Company on April 26, 2025.

**GENERAL MEETING OF SHAREHOLDERS
A DONG PAINT STOCK COMPANY
CHAIRMAN OF THE MEETING**

Recipients:

- Shareholders, Companies
- Board of Directors, People's Committee
- Board of Directors
- Save

(signed)

Tran Buu Tri

A DONG PAINT STOCK COMPANY

MEETING MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026 A DONG PAINT STOCK COMPANY

I. BUSINESS INFORMATION

Business name: A Dong Paint Stock Company

Head Office Address : 1387 Ben Binh Dong, Phu Dinh Ward, Ho Chi Minh City

Business code : 0302066222 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on 13/08/2000, amended for the 11th time, on 08/05/2023.

II. MEETING TIME, LOCATION, AND PARTICIPANTS

1. Time: at 08:00 on April 25, 2026
2. Location: Factory Hall of A Dong Paint Stock Company, Hai Son Industrial Park, Binh Tien II Hamlet, Duc Hoa Commune, Tay Ninh Province.
3. Participants:
 - Shareholders and shareholder representatives of A Dong Paint Stock Company.
 - Member of the Board of Directors ("Board of Directors"), Member of the Audit Committee ("SSC") and the Company's Board of Directors.

III. CONGRESS PROCEDURES

1. Shareholder Status Examination Report:

On behalf of the Shareholder Eligibility Examination Board, Mr. Le Dinh Ngoc read the minutes of the examination of shareholder eligibility to attend the General Meeting made at 08:15 on April 25, 2026.

Test results:

- The total number of shareholders of the company is 749 shareholders, representing 23.039.850 shares, accounting for 100% of the total voting shares.
- The total number of shareholders and shareholder representatives attending the General Meeting is 84 people, representing 17.814.035 shares with voting rights, accounting for 77,32% of the total number of shares with voting rights.

Pursuant to the Law on Enterprises 2020 and the Company's Charter, the 2026 Annual General Meeting of Shareholders of A Dong Paint Stock Company is eligible to conduct.

2. Through the personnel of the Chairman of the Delegation, the Secretary of the Congress and the Vote Counting Committee.

On behalf of the Organizing Committee of the Congress, Mr. Phan Hoang Bao introduced the list of the Presidium, the Secretary of the Congress, the Vote Counting Committee and instructed how to vote, specifically:

PREAUCRACY

Mr. Tran Buu Tri - The Vice Chairman of the Board of Directors presides over the meeting

Mr. Le Dinh Quang - Member of the Board of Directors, Standing Deputy General Director

Ms. Nguyen Thi Minh Sau - Independent Member of the Board of Directors, Chairman of the People's Committee

The General Meeting voted to approve by holding up a vote with a voting rate of 100%.



SECRETARY OF THE CONGRESS

Ms. Do Thi Thanh Thao - Secretary of the General Assembly

Ms. Nguyen Thuc Thanh - Secretary of the General Assembly

The General Meeting voted to approve by holding up a vote with a voting rate of 100%.

VOTE COUNTING COMMITTEE

Mr. Phan Hoang Bao - Head of Department

Mr. Mai Dang Phuc - Membership

Ms. Do Thi Thanh Thao - Membership

Ms. Nguyen Thuc Thanh - Membership

Ms. Lam Nha Uyen - Membership

The General Meeting voted to approve by holding up a vote with a voting rate of 100%.

3. Approved the Regulation on organization and working at the Congress.

Mr. Phan Hoang Bao presented the draft Regulation on organization and working at the 2026 Annual General Meeting of Shareholders

The General Meeting voted to approve by holding up a vote with a voting rate of 100%.

4. Approval of the program and content of the Congress.

Mr. Phan Hoang Bao, on behalf of the Chairman, reported on the program and working contents at the Congress, including the following contents:

- Report of the Board of Directors of the Company on the operation and production and business results in 2025.
- Scheme of production and business plan in 2026.
- Report of the People's Committee on the Company's operation in 2025.
- The report of the general meeting on the approval of the audited financial statements in 2025.
- Report to the general meeting on the profit distribution plan in 2025 and the profit distribution plan in 2026.
- Report to the general meeting on the remuneration of the Board of Directors in 2025 and bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.
- Report to the general meeting on the selection of an independent auditing firm Financial statements in 2026.

The General Meeting voted to approve by holding up a vote with a voting rate of 100%.

IV. CONTENTS OF THE CONGRESS

1. Report of the Board of Directors of the Company on the operation and production and business results in 2025.

Mr. Le Dinh Quang, Member of the Board of Directors, Standing Deputy General Director of the company presented the 2025 Operating Report of the Board of Directors and production and business results in 2025.

2. Scheme of production and business plan in 2026.

Mr. Le Dinh Quang, Member of the Board of Directors, Standing Deputy General Director of the company presented the company's 2026 production and business plan.

3. Report of the People's Committee on the Company's operation in 2025.

Ms. Nguyen Thi Minh Sau, Chairwoman of the Audit Committee presented the Audit Committee's report on the company's operations.

4. The report of the general meeting on the approval of the audited financial statements in 2025.

Mr. Huynh Thanh Tam, Chief Accountant of the Company was authorized by the Chairman of the Delegation to submit to the General Meeting for approval the audited 2025 Financial Statements.

5. Report to the general meeting on the profit distribution plan in 2025 and the profit distribution plan in 2026.

Mr. Huynh Thanh Tam, Chief Accountant of the Company was authorized by the Chairman of the Delegation to submit to the General Meeting for approval the profit distribution plan in 2025 and the profit distribution plan in 2026.

6. Report to the general meeting on the remuneration of the Board of Directors in 2025 and bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.

Mr. Huynh Thanh Tam, Chief Accountant of the Company was authorized by the Chairman of the Delegation to submit to the General Meeting for approval the remuneration of the Board of Directors and the Supervisory Board in 2026 and bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.

7. Report to the general meeting on the selection of an independent auditing firm Financial statements in 2026.

Ms. Nguyen Thi Minh Sau, Chairwoman of the People's Committee submitted to the General Meeting for approval the selection of an independent auditing firm for the 2026 Financial Statements.

V. CONGRESS DISCUSSION AND VOTING

1. Discussion

- Mr. Tran Buu Tri: Following the presentation of the reports and proposals for the 2026 AGM, I would like to invite our shareholders to share their comments or questions.

- Shareholder Nhu Y: I have a few points to raise:

Firstly, there is a contradiction in the Board of Directors' (BOD) assessment that the 2025 Business and Production Plan was "excellently completed."

Investment Capital: In the proposal for the 2026 targets, the capital expenditure (CAPEX) is set at 1.5 billion VND. However, the investment list includes a semi-automatic paint filling machine, equipment upgrades, and an odor treatment system. Is the allocated budget sufficient for these items? Furthermore, I see no mention of a reinvestment fund appropriation in the proposal.

Market Analysis: The report's assessment of a "stagnant" real estate market does not align with current data. According to the Vietnam Real Estate Research Institute, the market in 2025 actually saw a 50% growth compared to 2024.

Corporate Governance: The Company currently lacks a Chief Executive Officer (CEO) as required by Article 162 of the Law on Enterprises 2020. This gap is hindering our ability to optimize growth.

- Mr. Le Dinh Quang: I would like to respond to the shareholder's concerns as follows:

Regarding the 2025 Results: The apparent contradiction must be viewed in context. While the 2025 plan was built based on 2024 benchmarks, 2025 was a year of extreme volatility—Middle East conflicts and severe natural disasters in Northern and Central Vietnam—which caused a significant decline in paint supply to those regions. Additionally, major partners like Ton Phuoc Nam failed to meet their revenue targets. Given these external factors, a revenue shortfall against the original plan is, in my view, understandable.

Regarding the Real Estate Market: Currently, real estate projects from the North to the South are almost "frozen." The claim that the market grew by 50% in 2025 is inconsistent with our practical observations.

Regarding Equipment Investment: Investment must be efficient and tied to operational needs. In 2025, we invested 659.8 million VND. For 2026, the initial 1.5 billion VND for 3L, 5L, and 8L

filling lines is indeed conservative. Upgrading grinding and stirring equipment, alongside the critical solvent odor treatment system for environmental compliance, will incur additional costs. Therefore, I propose an additional 2 billion VND for machinery, bringing the total investment to 3.5 billion VND.

Regarding Human Resources: Due to current legal restrictions regarding the relationship between a potential CEO and the Chairman of the BOD, we cannot appoint a CEO at this time. As a temporary solution approved by the BOD, we have established a management regulation where the Standing Deputy Director General fulfills duties equivalent to a CEO.

- Mr. Le Dinh Quang: Are there any further comments regarding the 2026 Business and Production Plan? Based on our Q1 2026 performance, following the U.S. strike on Iran on March 1st, the raw material market shifted drastically. Solvent prices surged by 100%, creating a challenging business environment. However, the situation has stabilized. I propose that the General Meeting adjust the 2026 targets as follows:

Revenue: Increase from 500 million VND to 600 million VND.

Profit Before Tax (PBT): Increase from 55 billion VND to 70 billion VND.

Profit After Tax (PAT): Increase from 44 billion VND to 56 billion VND.

- Mr. Tran Buu Tri (Presidium): I invite further comments from other shareholders.

- Shareholder Nguyen Van Chung: After two hours of discussion and hearing the reports from the Management Board, as a long-term shareholder and former employee, I see very positive changes. The machinery investment plan is highly appropriate. I fully support and am satisfied with the upward adjustment of the 2026 plan. I wish the meeting great success.

- Shareholder Chau Van On: Regarding capital expenditure, I find the proposal to increase the investment from 1.5 billion to 3.5 billion VND very reasonable. In the paint industry, modern machinery is essential to improve quality and competitiveness. Furthermore, environmental issues are toxic and must be prioritized. I fully endorse this decision.

2. Voting

Mr. Phan Hoang Bao, Head of the Vote Counting Committee disseminated the format of recording voting cards, to vote on 07 issues according to the contents stated on the voting cards. At 11:15 a.m. on April 25, 2026, at the time of voting, the number of shareholders and shareholder representatives attending was 84 people, representing 17.814.035 voting shares, equivalent to 18,674,902 votes, accounting for 81.05% of the total voting shares.

The congress voted to approve reports and submissions in the form of secret ballot.

VI. VOTING RESULTS

Content 1. Report of the Board of Directors on the operation and production and business results in 2025.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 2. Scheme of production and business plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100

<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 3. Report of the Audit Committee on the Company's operation in 2025.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 4. Submission of Financial Statements for 2025 (audited).

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 5. Report to the General Meeting on the profit distribution plan in 2025 and the profit distribution plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	83	vote, representing	17.814.035	Shares	99,98
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	1	vote, representing	3.600	Shares	0,02
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	83	vote, representing	17.814.035	Shares	99,98

Content 6. Proposal of the Board of Directors on the remuneration of the Board of Directors in 2025, bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	83	vote, representing	17.814.035	Shares	99,98
<i>Disagree</i>	0	vote, representing	0	Shares	0

<i>No Comments</i>	1	vote, representing	3.600	Shares	0,02
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	83	vote, representing	17.814.035	Shares	99,98

**Content 7. Report to the General Meeting on the selection of an independent auditing firm
Financial statements in 2026.**

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

VII. APPROVING THE MINUTES AND RESOLUTIONS OF THE CONGRESS

Ms. Do Thi Thanh Thao, on behalf of the Secretariat, read the contents of the meeting at the General Meeting and presented the General Meeting to approve the Minutes of the meeting and the Resolution of the General Meeting of Shareholders in 2026.

The congress voted to approve by holding up a vote with a voting rate of 100%.

The minutes of this meeting were read back to all shareholders attending the General Meeting, and were adopted before the closing of the General Meeting.

The congress closes at 11:45 a.m. on April 25, 2026.

**TM. SECRETARIAT
SECRETARY OF THE CONGRESS**

Do Thi Thanh Thao

**TM. CHAIRMAN OF THE
DELEGATION**



Trần Bưu Tri



A DONG PAINT STOCK COMPANY
GENERAL MEETING OF
SHAREHOLDERS
25TH ANNUAL 2026

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

VOTE COUNTING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
A DONG PAINT STOCK COMPANY

At 11:15 a.m., April 25, 2026, the Factory Hall of A Dong Paint Stock Company, Hai Son Industrial Park, Duc Hoa Commune, Tay Ninh Province, the Vote Counting Board checked and counted the number of votes at the 2026 Annual General Meeting of Shareholders with the following contents:

I. BUSINESS INFORMATION

Business name: A DONG PAINT STOCK COMPANY

Head Office Address : 1387 Ben Binh Dong, Phu Dinh Ward, Ho Chi Minh City

Business code : 0302066222 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on 13/08/2000.

II. COMPOSITION OF THE VOTE COUNTING COMMITTEE

The vote counting committee consists of:

1. Phan Hoang Bao	Head of Department
2. Mai Dang Phuc	Members
3. Do Thi Thanh Thao	Members
4. Nguyen Thuc Thanh	Members
5. Lam Nha Uyen	Members

III. RESULTS OF VOTE COUNTING

At 11:15 a.m., April 25, 2026, at the time of voting, the number of shareholders and shareholder representatives attending is 84 people, 17.814.035 representatives of voting shares, accounting for 77,32% of the total number of shares with voting rights.

1. Total number of votes issued (total number of votes of shareholders attending): 84 votes, representing 17.814.035 shares with voting rights.
2. Total number of votes collected (total number of votes of shareholders attending and participating in voting): 84 votes, representing 17.814.035 shares with voting rights, of which:
 - Total number of valid votes: 84 votes, representing 17.814.035 voting shares.
 - Total number of invalid votes: 0 votes, representing 0 voting shares.

The Vote Counting Committee has conducted a vote counting of voting contents at the 2026 Annual General Meeting of Shareholders, the results of vote counting are as follows:

Content 1. Report of the Board of Directors on the operation and production and business results in 2025.

The General Meeting voted to approve as follows:



	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 2. Scheme of production and business plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 3. Report of the Audit Committee on the Company's operation in 2025.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 4. Submission of Financial Statements for 2025 (audited).

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

Content 5. Report to the General Meeting on the profit distribution plan in 2025 and the profit distribution plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	83	vote, representing	17.810.435	Shares	99,98
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	1	vote, representing	3.600	Shares	0,02
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.034	Shares	99,98

Content 6. Proposal of the Board of Directors on the remuneration of the Board of Directors in 2025, bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	83	vote, representing	17.810.435	Shares	99,98
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	1	vote, representing	3.600	Shares	0,02
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.034	Shares	99,98

Content 7. Report to the General Meeting on the selection of an independent auditing firm Financial statements in 2026.

The General Meeting voted to approve as follows:

	Quantity				Rate %
Total number of valid votes	84	vote, representing	17.814.035	Shares	100
<i>Agree</i>	84	vote, representing	17.814.035	Shares	100
<i>Disagree</i>	0	vote, representing	0	Shares	0
<i>No Comments</i>	0	vote, representing	0	Shares	0
Total number of invalid votes	0	vote, representing	0	Shares	0
Total votes	84	vote, representing	17.814.035	Shares	100

The voting contents were approved:

With the above voting results, based on the provisions of the Company's Charter, the following contents have been approved by the Annual General Meeting of Shareholders in 2026:

STT	The content has been approved	Pass Rate
-----	-------------------------------	-----------

1	Report of the Board of Directors on the operation and production and business results in 2025.	100%
2	Scheme of production and business plan in 2026.	100%
3	Report of the Audit Committee on the Company's operation in 2025.	100%
4	Financial Statement 2025 (audited).	100%
5	Report to the General Meeting on the profit distribution plan in 2025 and the profit distribution plan in 2026.	99.98%
6	The report of the Board of Directors on the remuneration of the Board of Directors in 2025, bonuses for the Board of Directors and the Board of Directors when completing the production and business plan in 2026.	99.98%
7	Report to the General Meeting on the selection of an Independent Auditing Company Financial Statements in 2026.	100%

The counting of votes ended at 11:30 a.m. on the same day

The minutes shall be made in 02 copies and kept in the records of the meeting.

1. Mai Đặng Phúc



2. Đỗ Thị Thanh Thảo



3. Nguyễn Thục Thanh



4. Lâm Nhã Uyên




Phan Hoàng Bảo



SOCIALIST REPUBLIC OF VIET NAM
INDEPENDENCE – LIBERTY – HAPPINESS

REPORT
BUSINESS OPERATIONS STATUS, BUSINESS PRODUCTION
RESULTS 2025

Submitted: ANNUAL SHAREHOLDERS' MEETING 2026

I. CHARACTERISTICS OF THE GLOBAL AND DOMESTIC ECONOMY

In 2025, the Vietnamese economy operates in the context of a slowly recovering global economy, with many underlying instability factors. Global growth has improved but unevenly, inflation, although controlled, still puts pressure on production costs, and monetary policies in major economies remain cautious. Along with that, geopolitical tensions, trade conflicts, and localized disruptions in supply chains continue to affect international trade and investment.

Domestically, the economy is simultaneously achieving the goal of macroeconomic stability, controlling inflation to promote growth, and implementing the restructuring of administrative units, streamlining the apparatus, and establishing a two-tier local government system. This creates a foundation for enhancing the effectiveness and efficiency of state management, while also generating new demands in governance, implementation, and resource allocation. Especially, the economy has to face historical natural disasters, causing serious consequences to production and social life.

Despite the global economic instability, According to data from the General Statistics Office, the economic growth in 2025, with a GDP growth rate of 8.02%, was the second highest in the period from 2011 to 2025, driven mainly by the service trade and industrial production. With Vietnam's economic growth rate exceeding 8%, it stands out in the context of the global economy continuing to face many fluctuations, especially trade tensions and the U.S. countervailing tax policy. This is the highest level in the ASEAN region and belongs to the group of top growth rates in the world, indicating that Vietnam's economy is thriving and has regained its growth momentum after the COVID-19 pandemic. With the government's policies for economic and social recovery and development gradually proving effective.

In 2025, amidst the context of persistently high global inflation, Vietnam's average Consumer Price Index (CPI) for 2025 increased by 3.31% compared to 2024, well-controlled and below the target set by the National Assembly. On average, in 2025, core inflation increased by 3.21% compared to 2024, lower than the overall average CPI increase (3.31%).

Exchange rates and interest rates have been stable, inflation has been controlled, and the monetary market and banking activities are progressing positively to reduce mobilization interest rates and lending interest rates in order to revive the still-declining economy.

The industrial and construction sectors, along with public investment, continue to be prioritized and implemented vigorously according to the government's policy, showing positive signs and serving as a growth driver for the economy in the near future.

With the difficulties that have been overcome, thanks to the reasonable and timely guidance of the Board of Directors and the General Director, along with the efforts of all employees in the Company, it has contributed positively and brought about business results as well as the development of the Company in 2025.

II. MEASURES AND ORGANIZATION FOR IMPLEMENTATION IN PRODUCTION – BUSINESS IN 2025:

To implement the 2025 plan, the Company has proposed the following measures and actions:

1. Market and customer development

- Regularly review and reissue sales policies for the system of agents and distributors to align with the current situation of the Company.
- Expand and develop the product consumption market to seek new customers and increase the company's sales revenue.
- Regularly maintain customer care activities, with timely support policies and reasonable price discounts for both long-term and new customers.
- Implement advertising images on billboards at Stores, Agents, Distributors in Provinces, Cities to promote the Company's product brand.

2. Production and cost management

- Regular attention and timely direction from the General Director Board regarding inventory management to limit expired, outdated, or obsolete goods, preventing the need for liquidation and disposal that could damage the Company's assets.
- Focus on production supervision to tightly control material waste and limit non-conforming products during the production process to reduce costs and lower product prices.

3. Product development

- Maintain and develop the production and business of traditional products toward high quality and reasonable prices.
- Research and develop new products that meet market demands.
- Searching for alternative or equivalent raw materials to produce products that can be brought to market at a more competitive price while still meeting customer quality requirements.

4. Human resource development

- Focus on recruitment and training of technical and sales teams to enhance professionalism in order to serve the Company's production and business activities.
- Arrange the recruitment of personnel according to the needs of functional departments to align with the company's operational situation, thereby enhancing employee quality, increasing productivity, and raising workers' incomes.
- Regularly update and adjust personnel policies, salaries, and bonuses to ensure they are appropriate and timely, aiming to guaranty stable income for employees in the Company.

III. RESULTS OF ACTIVITIES IN 2025

1. Production - business results:

1.1 Main plan indicators:

The following targets have been achieved:

Unit: 1.000 đồng

STT	Indicator	Actual result 2024	Projected result 2025	Actual result 2025	Growth	
					2025/2024	Actual/Project
1	Total revenue	817.854.698	700.000.000	651.760.638	-20,31%	-6,89%
	Main production revenue	815.637.698	700.000.000	649.692.015		
	Other business revenue	2.217.000	-	2.068.623		
2	Budget submitted	40.694.583	39.944.421	56.115.192	37,89%	40,48%

3	Corporate income					
	Profit before tax	106.837.159	70.000.000	95.926.775	-10,21%	37,04%
	Net profit after tax	85.313.983	56.000.000	76.460.537	-10,38%	36,54%
4	Total labor force (people)	159	157	155	-2,52%	-1,27%
5	Average monthly salary	23.575	20.435	19.272	-18,25%	-5,69%
6	Depreciation allocation	7.243.407	7.300.000	7.257.602	0,20%	-0,58%
7	Investment in fixed assets	1.809.119	3.000.000	659.800	-63,53%	-78,01%
	Inc: unfinished fixed assets					

1.2 Economic-financial efficiency:

The efficiency of capital utilization in production and business in 2025

No.	Category	Unit	Actual 2024	Projected 2025	Note
1	Total book value of assets	1000đ	355.389.133	347.641.277	
2	Shareholder's capital contribution	1000đ	230.398.500	230.398.500	
3	Owner's equity (OE)	1000đ	272.364.832	264.885.894	
4	Accumulated OE increase rate	%	-5,16%	-2,75%	
5	Pre-tax profit margin/revenue	%	13,06%	14,72%	
6	Net profit margin/revenue	%	10,43%	11,73%	
7	After-tax profit margin/total assets	%	24,00%	22,00%	
8	Pre-tax profit margin/total assets	%	30,06%	27,60%	
9	After-tax profit margin/equity capital	%	31,32%	28,87%	
10	After-tax profit margin/contribution	%	37,03%	33,19%	

2. **Company Financial Situation:**

Based on the Financial Report for the year 2025 as of December 31, 2025, audited by Southern Financial Consulting and Auditing Services Co., Ltd. (AASCS) on March 19, 2026, and on the basis of the provisional calculation of tax obligations according to current regulations, the Company's financial situation is recorded as follows:

No.	Category	Unit	Actual 2024	Projected 2025	Actual 2025
1	Total book value of assets	1000đ	355.389.133		347.641.277
2	Owner's equity (OE)	1000đ	272.364.832		264.885.894
3	Owner's capital	1000đ	230.398.500		230.398.500
4	Debt to be paid on total capital	%	23,36%	Maximum 40 %	23,80%
5	Accounts receivable on Total Assets	%	19,30%	Maximum 30 %	13,47%
6	Equity capital over total capital	%	76,64%	Minimum 60 %	76,20%
7	Accumulated equity growth	%	-5,16%	0,00%	-2,75%
8	Short-term debt repayment ability	Times	3,83	2,50	3,83
9	Regular working capital loan limit	1000đ	-	-	-

3. Activities of the Board of Directors (BOD):

The BOD has identified specific objectives for the business production and trading plan approved by the 2025 Annual General Meeting. Consequently, the BOD has promptly directed the development of appropriate responses and development orientations in line with market trends and socio-economic conditions, and assigned the General Director's Office to implement business activities according to the approved strategic orientation.

3.1 Monitoring activities:

The BOD has closely supervised the General Director Board in the implementation of business strategies and the execution of important resolutions of the annual General Meeting. The supervision contents include:

- Implement and execute the business strategy according to the set direction.
- Ensure the full and timely implementation of the Board of Directors' resolutions.
- Strictly comply with the periodic financial reporting regime (quarterly, semi-annual, annual) and the annual report as per the Securities Law on information disclosure applicable to listed public companies to ensure the Company is on the right track, in accordance with legal regulations and the standards stipulated in the Company's Charter and the Company's Internal Governance Regulations.
- Implement human resources programs and policies to optimize management and capabilities
- Implement procurement investment activities to ensure savings, efficiency, and sustainability

3.2 Monitoring results:

The BOD acknowledges the outstanding results of the General Director Board in 2025 as follows:

- Maintaining growth in a challenging economic context, despite global economic instability, the Board of Directors has flexibly adjusted strategies, ensuring stable growth rates and creating new growth drivers, in line with the Company's long-term vision.
- The resolutions of the BOD are implemented promptly, transparently, and in full compliance with information disclosure regulations, as well as periodic management reports.
- Maintained strict financial discipline, ensuring the timely completion of the annual financial plan. Especially in the context of a volatile economy, the close and regular monitoring of business results, receivables, and inventory has prevented bad debts, overdue debts, and slow-moving goods, allowing the Company to make necessary adjustments proactively.
- The Board of Directors has actively implemented the policy of staff rotation and appointment, which has contributed to strengthening the management apparatus and optimizing internal resources.

In 2025, the BOD held quarterly regular meetings and other extraordinary meetings to ensure timely handling of tasks related to business operations, to appoint and dismiss personnel within the Board's authority, as well as to convene the 2025 Annual General Meeting of Shareholders.

Resolutions and decisions of the Board of Directors in 2025:**A. There are 07 resolutions including:**

1. Approve the business production and trading results of the fourth quarter and the entire year 2024
2. Confirm the list of shareholders entitled to attend the 2025 Annual General Meeting
3. Approve the agenda documents of the 2025 Annual General Meeting of Shareholders
4. Resolution of the 2025 Annual General Meeting of Shareholders
5. Finalize the list for supplementary dividend payments for 2024, select the independent auditing firm for the 2025 financial statements, and reward the Board of Directors and Executive Board for completing the 2024 plan.
6. Approve the Q2 & first six months of 2025 business performance results
7. Approve the Q3 2025 business performance results.

B. There are 05 decisions including:

1. Establish the organizing committee for the 2025 annual general meeting;
2. Payment of additional dividends for 2024
3. Advance dividend payment round 1 in 2025
4. Advance dividend payment round 2 in 2025
5. Advance dividend payment round 3 in 2025

IV. EXISTING ISSUES AND CHALLENGES IN THE COMPANY'S BUSINESS OPERATIONS:

Along with the activities and results achieved, there still exist challenges and difficulties that the Company is facing in 2025 as follows:

- The global geopolitical situation directly impacts the Vietnamese economy. The war between Russia and Ukraine; the Middle East continues to drag on without an end in sight despite the recent efforts by the US and Russia to ease tensions, pushing up the prices of raw materials and fuels, and forcing the world to face a global crisis.
- The domestic economic recovery is still unclear, the real estate market continues to be sluggish and frozen for an extended period without signs of recovery, leading to a significant decrease in the demand for paint products.
- The increasingly fierce and unhealthy level of competition among manufacturers and distributors of the same industry has profoundly affected all areas of the Company's business operations.

V. CONCLUSION

The content of the report on the operational situation and business performance results for 2025, while also reviewing the results achieved as follows:

In 2025, the global and regional economic situation is recovering slowly. The domestic economy is showing signs of recovery. With reasonable policies and solutions, the Company has flexibly grasped and utilized many measures to reduce costs and lower production prices in order to enhance the efficiency of production and business activities. Thanks to this, the Company achieved business results in 2025 with net revenue of 651.76 billion VND, reaching 93.10%, equivalent to a 6.9% decrease compared to the annual plan; after-tax profit reached 76.46 billion VND, reaching 136.54%, equivalent to a 36.54% increase compared to the annual plan.

Although revenue did not meet the plan, the company's operational efficiency still improved significantly.

Positive factors:

- Profit exceeded the plan
- Safe financial management
- Stable executive apparatus

This also demonstrates the efforts of the Board of Directors and the General Director of the Company, who provided timely guidance to achieve the set goals and plans.

Regarding welfare and policies for employees, the Company also regularly pays attention to the lives of its workers, therefore, salaries and bonuses for 2025 reached a high level compared to other units in the same industry and region.

Thru the data just presented, the Company's Board of Directors assesses that with what has been accomplished and achieved in 2025, the Board of Directors and the Executive Board of the Company have fulfilled the tasks assigned by the Annual General Meeting of Shareholders in 2025.

On behalf of the Board of Directors, I sincerely thank the esteemed shareholders, the company's staff and employees, our partners, and everyone for their concern and support in helping us complete our work over the past year.

Respectfully submitted for consideration and approval by the Annual General Meeting of Shareholders.

On behalf of Board of Directors

Chairman



NGUYỄN THỊ NHUNG

SOCIALIST REPUBLIC OF VIET NAM*Independence – Liberty – Happiness*Ho Chi Minh city, April 25th 2026**REPORT****PRODUCTION - BUSINESS PLAN FOR 2026****Submitted: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026****I. BASES FOR PROJECTION:**

The Production and Business Plan for 2026 is constructed based on the following:

- The basic price level is controlled in 2025, however, the inflation in 2026 is very high. The trend of commodity and raw material prices worldwide is increasing due to the conflict between Russia and Ukraine; the situation in the West and the Middle East continues to be complex.
- The selling price and input costs are calculated based on the relative structure of the fourth quarter of 2025 and the first quarter of 2026.
- The results of the Company's production and business activities in 2025.
- The scale, production capacity, and current financial status of the Company.

Therefore, in the upcoming period, the Board of Directors and the General Director of the Company should consider implementing management and administration tasks with caution, proactivity, and flexibility to develop a suitable business production plan for 2026.

II. MAIN CONTENTS OF THE 2026 PRODUCTION AND BUSINESS PLAN:**1. General situation**

- In 2026, global economic growth is forecasted to be unstable, with risks hindering growth such as geopolitical tensions and the risk of conflicts in some regions of the world continuing to escalate, complex developments, the risk of trade wars and the rise of protectionism, as well as significant risks from rising interest rates and exchange rate fluctuations. In addition, due to the anticipated widespread impact of the U.S. countervailing tax policy on the global economy in general and many other countries, including Viet Nam
- In the context of unpredictable global trade developments, Vietnam's economy is forecasted to continue its recovery. With the government's decisive direction in 2026, striving to achieve a GDP growth target of two digits (from 10% or more) compared to 2025 by boosting public investment construction to drive the development of other sectors; attracting FDI capital flows and using the private economy as an important driving force to develop the economy.

2. The goal of growth in production and business scale:

Based on the above situations, the production and business plan for 2026 has been developed with the following targets:

- **Revenue** : 550.000.000.000 đồng
- **Pre-tax profit** : 55.000.000.000 đồng

3. Product market development goals:

1. Expand more product distribution channels to increase coverage across all provinces in the country.
2. In addition to developing new product lines, the company continues to maintain the production and business of traditional products, including: industrial paint, high-durability industrial paint, construction and decorative paint under the brands ADONG Paint and SUMO Paint... In addition to developing new



product lines, the Company continues to maintain the production and business of traditional products including: Industrial Paint, High-Durability Industrial Paint, Construction and Decorative Paint under the brands ADONG Paint and SUMO Paint...

3. Building flexible business policies in line with market developments. Develop flexible business policies that align with market trends. Implement sales policies, promotions, discounts, and after-sales services reasonably based on the shopping habits of each region and customer segment. Thereby enhancing competitiveness, increasing output, and improving revenue. Enhance consulting and advising activities with customers to increase product usage value, continue improving and perfecting packaging designs to create consistency and enhance brand value.

5. Choose to invest in depth to develop new products that are in high demand and align with the company's actual capabilities. Choosing to invest in depth to develop new products that are in high demand and align with the company's actual capabilities.

III. SPECIFIC PLANNING TARGETS FOR 2026:

1. Production and business:

No.	Indicators	Unit	Actual 2025	Project 2026	Growth %
1	Production revenue	1.000đ	651.760.638	550.000.000	-15,61%
	- Export revenue	1.000đ			
2	Production and consumption output	Ton	5.832.437	5.700.000	-2,27%
3	Budgetary obligations	1.000đ	56.115.192	49.000.000	-12,68%
4	Corporate income	1.000đ			
	Profit before tax	1.000đ	95.926.775	55.000.000	-42,66%
	Profit after tax	1.000đ	76.460.537	44.000.000	-42,45%
5	Average total number of employees	people	155	155	0,00%
6	Average monthly salary	1.000đ	19.272	16.263	-15,61%
7	Basic depreciation	1.000đ	7.257.602	7.200.000	-0,79%
8	Basic Construction Investment Plan	1.000đ			
	- Investing in machinery and equipment		659.800	1.500.000	127,34%
	Construction, labor	1.000đ			

2. Finance

Based on the production and business performance in 2025 and the development potential in 2026, the Company's proposed financial targets for 2026 are as follows:

- Accumulated equity growth : Not accumulating CSH capital
- Equity on total capital : Minimum 60 %
- Accounts receivable on total assets : Maximum 30 %
- Debt to total capital ratio : Maximum 40 %
- Short-term debt repayment ability : Minumum 2.5 times
- Total short-term bank credit limit : None

IV. MEASURES TO IMPLEMENT THE 2026 PLAN:

In order to successfully implement the production and business plan for 2025, the Company has proposed the following measures:

1. Market solutions

- Research, issue, and implement appropriate and timely business policy mechanisms to achieve the goal of developing the product consumption market, ensuring revenue and profit growth targets.

- Searching for new potential markets, developing new products, expanding the development of traditional products combined with improving product quality to meet the increasing demands of customers.
- Continue to strengthen the promotion of the ADONG Paint, SUMO Paint, and other product lines to consumers, leveraging the company's strengths

2. Solution for production

- Strengthen production management, minimize product defects, focus on strictly controlling the production process, inspect the quality of input materials and output products, and absolutely do not release products to the market that do not meet standards in both quality and packaging appearance.
- Control the standard consumption of raw materials, market purchase prices, and increase labor productivity to respond promptly, flexibly, and enhance the company's competitiveness.
- Invest in renewing and upgrading existing equipment to enhance product quality, ensuring timely delivery of products to customers in the required quantity and quality.

3. Management solution

- Strengthen the inspection and supervision of the Company's financial situation, review and cut unnecessary expenditures to reduce costs, lower production prices to enhance product competitiveness, and minimize and prevent the emergence of bad debts that are hard to collect and slow-moving inventory.
- Regularly focus on improving the working environment, enhancing occupational safety, industrial hygiene, and fire prevention, to ensure the health and safety of employees as well as to protect the Company's assets.

4. Human resources solution

- Regularly focus on enhancing business knowledge for the sales team to develop sales skills, communication skills, and negotiation skills in seeking new customers and maintaining relationships with existing customers to achieve and exceed the set sales targets.
- Continue to refine and improve labor policies - wages, bonuses... so that employees are paid commensurate with their efforts and qualifications, ensuring the attraction and retention of highly skilled and professional workers who will contribute long-term to the Company.

NEW INVESTMENT PROJECTS FOR 2026:

1. Continue investing in new semi-automatic paint filling machines.
2. Upgrade the paint mixing and grinding machinery and equipment
3. Install a smell treatment system (solvents, paint) for the Paint Production Workshop.

Objective:

- Increase productivity
- Improving product quality
- Reduce production costs
- Improving the safe environment for workers

In order to enhance production and business capacity in the near future

Respectfully propose the Annual General Meeting of Shareholders to consider and approve.

On behalf of Board of Directors

Chairman


NGUYỄN THỊ NHUNG

SOCIALIST REPUBLIC OF VIET NAM
Independence – Liberty – Happiness

Ho Chi Minh city, April 25th 2026

REPORT
ACTIVITIES OF INDEPENDENT BOARD MEMBERS IN THE AUDIT
COMMITTEE AT THE 2026 ANNUAL GENERAL MEETING 2026

Dear Esteemed Shareholders,

Based on:

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020.
- Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Resolution No. 011/NQ-AGM approved by the Annual General Meeting on April 27, 2024;
- The operational regulations of the Company's Audit Committee;
- The role, authority, and responsibilities of the Audit Committee (AC) are stipulated in the Charter of A Dong Paint Stock Company ("Company");
- The financial statements for the year ended December 31, 2024, have been audited by AASCS Audit Company.

On behalf of the Company's Audit Committee, I would like to present to the General Meeting of Shareholders (GMS) the operational results report for 2025 as follows:

I. ACTIVITIES OF THE AUDIT COMMITTEE IN 2025

1. About the organizational structure

The organizational structure of the AC in 2025 includes:

Name	Position	
Mrs. Nguyễn Thị Minh Sáu	Independent member of the board	Head of Audit Committee
Mr. Tống Trường Thịnh	Independent member of the board	Audit Committee member

AC has also established a subordinate department, the Internal Audit Committee ("IAC"), in accordance with Decree 05/2019/ND-CP, to directly carry out internal audit activities.

2. The operational principles of the AC: Independence, objectivity, honesty and confidentiality.

3. The results of the supervision regarding the preparation of financial statements, independent audit services, operational situation, and financial situation of the Company:

3.1. Results of the supervision of financial statement preparation

- The Audit Committee has supervised the explanation of the monthly, quarterly, semi-annual, and annual financial statements for 2025 before the Executive Board presents them to the Board of Directors, the General Meeting of Shareholders, or discloses them externally in accordance with the law. The supervision results show:

- The quarterly, semi-annual, and annual financial statements for 2025 are prepared and published in accordance with accounting standards, regulations, and current legal provisions. Accounting tasks such as recording, storing documents, and maintaining accounting books are carried out in accordance with accounting standards, the Vietnamese enterprise accounting regime, and relevant legal regulations, reflecting the Company's stable financial situation.

- The financial statements for the fiscal year ending December 31, 2025, have been independently audited by the auditing firm (AASCS) with no audit opinion except for and no recommendations from the independent auditor.
- The audit firm (AASCS) is selected to ensure reliability, honesty, compliance with audit deadlines, adherence to professional regulations, and to maintain independence and objectivity when providing audit opinions.
- The company has prepared and published periodic financial statements in accordance with the legal regulations for public companies. The semi-annual financial statements and the annual financial statements are reviewed and audited by AASCS auditing company in accordance with current regulations.

3.2. Results of the independent audit service supervision:

- In 2025, the independent audit unit conducted semi-annual and annual report audits for the Company. The scope, content, methods, and timing of the audit have been carried out by the independent auditing unit in accordance with the contractual agreement;

- The AC has exchanged to clarify additional information related to the financial statements before the auditing unit issues the audit report;

- The AC highly values the independence as well as the quality of the audit at the Company.

3.3. Results of monitoring the operational situation and financial status of the Company:

Some key targets achieved in 2025 are as follows:

Target	2024	N2025	Increase/decrease	%
	(VND)	(VND)	(VND)	
Net revenue	817,854,698,419	651,760,638,336	-166,094,060,083	-20.31%
Cost of goods sold	658,332,372,224	523,037,699,851	-135,294,672,373	-20.55%
Gross profit	159,522,326,195	128,722,938,485	-30,799,387,710	-19.31%
Selling expenses	18,732,188,831	15,061,803,477	-3,670,385,354	-19.59%
Business management costs	39,015,353,541	22,118,849,651	-16,896,503,890	-43.31%
Profit before corporate income tax	106,900,809,147	96,581,055,566	-10,319,753,581	-9.65%
Net profit after corporate income tax	85,313,983,000	76,460,537,616	-8,853,445,384	-10.38%

EPS (earnings-per-share)	2024	2025	Increase/(decrease)	%
	(VND/share)	(VND/share)	(VND/share)	
	3,703	3,319	-384	-10.37

Target	Actual 2025	Project 2025	Comparing with projection	%
	(VND)	(VND)	(VND)	
Net revenue	651,760,638,336	700,000,000,000	-48,239,361,664	-6.89%
Net profit after corporate income tax	76,460,537,616	56,000,000,000	20,460,537,616	26.76%

4. Evaluation results of the Company's internal control and risk management system:

- The company has issued and strictly implemented internal control and risk management procedures in accordance with legal regulations and the company's operational charter.

- The company regularly reviews transactions and contracts between the company and related parties, which are subject to the approval authority of the BOD and the General Meeting.

5. Evaluation report on related transactions:

Transactions between the Company, including those with members of the BOD, the Executive Board, other management executives of the Company, and related parties involved in the Company's business

operations, are currently supervised by the Supervisory Board. The Supervisory Board also recommends transactions that require approval from the BOD or the General Meeting.

6. The results of the supervision of the Board of Directors, General Director, and other executives of the Company:

Through the supervision work of the AC on the activities of the BOD and the Executive Board in the fiscal year 2025, the AC noted the following results:

- The Company's activities are in accordance with the contents of the Business Registration Certificate, the Company's Charter, and comply with the regulations of the Law, the State's management regime on financial accounting and taxes;

- The contents of the 2024 Annual General Meeting Resolution have been fully implemented by the Board of Directors and the Executive Board.

6.1. For the Board of Directors:

- The Board of Directors has provided strategic directions for business development, appropriate medium- to long-term investment development plans, and fully implemented the objectives and tasks according to the 2025 Annual General Meeting' Resolution.

- The Board of Directors' meetings are organized, discussed, and voted on through contents that comply with legal regulations and fall within the Board's authority. The contents voted on in the form of written opinions are conducted in accordance with the regulations.

- The members of the BOD fulfill their roles and responsibilities, attend all meetings, contribute their opinions and votes to build and develop the Company's activities and development direction.

6.2. For the CEO' Board and the Executive Board:

- The executive board regularly holds meetings to discuss the production and business activities, and based on the timely directives of the Board of Directors, has decided on production and business plans that are appropriate to the current global and Vietnamese economic situation, which is experiencing significant fluctuations, in order to implement the decisions and resolutions of the General Meeting and the Board of Directors.

- In management operations, there are no reports from regulatory agencies or authorities regarding significant violations or errors.

7. The results of the evaluation of the coordination between the Audit Committee and the Board of Directors, the General Director, and the Shareholders.

During its operation, the AC has coordinated well with the BOD, the Executive Board, and the Shareholders. The AC was not interfered with in carrying out its duties, was facilitated in accessing documents related to the Company's operational situation, and exchanged information with other members of the BOD, the Executive Board, and the Chief Accountant to gather information for the Audit Committee's activities. All arising issues are discussed and resolved in a timely manner.

II. RECOMMENDATIONS OF THE AUDIT COMMITTEE

1. The Audit Committee recommends to the Board of Directors:

The BoD provides direction, establishes mechanisms, allocates resources and budgets, and oversees the following:

- Strengthen and enhance the effectiveness of the Company's internal control system.
- Enhance the quantity, quality, and capacity of human resources, especially senior and middle management personnel.
- Recommend the BOD to select an independent auditing firm for the fiscal year 2026.

2. The Audit Committee recommends to the leadership:

- Improve and perfect the existing management document system (organizational structure, regulations, procedures...) in accordance with:

- + Changes in the organizational structure, management delegation, and company operation stem from shifts in strategic goals and organizational scale.
- + Risk management requirements when applying management processes.
- Organize regular and continuous communication about business goals, company culture, risk management, and management documentation system for the management team and all employees of the company.
- Implementing and controlling activities for the entire Company according to the principles:
 - + The specialized departments establish and maintain appropriate procedures to manage activities during the operational process.
 - + Synchronously and effectively connect the operational processes of the supervisory departments and assess the compliance of the specialized departments, thereby evaluating the effectiveness of risk control and providing improvement consultations.

III. 2026 AUDIT COMMITTEE ACTIVITY PLAN.

In order to achieve the operational goals, the AC has set the following key work plan for 2026:

- Perform the function of inspecting and supervising the activities of the Board of Directors, the executive management, and the management of the Executive Board; check the legality, legitimacy, transparency, and prudence in management, operational compliance, and effectiveness;
- Support the Board of Directors in ensuring corporate governance complies with legal regulations and the Company's Charter;
- Contributing to the improvement of the corporate risk management system in accordance with the Company's operational situation, current legal regulations, and the Company's Charter;
- Supervising the quality of service of the independent audit unit during the audits in 2026;
- Perform other tasks as stipulated in the Company's AC Operational Regulations.

IV. SALARY, OPERATIONAL EXPENSES, AND OTHER BENEFITS OF THE AC AND EACH MEMBER OF THE AC

Members of the AC receive remuneration and benefits along with their role as members of the BOD.

Above is the report on the activities of the Company's AC in 2025 and the plan for 2026.

Respectfully thank you and wish the Congress great success./.

**AUDIT COMMITTEE
HEAD OF THE AUDIT COMMITTEE
INDEPENDENT MEMBER OF THE BOARD**



NGUYỄN THỊ MINH SÁU

SOCIALIST REPUBLIC OF VIET NAM**Independence – Liberty – Happiness**

Ho Chi Minh city. April 25th 2026**REPORT*****Regarding: the approval of the audited financial statements for the year 2025*****Presented to the ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Based on Enterprise Law No. 59/2020/QH14 by the National Assembly on June 17, 2020;
- Based on the charter of organization and operation of A Dong Paint Stock Company;
- Based on the 2025 financial statements audited by the Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCs) and reviewed by the AC.

The BOD respectfully submits to the 2026 General Meeting of Shareholders for approval the 2025 financial statements of Asia Paint Joint Stock Company, audited by Southern Accounting and Auditing Consulting Services Company Limited (AASCs), including the reports:

- Report from the General Director's Board;
- Independent audit report No. 227 dated March 19, 2026, of AASCs;
- Balance sheet;
- Report on business performance;
- Cash flow statement;
- Explanation of the financial statements;
- The attached appendices.

Some main contents in the 2025 Financial Report are as follows:

1. Balance sheet:

No.	Indicator	31/12/2025	31/12/2024
I	TOTAL ASSETS	347.641.277.190	355.389.113.642
1	Current assets	317.082.724.980	318.232.759.297
2	Long-term assets	30.558.552.210	37.156.354.345
II	TOTAL CAPITAL SOURCES	347.641.277.190	355.389.113.642
1	Debt to be paid	82.755.382.186	83.024.281.255
2	Owner's Equity	264.885.895.004	272.364.832.387

2. Business performance report:

No.	Indicator	2025	2024
1	Net revenue	651.760.638.336	817.854.698.419
2	Total accounting profit before tax	95.926.775.031	106.837.159.371
3	Net profit after corporate income tax	76.460.537.616	85.313.983.000

The full text of the Company's audited 2025 financial report has been disclosed in accordance with legal regulations and is fully posted on the Company's website at the following address:
<https://adongpaint.com.vn/quanhecodong>

Respectfully submitted for the General Meeting to consider and approve.

**On behalf of Board of Directors
Chairman**



NGUYỄN THỊ NHUNG

SOCIALIST REPUBLIC OF VIET NAM**Independence – Liberty – Happiness****Ho Chi Minh city, April 25th 2026****Report****Regarding: Profit distribution plan for 2025
and the profit distribution plan for 2026****Submitted: ANNUAL GENERAL MEETING FOR THE YEAR 2026**

- Based on the 14th amendment of the Articles of Incorporation and Operation of Á Đông Paint Stock Company approved by the Annual General Meeting on April 22, 2023;
- Based on resolution number 003/NQ-ĐHĐCĐ approved by the Annual General Meeting in 2025 on April 26, 2025;
- Based on the business operation results in 2025 (audited), the profit for 2025 after fulfilling the corporate income tax obligation: **76.460.537.616 dong**;
- Based on the enterprise accounting regime according to Circular 200/2014/TT-BTC dated December 22, 2014, of the Ministry of Finance.

The BoD of the Company proposes the Annual General Meeting in 2026 to approve:

I. Profit distribution plan for 2025

Including:

- Retained earnings from previous years : 1.479.346.419 dong
- After-tax profit for 2025 : 76.460.537.616 dong (*)
- Average basic interest rate/01 share (EPS) : 3.319 dong
- After-tax profit is distributed : 77.939.884.035 dong**
 - Dividend for the year 2025: 32.00%/equity 73.727.520.000 dong

A. Interim dividends were paid in 03 installments: 50,687,670,000 VND or 22.00% of the CC

In there:

First advance payment 2025 (06/08/2025) : 16.127.895.000 dong (07.00%/CC)

Second advance payment 2025 (24/10/2025) : 16.127.895.000 dong (07.00%/CC)

Third advance payment 2025 (15/01/2026) : 18.431.880.000 dong (08.00%/CC)

B. Use the remaining after-tax profit of this year to pay additional dividends for 2025: 10.00%/charter capital corresponding to the amount: 23.039.850.000 VND (In words: Twenty-three billion three hundred thirty-nine million eight hundred fifty thousand dong). Request the General Meeting to authorize and assign the BOD to distribute additional dividends for 2025 after the resolution of the Annual General Meeting in 2026 is approved.**C. The remaining after-tax profit after paying dividends used to reward the Board of Directors and Executive Board for completing the 2025 business plan: 2.700.000.000 dong****D. The remaining after-tax profit carried forward to the next year: 1.512.364.035 dong****E. Establishing a development investment fund : None**

II. Profit distribution plan after tax for the year 2026:

The projected financial plan for 2025 of A Dong Paint Stock Company is as follows:

- Revenue	:	550.000.000.000 dong
- Before-tax profit	:	55.000.000.000 dong
- After-tax profit	:	44.000.000.000 dong
- Earnings-per-share (EPS)	:	1.910 dong

Based on the above profit plan, the BOD proposes the dividend payment plan for 2026 as follows:

- **Pay dividends for the year 2026 in cash at a minimum: 15 % / CC**

Respectfully submitted for the General Meeting to consider and approve.

**On behalf of Board of Directors
Chairman**



NGUYỄN THỊ NHUNG

SOCIALIST REPUBLIC OF VIET NAM**Independence – Liberty – Happiness**Ho Chi Minh city, April 25th 2026**REPORT**

Regarding: Remuneration for the Board of Directors, Supervisory Board, and bonuses for the Board of Directors and Executive Board upon the completion of the business production and trading plan

Submitted: ANNUAL GENERAL MEETING FOR THE YEAR 2026

- Based on the 14th amendment of the Articles of Association of A Dong Paint Stock Company approved by the Annual General Meeting on April 22, 2023.
- Based on resolution number 004/NQ-DHĐCĐ approved by the Annual General Meeting of in 2025 on April 27, 2025;
- Based on the operation of the Board of Directors & Internal Audit Committee in 2025.
- Based on the business performance results of 2025 and the business activity plan for 2026.

The BOD of the Company proposes the General Meeting to approve the remuneration for the BOD & the Supervisory Board and the bonus for the BOD & the Executive Board upon the completion of the business production and trading plan as follows:

I. The remuneration for the BOD & Supervisory Board for 2025 has been disbursed

1. Board of Directors' remuneration : 72.500.000 dong/month (07 people)

Including:

- Chairman : 14.000.000 dong/month
- Vice Chairman : 11.000.000 dong/month
- Other members : 9.500.000 dong/month

2. Internal Audit Committee remuneration : 13.000.000 dong/month (03 people)

Including:

- Head of department : 5.000.000 dong/month
- Other members : 4.000.000 dong/month

Total remuneration for the BOD & Audit committee in 2025: **1.026.000.000 dong**

(In words: One billion twenty-six million Vietnamese Dong only)

3. Bonuses for the Board of Directors and Executive Board upon the completion of the 2025 business plan with the bonus amount: 3% of after-tax profit as follows:

- Net profit after tax in 2025: **76.460.537.616** dong x 3% = 2.293.816.128 dong

4. Bonuses for the BOD and Executive Board for exceeding the 2025 business plan:

- After-tax profit for the year 2025 : 76.460.537.616 dong
- Planned after-tax profit for 2025 : 56.000.000.000 dong
- After-tax profit exceeded the 2025 plan : 20.460.537.616 dong

With the bonus amount: 2% of the profit exceeding the plan as follows:

20.460.537.616 dong x 2%

76.460.537.616 dong

The total bonus amount for the Board of Directors and the Executive Board upon the completion of the 2025 business plan is as follows:

(3) +(4) = 2.293.816.128 dong + 409.210.752 dong : 2.700.000.000 dong (rounded) (*)

(In words: two billion seven hundred million dong only)

(*) The source of bonuses for the BOD and Executive Board will be taken from the after-tax profit of 2025.

II. Remuneration for the Board of Directors & Supervisory Board and bonuses for the Board of Directors and Executive Board in 2026

1. Board of Directors' remuneration	:	72.500.000	dong/month (07 people)
Including: - Chairman	:	14.000.000	dong/month
- Vice Chairman	:	11.000.000	dong/month
- Other members	:	9.500.000	dong/month
2. Internal Audit Committee remuneration:		13.000.000	dong/month (03 people)
Including: - Head of department	:	5.000.000	dong/month
- Other members	:	4.000.000	dong/month

Total remuneration for the BOD & Supervisory Board in 2026: **1.026.000.000 dong**

(In words: One billion twenty-six million Vietnamese Dong only)

3. Bonuses for the Board of Directors and Executive Board upon completing the business plan for 2025: With a bonus of 3% of after-tax profit and an additional bonus of 2% of after-tax profit for exceeding the plan.

Respectfully submitted for the General Meeting to consider and approve.

On behalf of Board of Directors



NGUYEN THI NHUNG

SOCIALIST REPUBLIC OF VIET NAM**Independence – Liberty – Happiness**Ho Chi Minh city, April 25th 2026**REPORT*****Regarding: Selection of the auditing unit to conduct the review of the semi-annual financial statements and the audit of the 2026 financial statements*****submitted: ANNUAL GENERAL MEETING FOR THE YEAR 2026**

- Based on the charter of organization and operation of A Dong Paint Stock Company approved by the Annual General Meeting in 2023 on April 22, 2023;
- Based on the company's production and business activities in recent years and the direction for the coming years.

Submitted to the Annual General Meeting for approval of the list of auditing firms to select the auditing unit to conduct the review of the semi-annual financial statements and the audit of the 2026 financial statements ending on December 31, 2026, A Dong Paint Stock Company, including:

1. Công ty TNHH Dịch vụ tư vấn tài chính kế toán và kiểm toán phía nam (AASCs)

Address: 29 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City

2. Công ty TNHH Kiểm toán và Tư Vấn A&C

Address: 2 Truong Son Street, Tan Son Hoa Ward, Ho Chi Minh City

3. Công ty TNHH Kiểm toán và Dịch vụ tin học AISC

Address: 389A Dien Bien Phu Street, Ban Co Ward, Ho Chi Minh City

The selection is based on the following criteria:

1. The company operates legally in Vietnam and approved by the Ministry of Finance and the SSC.
2. Have auditing experience at public joint-stock companies in Vietnam
3. Having a reputation in the field of auditing and a team of auditors with expertise related to many areas similar to the Company's field of operation.
4. Meet the scope and audit plan requirements of the Company
5. There is no conflict of interest when conducting reviews and audits
6. There are competitive fees that align with the scope and audit plan of the Company.

We respectfully propose that the annual general meeting of shareholders authorize the Board of Directors to select one (1) out of the three (3) auditing firms from the list above that best meets the criteria to conduct the review of the semi-annual financial statements and the audit of the 2026 financial statements of A Dong Paint Stock Company.

Respectfully submitted for the General Meeting to consider and approve.

On behalf of Board of Directors

Chairman



NGUYỄN THỊ NHUNG