



VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Tan Dinh Ward, Ho Chi Minh City
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www: vipesco.com.vn; Enterprise ID 0300408946

No: 01/NQ-DHDCD2026

Ho Chi Minh City, April 24, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM PESTICIDE JOINT STOCK COMPANY

THE 2026 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 2026 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company on April 24, 2026.

HEREBY RESOLVED:

Article 1. Approval of the report of the General Director and the Board of Directors on the Business Performance in 2025 and Business Development Directions for 2026

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-DHDCD2026 of the Board of Directors on Profit distribution and dividend plan for 2025 is as follows:

Unit VND.

No	Indicators	Amount
1	Charter capital:	244,607,920,000
2	Profit after corporate income tax for 2025	23,946,793,676
3	Undistributed profit after tax carried forward from the previous year	6,235,995,604
4	Profit distribution in 2025	24,704,075,755
4.1	Development investment fund	8,381,377,787



No	Indicators	Amount
4.2	<i>Bonus Fund, Welfare Fund</i>	2,394,679,368
4.3	<i>Bonus fund for Members of the Board of Directors, Executive Management, and Supervisors</i>	474,583,000
4.4	<i>Cash dividend distribution to existing shareholders (5.5% of charter capital - 550 VND/share)</i>	13,453,435,600
5	Undistributed profit after tax for this year carried forward to next year	5,478,713,525

Article 5. Approval of the Report No. 02/TTr-DHDCD2026 of the Board of Directors on the 2026 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)	550,168,000,000
03	Parent Company Revenue	681,589,000,000
04	Total revenue (including revenue of Parent Company and Subsidiaries)	720,000,000,000
05	Total profit before tax	20,204,000,000

- 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 2026 in accordance with actual conditions.

- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2026 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-DHDCD2026 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, audit the separate financial statements and consolidated financial statements for the fiscal year ending

December 31, 2026, based on criteria of competence, audit quality, appropriate fees, and compliance with legal deadlines.

Article 7. Approval of the Proposal No. 04/TTr-DHDCD2026 of the Board of Directors regarding the remuneration levels for the Board of Directors and the Board of Supervisors in 2026 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. 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 2026 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company shall take effect from April 24, 2026.

This Resolution was approved at the 2026 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**

Recipient:

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



**Ngoc Quang
Chair of the BOD**





No.: 01/BB-DHDCD2026

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

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

Head office address: 102 Nguyen Dinh Chieu, Tan Dinh Ward, 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 11th change on 13/10/2025

Stock code: VPS

Meeting time: 09:00 on 24/4/2026

Venue: 96 Nguyen Dinh Chieu, Tan Dinh Ward, 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 24, 2026.

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 – Deputy Director of the Agrochemical Research and Development Center.

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 – Executive of Finance and Accounting Dept.
- Ms. Nguyen Thi Kim Thoa – Deputy Head of HR – Administration 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 Quoc Dat, 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 2026 Annual General Meeting of Shareholders is 30 shareholders and shareholders' representatives of Vietnam Pesticide Joint Stock Company owning 20,745,853 shares (accounting for 84.81% of the total number of shares with voting rights).
- According to the provisions of the Law on Enterprises, the Company's Charter, the 2026 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. The General Meeting voted by voting cards, 100% agreed on the General Meeting regulations of the 2026 Annual General Meeting of Shareholders (AGMS).

8. Approval of the General Meeting Agenda

Mr. Nguyen Than read the Agenda of the 2026 AGMS. The General Meeting voted by ballot, 100% agreed on the Agenda of the AGMS in 2026.

III/CONTENTS OF THE GENERAL MEETING

1. Reports and Proposal at the General Meeting

1.1. Report on production and business results in 2025, operational orientation in 2026.

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

1.2. Audited Financial Report in 2025.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.3. Report of the BOD in 2025 and orientation in 2026.

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

1.4. Report of the Supervisory Board of Supervisory (BOS) in 2025 and operation plan in 2026.

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

1.5. Proposal No. 01/TTr-DHDCD2026 of the BOD on the plan for profit distribution and dividend distribution in 2025.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.6. Proposal No. 02/TTr-DHDCD2026 of the BOD on the plan for revenue, profit and dividend distribution in 2026.

Presenter: Mr. Thai Nguyen Luat – Chief Accountant.

1.7. Proposal No. 03/TTr-DHDCD2026 of the BOS on the selection of audit units in 2026.

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

1.8. Proposal No. 04/TTr-DHDCD2026 of the BOD on the remuneration for the BOD and the BOS in 2026.

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

3. Discussion:

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

The conference did not have any discussion opinions.

4. 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: 30 votes, representatives of 20,745,853 shares.

- Total number of ballots received: 30 votes, representatives of 20,745,853 shares.

In which:

- Total number of valid votes: 30 votes, representatives of 20,745,853 shares.

- Total number of invalid votes: 0 votes.

The contents have been approved by the 2026 AGMS:

Content 1: Approve the report of the General Director and the Board of Directors on the Business Performance in 2025 and Business Development Directions for 2026:

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

- Number of approved shares: 20,745,853 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 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: 20,745,853 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: 20,745,853 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 2025 (*content of Report No. 01/TTr-DHDCD2026 dated April 24, 2026*).

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

- Number of approved shares: 20,745,853 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 2026 (*content of Proposal No. 02/TTr-DHDCD2026 dated 24/4/2026*).

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

- Number of approved shares: 20,745,853 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 2026 (*content of Report No.03/TTr-DHDCD2026 dated 24/4/2026*)

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

- Number of approved shares: 20,745,853 shares, reaching 100%
- Number of disapproving shares: 0 shares
- Number of shares with no opinion: 0 shares.

Content 7: Approval of the Report on remuneration for the Board of Directors and the Supervisory Board in 2026 (*content of Proposal No. 04/TTr-DHDCD2026 dated 24/4/2025*)

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

- Number of approved shares: 20,745,853 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 General Meeting:

- Ms. Nguyen Thi Thu Hoai read the draft Minutes and Resolution of the 2026 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 2026 AGMS.

7. Closing of the General Meeting:

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

The 2026 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company ends at 11 a.m 30 minutes on the same day.

SECRETARY

Secretary 1



Nguyen Thi Thu Hoai

Secretary 2



Hoang Thi Kim Ha

CHAIRMAN



Le Ngoc Quang

