



RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026 VIETNAM NATIONAL SEED GROUP JOINT STOCK COMPANY

Persuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17 June 2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11 January 2022 and Law No. 76/2025/QH15 dated 17 June 2025;
- Law on Securities No. 54/2019/QH14 dated 26 November 2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29 November 2024;
- Charter of Vietnam National Seed Group Joint Stock Company (“The company”);
- Minutes of the Annual General Meeting of Shareholders (“Meeting”) on April 16th, 2026.

The 2025 Annual General Meeting of Shareholders of The company was held on April 16th, 2025 at the Headquarters of Vietnam National Seed Group Joint Stock Company, No. 1 Luong Dinh Cua Street, Kim Lien Ward, Dong Da, Hanoi with the number of shareholders with voting rights present at the meeting is: 10 persons, legal representatives of 15,483,337 shares, occupied: 88.0% % of charter capital (charter capital: 175,869,880,000 VND, equivalent to 17,586,988 shares); accounting for 88.11 % of shares with voting rights (number of shares with voting rights: 17,574,516 shares). The 2026 Annual General Meeting of Shareholders unanimously approved the Resolution of the General Meeting with the following contents:

RESOLVED

ARTICLE 1. The General Meeting of Shareholders unanimously approved **the 2025 annual report of the Board of Directors, 2026 operational orientation, the 2025 report of the executive Board of Vietnam National Seed Group Joint Stock Company (as reported in the document submitted to the General Meeting).** In which:

1.1. Consolidated Business results in 2025:

Quota	2025 Plan	2025	2024	2025/2025 plan	2025/2024
Net Revenue (Mil. VND)	2,750,000	2,299,256	2,448,696	83.61%	93.9%
Profit before tax (Mil. VND)	310,000	275,493	272,058	88.87%	101.3%
Profit after tax (Mil. VND)		226,688	225,578		100.49%
Dividends (in cash, %)	30-40%	40%	40%	100,0%	100,0%
EPS (VND/share)		12,278	9,981		123.01%

1.2. Consolidated Business plan in 2026:

VINASEED GROUP	Unit	Target 2026	Growth compared to 2025
Revenue	Mil VND	2,850,000	124%
Profit before tax	Mil VND	315,000	114%
Dividends	%	40%	

(*) Except for force majeure cases: natural disasters, epidemics.

1.3. Capital construction investment plan in 2026

Investment in capital construction	Unit	Plan for 2026	Notes
Construction of the Thanh Hoa Seed Processing Plant and Seed Storage Warehouse	Mil. VND	60.000	From medium-term loans and own capital
Total	Mil. VND	60.000	

ARTICLE 2. The General Meeting of Shareholders unanimously approved the the Report of the Board of Supervisors for 2025.

ARTICLE 3. The General Meeting of Shareholders unanimously approved the Separate Financial Statements and Consolidated Financial Statements for 2025 audited by DELOITTE Vietnam Auditing Co., Ltd.

ARTICLE 4. The General Meeting of Shareholders unanimously approved **the Profit Distribution Plan in 2025**. Concrete:

TT	Quota	Amount (VND)
1	Profit after corporate income tax of the parent company	158,577,891,525
2	Expected distribution	116,264,429,881
2.1	Development Investment Fund (15%)	23,786,683,729
2.2	Reward and Welfare Fund (5%KT+5%PL)	15,857,789,153
2.3	Social Responsibility Fund	5,000,000,000
2.4	Cash dividend (expected 40%)	70,298,064,000
2.5	Remuneration of the Board of Directors and the Board of Supervisors not directly administered	1,297,126,000
2.6	Bonus for completing the consolidated pre-tax profit plan for the Executive Board and employees (1.5% of realized profit after tax: VND 226,687,819,911 x 1.5%)	0
2.7	Bonus in excess of the consolidated profit after tax plan for the Board of Directors, Board of Supervisors, and Executive Board 20% on excess profit	0
3	The remaining undistributed profits	42,338,228,644

ARTICLE 5. The General Meeting of Shareholders unanimously approved the Report on payment of remuneration of the Board of Directors and Supervisory Board in 2025 and the Plan for payment of remuneration of the Board of Directors and Supervisory Board in 2026.

In particular, the 2026 plan:

1. Remuneration of the Board of Directors:

Based on the scale of the Company's business operations and the scope of work of the Board of Directors, the proposed pre-tax remuneration for the Board of Directors in 2026 is VND 4,100,000,000 per year.

2. Remuneration of Board of Supervisors:

Based on the scale of the Company's business operations and the scope of work of the Supervisory Board, the proposed pre-tax remuneration for the Supervisory Board in 2026(*) is VND 100,000,000 per year.

(*) The remuneration of the Supervisory Board is calculated for the period from **January 1, 2026 to April 16, 2026**.

3. Reward for the Board of Directors, Board of Supervisors, Audit Committee, Executive Board and employees:

- Bonus for completing the plan for the Executive Board and employees: If the company completes the profit plan, the Executive Board and employees will be rewarded with 2% of the profit after tax.
- Bonus for exceeding the consolidated profit plan: if the consolidated profit plan is exceeded, an additional 20% of the excess profit will be awarded to the Board of Directors, the Supervisory Board and the Executive Board.
- The above bonus is deducted from the undistributed earnings.

4. Payment and accounting:

- Based on the remuneration of the Board of Directors and the Board of Supervisors approved by the General Meeting, in the year of advance, after the annual financial settlement is issued, the remaining remuneration will be calculated and paid.
- Remuneration of the Board of Directors and the Board of Supervisors of part-time members shall be included in business expenses, remuneration of the Board of Directors and the Board of Supervisors of non-part-time members shall be deducted from the undistributed earnings. Bonuses for the executive apparatus due to the implementation of planned profits and exceeding the plan shall be deducted from the undistributed earnings.

ARTICLE 6. The General Meeting of Shareholders unanimously approved the Proposal on the selection of an auditing firm to conduct the audit and review of the 2026 financial statements.

ARTICLE 7. The General Meeting of Shareholders unanimously approved the Proposal on the change to the Company's management organizational structure and the dismissal of a member of the Board of Supervisors.

ARTICLE 8. The General Meeting of Shareholders unanimously approved the promulgation of the new Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.

ARTICLE 9. The General Meeting of Shareholders unanimously approved the Proposal on the amendment and supplementation of certain business lines of the Company.

ARTICLE 10. Dismissal and election of an additional member of the Board of Directors for the 2022–2026 term.

10.1. The General Meeting of Shareholders unanimously approved the dismissal of Mr. Nguyen Quang Truong and Mr. Nguyen Trung Dung from the Board of Directors at their personal request.

10.2. The General Meeting of Shareholders unanimously approved the election of Mr. Phan The Ty as an additional member of the Board of Directors for the 2022–2026 term.

ARTICLE 11. This Resolution shall take effect as of 16 April 2026. The Board of Directors, the Board of Supervisors, the Executive Board, the shareholders, and the relevant departments/divisions shall be responsible for the implementation of this Resolution.

ARTICLE 12. The General Meeting of Shareholders voted in favor of and approved the Resolution of the 2026 Annual General Meeting of Shareholders of Vietnam National Seed Group Joint Stock Company with the the above contents.

**ON BEHALF OF
ANNUAL GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN OF BOD**

(signed and sealed)

NGUYEN THI TRA MY

