VIPESCO

VIETNAM PESTICIDE JOINT STOCK COMPANY
Headquarters: 102 Nguyen Dinh Chieu, Da Kao, District 1, Ho Chi Minh City
Tel: (028) 38295730, FAX: (028) 38230752
E-mail: vanthu@vipesco.com.vn, Website: www.vipesco.com.vn

No:205 /TB-TST

Ho Chi Minh City, April 3, 2025

NOTIFICATION
(Invitation letter)
Regarding the organization of the 2025 Annual General Meeting of Shareholders

The Board of Directors of Vietnam Pesticide Joint Stock Company announces the convening of the 2025 Annual General Meeting of Shareholders as follows:
Time: **08:30 a.m, Friday, April 25, 2025.**
Location: **No. 96 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City**.
Eligibility to attend: Shareholders identified based on the list finalized on March 25, 2025.
Contents: Discuss and approve the following matters:

1. *Report on the implementation of the 2024 plan and the operational direction for 2025.*
2. *The 2024 Financial Statement*
3. *Report on the activities of the Board of Directors.*
4. *Report of the Board of Supervisors.*
5. *Plan for profit distribution and dividend payment for 2024.*
6. *Business plan and dividend payment plan for 2025.*
7. *Selection of the auditing firm for 2025.*
8. *Remuneration for the Board of Directors and the Board of Supervisors in 2025.*
9. *Other matters within the authority of the General Meeting of Shareholders.*

Registration for attendance:
Respectfully invite shareholders to register for the general meeting or send the *Letter of Authorization* to attend the general meeting (via postal mail, fax, email, or phone) to the Company's headquarters **before 4:30 p.m on Friday, April 18, 2025.**

Registration address:
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City.
Tel: 028.38295527, 0903826473 *(Ms. Nguyen Thi Huong)*
Fax: 028.38237531 . Email: *huongnguyen@vipesco.com.vn*

- Forms of the Shareholder Opinion, Registration for Attendance, Letter of Authorization (for reference), and related documents for the general meeting are published at: www.vipesco.com.vn no later than **April 04, 2025**

Please bring your ID card/Citizen ID card/Passport and Letter of Authorization *(if any)* when attending the general meeting,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Công Ty Cổ Phần Thuốc Sát Trùng Việt Nam

Digitally signed by Công Ty Cổ Phần Thuốc Sát Trùng Việt Nam
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CÔNG TY CỔ PHẦN THUỐC SÁT TRÙNG VIỆT NAM

Le Ngoc Quang

Remark: In order to facilitate shareholders check-in at the meeting, we kindly ask shareholders to provide the "Control Code" upon arrival. The "Control Code" is the sequential control number printed on the envelope in which this Notification was sent to the shareholder's registered contact address.

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu - Dakao Ward - District 1 - Ho Chi Minh City
Tel: (028) 38 224 364 - 38 295 730; FAX: (028) 38 230 752.
Enterprise ID 0300408946 issued by the Department of Planning and Investment of Ho Chi Minh City

Ho Chi Minh City, April 25, 2025

AGENDA OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1	7:30 a.m. ÷ 8:30 a.m.	Welcoming shareholders to the General Meeting.
2	8:30 a.m. ÷ 9:00 a.m.	Opening of the General Meeting - Statement of purpose and introduction of delegates. - Introduction of the Chairperson. - The Chairperson introduces the Secretary to the General Meeting. - The Chairperson introduces the Shareholder Eligibility Verification Committee. - The Chairperson introduces and elects the Voting Committee. - Report on the verification of shareholder eligibility to attend the General Meeting. - Approval of the General Meeting Regulations, Voting Rules, and Votes Counting Procedures. - Approval of the General Meeting agenda.
3	9:00 a.m. ÷ 9:45 a.m.	Reports and proposals: - Report on 2024 performance and directions for 2025. - The Audited financial report for 2024. - Report on the activities of the Board of Directors. - Report on the supervision results of the Board of Supervisors. - Proposal for profit distribution and dividend payment for 2024. - Proposal for the business plan and dividend distribution for 2025 - Proposal for the selection of the auditing firm for 2025. - Proposal for the remuneration of the Board of Directors and the Board of Supervisors for 2025.
4	9:45 a.m. ÷ 10:45 a.m.	Discussion and voting on the key matters of the General Meeting: - Business performance results for 2024 and operational directions for 2025. - Report on the activities of the Board of Directors. - Report on the supervisory results of the Board of Supervisors. - The 2024 Financial Statement - Profit distribution and dividend payment for 2024 - Business plan and dividend distribution for 2025. - Selection of an independent auditing company to audit financial statements for 2025 - Remuneration of the Board of Directors and the Board of Supervisors for 2025
5	10:45 a.m. ÷ 11:00 a.m.	Approval of the Minutes and Resolutions of the General Meeting, closing of the General Meeting.

THE ORGANIZING COMMITTEE

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

Ho Chi Minh City, April 25, 2025

WORKING REGULATIONS
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

In order to ensure that the 2025 Annual General Meeting of Shareholders is conducted in accordance with regulations and successfully, the Organizing Committee has developed the Working Regulations of the General Meeting with the following provisions:

Article 1. Working principles of the General Meeting

1. Ensure the principles of transparency, fairness, and democracy in operations.
2. All for the benefit of the shareholders.

Article 2. Conditions for Attending the General Meeting

Shareholders listed as of March 25, 2025 (as prepared by the Vietnam Securities Depository - VSD for the purpose of exercising the right to attend the 2025 Annual General Meeting of Shareholders) have the right to attend the meeting in person or authorize another person to attend and vote on their behalf.

Hereinafter, shareholders attending in person and authorized representatives physically present at the General Meeting shall be collectively referred to as "attending shareholders."

Article 3. Conditions for the General Meeting to be conducted:

1. When the attending shareholders represent more than 50% of the total voting shares of the Company.

2. Shareholders are provided with adequate and convenient seating to attend the General Meeting.

Article 4. Order of the General Meeting

1. All shareholders attending the General Meeting should dress formally and elegantly.

2. Shareholders must sit in the designated seats and areas assigned by the Organizing Committee.

3. Smoking is not allowed in the General Meeting hall.

4. Limit private conversations and the use of mobile phones during the General Meeting.

Article 5. Rights and Obligations of Shareholders or Authorized Representatives

1. Have the right to vote on all matters of the General Meeting in accordance with the Company's Charter and legal regulations.

2. To attend the General Meeting, each shareholder or authorized representative must bring the invitation letter, citizen identification card or other identification documents, and the power of attorney (if acting as an authorized representative) to present to the Shareholder Eligibility Verification Committee for registration.

3. Shareholders arriving late to the meeting have the right to register for attendance and vote on the subsequent matters of the General Meeting. The Chairperson is not allowed to pause the meeting for late-arriving shareholders to register, and the validity of voting sessions conducted before their arrival remains unaffected.

4. Shareholders have the right to express their opinions directly or submit their opinions in writing to the General Meeting Organizing Committee for a resolution. Written opinions hold the same value as direct statements at the General Meeting.

5. Comply with the direction of the Chairperson; do not cause disruption or disorder during the General Meeting.

6. When completing the registration procedures for attending the General Meeting, shareholders have the right to receive all voting ballots (voting cards) to participate in voting on all matters of the General Meeting. To ensure the voting ratio, shareholders are encouraged to limit leaving the meeting during its proceedings. ***In cases where a shareholder needs to leave early or temporarily exit and is unable to directly participate in voting on authorized matters, they must inform the Organizing Committee to complete the authorization procedures for voting at the General Meeting.***

Article 6. Rights and Responsibilities of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee is established by the General Meeting Organizing Committee, with the incumbent Head of the Supervisory Board serving as the Head of the Committee. The Shareholder Eligibility Verification Committee is responsible for:

a) Verify the percentage of shareholders or authorized representatives attending the meeting.

b) Verify the citizen identification card or other identification documents, invitation letter, and power of attorney (if any) of shareholders or their authorized representatives attending the meeting.

c) Distribute voting ballots (voting cards) and meeting documents to shareholders or their authorized representatives.

d) Report to the General Meeting on the results of the shareholder attendance verification.

2 . The Organizing Committee may establish a supporting team for the Shareholder Eligibility Verification Committee to assist in fulfilling its assigned duties.

Article 7. Rights and Responsibilities of the Chairperson, Secretary, and Vote Counting Committee of the General Meeting

The Chairperson, Secretary, and Vote Counting Committee are nominated by the Chairperson and approved by the General Meeting. Their rights and responsibilities are as follows:

1. Chairperson:

a) Conduct the general meeting in accordance with the agenda, rules, and regulations approved by the General Meeting of Shareholders.

b) Has the right to postpone the General Meeting of Shareholders, which has met the required number of registered attendees, to a later time or change the meeting venue in the following cases:

(i) The location for the meeting does not have sufficient suitable seating for all the attendees;

(ii) The media at the meeting place cannot ensure shareholders to attend discuss and vote;

(iii) There is an attendee who obstructs the meeting or disrupts order, and there is a danger that the meeting might not be conducted fairly and legally.

2. Secretary:

a) Accurately and fully record the entire proceedings of the General Meeting, including the issues approved by the shareholders as well as those still reserved at the General Meeting.

b) Receive shareholders' feedback forms and promptly report them to the Chairperson for review and explanation to the shareholders.

c) Draft and report to the General Meeting the minutes of the meeting and the General Meeting's resolution before the meeting is closed.

d) Perform support tasks assigned by the Chairperson.

3. Vote Counting Committee:

a) On behalf of the Organizing Committee, read the Voting Rules for the Chairperson to seek approval for their adoption at the General Meeting.

b) Publicly instruct shareholders on how to vote on issues to be voted on at the General Meeting;

c) Conduct vote counting, summarize and announce voting results of each issue;

The Organizing Committee may establish a supporting team for the Vote Counting Committee to assist in fulfilling its assigned duties.

Article 8. Voting rules.

Implement the voting regulations unanimously approved by the General Meeting on the basis of respecting the following regulations:

1 . Each shareholder or authorized representative, upon completing the registration procedures to attend the General Meeting, will be provided by the Organizing Committee with full voting ballots for each matter requiring approval by the General Meeting Each

voting ballot clearly states the following information: Shareholder’s full name; Identification number; Total number of shares with voting rights; Total number of voting rights (each share corresponds to one voting right, or a share may have multiple voting rights when cumulative voting is applied); and the voting options for the shareholder.

2 . Voting form:

a. For the following matters: Approval of the Working Regulations and Voting Rules of the General Meeting; the Agenda of the General Meeting; the Presidium and the Vote Counting Committee; the Minutes of the General Meeting; and the Resolution of the General Meeting. Shareholders shall vote by openly raising their voting ballots at the General Meeting under the direction of the Chairperson to collect voting opinions. "Approve," "Disapprove," or "No opinion."

b. For other matters requiring the General Meeting's voting opinion (excluding those specified in Point a, Clause 2, Article 8 above), shareholders shall vote by secret votes. Before shareholders proceed with voting, the Vote Counting Committee is responsible for providing detailed instructions on the voting procedure for this method.

3 . Approval of the decision:

a) The following matters must be approved by shareholders representing more than 50% of the total voting rights of all shareholders present and voting at the meeting:

(i) The Board of Directors' report on the performance of duties and powers assigned by the General Meeting of Shareholders in 2024 and the operational plan for 2025.

(ii) The Executive Board's report on the operational results of 2024 and the plan for 2025.

(iii) The Board of Supervisors’ Report on the performance of assigned duties and powers and the results of the financial audit for 2024.

(iv) The audited financial statements for 2024.

(v) The proposal for the approval of the 2024 profit distribution plan.

(vi) The proposal for the approval of the 2025 business plan and dividend distribution.

(vii) The proposal for selecting the auditing firm for the 2025 financial statements.

(viii) The proposal on remuneration for the Board of Directors and the Board of Supervisors for 2025.

b) The following matters must be approved by shareholders representing at least 65% of the total voting rights of all shareholders present and voting at the meeting:

(i) Types of shares and total number of shares of each type;

(ii) Changes in business lines, trades and fields;

(iii) Changes in the company's management structure.

(iv) Investment projects or sales of assets valued at 35% or more per cent of the total value of assets recorded in the most recent financial statement of the Company.

(v) Reorganization or liquidation of the company.

Article 9. Validity

This regulation is effective for all shareholders and the authorized representatives attending the General Meeting. The Organizing Committee of the General Meeting is responsible for implementing and ensuring compliance with the Regulation from the moment it is approved by the General Meeting.

This regulation was unanimously approved by the 2025 Annual General Meeting of Shareholders and takes effect from the moment the voting results are announced.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
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Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

Ho Chi Minh City, April 25, 2025

VOTING AND VOTE COUNTING RULES AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Based on the List of Shareholders as of March 25, 2025, for convening the 2025 Annual General Meeting of Shareholders of the Company, and based on the registration and authorization to attend the General Meeting by certain shareholder groups, the Organizing Committee has determined that among the 697 current shareholders of the Company, there are two major shareholders (*one is an organization, and the other is a group consisting of two organizations and four individuals; among them, the institutional shareholder, Vietnam National Chemical Group, has authorized three individuals as representatives*), collectively holding 86.027% of the Company's charter capital.

NO	VOTING CODE	MSKS	SHAREHOLDER NAME	NUMBER OF SHARES	PERCENTAGE/CHARTER CAPITAL (%)
1		*334*	*Vietnam National Chemical Group*	*12,475,008*	*51.000%*
1.1	**UN001**		**Le Ngoc Quang**	**5,136,768**	**21.000%**
1.2	**UN002**		**Nguyen Minh Viet Hung**	**3,669,120**	**15.000%**
1.3	**UN003**		**Nguyen Than**	**3,669,120**	**15.000%**
2	**UQ001**	**314**	**Lam Thi Mai _The Authorized Representative**	**8,567,852**	**35.027%**
		313	*Nguyen Duc Thuan*	*4,948,720*	*20.231%*
		303	*Lam Thi Mai*	*2,062,980*	*8.434%*
		325	*Vu Van Hai*	*498,256*	*2.037%*
		324	*Vu Thi Hien*	*614,656*	*2.513%*
		332	*Lefaso Viet Nam Investment And Trading Promotion Corporation*	*228,424*	*0.934%*
		333	*Thai Binh Investment Joint Stock Company*	*214,816*	*0.878%*
			Total major shareholders	**21,042,860**	**86.027%**
			The remaining shareholders of the company	**3,417,932**	**13.973%**
			TOTAL (697 shareholders)	**24,460,792**	**100.000%**

Therefore, in order to help the Chairperson, Secretary, and the entire General Meeting quickly determine whether the voting results meet the required percentage of shares needed to approve the issues at the Meeting, the Organizing Committee has prepared pre-designed **Voting Cards** with distinct colors for major shareholders, based on the following convention:

- **The yellow color,** size A5, is designated for the 3 representatives of the Vietnam Chemicals Group, who are authorized to represent ownership as follows: UN001 (21%), UN002 (15%), UN003 (15%)

- **The pink color,** size A5, is designated for shareholders owning more than 35% (specifically, shareholder UQ001, representing the above-mentioned group of shareholders, with an ownership of 35.027%)

- **The white color**, size A5, is designated for all remaining shareholders.

Since the 2013 Shareholders' Meeting, the Organizing Committee **has used the exterior of the Voting Paper** as **the Voting Card** (printed in A5 size, portrait format, which is exactly half the size of the A4 Voting Paper). In other words, **each shareholder's Voting Card is simply the Voting Paper folded in half.**

Therefore, we propose that the 2025 Annual General Meeting of Shareholders approve the **Voting and Vote Counting Rules at the General Meeting** as follows:

1. Voting by Voting Card:

During the voting, the Vote Counting Committee will first check the votes from major shareholders (who have distinct identification colors). If the required percentage is exceeded, the issue will be announced as approved by the General Meeting of Shareholders. The exact percentage will be calculated by subtracting the votes of shareholders attending the meeting and voting at the General Meeting, from the total ownership of shares, excluding the votes that disapprove or abstain.

2. For important votes, a Voting Paper must be used for record-keeping.

Voting will still be conducted using the Voting Card. During the voting, the Vote Counting Committee will first check the votes from major shareholders (who have distinct identification colors). If the required percentage is exceeded, the issue will be announced as approved by the General Meeting of Shareholders. If the required majority is not reached, the Chairperson of the General Meeting will move on to the next issue while awaiting the detailed card counting results from the Vote Counting Committee.

At the same time, shareholders are kindly requested to mark the appropriate box on the **Voting Paper** that has been distributed (*the inside face of the Voting Card*).

After all the issues requiring a vote via the Voting Paper have been decided, **shareholders should double-check to ensure that all issues have been properly marked on their Voting Paper and remember to sign the Voting Paper.**

Shareholders are kindly requested to place their Voting Paper into the Ballot Box after the final vote, which is the vote to approve the Resolutions of the General Meeting (*This also means that shareholders will submit their Voting Cards to the Vote Counting Committee*).

The exact voting percentage for each issue via the Voting Paper will be calculated by the Vote Counting Committee immediately after all the votes have been collected. The results will then be reported to the Secretary of the General Meeting for announcement at the end of the session (*or the results will be published in the Meeting Minutes on the Company's website, as well as on the Information Disclosure Portal of the Ho Chi Minh City Stock Exchange and the Information Disclosure Portal of the State Securities Commission, within 24 hours after the General Meeting concludes, following the official procedure for announcing the General Meeting results).*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
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Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
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Ho Chi Minh City, April 25, 2025

REPORT ON BUSINESS PERFORMANCE RESULTS IN 2024 THE BUSINESS PLAN FOR 2025

I. GENERAL SITUATION IN 2024

1. General situation

In 2024, Vietnam's agricultural exports will reach a record level, with output of key products such as vegetables, rice, cashew nuts, coffee, pepper... increasing sharply compared to 2023. Agricultural prices also remained high, especially coffee, as global supplies fell due to adverse weather, pushing prices to all-time highs. By the end of 2024, Vietnam will almost exclusively supply off-season durian to the Chinese market, thanks to its seasonal advantage. Rice exports continue to grow thanks to free trade agreements (FTAs), which help reduce tariffs and facilitate penetration into demanding markets.

Besides, the trend of developing green agriculture and green economy is becoming an inevitable requirement in production and export. The control and gradual reduction of chemical pesticides is being promoted, replacing them with environmentally friendly biological products. This not only meets the requirements of the international market but also contributes to protecting the environment and consumer health.

One of the major advantages in 2024 is the high price of agricultural products, helping farmers boldly invest in fertilizers and pesticides, boosting production. Agricultural exports have grown strongly, leading to improved domestic demand, helping to stabilize prices and benefit producers. In particular, the prices of coffee, durian, pepper, etc. reached record levels, creating great momentum for the agricultural sector. The dynamic and flexible sales team, along with the close attention of the company's leadership, has promptly made appropriate decisions to ensure growth targets.

However, in 2024, its difficulties are inevitable. Extreme weather is one of the biggest challenges. In the first half of the year, heat, drought and saltwater

intrusion seriously affected agricultural production. In the second half of the year, the La Nina phenomenon caused heavy rain and flash floods in the northern mountainous provinces, along with storms, affecting the autumn-winter rice crop in the North and Central regions. Especially last year, Typhoon No. 3 (Yagi) caused severe damage to the agriculture sector, particularly in the northern provinces. In addition, several other storms caused localized flooding in the Central South provinces, significantly impacting the cultivated area in the region.

In addition, regulations on controlling plant protection drugs are increasingly strict, with many active ingredients being included in the list of banned or restricted use, causing difficulties for businesses in the industry

Competition in the pesticide industry has also become fiercer, with businesses competing mainly on price, squeezing profits. Geopolitical turmoil, especially Russia-Ukraine and Middle East tensions, has pushed up prices of some imported raw materials, increasing input costs and forcing farmers to cut production costs. The impact of La Nina also causes extreme weather, affecting crops in the North and Central regions, while drought and salinity affect the 2024–2025 Winter-Spring crop in coastal provinces.

Year-end revenue pressure is also a big challenge. The pesticide market has an oversupply, while consumption has decreased in the first 9 months of the year, forcing businesses to put pressure on sales in the last months of the year. Inventory at the dealers remains high, while the cost of imported raw materials decreased from early to mid-period, leading to a drop in finished product prices, which puts pressure on the market. The distribution system is hesitant about large purchases due to the fear of price drops, and farmers are waiting for prices to fall, which affects the speed of goods circulation.

Low liquidity is also a concern, as debt in the system is still high, affecting sales speed and revenue growth. Although agricultural prices have increased, low crop yields have limited farmers' profits, leading to difficulties in collecting debts

2. The business results in 2024

Although high agricultural prices bring many advantages, businesses still face many challenges. Therefore, completing the 2024 plan targets faces many difficulties. However, with high determination in achieving the goal, the Company analyzed the situation, took advantage of business opportunities and implemented timely solutions.

Specifically, the Company has adjusted its flexible sales policy, implemented appropriate promotional and after-sales programs, and shared

market information with customers to enhance connectivity. The selling price policy is also adjusted periodically, ensuring compliance with fluctuations in input material prices and market acceptance.

In addition, the Company controls sales output according to the demand of each season, region and customer group. Strict management of customer debt is also a top priority. For customers who do not meet the outstanding balance requirements, the Company proactively stops supplying goods. While this may impact short-term revenue, it is a necessary measure to ensure financial stability and protect long-term interests.

Thanks to flexible and drastic strategies, in 2024, the parent company achieved revenue of VND 570.43 billion, an increase of VND 41.77 billion (equivalent to 7.90%) over the same period in 2023, but lower than the annual plan by VND 22.88 billion (down 3.86%). Profit reached VND 23.82 billion, an increase of VND 3.34 billion (16.29%) over the previous year and exceeded the annual plan by VND 1.82 billion (8.28%)

II. THE OPERATIONAL RESULTS IN 2024

- Basic indicators according to Consolidated Report

No.	Criteria	In 2023	In 2024			2023
			Plan	Implementation	% Implementation/ Plan	
1	Charter capital	244,607,920,000	244,607,920,000	244,607,920,000	100.00%	100.00%
2	Owner's Equity	333,688,730,017	310,510,000,000	344,234,317,879	110.86%	103.16%
3	Total Revenue	563,274,070,396	625,600,000,000	607,118,128,554	97.05%	107.78%
4	Net sales	530,151,682,809	595,813,000,000	572,795,476,755	96.14%	108.04%
5	Profit before tax	18,306,027,753	22,000,000,000	32,646,078,738	148.39%	178.34%
6	Profit after tax	14,281,971,137	17,900,000,000	24,919,135,149	139.21%	174.48%
7	Profit before tax/ Revenue ratio	3.25%	3.52%	5.38%		
8	Basic earnings per share	555	732	979		

+In which, the basic indicators of the parent company:

No.	Criteria	In 2023	In 2024			2023
			Plan	Implementation	% Implementation/Plan	
1	Charter capital	244,607,920,000	244,607,920,000	244,607,920,000	100.00%	100.00%
2	Owner's Equity	330,995,054,401	310,510,000,000	335,023,578,335	107.89%	101.22%
3	Total Revenue	528,655,324,496	593,312,000,000	570,428,779,104	96.14%	107.90%
4	Net sales	495,648,899,372	563,525,000,000	536,812,246,985	95.26%	108.30%
5	Profit before tax	20,484,295,499	22,000,000,000	23,821,894,849	108.28%	116.29%
6	Profit after tax	17,213,573,460	17,900,000,000	18,100,110,612	101.12%	105.15%
7	Profit before tax/ Revenue ratio	3.87%	3.71%	4.18%		

1. Business & brand development activities

Sales and marketing activities have been stepped up to boost sales and reduce inventory in the dealer network. This not only helps optimize business efficiency but also creates favorable conditions for agents to have the opportunity to receive new goods. Various sales formats have been implemented, including organizing seminars combined with sales activities, direct purchasing consultation at retail points, garden consultation, and promotional programs such as buying goods and getting gifts. In addition, the establishment of Customer Clubs is also carried out to strengthen the connection between customers and the Company, thereby building loyalty and boosting sales.

To reach and promote products to a large number of farmers, the Company has increased advertising activities on online platforms such as Zalo OA and Facebook Fanpage. These channels not only help to introduce products widely but also facilitate direct interaction with customers, answer questions and provide useful information. In addition, direct promotion methods such as product demonstrations and field workshops are also regularly carried out in the fields, helping farmers experience and better understand the effectiveness of the products. In particular, the Farmers' Club was established with the participation of core, experienced farmers, creating a community to share knowledge and production experience.

The company has also flexibly applied short-term policies to support customers, including after-sales programs, lucky draws, and promotional policies for level 2 customers. At the same time, support policies Collection assistance is also implemented to minimize debt and ensure stable cash flow in business operations. This not only helps the Company maintain good relationships with customers but also ensures liquidity in financial operations.

Forecasting and updating information on weather, crop, pest and market price fluctuations are done regularly and promptly. This information helps the Company to be proactive in preparing raw materials for production and business, and at the same time adjust prices to suit the market, ensuring competitiveness and business efficiency.

During the past year, the Company introduced 05 new products to the market, including products registered by the Company itself and products in cooperation with foreign active ingredient manufacturers. These products not only diversify the product portfolio but also meet the increasing demands of the market, bringing competitive advantages to the Company.

Finally, the work of perfecting human resources organization is also focused on to improve business performance. Arranging and training human resources properly helps the Company optimize resources, ensuring operations run smoothly and achieve the highest efficiency.

2. Financial activities

- VIPESCO has disclosed its financial statements and key financial indicators in compliance with legal regulations.

- Regularly monitor and supervise finances, develop and control internal finances.

- Financial risks are consistently mitigated by closely managing receivables and payables. The ratio of debt to total operating capital according to consolidated reporting data is always stable at a low level, around 0.37 to 0.38 times, the ratio of debt to equity is always maintained at 0.59 to 0.61 times.

- Provisions are regularly reviewed and allocated according to regulations to minimize financial risks.

- The company diversifies its funding sources to ensure access to low-cost capital for business operations. In 2024, despite reduced pressure in the interest rate market, VIPESCO continued negotiating with credit institutions to obtain the lowest loan rates

- Subsidiaries and affiliates activities

+ VIGUATO Agrobiochemical Company Limited

Business results and corporate governance efficiency have met the requirements of the plan set out at the beginning of 2024.

The company's management and board of directors have also made efforts to promote product consumption such as launching product promotion programs, committing to maintain selling prices (in VND) when the exchange rate continuously increases, signing commitments to consume large volumes to enjoy incentives, etc.

- The company strictly and fully implements the provisions of the law on financial supervision, and implements periodic reporting and auditing regimes. The company's financial situation is safe according to regulations; debt is well managed, overdue debt is within control.

In 2024, with many measures to promote sales, revenue reached 47.9 billion, an increase of 4.58 billion dong (equivalent to 10.4%) compared to 2023; net profit margin from production and business activities on revenue increased by 10.20% compared to 8.12% in the same period; Pre-tax profit reached 4.94 billion dong, an increase of 1.37 billion dong (equivalent to 38.46%) compared to 2023. The after-tax profit margin on equity and on owners' contributed capital reached 12.11% and 15.24% respectively.

+ Termite Control and Fumigation Company:

In 2024, revenue reached VND 62.20 billion, a slight increase of VND 0.296 billion compared to 2023 revenue of VND 61.91 billion, an increase of 0.47%. Pre-tax profit reached 2.09 billion dong, increased by 0.146 billion dong, equivalent to 7.53% compared to 2023. The after-tax profit margin on equity and on owners' contributed capital reached 14.50% and 39.43% respectively.

+ Mosfly Vietnam Industries Co., Ltd. (MVI):

At the affiliated company of the Company, which is Mosfly Vietnam Industries Co., Ltd. (MVI): As of August 31, 2021, current liabilities exceeded current assets; Most of MVI's payables are overdue and there is no source for repayment; Investor Mosfly International SDN. BHD. (MISB) has withdrawn the Mosfly brand. The above reasons caused MVI Company to temporarily suspend operations.

Vietnam Pesticide Joint Stock Company has sued Investor Mosfly International SDN. BHD. (MISB) is a partner who co-founded MVI Company

and went to the People's Court of Binh Duong province, requesting the Court to resolve and force MISB to compensate for damages because MISB did not comply with the provisions of MVI's Charter, during the time MVI did not have a General Director, so it could not operate, leading to MVI's losses. Pursuant to the first instance decision No. 1120/2021/HC-ST dated September 22, 2023, the Court of First Instance decided not to accept the lawsuit request of Vietnam Pesticide Joint Stock Company to force MISB to compensate for damages at MVI.

Vietnam Pesticide Joint Stock Company has appealed the entire first instance judgment of the People's Court of Binh Duong province. On August 2, 2024, Vipesco Company received Judgment No.: 32/2024/KDTM-PT dated June 12, 2024 of the High People's Court in City. Ho Chi Minh City with the content "Partially not accepting the lawsuit request of the plaintiff Vietnam Pesticide Joint Stock Company to force the defendant Mosfly International SDN.BHD to compensate for damages in the amount of VND 9,207,806,979 (Nine billion, two hundred and seven million, eight hundred and six thousand, nine hundred and seventy-nine dong)". The information was announced by Vietnam Pesticide Joint Stock Company on August 2, 2024 according to Notice No. 478/CBTT-TST.

Vipesco is still striving to continue searching for solutions to resolve the issues at Mosfly Vietnam Industries Co., Ltd. in order to protect VIPESCO's legal rights and interests.

3. Product research and development activities

Research on formula and material standards: The chemical research department has promptly responded to the formula/material standards for production. Total number of formulas applied in production in 2024: 212 formulas; researched and improved 10 products in circulation to improve quality, reduce raw material costs by 1.5 - 2.0 million dong/ton of product and have applied them into production.

New product development: The research department completed 11 new product formulas; completed documents and registered new products according to authorization letters for 05 products.

Product quality assurance: The quality control department tested 3,840 samples (raw materials, packaging, semi-finished products, finished products, new products, etc.) to promptly meet production requirements, ensuring output quality for all products of the Company. Develop new and convert 27 internal testing methods to TCVN and TCCS to include in the registration dossier with the Plant Protection Department in 2025

Biological research and testing: 90 field biological efficacy tests were conducted on existing products, improved products and new products to serve product development. Deploying an effective management model for pests and diseases on durian trees by using the Company's product range. Deploying the production of 4.5 tons of Trichoderma strains for the production of Vi-DK biological products

4. Human resource management and development

Vietnam Pesticide Joint Stock Company strictly implements the Labor Code of the State of Vietnam. The Company's salary scale complies with the provisions of law. The Company properly submits and fully pays mandatory social insurance regimes and fully resolves policies for employees in accordance with the provisions of law.

The Company buys 100% of 24/24 Human Accident Insurance fee for the Employee. Conducts regular health check-ups to detect occupational diseases, and implements mid-shift meals, hazard allowances, and recovery programs as per regulations.

Strict labor protection measures are enforced, including providing personal protective equipment and ensuring compliance with workplace safety regulations

5. Investment activities

The company's primary investment focus is relocating the Binh Duong Agrochemical Factory from a residential area to an industrial zone in line with local urban planning for long-term stability.

A Feasibility Study Report for Phase 1 of the Pesticide Decanting, Processing, and Packaging Plant project has been prepared, targeting a capacity of 9,500 tons per year at Duc Hoa 1 Industrial Park, Long An.

On June 13, 2024, after reviewing the Feasibility Study Report of the above Project, the Company's Board of Directors assessed: There needs to be a careful, thorough and comprehensive review and assessment of the Project and the effectiveness of the Project investment at the present time. If implemented at the present time, the feasibility and efficiency are not high because the growth in revenue and sales has not met the output of the Project. It is necessary to continue to consider and find other investment opportunities that can bring better efficiency.

The Binh Duong Province government has initiated a project to relocate businesses from the southern to northern industrial zones, scheduled between

2028 and 2030. Therefore, after reviewing and assessing the initial relocation of Binh Duong Agrochemical Factory according to the above project, the Board of Directors and the Management Board of the Company proactively proposed and held working sessions with the People's Committee of Binh Duong province and the provincial Departments and branches to learn about the investment policy and policies of Binh Duong province for the units subject to relocation and at the same time proposed that the province have support policies for Vipesco when implementing the Project of relocating Binh Duong Agrochemical Factory on July 4, 2024, November 7, 2024 and February 17, 2025. As a result, at the working sessions, the Provincial People's Committee agreed and supported the relocation of the Company's Factory to Industrial Parks/Clusters in the province and directed relevant departments to develop support policies.

Following these discussions, the company is preparing a Pre-Feasibility Study Report for relocating the Binh Duong Agrochemical Factory to Tam Lap 2 Industrial Park, Phu Giao District, Binh Duong Province, along with necessary legal documentation to facilitate investment decisions and next steps.

III. SOLUTIONS TO IMPLEMENT THE 2025 PLAN

1. General Situation in the First Quarter of 2025

Weather and agricultural production situation in early 2025: The North and Central regions are experiencing prolonged cold air, with 2-3 cold spells below 5°C, causing frost in some provinces, slowing down the Spring-Summer rice crop, affecting fruit trees (lychee, longan) and vegetables; the South-Central region has unseasonal rain, localized flooding, affecting short-term crops. The weather in the South is favorable, the Winter-Spring rice yield is high (6-7 tons/ha), but early saline intrusion affects irrigation water (Ben Tre, Tien Giang, Long An...), causing damage to fruit trees (durian, grapefruit); the Central Highlands has scattered rain, mild drought, industrial crops (coffee, pepper, tea) develop stably.

Agricultural product prices: Sharp decrease after Tet At Ty: OM380 rice decreased from 7,500 to 5,000 VND/kg due to high supply and slow export. Durian price dropped from 150,000 to 60,000 VND/kg due to difficulties in exporting to China. Other fruits (jackfruit, mango) also lost value due to weak demand.

Plant Protection Products market: Demand declines in Q1/2025: The North and Central regions use it less because cold weather slows down planting. The South harvests winter-spring rice, limiting the use of pesticides. Falling

agricultural prices have caused farmers to save on investment costs, and many dealers have reduced the amount of imported goods.

Price of raw materials for pesticides: Prices remained stable due to consistent supply from China and India, but a rising USD exchange rate increased import costs. Further exchange rate fluctuations could drive up pesticide prices, pressuring manufacturing and distribution businesses.

2. Plans for 2025

▪ Parent Company Revenue Target: 610.00 billion VND.

▪ Total Revenue Target: 643,902 billion VND (including revenue of the Parent Company and Subsidiaries).

▪ Profits before tax 23 billion VND.

▪ Expected dividend distribution: Not less than 5% of charter capital.

To flexibly manage production and business activities, it is respectfully requested the Annual General Meeting of Shareholders to authorize the Board of Directors to adjust the business plan and dividend payment for 2025 to suit reality.

3. Business activities and brand development

- Products:

+ Continue researching and registering new products, focusing on alternatives for banned and resistant products.

+ For existing products, identify key products and focus activities on creating core products for the company.

+ In 2025, increase the exploitation of some new products that Vipesco has launched in the market in recent years, which are on the rise and have the potential to increase revenue along with newly licensed products.

- Distribution channels:

+ Review distribution channels, assess the status of current distribution channels and expand customers in areas showing signs of decline in the distribution system in recent times.

+ Evaluate the capacity of the retail system and enhance retail customer development to increase revenue for unsold or low-revenue products.

+ Establish a core farmer system, based on retail customers, develop a key farmer system closely associated with the Company.

- Sales policies:

+ Prioritize implementing product promotion programs for Tier 2 distributors.

+ Continue to apply collection support policies to control debt and cash flow.

+ Apply medium-term after-sales policies for both Tier 2 and Tier 1.

+ Introduce competitive pricing policies for some long-standing products with low sales volume.

+ Expand direct sales to retail customers in areas without strong Tier 1 distributors.

- Promotional activities:

+ Promote model demonstration activities, direct technical consultation at the garden, and cooperate with retail agents to advise and sell to farmers in small groups.

+ Organize sales seminars and sales days in key areas, combined with direct technical advice at retail outlets.

+ Increase promotion on social networking platforms such as Zalo and Facebook to reach customers quickly and effectively.

+ Maintain regular visits and support level 1 and level 2 agents and coordinate with farmers in promotional activities and new product development.

+ Conduct sales consulting activities for farmers at retail outlets according to each seasonal stage.

4. Financial activities

In addition to promoting sales, debt management is always a top priority, actively collecting and resolving bad debts. Strengthen financial management, develop a tight financial control system, and control spending by management department. Control investments, asset purchases. Control stable, healthy and sustainable capital sources, ensuring the lowest cost of capital.

5. Product research and development activities

Production service, product quality assurance: Timely respond to formulas and material standards for production, ensure the quality of input materials and output products throughout the Company, continue to expand testing methods designated by the Plant Protection Department. Conduct timely biological

efficacy tests of products to serve product improvement, new product registration and product promotion of the Company.

Product improvement research activities: Continue to improve and change additives in the products the Company is trading to improve quality, reduce raw material costs, and increase product competitiveness in the market. Research on replacing sand kernels in granular pharmaceutical products with kernels made from organic peat.

New product research and development activities: Complete registration dossiers for 04 - 05 new products; Research and complete 10 new pesticide product formulas to prepare for registration in the following year.

6. Human resource management and development

Further strengthen the implementation of human resource management solutions to meet the requirements of increased efficiency in both production and business. In 2025, the Company will continue to increase its staff to develop a number of important areas of operation including: Direct sales force in all regions to meet market activities, develop retail systems; research and testing staff; personnel for new business sectors that need to be expanded such as seed industry, agricultural product export, etc.

7. Investment activities

The General Director has submitted to the Board of Directors for consideration and approval the 2025 Construction Investment Plan, including 07 items, including: 01 new investment item with investment value of 800 million VND and 06 investment preparation items with investment preparation cost of 1,000 million VND. The total value of the construction investment plan in 2025 is: 1,800 million VND from the Company's own capital. As follows:

New investment category:

+ Invest in 01 pickup truck for promotion and market development, with expected investment value: 800 million dong

Investment preparation items:

+ Binh Duong Agrochemical Factory Relocation Project;

+ Invest in 01 7-seat car: to serve the business activities of the Southern provinces and the working needs of officers and employees in the Company's departments.

+ Invest in production lines of household products; mosquito sprays, mosquito repellent incense. This investment will be temporarily included in the plan, and will only be considered for investment after the basic completion of the relocation of the Binh Duong Agrochemical Factory and after re-evaluating market factors... at the same time, a specific project will be prepared and submitted to the Board of Directors and competent authorities for consideration before implementation;

+ Invest in 01 Jetmil crusher: serving the powder medicine factory at Binh Duong Agrochemical Factory

+ Office building construction project at 96 Nguyen Dinh Chieu, Da Kao ward, District 1, Ho Chi Minh City;

+ New investment in individual machinery and equipment: to maintain and serve production at existing factories/workshops at the Company.

In addition to the above contents, the implementation of supplements and adjustments to the Construction Investment Plan and decisions related to the Investment Project will be submitted to the Board of Directors or the General Meeting of Shareholders for approval in accordance with the authority, regulations of law and the Company Charter.

Major repair of fixed assets: Carry out renovation and repair of degraded warehouses and office buildings to avoid waste and damage, ensure safety, and prevent work accidents and fires that affect workers and the environment.

Sincerely report./.

GENERAL DIRECTOR

Nguyen Than

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu - Da Kao Ward - District 1 - Ho Chi Minh City
Tel: (08) 38 224 364 - 38 295 730; FAX: (08) 38 230 752.
Enterprise ID 0300408946 issued by the Department of Planning and Investment of Ho Chi Minh City

Ho Chi Minh City, April 25, 2025

THE AUDITED 2024 FINANCIAL STATEMENTS

The Financial Statements (FS) for 2024 presented below are a summary with key figures from the full text of the separate and consolidated FS for 2024, which have been audited and disclosed since March 12, 2025, on the Company's website. The HOSE Electronic Portal and the State Securities Commission Electronic Portal.

I. FINANCIAL BALANCE:

Unit . VND.

No	Indicators	Separate Financial Statements 2024	Consolidated Financial Statements 2024
	ASSETS	**537,475,008,049**	**555,852,045,295**
A	**SHORT- TERM ASSETS**	**424,610,296,582**	**461,759,820,459**
	I Cash and cash equivalents	63,533,926,697	73,279,893,725
	II Short-term financial investments	-	8,000,000,000
	III Short-term receivables accounts	250,256,942,569	264,517,294,829
	IV Inventories	100,829,769,985	105,924,474,575
	V. Other current assets	9,989,657,331	10,038,157,330
B	**LONG-TERM ASSETS**	**112,864,711,467**	**94,092,224,836**
	I Long-term receivables	155,275,479	163,275,479
	II Fixed assets	17,676,270,409	17,676,270,409
	III Unfinished long-term assets	3,889,096,278	3,889,096,278
	IV Long-term financial investments	22,906,815,037	4,126,328,406
	V. Other long-term assets	68,237,254,264	68,237,254,264
	CAPITAL SOURCES	**537,475,008,049**	**555,852,045,295**
A	**LIABILITIES**	**202,321,567,377**	**211,487,865,079**
	I Current liabilities	202,289,175,377	207,200,703,869
	II Long-term liabilities	32,392,000	4,287,161,210
B	**EQUITY**	**335,153,440,672**	**344,364,180,216**
	I Equity	335,023,578,335	344,234,317,879

No	Indicators	Separate Financial Statements 2024	Consolidated Financial Statements 2024
	II Funding and other funds	129,862,337	129,862,337

II. BUSINESS PERFORMANCE NDICATORS

Unit . VND.

No	Target	Separate Financial Statements 2024	Consolidated Financial Statements 2024
1 .	**Revenue**	**570,428,779,104**	**607,118,128,554**
2 .	Deduction	33,616,532,119	34,322,651,799
3 .	**Net revenue**	**536,812,246,985**	**572,795,476,755**
4 .	**Cost of goods sold**	**359,720,988,377**	**384,883,622,289**
5 .	**Gross profit**	**177,091,258,608**	**187,911,854,466**
6 .	Revenue from financial activities	3,282,474,992	4,068,727,608
7 .	Financial costs	18,361,761,129	13,932,163,532
	In which: Loan interest expenses	1,554,240,116	1,554,240,116
8 .	Profits or loss in joint ventures or associates	-	(929,693,488 - scale)
9 .	Cost of sales	82,108,417,754	83,526,012,772
10 .	Management costs	56,517,092,230	61,373,103,541
11 .	**Net profit from operating activities**	**23,386,462,487**	**32,219,608,741**
12 .	Other incomes	551,748,991	551,748,991
13 .	Other costs	116,316,629	125,278,994
14 .	**Other profits**	**435,432,362**	**426,469,997**
15 .	**Total accounting profit before tax**	**23,821,894,849**	**32,646,078,738**
16 .	Current corporate income tax cost	6,291,787,543	7,335,925,565
17 .	Cost of deferred corporate income tax	(570,003,306 - scale)	391,018,024
18 .	**Total profit after tax**	18,100,110,612	24,919,135,149
19 .	**Profit after tax of parent company**	**18,100,110,612**	**23,952,348,092**
20 .	**Profit after tax of non-controlling shareholders**		**966,787,057**

No	Target	Separate Financial Statements 2024	Consolidated Financial Statements 2024
21 .	**Number of outstanding shares**	**24,460,792**	**24,460,792**
22 .	**Basic earnings per share**	**740**	**979**

III. SOME ANALYTICAL INDICATORS

Indicator	Unit	Separate Financial Statements 2024	Consolidated Financial Statements 2024
1 . Capital structure			
Debt / Total assets	Time	0.38	0.38
Debt / Equity ratio	Time	0.60	0.61
2 . Solvency			
Short-term solvency	Time	2.10	2.23
Fast Solvency	Time	1.60	1.72
3 . Operational capacity			
Inventory rotation	Time	3.56	3.62
Net revenue / Total assets	Time	1.00	1.03
4 . Rate of Return (ROR)			
Ratio of After-Tax Profit/Net Revenue	%	3.37%;	4.35%;
Ratio of After-Tax Profit / Shareholders' Equity	%	5.40%;	7.24%;
Ratio of After-Tax Profit/ Total Assets	%	3.37%;	4.48%;
Ratio of Profit from operating activities/Net Revenue	%	4.36%;	5.62%;
5 . Conservation factor			
Capital preservation factor	Time	1.37	1.41
Ratio of After-Tax Profit/ Total Assets %/average equity (%)	%	5.44%;	7.35%;
Basic earnings per share	VND.	740	979

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu - Dakao Ward - District 1 - Ho Chi Minh City
Tel: (028) 38 224 364 - 38 295 730; Fax: (028) 38 230 752
Business registration number 0300408946 issued by the Department of Planning and Investment of Ho Chi Minh City

Ho Chi Minh City, April 25, 2025

REPORT OF THE BOARD OF DIRECTORS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. PERFORMANCE EVALUATION IN 2024

1. Results of implementing some basic indicators

Indicators according to consolidated financial statements: Revenue VND 607,118 billion, pre-tax profit VND 32,646 billion.

According to the Company's separate financial statements, revenue reached VND 570,428 billion and pre-tax profit reached VND 23,821 billion, equal to 96.14% and 108.28% compared to the Business Production Plan approved by the 2024 Annual General Meeting of Shareholders with revenue of VND 593,312 billion and pre-tax profit of VND 22 billion.

Dividend rate in 2024: The Board of Directors proposes that the 2025 Annual General Meeting of Shareholders approve the rate of 5.5% of charter capital, according to the plan approved by the 2024 Annual General Meeting of Shareholders.

2. Performance Evaluation in 2024

a. Difficulties and challenges

- In 2024, although agricultural product prices increased, the business situation of the pesticide industry still faced many difficulties such as: Extreme weather conditions affected agricultural production. In addition, regulations on controlling pesticides are increasingly strict, with many active ingredients being included in the list of banned or restricted use, causing difficulties for businesses in the industry. Competition in the pesticide industry has also become fiercer, with businesses competing mainly on price, reducing profit margins. Low liquidity is also a concern, as accounts receivable in the system is still high, affecting sales speed and revenue growth. Although agricultural product prices have increased, crop yields remain low, limitting farmers' profits and leading to difficulties in debt recovery.

- The issue of resolving the dispute over Vipesco's interests with the Capital Contributing member at Mosfly Vietnam Industries Company (MVI) remains

unresolved as of 2024; MVI Company has almost ceased business and production activities because the partner did not comply with the charter and revoked MVI's license to use the Mosfly brand. Up to now, MVI Company is still in the process of resolving bankruptcy proceedings handled by the People's Court of Binh Duong province. The Board of Directors and the Executive Board are still fully implementing legal measures and procedures in accordance with the law to protect the legitimate rights and interests of the Company, shareholders and employees, while at the same time still seeking amicable cooperation from MISB investors to seek all possible solutions to resolve the problem at MVI.

b. Advantages.

- One of the major advantages in 2024 is the high price of agricultural products, helping farmers boldly invest in fertilizers and pesticides, boosting production. Agricultural exports have grown strongly, leading to improved domestic demand, helping to stabilize prices and benefit producers.

- The Board of Directors and the General Director have strong consensus in directing and operating the Company's business and production activities. Decisions and instructions are made promptly to ensure prompt resolution of requests arising during the business and production process.

- The company's management closely monitors business operations and promptly makes appropriate decisions to ensure growth targets, employment and stable income for employees.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Meetings and Resolutions, Decisions of the Board of Directors in 2024.

The Board of Directors of the Company operates in accordance with the provisions of Law on Enterprises, the Company Charter, Board of Directors implemented the contents approved in the Resolution of the 2024 Annual General Meeting of Shareholders; Closely adhering to the strategic orientation and based on the actual situation, made accurate, timely and consistent decisions and directions; Fully implemented management reports in accordance with legal regulations.

In 2024, the Board of Directors held 06 meetings and 08 times collecting opinions from the Board of Directors in writing, issued 34 Resolutions and Decisions to govern the Company's management, organization, production and business activities. Some main activities are as follows:

- Implement and oversee the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders to ensure compliance with the provisions of law and the Company Charter.

- Approve the Company's annual business and production plan, investment and construction plan and quarterly plans within its authority;

- Select an auditing unit to review the semi-annual financial statements and audit the 2024 financial statements as authorized by the 2024 Annual General Meeting of Shareholders;

- Human resources: Approve and issue the leadership and management personnel planning list for the period 2026-2031; issue the plan to review and update the Succession plan for the period 2021-2026 and the period 2026-2031; promulgate the List of personnel removed from the and added to the Succession Plan for the period 2021-2026 and the period 2026-2031. Implement decisions on the appointment of Capital Representatives at companies in which Vipesco has contributed capital; appoint and transfer personnel within its authority.

- Continue to amend, supplement and perfect the Company's internal management regulations to comply with legal regulations and the actual situation at the Company.

- Implement internal audit activities at the Company according to the approved 2024 Internal Audit Plan.

- Continue to direct the Executive Board and the representative of Vipesco capital at MVI Company to coordinate with the law firm to urgently and actively resolve issues at MVI Company, protecting the legitimate rights and interests of Vipesco.

- Direct, encourage, support and promote the Executive Board in carrying out preparations for the Factory Relocation Project in Binh Duong, seeking the best and most effective investment opportunities for the Factory. This is a particularly important issue, with a decisive impact on the existence and development of the entire Company.

The Company's Resolutions and Decisions are fully recorded in the semi-annual management reports, year-end reports, and annual reports as well as disclosed on the Company's website.

2. Results of supervision of the General Director.

The Board of Directors has closely supervised the direction and operation of production, business, investment and construction activities of the General Director and other executives. All business production and investment

construction plans are submitted to the Board of Directors for review and approval.The results of business and production targets are reported and explained fully and in detail.

The Board of Directors assessed that in 2024, the Company's Executive Board fully, seriously and effectively implemented the Resolutions, Decisions, Concluding Notices and directions of the Board of Directors in the Company's operations to implement the Resolution of the Annual General Meeting of Shareholders.

The Company's Executive Board has made efforts to develop many specific solutions to maintain market share, increase revenue and profit compared to 2023; Regularly analyze the situation, adopt flexible sales policies, and implement appropriate promotional and after-sales programs. The Company focuses on research activities for new products and externally collaborates to develope plant-based and microbial products. The Executive Board effectively restructured production units towards rationalization and capacity enhancement to meet environmental requirements and market demands, ensuring employment and stable income for workers.

However, there are still some problems: The Factory Relocation Project in Binh Duong is still in the stage of review, evaluation, and research to reach an investment decision; although the Executive Board has made efforts to resolve the remaining issues at Mosfly Vietnam Industries (MVI), however, to date, due to related legal procedures, this issue has not been completely resolved.

3. Activities of the Independent Member of the Board of Directors and Evaluation by the Independent Member on the Board's Operations

In 2024, the Board of Directors consisted of 05 members, including 01 Independent Member.

a. Activities of the Independent Member of the Board of Directors in 2024.

In 2024, the Independent Member of the Board of Directors fully participated in all meetings convened by the Board of Directors and provided opinions on all written consultations of the Board. Mr. Mai Thanh Binh – Independent Member of the Board of Directors – actively engaged in the direction and supervision activities of the Board and offered specific and objective feedback on the General Director's management operations.

In 2024, the Board of Directors for the 2024–2029 term assigned Mr. Mai Thanh Binh as the person in charge of internal audit of the Company. Mr. Mai Thanh Binh coordinated with the engaged internal audit unit to implement the

2024 Internal Audit Plan approved by the Board of Directors, carrying out objective and accurate internal audit activities to enhance the Board's oversight of the Company's operations.

b. Independent Member's Assessment of the Board's performance.

- In 2024, the Board of Directors of the Company adhered to the provisions of law, the Company's Charter, its Governance Regulations and the Board of Directors' Operating Regulations, fully and effectively implementing the Resolution of the 2024 Annual General Meeting of Shareholders.

- The Board of Directors has organized meetings as well as documents to collect Board opinions adhering to proper procedures and timelines.

- Resolutions and Decisions of the Board of Directors in 2024 were issued within itsauthority and swiftly guide the Company's activities as well as promptly address requests from the General Director and executives.

- The Board of Directors of the Company has closely directed and overseen the General Director and executives to ensure that the Company's activities are carried out in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders and in compliance with the provisions of law; reviewed and requested the Executive Board to fully implement the recommendations as outlined by the auditing unit and the Company's Internal Audit Reports.

- All members of the Board of Directors have a high sense of responsibility, are highly professional, clearly understood their assigned responsibilities in protecting the interests of the Company and are exercised caution in performing their duties.

4. Report on transactions between the Company, subsidiaries, companies in which VIPESCO controls more than 50% of the charter capital with members of the Board of Directors and related persons of that member; transactions between the company and a company in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the time of the transaction:

In 2024, the Company entered into transactions to buy and sell goods and raw materials for business and production activities with Viguato Microbiological Agricultural Chemicals Production Company Limited. The total transaction value during the year was: VND 12,516,964,230.

5. Remuneration of Members of the Board of Directors in 2024.

Implemented according to the remuneration level approved by the 2024 Annual General Meeting of Shareholders. Specifically:

Unit: Million VND

STT	Full name	Title	Remuneration
1.	Mr. Le Ngoc Quang	Chairman of the Board	68
2.	Mr. Nguyen Than	Member of the Board of Directors	56
3.	Mr. Nguyen Minh Viet Hung	Member of the Board of Directors	56
4.	Mr. Nguyen Duc Thuan	Member of the Board of Directors (*Until April 26, 2024*)	20
5.	Mr. Mai Thanh Binh	Member of the Board of Directors	56
6.	Mrs. Nguyen Thanh Thuy	Member of the Board of Directors (*From April 26, 2024*	36

IV. OPERATING PLAN IN 2025

1. Business and production plan for 2025

Based on the results of business and production in 2024, forecasts of weather, epidemics, consumer market and supply chains in 2025, the Company's Board of Directors submits to the Annual General Meeting of Shareholders for consideration and approval of the following business and production plan targets for 2025:

- Parent Company's revenue: VND 610,000 million. Total sales revenue: VND 643,902 million (including revenue from the Parent Company and its subsidiaries), an increase of 6% compared to revenue achieved in 2024.

- Pre-tax profit: VND 23,000 million, equivalent to the profit achieved in 2024.

- Dividends: At least 5% of charter capital.

The Board of Directors has approved the 2025 Construction Investment Plan, including: 01 new investment project with an investment value of VND 800 million and 06 investment preparation projects with a total investment preparation

cost of 1,000 million VND. The total value of the 2025 construction investment plan is: VND 1,800 million from the Company's own capital, to be reported at the 2025 Annual General Meeting of Shareholders.

2. Activities to be implemented in 2025.

- Fully and effectively organize the execution of the Resolution of the 2025 Annual General Meeting of Shareholders of the Company in accordance with the provisions of the Charter and the Company's internal governance regulations.

- Develop and issue the Five-year Plan for the period 2026-2030.

- Based on the 2025 business and production plan approved by the Annual General Meeting of Shareholders, the Board of Directors will assign the business and production plan to the General Director on a quarterly basis and direct and oversee the implementation results to take timely measures.

- Lead and organize the implementation of the issued Investment Plan and Major Repair Plan for 2025; decide on investment plans and investment projects within its prescribed authority.

- Take steps to implement the plan to relocate Binh Duong Agricultural Chemical Factory according to the roadmap required by the State regulatory agency and the development orientation of the Company. The relocation of the Factory in Binh Duong is an urgent and particularly important matter, playing a decisive role in the survival and growth of the entire Company, as well as the efficiency and expansion of its business and production in the coming years.

The Board of Directors identifies the key tasks to be the investment in relocating the Factory in Binh Duong, completing investment preparations, and reporting to the General Meeting of Shareholders for consideration of the investment policy and specific investment projects, for decision-making in accordance with the authority prescribed in the Company Charter.

- Implement the Company's internal audit activities in line with the approved 2025 Internal Audit Plan.

- Continue to work with the Company's Executive Board to propose solutions to resolve problems at Mosfly Vietnam Industries Co., Ltd. (MVI), protecting the legitimate rights and interests of VIPESCO.

- Supervise and closely oversee the Company's operations of the Executive Board and related groups and individuals. Monitor the business and production activities and performance of the subsidiary – Viguato.

- Continue to review the Company's internal management regulations to ensure that the Company's regulations and rules are consistent with current laws and the actual situation at the Company.

- Work closely with the Company's Board of Supervisors to ensure that the Company's operations comply with the legal regulations and the Company Charter, bringing benefits to the Company's shareholders.

The above is the Report of the Board of Directors of Vietnam Pesticides Joint Stock Company on the situation and results of the implementation of the business and production plan, the results of supervision of the Company's General Director in 2024 and the Operating Plan in 2025, submitted to the 2025 Annual General Meeting of Shareholders.

The Board of Directors would like to express its sincere gratitude to the shareholders for their trust and investment in the Company, to our valued customers and partners for their ongoing support and collaboration, and to all the managers and employees of the Company for their dedicated contributions to the Company’s development./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, , Ho Chi Minh City.
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

Ho Chi Minh City, April 25, 2025

REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS SUBMITTED TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Performing the functions and duties of the Board of Supervisors (BOS) in accordance with the Law on Enterprises, the Charter of Vietnam Pesticide Joint Stock Company, and the Operating Regulations of the Board of Supervisors The Company's Board of Supervisors would like to report to the 2025 Annual General Meeting of Shareholders on the operational results of 2024 as follows:

I. The Board of Supervisors' Activities in 2024

1. Human Recourse

The Board of Supervisors of Vietnam Pesticide Joint Stock Company consists of three members, ensuring the number of Supervisory Board members complies with the Company's Charter and the Operating Regulations of the Board of Supervisors. The list of the Company's Board of Supervisors members includes:

1. Mr. Nguyen Xuan Khanh, Head of the Board;

2. Ms. Dang Thi Ha, Controller;

3. Ms. Nguyen Thi Thanh Thao, Controller.

2. Activities of the Board of Supervisors

According to the inspection, supervision plan, and assigned tasks for 2024, the Board of Supervisors has carried out the following tasks:

- Supervised compliance with legal regulations and the Company's Charter in corporate governance, business operations management, and the implementation of the resolutions of the General Meeting of Shareholders.

- Provided opinions to the Board of Directors (BOD) on selecting an independent auditing firm to review and audit the annual financial statements, including the review of semi-annual financial statements and the audit of year-end financial statements.

- Supervised the implementation of internal audit programs and the company's risk management activities.

- Attended Board of Directors meetings, directly provided opinions and recommendations to the Board of Directors and company executives on matters related to business operations and shareholder interests.

- Conducted assessments of quarterly financial reports, semi-annual reports, year-end financial statements, and internal audit reports; supervised compliance with accounting regulations to evaluate the accuracy and reasonableness of financial data.

II. Results of supervision on operational activities, compliance with accounting regulations, financial reporting, and business performance of the Company in 2024.

Through the supervision of the company's business operations and the evaluation of quarterly, semi-annual financial reports, standalone financial statements, and consolidated financial statements for 2024, the Board of Supervisors has reached the following consensus:

1. Evaluation of Business Performance Results.

a. Difficulties, challenges

In 2024, the agricultural sector continued to face numerous challenges due to extreme weather conditions and market fluctuations. In the first half of the year, extreme heat, drought, and saltwater intrusion severely impacted production, while in the second half, La Niña brought heavy rains and flash floods in the North, along with storms affecting the Autumn-Winter rice crop. At the same time, increasingly stringent regulations on plant protection chemicals (PPC) led to the banning or restriction of many active ingredients, creating challenges for businesses.

Competition in the plant protection industry also intensified, primarily revolving around pricing. Geopolitical fluctuations, particularly the Russia-Ukraine conflict and tensions in the Middle East, drove up the prices of imported raw materials, increasing production costs. This forced farmers to cut production costs, impacting market demand. Saltwater intrusion continued to affect the sowing of the 2024–2025 Winter-Spring crop in coastal provinces, while extreme weather caused by La Niña disrupted farming seasons in the North and Central regions. These factors placed significant pressure on the agriculture and plant protection industries, requiring businesses to adapt flexibly to sustain operations.

b. Advantages:

- The rise in agricultural product prices provided strong momentum for industry, encouraging farmers to invest in fertilizers, plant protection chemicals, and expand production. Export growth led to improved domestic demand, contributing to price stability.

- The Board of Directors and the executive management-maintained unity in leadership, made timely decisions, and ensured efficient business operations. Additionally, the consensus among employees, especially the dedication of the sales team, played a crucial role in the company's success.

2 . Appraisal of the 2024 Financial Statements

Based on the 2024 financial statements audited by AASC Auditing Firm Co., Ltd., the Board of Supervisors has reviewed and unanimously reports to the General Meeting of Shareholders as follows:

- The financial statements accurately and fairly reflect the company's financial position as of December 31, 2024, as well as its business performance and cash flows for the fiscal year ending on the same date. These statements comply with accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations on financial reporting.

- The recording, documentation, bookkeeping, and financial reporting of the Company have been conducted accurately and truthfully, meeting the accounting and management principles in accordance with the provisions of the Accounting Law.

+ **Business performance in 2024**

Some basic indicators according to Financial Statement:

Indicator	Unit	Separate financial statements	Consolidated financial statements
1. Net revenue from sales and service provision	VND	536,812,246,985	572,795,476,755
2. Profit before tax	VND	23,821,894,849	32,646,078,738
3. Profit after Corporate income tax	VND	18,100,110,612	24,919,135,149
4. Return on Assets (ROA) – Net Profit After Tax / Total Assets	%	3.37	4.48
5. Return on Equity (ROE) – Net Profit After Tax / Shareholders' Equity	%	5.40	7.24
6. Operating Profit Margin – Operating Profit / Net Revenue	%	4.36	5.62
7. Capital preservation factor	Time		1.41
8. Earnings per share (EPS).	VND	740	979

3. Financial Management and Implementation of Accounting and Auditing Policies

The company applies to the Corporate Accounting Regime issued under Circular No. 200/2014/TT-BTC dated December 22, 2014, by the Ministry of Finance, Circular No. 53/2016/TT-BTC dated March 21, 2016, amending and supplementing certain provisions of Circular No. 200/2014/TT-BTC, and Circular No. 202/2014/TT-BTC guiding the method of preparing and presenting consolidated financial statements. Fully complies with Accounting Standards, Accounting Regime, and legal regulations in organizing and recording accounting transactions. The inspection of cash, goods, materials, finished products in stock, and fixed assets was carried out in accordance with regulations, ensuring accurate data for accounting. The financial statements were prepared fully and in a timely manner, accurately and transparently reflecting the company's business operations throughout the year.

The company has effectively controlled key financial indicators, including the debt ratio, liquidity ratio, and inventory turnover ratio, enabling an accurate assessment of its financial situation. In 2024, the Company also made financial provisions in accordance with regulations to ensure stable business operations. The preparation, circulation of accounting documents, and the use of accounting books were carried out fully and in compliance with regulations, ensuring legality, rationality, and validity.

The Company's financial statements were prepared and presented comprehensively and clearly, detailing all financial information and accounting transactions for the fiscal year, fully complying with accounting standards and relevant legal regulations.

III. Supervision of Governance and Management by the Board of Directors and Executives.

1. Activities of the Board of Directors

The Company's Board of Directors, consisting of 05 members, has fully performed its functions and duties as prescribed. of the law and the Company Charter. Based on the business strategy and specific actual conditions at each point in time, resolutions and executive directives have been issued in a timely manner, closely following the strategic direction and aligning with practical realities. This has contributed to improving governance efficiency, ensuring the company's stable and sustainable development goals, and bringing benefits to the company and its shareholders.

In 2024, the Board of Directors held six meetings and issued eight written consultations for the Board, resulting in 34 resolutions and decisions directing the company's management, organizational, and business operations.

The independent members of the Board of Directors fully attended all meetings convened by the Board and provided comprehensive feedback on all written consultations. In the role of Internal Audit Supervisor, the independent member of the Board of Directors proactively coordinated with the outsourced internal audit unit to implement the 2024 internal audit plan in accordance with the Board of Directors' approval. The audit activities were conducted objectively and accurately, thereby enhancing the effectiveness of supervision and improving the Board of Directors' management of the Company's operations.

2. General Director and other executives

The direction in implementing business and production plan targets.

To effectively implement the resolutions set forth by the Annual General Meeting of Shareholders. The General Director and other executives have given positive assessments of the implementation of the business production plan amid the challenges of 2024, focusing on leadership and seeking solutions to meet product demand for each crop season.

The executive management, led by the General Director, has proactively implemented the Resolutions of the Board of Directors to achieve the annual goals approved by the General Meeting of Shareholders. Assessing the advantages and challenges of the market, the executive management has demonstrated flexibility in operating business activities, implementing specific measures to control costs, managing operations, and enhancing customer care. Additionally, efforts have been made to expand the sales system and distribution channels while innovating product marketing strategies.

In addition to management measures and cost control, the General Director and other executives have introduced specific solutions to maintain market share, increase revenue, and boost profits compared to 2023. They have consistently analyzed market conditions, implemented flexible sales policies, and carried out appropriate promotional and after-sales programs. Research and development of new products, as well as collaboration with external partners for product development, have been actively promoted. The Executive Board has effectively reorganized production units towards rationalization, enhancing capacity to meet environmental requirements and market demands while ensuring stable employment and income for employees.

Results: The parent company achieved revenue of 570.43 billion VND (96.15%), with a pre-tax profit of 23.82 billion VND, exceeding the target approved by the 2024 Annual General Meeting of Shareholders by 8.26%.

In 2024, the Company's Executive Board also made significant efforts to implement various solutions to address the outstanding issues at Mosfly Vietnam Industries (MVI). However, up to now, due to related legal procedures, the problem at MVI Company has not been completely resolved...

IV. Supervision Results for the Board of Directors and Executives

Through the supervision of the Company's governance and business activities, as well as the review of quarterly financial statements, semi-annual financial statements, and annual financial statements. Within the scope of its authority and responsibilities, the Board of Supervisors provides the following assessment:

The Board of Supervisors did not detect any irregularities and acknowledge that all activities of the Board of Directors and the Executive Board throughout the year complied with the Law on Enterprises, the Law on Securities, the Company's Charter, and relevant regulations, as well as fully adhered to the resolutions of the General Meeting of Shareholders.

The meetings of the Board of Directors were conducted in accordance with regulations, and the resolutions were issued based on ensuring the maximum benefit for the Company and the rights of shareholders. The Company's information disclosure activities have also been confirmed by the Board of Supervisors to comply with the relevant regulations applicable to listed enterprises.

V. The coordination between the Board of Supervisors, the Board of Directors, and the executive management.

The Board of Directors and the Executive Management have facilitated the Board of Supervisors, in performing its functions and duties, enabling effective oversight. The members of the Board of Directors and the executive management have provided complete information and documents, as well as seriously discussed and considered the recommendations of the Board of Supervisors,

The Board of Supervisors has also maintained an effective communication channel with the independent auditing firm and internal audit unit to ensure audit quality while promptly updating audit results.

VI. Comments, Assessments

Based on the above contents, the Board of Supervisors agrees with the Report on the activities of the Board of Directors and the 2024 business performance report of the General Director of the Company as presented at the General Meeting of

Shareholders. The Board of Supervisors asseses that the Company's operations in 2024 complied with the law, protected shareholders' rights, and successfully achieved the 2024 plan.

VII. Operation of the Board of Supervisors in 2025;

Based on the functions and duties stipulated in the Law on Enterprises, the Company's Charter, and the Operating Regulations of the Board of Supervisors. To effectively carry out inspection and supervision, the Board of Supervisors has developed the 2025 plan as follows:

- Continue to strengthen and enhance the supervision of compliance with legal regulations, the Company's Charter, and the Resolutions of the General Meeting of Shareholders in corporate governance and management.

- Coordinate with the independent auditing firm in inspecting and supervising the financial situation, the implementation of the business production plan, and monitoring the deployment and execution of the Company's investment projects.

- Supervise the implementation of the 2025 internal audit topics to ensure compliance with the Company's Regulations and Policies.

- Review and appraise financial reports, promptly providing feedback to the Board of Directors and executives on governance matters. Enhance coordination between the Board of Directors, executives, and the Board of Supervisors to ensure effective corporate governance and oversight.

- Perform other functions and tasks of the Board of Supervisors as prescribed (if any).

This is the 2024 Activity Report and the 2025 Action Plan of the Supervisory Board of Vietnam Pesticide Joint Stock Company, respectfully submitted to the General Meeting of Shareholders.

Sincerely report./.

ON BEHALF OF THE BOARD OF SUPERVISORS
MANAGER

Nguyen Xuan Khanh

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

No: 01/TTr-DHDCD2025 *Ho Chi Minh City, April 25, 2025*

PROPOSAL

Regarding profit distribution and dividend payment for 2024

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

The Board of Directors of Vietnam Pesticide Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the plan for ***profit distribution and dividend payment for 2024***.

Unit . VND.

No	***Indicators***	***Amount***
1	Charter capital:	244,607,920,000
2	Profit after corporate income tax for 2024	18,100,110,612
3	Undistributed profit after tax carried forward from the previous year	7,224,478,774
4	Profit distribution in 2024	19,088,593,783
4.1	*Development investment fund*	*3,620,022,122*
4.2	*Bonus Fund, Welfare Fund*	*1,810,011,061*
4.3	*Company Management Bonus Fund*	*205,125,000*
4.4	*Cash dividend distribution to existing shareholders (5.5% of charter capital - 550 VND/share)*	*13,453,435,600*
5	Undistributed profit after tax for this year carried forward to next year	6,235,995,603

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
Tel: (028) 38 296 378 - 38 295 730; Fax: (028) 38 230 752.
www: vipesco.com.vn; Enterprise ID 0300408946

No: 02/TTr-DHDCD2025 *Ho Chi Minh City, April 25, 2025*

PROPOSAL

Revenue, Profit, and Dividend Distribution Plan for 2025

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

The Board of Directors of Vietnam Pesticide Joint Stock Company respectfully presents to the 2025 Annual General Meeting of Shareholders to approve ***the Revenue, Profit, and Dividend Distribution Plan for 2025***:

Unit . VND

NO	INDICATORS	AMOUNT
01	Charter capital	244,607,920,000
02	Parent Company Revenue	610,000,000,000
03	Total revenue (including revenue of Parent Company and Subsidiaries)	643,902,000,000
04	Total profit before tax	23,000,000,000

- It is expected that the dividend distribution will not be less than 5% of the charter capital, and the General Meeting of Shareholders authorizes the Board of Directors to adjust the business plan and dividend distribution for 2025 in accordance with actual conditions.
- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, , Ho Chi Minh City.
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No: 03/TTr-DHDCD2025 *Ho Chi Minh City, April 25, 2025*

PROPOSAL

Regarding the selection of the auditing firm for 2025.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

The Board of Supervisors of Vietnam Pesticide Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the selection of an auditing firm for the financial statements of the year, which has been approved by the Ministry of Finance and the State Securities Commission to audit public interest entities in the securities sector for 2025 as follows:

1. Approve the list of service providers for the Review and Audit of the Financial Statements for the fiscal year ending December 31, 2025, of the Company, which has been evaluated by the Board of Supervisors based on capability profiles and service quotations as follows:

- AASC Auditing Firm Company Limited;
- International Auditing And Valuation Company Limited;
- An Viet Auditing Company Limited.

Or other independent auditing firms that meet the auditing standards for listed companies, included in the list approved by the Ministry of Finance and the State Securities Commission in 2025.

2. Authorize the Board of Directors of the Company to select one of the auditing firms from the aforementioned list to review the financial statements for the first six months of 2025 and to audit the separate and consolidated financial statements for the fiscal year ending December 31, 2025, based on competency standards, audit quality, reasonable fees, and compliance with the legally prescribed timeline.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely.

ON BEHALF OF THE
BOARD OF SUPERVISORS
MANAGER

Nguyen Xuan Khanh

VIETNAM PESTICIDE JOINT STOCK COMPANY
102 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City
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No: 04/TTr-DHDCD2025 *Ho Chi Minh City, April 25, 2025*

PROPOSAL

Regarding the remuneration for the Board of Directors and the Board of Supervisors in 2025

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company;

Pursuant to Resolutions of the 2024 Annual General Meeting of Shareholders;

Based on the business performance results of 2024 and the business plan for 2025.

The Board of Directors of Vietnam Pesticide Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the "Report on the Implementation of Remuneration Payments for the Board of Directors and the Board of Supervisors in 2024 and the Remuneration Payment Plan for the Board of Directors and the Board of Supervisors in 2025" as follows:

1. Report on the Remuneration Payments for the Board of Directors and the Board of Supervisors in 2024

At the 2024 Annual General Meeting of Shareholders, the General Meeting approved the remuneration levels for the Board of Directors and the Board of Supervisors as follows:

- Chairman of the Board of Directors 5,500,000 VND/month
- Member of the Board of Directors: 4,500,000 VND/month
- The Board of Supervisors: 4,500,000 VND/month
- Member of the Board of Supervisors 3,500,000 VND/month;

In 2024, the Company paid remuneration to the Board of Directors and the Board of Supervisors at the levels approved by the 2024 Annual General Meeting of Shareholders.

2. It is proposed to approve the remuneration levels for the Board of Directors and the Board of Supervisors in 2025 as follows:

a. Basis for determining the remuneration levels for the Board of Directors and the Board of Supervisors:

- The number of members and the workload of the Board of Directors and the Board of Supervisors.

- The business performance results of 2024 and the operational orientation for 2025.

- Reference to the remuneration levels of similar-sized enterprises currently in the market.

b. The Board of Directors proposes the remuneration levels for the Board of Directors and the Board of Supervisors in 2025 as follows:

- Chairman of the Board of Directors 5,000,000 VND/month
- Member of the Board of Directors: 4,000,000 VND/month
- The Board of Supervisors: 4,000,000 VND/month
- Member of the Board of Supervisors: 3,500,000 VND/month;

The remuneration paid to members of the Board of Directors and Board of Supervisors is before tax. Members of the Board of Directors and the Board of Supervisors are responsible for declaring and paying personal income tax in accordance with the law.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Ngoc Quang

VIETNAM PESTICIDE JOINT STOCK COMPANY

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT

----- ☙ -----

Ho Chi Minh City, April 25, 2025

The shareholder/representative of the shareholder signing below (with Name and ID Number printed on the outside of this Voting Ballot) votes on the matters submitted for shareholder opinion at the 2025 Annual General Meeting of Shareholders, as follows:

NO	CONTENT	APPROVE	DISAPPROVE	NO OPINION
1	Approve the Report on Operations and Business Performance in 2024 of the Board of Directors and the General Director; and the Business Plan for 2025.	☐	☐	☐
2	Approval of the audited 2024 Financial Statements.	☐	☐	☐
3	Approval of the Report of the Company's Board of Supervisors.	☐	☐	☐
4	Approval of the Proposal 01/TTr-DHDCD2025 dated April 25, 2025, from the Board of Directors on the Profit Distribution Plan and Dividend Payment for 2024, with a dividend payout rate of 5.5% of charter capital (550 VND per share).	☐	☐	☐
5	Approval of the Proposal No. 02/TTr-DHDCD2025 dated April 25, 2025, from the Board of Directors on the Revenue, Profit, and Dividend Distribution Plan for 2025. In which: *- It is expected that the dividend distribution will not be less than 5% of the charter capital, and the General Meeting of Shareholders authorizes the Board of Directors to adjust the business plan and dividend distribution for 2025 in accordance with actual conditions.* *- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's business performance during the year.*	☐	☐	☐
6	Approval of the Proposal No. 03/TTr-DHDCD2025 dated April 25, 2025, from the Board of Supervisors on the selection of the auditing firm for 2025. Authorize the Board of Directors to select an independent auditing firm that meets the standards set by the Ministry of Finance and the State Securities Commission, from the list proposed by the Board of Supervisors, to review the financial statements for the first half of 2025 and audit the financial statements for the full year 2025 of the Company.	☐	☐	☐

NO	CONTENT	APPROVE	DISAPPROVE	NO OPINION
7	Approval of the Proposal No. 04/TTr-DHDCD2025 dated April 25, 2025 of the Board of Directors on remuneration for the Board of Directors and Board of Supervisors in 2025	☐	☐	☐

(Sign and specify full name)

Notes :
Please mark (X) or (√) in the appropriate box.

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www: vipesco.com.vn; Enterprise ID 0300408946

No: 01/NQ-DHDCD2025 *Ho Chi Minh City, April 25, 2025*

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM PESTICIDE JOINT STOCK COMPANY

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIETNAM PESTICIDE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Vietnam Pesticide Joint Stock Company.

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company on April 25, 2025.

HEREBY RESOLVED:

Article 1. Approval of the report of the General Director and the Board of Directors on the Business Performance in 2024 and Business Development Directions for 2025

Article 2. Approval of the audited 2025 Financial Statements.

Article 3. Approval of the Report of the Company's Board of Supervisors.

Article 4. Approval of the Submission No. 01/TTr-DHDCD2025 of the Board of Directors on Profit distribution and dividend plan for 2024 is as follows:

Unit . VND.

No	***Indicators***	***Amount***
1	Charter capital:	244,607,920,000
2	Profit after corporate income tax for 2024	18,100,110,612
3	Undistributed profit after tax carried forward from the previous year	7,224,478,774
4	Profit distribution in 2024	19,088,593,783
4.1	*Development investment fund*	*3,620,022,122*
4.2	*Bonus Fund, Welfare Fund*	*1,810,011,061*

No	*Indicators*	*Amount*
4.3	*Company Management Bonus Fund*	*205,125,000*
4.4	*Cash dividend distribution to existing shareholders (5.5% of charter capital - 550 VND/share)*	*13,453,435,600*
5	Undistributed profit after tax for this year carried forward to next year	6,235,995,603

Article 5. Approval of the Report No. 02/TTr-DHDCD2025 of the Board of Directors on the 2025 Revenue, Profit and Dividend Plan as follows:

Unit . VND

NO	INDICATORS	AMOUNT
01	Charter capital	244,607,920,000
02	Parent Company Revenue	610,000,000,000
03	Total revenue (including revenue of Parent Company and Subsidiaries)	643,902,000,000
04	Total profit before tax	23,000,000,000

- It is expected that the dividend distribution will not be less than 5% of the charter capital, and the General Meeting of Shareholders authorizes the Board of Directors to adjust the business plan and dividend distribution for 2025 in accordance with actual conditions.

- The General Meeting of Shareholders authorizes the Company's Board of Directors to determine the interim dividend payout for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

Article 6. Approval of the Proposal No. 03/TTr-DHDCD2025 of the Board of Supervisors, authorize the Board of Directors to select an independent audit firm that meets the standards prescribed by the Ministry of Finance and the State Securities Commission from the list proposed by the Board of Supervisors to review the semi-annual financial statements for the first half of 2025 and audit the financial statements for the year 2025 of the Company.

Article 7. Approval of the Proposal No. 04/TTr-DHDCD2025 of the Board of Directors regarding the remuneration levels for the Board of Directors and the Board of Supervisors in 2025 as follows:

- Chairman of the Board of Directors 5,000,000 VND/month

- Member of the Board of Directors: 4,000,000 VND/month
- The Board of Supervisors: 4,000,000 VND/month
- Member of Board of Supervisors 3,500,000 VND/month;

Article 8. Implementation provisions

The General Meeting of Shareholders assigns the Board of Directors to implement this Resolution based on the objectives, tasks, and plans approved by the General Meeting of Shareholders, in accordance with legal regulations and the Company's Charter.

The Resolution of the 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company shall take effect from April 25, 2025.

This Resolution was approved at the 2025 Annual General Meeting of Shareholders of Vietnam Pesticide Joint Stock Company, with an approval voting rate of ....% 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 Board of Directors, Board of Supervisors ;
- General Director of the Company;
- Subordinate units;
- Information disclosure;
- Save VT, BOD.

Le Ngoc Quang

DOCUMENTS FOR THE ANNUAL GENERAL MEETING (AGM) 2025

1. Notice of Meeting
2. Meeting Agenda
3. Working Regulations of the Annual General Meeting 2025
4. Voting and vote counting rules
5. Report from the CEO
6. Audited Financial Report for 2024
7. Report on the Activities of the Board of Directors
8. Report from the Supervisory Board
9. Proposal for Profit Distribution and Dividend Payment for 2024
10. Proposal for Revenue, Profit, and Dividend Distribution Plan for 2025
11. Proposal for Selecting the Auditor for 2025
12. Proposal for Remuneration for the Board of Directors and Supervisory Board for 2025
13. Voting ballot
14. Draft Resolution for the 2025 Annual General Meeting