

*(v/v Disclosure on request)*

*Ho Chi Minh City, April, day 16, 2025*

To - *Ho Chi Minh City Stock Exchange*  
- *State Securities Commission*  
- *Shareholders of Southern Seed Corporation*

**1. Organization name: Southern Seed Corporation**

Stock code: SSC

Address: 282 Le Van Sy, Ward 1, Tan Binh District, Ho Chi Minh City,

Telephone: 028.38442414 - Fax: 028.38442387

– Email: southernseed@ssc.com.vn

**2. Content of disclosure:**

*Southern Seed Corporation, (Stock code SSC) holds the 2025 Annual General Meeting of Shareholders on April 15, 2025.*

– *Southern Seed Corporation (SSC) announces the Minutes & Resolution of the 2025 Annual General Meeting of Shareholders to the Ho Chi Minh City Stock Exchange, the State Securities Commission, and Shareholders at the link: <http://www.ssc.com.vn>.*

– *This information is published on the Company's website <http://ssc.com.vn> on April 16, 2025.*

*We hereby certify that the information provided is true and correct, and we bear the full responsibility to the law.*

**Recipients**

- As above)
- PT CBTT (for information)
- (Save NSHC)

Legal representative  
GENERAL DIRECTOR



**Dang Van Vinh**

SOUTHERN SEED CORPORATION  
No: 01/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM  
INDEPENDENCE – FREEDOM – HAPPINESS  
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Ho Chi Minh City, April 15, 2025

## RESOLUTION ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Law on Enterprises 2020, effective from July 1, 2021;
  - Pursuant to Decision 213/QĐ-TTg dated March 25, 2002 of the Prime Minister on converting the State-owned enterprise Southern Seed Company into a joint stock company;
  - Pursuant to the Charter of Southern Seed Joint Stock Company (SSC);
  - Pursuant to the content of the Annual General Meeting of Shareholders - 2025 of Southern Seed Joint Stock Company, held on April 15, 2025, at the 5th Floor, Orchard Parkview Building, No. 130 -132 Hong Ha, Ward 9, Phu Nhuan District, Ho Chi Minh City
- Shareholders: A total of **23 shareholders**, of which 14 shareholders are present & 9 authorized shareholders, shares present 12,812,511 shares, accounting for 96.88% of the number of shares with voting rights 13,271,785 shares (excluding treasury shares).

### RESOLUTION

#### I/APPROVAL OF THE CONTENTS OF PRESENTATION AND REPORT AT THE CONGRESS:

**Article 1:** Approval of the report of the Board of Directors for the term 2020-2025 & goals for the term 2025-2030

##### a. Results of the implementation of the term 2020-2025

(Unit: billion VND)

Quota	2020	2021	2022	2023	2024
Net sales	450,5	310,4	300,2	301,9	388,1
Profit before tax	50,9	65,9	63,7	67,7	53,9
Profit after tax	40,0	54,4	50,6	54,7	42,5
Dividends	15%	30%	30%	30%	30%

##### b. Term goals 2025 -2030

- Term goals maintain a minimum growth rate of both scale and average profit for the entire term of 20% until 2030, SSC's scale doubles, equivalent to: Revenue: 900-1,000 billion VND, pre-tax profit from 140 - 170 billion VND

**Article 2:** Approving the summary report of the Board of Supervisors for the 2020-2025 term, the Company's 5-year targets are implemented according to the report of the Board of Directors for the 2020-2025 term.

(Unit: billion VND)

Quota	2020	2021	2022	2023	2024
Net sales	450,5	310,4	300,2	301,9	388,1
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Dividends	15%	30%	30%	30%	30%

### Article 3: Approval of the 2024 Executive Board Report

Quota	Unit	Plan 2024	Implementation in 2024	Implementation in 2023	Implementation/Plan	TH/CK
Turnover	Trđ	395.310	388.063	301.972	98,2%	128,5%
Profit before tax	Trđ	68.000	53.999	67.721	79,4%	79,7%
Profit after tax	Trđ	56.999	42.519	54.706	74,6%	77,7%

**Article 4:** Approval of the Company's 2024 Financial Statements audited by Deloitte Vietnam LLC, including some basic indicators as follows:

1	Total assets	526,6	Note
2	Net sales	388,0	
3	Profit before tax	53,8	
4	Profit after tax	42,5	

**Article 5:** Approval of profit distribution results and fund allocation, dividend payment for 2024.

(Unit: VND)

TT	Quota	Amount
1	Undistributed profit after tax accumulated to 2024 (before distribution)	202.609.358.177
a	Undistributed profit after tax in previous years	160.090.393.391
b	Profit after tax in 2024	42.518.964.786
2	Profit distribution in 2024	49.147.147.958
a	Setting up the fund	8.503.792.958
-	Development Investment Fund (10%* Profit after tax 2024)	4.251.896.479
-	Reward and welfare fund (8%* profit after tax 2024)	3.401.517.183
-	Social Responsibility Fund (2%* Profit after tax 2024)	850.379.296
b	Remuneration of the Board of Directors & Supervisory Board (non-part-time)	828.000.000
c	Cash dividend 30%/charter capital (Excluding treasury shares)	39.815.355.000



3	Undistributed profit of 2024	
4	Cumulative undistributed profit after tax until 2024 (after distribution)	-
		153.462.210.219

**Article 6** Approval of the final settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 & remuneration plan for the Board of Directors and Board of Supervisors in 2025

**a. Remuneration settlement table for the Board of Directors and Board of Supervisors in 2024**

(Unit: VND)				
TT	Quota	Units of Calculation	Pay	Notes
1	Remuneration of the Board of Directors and Supervisory Board according to the Resolution of the General Meeting of Shareholders	VND	1.272.000.000	
2	Remuneration proposed for settlement in 2024	VND	1.257.000.000	
	<i>In which, the remuneration of the Board of Directors is part-time</i>	VND	429.000.000	

**b. Remuneration payment plan for the Board of Directors and Supervisory Board in 2025**

Based on the production and business plan, revenue and profit after tax in 2025. Plan to pay remuneration to the Board of Directors, Supervisory Board, Company Secretary in charge of Corporate Governance,

- ✓ Approving the remuneration plan of the Board of Directors, the Supervisory Board, the Secretary in charge of Corporate Governance, specifically as follows
  - Member of the Board of Directors : 15,000,000 VND/person/month
  - Members of the Supervisory Board : 8,000,000 VND/person/month
  - In charge of administration and company secretary : 7,000,000 VND/month
  - Application time: From 01/2025

Members of the Board of Directors, members of the Supervisory Board, and the Director of Administration and the Company Secretary are subject to personal income tax in accordance with tax law. Based on the remuneration of the Board of Directors, the Supervisory Board, and the Director of Administration approved by the General Meeting of Shareholders, the Executive Board will make a maximum advance payment of 70% during the year. After the General Meeting of Shareholders approves, the remaining remuneration will be paid.

- The remuneration of members of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary will be included in business expenses. The remuneration of members of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary will be included in after-tax profits.

- The remuneration of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary is linked to business results and efficiency and must ensure that the after-tax profit plan approved by the General Meeting of Shareholders is achieved. If the profit plan is not achieved, the percentage achieved will be paid compared to the profit plan.
- ✓ **Bonus for completing and exceeding the profit after tax plan:**
- To ensure a unified bonus mechanism for the Board of Directors and the Executive Board to motivate members to strive to achieve the set plan goals. The Board of Directors approved and submitted to the 2025 Annual General Meeting of Shareholders the bonus mechanism for completing and exceeding the plan, specifically as follows:
- ✓ If the Company completes the annual profit plan, the Board of Directors and the Executive Board will be rewarded with 1.5% of the planned profit after tax,
- ✓ If the Company exceeds the plan, the Board of Directors and the Executive Board will be rewarded with an additional 20% of the profit after tax exceeding the plan.

**Article 7: Approval of the 2025 production and business plan:**

**1. Production and business plan for 2025:**

TT	Quota	Units of Calculation	Plan	Growth Rate
1	Output	Ton	17.182,0	102%
2	Net sales	Billion VND	427,2	110%
3	Spreads	Billion VND	143,4	129%
4	Profit before tax	Billion VND	70,9	132%
5	Profit after tax	Billion VND	56,7	134%

2.Dividend plan in 2025: The plan to pay cash dividends in 2025 is 30% of charter capital (*minus treasury shares*).

3. Plan to set up the Development Investment Fund in 2025: 15% of profit after tax.

4. Plan to deduct reward and welfare funds in 2025: 8% of profit after tax.

5.Plan to deduct from the Social Responsibility Fund: 2% of profit after tax.

✓ *Note: The plan for profit distribution, fund setting, and dividend payment in 2025 is the basis for the Company to deduct in advance the welfare fund and social responsibility fund (if any) to implement in 2025 and will be finalized after the 2026 Annual General Meeting of Shareholders approves.*

**Article 8:** Approval of authorization for the Board of Supervisors to propose the selection of one of the auditing companies on the list permitted by the State Securities Commission to audit listed companies, to audit the financial statements of SSC in 2025 as follows:

**1. DELOITTE VIETNAM CO., LTD**

- Address : 57-69F Dong Khoi, Ben Nghe Ward, District 1, Ho Chi Minh City

**2. ERNST & YOUNG VIETNAM CO., LTD**

- Address : 28<sup>th</sup> Floor, Bitexco Financial Tower 2 Hai Trieu, District 1, Ho Chi Minh City

**3. KPMG VIETNAM CO., LTD**



- Address: Ho Chi Minh City Office: 10th Floor, Sunwah Building, 115 Nguyen Hue Street, District 1, Ho Chi Minh City

**4. PRICEWATER HOUSECOOPERS VIETNAM CO., LTD (PWC)**

- Address: Ho Chi Minh City Office, 4th Floor – Saigon Tower, 29 Le Duan, District 1, Ho Chi Minh

**Article 9: Approval of the Personnel Proposal for the election of members of the Board of Directors and Supervisory Board for the 2025-2030 term**

**1. Candidates nominated for election to the Board of Directors for the 2025-2030 term:**

No.	Full name	Job title/place of work	Nominated/Recommended Facility
1	Mr. Le Quoc Phong	Chairman of the Board of Directors and General Director of Binh Dien II Fertilizer Production and Trading Joint Stock Company	Nominated by major shareholder Vinaseed
2	Mr. Hang Phi Quang	Vice Chairman of SSC Board of Directors, term 2020-2025,	Nominated by major shareholder Vinaseed
3	Mr. Nguyen Quang Truong	Member of Board of Directors and General Director of Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
4	Mr. Nguyen Anh Tuan	Chief Financial Officer of PAN Group, Head of Supervisory Board of Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
5	Mr Dang Van Vinh	Member of SSC Board of Directors, term 2020-2025 and General Director of SSC	Nominated by major shareholder Vinaseed

**2. Candidates nominated for election to the Board of Supervisors for the 2025-2030 term:**

No.	Full name	Job title/place of work	Nominated/Recommended Facility
1	Mr. Phan Vu Linh	Deputy Head of Finance and Accounting Department - Vietnam Rice Company Limited (Vinarice)	Nominated by major shareholder Vinaseed
2	Mrs. Mai Thao Nguyen	Chief Accountant of Tay Nguyen Branch - Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
3	Mr. Phan The Ty	Chief Accountant of Vinaseed Group - Head of Supervisory Board of Southern Seed Corporation (SSC) for the term 2020 -2025	Nominated by major shareholder Vinaseed

**Article 10: List of elected members of the Board of Directors (term 2025 -2030)**

1. Mr. Le Quoc Phong
2. Mr. Hang Phi Quang

3. Mr. Nguyen Quang Truong
4. Mr. Nguyen Anh Tuan
5. Mr. Dang Van Vinh

**Article 11: List of elected members of the Board of Supervisors (term 2025 -2030)**

1. Ms. Mai Thao Nguyen
2. Mr. Phan Vu Linh
3. Mr. Phan The Ty

**Article 12: Results of the election of the positions of Chairman, Vice Chairman of the Board of Directors, Head of the Board of Supervisors, (term 2025 -2030):**

1. Mr. Hang Phi Quang - Chairman of the Board of Directors
2. Mr. Nguyen Quang Truong - Vice Chairman of the Board of Directors
3. Mr. Phan The Ty - Head of the Board of Supervisors

**II/ORGANIZATION OF IMPLEMENTATION:**

The 2025 Annual General Meeting of Shareholders is assigned to The Board of Directors and the Executive Board are responsible for implementing and organizing the implementation of this Resolution to achieve the set goals. The Resolution takes effect from April 15, 2025. The Board of Directors, the Supervisory Board, the General Director, shareholders and relevant departments are responsible for implementing this Resolution.

On behalf of the Presidium  
VICE CHAIRMAN  
OF THE BOARD OF DIRECTORS



**\* Recipients:**

- State Securities Commission, HOSE
- Board of Directors, Supervisory Board
- Information disclosure to shareholders
- File NSHC/Board of Directors Secretary

**Hang Phi Quang**

SOUTHERN SEED COROPRATION  
No: 01/BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM  
INDEPENDENCE – FREEDOM – HAPPINESS  
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*Ho Chi Minh City, April 15, 2025*

**MINUTES  
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Company Name: SOUTHERN SEED COROPRATION
- Head office: 282 Le Van Sy, Ward 1, Tan Binh District, Ho Chi Minh City
- Business Registration Certificate No. 0302634683 issued by the Business Registration Office, Department of Planning and Investment, Ho Chi Minh City, on June 24, 2002, registered for the 12th change, on February 20, 2024.

**1. Meeting time:** 8:30 a.m., April 15, 2025

**2. Location:** 5th Floor, Orchard Parkview Building, No. 130-132 Hong Ha, Ward 9, Phu Nhuan District, Ho Chi Minh City

**3. Attendees:**

- ✓ Board of Directors, Supervisory Board, Board of Management:
- Mr. Hang Phi Quang, Vice Chairman of the Board of Directors
- Mr. Dang Van Vinh, Member of the Board of Directors and General Director
- Mr. Nguyen Quoc Phong, Member of the Board of Directors and Deputy General Director
- Mr. Phan The Ty, Head of the Supervisory Board
- Mr. Nguyen Dinh Nam, Deputy General Director
- Ms. Nguyen Thi Phong, Deputy General Director
- Shareholders: A total of 23 shareholders, of which 14 shareholders are present & 9 shareholders are authorized, with 12,812,511 shares present, accounting for 96.88% of the number of shares with voting rights 13,271,785 shares (excluding treasury shares).

**I/Main contents of the 2025 annual general meeting of shareholders**

- *Summary report of the Board of Directors for the 2020-2025 term and goals for the 2025-2030 term;*
- *Summary report of the Supervisory Board for the 2020-2025 term;*
- *Report of the Executive Board for 2024;*
- *Submission to approve the audited financial statements for 2024;*
- *Submission to approve the plan for profit distribution, fund allocation, dividend payment for 2024;*
- *Submission to report on remuneration payment for the Board of Directors and Supervisory Board for 2024 & remuneration payment plan for the Board of Directors and Supervisory Board for 2025;*



- *Submission to approve the business plan for 2025;*
- *Proposal for the General Meeting of Shareholders to authorize the selection of an independent Auditor in 2025;*
- *Proposal for the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term*
- *Regulations for the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term,*
- *Election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term*

## **II/ Confirmation of the proportion of shareholders attending (results at 8:50)**

- The meeting has confirmed the proportion and qualifications of shareholders attending: Shareholders: There are 23 shareholders in total, of which 14 shareholders are present & 9 shareholders are authorized, the shares present are 12,812,511 shares, accounting for 96.88% of the number of shares with voting rights of 13,271,785 shares (excluding treasury shares).

Pursuant to Articles 145, 146, 147, 148, 150 of the Enterprise Law 2020, effective from July 1, 2021; According to Article 19, Article 20, Article 21 of the Company Charter, the 2024 Annual General Meeting of Shareholders of Southern Seed Joint Stock Company has met all the conditions to proceed and the Resolution of the General Meeting has legal value to be implemented.

## **III/Introduction and approval of the list of Chairmen, Secretaries, and Ballot Counting Committee:**

The Congress unanimously nominated and approved the list of Chairmen, Secretaries, and Ballot Counting Committee:

### **✓ Chairman:**

1. Hang Phi Quang Vice Chairman of the Board of Directors – Chairman
2. Dang Van Vinh Member of the Board of Directors and General Director

### **✓ Secretary: Le Thai Binh Company Secretary**

### **✓ Ballotment Counting Committee:**

1. Ma Hoang Kim Trang      Head of the Committee
2. Tran Thi Nhat Trinh      Member
3. Le Thanh Nhan      Member

## **IV/ Reports presented at the Congress:**

1. Mr. Hang Phi Quang, Vice Chairman of the Board of Directors, on behalf of the Board of Directors, presented the summary report of the Board of Directors for the 2020-2025 term & business goals for 2025-2030
2. Mr. Phan The Ty, Head of the Supervisory Board, on behalf of the Supervisory Board, presented the summary report for the 5-year term (2020-2025);

3. Mr. Dang Van Vinh presented the report on the performance results of the Executive Board in 2024;

4. Mr. Le Thai Binh, Company Secretary authorized by the Board of Directors, presented:

- *Report on approval of the audited financial statements for 2024;*
- *Report on the plan for profit distribution, fund allocation and dividend payment in 2024*
- *Report on the results of remuneration payment for the Board of Directors and the Supervisory Board in 2024; Remuneration payment plan for 2025;*
- *Report on the 2025 business plan; profit distribution, fund allocation and dividend payment in 2025*
- *Report on authorizing the Board of Supervisors to propose the selection of an independent auditor in 2025;*
- *Report on personnel for the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term*

5. Ms. Ma Hoang Kim Trang presented

- Regulations on the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term guiding the election of members of the Board of Directors and Board of Supervisors.

#### **V/ CONTENTS DISCUSSED AND APPROVED AT THE MEETING:**

A/ REPORT ON THE SUMMARY REPORT OF THE BOARD OF DIRECTORS FOR THE TERM 2020 - 2025 & SUMMARY REPORT OF THE SUPERVISORY BOARD FOR THE TERM 2020 - 2025. REPORT OF THE EXECUTIVE BOARD ON BUSINESS RESULTS IN 2024 AND BUSINESS PLAN FOR 2025

Shareholders listened to the reports at the Meeting: Summary report of the Board of Directors for the term 2020 - 2025 and targets for 2025 - 2030; Summary Report of the Board of Supervisors for the 2020-2025 term, Report of the Executive Board on the results of production and business activities in 2024, the production and business plan in 2025 and related issues that shareholders are interested in.

At the 2025 Annual General Meeting of Shareholders, the shareholders agreed with the content of the report and the presentations at the General Meeting.

- ✓ Shareholders' opinions: Tai Viet Joint Stock Company: Shareholder code SSC0376, number of shares: 10 shares
- Will the US impose a 46% tax on Vietnam in 2025 affect the Company's operations?
- How does the Company plan to expand its market abroad?
- Are unusual weather changes a challenge for the Company? and the Company's solutions.

Mr. Nguyen Quoc Phong - Representative of the Executive Board replied: The US imposition of tariffs in 2025 on Vietnam may not directly affect but indirectly from other markets. However, even if fluctuations occur, the Company's impact will not be much.

- Regarding the plan to expand the market abroad: The Company has plans to expand both domestic and export markets: including: Laos, Cambodia and some African markets;



- Climate change risks are inevitable, but the Company must seize opportunities to exploit strengths for development. We need to recognize that we have to face climate change, there are risks, but this is also an opportunity. Vinaseed Group (SSC's parent company) has advantages in research, using climate change as a criterion for adaptation in sustainable development and has a rich research gene source to create new varieties.

The Chairman also requested that shareholders/investors who have not yet expressed their opinions at this Annual General Meeting of Shareholders, but in the Company's operations, if shareholders/investors have opinions, the Board of Directors will continue to respond/answer.

## **B/ CONTENTS OF THE GENERAL MEETING OF SHAREHOLDERS TO VOTE & APPROVED:**

The General Meeting of Shareholders also voted on the issues reported and submitted at the General Meeting

## **I/APPROVAL OF PRESENTATIONS AND REPORTS AT THE CONGRESS:**

### **Article 1: Approval of the report of the Board of Directors for the term 2020-2025 & goals for the term 2025-2030**

#### **a. Results of the implementation of the term 2020-2025**

*(Unit: billion VND)*

<b>Quota</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
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- Term goals maintain a minimum growth rate of both scale and average profit for the entire term of 20% until 2030, SSC's scale doubles, equivalent to: Revenue: 900-1,000 billion VND, pre-tax profit from 140 - 170 billion VND

- *Voting results: Agree: 100% of shares present*
- *Disagree: 0% of shares present*
- *No opinion: 0% of shares present*

**Article 2:** Approving the summary report of the Board of Supervisors for the 2020-2025 term, the Company's 5-year targets are implemented according to the report of the Board of Directors for the 2020-2025 term.

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<b>Quota</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
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-	Social Responsibility Fund (2%* Profit after tax 2024)	850.379.296
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c	Cash dividend 30%/charter capital (Excluding treasury shares)	39.815.355.000
3	Undistributed profit of 2024	-



4	<b>Cumulative undistributed profit after tax until 2024</b> (after distribution)	<b>153.462.210.219</b>
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**Article 6** Approval of the final settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 & remuneration plan for the Board of Directors and Board of Supervisors in 2025

**a. Remuneration settlement table for the Board of Directors and Board of Supervisors in 2024**

(Unit: VND)

TT	Quota	Units of Calculation	Pay	Notes
1	Remuneration of the Board of Directors and Supervisory Board according to the Resolution of the General Meeting of Shareholders	VND	1.272.000.000	
2	<b>Remuneration proposed for settlement in 2024</b>	<b>VND</b>	<b>1.257.000.000</b>	
	<i>In which, the remuneration of the Board of Directors is part-time</i>	<i>VND</i>	<i>429.000.000</i>	

**b. Remuneration payment plan for the Board of Directors and Supervisory Board in 2025**

Based on the production and business plan, revenue and profit after tax in 2025. Plan to pay remuneration to the Board of Directors, Supervisory Board, Company Secretary in charge of Corporate Governance,

- ✓ Approving the remuneration plan of the Board of Directors, the Supervisory Board, the Secretary in charge of Corporate Governance, specifically as follows
  - Member of the Board of Directors : 15,000,000 VND/person/month
  - Members of the Supervisory Board : 8,000,000 VND/person/month
  - In charge of administration and company secretary : 7,000,000 VND/month
  - Application time: From 01/2025

Members of the Board of Directors, members of the Supervisory Board, and the Director of Administration and the Company Secretary are subject to personal income tax in accordance with tax law. Based on the remuneration of the Board of Directors, the Supervisory Board, and the Director of Administration approved by the General Meeting of Shareholders, the Executive Board will make a maximum advance payment of 70% during the year. After the General Meeting of Shareholders approves, the remaining remuneration will be paid.

- The remuneration of members of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary will be included in business expenses.

The remuneration of members of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary will be included in after-tax profits.

- The remuneration of the Board of Directors, the Supervisory Board, and the Director of Administration and the Company Secretary is linked to business results and efficiency and must ensure that the after-tax profit plan approved by the General Meeting of Shareholders is achieved. If the profit plan is not achieved, the percentage achieved will be paid compared to the profit plan.
- ✓ **Bonus for completing and exceeding the profit after tax plan:**
  - To ensure a unified bonus mechanism for the Board of Directors and the Executive Board to motivate members to strive to achieve the set plan goals. The Board of Directors approved and submitted to the 2025 Annual General Meeting of Shareholders the bonus mechanism for completing and exceeding the plan, specifically as follows:
    - ✓ If the Company completes the annual profit plan, the Board of Directors and the Executive Board will be rewarded with 1.5% of the planned profit after tax,
    - ✓ If the Company exceeds the plan, the Board of Directors and the Executive Board will be rewarded with an additional 20% of the profit after tax exceeding the plan.
  - *Voting results: Agree: 100% of shares present*
  - *Disagree: 0% of shares present*
  - *No opinion: 0% of shares present*

## Article 7: Approval of the 2025 production and business plan:

### 1. Production and business plan for 2025:

TT	Quota	Units of Calculation	Plan	Growth Rate
1	Output	Ton	17.182,0	102%
2	Net sales	Billion VND	427,2	110%
3	Spreads	Billion VND	143,4	129%
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2.Dividend plan in 2025: The plan to pay cash dividends in 2025 is 30% of charter capital (*minus treasury shares*).

3. Plan to set up the Development Investment Fund in 2025: 15% of profit after tax.

4. Plan to deduct reward and welfare funds in 2025: 8% of profit after tax.

5.Plan to deduct from the Social Responsibility Fund: 2% of profit after tax.

- ✓ **Note:** *The plan for profit distribution, fund setting, and dividend payment in 2025 is the basis for the Company to deduct in advance the welfare fund and social responsibility fund (if any) to implement in 2025 and will be finalized after the 2026 Annual General Meeting of Shareholders approves.*

- *Voting results: Agree: 100% of shares present*
- *Disagree: 0% of shares present*
- *No opinion: 0% of shares present*



**Article 8:** Approval of authorization for the Board of Supervisors to propose the selection of one of the auditing companies on the list permitted by the State Securities Commission to audit listed companies, to audit the financial statements of SSC in 2025 as follows:

**1. DELOITTE VIETNAM CO., LTD**

- Address : 57-69F Đông Khoi, Ben Nghe Ward, District 1, Ho Chi Minh City

**2. ERNST & YOUNG VIETNAM CO., LTD**

- Address : 28<sup>th</sup> Floor, Bitexco Financial Tower 2 Hai Trieu, District 1, Ho Chi Minh City

**3. KPMG VIETNAM CO., LTD**

- Address: Ho Chi Minh City Office: 10th Floor, Sunwah Building, 115 Nguyen Hue Street, District 1, Ho Chi Minh City

**4. PRICEWATERHOUSECOOPERS VIETNAM CO., LTD (PWC)**

- Address: Ho Chi Minh City Office, 4th Floor – Saigon Tower, 29 Le Duan, District 1, Ho Chi Minh \

- *Voting results: Agree: 100% of shares present*
- *Disagree: 0% of shares present*
- *No opinion: 0% of shares present*

**Article 9: Approval of the Personnel Form for the election of members of the Board of Directors and Supervisory Board for the term 2025-2030**

**a. Members of the Board of Directors for the term 2020-2025 whose term has expired**

TT	Full name	Current position	Noted
1	Mrs. Tran Kim Lien	Chairman of the Board	
2	Mr. Hang Phi Quang	Vice Chairman of Board of Directors	
3	Mr. Duong Quang Sau	Member of Board of Directors	
4	Mr. Nguyen Quoc Phong	Member of Board of Directors	Elected on April 21, 2023
5	Mr. Dang Van Vinh	Member of Board of Directors	Elected on April 22, 2024

**b. Members of the Board of Supervisors for the 2020-2025 term have expired.**

TT	Full name	Current position	Noted
1	Mr. Phan The Ty	Head of Supervisory Board	
2	Mrs. Nguyen Thi Thanh Ha	Member Board of	

		Supervisors	
3	Mrs Van Thi Ngoc Anh	Member Board of Supervisors	Elected on April 23, 2021

c. Approval of the number of members of the Board of Directors (BOD) and the Board of Supervisors (BOS) for the 2025-2030 term according to Article 39 and Article 50 of the Company's Charter, specifically as follows:

- The number of members of the Board of Directors is 5 (five) people
- The number of members of the BOS is 3 (three) people
- Pursuant to the Regulations on the election of the Board of Directors and the BOS of Southern Seed Joint Stock Company for the 2025-2030 term, Based on the list of candidates for the Board of Directors and the BOS nominated by major shareholder Vinaseed, the Board of Directors will submit a list of candidates for election to the Board of Directors and the BOS of the Company for the 2025-2030 term, specifically as follows:

**1. Candidates nominated for election to the Board of Directors for the 2025–2030 term: (nominated by major shareholders, arranged in alphabetical order)**

No.	Full name	Job title/place of work	Nominated/Recommended Facility
1	Mr. Le Quoc Phong	Chairman of the Board of Directors and General Director of Binh Dien II Fertilizer Production and Trading Joint Stock Company	Nominated by major shareholder Vinaseed
2	Mr. Hang Phi Quang	Vice Chairman of SSC Board of Directors, term 2020-2025,	Nominated by major shareholder Vinaseed
3	Mr. Nguyen Quang Truong	Member of Board of Directors and General Director of Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
4	Mr. Nguyen Anh Tuan	Chief Financial Officer of PAN Group, Head of Supervisory Board of Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
5	Mr Dang Van Vinh	Member of SSC Board of Directors, term 2020-2025 and General Director of SSC	Nominated by major shareholder Vinaseed

**2. Candidates nominated for election to the Board of Supervisors for the 2025–2030 term: (nominated by major shareholders, arranged in alphabetical order)**

No.	Full name	Job title/place of work	Nominated/Recommended Facility
1	Mr. Phan Vu Linh	Deputy Head of Finance and Accounting Department - Vietnam Rice Company Limited (Vinarice)	Nominated by major shareholder Vinaseed



2	Mrs. Mai Thao Nguyen	Chief Accountant of Tay Nguyen Branch - Vietnam Seed Group (Vinaseed)	Nominated by major shareholder Vinaseed
3	Mr. Phan The Ty	Chief Accountant of Vinaseed Group - Head of Supervisory Board of Southern Seed Corporation (SSC) for the term 2020 -2025	Nominated by major shareholder Vinaseed

- *Voting results: Agree: 100% of shares present*
- *Disagree: 0% of shares present*
- *No opinion: 0% of shares present*

**Article 10: Results of the election of members of the Board of Directors and Supervisory Board for the term 2025-2030**

**1. Results of the election of the Board of Directors (term 2025-2030)**

- Mr. Le Quoc Phong, the number of shares elected is 12,812,510/12,812,511 shares  
*Achieving the ratio: 100% of the shares present*
- Mr. Hang Phi Quang, the number of shares elected is 12,812,510/12,812,511 shares  
*Achieving the ratio: 100% of the shares present*
- Mr. Nguyen Quang Truong, the number of shares elected is 13,011,227/12,812,511 shares  
*Achieving the ratio: 101.55% of the shares present*
- Mr. Nguyen Anh Tuan, the number of shares elected is 12,812,510/12,812,511 shares  
*Achieving the ratio: 100% of the shares present*
- Mr. Dang Van Vinh, the number of shares elected is 12,613,788/12,812,511 shares  
*Achieving the ratio: 98.45% of the shares present*

**2. Results of the election of the Supervisory Board (term 2020 -2025)**

- Mr. Phan Vu Linh, the number of shares elected is 12,812,510/12,812,511 shares  
*Achieving the ratio: 100% of the shares present*
- Ms. Mai Thao Nguyen, the number of shares elected is 12,812,510/12,812,511 shares  
*Achieving the ratio: 100% of the shares present*
- Mr. Phan The Ty, the number of Voted shares are 12,812,510/12,812,511 shares  
*Achieving ratio: 100% of the shares present*

**Article 11: List of elected members of the Board of Directors (term 2025 -2030)**

1. Mr. Le Quoc Phong
2. Mr. Hang Phi Quang
3. Mr. Nguyen Quang Truong
4. Mr. Nguyen Anh Tuan
5. Mr. Dang Van Vinh

**Article 12: List of elected members of the Board of Supervisors (term 2025 -2030)**

1. Ms. Mai Thao Nguyen
2. Mr. Phan Vu Linh

3. Mr. Phan The Ty

**Article 13: Results of the election of the positions of Chairman, Vice Chairman of the Board of Directors, Head of the Board of Supervisors, (term 2025 -2030):**

1. Mr. Hang Phi Quang - Chairman of the Board of Directors
2. Mr. Nguyen Quang Truong - Vice Chairman of the Board of Directors
3. Mr. Phan The Ty - Head of the Board of Supervisors

**II/ APPROVAL OF THE RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

The General Meeting has approved the full text of the resolution of the 2025 Annual General Meeting of Shareholders. The Company will disclose information to shareholders according to regulations.

- *Voting results: Agree: 100% of shares present*
- *Disagree: 0% of shares present*
- *No opinion: 0% of shares present*

**Secretary**



**Mr. Le Thai Binh**

**On behalf of the Presidium  
VICE CHAIRMAN  
OF THE BOARD OF DIRECTORS**



**Hang Phi Quang**