

No: 01/ĐHCĐ/NQ/25

RESOLUTION 2025 SHAREHOLDER MEETING OF VINH HOAN CORPORATION

- Based on the Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam during the 8th session on November 26, 2019;
- Based on the Charter on the organization and operation of Vinh Hoan Corporation, officially approved by the General Shareholders' Meeting on March 28, 2007, and amended for the 13th time on January 9, 2024;
- Based on the minutes of the 2025 Annual General Shareholders' Meeting and the voting results from the 2025 General Shareholders' Meeting of Vinh Hoan Corporation, held on April 24, 2025.

DECISION

Article 1: APPROVES THE REPORT OF THE MANAGEMENT BOARD ON THE BUSINESS PERFORMANCE RESULTS OF 2024

❖ Summary of the business performance results for 2024:

Target	Actual in 2024 (VND billion)	Plan for 2024 (VND billion)	Plan Completion Rate (%)
Consolidated Net Revenue	12,513	11,500	109%
Net Profit After Tax Attributable to the Shareholders of the Company	1,226	1,000	123%

Article 2: APPROVES THE REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE BUSINESS PLAN FOR 2025

❖ The plan for revenue and profit in 2025:

Target	Actual in 2024 (VND billion)	Plan for 2025 (VND billion)	
		Basic	Advanced
Consolidated Net Revenue	12,513	10,900	12,350
Net Profit After Tax Attributable to the Shareholders of the Company	1,226	1,000	1,300

❖ **Investment plan for 2025:**

Total: VND 830 billion:

- ✓ Investment in expanding and upgrading machinery and equipment for Collagen production and renovating the factory at Vinh Hoan Collagen Company;
- ✓ Investment in a farming project and additional machinery and equipment for Phase 1 of the Thành Ngọc fruit processing factory;
- ✓ Investment in a new warehouse for the Feedone aqua feed factory;
- ✓ Investment in expanding the warehouse and upgrading production capacity at the Sa Giang factory;
- ✓ Investments for expanding the farming areas;
- ✓ New investments and renovation of Vinh Phuoc, Thanh Binh, and Vinh Hoan factories.

Article 3: APPROVES THE CONSOLIDATED FINANCIAL REPORT FOR 2024 THAT HAS BEEN AUDITED

Approves the consolidated financial report for 2024 audited by PricewaterhouseCoopers Vietnam LLC

Article 4: APPROVES THE SUPERVISORY BOARD REPORT FOR 2024

Approves the report of the supervisory board for 2024.

Article 5: DISTRIBUTION OF PROFITS FOR THE 2024 FINANCIAL YEAR

Pay cash dividends (according to the proposal for the profit distribution plan for 2024) as follows:

Pay cash dividends at a rate of 20% of the par value, equivalent to 2,000 VND per share:

Total net profit after tax of the company's owners	1,226,204,938,195 VND
Dividend for the year 2024	A provisional cash dividend payment was made on December 18, 2024, at a rate of 20% of the par value, equivalent to 2,000 VND per share.

Allocate 20% of the profit exceeding the plan to the Management's Reward Fund, but not exceeding 30,000,000,000 VND

Article 6: APPROVES THE PROFIT DISTRIBUTION PLAN FOR THE 2025 FINANCIAL YEAR

Dividend for the year 2025:

- Cash dividend at a rate of 20% (2,000 VND per share), and
- Allocate 20% of the profit exceeding the plan to the Management's Reward Fund, but not exceeding 20 billion VND.

Authorize the Board of Directors to select the record date for shareholders and carry out the necessary procedures related to the dividend payment in accordance with the company's Charter and current laws

Article 7: APPROVES THE REMUNERATION FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD FOR 2025

Approves the remuneration for the Board of Directors and the Supervisory Board for 2025 as 6,500,000,000 VND (equivalent to 500,000,000 VND per month for 13 months).

Article 8: SELECTS AN INDEPENDENT AUDITING FIRM FOR THE 2025 FINANCIAL YEAR

The General Shareholders' Meeting authorizes the Board of Directors to decide on the selection of an independent auditing firm for the 2025 financial year from the list of auditing companies in the proposal.

Article 9: APPROVES THE AMENDMENTS AND SUPPLEMENTS TO THE CHARTER ON THE ORGANIZATION AND OPERATION OF VINH HOAN CORPORATION

Approves the amendments and supplements to the Charter on the Organization and Operation of Vinh Hoan Corporation:

- ✓ **Amendment and Supplement to Section 3, Article 2:** (due to the State's administrative boundary merger).
- According to the applicable regulation: "Address: National Road 30, Ward 11, Cao Lanh City, Dong Thap Province"
- Amended and supplemented to: "Address: National Road 30, My Ngai Ward, Cao Lanh City, Dong Thap Province"
- ✓ **Amendment and Supplement to Section 1, Article 3:** (updating the change of business activity codes from 7210 to 7211 and 7212).
- According to the applicable regulation:

Industry Name	Code
Research and experimental development in natural sciences and engineering	7210

- Amended and supplemented to:

Industry Name	Code
Scientific research and technological development in the field of natural sciences	7211
Scientific research and technological development in the field of engineering and technology	7212

(The remaining business lines in the Charter remain unchanged)

Article 10: ELECT ONE (01) ADDITIONAL MEMBER OF THE SUPERVISORY BOARD

The General Shareholders' Meeting has approved the dismissal and election of one additional member to the Supervisory Board of Vinh Hoan Corporation for the remaining term of the 2022-2026 tenure, with the results as follows:

List of Supervisory Board members to be dismissed.

No.	List of Supervisory Board Members	Position	Dismissed
1	Nguyen Thi Cam Van	Head of the Supervisory Board	From April 24, 2025

List of Supervisory Board Members Elected.

No.	List of Supervisory Board Members	Position
1	Pham Thanh Tung	Head of the Supervisory Board

Article 11: IMPLEMENTATION PROVISIONS

The General Shareholders' Meeting 2025 assigns the task to the Board of Directors to organize and lead Vinh Hoan Corporation in implementing the contents of this Resolution in accordance with the laws and the Company's Charter.

This Resolution was read at the 2025 Annual General Shareholders' Meeting of Vinh Hoan Corporation and was approved with a voting approval rate of 100%. The Resolution takes effect from April 24, 2025.

This Resolution will be published on the website of Vinh Hoan Corporation within 24 hours from the date the Resolution is approved, at the following link:
<http://www.vinhhoan.com/shareholders-meetings/>.

Recipients:

- SSC (State Securities Commission); HOSE (Ho Chi Minh Stock Exchange);
- Members of the Board of Directors, Supervisory Board, and Management Board;
- Company's Website;
- File Copy.

**ON BEHALF OF THE GENERAL
SHAREHOLDERS' MEETING 2025
CHAIRMAN OF THE MEETING**



TRUONG THI LE KHANH



Số: 01/ĐHCĐ/BB/25

MINUTES OF THE MEETING
2025 ANNUAL GENERAL SHAREHOLDER MEETING
VINH HOAN CORPORATION

Today, on April 24, 2025, at The Reverie Saigon Hotel - Times Square Building, 5th Floor, 22-36 Nguyen Hue and 57-69F Dong Khoi, Ben Nghe Ward, District 1, Ho Chi Minh City, the 2025 Annual General Shareholder Meeting (hereinafter referred to as the "Meeting") of Vinh Hoan Corporation was held.

I. ATTENDANCE**1. Shareholders, including:**

Shareholders and their validly authorized representatives (hereinafter referred to as "shareholders") according to the shareholder list of Vinh Hoan Corporation as of March 18, 2025.

2. The Board of Directors ("BOD") for the term 2022-2026, including:

- Mrs. Truong Thi Le Khanh – Chairwoman of the Board of Directors,
- Mrs. Nguyen Ngo Vi Tam – Board Member,
- Mrs. Truong Tuyet Hoa – Board Member,
- Mrs. Nguyen Thi Kim Dao – Board Member,
- Mr. Bui Ba Trung – Board Member.

3. The Supervisory Board ("SB") for the term 2022-2026, including:

- Mrs. Nguyen Thi Cam Van – Head of the Supervisory Board,
- Mr. Nguyen Quang Vinh – Supervisory Board Member,
- Mr. Mai Thanh Trong Nhan – Supervisory Board Member.

4. Guests from other agencies and organizations.**II. PROCEEDINGS OF THE MEETING****A. CEREMONY AND PROCEDURES FOR OPENING THE MEETING (9:00 – 9:30)****❖ Declaration of Purpose and Introduction of Attendees**

Mrs. Ho Thi Nhu Nguyet, on behalf of the Organizing Committee of the Meeting, declared the purpose of the meeting and introduced the attendees.

❖ Report on the Verification of Shareholder Eligibility to Attend the Meeting

Mr. Pham Thanh Tung, Head of the Shareholder Eligibility Verification Committee, reported the results of the verification of eligible shareholders as follows:

As of the shareholder list cutoff date, March 18, 2025, for attending the meeting:

- Total number of shares issued: 224,453,159 shares
- Number of treasury shares: 0 shares

- Number of shares with voting rights: 224,453,159 shares

By 9:20 AM on April 24, 2025, there were 125 shareholders and their authorized representatives; representing 168,589,210 shares, accounting for 75.1% of the total voting shares of the Company.

Thus, based on Clause 1, Article 145 of the Enterprise Law No. 59/2020/QH14 and Clause 1, Article 18 of the Charter on Organization and Operation of Vinh Hoan Corporation, the 2025 Annual General Shareholder Meeting of Vinh Hoan Corporation has met the conditions to proceed.

❖ **Approval of the Principles and Personnel to Conduct the Meeting**

- Mrs. Ho Thi Nhu Nguyet, on behalf of the Organizing Committee, requested the shareholders' approval through a vote on the following items:

❖ **The Agenda of the Meeting**

Voting results: 100% of the shareholders present voted in favor of the agenda of the meeting.

❖ **The Working Rules of the Meeting**

Voting results: 100% of the shareholders present voted in favor of the working rules of the meeting.

❖ **The Voting and Election Rules at the Meeting**

Voting results: 100% of the shareholders present voted in favor of the voting and election rules at the meeting.

- Mrs. Ho Thi Nhu Nguyet presented the list of the Presidium, the Secretariat, and the Vote Counting Committee, as introduced by the Board of Directors, and requested the shareholders' approval through a vote. The list includes the following members:

❖ **Presidium:**

- 1) Mrs. Truong Thi Le Khanh: Chairwoman of the Board of Directors – Chairperson
- 2) Mrs. Nguyen Ngo Vi Tam – Member
- 3) Mrs. Nguyen Thi Kim Dao – Member
- 4) Mrs. Truong Tuyet Hoa – Member

Voting results: 100% of the shareholders present voted in favor of the Presidium.

❖ **Secretariat:**

- 1) Mrs. Le Thi Niem: Secretary of the Board of Directors – Head of the Secretariat
- 2) Mrs. Luu Thi Tuyet Trinh: Head of the Human Resources Department, Vinh Hoan Corporation, HCM City – Member

Voting results: 100% of the shareholders present voted in favor of the Secretariat.

❖ **Vote Counting Committee:**

- 1) Mrs. Ho Thanh Hue – Head of the Committee
- 2) Mr. Mai Thanh Trong Nhan – Member
- 3) Mr. Nguyen Diep Anh Duy – Member
- 4) Mrs. Nguyen Ngoc Minh Tu – Member
- 5) Mrs. Tang Thi Mong Tien – Member

Voting results: 100% of the shareholders present voted in favor of the Vote Counting Committee.

Mrs. Truong Thi Le Khanh – Chairperson of the Presidium, delivered the opening speech for the General Meeting.

B. MAIN CONTENT OF THE MEETING

1. Presentation of Reports (9:35 – 10:00)

- Mrs. Truong Tuyet Hoa presented the Report of the Board of Directors on the business performance results for 2024 and the Report of the Board of Directors on the business performance results for 2024 and the business plan for 2025.

Summary of the business performance results for 2024:

Target	Actual in 2024 (VND billion)	Plan for 2024 (VND billion)	Plan Completion Rate (%)
Consolidated Net Revenue	12,513	11,500	109%
Net Profit After Tax Attributable to the Shareholders of the Company	1,226	1,000	123%

Summary of the business plan for 2025:

+ Revenue and Profit Plan for 2025:

Target	Actual in 2024 (VND billion)	Plan for 2025 (VND billion)	
		Basic	Advanced
Consolidated Net Revenue	12,513	10,900	12,350
Net Profit After Tax Attributable to the Shareholders of the Company	1,226	1,000	1,300

+ Investment Plan for 2025:

Total: VND 830 billion:

- ✓ Investment in expanding and upgrading machinery and equipment for Collagen production and renovating the factory at Vinh Hoan Collagen Company;
- ✓ Investment in a farming project and additional machinery and equipment for Phase 1 of the Thành Ngọc fruit processing factory;
- ✓ Investment in a new warehouse for the Feedone aqua feed factory;
- ✓ Investment in expanding the warehouse and upgrading production capacity at the Sa Giang factory;
- ✓ Investments for expanding the farming areas;
- ✓ New investments and renovation of Vinh Phuoc, Thanh Binh, and Vinh Hoan factories.

- Mrs. Ho Thi Nhu Nguyet presented the report from the Executive Board on the business performance results for 2024 for the shareholders to approve by marking their votes on the voting ballot.

The full content of the report has been printed in the 2024 Annual Report from page 28 to page 43 and is attached in the meeting's documentation.

- Mrs. Ho Thi Nhu Nguyet presented the report on the activities of the Board of Directors and the business plan for 2025 for the shareholders to approve by marking their votes on the voting ballot.

The full content of the report has been printed in the 2024 Annual Report from page 62 to page 65 and from page 44 to page 49 is attached in the meeting's documentation.

- Mrs. Ho Thi Nhu Nguyet presented the 2024 audited consolidated financial statements for the shareholders to approve by marking their votes on the voting ballot.

The full content of the 2024 audited consolidated financial statements has been printed in the 2024 Annual Report from page 120 to page 165 and is attached in the meeting's documentation.

- Mrs. Ho Thi Nhu Nguyet presented the 2024 Supervisory Board report for the shareholders to approve.

The full content of the report has been printed in the 2024 Annual Report from page 80 to page 81 and is attached in the meeting's documentation.

2. Approval of the Proposals for the 2025 General Shareholders' Meeting (10:00 – 10:30)

- Mrs. Ho Thi Nhu Nguyet presented to the Congress for approval the proposals by marking on the voting ballots, including the following proposals:

➤ Proposal for the distribution of profits for the 2024 fiscal year:

Cash dividend payment (according to the proposal for the profit distribution plan for 2024) as follows: A cash dividend of 20% of the par value, equivalent to 2,000 VND per share:

Total net profit after tax of the company's owners	1,226,204,938,195	VND
Dividend for the year 2024	A provisional cash dividend payment was made on December 18, 2024, at a rate of 20% of the par value, equivalent to 2,000 VND per share.	

Allocate 20% of the profit exceeding the plan to the Management Reward Fund, but not exceeding 30,000,000,000 VND.

➤ Proposal for the profit distribution plan for the 2025 fiscal year:

Dividend for the year 2025:

- Cash dividend at a rate of 20% (2,000 VND per share), and
- Allocate 20% of the profit exceeding the plan to the Management's Reward Fund, but not exceeding 20 billion VND.

Authorize the Board of Directors to select the record date for shareholders and carry out the necessary procedures related to the dividend payment in accordance with the company's Charter and current laws

➤ Proposal for the remuneration of the Board of Directors and the Supervisory Board:

- The Board of Directors (BOD) reports the remuneration for the BOD and the Supervisory Board (SB) for the 2024 fiscal year is 6,500,000,000 VND.

- The BOD respectfully submits to the General Assembly of Shareholders for approval the remuneration for the BOD and the SB for 2025 as follows: 500,000,000 VND per month for 13 months, totaling 6,500,000,000 VND.

➤ **Proposal to authorize the Board of Directors to select an independent auditing firm for the 2025 fiscal year:**

Presenting to the General Assembly for approval the authorization for the Board of Directors to decide on selecting one of the independent auditing firms for the 2025 fiscal year as follows:

Auditing Firm	Abbreviation	Contact Information
PricewaterhouseCoopers Vietnam LLC	PwC	Address: 8th Floor, Saigon Tower, 29 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City
Ernst & Young Vietnam LLC	E&Y	Address: 2 Hai Trieu Street, Ben Nghe Ward, District 1, Ho Chi Minh City
Deloitte Vietnam LLC	Deloitte	Address: 18th Floor, Times Square Building, 57-69F Dong Khoi Street, Ben Nghe Ward, District 1, HCMC
KPMG Vietnam LLC	KPMG	Address: 10th Floor, Sun Wah Building, 115 Nguyen Hue Street, Ben Nghe Ward, District 1, Ho Chi Minh City
A&C Auditing and Consulting LLC	A&C	Address: 2 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City

➤ **Proposal to amend and supplement the Charter of Organization and Operation of Vinh Hoan Corporation:**

The General Assembly of Shareholders approves the amendment and supplementation of the Charter of Organization and Operation of Vinh Hoan Corporation as follows:

- ✓ **Amendment and Supplement to Section 3, Article 2:** (due to the State's administrative boundary merger).
 - According to the applicable regulation: “Address: National Road 30, Ward 11, Cao Lanh City, Dong Thap Province”
 - Amended and supplemented to: “Address: National Road 30, My Ngai Ward, Cao Lanh City, Dong Thap Province”
- ✓ **Amendment and Supplement to Section 1, Article 3:** (updating the change of business activity codes from 7210 to 7211 and 7212).

- According to the applicable regulation:

Industry Name	Code
Research and experimental development in natural sciences and engineering	7210

- Amended and supplemented to:

Industry Name	Code
Research and experimental development in natural sciences and engineering	7211
Scientific research and technological development in the field of engineering and technology	7212

(The remaining business lines in the Charter remain unchanged)

➤ **Proposal for the dismissal and election of additional members to the Supervisory Board:**

- Approve the resignation request of Mrs. Nguyen Thi Cam Van – Head of the Supervisory Board for the term 2022-2026.
- Approve the number of positions to elect one additional member to the Supervisory Board of Vinh Hoan Corporation for the remaining period of the 2022-2026 term.

Voting result: 100% of the shareholders present have voted in favor.

➤ **Proposal for the list of candidates nominated/elected for the Supervisory Board membership:**

The General Assembly of Shareholders approves the list of candidates nominated/elected for the Supervisory Board membership as follows:

No	Full name of the candidate
1	Pham Thanh Tung

Voting result: 100% of the shareholders present have voted in favor

3. Voting, election, and break (10:30 – 11:00)

Shareholders proceed to vote on the content of the reports, proposals, cast their votes into the voting box, and proceed with the election of members of the Supervisory Board.

III. Q&A SECTION (11:00 – 11:20)

Shareholders proceed to ask questions through question forms sent to the Presidium.

A total of [number] questions were raised regarding the proposals and the company's business operations. These questions were fully answered by the Presidium.

Result: All shareholders were satisfied with the answers provided by the Presidium; no further comments were made.

IV. ANNOUNCEMENT OF VOTING RESULTS FOR RESOLUTIONS AND ELECTIONS (11:20 – 11:25)

Voting Results Announcement:

The Vote Counting Committee has supervised the voting process, collected the ballots, entered the data into the vote-counting software, and compiled the voting results. The detailed voting results are as follows:

- ✓ Total number of ballots issued: 160 ballots, representing 180,776,859 shares, equivalent to 80,54 % shares with voting rights participating in the General Assembly.
- ✓ Total number of ballots collected: 112 voting ballots. (counting the number of ballots in the ballot box)

Among them:

- + Valid ballots: 106 ballots, representing 178,772,070 shares, accounting for 98,89 % of the shares with voting rights participating in the General Assembly. (formally valid)
- + Invalid ballots: 06 ballots, representing 121,402 shares, accounting for 0,07 % of the shares with voting rights participating in the General Assembly. (formally invalid)
- ✓ Total number of blank ballots: 48 ballots.

The vote counting results for each voting item are as follows:

Item	Total number of shares with voting rights participating in the General Assembly: 180,776,859 shares					
	Agree	%	Disagree	%	No Opinion	%
1. Report of the Board of Directors on the business results of 2024	178,764,570	99%	-	0%	7,500	0%
2. Report of the Board of Directors for 2024 and the business plan for 2025	178,764,570	99%	-	0%	7,500	0%
3. Audited financial statements for 2024	178,764,570	99%	-	0%	8,000	0%
4. Report of the Supervisory Board for 2024	178,764,570	99%	-	0%	8,000	0%
5. Proposal for the distribution of profits for 2024	178,772,070	99%	-	0%	-	0%
6. Proposal for the profit distribution plan for 2025	178,771,970	99%	-	0%	100	0%
7. Proposal for the remuneration of the Board of Directors and Supervisory Board	178,763,970	99%	500	0%	7,600	0%
8. Proposal to authorize the Board of Directors to select an independent auditing firm for 2025	169,028,039	94%	-	0%	9,744,031	5%
9. Proposal to amend and supplement the Charter of Organization and Operation of Vinh Hoan Corporation	178,763,970	99%	-	0%	8,100	0%

Election Ballot Counting Results:

- ✓ Total number of ballots issued: 160 ballots, representing 180,776,859 shares, equivalent to 80,54% shares with voting rights participating in the General Assembly.
- ✓ Total number of ballots collected: 106 voting ballots. (counting the number of ballots in the ballot box)

Details:

- + Valid ballots: 86 ballots, representing 168,112,975 shares, accounting for 92,99 % of the shares with voting rights participating in the General Assembly. (formally valid)
- + Invalid ballots: 20 ballots, representing 10,412,137 shares, accounting for 5,76.% of the shares with voting rights participating in the General Assembly. (formally invalid)
- ✓ Total number of blank ballots: 54 ballots.

Based on the ballot counting results and the approved election regulations, the following candidate has been elected as an additional member of the Supervisory Board for the remaining term of 2022–2026, with the following vote count and corresponding percentage:

No.	Candidate	Number of Votes	Percentage (%)
1	Mr. Pham Thanh Tung	164,225,364	97,69%

The Supervisory Board convened an internal meeting shortly thereafter and reached a unanimous decision to appoint Mr. Phạm Thanh Tùng as the Head of the Supervisory Board for the remaining term of 2022–2026.

V. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL ASSEMBLY (11:25 – 11:40)

Mr Mai Thanh Trong Nhan – On behalf of the Secretariat, presents a summary of the minutes of the 2025 Annual General Shareholders' Meeting and requests the General Assembly to vote for approval.

Mr. Mai Thanh Trong Nhan – presents the Resolution of the 2025 Annual General Shareholders' Meeting and requests the General Assembly to vote for approval.

Voting result: 100% of the General Assembly voted in favor of approving the Minutes and Resolution..

VI. SUMMARY AND CLOSING OF THE GENERAL ASSEMBLY (11:40 – 11:50)

Mrs. Truong Thi Le Khanh, on behalf of the Presidium, announces the closing of the General Assembly. The 2025 Annual General Shareholders' Meeting of Vinh Hoan Corporation concluded at 11:50 AM on April 24, 2025.

**ON BEHALF OF THE SECRETARIAT
HEAD OF THE COMMITTEE**



LE THI NHIEM

**ON BEHALF OF THE PRESIDUM
CHAIRPERSON**



TRUONG THI LE KHANH

