

**CANTHO PESTICIDES
JOINT STOCK COMPANY**
No. 205/CBTT.CPC2025

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

*Re: Disclosure of Resolution
and Minutes of the Annual
General Meeting of
Shareholders*

Can Tho, April 24 2025

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Organization name: CAN THO PESTICIDES JOINT STOCK COMPANY
- Stock code: CPC
- Head office address: 51 Truong Van Dien, Phuoc Thoi Ward, O Mon District, Can Tho City
- Telephone: 02923 861770
- Fax: 02923 861798
- Information discloser: NGUYEN VAN TRUNG

2. Disclosed information:

On April 24, 2025, Can Tho Pesticides Joint Stock Company successfully held the 2025 Annual General Meeting of Shareholders. The documents include the AGM Resolution, Meeting Minutes, and attached proposals.

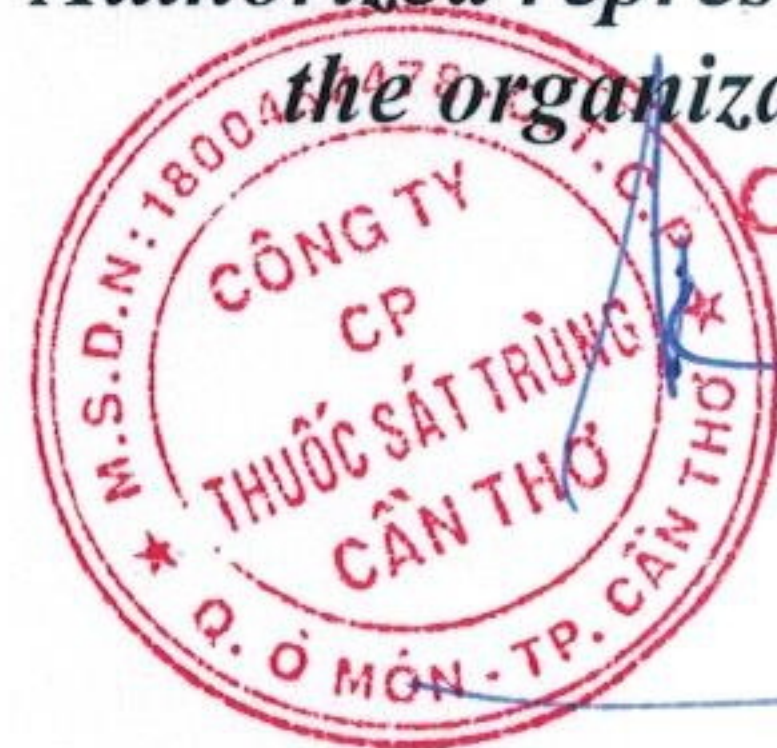
3. This information was disclosed on the company's website on April 24, 2025, at: <http://www.tstcantho.com.vn> .

We hereby commit that the disclosed information is true and we take full legal responsibility for the content of the disclosed information.

** Attached documents:*

- Resolution and Minutes of the Annual General Meeting of Shareholders

*Authorized representative of
the organization*



GENERAL DIRECTOR

Nguyễn Văn Trung

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
CAN THO PESTICIDES JOINT STOCK COMPANY

The 2025 Annual General Meeting of Shareholders of Can Tho Pesticides Joint Stock Company commenced at 9:00 a.m. on April 24, 2025, at the Conference Hall of Huong Giang Hotel, 51 Le Loi Street, Phu Hoi Ward, Thuan Hoa District, Hue City. Present were 24 shareholders, out of 412 shareholders and groups of authorized shareholder representatives, representing 3,288,867 shares out of a total of 4,081,450 voting shares, achieving 80.58%.

**RESOLUTION OF THE GENERAL MEETING OF
SHAREHOLDERS**

ARTICLE 1. Review and approve the summary report of production-business activities, revenue, and profit achieved in 2024 with the following contents:

1. Approve the Board of Directors' report on the 2024 business performance results as follows:

No.	TABLE OF CONTENTS	2024 PLAN	2024 RESULTS	Percentage (%)
I	Total Revenue	190,000,000,000	190,029,517,976	100.02
II	Profit before tax	11,000,000,000	14,977,680,374	136.16
III	Profit after tax	8,800,000,000	10,001,481,007	113.65
VI	Cash dividend Percentage	15-18%	7,346,610,000	18%

2. Review and approve the audited financial statements for 2024.

ARTICLE 2: Approve the profit distribution plan (as attached), the remuneration for the Board of Directors and Member of the Board of Supervisors is 200,029,000 VND, bonus allocation for the Board of Directors and Member of the Board of Supervisors is 360,118,000 VND, bonus allocation for the Board of Management and key personnel of the Company is 360,118,000 VND from the after-tax profit of 2024.

No.	Table of Contents	Amount (VND)
1	Profit before tax	14,977,680,374

2	Profit after tax	10,001,481,007
2.1	Bonus for the Board of Management and key personnel for exceeding the profit target plan for the year	360,118,000
2.2	Remuneration for the Board of Directors & Member of the Board of Supervisors	200,029,000
2.3	Bonus for the Board of Directors & Member of the Board of Supervisors	360,118,000
2.4	Appropriation for the investment and development fund	1,000,000,000
2.5	Appropriation for the reward and welfare fund	903,500,980
3	Dividend payment (18%)	7,346,610,000
3.1	Expected time of cash dividend payment	11/07/2025

ARTICLE 3. The General Meeting of Shareholders approves a cash dividend rate of 18% along with the expected dividend payment date of July 11, 2025.

ARTICLE 4: Approve the production-business plan and investment plan for 2025, with the following targets:

a. Main targets for revenue and profit plan in 2025

No.	INDEX	Unit	PLAN
1	Planned total revenue	Billion VND	190.00
2	Planned profit before tax	Billion VND	11.00
3	Planned profit after tax	Billion VND	8.80
8	Expected cash dividend Percentage	%	From 15% to 18%

b. Approve the planned investment target for purchasing equipment and machinery for production and processing in 2025: 3,310 billion VND.

ARTICLE 5. The General Meeting of Shareholders approves

- Remuneration for the Board of Directors & Member of the Board of Supervisors in 2025 is 2% of profit after tax.
- Bonus for the Board of Directors & Member of the Board of Supervisors in 2025 is 3% of profit after tax if the profit target is achieved and an additional 5% of the excess profit exceeding the plan.

ARTICLE 6. Approve the list of auditing companies submitted to the Board of Directors for selection to audit the Company in 2025, including:

- A&C Auditing and Consulting Company Limited
- AFC Vietnam Auditing Company Limited.
- Sao Viet Auditing Company Limited, Can Tho Branch

ARTICLE 7. The General Meeting of Shareholders approves the policy of setting up a reward fund for the Board of General Directors and key personnel in 2025 according to two levels:

- Allocate 5% of profit after tax if the profit plan is fulfilled.
- Allocate an additional 5% of the excess profit exceeding the plan for profit after tax.

ARTICLE 8. The 2025 General Meeting of Shareholders is requested to approve the following plan: From the 7,520,376,464 VND of accumulated after-tax profit, 3,684,413,462 VND will be allocated to buy back 204,072 treasury shares to reward the Board of Directors, Member of the Board of Supervisors, key personnel, and employees who have made contributions to the company. The remaining amount of 3,835,963,002 VND will be awarded to the Board of Directors, Member of the Board of Supervisors, and employees.

ARTICLE 9. The General Meeting of Shareholders approves the plan to use treasury shares to reward the Board of Directors, Member of the Board of Supervisors, key personnel, and employees who have made contributions to the company .

ARTICLE 10. The General Meeting of Shareholders approves the authorization of the Board of Directors to decide on all related matters in the implementation of the 2025 plan as well as expanding the scale and business fields according to the company's development strategy. The General Meeting of Shareholders assigns the Board of Directors to use the investment and development fund to expand the scale of production and business and capital sources from retained earnings for the purpose of serving CPC.

ARTICLE 11. The General Meeting of Shareholders of Can Tho Pesticides Joint Stock Company has approved the amended company charter, the company's internal management regulations, the Board of Directors' operating regulations, and the Member of the Board of Supervisors' operating regulations in accordance with current regulations.

ARTICLE 12. The General Meeting of Shareholders of Can Tho Pesticides Joint Stock Company assigns the Board of Directors to direct and organize the implementation of the contents agreed upon by the shareholders at this General Meeting in accordance with the law and the company's charter.

This Resolution was passed by the 2025 Annual General Meeting of Shareholders and is effective from 24/04/2025

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



Võ Việt Thành



MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
CAN THO PESTICIDE JOINT STOCK COMPANY

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Today, on April 24th, 2025, at 9:00 AM, at the Conference Hall of Huong Giang Hotel, No. 51 Le Loi Street, Phu Hoi Ward, Thuan Hoa District, Hue City, we, the shareholders of **CAN THO PESTICIDE JOINT STOCK COMPANY**, gathered to hold the 2025 Annual General Meeting of Shareholders of Can Tho Pesticide Joint Stock Company.

I. ATTENDEES: (See attached list)

II. MAIN CONTENTS:

1. Statement of reasons and introduction of delegates.

2. Mr. Nguyen Van Thai – Head of Supervisory Board presented the shareholder structure, the number of attending shareholders, and verified shareholder eligibility

- Total number of CPC shareholders: 412 shareholders, representing 4,081,450 voting shares
- Total number of attending delegates: 24 persons
- Total number of shares represented by proxy or in attendance: 3,288,867 shares, accounting for: 80.58 %

Conclusion: Sufficient conditions were met to proceed with the 2025 Annual General Meeting of Shareholders.

Mr. Nguyen Van Thai presented the working regulations and the agenda of the General Meeting.

3. Nomination of the Presidium and the Secretariat cum Vote Counting Committee:

a. Proposed Presidium includes.

1. Mr. Vo Viet Thanh – Chairman of the Board of Directors
2. Mr. Nguyen Van Trung – Board Member – General Director
3. Mr. Nguyen Ngoc Minh – Board Member – Deputy General Director
4. Mr. Pham The Hung – Board Member – Business Director
5. Mr. Ho Quang Thai – Board Member
6. Mr. Nguyen Van Thai – Head of Supervisory Board

b. Proposed Secretariat cum Vote Counting Committee includes:

1. Mr. Nguyen Bao Tri
2. Ms. Tran Thi Cam Tu
3. Mr. Nguyen Van Long

Voting Results:

- + Agree with the proposed list: 100% of attending shareholders
- + Disagree: 0%
- + No opinion: 0%

4. Mr. Nguyen Van Trung – General Director presented the report on the activities of the Board of Directors and the 2024 financial settlement. He proposed the profit distribution and usage plan of CPC, as well as the business direction and plan for 2025. (See detailed report attached).

5. Mr. Nguyen Van Thai – Head of Supervisory Board presented the audit results of the 2024 financial statements and the Supervisory Board's activities in the past year. (See detailed report attached)

6. Mr. Nguyen Van Thai – Head of Supervisory Board read the proposals regarding the selection of an independent audit firm for 2025, amendments to certain provisions of the Charter, internal governance regulations, the operational regulations of the Board of Directors, Supervisory Board, and the proposal for treasury stock handling. (See detailed proposals attached)

7. Discussion

- Mr. Ong Kian Soon (Shareholder): Can you provide information on the company's position in the market? Who are CPC's main customers? What are the company's competitive advantages? Regarding the treasury shares, if they are distributed to key personnel, the amount seems high compared to the company's dividend (3.6 billion VND out of 8.8 billion VND).

- Mr. Minh (Board Member): CPC's main customers are level 1 and level 2 agents, and we do not engage in retail distribution. These agents stretch across central Vietnam, the Central Highlands, and the Mekong Delta, with some products reaching the northern region. For many years, CPC's product range has earned the trust of consumers. The market consists of many large companies, especially foreign ones, and CPC is a small company with a charter capital of 43 billion VND.

- Mr. Thai (Head of the Board of Supervisors): The treasury shares were purchased previously with surplus funds to improve the liquidity of CPC's shares on the market. The capital used comes from surplus funds. Now, the State Securities Commission requires us to address them, so we seek the General Meeting's opinion on distributing them to employees and those who have contributed from 2002 to 2024. However, if the General Meeting disagrees, CPC will be required to reduce its charter capital.

- Mr. Thanh (Shareholder): Under the new regulations, the treasury shares must be dealt with, either by selling them on the exchange or distributing them to the Board of Directors, the Board of Supervisors, and employees. I think selling the treasury shares to raise funds for CPC's development would be a better option, but this decision depends on the General Meeting's vote. The business plan for 2025 seems similar to 2024. Given the current domestic and international market conditions, if the U.S. imposes a 46% tariff on Vietnam's agricultural products, how will CPC respond in its 2025 business plan?

- Mr. Thái (Head of the Board of Supervisors): Pesticides are a major input for the agricultural industry. If the U.S. imposes a 46% tariff on Vietnam's agricultural products, the pesticide industry will surely be affected. However, CPC has not yet studied the specific impact. But we know that since 2002, CPC has never failed to meet its business plan or dividend commitments, so we assure shareholders that the company will continue to perform well.

- Mrs. Len (Shareholder): This year, we have higher profits compared to last year, but the dividend remains the same as before, which is disappointing. Regarding the treasury shares, I feel it is unfair for the Board of Directors, Board of Supervisors, and key staff to receive such a large portion of the treasury shares, leaving the shareholders at a disadvantage. I suggest the company propose a more reasonable solution.

- Mr. Thai (Head of the Board of Supervisors): The management and Board of Directors have proposed a dividend plan of 15-18%, and this year we have distributed the highest rate of 18%. If you would like to suggest a higher dividend rate, say 18-20%, you can bring it up for the General Meeting to vote on. Regarding the treasury shares, the State Securities Commission mandates that they be dealt with, either by reducing the charter capital or buying them back to distribute to employees who have contributed to the company. Distributing them equally to shareholders wouldn't result in a significant amount per shareholder.

8. Voting on the issues reflected in the **2025 AGM Resolution** (based on voting ballots)

10. Mr. Nguyen Bao Tri announced the voting regulations and proceeded with the voting

11. The Vote Counting Committee presented the voting results at the Meeting:

ARTICLE 1. Consideration and approval of the report on production and business results, revenue, and profit for 2024, including the following contents (see attached document)

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 2: Approval of the profit distribution plan (as per the attached table), the remuneration for the Board of Directors and the Supervisory Board is VND 200,029,000, bonus for the Board of Directors and the Supervisory Board is VND 360,118,000, and bonus for the Company's Management and Key Personnel is VND 360,118,000, all from the after-tax profit of 2024. (as per the attached table).

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 3. The General Meeting of Shareholders approves the cash dividend distribution rate of 18%, with the expected payment date on July 11, 2025.

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 4. Approval of the 2025 business and investment plan with the following targets:
a. Main targets for revenue and profit in 2025 (as per attached table)
b. Approval of the investment plan for purchasing equipment and machinery for production and processing in 2025: VND 3,310 billion.

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 5. The General Meeting of Shareholders approves:

- Remuneration for the Board of Directors and Supervisory Board in 2025: 2% of after-tax profit.
- Bonus for the Board of Directors and Supervisory Board in 2025: 3% of after-tax profit if profit targets are met, and an additional 5% of the profit exceeding the planned target.
 - Agree: 99.33%
 - Disagree: 0.67%
 - No opinion: 0%

ARTICLE 6. Approval of the list of audit firms authorized for selection by the Board of Directors to audit CPC in 2025:

- A&C Auditing and Consulting Co., Ltd.
- AFC Vietnam Auditing Co., Ltd.
- Sao Viet Auditing Co., Ltd. – Can Tho Branch
 - Agree: 100%
 - Disagree: 0%
 - No opinion: 0%

ARTICLE 7. Approval by the General Meeting of Shareholders of the bonus fund plan for the General Director and key personnel in 2025 with two levels:

- 5% of after-tax profit if profit target is met.
- An additional 5% of the profit exceeding the planned after-tax profit target.

- Agree: 99.33%
- Disagree: 0.67%
- No opinion: 0%

ARTICLE 8. The 2025 General Meeting of Shareholders approves the proposal: from the accumulated after-tax profit of VND 7,520,376,464, an amount of VND 3,684,413,462 will be used to repurchase 204,072 treasury shares to reward the BOD, SB, key personnel, and contributing employees. The remaining amount of VND 3,835,963,002 will be used to reward the BOD, SB, and employees.

- Agree: 92.08%
- Disagree: 7.92%
- No opinion: 0%

ARTICLE 9. The General Meeting of Shareholders approves the plan to distribute treasury shares of CPC to the Board of Directors, Supervisory Board, General Director, key personnel, and employees with contributions to the company.

- Agree: 92.08%
- Disagree: 7.92%
- No opinion: 0%

ARTICLE 10. The General Meeting of Shareholders approves authorizing the Board of Directors to decide on all related matters in implementing the 2025 plan and expanding business scale and areas according to the company's development strategy. The General Meeting of Shareholders assigns the Board of Directors to use the investment and development fund to expand the scale of business and production, and use retained earnings for the purposes of CPC.

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 11. The General Meeting of Shareholders of Can Tho Pesticide Joint Stock Company approves the amended Company Charter, internal corporate governance regulations, operating regulations of the Board of Directors and Supervisory Board in accordance with the current regulations of the State Securities Commission.

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

ARTICLE 12. The General Meeting of Shareholders of Can Tho Pesticide Joint Stock Company assigns the Board of Directors to direct and organize the implementation of all contents approved by the shareholders at this meeting in accordance with the law and the Company's Charter.

- Agree: 100%
- Disagree: 0%
- No opinion: 0%

11. Mr. Nguyen Van Trung delivered the closing speech and officially closed the General Meeting.

The 2025 Annual General Meeting of Shareholders ended at 11:00 AM on the same day. The minutes were read aloud to all participants and unanimously approved by all attending shareholders.

Hue, April 24, 2025
**THE ANNUAL GENERAL
MEETING OF THE COMPANY
PRESIDIUM**

VOTING AND SECRETARIAT COMMITTEE

(Signed)

(Signed)

(Signed)

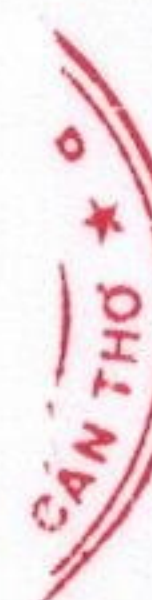
VO VIET THANH

TRAN THI CAM TU

NGUYEN BAO TRI

(Signed)

NGUYEN VAN LONG



PROPOSAL

To:

GENERAL MEETING OF SHAREHOLDERS
OF CAN THO PESTICIDES JOINT STOCK COMPANY

- Pursuant to the Charter of Can Tho Pesticides Joint Stock Company.
- Pursuant to the 2024 business performance audited by A&C Auditing and Consulting Co., Ltd. – Can Tho Branch.
- Pursuant to the business plan for 2025.

The Board of Directors of Can Tho Pesticides Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

ARTICLE 1. Review and approve the summary report on production-business activities, revenue, and profit achieved in 2024 with the following contents:

1. Approve the report of the Board of Directors on the business performance results of 2024 as follows:

TT	TABLE OF CONTENTS	PLAN 2024	RESULTS 2024	Percentage (%)
I	Total Revenue	190,000,000,000	190,029,517,976	100.02
II	Profit before tax:	11,000,000,000	14,977,680,374	136.16
III	Profit after tax	8,800,000,000	10,001,481,007	113.65
VI	Cash dividend Percentage	15-18%	7,346,610,000	18%

2. Review and approve the audited financial statements of 2024.

ARTICLE 2: Approve the profit distribution plan (as attached), the remuneration for the Board of Directors and Member of the Board of Supervisors is 200,029,000 VND, bonus for the Board of Directors and Member of the Board of Supervisors is 360,118,000 VND, bonus for the Board of Management and key personnel of the Company is 360,118,000 VND from the after-tax profit of 2024.

TT	Table of Contents	Amount (VND)
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1	Profit before tax	14,977,680,374
2	Profit after tax	10,001,481,007
2.1	Bonus for the Board of General Directors and key personnel for exceeding the profit target plan for the year	360,118,000
2.2	Remuneration for the Board of Directors & Member of the Board of Supervisors	200,029,000
2.3	Bonus for the Board of Directors & Member of the Board of Supervisors	360,118,000
2.4	Allocation to the development investment fund	1,000,000,000
2.5	Allocation to the reward and welfare fund	903,500,980
3	Dividend payment portion (18%)	7,346,610,000
3.1	Expected time for cash dividend payment	11/07/2025

ARTICLE 3. The General Meeting of Shareholders approves the cash dividend rate of 18% along with the expected dividend payment date of July 11, 2025.

ARTICLE 4: Approve the 2025 production-business plan and investment plan, with the following targets:

a. Main targets for revenue and profit plan in 2025

TT	INDICATOR	UNIT	PLAN
1	Planned total revenue	Billion Dong	190.00
2	Planned profit before tax	Billion Dong	11.00
3	Planned profit after tax	Billion Dong	8.80
8	Expected cash dividend Percentage	%	From 15% to 18%

b. Approve the planned investment target for purchasing equipment and machinery for production and processing in 2025: billion VND.

ARTICLE 5: The General Meeting of Shareholders approves

- Remuneration for the Board of Directors and Member of the Board of Supervisors in 2025 is 2% of profit after tax.
- Bonus for the Board of Directors and Member of the Board of Supervisors in 2025 is 3% of profit after tax if the profit target is achieved and an additional 5% of the excess profit compared to the plan.

ARTICLE 6. Approve the list of audit companies assigned to the Board of Directors to select for auditing CPC in 2025, including:

- A&C A&C Auditing and Consulting Company Limited
- AFC AFC Vietnam Auditing Company Limited.
- Sao Viet Sao Viet Auditing Company Limited, Can Tho Branch

ARTICLE 7. The General Meeting of Shareholders approves the policy of setting up a reward fund for the Board of General Directors and key personnel in 2025 according to 2 levels:

- Deduct 5% of profit after tax if the profit plan is completed.
- Deduct an additional 5% of the excess profit compared to the after-tax profit plan.

ARTICLE 8. Request the 2025 General Meeting of Shareholders to approve the plan: Out of 7,520,376,464 VND of accumulated after-tax profit, 3,684,413,462 VND will be allocated to buy back 204,072 treasury shares to reward the Board of Directors, Member of the Board of Supervisors, key personnel, and employees who have contributed to the company. The remaining 3,835,963,002 VND will be awarded to the Board of Directors, Member of the Board of Supervisors, and employees.

ARTICLE 9. The General Meeting of Shareholders approves the plan to use treasury shares to reward the Board of Directors, Member of the Board of Supervisors, key personnel, and employees who have made contributions to the company .

ARTICLE 10. The General Meeting of Shareholders votes to approve the authorization of the Board of Directors to decide on all matters related to the implementation of the 2025 plan as well as expanding the scale and business fields according to the company's development strategy. The General Meeting of Shareholders assigns the Board of Directors to use the investment and development fund to expand the scale of production-business and retained earnings for the purpose of serving CPC.

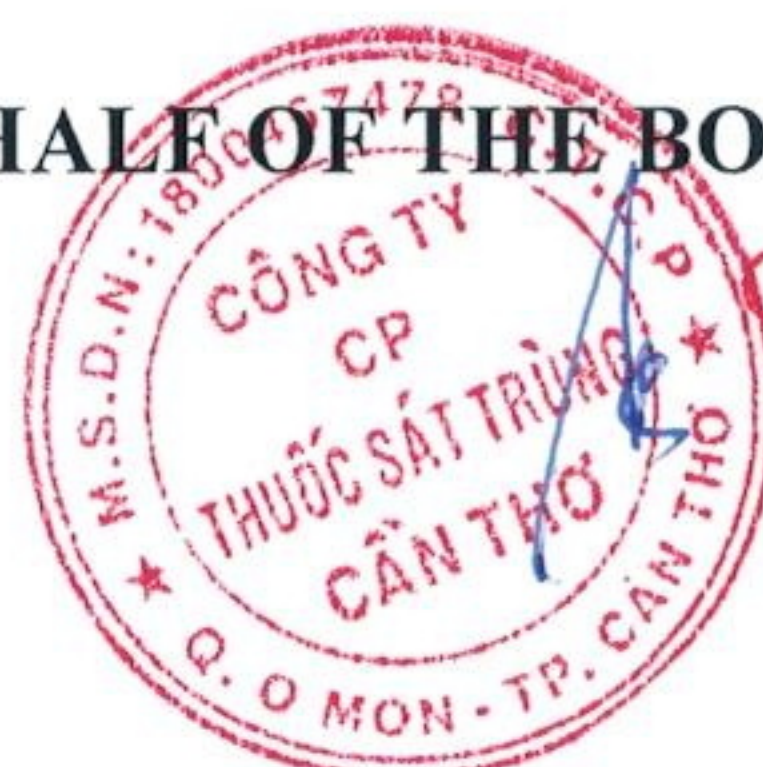
ARTICLE 11. The General Meeting of Shareholders of Can Tho Pesticides Joint Stock Company has voted to approve the amended Company Charter, the company's internal management regulations, the regulations on the operation of the Board of Directors, and

the regulations on the operation of the Member of the Board of Supervisors in accordance with current regulations of the State Securities Commission.

ARTICLE 12. The General Meeting of Shareholders of Can Tho Pesticides Joint Stock Company assigns the Board of Directors to direct and organize the implementation of the contents agreed upon by the shareholders at this Meeting in accordance with the law and the Company's Charter.

Request the General Meeting of Shareholders to consider and approve.

ON BEHALF OF THE BOARD OF DIRECTORS



GENERAL DIRECTOR

Nguyễn Văn Trung

