

Hanoi, January 26, 2026

RESOLUTION

BOARD OF DIRECTORS OF HANOI SYNTHETIC PAINT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the XIV National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Hanoi Synthetic Paint Joint Stock Company;
- Pursuant to the Meeting Minutes of the Board of Directors of Hanoi Synthetic Paint Joint Stock Company dated January 26, 2026.

RESOLVED:

Article I: Approve the business performance results for Quarter IV/2025.

- **Revenue:** 106.593.635.856 VND
- **Pre-tax Profit:** 4.619.660.308 VND

Article II: Approve the Business Plan for 2026.

- **Revenue:** 450,000,000,000 VND
- **Pre-tax Profit:** 16,000,000,000 VND

Article III: Approve the plan for the 2026 Annual General Meeting of Shareholders (AGM).

1. **Record date** to finalize the list of shareholders entitled to attend the 2026 AGM:
March 18, 2026.
2. **Tentative date** for the Meeting: in **04/2026.**
3. **Location:** Company Headquarters - Van Village, Thanh Liet Ward, Hanoi.
4. **Main agenda items** to be submitted to the 2026 Annual General Meeting of Shareholders:
 - 4.1. Report of the Board of Directors (BOD).
 - 4.2. Report on 2025 business performance results and 2026 strategic orientations.
 - 4.3. Audited 2025 Financial Statements, profit distribution plan, and 2025 dividend payment plan.
 - 4.4. Report of the Supervisory Board.
 - 4.5. Selection of the auditing firm for the 2026 Financial Statements.
 - 4.6. Approval of remuneration for the BOD and Supervisory Board for 2025, and the budget plan for their activities in 2026.
 - 4.7. Election of the Board of Directors for the 2026 - 2031 term.
 - 4.8. Election of the Supervisory Board for the 2026 - 2031 term.
 - 4.9. Amendments to the Company Charter (if any).
 - 4.10. Other matters (if any).

Article IV: Members of the Board of Directors, the General Director, the Supervisory Board, and relevant departments are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing.

ON BEHALF OF THE BOARD OF DIRECTORS



Recipients:

- BOD Members;
- General Director;
- Supervisory Board;
- Archives.