

No: 1722/NQ-HĐQT-VISSAN

Ho Chi Minh City, April 21, 2026

RESOLUTION

**On the approval of meeting documents and materials for
the 2026 Annual General Meeting of Shareholders**

**BOARD OF DIRECTORS
VISSAN JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 (as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15);

Pursuant to the Law on Securities No. 54/2019/QH14 (as amended and supplemented by Law No. 56/2024/QH15);

Pursuant to the Charter of Vissan Joint Stock Company (Vissan) approved by the General Meeting of Shareholders on April 26, 2024;

Pursuant to the Vote Counting Minutes No. 1721/BBKP-HĐQT dated April 21, 2026 of the Board of Directors of Vissan Joint Stock Company,

RESOLUTION

Article 1. To approve the Report on Business and Production Performance in 2025 and the Orientations and Tasks for 2026, as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval, specifically as follows:

1.1. Production and business results in 2025:

- Total revenue: 2,972,307,883,130 VND
- Total profit before tax: 105,076,741,116 VND
- Output volume:
 - Pork of all kinds: 7,600 tons
 - Beef: 511 tons
 - Processed food: 18,547 tons

1.2. Production and business plan for 2026:

- Total revenue: 3.270.000.000.000 VND
- Total profit before tax: 115.600.000.000 VND

- Output volume:

- Pork of all kinds: 7,730 tons
- Beef: 538 tons
- Processed food: 20,350 tons

It is recommended that the Executive Management closely adhere to the five-year plan (2025–2029) and promptly implement restructuring solutions to enhance the efficiency of production and business operations, thereby ensuring the interests of both the shareholders and the Company.

Article 2. To approve the 2025 profit distribution and the 2026 profit distribution plan, including the provisional appropriation to the Bonus and Welfare Fund, to serve as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval, specifically as follows:

1. Profit distribution for 2025: (Unit: VND)

| No. | Allocations | Amount |
|------|---|-----------------------|
| (1) | Profit after tax in 2025 | 82,056,434,331 |
| (2) | Appropriation to Funds in 2025, of which: | 65,582,121,743 |
| (2a) | Investment and Development Fund (15%) | 12,308,465,150 |
| (2b) | Reward and Welfare Fund (Equivalent to 02 months' average actual salary of employees in 2025) | 52,824,560,784 |
| (2c) | Bonus Fund for Managers (Equivalent to 02 months' average actual salary and remuneration in 2025, multiplied by the ratio of actual profit to planned profit) | 449,095,809 |
| | + <i>Bonus Fund for the Executive Board</i> | 269,131,296 |
| | + <i>Bonus Fund for Board Members and Supervisors</i> | 179,964,513 |
| (3) | Remaining profit after fund appropriation for 2025 (3) = (1) - (2) | 16,474,312,588 |
| (4) | 2025 Dividends (2% of par value) | 16,180,900,000 |
| (5) | Remaining profit after distribution (5) = (3) - (4) | 293,412,588 |

2. Profit distribution plan for 2026:

- Investment and Development Fund: Allocate 30% of profit after tax.

- Bonus and welfare fund: Based on the actual business results in 2026, the allocation to the Employee bonus and welfare fund will be decided at the 2027 Annual General Meeting of Shareholders.

- Manager's bonus fund: Based on the actual business results in 2026, the allocation to the Manager's bonus fund will be decided at the 2027 Annual General Meeting of Shareholders.

- Dividend distribution to shareholders: No dividend distribution will be made to enhance financial capacity for implementing the "Relocation and technological innovation of Vissan slaughterhouse and food processing plant" project and the "Investment and construction of new Vissan Binh Duong Livestock Enterprise" project.

3. Provisional allocation to the Bonus and Welfare Fund for 2025: Provisionally allocate 10% of profit after tax.

Article 3. To approve the 2025 salary and remuneration fund for the Board of Directors and the Supervisory Board, and the 2026 Plan, to serve as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval, specifically as follows:

1. Actual Salaries for Chairman and Head of the Supervisory Board in 2025:

Unit: VND

| No. | Job Title | Plan for 2025 | Adjusted Plan for 2025 | Realized in 2025 |
|-----|------------------------------------|---------------|------------------------|------------------|
| 1 | Chairman of the Board of Directors | 564.000.000 | 495.600.000 | 448.944.000 |
| 2 | Head of the Supervisory Board | 492.000.000 | 412.800.000 | 373.932.000 |

2. Realized remuneration of the Board of Directors and the Supervisory Board in 2025:

Unit: VND

| No. | Job Title | Plan for 2025 | Realized in 2025 |
|--------------|--|--------------------|--------------------|
| 1 | Board of Directors (Part-time members) | 312.000.000 | 260.485.120 |
| 2 | Supervisory Board (Part-time members) | 120.000.000 | 108.720.000 |
| TOTAL | | 432.000.000 | 369.205.120 |

*Regarding the remuneration of members of the Board of Directors or the Supervisory Board who decline receipt, the Company shall process such amounts in accordance with prevailing regulations.

3. Salary Plan for Chairman of the Board of Directors and Head of the Supervisory Board, and Remuneration Plan for the Board of Directors and the Supervisory Board in 2026:

3.1. Salary Plan for Chairman of the Board of Directors and Head of the Supervisory Board in 2026:

Unit: VND

| No. | Job Title | Monthly Salary | Number of Months | Planned Salary Fund for 2026 |
|-----|------------------------------------|----------------|------------------|------------------------------|
| 1 | Chairman of the Board of Directors | 64.700.000 | 12 | 776.400.000 |
| 2 | Head of the Supervisory Board | 55.500.000 | 12 | 666.000.000 |

3.2. Remuneration Plan for the Board of Directors and the Supervisory Board in 2026:

| No. | Job Title | Quantity | Monthly Remuneration | Number of Months | Planned Remuneration Fund for 2026 |
|-----|--|----------|----------------------|------------------|------------------------------------|
| 1 | Board of Directors (Part-time members) | 4 | 6.500.000 | 12 | 312.000.000 |
| 2 | Supervisory Board (Part-time members) | 2 | 5.000.000 | 12 | 120.000.000 |
| | Total | | | | 432.000.000 |

It is recommended that the Executive Management promptly review and develop regulations on remuneration and bonuses for employees, as well as regulations on remuneration, salaries, and bonuses for managers in compliance with current regulations, and submit them to the Board of Directors for approval as a basis for the payment of salaries, bonuses, and remuneration

It is further recommended that the Executive Management ensure that the payment of salaries and remuneration to the Board of Directors and the Supervisory Board is linked to the performance of the 2026 production and business plan, in order to avoid exceeding the approved payroll budget

Article 4. Approve the selection Southern Auditing and Accounting Financial Consulting Services Company (AASCS) to audit and review the 2026 Financial Statements of Vissan Joint Stock Company.

In the event that an agreement cannot be reached for the engagement with Southern Auditing and Accounting Financial Consultancy Services Company Limited (AASCS), the

Supervisory Board shall continue negotiations with the next-ranked auditing firm in the list of three (03) approved independent audit firms, ensuring compliance with regulations and effectiveness.

Article 5. Approve the amendment and supplement to the Company's business lines, to serve as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval (*Attached appendix 1*).

Article 6. Approve the amendment and supplement to the Company Charter, to serve as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval (*Attached appendix 2*)

Article 7. Approve the amendment and supplement to the Operating Regulations of the Board of Directors, to serve as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval (*Attached appendix 3*)

Article 8. Approve matters related to the Board of Directors personnel as a basis for submission to the 2026 Annual General Meeting of Shareholders for consideration and approval, specifically as follows:

- To approve the dismissal of Mr. Nguyen Quoc Trung from the position of Member of the Board of Directors.
- To approve the election of a new Member of the Board of Directors to replace Mr. Nguyen Quoc Trung.
- The term of office for the new Member of the Board of Directors shall be 04 years and will conclude at the time of the 2030 Annual General Meeting of Shareholders.
- To approve the list of candidates for the Board of Directors nominated by shareholders Mr. Nguyen Huy Hung

Article 9. Approval of the documents and materials serving the 2026 Annual General Meeting of Shareholders, as follows:

- Approval of the report on the results of production and business activities in 2025 and the orientation and tasks for 2026, including the 2026 production and business plan targets as approved by the Board of Directors under Article 1.
- Approval of the report on the activities of the Board of Directors in 2025.
- Approval of the report on the activities of the Supervisory Board in 2025.
- Approval of the audited financial statements for 2025.
- Approval of the report on the implementation status of the “*The relocation and modernization of the livestock slaughterhouse and food processing facility*” project in 2025, the results for Q1/2026, and the implementation plan for 2026.

It is recommended that the Executive Management ensure the implementation progress of the *"The relocation and modernization of the livestock slaughterhouse and food processing facility"* project in accordance with the requirements of the People's Committee and the owner.

Article 10. This Resolution shall take effect from the date of signing.

Article 11. Members of the Board of Directors, the Board of Management, the Chief Accountant, heads of departments, divisions, units, and relevant individuals shall be responsible for the implementation of this Resolution./.

Recipients

- As stated in Article 11;
- Supervisory Board;
- Filed: Admin, Corporate Governance.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Truong Hong Phong



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AMENDMENTS AND SUPPLEMENTATION OF BUSINESS LINES

(Attached Resolution No. 1722/NQHĐQT-VISSAN dated April 21, 2026 of the Board of Directors)

1. Supplementation of the Following Business Lines:

2. Removal of the Following Business Lines:

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| No. | Business Lines Removed from Registered List | Industry Code |
|-----|--|---------------|
| 2 | Retail sale of food grains in specialized stores <i>Details:</i> Retail sale of food grains (in accordance with Decision No. 64/2009/QĐ-UBND dated July 31, 2009 and Decision No. 79/2009/QĐ-UBND dated October 17, 2009 of the People's Committee of Ho Chi Minh City on planning of agricultural and food trading in Ho Chi Minh City) | 4721 |
| 3 | Retail sale of food in specialized stores <i>Details:</i> Trading of pork, beef, poultry, seafood, processed meat, canned meat, eggs; trading of breeding pigs, pork pigs, breeding cattle, beef cattle; trading of animal feed; trading of vegetables, fruits, grains (including cereal flour), processed food (instant noodles); trading of spices, food additives, agricultural products, micronutrients for food, seafood and seafood products, honey and honey products, processed milk, vegetable oil; retail of tea, sugar, coffee, milk and dairy products, confectionery, jams and cereal-based products; retail of vegetarian spring rolls and fried sticky rice (in accordance with Decisions No. 64/2009/QĐ-UBND and No. 79/2009/QĐ-UBND of Ho Chi Minh City) | 4722 |
| 4 | Retail sale of electrical household appliances, furniture, lighting equipment, and other household items not elsewhere classified in specialized stores <i>Details:</i> Retail of other household goods (excluding pharmaceuticals); retail of ceramics, glassware; retail of electrical household appliances, lighting equipment; retail of books, newspapers, magazines, and stationery (with permitted content) | 4759 |
| 5 | Retail sale of garments, footwear, leather and imitation leather goods in specialized stores <i>Details:</i> Retail of garments; footwear; bags, wallets, leather and imitation leather goods | 4771 |
| 6 | Retail sale of other new goods in specialized stores <i>Details:</i> Trading of consumer goods and other commodities; trading of fertilizers (excluding retail of gas cylinders, LPG, waste oil, gold bars, hunting/sport weapons and ammunition, and metal currency; excluding retail of chemicals at headquarters; implemented in accordance with Decisions No. 64/2009/QĐ-UBND and No. 79/2009/QĐ-UBND of Ho Chi Minh City); no chemical storage | 4773 |
| 7 | Retail sale of second-hand goods in specialized stores <i>Details:</i> Trading of fabrics, yarns, and textile materials; trading of electrical equipment, household and industrial machinery, and materials | 4774 |
| 8 | Wholesale of other specialized goods not elsewhere classified <i>Details:</i> Trading of consumer goods and other commodities; trading of fertilizers (no chemical storage) | 4669 |

3. Amendment to the details of business lines:

| No. | Business Lines with Amended Details | Industry Code |
|-----|--|---------------|
| 1 | Wholesale of food (Main) | 4632 |
| 2 | Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals | 4620 |
| 3 | Wholesale of beverages | 4633 |
| 4 | Wholesale of textiles, garments, and footwear | 4641 |
| 5 | Processing and preserving of meat and meat products | 1010 |
| 6 | Processing and preserving of fish and seafood products | 1020 |
| 7 | Processing and preserving of vegetables and fruits | 1030 |
| 8 | Wholesale of other household goods | 4649 |
| 9 | Agents, brokers, and auctioneers <i>Details: Foreign exchange agency</i> | 4610 |





VISSAN JOINT STOCK COMPANY

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APPENDIX II
AMENDMENTS AND SUPPLEMENTS TO
THE CHARTER OF VISSAN JOINT STOCK COMPANY
(Attached Resolution No. 1722/NQHĐQT-VISSAN dated April 21, 2026 of the Board of Directors)

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|------------------------|--|---|---|
| Clause 1, Article 1 | <p>Article 1. Interpretation of Terms</p> <p>1. In this Charter, the following terms shall be construed as follows:</p> <p>a. [...]</p> <p>b. "Enterprise Law" means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on June 17, 2020;</p> <p>[None]</p> | <p>Article 1. Interpretation of Terms</p> <p>1. In this Charter, the following terms shall be construed as follows:</p> <p>a. [...]</p> <p>b. "Enterprise Law" means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on June 17, 2020,</p> <p>c. "Securities Law" means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on November 26, 2019,</p> | <p>- To supplement Point c, Clause 1, Article 1 concerning the definition of the Securities Law to elucidate the legal terminology utilized throughout the Charter.</p> |



| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|-----------------------------|---|--|--|
| Clause 3, Article 2 | <p>Article 2. Name, form, head office, branches, representative offices, and term of operation of the Company</p> <p>[...]</p> <p>3. The registered office of the Company is located at:</p> <p>- Address: 420 No Trang Long Street, Ward 13, Binh Thanh District, Ho Chi Minh City.</p> | <p>Article 2. Name, form, head office, branches, representative offices, and term of operation of the Company</p> <p>[...]</p> <p>3. The registered office of the Company is located at:</p> <p>- Address: 420 No Trang Long Street, Binh Loi Trung Ward, Ho Chi Minh City.</p> | <p>- To amend Clause 3, Article 2 to update the Company's registered office address in accordance with Resolution No. 1685/NQ-UBTVQH15 dated June 16, 2025, issued by the National Assembly Standing Committee regarding the reorganization of commune-level administrative units within Ho Chi Minh City in 2025.</p> |
| Clause 2, Article 5 | <p>Article 5. Operational objectives of the Company</p> <p>[...]</p> <p>2. Business lines of the Company:</p> | <p>Article 5. Operational objectives of the Company</p> <p>[...]</p> <p>2. Business lines of the Company:</p> <p><i>[Detailed amended business lines in accordance with the Proposal on the amendment and supplementation of the Company's business lines]</i></p> | <p>- To amend and supplement the Company's business lines to ensure alignment with its operational demands and practical business activities..</p> |
| Clauses 1 & 2, Article 9 | <p>Article 9. Share Certificates</p> <p>1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares owned.</p> <p>2. Share certificates must bear the Company's seal and the signature of the Company's legal representative. The share certificate must clearly</p> | <p>Article 9. Share Certificates</p> <p>1. Shareholders of the Company shall be issued share certificates in documentary form or as electronic data corresponding to the number and class of shares owned.</p> <p>2. Share certificates in documentary form must bear the Company's seal and the signature of the Company's legal</p> | <p>- To amend and supplement Clauses 1 and 2, Article 9 to explicitly clarify the issuance forms of the Company's share certificates.</p> |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|----------------------|---|--|---|
| | specify the number and class of shares held by the shareholder, the full name of the holder, and other information as prescribed by the Enterprise Law. | representative. The share certificate must clearly specify the number and class of shares held by the shareholder, the full name of the holder, and other information as prescribed by the Enterprise Law. | |
| Article 10 | <p>Article 10. Other Securities Certificates</p> <p>Other securities certificates of the Company (excluding offering letters, temporary certificates, and similar documents) shall be issued bearing the seal and the signature of the Company's legal representative.</p> | <p>Article 10. Other Securities Certificates</p> <p>Other securities certificates of the Company (excluding offering letters, temporary certificates, and similar documents) shall be issued in documentary form or as electronic data. Other securities certificates of the Company in documentary form must bear the seal and the signature of the Company's legal representative.</p> | - To amend and supplement Article 10 to explicitly clarify the issuance forms of the Company's other securities certificates (if any). |
| Clause 3, Article 11 | <p>Article 11. Register of Shareholders [...]</p> <p>3. The register of shareholders shall be maintained at the (Securities Depository Center) Vietnam Securities Depository and Clearing Corporation.</p> | <p>Article 11. Register of Shareholders [...]</p> <p>3. The register of shareholders shall be maintained at the Vietnam Securities Depository and Clearing Corporation.</p> | - To amend Clause 3, Article 11 to update the new nomenclature of the Securities Depository Center upon its transformation into the Vietnam Securities Depository and Clearing Corporation, in accordance with Decision No. 26/2022/QĐ-TTg dated December 16, 2022, issued by the Prime Minister. |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|-------------------------------|--|---|--|
| Clause 3, Article 12 | <p>Article 12. Transfer of shares [...]</p> <p>3. Strategic investors shall not transfer their purchased shares within a period of 05 years from the date the joint-stock company is granted its initial Enterprise Registration Certificate to operate under the Enterprise Law. Any transfer prior to the expiration of this period must be approved by the General Meeting of Shareholders.</p> | <p>Article 12. Transfer of shares [...]</p> <p><i>[Clause 3 is repealed]</i></p> | <p>- To repeal Clause 3, Article 12 concerning the restriction on share transfer rights applicable to strategic investors due to the expiration of the lock-up period.</p> |
| Point a, Clause 3, Article 15 | <p>Article 15. Rights of shareholders [...]</p> <p>3. A shareholder or a group of shareholders holding 5% or more of the total ordinary shares shall have the following rights:</p> <p>a. To request the convening of a General Meeting of Shareholders in the event that the Board of Directors commits a material breach of the shareholders' rights, the obligations of managers, or makes a decision beyond its delegated authority. [...] The request to convene the meeting must be accompanied by documents and evidence substantiating the violations of the Board of Directors, the severity</p> | <p>Article 15. Rights of shareholders [...]</p> <p>3. A shareholder or a group of shareholders holding 5% or more of the total ordinary shares shall have the following rights:</p> <p>a. To request the convening of a General Meeting of Shareholders in the event that the Board of Directors commits a material breach of the shareholders' rights, the obligations of managers, or makes a decision beyond its delegated authority. [...] The request to convene the meeting must be accompanied by documents and evidence substantiating the violations of the Board of Directors, the severity of such violations, or the</p> | <p>- To supplement the content at Point a, Clause 3, Article 15 in compliance with the provisions of Clause 18, Article 1 of the Law amending and supplementing a number of articles of the Enterprise Law No. 76/2025/QH15 dated June 17, 2025.</p> |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|-------------------------------|--|--|---|
| | of such violations, or the decision made beyond its authority. | decision made beyond its authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and veracity of the documents and evidence provided to the competent authorities when requesting the convening of a General Meeting of Shareholders; | |
| Point 1, Clause 2, Article 18 | <p>Article 18. Rights and obligations of the General Meeting of Shareholders</p> <p>1. [...]</p> <p>2. The General Meeting of Shareholders shall have the following rights and obligations:</p> <p>[...]</p> <p>1. To approve the internal governance regulations; and the operational regulations of the Board of Directors and the Supervisory Board;</p> | <p>Article 18. Rights and obligations of the General Meeting of Shareholders</p> <p>1. [...]</p> <p>2. The General Meeting of Shareholders shall have the following rights and obligations:</p> <p>[...]</p> <p>1. To approve the Internal Regulations on Corporate Governance; and the Operational Regulations of the Board of Directors and the Supervisory Board;</p> | - To adjust the terminology in Point 1, Clause 2, Article 18 to standardize the nomenclature of the regulations within the Charter that fall under the decision-making authority of the General Meeting of Shareholders, and to ensure alignment with practical operations. |

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| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|-------------------------------|---|--|---|
| Point c, Clause 6, Article 28 | <p>Article 28. Composition and term of office of the members of the Board of Directors</p> <p>[...]</p> <p>6. Qualifications and conditions for members of the Board of Directors:</p> <p>[...]</p> <p>c. May concurrently serve as a member of the Board of Directors of other enterprises (a maximum of no more than 05 other enterprises where the Company is a public company);</p> | <p>Article 28. Composition and term of office of the members of the Board of Directors</p> <p>[...]</p> <p>6. Qualifications and conditions for members of the Board of Directors:</p> <p>[...]</p> <p>c. May concurrently serve as a member of the Board of Directors or the Members' Council of other enterprises (up to a maximum of 05 other enterprises) where the Company is a public company);</p> | <p>- To amend Point c, Clause 6, Article 28 regarding the qualifications of members of the Board of Directors in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.</p> |
| Point m, Clause 3, Article 29 | <p>Article 29. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>3. The Board of Directors shall have the following rights and obligations:</p> <p>[...]</p> <p>m. To decide on the organizational structure and internal management regulations of the Company (excluding the internal governance regulations and the operational regulations of the Board of Directors and the Supervisory Board, which fall under the decision-making authority of the General</p> | <p>Article 29. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>3. The Board of Directors shall have the following rights and obligations:</p> <p>[...]</p> <p>m. To decide on the organizational structure and internal management regulations of the Company (excluding the Internal Regulations on Corporate Governance and the Operational Regulations of the Board of Directors and the Supervisory Board, which fall under the decision-making authority</p> | <p>- To amend Point m, Clause 3, Article 29 to standardize the nomenclature of the regulations under the promulgation authority of the General Meeting of Shareholders, and simultaneously stipulate the method for determining the scope of internal management regulations within the promulgation authority of the Board of Directors.</p> |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|------------------------------------|---|---|---|
| | Meeting of Shareholders); to decide on the establishment, termination, or suspension of operations of subsidiaries, branches, and representative offices; to decide on capital contributions and purchases of shares in other enterprises; | of the General Meeting of Shareholders); the Board of Directors shall determine the scope of internal management regulations within its promulgation authority; to decide on the establishment, termination, or suspension of operations of subsidiaries, branches, and representative offices; to decide on capital contributions and purchases of shares in other enterprises; | |
| Points u & v, Clause 3, Article 29 | <p>Article 29. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>3. The Board of Directors shall have the following rights and obligations:</p> <p>[...]</p> <p>u. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers;</p> <p>v. Other rights and obligations as prescribed by the Charter and the law.</p> | <p>Article 29. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>3. The Board of Directors shall have the following rights and obligations:</p> <p>[...]</p> <p>u. To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of corporate governance, and other managers;</p> <p>v. To execute the payment of dividends to shareholders in accordance with the law following the approval of the General Meeting of Shareholders;</p> <p>x. Other rights and obligations as prescribed by the Charter and the law.</p> | - To amend and supplement Points u and v, Clause 3, Article 29 regarding the obligations of the Board of Directors in accordance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025. |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale for Change |
|-------------------------|---|--|--|
| Clause 3, Article 35 | <p>Article 35. General Director</p> <p>[...]</p> <p>3. The General Director shall have the following powers and responsibilities:</p> <p>[...]</p> <p>[None]</p> <p>m. To perform all other activities in accordance with this Charter and the Company's regulations, resolutions and decisions of the Board of Directors, the General Director's labor contract, and the law.</p> | <p>Article 35. General Director</p> <p>[...]</p> <p>3. The General Director shall have the following powers and responsibilities:</p> <p>[...]</p> <p>m. To promulgate operational management regulations and other internal documents, excluding those under the decision-making authority of the General Meeting of Shareholders and the Board of Directors;</p> <p>n. To perform all other activities in accordance with this Charter and the Company's regulations, resolutions and decisions of the Board of Directors, the General Director's labor contract, and the law.</p> | <p>- To supplement Point m, Clause 3, Article 35 to explicitly clarify the General Director's authority to issue documents.</p> <p>- Currently, the Company lacks clear provisions regarding the specific authority of the Board of Directors versus the General Director in issuing various types of documents. Establishing a distinct boundary for the authority to issue internal documents ensures legality and transparency, thereby enhancing corporate governance efficiency and fostering proactiveness and flexibility in management and operations. Accordingly, the Board of Directors shall issue documents focused on strategic matters, while the General Director shall proactively issue documents concerning operational management and business activities.</p> |



**VISSAN JOINT STOCK
COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
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APPENDIX III
AMENDMENTS AND SUPPLEMENTS TO THE OPERATIONAL REGULATIONS
OF THE BOARD OF DIRECTORS

(Attached Resolution No. 1722/NQHĐQT-VISSAN dated April 21, 2026 of the Board of Directors)

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale of Change |
|--------------------------------------|--|--|--|
| Clause 3, Article 6 | <p>Article 6. Qualifications and conditions for members of the Board of Directors</p> <p>Members of the Board of Directors must meet the following qualifications and conditions:</p> <p>[...]</p> <p>3. May concurrently serve as a member of the Board of Directors of other enterprises (a maximum of no more than five (05) other enterprises where the Company is a public company);</p> | <p>Article 6. Qualifications and conditions for members of the Board of Directors</p> <p>Members of the Board of Directors must meet the following qualifications and conditions:</p> <p>[...]</p> <p>3. May concurrently serve as a member of the Board of Directors or the Members' Council of other enterprises (a maximum of five (05) other enterprises where the Company is a public company);</p> | <p>To amend Clause 3, Article 6 regarding the qualifications of members of the Board of Directors in accordance with Clause 78, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.</p> |
| Points m, u, v, Clause 2, Article 12 | <p>Article 12. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General</p> | <p>Article 12. Rights and obligations of the Board of Directors</p> <p>[...]</p> <p>2. The rights and obligations of the Board of Directors shall be prescribed by law, the Company's Charter, and the General</p> | <p>- To amend Point m, Clause 2, Article 12 to standardize the nomenclature of regulations under the promulgation authority of the General Meeting of Shareholders, and</p> |



| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale of Change |
|----------------|--|---|---|
| | <p>Meeting of Shareholders. Specifically, the Board of Directors shall have the following powers and obligations:</p> <p>m) To decide on the organizational structure (specialized departments or equivalent levels (departments/offices, production workshops), branches, representative offices); to decide on the establishment, termination, or suspension of operations of subsidiaries, branches, and representative offices; to decide on capital contributions and purchase of shares in other enterprises; to promulgate internal management regulations of the Company (excluding the Internal Governance Regulations and the Operational Regulations of the Board of Directors and the Supervisory Board, which fall under the decision-making authority of the General Meeting of Shareholders);</p> <p>[...]</p> <p>u) To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers;</p> <p>v) Other rights and obligations as prescribed by the Charter and the law.</p> | <p>Meeting of Shareholders. Specifically, the Board of Directors shall have the following powers and obligations:</p> <p>m) To decide on the organizational structure (specialized departments or equivalent levels (departments/offices, production workshops), branches, representative offices); to decide on the establishment, termination, or suspension of operations of subsidiaries, branches, and representative offices; to decide on capital contributions and purchase of shares in other enterprises; to promulgate internal management regulations of the Company (excluding the Internal Regulations on Corporate Governance and the Operational Regulations of the Board of Directors and the Supervisory Board, which fall under the decision-making authority of the General Meeting of Shareholders); the Board of Directors shall determine the scope of internal management regulations within its promulgation authority;</p> <p>[...]</p> <p>u) To organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Person in charge of</p> | <p>simultaneously stipulate the method for determining the scope of internal management regulations within the promulgation authority of the Board of Directors.</p> <p>- To amend and supplement Points u and v, Clause 2, Article 12 regarding the obligations of the Board of Directors in accordance with Clause 81, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.</p> |

| Article/Clause | Current Provision | Proposed Amendment/Supplement | Rationale of Change |
|----------------|-------------------|---|---------------------|
| | | <p>corporate governance, and other managers;</p> <p>v) To execute the payment of dividends to shareholders in accordance with the law following the approval of the General Meeting of Shareholders;</p> <p>x) Other rights and obligations as prescribed by the Charter and the law.</p> | |



