XUAN HOA VIET NAM
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 11 / XH - NQ - HĐQT

Phu Tho, September 8, 2026

RESOLUTION

Re: Additional Cash Dividend Payment

BOARD OF DIRECTORS
XUAN HOA VIETNAM JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Xuan Hoa Vietnam Joint Stock Company promulgated under Decision No. 636 dated November 8, 2022;

Pursuant to Resolution No. 06/XH - NQ - ĐHĐCĐ of the 2026 Annual General Meeting of Shareholders dated June 20, 2026;

Pursuant to Resolution No. 10/ XH - NQ - ĐHĐCĐ dated September 7, 2026 of the General Meeting of Shareholders;

RESOLVES:

Article 1. Approval of the additional payment of cash dividends from undistributed after-tax profits remaining after making the appropriations for distribution in accordance with Resolution No. 06/XH-NQ- ĐHĐCĐ dated June 20, 2026 of the Annual General Meeting of Shareholders. Details are as follows:

Record Date: September 22, 2026.

Reason and purpose: Payment of additional cash dividends.

Dividend payment rate: 20% of the share par value (each share is entitled to receive VND 2,000).

Payment Date: October 8, 2026.

Source of payment: Undistributed after-tax profits remaining after making the appropriations for distribution in accordance with Resolution No. 06/XH-NQ-ĐHĐCĐ dated June 20, 2026 of the Annual General Meeting of Shareholders.

Article 2. The Board of Directors hereby authorizes the General Director and the relevant departments to carry out the procedures for information disclosure and dividend payment in accordance with the prescribed schedule, ensuring full compliance with the applicable regulations.

Article 3. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Executive Board, and the relevant departments shall be responsible for the implementation of this Resolution.

Recipients:
- As above; HNX, Web XHC;
- Archived: XHC. H_s.02

CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN XUÂN HOÀ VIỆT NAM

Nguyen Viet Anh

XUAN HOA VIET NAM
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 6 / XH - NQ - ĐHĐCĐ

Phu Tho, June 20, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Xuan Hoa Vietnam Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Xuan Hoa Vietnam Joint Stock Company dated June 20, 2026;

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
XUAN HOA VIETNAM JOINT STOCK COMPANY
RESOLUTION

Article 1. Approval of the contents of the Reports:

- Report of the General Director.

- Report of the Board of Directors.

- Report of the Board of Supervisors.

Article 2. Approval of the Board of Directors' proposal on the 2025 audited Financial Statements, audited by RSM Vietnam Auditing & Consulting Co., Ltd - Hanoi Branch, Independent Audit Report No. 122/2026/RSMHN-BCKT dated April 14, 2026.

Article 3. Approval of the Board of Directors' Proposal on the 2025 after-tax profit distribution plan as follows:

No.	Item	Amount (VND)
I	**Total distributable profit**	**194.232.520.202**
II	**Profit allocation**	**47.173.000.000**
1	Payment of cash dividend at a rate of 20%	42.173.000.000
2	Bonus and welfare fund	5.000.000.000
3	Executive bonus fund	-
III	**Undistributed retained earnings**	**147.059. 520.202**

Article 4. Approval of the Board of Directors' Report on the 2026 plan targets as follows:

No.	Description	Unit	Amount
1	Net revenue	VND Billion	850
2	Profit before tax	VND Billion	70
3	Dividend	%	20
4	Executive Bonus Fund		
4.1	If the revenue target is met, and simultaneously:		
4.1.1	Profit target is also met		BOD and Executive Board: 7% of profit after tax
4.1.2	Profit exceeds the target		BOD and Executive Board: 7% of profit after tax + 15% of the additional profit after tax
4.2	If only one of the two targets (revenue or profit) is achieved		The Board of Directors will consider the bonus level, but not exceeding the level in item 4.1.1
4.3	If neither revenue nor profit targets are met		*0*
5	Bonus and welfare fund	VND Million	5,000
6	Remuneration for Chairman of the BOD	VND Million /month	15
7	Remuneration for BOD members	VND Million /month	10
8	Remuneration for Head of the Supervisory Board	VND Million /month	10
9	Remuneration for Supervisory Board members	VND Million /month	3
10	Salary fund for full-time Chairman of the BOD	VND Million /year	2.210
11	Salary fund for full-time BOD members	VND Million /year	1,040
12	Salary fund for General Director	VND Million /year	2.210

Remunerations/salaries stated above are exclusive of personal income tax (PIT).

Article 5. Approval of the Supervisory Board's proposal on the selection of an auditing company for the 2026 fiscal year. The General Meeting of Shareholders authorizes the Board of Directors to select one (01) of the following auditing firms to audit the financial statements for the year 2026:

- RSM Vietnam Auditing & Consulting Co., Ltd. - Hanoi Branch
- Southern Accounting and Auditing Financial Consulting Services Co., Ltd. (AASCS)
- PwC Vietnam Co., Ltd.
- AASC Auditing Company Limited
- PKF-TTG Auditing and Advisory Co., ltd

The General Meeting of Shareholders further authorizes the Board of Directors to decide on the selection or dismissal of the independent audit firm for the review of the semi-annual financial statements and the audit of the 2026 annual financial statements, as deemed necessary, based on recommendations from the Supervisory Board at the relevant time.

Article 6. This Resolution takes effect from the date of signing.

The Board of Directors, the Supervisory Board, the Executive Board of Xuan Hoa Vietnam Joint Stock Company, and all relevant departments and individuals are responsible for implementing this Resolution.

CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN XUÂN HOÀ VIỆT NAM

Nguyen Viet Anh

Recipients:
- Shareholders;
- As above; HNX, Web XHC;
- Archived: XHC. H_s.03

XUAN HOA VIET NAM JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 10 /XH-NQ-ĐHĐCĐ

Phu Tho, September 7, 2026

RESOLUTION
OF THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025, amending and supplementing a number of articles of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Xuan Hoa Vietnam Joint Stock Company promulgated under Decision No. 636 dated November 8, 2022;

Pursuant to the Minutes of Vote Counting for the Solicitation of Shareholders' Written Opinions dated September 7, 2026 of Xuan Hoa Vietnam Joint Stock Company;

GENERAL MEETING OF SHAREHOLDERS
XUAN HOA VIETNAM JOINT STOCK COMPANY
RESOLUTION:

Article 1. To approve the Proposal of the Board of Directors on the payment of an additional cash dividend from undistributed after-tax profits remaining after the appropriation of the distribution items in accordance with Resolution No. 06-XH-NQ-ĐHĐCĐTN dated June 20, 2026 of the Annual General Meeting of Shareholders. Details are as follows:

- Dividend payment rate: 20% of the share par value (VND 2,000 per share).
- Payment time: During 2026. The General Meeting of Shareholders authorizes the Board of Directors to proactively determine the payment date in accordance with the Company's production and business operations.

Article 2. This Resolution shall take effect from the date of signing. The Board of Directors, the Supervisory Board, the Executive Board of Xuan Hoa Vietnam Joint Stock Company, and relevant departments/individuals shall be responsible for implementing this Resolution./.

Recipients:
- As above, HNX, Web XHC;
- Archived: XHC. H_s.02

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS

CÔNG TY CỔ PHẦN XUÂN HOÀ VIỆT NAM

Nguyen Viet Anh