

VIET DUC WELDING
ELECTRODE JOINT STOCK
COMPANY

No.: 77/NQ - ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, April 22, 2026

RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS

(Annual General Meeting held on April 22, 2026)

VIET DUC WELDING ELECTRODE JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Circular No. 116/2020/TT-BTC issued by the Ministry of Finance on December 31, 2020, guiding a number of articles on corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Viet Duc Welding Electrode Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders dated April 22, 2026.

RESOLVES:

Article 1: The General Meeting of Shareholders approves the following reports:

- Report on production and business results for 2025 and the business plan for 2026;
- Report on the activities and supervisory results of the Supervisory Board in 2025;
- Report on the performance review of the Board of Directors in 2025 and the orientation and tasks for 2026;
- Audit report on the financial statements as of December 31, 2025.

Article 2: Approval of the production and business results for 2025 and the business plan for 2026, with the main targets as follows:

2.1. Production and business results for 2025, with the main indicators as follows:

No	Indicator	Unit	Plan 2025	Actual 2025	% Compared to	
					% vs Plan	% vs 2024
1	Production Output					
	- Welding electrodes	Tons	8.000	9.030	113%	121%
	- Welding wire	“ “	6.000	5.616	94%	123%
	- Paints	“ “	240	294	122%	129%
2	Sales Volume					
	- Welding electrodes	Tons	8.000	8.926	112%	120%
	- Welding wire	“ “	6.000	7.790	129%	134%
	- Paints	“ “	240	287	119%	124%
3	Sales Revenue	Million VND	370.000	444.270	120%	126%
4	Profit Before Tax	Million VND	16.000	30.499	190%	179%
5	Average Employee Income	Thousand VND/person/ month		14.935		108%

2.2. Proposed production and business plan for 2026 with the main targets as follows:

- Total production output: **18,870 tons**
 - + Welding electrodes: **9,820 tons**
 - + Welding wire: **8,750 tons**
 - + Paints (all types): **300 tons**
- Sales revenue: **VND 490 billion**
- Profit before tax: **≥ VND 18 billion**
- Employee income: equal to or higher than the previous year, subject to achieving the planned targets and improved labor productivity.

Article 3: Approval of the profit distribution plan and dividend payment for 2025, and the dividend plan for 2026, as follows:

I- Profit Distribution Plan and Dividend Payment for 2025:

1- Total undistributed profit as at December 31, 2025:	66.017.607.740vnd
1.1. Retained earnings brought forward	41.633.925.148vnd
1.2. Retained earnings for the year 2025	24.383.682.592vnd
2- Profit distribution:	13.529.874.300vnd

1.2. Dividend for 2025: 17% (already advanced)	11.270.131.300vnd
2.1 Bonus allocation to the Executive Management	554.970.000vnd
2.3. Allocation to the Reward and Welfare Fund:	600.000.000vnd
3- Remaining profit:	52.487.733.440vnd
II- Expected dividend payment for 2026: From 17% to 20%.	

Article 4. Authorization to the Board of Directors to decide the interim cash dividend for 2026

Article 5. Approval of the proposal to appoint AASC Auditing Firm Limited Liability Company as the auditor of the Company's 2026 financial statements.

Article 7. Approval of Proposal No. 164/TT-HĐQT regarding the amendment and supplementation of the Company's Charter (*with attached Appendix*).

Article 6. Approval of the allocation to the Management and Executive Bonus Fund based on business performance as follows:

$$Qt = (P - 12,000,000,000) \times 3\%$$

Where:

Qt = Bonus fund to be allocated;

P = Profit before tax for the year 2026.

This Resolution was duly adopted in its entirety by the General Meeting of Shareholders of Viet Duc Electric Welding Rod Joint Stock Company at the Annual General Meeting of Shareholders 2025 and shall take effect from April 22, 2026.

Members of the Board of Directors, members of the Supervisory Board, members of the Executive Management, and all shareholders of Viet Duc Electric Welding Rod Joint Stock Company shall be responsible for implementing this Resolution and organizing its execution within their respective functions and authority, in compliance with applicable laws and the Company's Charter on Organization and Operation.

Recipients:

- Shareholders;
 - Board of Directors, Supervisory Board;
 - Published on the Company's website;
 - Filed at the Administrative Office;
- AGM documentation records.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRMAN OF THE BOARD OF DIRECTORS



Ngo Duy Dong