

DISCLOSURE OF INFORMATION ON THE HA NOI STOCK EXCHANGE

To: Hanoi Stock Exchange.

1. Company Name: **DAP-VINACHEM JOINT STOCK COMPANY.**

Stock code: **DDV.** Exchange: **UPCoM.**

Address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.

Tel: 02253.979368; Fax: 02253.979170.

Type of information disclosed: 24h ☒ 72h ☐ Request ☐ Irregular ☐ Periodic ☐

2. Contents of disclosure:

DAP-Vinachem Joint Stock Company hereby announces the results of it's 2026 Annual General Meeting of Shareholders.

The resolution, meeting minutes, and other meeting documents are attached.

This information was published on the Company's website on April 24, 2026 at the following link: <http://www.dap-vinachem.com.vn/>

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

Attached documents:

- *Resolutions and Minutes of the Annual General Meeting of Shareholders 2026 (meeting documents).*

Recipient :

- As above;
- Published on the Company's website;
- Save Office, Secretary.

**Organization representative
Person authorized to disclose information**


Nguyen Anh Dung



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 24, 2026

RESOLUTION
The 2026 Annual General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- The Charter of Organization and Operation of DAP-VINACHEM Joint Stock Company;
- Minutes of the Annual General Meeting of Shareholders on April 24, 2026 of DAP-VINACHEM Joint Stock Company.

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAP-VINACHEM JOINT STOCK COMPANY

RESOLVES:

Article 1: The 2026 Annual General Meeting of Shareholders approves the following contents:

1. Approves Report No. 266/BC-HĐQT dated April 2, 2026, of the Board of Directors on Company's operations in 2025 and the operation plan for 2026.

2. Approves the 2025 Audited Financial Statements of the Company, with the following main indicators:

No.	Indicators	Unit	2025
1	Total revenue and other income	VND	5,713,059,909,608
2	Profit before tax	VND	790,536,768,174
3	Profit after tax	VND	630,831,836,799
4	Earnings per share	VND/share	4,318

3. Approves the Proposal on the profit distribution in 2025, with the following main targets:

No.	Indicators	Amount
1	Profit before tax Corporate income	790,536,768,174
2	Corporate Income Tax	159,704,931,375
3	Profit after tax (1)-(2)	630,831,836,799
4	Undistributed profit after tax brought forward	13,479,797,628

No.	Indicators	Amount
5	Undistributed profit after tax	628,057,548,000
	Profit Distribution	
	- Development investment fund: 50%	315,415,918,000
	- Reward and Welfare Fund: 10%	63,083,184,000
	- Executive Board Reward Fund	1,171,616,000
	- Dividend distribution: 17%	248,386,830,000
6	Undistributed retained earnings	16,254,086,427

4. Approves the Report of the Board of Supervisors on the Company's production and business activities year 2025

5. Approves the Proposal on manufacturing and business plan in 2026, with the following key indicators:

No.	Indicators	Unit	Plan 2026
1	Gross output of industry at actual price	Billion VND	4,335.00
2	DAP production output	Ton	268,000
3	DAP consumption output	Ton	268,000
4	Total net revenue	Billion VND	5,938.00
5	Profit before tax	Billion VND	380.00

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the 2026 interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results during the year.

6. Approves the Report on Remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025 and the Proposal on Remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2026:

6.1. Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in the year 2025 as follows:

- Total remuneration of the Board of Directors: 504,000,000 VND.
- Total remuneration of the Board of Supervisors: 210,181,000 VND.
- Total remuneration of the Secretary: 72,000,000 VND.

Detailed remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary are as stated in the Report No. 269/BC-HĐQT dated April 02, 2026 of the Company's Board of Directors attached.

6.2. Proposal on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2026 as follows:

No.	No.	Object	No. of people	Remuneration (VND/month)	Total amount (VND)
1	Chairman of the Board of Directors	01	10,000,000	12	120,000,000
2	Member of Board of Directors, Head of Supervisory Board	05	8,000,000	12	480,000,000
3	Board Member	02	6,000,000	12	144,000,000
4	Company Secretary	01	6,000,000	12	72,000,000
	Total				816,000,000

7. Approves of the Proposal selecting Companies to audit The Financial Statement 2026:

List of Companies considered for selection audit The Financial Statements 2026, including:

- a)- Viet Nam Auditing & Evaluation company limited (VAE);
- b)- CPA Vietnam Auditing Company Limited;
- c)- An Viet Auditing Company Limited.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the above Auditing Companies to audit The Financial Statements 2026. (Including the audit of the first 6 month of 2026 and the full-year of 2026)

8. Approves the Proposal to amendments and supplements to business lines and the Company charter:

8.1. Approves the removal of certain business lines as they no longer exist in Decision No. 36/2025/QD-TTg dated September 29, 2025 (Decision 36):

No.	Business lines	Code
1	Repair of machinery and equipment	3312
2	Repair of electrical equipment	3314
3	Electric power generation	3511
4	Electricity transmission and distribution (including electricity sales)	3512
5	Wholesale of construction materials and other installation supplies	4663
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products)	4669

8.2. Approves the additional business lines for the Company as follows:

No.	Business lines	Code
1	Repair and maintenance of machinery and equipment	3312

No.	Business lines	Code
2	Repair and maintenance of electrical equipment	3314
3	Electricity generation from non-renewable energy sources (Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3511
4	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission, dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3513
5	Wholesale of construction materials and other installation supplies (except for exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise export rights, import rights, and distribution rights)	4673
6	Other specialized wholesale n.e.c Details: Wholesale of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale of scrap metal and non-metal waste (including ash, slag, PG gypsum) (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4679
7	Manufacture of prepared feeds for livestock, poultry and aquatic animals	1080
8	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4620
9	Wholesale of food Details: Wholesale of food additives (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4632
10	Materials recovery Details: Recycling non-metallic scrap	3830
11	Treatment and disposal of non-hazardous waste	3821
12	Transport via pipelines	4940
13	Warehousing and storage	5210
14	Service activities incidental to water transportation (Excluding: Pilotage, towing, berthing and lighthouse operation)	5222

No.	Business lines	Code
15	Cargo handling	5224
16	Electricity generation from renewable energy sources (Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3512

8.3. Approves of amendments to the details of business line details as follows:

No.	The business line name has been revised in detail.	Code
1	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
2	Construction of water supply and drainage works (Excluding: Management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and coastal embankments)	4222
3	Demolition (Excluding: Dismantling of used ships)	4311
4	Site preparation (Excluding: Blasting services; management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
5	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
6	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	6810

8.4. Approves the Company's business lines after amendment and supplements as follows:

No.	Business lines	Code
1	Manufacture of fertilizers and nitrogen compounds	2012 (main)
2	Manufacture of basic chemicals	2011
3	Repair and maintenance of machinery and equipment	3312
4	Repair and maintenance of electrical equipment	3314
5	Installation of industrial machinery and equipment	3320

No.	Business lines	Code
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum) (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4679
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	6810
8	Other transportation support activities Details: Port fee collection.	5229
9	Electric power generation from non-renewable energy sources (Excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3511
10	Electric power generation from renewable energy sources (Excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3512
11	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3513
12	Freight transport by road	4933
13	Construction of non-residential buildings	4102
14	Construction of roads	4212
15	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
16	Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments)	4222
17	Demolition (Excluding: Dismantling of used ships)	4311
18	Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
19	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
20	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390

No.	Business lines	Code
21	Manufacture of cement, lime and plaster	2394
22	Manufacture of concrete and articles of concrete, cement and plaster	2395
23	Manufacture of other non-metallic mineral products n.e.c.	2399
24	Wholesale of construction materials and other installation supplies (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4673
25	Manufacture of feeds for cattle, poultry and aquatic animals	1080
26	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4620
27	Wholesale of food Details: Wholesale of food additives (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4632
28	Materials recovery Details: Recovery of non-metal waste	3830
29	Treatment and disposal of non-hazardous waste	3821
30	Transport via pipelines	4940
31	Warehousing and storage	5210
32	Service activities incidental to water transportation (excluding: pilotage, towing, berthing services, and lighthouse operations)	5222
33	Cargo handling	5224

8.5. Approves the change of the Company's head office address.

The General Meeting of Shareholders approved the change of the Company's head office address as follows:

- Newly updated head office address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.

8.6. Approves the amendment and supplementation to the Company's Charter:

- The General Meeting of Shareholders approved the amendment and supplement of Clause 3, Article 2 (head office) and Clause 1, Article 4 (business lines) of the Company's Charter to conform with the contents approved in Sections 8.4 and 8.5, Article 1 of this Resolution.

- Approval of the full text of the Company Charter after amendment and supplementation with the contents as in Proposal No. 291/TTr-DAP dated April 07, 2026 of the Board of Directors attached.

- The Company Charter after being amended and supplemented shall take effect immediately upon being voted and approved by the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company.

8.7. The General Meeting of Shareholders authorizes the General Director of DAP-Vinachem Joint Stock Company to complete the procedures for registering amendments and supplementation to business lines and adjustment of the head office address in accordance with the Law.

9. Approves the dismissal and election of additional members of the Board of Directors and the Board of Supervisors of the Company for the term 2025-2030 as per Proposal No. 328/TTr-HĐQT dated 20/4/2026.

- Dismissal Mr Le Ngoc Nhan - Member of the Board of Directors.

- Dismissal Mrs Nguyen Thi Xuan Quyen - Member of the Board of Supervisors.

10. Approves of the election of members of the Board of Directors and Board of Supervisors for the term 2025-2030:

10.1- The meeting approved the Regulations on nomination, candidacy and election of members of the Board of Directors, Board of Supervisory term 2025-2030.

10.2- The meeting approved the list of candidates for election of members of the Board of Directors, Board of Supervisory term 2025-2030

10.3- The meeting proceeded with the election of additional members to the Board of Directors and the Supervisory Board for the term 2025-2030.

a) Results of the election of members of the Board of Directors:

No.	Full name	Number of votes	Rate (%)
1	Mr Nguyen Hoang Trung	96.038.530	100%

Based on the vote counting results and the Election Regulations approved by the meeting, the following Mr./Mrs... was elected as a member of the Company's Board of Directors for the term 2025-2030:

1. Mr Nguyen Hoang Trung.

b) Results of election of members of the Board of Supervisors:

No.	Full name	Number of votes	Rate (%)
1	Mrs Vu Thi Bich Ngoc	96.038.530	100%

Based on the vote counting results and the Election Regulations approved by the meeting, the following Mr./Mrs. was elected as a member of the Company's Board of Supervisors for the term 2025-2030:

1. Mrs Vu Thi Bich Ngoc.

Article 2: Implementation Provisions:

The full text of this Resolution was voted and approved by the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company at the meeting on 11:45 a.m on April 24, 2026 and took effect immediately after the end of the meeting.

Members of the Board of Directors, members of the Board of Supervisors, General Director, Deputy General Directors and units under the Company are responsible for implementing this Resolution.

Recipients:

- Hanoi Stock Exchange;
- VSDC;
- Vinachem;
- Shareholders;
- BOD, BOS;
- General Director, Deputy General Directors;
- Units under Company;
- Save: BOD, AD.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDER
CHAIRMAN OF THE BOARD OF DIRECTORS**

Nguyen Tuan Dung



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

MINUTES OF MEETING
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAP-VINACHEM JOINT STOCK COMPANY

- **Company name:** DAP-VINACHEM Joint Stock Company.
- **Head Office Address:** Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai Ward, Haiphong City, Vietnam.
- **Business Registration Certificate:** No. 0200827051 issued by the Department of Planning and Investment of Hai Phong City for the first time on July 29th, 2008, registered for the 6th change on March 17, 2023.

I. INVITATIONS TO ATTEND THE MEETING:

All shareholders and authorized representatives of shareholders of DAP-VINACHEM Joint Stock Company.

II. GENERAL MEETING AGENDA:

A. VERIFICATION SHAREHOLDERS' ELIGIBILITY AND LEGALITY OF THE MEETING:

Mr. Doan Ngoc Uy - Head of board verification of shareholders' eligibility reported the results of the verification of shareholders' eligibility, authorized representatives of shareholders attending the General Meeting of Shareholders, specifically:

- Total number of shares of the Company is: **146,109,900** shares.
- The total number of shareholders invited to attend the General Meeting of Shareholders is **7333** shareholders, representing shareholders owning **146,109,900** shares of the Company.
- At 8:00 a.m. on April 24, 2026, the total number of shareholders and authorized representatives of shareholders attending the meeting was **07** people, representing shareholders owning **95,198,224** shares, accounting for **65.16 %** of the total shares of the Company (*with attached minutes*).

Pursuant to the Law on Enterprises and the Charter of DAP-VINACHEM Joint Stock Company, the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the General Meeting) of the Company is legally qualified to proceed.

B. OPENING:

1. Mr. Doan Ngoc Uy - Head of the Organization and Administration Department, on behalf of the Organizing Committee, announced the reason, introduced the delegates,

started the meeting; introduced and invited the Presidium to run the meeting, including Mr. Nguyen Tuan Dung - Chairman of the Board of Directors and Mr. Vu Van Bang - Member of the Board of Directors, General Director of the Company.

2. Mr. Nguyen Tuan Dung - Chairman of the Board of Directors appointed the meeting Secretary and approved the list of the Vote Counting Board as follows:

2.1. Meeting Secretary:

- Mr. Nguyen Anh Dung - Company Secretary.

2.2. Vote Counting Board.

+ Mr. Nguyen Manh Cuong: Head of the Committee.

+ Mr. Nguyen Tien Luc: Member.

+ Mr. Tran Thanh Binh: Member.

+ Mr. Nguyen Anh Duong: Member.

+ Mrs. Nguyen Kieu Anh: Member.

Shareholders representing 100% of the voting shares attending and voting at the meeting voted through the Vote Counting Board, with the specific results as follows:

- Number of shares approve: **95,198,224** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

3. Mr. Doan Ngoc Uy read the draft agenda, meeting content; draft Regulations on organizing the 2026 Annual General Meeting of Shareholders.

3.1. Regarding the draft program and meeting content: The General Meeting did not add any additional comments to the draft and approved it with the following specific results:

- Number of shares approve: **95,198,224** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

3.2. Regarding the draft Regulations on organizing the meeting: The General Meeting did not add any additional comments to the draft and approved the specific results as follows:

- Number of shares approve: **95,198,224** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

C. MEETING CONTENT:

1. Mr. Nguyen Ngoc Son - Member of the Board of Directors, Deputy General Director of the Company, presented Report of the Board of Directors in 2025 and Operation plan in 2026.

(Report attached)

2. Mr. Nguyen Hoang Trung - Deputy General Director, presented the General Director's Report on the 2025 business results and the 2026 business plan.

(Report attached)

3. Ms. Le Thi Hien – Chief Accountant, presented the Proposal on reviewing and approving the Company's Financial Statement audited in 2025.

No.	Target	Unit	2025
1	Total revenue and other income	VND	5,713,059,909,608
2	Profit before tax	VND	790,536,768,174
3	Profit after tax	VND	630,831,836,799
4	Earnings per share	VND/share	4,318

(Proposal attached)

4. Ms. Le Thi Hien – Chief Accountant, presented the Proposal about the profit distribution in 2025.

(Proposal attached)

5. Mrs. Pham Thi Nhung – Member of the Board of Supervisors – presented the Supervisory Board's report on the Company's business activities in 2025.

(Report attached)

6. Mrs. Pham Thi Nhung - Member of the Board of Supervisors, presented Proposal selecting Companies to audit The Financial Statement 2026.

List of Companies considered for selection audit The Financial Statements 2026, including:

- a)- Viet Nam Auditing & Evaluation company limited (VAE);
- b)- CPA Vietnam Auditing Company Limited;
- c)- An Viet Auditing Company Limited.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the above Auditing Companies to audit The Financial Statements 2026 (including audit the first 6 month of 2026 and the full-year of 2026).

(Proposal attached)

7. Mr. Nguyen Anh Dung - Head of Planning Department, presented the Board of Directors' Proposal on reviewing and approving the 2026 production and business plan.

No.	Indicators	Unit	Plan 2026
1	Gross output of industry at actual price	Billion VND	4,335.00
2	DAP production output	Ton	268,000
3	DAP consumption output	Ton	268,000
4	Total net revenue	Billion VND	5,938.00
5	Profit before tax	Billion VND	380.00

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the 2026 interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results during the year.

(Proposal attached)

8. Mr. Doan Ngoc Uy - Head of Administrative Organization Department presented Reports and Proposals as follows:

8.1. Report remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary in 2025 as follows:

- Total remuneration of the Board of Directors: VND 504,000,000.
- Total remuneration of the Board of Supervisors: 210,181,000 VND.
- Total remuneration of the Secretary: 72,000,000 VND.

(Report attached)

8.2. Report remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary in 2026 as follows:

Object	Number of people	Salary (VND /month)	Number of months of salary	Total amount
Chairman of the Board of Directors	01	10,000,000	12	120,000,000
Member of Board of Directors, Head of Supervisory Board	05	8,000,000	12	480,000,000
Board Member	02	6,000,000	12	144,000,000
Company Secretary	01	6,000,000	12	72,000,000
Total				816,000,000

(Proposal attached)

8.3. Proposal amend and supplement business lines and the Charter of DAP-Vinachem Joint Stock Company.

8.3.1. The removal of certain business lines as they no longer exist in Decision No. 36/2025/QĐ-TTg dated September 29, 2025 (Decision 36):

No.	Business lines	Code
1	Repair of machinery and equipment	3312
2	Repair of electrical equipment	3314
3	Electric power generation	3511
4	Electricity transmission and distribution (including electricity sales)	3512
5	Wholesale of construction materials and other installation supplies	4663
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products)	4669

8.3.2. The supplements business lines for the Company as follows:

No.	Business lines	Code
1	Repair and maintenance of machinery and equipment	3312
2	Repair and maintenance of electrical equipment	3314
3	Electricity generation from non-renewable energy sources (Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3511
4	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission, dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3513
5	Wholesale of construction materials and other installation supplies (except for exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise export rights, import rights, and distribution rights)	4673

No.	Business lines	Code
6	Other specialized wholesale n.e.c Details: Wholesale of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale of scrap metal and non-metal waste (including ash, slag, PG gypsum) (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4679
7	Manufacture of prepared feeds for livestock, poultry and aquatic animals	1080
8	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4620
9	Wholesale of food Details: Wholesale of food additives (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4632
10	Materials recovery Details: Recycling non-metallic scrap	3830
11	Treatment and disposal of non-hazardous waste	3821
12	Transport via pipelines	4940
13	Warehousing and storage	5210
14	Service activities incidental to water transportation (Excluding: Pilotage, towing, berthing and lighthouse operation)	5222
15	Cargo handling	5224
16	Electricity generation from renewable energy sources (Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3512

8.3.3. Amend the details of the business lines as follows:

No.	The business line name has been revised in detail.	Code
1	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
2	Construction of water supply and drainage works	4222

No.	The business line name has been revised in detail.	Code
	(Excluding: Management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and coastal embankments)	
3	Demolition (Excluding: Dismantling of used ships)	4311
4	Site preparation (Excluding: Blasting services; management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
5	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
6	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	6810

8.3.4. The company's business lines after amendment and supplementation are as follows:

No.	Business lines	Code
1	Manufacture of fertilizers and nitrogen compounds	2012 (main)
2	Manufacture of basic chemicals	2011
3	Repair and maintenance of machinery and equipment	3312
4	Repair and maintenance of electrical equipment	3314
5	Installation of industrial machinery and equipment	3320
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum) (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4679
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	6810
8	Other transportation support activities Details: Port fee collection.	5229
9	Electric power generation from non-renewable energy sources (excluding: transmission and dispatch of the national power grid;	3511

No.	Business lines	Code
	operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	
10	Electric power generation from renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3512
11	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3513
12	Freight transport by road	4933
13	Construction of non-residential buildings	4102
14	Construction of roads	4212
15	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
16	Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments)	4222
17	Demolition (Excluding: Dismantling of used ships)	4311
18	Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
19	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
20	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390
21	Manufacture of cement, lime and plaster	2394
22	Manufacture of concrete and articles of concrete, cement and plaster	2395
23	Manufacture of other non-metallic mineral products n.e.c.	2399
24	Wholesale of construction materials and other installation supplies (excluding the import of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4673
25	Manufacture of feeds for cattle, poultry and aquatic animals	1080
26	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. (excluding the import of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-	4620

No.	Business lines	Code
	invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	
27	Wholesale of food Details: Wholesale of food additives (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4632
28	Materials recovery Details: Recovery of non-metal waste	3830
29	Treatment and disposal of non-hazardous waste	3821
30	Transport via pipelines	4940
31	Warehousing and storage	5210
32	Service activities incidental to water transportation (excluding: pilotage, towing, berthing services, and lighthouse operations)	5222
33	Cargo handling	5224

8.3.5. Change of the Company's Head Office Address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.

8.3.6. Amend and supplement Clause 3 of Article 2 (head office) and Clause 1 of Article 4 (business lines) of the Company Charter to conform with the contents amended and supplemented in sections 8.3.4 and 8.3.5 of this Minutes.

8.3.7. The General Meeting of Shareholders authorizes the General Director of DAP-Vinachem Joint Stock Company to complete the procedures for registering amendments and supplementation to business lines and adjustment of the head office address in accordance with the Law.

8.3.8. Approval of the full text of the Company Charter after amendments and supplementation.

(Proposal attached)

9. Discuss and question Reports and Proposal:

9.1 . The Presidium invites shareholders to ask questions about the content of the above-presented Proposals and Reports.

9.2 . Shareholder opinions :

Shareholder number 12 commented:

- What is the total investment for the MAP Project? Upon completion, what revenue and profit is the project expected to generate?

- Revenue in the first quarter of 2026 increased compared to the same period last year, however, profit did not increase proportionally. What are the reasons for this?

- Conflicts in the Middle East have caused an increase in the price of DAP fertilizer, but the price of raw materials has also risen; how much has this affected the company's production and business operations?

- What is the investment and construction plan up to 2032, and what are the long-term investment directions for the future?

- This year, the company plans to pay a dividend of VND 1,700 per share for the year 2025; is the company considering a higher payout?

- The construction company's profit target for 2026 is still quite conservative compared to the 2025 results. What are the reasons for this?

Shareholder number 13 commented:

- Currently, exports account for approximately 60% of the company's revenue; what is the specific structure of its export markets?

- How is the chemical business expected to contribute to the Company's business results over the next 5 years?

- What percentage of the company's total input needs are currently imported raw materials?

Shareholder number 11 commented:

- We suggest that the company develop a suitable compensation policy for its management team to attract and retain high-quality human resources.

- How do the risks of significant fluctuations in sulfur and NH_3 prices affect production and business operations? What solutions does the company have to mitigate this impact?

- We request that the company provide an update on the progress of new product projects such as MAP and Na_2SiF_6 .

- Does the company plan to transfer its listing to HOSE? If so, when is the expected timeframe?

- Who are the company's main competitors currently?

- What are the biggest challenges and risks the company is currently facing?

Shareholder number 10 commented:

- How does the management assess the trend of DAP prices in 2026?

- Does the company plan to stockpile raw materials such as sulfur and NH_3 ? Is the current supply of raw materials sufficient to meet the production and business plan for 2026?

- What is the projected scale of NH_3 's business operations in the coming years?

- The company plans to allocate 50% of its funds to the Development Investment Fund; which projects are these funds expected to be used for in the near future?

Shareholder number 07 commented:

- The investment plan for construction in 2026 is 318 billion VND; the company is requested to clarify the detailed structure of this investment value.

- What is the planned amount of borrowed capital to be used in construction investment projects?

Shareholder number 14 commented:

- Since NH₃ is produced domestically, what percentage does the company import?

Mr. Vu Van Bang - Member of the Board of Directors, General Director and Mr. Nguyen Tuan Dung - Chairman of the Board of Directors of the Company fully answered the questions of shareholders, Shareholders had no opinion.

10. Voting on Reports and Proposal:

At the time of voting at 10:15 a.m, the number of shareholders and shareholder representatives present at the meeting was 19 people, representing 96,038,550 shares, accounting for 65.73 % of the total shares of the Company (*minutes attached*).

Mr. Nguyen Manh Cuong – Head of the Board Vote counting disseminated the voting rules.

The results of the vote are as follows:

10.1. Report of the Board of Directors in 2025 and Operation plan in 2026 (*Specific content in the attached report*) :

- Number of shares approve: 96,035,550 shares, accounting for 99.997 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: 3,000 shares, accounting for 0.003 % of the voting shares of the General Meeting at the time of voting.

10.2. Financial audited statements in 2025 of the Company (*Specific content in attached report*):

- Number of shares approve: 96,035,550 shares, accounting for 99.997 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: 3,000 shares, accounting for 0.003 % of the voting shares of the General Meeting at the time of voting.

10.3. Proposal for profit distribution in 2025 (*Specific content in attached proposal*):

- Number of shares approve: 96,035,550 shares, accounting for 99.997 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

10.4 . Report of the Board of Supervisors on the Company's business activities in 2025 (Specific content in the attached report):

- Number of shares approve: **96,035,550** shares, accounting for **99.997 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

10.5 . Proposal of the Board of Supervisors selecting Companies to audit The Financial Statement 2026 (Specific content in attached proposal):

- Number of shares approve: **96,035,550** shares, accounting for **99.997 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

10.6. Proposal of the Board of Directors about Manufacturing and business plan in 2026 (Specific content in the attached Proposal):

- Number of shares approve: **96,035,550** shares, accounting for **99.997 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

10.7. Report on remuneration of members of the Board of Directors, Board of Supervisors, Company Secretary in 2025 and Proposal remuneration of members of the Board of Directors, Board of Supervisors, Company Secretary in 2026 (Specific content in the attached Report and Proposal):

- Number of shares approve: **96,035,550** shares, accounting for **99.997 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

10.8. Proposal to amendments and supplements business lines and the Charter of DAP-Vinachem Joint Stock Company (specific content at Attached Proposal):

- Number of shares approve: **96,035,550** shares, accounting for 99.997 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **3,000** shares, accounting for **0.003 %** of the voting shares of the General Meeting at the time of voting.

Based on the voting results and the Organizational Regulations of the General Meeting, all of the above issues were unanimously approved by the 2026 Annual General Meeting of Shareholders.

11. Mr. Doan Ngoc Uy - Head of the Organization and Administration Department, presented the Proposal for the dismissal and election of additional members of the Board of Directors and the Board of Supervisors term 2025-2030

(Proposal attached)

Approved the Proposal with the results of the vote are as follows:

- Number of shares approve: **96,038,550** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0 %** of the voting shares of the General Meeting at the time of voting.

The 2026 Annual General Meeting of Shareholders unanimously approved the dismissal and election of additional members of the Board of Directors and the Board of Supervisors of the Company for the term 2025-2030 as at in Proposal No. 328/TTr-HĐQT dated 20/4/2026.

12. Regarding candidacy and nomination of candidates for election of additional as members of the Board of Directors, Board of Supervisors for the term 2025-2030:

12.1. Mr. Nguyen Manh Cuong presented the draft Regulations on nomination, candidacy, and election additional of members of the Board of Directors and Board of Supervisors for the term 2025-2030.

The meeting voted to approve the Regulations, with the following results:

- Number of shares approve: **96,038,550** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0** % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0** % of the voting shares of the General Meeting at the time of voting.

12.2. Approval of the list of candidates for election to the Board of Directors and Board of Supervisors:

12.2.1. Mr. Nguyen Tuan Dung - Chairman of the Board of Directors, presiding over the meeting, presented the Board of Directors' proposal to the General Meeting of Shareholders for consideration and approval of the list of candidates for the election of additional members to the Board of Directors and the Board of Supervisors for the term 2025-2030. The resumes of these candidates have been publicly posted on the Company's website and disclosed to the Hanoi Stock Exchange.

- No shareholders nominated themselves to be elected to the Board of Directors, Board of Supervisors at the meeting.

- No shareholders nominated candidates for election to the Board of Directors Board of Supervisors at the meeting.

List of candidates for election additional members to the Board of Directors and Board of Supervisors:

No.	Name	Position	Note
1	Mr. Nguyen Hoang Trung	Members of the Board of Director	Nominated by The Board of Directors
2	Ms. Vu Thi Bich Ngoc	Members of the Board of Supervisor	Nominated by Vietnam National Chemical Group

12.2.2. The meeting does not nominate additional personnel to elect members of the Board of Directors and members of the Board of Supervisor.

12.2.3. The meeting voted to approve the list of candidates for election of additional members to the Board of Directors and the Board of Supervisor, as proposed by the Board of Directors, with the following results:

- Number of shares approve: **96,038,550** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: **0** shares, accounting for **0** % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: **0** shares, accounting for **0** % of the voting shares of the General Meeting at the time of voting.

13. Election of members of the Board of Directors and members of the Board of Supervisor for the term 2025-2030:

13.1. The board verification of shareholders' eligibility updates the shareholder list before voting:

At 11:15 a.m. before the election, the number of shareholders and shareholder representatives present at the meeting was 17 people, representing **96,038,530** shares, accounting for **65.73 %** of the total shares of the Company (*minutes attached*).

13.2. The meeting listened to the Board Vote counting instructions on election rules.

13.3. All 100% of shareholders attending the meeting voted.

13.4. Vote Counting Results:

a) Results of the vote count for the election of members of the Board of Directors for the term 2025-2030:

No.	Name	Number of votes	Rate
1	Mr. Nguyen Hoang Trung	96,038,530	100%

b) Results of the vote count for the election of members of the Board of Supervisors for the term 2025-2030:

No.	Name	Number of votes	Rate
1	Mrs. Vu Thi Bich Ngoc	96,038,530	100%

13.5. Based on the vote counting results and the Election Regulations unanimously approved by the meeting:

- The following persons have been elected as members of the Company's Board of Directors for the term 2025-2030:

+ Mr. Nguyen Hoang Trung.

- The following persons were elected as members of the Company's Board of Supervisors for the term 2025-2030:

+ Mrs. Vu Thi Bich Ngoc.

D. CLOSING:

1. The Secretary of the General Meeting presents the full text of the draft Minutes of the meeting and the draft Resolution of the 2026 Annual General Meeting of Shareholders.

Shareholders attending the meeting did not add any further comments.

1.1. The minutes was voted and approved by the General Meeting, with the following results:

- Number of shares approve: **96,038,530** shares, accounting for 100% of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

1.2. The Resolution was voted and approved by the General Meeting, with the following results:

- Number of shares approve: **96,038,530** shares, accounting for 100% of the voting shares of the General Meeting at the time of voting.

- Number of shares dis-approve: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

- Number of shares abstention: 0 shares, accounting for 0 % of the voting shares of the General Meeting at the time of voting.

2. Mr. Nguyen Tuan Dung - Chairman of the Board of Directors of the Company delivered the closing speech at the 2026 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company.

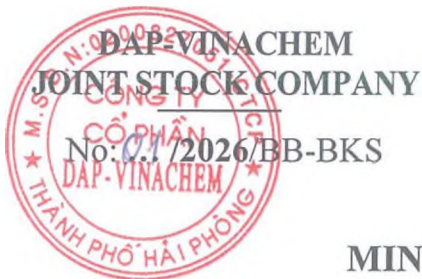
The 2026 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company ended at 11:45 a.m on April 24, 2026. This Minutes was prepared immediately after the General Meeting ended.

SECRETARY

**ON BEHALF OF
PRESIDING COMMITTEE
CHAIRPERSON**

Nguyen Anh Dung

Nguyen Tuan Dung



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 24, 2026

**MINUTES OF MEETING
BOARD OF SUPERVISORS**

Re: Election of Head of the Board of Supervisors for the term 2025-2030

Pursuant to:

- *Enterprise Law 2020;*
- *Charter of Organization and Operation of the Company;*
- *Resolution of the 2026 Annual General Meeting of Shareholders on the dismissal and election of additional members of the Board of Supervisors for the term 2025-2030.*

1. Time - Participants - Location

- Time: 12:10 PM, April 24, 2026.
- Location: Meeting hall of DAP-Vinachem Joint Stock Company.
- Attendance: 3/3 members of the Board of Supervisors, including:
 - + Mrs. Vu Thi Bich Ngoc - Member.
 - + Mrs. Pham Thi Nhung - Member.
 - + Mr. Tran Van Doan - Member.

The members agreed elected Mrs. Pham Thi Nhung to chair the meeting.

2. Content: Election of the Head of the Board of Supervisors for the term 2025 – 2030.

The members of the Board of Supervisors agreed elected Mrs. Pham Thi Nhung to the position of Head of the Board of Supervisors of DAP-Vinachem Joint Stock Company for the term 2025-2030.

The Supervisors voted to approve the above content.

Voting results: 3/3 members agreed, accounting for a 100% approval rate.

The meeting ended at 12:20 PM on the same day.

**DAP-VINACHEM JOINT STOCK COMPANY
BOARD OF SUPERVISORS**

Vu Thi Bich Ngoc

Pham Thi Nhung

Tran Van Doan

Hai Phong, April 24, 2026

**REGULATION
ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAP-VINACHEM JOINT STOCK COMPANY**

Base:

- *Enterprise Law No. 59/2020/ QH14 dated June 17th, 2020;*
- *Law on Securities No. 54/2019/ QH14 dated November 26, 2019;*
- *Charter of Organization and Operation of DAP-Vinachem Joint Stock Company;*
- *Internal regulations on Corporate governance of DAP-Vinachem Joint Stock Company.*

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

1. This Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (“AGM” or “Meeting”) of DAP-Vinachem Joint Stock Company ("Company").

2. This Regulation specifically stipulates the rights and obligations of shareholders and representatives authorized by shareholders attending the meeting and the members entitled to participate in the meeting, conditions, procedures for conducting the meeting, voting methods to approve the contents under the authority of the General Meeting of Shareholders.

3. Shareholders, authorized representatives of shareholders attending the meeting and members entitled to participate are responsible for complying with the provisions of this Regulation.

**Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS,
PARTICIPANTS OF THE GENERAL MEETING OF
SHAREHOLDERS**

Article 2. Rights and obligations of shareholders or authorized representatives attending the General Meeting of Shareholders

1. Conditions for attending the General Meeting of Shareholders: Shareholders or representatives authorized in writing (according to the Company's form) of one or more shareholders whose names are on the Company's shareholder list at the time of closing the list on March 23, 2026 provided by the Vietnam Securities Depository and Clearing Corporation.

2. Rights of shareholders and authorized representatives of shareholders when attending the Meeting:

a. Discuss and vote on all matters within the authority of the General Meeting of Shareholders according to the agenda of the General Meeting of Shareholders approved in accordance with the provisions of the Enterprise Law and the Company's Charter;

b. In case of being unable to attend the General Meeting of Shareholders, shareholders may authorize another person to attend and vote on matters within their authority. In case the shareholder is an organization with more than one representative appointed, the number of shares authorized for each representative must be specifically determined. This authorization must be made in writing according to the Company's Authorization Form.

c. When registering to attend the Meeting with the Shareholders' Qualification Examination Board, each shareholder or authorized representative of the shareholder shall receive the Meeting documents, Voting Card and Voting Ballot, which clearly state the attendance code, full name of the shareholder and the number of votes of that shareholder.

d. Shareholders or authorized representatives of shareholders who arrive late before the end of the Meeting have the right to register to attend the Meeting immediately and then have the right to participate and vote at the Meeting immediately after registration on issues not yet voted on. The Presidium is not responsible for stopping the Meeting to allow late shareholders to register and the validity of previously voted issues is not affected.

3. Obligations of shareholders and authorized representatives of shareholders when attending the Meeting:

a. Shareholders or authorized representatives of shareholders when attending the General Meeting of Shareholders must bring the original ID card/CCCD or Passport; the original Power of Attorney according to the Company's form with the fresh signatures of the authorizer and the authorized person (with seal if the authorizer is an organization) or the document assigning the representative of state capital, a copy of the Business Registration Certificate (for shareholders being organizations) to present to the Shareholders' Qualification Examination Board when registering to attend the General Meeting of Shareholders and must complete the registration procedures to attend the Meeting according to regulations.

- b. Comply with the provisions of this Regulation.
- c. Strictly comply with the regulations at the General Meeting of Shareholders and respect the results of the meeting.
- d. Shareholders attending the General Meeting of Shareholders must dress politely and formally.
- e. Behave in a civilized and polite manner, do not cause disorder, and do not smoke in the meeting room of the General Meeting of Shareholders. The use of mobile phones must ensure that it does not affect the progress of the General Meeting of Shareholders and surrounding participants.
- f. Do not film, take photos or record without the consent of the Presidium during the Meeting.
- g. Do not disseminate information in any form until the meeting is concluded, unless permitted by the Meeting's Presidium.
- h. When wishing to speak or discuss at the Meeting, shareholders/shareholder representatives must comply with the direction of the Meeting's Presidium. The content of the speech must be brief and concise, avoiding duplication, focusing on the key content that needs to be discussed in accordance with the agenda content approved by the Meeting.
- i. Shareholders/authorized representatives of shareholders when entering the meeting room of the General Meeting of Shareholders must sit in the correct position or area as specified by the Organizing Committee.
- j. Comply with the direction of the Presidium and the Organizing Committee, do not obstruct, disrupt or cause disorder at the Meeting.

Article 3. Rights and obligations of the Presidium

1. The Presidium consists of a Chairman and 01 member. The Chairman is the Chairman of the Board of Directors. In case the Chairman of the Board of Directors is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to be the Chairman of the Meeting.
2. The Presidium of the Meeting has the following functions and duties:
 - a. Appoint a person to act as the meeting Secretary;
 - b. Conduct the meeting according to the agenda approved by the General Meeting of Shareholders;
 - c. Guide guests, shareholders and the General Meeting of Shareholders to discuss;
 - d. Conclude on issues discussed at the meeting, manage through minutes and resolutions of the meeting;

e. Respond to or request the Company's Executive Board and other personnel in the Company to respond to shareholders' questions related to issues discussed at the Shareholders' Meeting;

f. Resolve any and all issues arising (if any) during the General Meeting of Shareholders;

g. Without consulting the General Meeting of Shareholders, the Presidium may at any time postpone the General Meeting of Shareholders to another time (in accordance with the provisions of the Law on Enterprises, other relevant legal documents and the Company Charter) and at another location decided by the Presidium if it finds that:

- The meeting location does not have enough convenient seating for all attendees;
- The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote;
- There are people attending the meeting who obstruct, disrupt order, and risk making the meeting impossible conducted fairly and legally.

h. Decision of the Presidium on order, procedures or arising events outside the Agenda shall be final.

i. The Presidium of the Meeting has the rights to:

- Do not respond or only acknowledge shareholders' comments if the comments and recommendations are outside the scope of the meeting;
- Have the right to cut off shareholders' opinions when they speak beyond the prescribed time or their opinions are outside the content of the Meeting's agenda;
- Have the right to request competent authorities to maintain order at the meeting; expel those who show signs of causing disturbance, not complying with the direction of the Presidium, preventing the normal progress of the Meeting; take necessary and reasonable measures to control the meeting in an orderly manner, in accordance with the approved agenda.

j. Other rights and duties as prescribed in the Company Charter.

Article 4. Rights and obligations of the Meeting Secretary, other support departments and guests

1. The Secretary appointed by the Presidium of the meeting shall perform the assigned support tasks of the Presidium. The Secretary has the following duties:

a. Fully and honestly record the entire content of the Meeting and any issues raised. The proposal was approved by the shareholders/shareholders' representatives at the Meeting.

b. Draft the Minutes and draft Resolution of the meeting.

c. Receive and forward to the Presidium questionnaires/registration forms for shareholders/shareholder representatives to express their opinions; receive letters and documents related to the Meeting.

d. Collect, preserve and send to the meeting's Presidium the opinion contribution forms of shareholders/ shareholder representatives at the meeting.

e. Other tasks assigned by the Presidium.

2. Other support departments, guests: participation of other support departments and guests decided by the Chairman of the Board of Directors if necessary.

Article 5. Rights and obligations of the Shareholder's Eligibility Verification Committee

The Shareholder's Eligibility Verification Committee consists of one (01) Head and members the company nominated and introduced to the General Meeting of Shareholders, has the following functions and duties:

a. Check of shareholders' eligibility or authorized representatives attending the General Meeting of Shareholders to ensure that they are eligible to attend the General Meeting of Shareholders in accordance with the provisions of the Notice of Invitation to the 2026 Annual General Meeting of Shareholders and this Regulation;

b. Issued to shareholders or authorized representatives of shareholders attending the General Meeting of Shareholders: Voting cards, ballots and other meeting documents;

c. Report to the General Meeting of Shareholders on the results of the verification of shareholders' eligibility to attend the General Meeting of Shareholders at opening time and before voting, election;

d. Respond to inquiries or identify issues that need to be considered regarding shareholders' eligibility;

e. Review compliance with the conditions for holding the General Meeting of Shareholders according to the Law on Enterprises and the Company Charter;

f. In case a person attending the meeting does not have full eligibility to attend the meeting, The Shareholder's Eligibility Verification Committee has the right to refuse that person's attendance at the meeting, refuse to issue a Voting Card, Voting Ballot and issue meeting documents.

Article 6. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of one (01) Head and members proposed by the Presidium and approved by the General Meeting of Shareholders at the Meeting. The counting of votes, preparation of minutes and announcement of voting results must be conducted by the Vote Counting Committee on the principles of honesty and accuracy and the Committee must be responsible for such results.

2. The Vote Counting Committee is responsible for:

- a. Introduction/instructions on using Voting Forms and Voting Cards.
- b. Collect/count the Voting Ballots and Voting Cards when the General Meeting of Shareholders votes.
- c. Check and supervise the voting of shareholders and authorized representatives of shareholders.
- d. Conduct vote counting and prepare vote counting minutes.
- e. Report or transfer to the Presidium to announce to the General Meeting of Shareholders the vote counting results.

Chapter III

PROCEDURE FOR CONDUCTING MEETINGS AND VOTING ON RESOLUTIONS ISSUES AT THE GENERAL MEETING OF SHAREHOLDERS

Article 7. Conditions for holding General Meeting of Shareholders

The General Meeting of Shareholders is held when there are a number of shareholders attending the meeting representing over 50% of the total number of voting shares according to the shareholder list established at the time of closing the shareholder list to exercise the right to attend the annual General Meeting of Shareholders of the year 2026.

Article 8. Method of conducting the Meeting

1. The meeting will be conducted in accordance with the agenda approved by the Meeting.
2. The meeting will discuss and approve the contents of the meeting agenda in turn. The 2026 Annual General Meeting of Shareholders shall be held in the form of voting prescribed in this Regulation.
3. The meeting closes after the Meeting Minutes and Meeting Resolution are approved.

Article 9. Rules for voting to approve issues at the meeting:

Voting at the meeting is conducted through two methods: (i) raising the Voting Card; (ii) collecting the Voting Ballots. Some terms used in the Voting Card and Voting Ballots are understood and explained as follows:

- **“Delegate”**: is understood as shareholder/authorized representative of shareholder;
- **“Total number of representative shares”**: is understood as the number of voting shares including the number of shares owned by the Delegate and/or authorized by one or more other Delegates;

- “**Abstain**”: is understood as the Delegate having Abstain on the voting content at the meeting agenda as prescribed in Clause 5, Article 146 of the Law on Enterprises.

1. Voting by raising Voting Card

a. Voting contents by raising Voting Card:

- + Approval of the Regulations for organizing the 2026 Annual General Meeting of Shareholders;
- + Through the Vote Counting Committee;
- + Approve the meeting agenda;
- + Through the Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors and Supervisory Board for the term 2025-2030;
- + Approved the proposal to dismiss members of the Board of Directors and the Supervisory Board for the term 2025-2030;
- + Approval of the list of candidates for the supplementary election of members of the Board of Directors and the Supervisory Board for the term 2025-2030;
- + Approval of the Minutes of the General Meeting of Shareholders;
- + Through the Resolution of the General Meeting of Shareholders.
- + Approve other contents under the authority of the General Meeting of Shareholders in case of not using Voting Card (if any).

b. Voting method

- Each shareholder/shareholder representative attending the Meeting will be given a Voting Card (blue) to vote on the contents in Article 9.1.a above. The voting card clearly states the name of the shareholder/shareholder's representative, the number of shares with voting rights, the delegate code and is stamped with the red seal of DAP-Vinachem Joint Stock Company.

Shareholders/shareholder representatives vote by raising the Voting Card (Approve/Disapprove/Abstain) for each content. For issues voted by raising the Voting Card, shareholders/shareholder representatives raise the Voting Card their opinions when asked by the Chairman. Shareholders' opinions on each voting content by Voting Card are recorded specifically as follows:

+ Under the direction of the Chairman, the shareholders/representatives of the shareholders who approve will raise their voting cards first, followed by the shareholders/representatives of the shareholders who Disapprove or Abstain will raise the Voting Card in turn.

+ In case a shareholder/shareholder's representative does not raise the voting card in all 3 votes of Approval, Disapproval and Abstain on a voting content, it is considered as a vote in approval of that voting content.

+ In case a shareholder/shareholder's representative raises the voting card more than one (01) time for a voting content, it will be considered invalid for that voting content.

- The Vote Counting Committee monitors, records the voting results and reports before the Meeting.

2. Voting by collecting voting ballots

a. Voting contents by collecting voting ballots

- Through Reports and Proposals at the Shareholders' Meeting:

+ Report of the Board of Directors on activities in 2025, orientation for 2026;

+ Report of the Board of Supervisors on production and business activities in 2025;

+ Audited Financial Statements of the Company for 2025;

+ Proposal for profit distribution in 2025;

+ Proposal of the Board of Directors on production and business plan 2026;

+ Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2025;

+ Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2026;

+ Proposal of the Board of Supervisors on the selection of the Auditing Company for 2026;

+ Proposal on consideration and approval of amendments and additional business lines and the Company Charter;

- Other contents under the authority of the General Meeting of Shareholders.

b. Voting method

- Each shareholder/shareholder representative is issued 01 (one) Voting Card (white), clearly stating the name of the shareholder/shareholder representative, number of shares with voting rights, Delegate code, voting contents and stamped with the seal (red) of DAP-Vinachem Joint Stock Company. Each Voting Card is used for the group of issues recorded specifically received on that Voting Card. Each voting content on the Voting Card has 3 boxes for shareholders/shareholder representatives to choose voting opinions including:

+ Approve voting box

+ Disapprove voting box

+ Abstain voting box

- When voting on each content, shareholders/shareholder representatives attending the meeting express their voting opinions (Agree or Disagree or Abstain) by marking (x)

or (✓) in 01 of 03 voting boxes, signing and clearly stating their full name on the Voting Form to submit to the Vote Counting Committee.

- Invalid voting content is the content that the shareholder/shareholder's representative does not mark any voting box or marks more than one voting box for the same voting content. If a valid voting ballot has one or more invalid voting contents, the remaining valid contents will still be counted in the voting result for that valid content.

- Voting ballots are invalid in the following cases:

- + Voting ballots do not follow the form issued by the Organizing Committee and do not have the seal of DAP-Vinachem Joint Stock Company;

- + The ballot is torn, damaged or has any other symbols written on it;

- + The voting ballot is not signed by the shareholder/shareholder representative attending the meeting and the full name is not clearly stated;

- + Voting ballots are crossed out or modified;

- + The ballot contains all invalid voting contents.

- The submission of the Voting ballot is carried out at the command of the Meeting Chairman.

- In case the shareholder/shareholder's representative requests to exchange the Voting ballot due to being torn, damaged, or accidentally writing additional symbols on the Voting ballot ("Damaged Voting ballot"), if the shareholder/shareholder's representative has not yet put the ballot into the ballot box and the voting period has not expired, they have the right to directly meet the Vote Counting Committee to return the damaged Voting ballot in exchange for a new Voting ballot to ensure the rights of the shareholder. The Ballot Counting Committee collects the damaged Voting ballots and sends them back to the Chairman of the Meeting.

- The Vote Counting Committee is responsible for collecting the Voting Ballots, counting the Voting Ballots, making a record of the voting results and reporting to the Meeting. Any complaints about the voting results will be considered and resolved by the Vote Counting Committee immediately at the Meeting.

- In case a shareholder has registered to attend the Meeting but for important reasons cannot be present until the end of the Meeting, the shareholder must return the Voting ballot with the issues that need to be voted on to the Organizing Committee before leaving.

3. Elections:

The supplementary election of members of the Board of Directors and Supervisory Board for the term 2025-2030 will be conducted in accordance with the Regulations on nomination, candidacy, and election supplementary of members of the Board of Directors and Supervisory Board for the term 2025-2030.

Article 10. Discussion of meeting content and answering questions

After the Proposals were completed, the Presidium chaired the discussion session, Receive shareholders' opinions and answer questions according to the following principles and methods:

1. Shareholders attending the General Meeting of Shareholders register their speech content with the Presidium. After being permitted to speak by the Presidium, shareholders shall make a brief speech of no more than 05 minutes, and not to repeat opinions that have been expressed by other shareholders. The Chairman has the right to stop shareholders from speaking if he finds that the proposed issues and discussions overlap and are not related to the content of the meeting agenda . Only opinions that are consistent with the content of the meeting agenda will be recorded in the meeting minutes.

2. The Presidium will only directly answer questions that are central and related to the contents in the meeting agenda.

3. In case the discussion exceeds the time limit of the General Meeting of Shareholders, unanswered questions at the Meeting will be collected by the Secretary and the Presidium may answer or request the Executive Board to answer in another form in accordance with the provisions of the Company's Charter and the provisions of law.

Article 11. Conditions for resolutions of the General Meeting of Shareholders approval

1. The resolution on the following content shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting:

- a. Types of shares and total number of shares of each type;
- b. Change of industry, profession and business field;
- c. Change the company's management structure;
- d. Investment project or sale of assets with value equal to or greater than 35% of total asset value assets recorded in the company's most recent financial statements;
- e. Reorganization and dissolution of the company.

2. Other resolutions are passed when approved by shareholders representing more than 50% of the total votes of all shareholders attending and voting at the meeting, including:

- a. Report of the Board of Directors on activities in 2025, orientation for 2026;
- b. Audited Financial Statements of the Company for 2025;
- c. Proposal for profit distribution in 2025;
- d. Report of the Board of Supervisors on the Company's business activities in 2025;

e. Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2025; Proposal on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2026;

g. Proposal of the Board of Supervisors on the selection of an auditing company for 2026;

h. Proposal of the Board of Directors on production and business plan 2026;

3. The supplementary election of members of the Board of Directors and the Supervisory Board for the term 2025-2030 will be conducted in accordance with the Regulations on nomination, candidacy, and election supplementary of members of the Board of Directors and Supervisory Board for the term 2025-2030.

Article 12. Minutes of Meeting

1. The content of the meeting proceedings is recorded in the Minutes. The Meeting Chair and the Meeting Secretary are jointly responsible for the accuracy and truthfulness of the Meeting Minutes.

2. Minutes of the Meeting, Report on shareholder's eligibility verification, Minutes of vote counting and other documents recording the proceedings and results of the Meeting are stored at the Company's Head Office.

3. Minutes of the Meeting and Resolutions of the Meeting shall be sent to shareholders within fifteen (15) days from the end of the Meeting or posted on the Company's website.

4. The Meeting Minutes are the basis for issuing the Meeting Resolution.

Article 13. Meeting Resolution

1. Based on the results of the Meeting, the Chairman prepares the Meeting Resolution on the issues approved by the Meeting. The Meeting Resolution is announced before the Meeting and approved by the Meeting before the closing of the Meeting. The Resolution is sent to shareholders within fifteen (15) days from the end of the Meeting or posted on the Company's website.

2. The Meeting Resolution shall take effect from the date of adoption unless another date is specified in the Resolution.

Chapter IV

OTHER PROVISIONS

Article 14. Unsuccessful organization of General Meeting of Shareholders

1. In case the first General Meeting of Shareholders does not meet the conditions for holding the meeting as prescribed in this Regulation, the convening of the second General Meeting of Shareholders must be carried out within 30 (thirty) days from the date of the first General Meeting of Shareholders scheduled to open. The second General Meeting of Shareholders shall be held when the number of shareholders and authorized

representatives attending the meeting represents 33% or more of the total number of voting shares.

2. In case the second General Meeting of Shareholders does not meet the conditions for holding the meeting as prescribed in Clause 1 of this Article, the convening of the third General Meeting of Shareholders may be carried out within 20 (twenty) days from the date of the second General Meeting of Shareholders scheduled to open. In this case, the General Meeting of Shareholders shall be held regardless of the number of shareholders or authorized representatives attending the meeting.

Chapter V

EFFECTIVENESS

Article 15. Effectiveness of the Regulations

1. This Regulation consists of five (05) chapters, fifteen (15) articles and takes effect immediately after the General Meeting of Shareholders votes to approve it;

2. The General Meeting of Shareholders decides on amendments and supplements to this Regulation.

3. Any individual who violates this Regulation will be asked to leave the Meeting.

4. This Regulation shall be read before the 2026 Annual General Meeting of Shareholders and shall be voted upon by shareholders. If approved by 50% or more of the total votes of all shareholders attending and voting at the meeting, this Regulation will take effect on all shareholders./.

Recipients:

- Annual General Meeting of Shareholders 2026;
- BOD, BOS;
- Shareholders;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

**REPORT OF THE BOARD OF DIRECTORS
ON ACTIVITIES IN 2025 AND ORIENTATION FOR 2026**

To: The 2026 Annual General Meeting of Shareholders

I. REPORT ACTIVITY IN 2025

1. General situation

In 2025, the production and business activities of DAP - Vinachem Joint Stock Company faced many difficulties and challenges, especially regarding the domestic supply of apatite ore, the pressure to process and consume PG gypsum, the requirement for high growth, and obstacles related to the proposed route of the Lao Cai - Hanoi - Hai Phong railway line, which could potentially affect the factory area.

Against this backdrop, the Board of Directors worked closely with the General Director, directing the synchronized, decisive, and timely implementation of solutions to overcome difficulties. In particular, proactively diversifying the supply of apatite ore from imports helped maintain stable production throughout the year, reducing dependence on domestic sources; and effectively implemented solutions to boost the consumption of PG gypsum, resulting in sales exceeding the projected volume for the year. In addition, the Company actively worked with, explained, and petitioned relevant authorities to adjust the railway route to avoid passing through the factory area, thereby eliminating the risk of impacting production. The Board of Directors also directed the acceleration of chemical business activities to diversify revenue sources and improve operational efficiency.

Thanks to the efforts, unity, and flexibility in management by the Board of Directors, the Executive Board, and all employees, the Company's business results in 2025 achieved outstanding growth. Key indicators all exceeded the plan, with revenue increasing by 67.2% and pre-tax profit increasing by 260.3%, creating a solid foundation for the development phase from 2026 to 2030.

2. Activities of the Board of Directors in 2025

2.1. Summary of Board of Directors meetings:

In 2025, the Company's Board of Directors held 8 meetings, with 100% of the Board members present at each meeting, indicating a high attendance rate.

The number of board member meetings attended is as follows:

No.	Board Member	Number of Board of Directors meetings attended	Rate (%)	Reason for not attending the meeting
1	Mr. Nguyen Tuan Dung	08/8	100%	
2	Mr. Vu Van Bang	08/8	100%	
3	Mr. Le Ngoc Nhan	08/8	100%	
4	Mr. Nguyen Van Phien	08/8	100%	
5	Mr. Nguyen Ngoc Son	06/8	75%	Election on April 23, 2025
6	Ms. Nguyen Thi Mai	02/8	25%	Dismissal date: April 23, 2025

2.2. Resolutions and Decisions of the Board of Directors:

During the year, the Board of Directors issued 29 Resolutions and 73 Decisions related to business operations, dividend payments, executive board personnel, etc. (*Details can be found in the Company's Corporate Governance Report for 2025, published by the Company on January 27, 2026, on its website: <https://www.dapvinachem.com.vn>*). All Resolutions and Decisions issued by the Board of Directors achieved the consensus and agreement of the members and are consistent with the Company's Charter and relevant laws.

2.3. Results of the Board of Directors' supervision of the Board of Directors and other executives:

During the year, the Company's Board of Directors strengthened its guidance and supervision of the General Director and the executive team in implementing production and business activities. The Board focused on boosting production; organizing repairs, maintenance, and strengthening of machinery and equipment; proactively preparing input materials, especially apatite ore; enhancing product sales; improving corporate governance efficiency; reducing costs; and minimizing the consumption of raw materials, fuel, and supplies according to approved standards. Simultaneously, the Board directed the implementation of construction investment projects according to plan, promoting digital transformation, innovation, and green production orientation.

In particular, the Board of Directors has directed the General Management Board to closely monitor domestic and international market developments to

flexibly manage pricing policies; boost production and consumption of DAP products and expand chemical business activities.

The Board of Directors closely monitors cost management, product pricing, and selling prices. The Board regularly holds scheduled and ad hoc meetings to promptly address difficulties and obstacles in production and business operations, including raw material procurement, equipment repair, investment in construction, and other matters within its authority.

In addition, the Board of Directors inspects and monitors the compliance of the Executive Board and management with legal regulations, the Company Charter, internal regulations, and resolutions and decisions of the Board of Directors; and promptly considers and resolves proposals and recommendations to ensure the Company's operations are efficient and compliant with regulations.

2.4. Salaries, remuneration, bonuses, and other benefits for Board of Directors members in 2025:

No.	Name	Position	Salaries and other income (VND million/year)	Remuneration (VND million /year)	Total income (VND million/year)
1	Nguyen Tuan Dung	Chairman of the Board	71,000	120,000	191,000
2	Vu Van Bang	Member of the BOD	1,338,544	96,000	1,434,544
3	Le Ngoc Nhan	Member of the BOD, Deputy General Director	1,190,564	96,000	1,286,564
4	Nguyen Ngoc Son	Member of the BOD - Deputy General Director	1,195,287	66,182	1,261,469
5	Nguyen Van Phien	Member of the BOD	66,000	96,000	162,000
6	Nguyen Thi Mai	Member of the BOD	19,000	29,818	48,818
	Total		3,880,395	504,000	4,384,395

2.5. Results of implementing the Resolution of the 2025 Annual General Meeting of Shareholders:

- Industrial production value at current prices: reached 4,375 billion VND, an increase of 25% compared to the plan.

- Physical output:

+ DAP production output: reached 265,128 tons, an increase of 10.5% compared to the plan.

+ DAP consumption volume: reached 261,049 tons, an increase of 8.8% compared to the plan.

- Total net revenue: reached 5,713 billion VND, an increase of 71.9% compared to the plan.

- Profit before tax: reached 790.5 billion VND, an increase of 267.3% compared to the plan.

- Dividend for 2025: In 2025, the Company paid a cash dividend of 9% per share for the year 2024.

2.6. Contracts or transactions with internal shareholders, related persons, major shareholders in 2025

During the year, the Company had contracts and transactions with related parties, namely Vietnam Chemical Corporation, its subsidiaries/related companies, and Dinh Vu Gypsum Joint Stock Company, as follows:

No.	Name of organization/individual	Relationship with the company	Time of transaction with the company	Resolutions No. approved by the Board of Directors	Content, quantity, total value of transaction
1	The Southern Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	39.07 billion VND
2	Can Tho fertilizer and chemical joint stock company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	34.338 billion VND
3	Binh Dien Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	62.44 billion VND
4	Lam Thao Fertilizers And Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	65.056 billion VND
5	Ninh Binh Phosphate Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	-
6	Van Dien Fused Magnesium Phosphate Fertilizer joint stock company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	-
7	Dinh Vu Gypsum Joint Stock Company	Associated companies	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	1.868 billion VND
8	Vietnam Apatit Limited Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	574.626 billion VND

No.	Name of organization/individual	Relationship with the company	Time of transaction with the company	Resolutions No. approved by the Board of Directors	Content, quantity, total value of transaction
9	Viet nam institute of industrial chemistry	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	19.482 billion VND
10	Hanoi Soap Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	17.504 billion VND
11	Chemical industry engineering joint stock company	Company owned by Vietnam National Chemical Group with over 10% charter capital	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	3.141 billion VND
12	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	125.698 billion VND
13	Ninh Binh nitrogenous fertilizer ltd.company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	20,310 billion VND
14	South basic Chemicals joint stock company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	-
15	Vietnam National Chemical Group	Parent company holds 64% of charter capital	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	0.931 billion VND
16	Chemical Industry College	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HĐQT dated December 31, 2024	0.496 billion VND

II. BUSINESS PLAN FOR 2026

Based on the fertilizer industry situation in 2026, the Board of Directors has set forth the Company's 2026 business plan with the following key targets:

- Industrial production value at current prices: 4,335 billion VND.
- Total net revenue: reached VND 5,938 billion.
- Profit before tax: reached 380 billion VND.

To achieve the targets set for 2026, the following solutions must be resolutely implemented:

- The Board of Directors and the Executive Board will focus all resources on organizing production and business effectively, prioritizing strengthening corporate governance, thoroughly saving production costs to reduce product prices, ensuring the stable operation of machinery and equipment, and ensuring labor safety and environmental protection.

- Proactively prepare sufficient raw materials for production, especially apatite ore.

- Promote the application of science and technology, gradually mechanize and automate to improve labor productivity.

- Continue expanding the chemical business segment.

- Focus on implementing and accelerating the progress of key construction investment projects according to the approved plan, striving to complete the following projects in 2026: “In-depth investment in technology, improving the quality of phosphoric acid and producing MAP fertilizer with a capacity of 60,000 tons/year” and “ Na_2SiF_6 production line ”;

- Continue implementing solutions to increase PG gypsum consumption, reduce pressure on storage areas, and ensure stable plant operation.

- Recruit and implement incentive policies to attract skilled personnel, strengthen training to meet the requirements of production, business, and investment and construction projects. Regularly take care of the material and spiritual well-being of employees.

The above is a summary report of the Board of Directors' activities regarding the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders and the operational plan for 2026.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and unanimous approval.

**ON BEHALF BOARD OF DIRECTORS
CHAIRMAN**

Recipient:

- As above;
- Save: Board of Directors, Office.

Nguyen Tuan Dung

No.: 246/BC-DAP

Hai Phong, March 25, 2026

REPORT

Re: Business results in 2025 and business plan in 2026 of DAP-Vinachem Joint Stock Company

To: The 2026 Annual General Meeting of Shareholders

I. RESULTS OF IMPLEMENTING THE 2025 BUSINESS PLAN

1. Advantages and disadvantages in 2025

- Advantages:

+ The company's leadership team is always proactive and flexible in managing production and business operations, closely monitoring fluctuations in the fertilizer and raw material market to promptly adjust production and business plans. The entire process, from raw material procurement to product sales, has been implemented effectively; in particular, maintaining and boosting the sales of PG gypsum has contributed to stable production, stable output, and effectively utilizing market opportunities to improve business efficiency.

+ The entire leadership team and employees of the company are united and work together to successfully fulfill all assigned tasks.

+ Maintenance and repair work is prioritized to ensure the stable operation of the equipment line.

+ The chemical business is gradually stabilizing and making a significant contribution to the company's revenue and profit in 2025.

- Disadvantages:

+ Domestic apatite ore supply is insufficient to meet production needs, and its quality tends to decline over time.

+ The pressure to process and consume the existing PG gypsum stockpiles remains very high.

+ The volume of goods passing through the port has increased rapidly, exceeding the designed capacity and putting significant pressure on infrastructure and operations; requiring the company to invest in expansion and improve port operational capacity in the near future.

2. Results of implementing some basic production and business targets

No.	Main Indicators	Unit	Plan 2025	Implemented in 2025	Rate (%)	
					Implemented 2025 vs 2024	Implemented 2025 compared to the year plan
I	Output:					
1	DAP production output	Ton	240,000	265,128	111.0	110.5
2	DAP consumption output	Ton	240,000	261,049	107.1	108.8
II	Gross output of industry and financial indicators:					
1	Gross output of industry at actual price	Billion VND	3,493.70	4,374.98	136.8	125.2
2	Total net revenue	Billion VND	3,323.48	5,713.05	167.2	171.9
3	Profit before tax	Billion VND	215.23	790.54	373.7	367.3

3. About consumption

In 2025, the company's DAP sales volume reached 261,049 tons, with exports accounting for the majority (67.6%). The company flexibly manages both the domestic and export markets, focusing on boosting exports at favorable times to compensate for low domestic demand.

Thanks to maintaining consistent product quality and continuously expanding relationships with international partners, the company has gradually established its position in Southeast Asia, while successfully penetrating demanding markets such as Canada, Australia, and New Zealand.

In addition, the company is actively developing its chemical business segment, effectively leveraging its advantages in port infrastructure and storage tank systems. Revenue from this activity is projected to reach VND 1,293 billion in 2025, accounting for 22.6% of total revenue, gradually becoming a new growth driver for the company in the future.

4. About production

- In 2025, the company maintained stable production. Due to the shortage and decline in the quality of domestic apatite ore, the company proactively imported ore for blending, thereby increasing production, reducing waste, and ensuring the quality of DAP products for both export and domestic markets.

The use of imported ore has proven highly effective, helping to stabilize production line operations, improve product quality, and enhance the quality of PG gypsum, thereby supporting sales and improving business efficiency.

- The company pays close attention to and implements occupational safety and hygiene, fire prevention and control, and environmental protection in accordance with legal regulations.

- The consumption of raw materials and fuel was lower than planned.

- Regarding PG gypsum processing: The consumption of PG gypsum continues to be a key issue, directly impacting the plant's capacity expansion. In 2025, the company implemented several comprehensive solutions, including supporting consuming units, researching applications as construction materials (for leveling, roadbeds, cement additives, and as raw materials for concrete bricks), and investing in a production line to recover residual P_2O_5 from PG gypsum waste.

As a result, PG gypsum consumption exceeded the generated volume, contributing to a reduction in storage stockpiles. The company will continue to prioritize resources to boost sales, gradually freeing up waste dumps, creating conditions for expanding production and improving operational efficiency in the future.

5. On construction investment work

In 2025, the company simultaneously implemented projects in the approved investment and construction plan, with a total value of VND 185.43 billion, equivalent to 97.1% of the annual plan.

- One investment and construction project has been completed (Project " Recovery line for residual P_2O_5 in PG gypsum waste") . The final settlement value is 38.5 billion VND, 15.9% lower than the approved total investment) and 8 equipment procurement projects.

- Currently implementing 5 key construction investment projects: The project "In-depth investment in technology, improving the quality of phosphoric acid and producing MAP fertilizer with a capacity of 60,000 tons/year" (the contractor is currently conducting surveys and implementing the detailed design after the basic design); The project "Construction and renovation of the administrative building" (expected to be completed and put into use in April 2026) ; The project "Addition of access roads and bridges to the port of the DAP plant" (expected to be completed and put into use in May 2026) ; The project " Dilute phosphoric acid storage tank " (currently undergoing final settlement of the main construction package and project

settlement); The project "Na₂SiF₆ production line" (the EPC contract will be signed in March 2026).

- Investment preparation is underway for key construction projects: the "Upgrading the main bridge of the DAP plant's port" project ; the " Liquid ammonia storage tank " project ; and the "Investment in a SO₂ recovery line for exhaust gases from SA and thermal power plants".

II. PLAN 2026

1. Production and business plan

No.	Indicators	Unit	Plan 2026
I	Physical output		
1	DAP production output	Ton	268,000
2	DAP consumption output	Ton	268,000
II	Gross output of industry and financial indicators		
1	Gross output of industry at actual price	Billion VND	4,335.0
2	Total net revenue	Billion VND	5,938.0
3	Profit before tax	Billion VND	380.0

2. Construction Investment Plan

The company's planned investment and construction value for 2026 is 318.938 billion VND, including:

- The remaining projects (6 items) amount to: 311.855 billion VND.
- New investment (01 item) is: 4.783 billion VND.
- Investment preparation (20 items) includes: 2.3 billion VND

The General Director of the Company hereby reports the above contents and respectfully submits them to the Annual General Meeting of Shareholders 2026 and the Board of Directors of the Company for consideration and decision.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Save: Office.

GENERAL DIRECTOR

Vu Van Bang

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: The 2026 Annual General Meeting of Shareholders

Based on the Charter of Organization and Operation of DAP- Vinachem Joint Stock Company;

Based on Decision No. 250/QD-DAP dated October 20, 2023, of the Board of Directors of the Company on the promulgation of the Financial Management Regulations of DAP-Vinachem Joint Stock Company (1st Amendment and Supplement).

Based on the audited financial statements and business performance results for 2025, the Company's Board of Directors submits to the Company's General Meeting of Shareholders for consideration and approval the audited financial statements for 2025 with the following contents:

Total asset value as of 31/12/2025	:	3,038,988,023,033 VND
Debt Payable as of 31/12/2025	:	773,815,220,606 VND
Owners' equity as of 31/12/2025	:	2,265,172,802,427 VND
Debt/ Owners' equity ratio as of 31/12/2025	:	0.34 times < 3.0 times
Total revenue and other income in 2025	:	5,713,059,909,608 VND
Total profit before tax in 2025	:	790,536,768,174 VND
Total profit after tax	:	630,831,836,799 VND
Earnings per share	:	4,318 VND/share

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Recipient :

- As above;
- Save: BOD, Office.

Nguyen Tuan Dung

Attached documents: *Audited financial statements for 2025.*

PROPOSAL
Re: The Company's 2025 profit distribution

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Charter of Organization and Operation of DAP- Vinachem Joint Stock Company;

Pursuant to the Financial Management Regulations of DAP- Vinachem Joint Stock Company;

Pursuant to the audited financial statements for 2025.

The Company's Board of Directors proposes the following profit distribution for 2025 as follows:

No.	Indicators	Amount
1	Profit before corporate income tax	790,536,768,174
2	Corporate Income Tax	159,704,931,375
3	Profit after tax (1)-(2)	630,831,836,799
4	Undistributed profit after tax brought forward	13,479,797,628
5	This year's distributed profit	628,057,548,000
	Of which:	
	- Investment and development fund: 50%	315,415,918,000
	- Bonus and welfare fund: 10%	63,083,184,000
	- Company Manager Bonus Fund	1,171,616,000
	- Cash dividend: 17%	248,386,830,000
6	Undistributed earnings	16,254,086,427

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

Recipients:

- As above;
- Save: BOD, Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

REPORT OF THE SUPERVISORY BOARD
On the business activities of DAP – Vinachem Joint Stock Company in 2025

To: THE GENERAL MEETING OF SHAREHOLDERS

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021.

- Based on the functions, duties, and powers of the Supervisory Board as stipulated in the Charter of Organization and Operation of DAP – VINACHEM Joint Stock Company, which was approved by the General Meeting of Shareholders on April 20, 2022.

- Based on the audited financial statements for 2025 of DAP – VINACHEM Joint Stock Company and related documents.

The Supervisory Board reports to the General Shareholders' Meeting on the following inspection and supervision activities for 2025:

I. Activities of the Supervisory Board in 2025.

- The Supervisory Board for the 2025-2030 term has 3 members approved by the General Meeting of Shareholders of DAP - VINACHEM Joint Stock Company, including:

1. Ms. Nguyen Thi Xuan Quyen
2. Mr. Tran Van Doan
3. Ms. Pham Thi Nhung

The Supervisory Board met and elected Ms. Nguyen Thi Xuan Quyen as the Head of the Supervisory Board and assigned tasks to each member of the Supervisory Board.

- In 2025, the Supervisory Board monitored the Company's production and business activities through reports, documents, and records, and attended most of the Company's Board of Directors meetings. The Supervisory Board directly provided input to the Board of Directors and the Executive Board on policies, plans, production and business activities, and information disclosure as required by regulations.

II. Results of monitoring the Company's operational and financial performance.

1. Compliance with financial and accounting regulations: The company has complied with financial and accounting regulations as follows:

- Establish accounting documents and open detailed and summary accounting books in accordance with regulations.
- Financial reports are submitted promptly on a quarterly, semi-annual, and annual basis.
- The 2025 financial report has been audited by AASC Auditing Firm Co., Ltd.

2. The company's situation regarding asset management, utilization, and capital preservation.

- Regarding asset management: The company conducted an inventory of fixed assets, materials, finished goods, and reconciled accounts payable on December 31, 2025, as required by regulations.

- Regarding outstanding debts:

The accounts receivable from customers are as follows:

- + Beginning of the year: 106.6 billion VND.
- + Year-end: 104.025 billion VND.

Annually, the company conducts accounts receivable reconciliation on June 30th and December 31st. The reconciliation rates achieved in value as of December 31st, 2025 are as follows: Accounts receivable: 99.8%, customer advances for DAP purchases: 99.9%; Accounts payable: 98.81% , and advances made by DAP Company to customers: 99.61%.

For accounts receivable that are difficult to collect, the company has set aside provisions based on the age of the uncollectible debts as required by regulations.

- Investing in Dinh Vu Gypsum Joint Stock Company:

The value of the Company's investment in Dinh Vu Gypsum Joint Stock Company as of December 31, 2025 is VND 5 billion. Dinh Vu Gypsum Joint Stock Company has not yet issued its 2025 financial statements. The Company has made a provision for long-term financial investments of VND 732.08 million.

- Regarding capital preservation:

The company had pre-tax profit (audited figures) of VND 790.54 billion. Undistributed after-tax profit was VND 630.83 billion. The company preserved its owners' equity as of December 31, 2025.

3. Revenue, expenses, and business results for 2025.

After reviewing and examining the audit report, the auditor's comments, and related documents, the Supervisory Board unanimously agrees with the figures and

comments of AASC Auditing Firm Co., Ltd. regarding the 2025 financial statements. Detailed figures will be reported by the Board of Directors and the Executive Board at the General Meeting.

III. Results of monitoring the Board of Directors, the CEO, and other management personnel.

1. Oversee the resolutions and decisions of the Board of Directors.

- The procedures for convening meetings, notifying meeting officials, meeting minutes, resolutions, decisions, and documents of the Board of Directors comply with the Enterprise Law and the Company's Charter.

- The Board of Directors has regularly monitored, urged, and directed the activities of the Executive Board and other management personnel to effectively implement the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and other management decisions.

- During the 2025 period, the Company's Board of Directors revised and supplemented regulations such as: Internal expenditure regulations; Regulations on selecting contractors for consulting services, non-consulting services and regular procurement; Regulations on selecting contractors in repair and investment activities of DAP - Vinachem Joint Stock Company...

- The Supervisory Board agrees with the assessment of the 2025 performance results in the Board of Directors' report on the Company's operations in 2025.

2. Oversee the activities of the Board of Directors.

In implementing the resolutions of the General Shareholders' Meeting, the resolutions of the Board of Directors, and the objectives and tasks set forth, the Board of Directors has focused its leadership and worked together with the Company. Leveraging existing internal strengths and overcoming difficulties such as: Domestic apatite ore supply is insufficient to meet production needs, and quality tends to decline while prices continuously increase; there is pressure to process and consume large stockpiles of PG gypsum; the unpredictable global political situation leads to changes in fertilizer prices and input raw material prices ... Besides that, the Company also has advantages: the Management Board and employees are united and working together. The Company's Management Board always closely monitors fluctuations in the fertilizer and raw material market to promptly adjust production and business plans, and the chemical business operations are gradually stabilizing, bringing efficiency to the Company ... Specific indicators have been outlined in the General Director's report on the overall situation of the Company in 2025.

The Supervisory Board unanimously agrees with the General Director's assessment report on the overall situation of the Company in 2025 .

IV. Assessing the coordination of activities between the Supervisory Board, the Board of Directors, the CEO, and shareholders.

- The Supervisory Board is regularly invited to attend Board of Directors meetings, and the Supervisory Board participated in most Board of Directors meetings in 2025. The Supervisory Board directly contributed opinions during Board of Directors meetings and exchanged views through documents, reports, and opinion request forms sent by the Board of Directors to the Supervisory Board, etc.

- The Supervisory Board regularly coordinates, exchanges information, and provides feedback to the Board of Directors and the Executive Board on the Company's production and business activities in accordance with the objectives and plans approved by the General Meeting of Shareholders, the provisions of the law, and the Company's Charter.

- Resolutions of the Board of Directors, resolutions of the General Meeting of Shareholders, and financial statements are submitted fully and promptly to the Supervisory Board.

- Shareholder opinion:

During the year 2025, the Supervisory Board did not receive any written complaints or denunciations from shareholders.

V. Activities related to salaries, remuneration, and other income of the Supervisory Board and each member of the Supervisory Board:

Unit: VND

No.	Name	Position	Salary, remuneration	Note
1	Ha Trung Kien	Prefect	322,969,000	Dismissal date: April 23, 2025
2	Nguyen Thi Xuan Quyen	Prefect	154,545,000	Appointment dated April 23, 2025
3	Tran Van Doan	Member	49,636,000	Appointment dated April 23, 2025
4	Pham Thi Nhung	Member	72,000,000	Appointment dated April 23, 2025
	Add		599,150,000	

VI. Implementation plan for control in 2026.

- Oversee the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors.
- Oversee debt collection monitoring, provision for doubtful debts; distribute profits and utilize funds in 2025.
- Control the inventory management (inflow, outflow, and stock levels) of materials, raw materials, and finished goods.
- Control the procurement and use of supplies for the first six months of 2026.
- Review the financial reports for the first six months of 2026 and for the entire year of 2026.

VII. Comments and recommendations of the Supervisory Board.

1. Comments:

- In 2025, the company faced many difficulties, challenges, and opportunities. However, the Board of Directors and the General Management Board always proactively and flexibly managed production and business operations, closely monitoring fluctuations in the fertilizer and raw material market to promptly adjust production and business plans, successfully completing the set tasks. Pre-tax profit in 2025 was VND 790.54 billion, 3.6 times the plan. Short-term solvency ratio was 3.22 times (>1 time), ensuring the ability to pay due debts. The debt-to-equity ratio was 0.34 times (<3 times), which is at a safe level according to regulations.

2. Recommendations.

- The company continues to maintain and pay even more attention to market activities, implementing preferential policies to encourage dealers and boost sales volume. It also closely coordinates with partners in the processing and consumption of PG gypsum to reduce pressure on storage facilities.
- Promote the application of science and technology, digital transformation, and gradually mechanize and automate to improve labor productivity.
- Continue to take proactive measures in recovering difficult-to-collect and overdue accounts receivable. Strengthening debt management ensures that no new bad debts arise, improving capital utilization efficiency.
- Strengthen cost management and production management to reduce product costs and improve the company's production and business efficiency.

The above is the Supervisory Board's activity report for 2025, which the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

We wish all delegates and shareholders good health and a successful General Meeting.

Thank you very much!

Recipients:

- As above;
- Save: BOD, Office.

**ON BEHLF BOARD OF SUPERVISIORS
HEAD OF THE SUPERVISORS**

Nguyen Thi Xuan Quyen

No.: 01/TTr -BKS

Hai Phong, March 26, 2026

PROPOSAL

Re: Approval of the selection of an auditing company for the 2026 Financial Statements and auditing the first 6-month Financial Statements of 2026

To: GENERAL MEETING OF SHAREHOLDERS

In exercising the powers and responsibilities of the Board of Supervisors as prescribed in the Company Charter and the provisions of the Law, the Board of Supervisors of DAP - VINACHEM Joint Stock Company submits to the General Meeting of Shareholders the list of auditing companies for the 2026 financial statements and reviewing the financial statements for the first 6 months of 2026 of DAP - VINACHEM Joint Stock Company as follows:

I. Criteria for selecting an independent auditing company

1. Is a company legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit public interest companies in 2026.
2. Have experience in auditing companies in Vietnam.
3. Have a reputation for audit quality.
4. Have a team of highly qualified and experienced auditors.
5. Meet the requirements of DAP - VINACHEM Joint Stock Company on audit scope and progress.
6. Have a reasonable audit level appropriate to the audit quality based on reviewing the audit fee documents and audit scope.

II. List of Auditing Companies.

Based on the above selection criteria, pursuant to Decree 84/2016/ND-CP dated July 1, 2016 of the Government (On standards and conditions for practicing auditors and auditing organizations approved to audit public interest entities); Decree No. 134/2020/ND-CP dated November 15, 2020 of the Government amending and supplementing Decree 84/2016/ND-CP dated July 1, 2016; Circular No. 183/2013/TT-BTC dated December 4, 2013 of the Ministry of Finance on independent audit of public interest entities and the list of approved auditing companies announced by the Ministry of Finance and the State Securities Commission in 2026, the Board of Supervisors respectfully proposes that the General Meeting of Shareholders consider and approve

the list of auditing companies to be considered for selection as auditing units for the fiscal year 2026 and review the Company's financial statements for the first 6 months of 2026 as follows:

1. Viet Nam Auditing & Evaluation company limited (VAE). Address: 11th Floor, Song Da Building, 165 Cau Giay Street, Cau Giay Ward, Hanoi City.
2. CPA Vietnam Auditing Company Limited. Address: 8th Floor, VG Building, VG Office Building, 235 Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.
3. An Viet Auditing Company Limited. Address: 12th Floor, Building 167, Bui Thi Xuan Street, Hanoi City.

III. Proposal of the Board of Supervisors.

1. Propose that the General Meeting of Shareholders approve the selection criteria and list of Auditing Companies as stated above.
2. Propose that the General Meeting of Shareholders authorize the Board of Directors to select one of the above-mentioned auditing companies to audit the 2026 Financial Statements and audit the 6-month Financial Statements of 2026.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration, comments and approval of the above proposals.

Thank you very much!

Recipient:

- As above;
- Save: Board of Supervisors, Office.

**ON BEHALF BOARD OF SUPERVISORS
HEAD OF THE SUPERVISORS**

Nguyen Thi Xuan Quyen

Hai Phong, April 2, 2026

PROPOSAL

Re: Review and approval of the 2026 Production and Business Plan

To: The 2026 Annual General Meeting of Shareholders

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of DAP-VINACHEM Joint Stock Company;

Pursuant the Company's production and business performance in 2026,

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval the Company's production and business plan for 2026 with some main indicators as follows:

1. Gross output of industry at actual price: 4,335.0 billion VND.
2. DAP production output: 268,000 tons.
3. DAP consumption output: 268,000 tons.
4. Total net revenue: 5,938.0 billion VND.
5. Profit before tax: 380.0 billion VND.

Propose that the General Meeting of Shareholders authorize the Company's Board of Directors to decide on the 2026 interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results during the year.

Respectfully request the General Meeting of Shareholders to consider and approve.

Recipient:

- As above;
- Save: BOD, Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

No.: 269/BC - HDQT

Hai Phong, April 2, 2026

REPORT

**Re: Remuneration of the Board of Directors, Board of Supervisors and
Company Secretary in 2025**

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors reports to the Annual General Meeting of Shareholders 2026 on the remuneration levels for the Chairman of the Board of Directors , members of the Board of Directors, Supervisory Board, and Company Secretary in 2025 as follows :

No.	Name	Position	Remuneration in 2025 (VND/month)	Total remuneration in 2025 (VND)	Note
I	Board of Directors			504,000,000	
1	Nguyen Tuan Dung	Chairman of the Board	10,000,000	120,000,000	
2	Vu Van Bang	Member	8,000,000	96,000,000	
3	Le Ngoc Nhan	Member	8,000,000	96,000,000	
4	Nguyen Thi Mai	Member	8,000,000	29,818,000	Dismissal on April 23, 2025
5	Nguyen Van Phien	Member	8,000,000	96,000,000	
6	Nguyen Ngoc Son	Member	8,000,000	66,182,000	Election on April 23, 2025
II	Supervisory Board			210,181,000	
1	Ha Trung Kien	Head of the Board of Supervisors receives a full-time salary	-	-	Dismissed on April 23, 2025
2	Nguyen Thi Xuan Quyen	Head of the Board of Supervisors	8,000,000	88,545,000	Election on April 23, 2025
3	Pham Thi Nhung	Member	6,000,000	72,000,000	
4	Tran Van Doan	Member	6,000,000	49,636,000	

No.	Name	Position	Remuneration in 2025 (VND/month)	Total remuneration in 2025 (VND)	Note
III	Company Secretary			72,000,000	
	Nguyen Anh Dung		6,000,000	72,000,000	
	Total			786,181,000	

The payment of remuneration to the Board of Directors, Supervisory Board, and Company Secretary is carried out in accordance with the Resolution of the Annual General Meeting of Shareholders 2025.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As above;
- Save: BOD, Office.

Nguyen Tuan Dung

No.: 270/TTr-HĐQT

Hai Phong, April 2, 2026

PROPOSAL

**Re: Remuneration of the Board of Directors, Board of Supervisors and
Company Secretary in 2026**

To: The 2026 Annual General Meeting of Shareholders

Based on the 2026 Production and Business Plan, the Board of Directors respectfully submits to the General Meeting Shareholders, remuneration for members of the Board of Directors, Supervisory Board, and Company Secretary in 2026 is as follows:

No.	Object	No. of people	Remuneration (VND/month)	Number of months of remuneration	Total amount (VND)	Note
1	Chairman of the Board of Directors	01	10,000,000	12	120,000,000	
2	Member of Board of Directors, Head of Supervisory Board	05	8,000,000	12	480,000,000	
3	Member of Board of Supervisors	02	6,000,000	12	144,000,000	
4	Company Secretary	01	6,000,000	12	72,000,000	
	Total				816,000,000	

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and decision./.

Recipients:

- As above;
- Save: BOD, Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

No: 291/TTr - DAP

Hai Phong, April 07, 2026

PROPOSAL

Re: Amendments and supplements to business lines and the Company charter

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amending, supplementing, and implementing guidelines;

Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;

Pursuant to Decree No. 31/2021/ND-CP dated March 26, 2021 of the Government guiding the implementation of the Investment Law;

Pursuant to Decree No. 94/2017/ND-CP dated August 10, 2017, on goods, services, and geographical areas subject to state monopoly in commercial activities;

Pursuant to Decision No. 36/2025/QD-TTg dated September 29, 2025, of the Prime Minister promulgating the System of Vietnamese Economic Sectors;

Pursuant to the Charter of Organization and Operation of DAP-Vinachem Joint Stock Company;

Pursuant to the company's development plan for the period 2026-2030.

Based on the current business and production situation and the development orientation for the period 2026-2030, the Board of Directors of DAP-Vinachem Joint Stock Company submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

1. Approval of the removal of certain business lines as they no longer exist in Decision No. 36/2025/QD-TTg dated September 29, 2025 (Decision 36):

No.	Business lines	Code	Note
1	Repair of machinery and equipment	3312	Removed as no longer applicable under Decision 36
2	Repair of electrical equipment	3314	
3	Electric power generation	3511	
4	Electricity transmission and distribution (including electricity sales)	3512	

5	Wholesale of construction materials and other installation supplies	4663	
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products)	4669	

2. Approval of supplements business lines for the Company as follows:

No.	Business lines	Code	Note
1	Repair and maintenance of machinery and equipment	3312	- Items 1 to 6 are added to replace the business lines removed in Section 1; - ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership - ⁽²⁾ Add details on consumption of ash, slag, and PG gypsum
2	Repair and maintenance of electrical equipment	3314	
3	Electricity generation from non-renewable energy sources <i>(Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance) ⁽¹⁾</i>	3511	
4	Electricity transmission and distribution (including electricity sales) <i>(Excluding: Transmission, dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance) ⁽¹⁾</i>	3513	
5	Wholesale of construction materials and other installation supplies <i>(except for exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise export rights, import rights, and distribution rights) ⁽¹⁾</i>	4673	
6	Other specialized wholesale n.e.c Details: Wholesale of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale of scrap metal and non-metal waste (including ash, slag, PG gypsum) ⁽²⁾ <i>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law) ⁽¹⁾</i>	4679	
7	Manufacture of prepared feeds for livestock, poultry and aquatic animals	1080	-Adding business lines for the production and trading of DCP, MCP products; phosphoric acid (75-85%) as a food additive. - ⁽¹⁾ Add content excluding the
8	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. <i>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export,</i>	4620	

No.	Business lines	Code	Note
	<u>import, and distribution rights under the provisions of law</u>) ⁽¹⁾		scope of industries restricted from foreign ownership
9	Wholesale of food Details: Wholesale of food additives <u>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)</u> ⁽¹⁾	4632	
10	Materials recovery Details: Recycling non-metallic scrap	3830	Adding a business line to handle PG gypsum.
11	Treatment and disposal of non-hazardous waste	3821	
12	Transport via pipelines	4940	- Adding new business sectors to exploit port infrastructure. - ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership
13	Warehousing and storage	5210	
14	Service activities incidental to water transportation <u>(Excluding: Pilotage, towing, berthing and lighthouse operation)</u> ⁽¹⁾	5222	
15	Cargo handling	5224	
16	Electricity generation from renewable energy sources <u>(Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)</u> ⁽¹⁾	3512	- Adding new industries to include solar power production. - ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership

3. Approval of amendments to details business line as follows:

No.	Business lines (Currently)	The business line name has been revised in detail.	Code	Note
1	Construction of electrical works	Construction of electrical works <u>(Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)</u> ⁽¹⁾	4221	⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership
2	Construction of water supply and drainage works	Construction of water supply and drainage works <u>(Excluding: Management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and coastal embankments)</u>	4222	

No.	Business lines (Currently)	The business line name has been revised in detail.	Code	Note
3	Demolition	Demolition <i>(Excluding: Dismantling of used ships)</i>	4311	
4	Site preparation	Site preparation <i>(Excluding: Blasting services; management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)</i>	4312	
5	Building completion and finishing	Building completion and finishing <i>(Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)</i>	4330	
6	Other specialized construction activities	Other specialized construction activities <i>(Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)</i>	4390	
7	Trading of own or rented property and land use rights Details: Warehouse rental.	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. <i>(Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)</i>	6810	

4. The company's business lines after amendment and supplementation are as follows:

No.	Business lines	Code
1	Manufacture of fertilizers and nitrogen compounds	2012 (main)
2	Manufacture of basic chemicals	2011
3	Repair and maintenance of machinery and equipment	3312
4	Repair and maintenance of electrical equipment	3314
5	Installation of industrial machinery and equipment	3320
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum) (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4679
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers.	6810

No.	Business lines	Code
	(Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	
8	Other transportation support activities Details: Port fee collection.	5229
9	Electric power generation from non-renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3511
10	Electric power generation from renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3512
11	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3513
12	Freight transport by road	4933
13	Construction of non-residential buildings	4102
14	Construction of roads	4212
15	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
16	Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments)	4222
17	Demolition (Excluding: Dismantling of used ships)	4311
18	Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
19	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
20	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390
21	Manufacture of cement, lime and plaster	2394
22	Manufacture of concrete and articles of concrete, cement and plaster	2395
23	Manufacture of other non-metallic mineral products n.e.c.	2399
24	Wholesale of construction materials and other installation supplies (excluding the import of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4673
25	Manufacture of feeds for cattle, poultry and aquatic animals	1080

No.	Business lines	Code
26	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4620
27	Wholesale of food Details: Wholesale of food additives (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)	4632
28	Materials recovery Details: Recovery of non-metal waste	3830
29	Treatment and disposal of non-hazardous waste	3821
30	Transport via pipelines	4940
31	Warehousing and storage	5210
32	Service activities incidental to water transportation (excluding: pilotage, towing, berthing services, and lighthouse operations)	5222
33	Cargo handling	5224

5. Change of the head office address

- Registered head office address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Haiphong City, Vietnam.

- Updated head office address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.

Reason: To update addresses in accordance with the administrative boundary adjustments effective from July 1, 2025.

6. Through amendments and supplementation to the Company Charter:

The General Meeting of Shareholders approved the amendment and supplementation of Clause 3, Article 2 (head office) and Clause 1, Article 4 (business lines) of the Company's Charter to conform with the aforementioned changes.

7. Authorization and implementation:

The General Meeting of Shareholders authorizes the General Director of DAP-Vinachem Joint Stock Company to complete the procedures for registering amendments and supplementation to business lines and adjustment of the head office address in accordance with the Law.

8. Approval of the full text of the Company Charter after amendments and supplementation. The Company Charter after amendments and supplementation will be published in full detail on the company website: www.dapdinhvu.com.vn.

9. The amended Company Charter shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

Attached documents:

Draft of the Company Charter after amendment

Hai Phong, April 24, 2026

REGULATIONS
NOMINATION, CANDIDATE, AND ELECTION OF ADDITIONAL
MEMBERS OF THE BOARD OF DIRECTORS
BOARD OF SUPERVISORS OF DAP-VINACHEM JOINT STOCK COMPANY
TERM 2025-2030

Base:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- Charter of Organization and Operation of DAP-Vinachem Joint Stock Company;*
- Internal regulations on corporate governance of DAP-Vinachem Joint Stock Company.*

The election of additional members to the Board of Directors and the Supervisory Board for the term 2025-2030 at the 2026 Annual General Meeting of Shareholders (“AGM” or “Meeting”) of DAP-Vinachem Joint Stock Company shall be conducted in accordance with the following provisions:

Article 1. Subjects of regulation and scope of application

1. This regulation applies to the election of additional members of the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company for the term 2025-2030 at the Annual General Meeting of Shareholders in 2026.

2. This regulation applies to all shareholders and duly authorized representatives of shareholders owning or representing shares of DAP-Vinachem Joint Stock Company, as listed in the shareholder list as of March 23, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.

Article 2. General Provisions

1. The task of organizing the election for additional members of the Board of Directors and Supervisory Board is assigned by the General Meeting of Shareholders to the Vote Counting Committee. The Vote Counting Committee consists of 05 members, approved by vote of the General Meeting of Shareholders.

2. Specific tasks involved in organizing elections include:

- Announcing the regulations for nominating, electing, and electing additional members of the Board of Directors and Supervisory Board for the term 2025-2030;
- Discuss and approve the list of candidates for the by-election of members of the Board of Directors and Supervisory Board for the term 2025-2030;
- Instructions on elections, voting, and ballot collection;
- Proceed with counting the votes;

- Prepare election minutes and announce the election results to the General Meeting of Shareholders;

- Together with the meeting chairman, review and resolve complaints and allegations regarding candidates as well as election results (if any) and report to the General Meeting of Shareholders for decision.

Article 3. Principles for electing members of the Board of Directors and Supervisory Board

1. Ensure compliance with legal regulations, the Company's Charter of Organization and Operation, and ensure democracy and fairness.

2. The election of members of the Board of Directors and Supervisory Board is conducted using the cumulative voting method. Accordingly, each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors and Supervisory Board. Shareholders have the right to allocate all or part of their total votes to one or more candidates.

Article 4. Number and term of election of members of the Board of Directors and Supervisory Board

- Number of Board of Directors members to be elected: 01 (one) person.

- Number of members of the Supervisory Board to be elected: 01 (one) person.

- Term of the Board of Directors and Supervisory Board: 5 years (according to the term 2025-2030) .

- Number of candidates : unlimited.

Article 5. Standards and conditions for membership in the Board of Directors and Supervisory Board.

1. Members of the Board of Directors must meet the following standards and conditions:

- Possess full legal capacity and not be subject to the restrictions on managing a business as stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the Company's Charter;

- Possess professional qualifications and experience in the company's business management, but do not necessarily have to be a shareholder of the company.

- A member of the company's Board of Directors may also be a member of the Board of Directors of another company, but may not simultaneously be a member of the Board of Directors of more than 5 other companies.

2. Members of the Supervisory Board must meet the following standards and qualifications:

- Possess full legal capacity and not be subject to any prohibitions on establishing and managing businesses as stipulated in the Enterprise Law;

- Members of the Supervisory Board must meet the standards and conditions stipulated in the Enterprise Law and the Company's Articles of Association;

- Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
- Not a family member of a member of the Board of Directors, the CEO, or other managers;
- Not a company manager; not necessarily a shareholder or employee of the company;
- Not an employee of the company's accounting or finance department;
- Not a member or employee of the independent auditing firm that audited the Company's financial statements for the three consecutive years prior to the audit.
- Other standards and conditions as stipulated by relevant laws and the Company's Articles of Association.

Article 6. Conditions for nominating and electing members of the Board of Directors and Supervisory Board.

1. Shareholders holding shares with voting rights as of the record date for attending the 2026 Annual General Meeting of Shareholders have the right to combine their individual voting rights to nominate candidates for the Board of Directors and Supervisory Board:

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate;
- Shareholders or groups of shareholders holding from 20% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;
- Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares may nominate a maximum of three (03) candidates;
- Shareholders or groups of shareholders holding from 40% to less than 50% of the total voting shares may nominate a maximum of four (04) candidates ;
- Shareholders or groups of shareholders holding from 50% to less than 60% of the total voting shares are entitled to nominate a maximum of five (05) candidates.
- Shareholders or groups of shareholders holding from 60% to less than 70% of the total voting shares may nominate a maximum of six (06) candidates.
- Shareholders or groups of shareholders holding from 70% to less than 80% of the total voting shares may nominate a maximum of seven (07) candidates.
- Shareholders or groups of shareholders holding from 80% to less than 90% of the total voting shares are entitled to nominate a maximum of eight (08) candidates.

2. The aforementioned group of shareholders must send a notice of the group meeting (including information on nominated candidates for the Board of Directors and Supervisory Board, if any) to the Company before the opening date of the General Meeting of Shareholders. The Company will publish the information on its website for shareholders entitled to attend the meeting to be aware of upon receiving the notice from the group of shareholders. Any proposal from a group of shareholders that fails to provide the required notice of the group meeting will be considered invalid and will not be considered for

inclusion in the meeting agenda (including the nomination of candidates for election to the Board of Directors and Supervisory Board).

Article 7. Nomination and candidacy dossiers for members of the Board of Directors and Supervisory Board.

The nomination and candidacy dossiers for members of the Board of Directors and Supervisory Board include the following documents:

- Nomination and candidacy forms for candidates to be elected to the Board of Directors and Supervisory Board (according to the template);
- Candidate's resume: filled out by the candidate, with a photograph taken within the last six (06) months, including at least:
 - Full name, date of birth;
 - + Professional qualifications;
 - Work experience;
 - + Other managerial positions;
 - + Benefits related to the Company and its related parties;
 - + The full name of the shareholder or group of shareholders nominating the candidate (if any);
 - + Other information (if any).
- Copies of the applicant's ID card/Citizen Identification Card/Passport, diplomas, and certificates;
- Copies of the business registration certificate/ID card/Citizen ID card/Passport of the nominating shareholder/group of shareholders;
- In the case where the nominating party is an authorized representative of a shareholder, a Power of Attorney must be submitted (signed by the shareholder if the authorizing shareholder is an individual; signed by the legal representative if the authorizing shareholder is an organization), which includes the following authorization details: authorization/permission to use the authorized shares to participate in the nomination, or to combine shares with other shareholders to nominate candidates for election to the Board of Directors and Supervisory Board;
- Documents proving/confirming the number of shares owned or authorized to be owned as of the record date for shareholders to exercise their right to attend the 2026 Annual General Meeting ;
- Notices and minutes of shareholder group nomination meetings (if any);
- Other relevant documents (if any).

Article 8. List of candidates for the Board of Directors and Supervisory Board

1. The list of candidates for the Board of Directors and Supervisory Board is compiled based on nominations from shareholders or candidacies from individual shareholders who meet the eligibility requirements as stipulated by law and the Company's Articles of Association. The current Board of Directors of the Company is responsible for receiving the applications and lists of candidates and publishing the personal information of the

candidates on the Company's website so that shareholders entitled to attend the meetings are aware of them.

In cases where candidates for the Board of Directors and Supervisory Board meet the eligibility requirements for nomination and candidacy at the General Meeting of Shareholders, these candidates with complete and valid dossiers must be clearly announced and approved by the General Meeting of Shareholders before the election takes place.

2. If the number of candidates for the Board of Directors and Supervisory Board nominated and elected is still insufficient, the incumbent Board of Directors and Supervisory Board shall nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The nomination of candidates by the incumbent Board of Directors and Supervisory Board must be clearly announced and approved by the General Meeting of Shareholders before the election takes place.

3. The list of candidates for election to the Board of Directors and Supervisory Board is presented at the General Meeting of Shareholders and approved by a vote of the General Meeting of Shareholders. The list of candidates is arranged in alphabetical order by name, with full names written on the ballot.

Article 9. Ballot Papers

1. Elections at the General Meeting of Shareholders are conducted through the collection of ballot papers. Some terms used in the ballot papers are understood and explained as follows:

- **"Representative "**: is understood to mean a shareholder/representative of a shareholder;

- **"Total number of represented shares "**: is understood as the number of voting shares including the number of shares owned by the Delegate and/or authorized by one or more other Delegates;

- **"Total number of votes"**: is understood as the total number of representative shares multiplied by the number of elected members of the Board of Directors and Supervisory Board.

2. Upon receiving the ballot, shareholders/shareholder representatives must check all the information recorded on the ballot. If there are any errors, they must immediately notify the Ballot Counting Committee.

3. The ballot papers for electing Board of Directors members (pink) and Supervisory Board members (yellow), issued by the Company, bear the Company's red seal and include: Shareholder's name/representative; Delegate code; Total number of shares represented; Total number of ballots for Board of Directors and Supervisory Board members; List of candidates for the Board of Directors and Supervisory Board.

Article 10. Method of filling out the ballot

1. Each ballot for electing members of the Board of Directors and Supervisory Board shall elect a maximum number of members as stipulated in Article 4 of these Regulations.

2. Each ballot for electing members of the Board of Directors and Supervisory Board has a column for **" Number of votes "**. Delegates should cast their votes according to the following instructions:

- Case 1: If the delegate votes for only one candidate.

Delegates should clearly indicate the number of votes (maximum equal to the total number of votes cast by delegates) in the " **Number of votes** " column for that candidate.

- Case 2: If the delegate votes for multiple candidates.

Delegates should clearly indicate the number of votes (maximum equal to the total number of votes cast by delegates) in the " **Number of votes** " column for each candidate.

- Case 3: If the delegate does not vote for any candidate.

Delegates should leave the " **Number of Votes** " column blank, and **NOT** write any symbols in it for any of the candidates.

3. Shareholders/shareholder representatives must sign and clearly state their full names on the Ballot Paper.

Article 11. Election Procedures

1. The discarding of ballots shall be carried out at the instruction of the Meeting Chairperson or the Ballot Counting Committee.

2. In the event that a shareholder/representative of a shareholder requests a replacement ballot due to damage, tearing, or incorrect information ("**Damaged Ballot**"), if the ballot has not yet been cast in the ballot box and the voting period has not expired, they have the right to directly meet with the Ballot Counting Committee to return the damaged ballot and exchange it for a new one, thus ensuring the shareholder's rights. The Ballot Counting Committee will collect the damaged ballots and return them to the Chairman of the Meeting.

Article 12. Valid and Invalid Ballots

1. Valid ballot

A valid ballot is one that meets all of the following criteria:

- The ballot paper must be a pre-printed form provided by the Company, bearing the Company's red seal, issued by the Ballot Counting Committee; it must not be altered, erased, or have any additional content written beyond what is required for the ballot paper; it must also include the signature and full name of the attending delegate;

- The ballot papers must be filled out in accordance with the procedures stipulated in Article 10 of these Regulations;

- The number of selected candidates shall not exceed the number of elected members as stipulated in Article 4 of these Regulations;

- The total number of votes cast by delegates for each candidate shall not exceed the total number of votes allocated to that delegate (as printed by the Company on the ballot).

- Not falling under the cases specified in Clause 2, Article 12 of these Regulations.

2. Invalid ballot

- Ballots that do not conform to the Company's prescribed format or lack the Company's official red seal;

- The ballot was not filled out in the manner prescribed in Article 10 of these Regulations;

- The number of candidates selected exceeds the number of members to be elected as stipulated in Article 4 of these Regulations;
- The total number of votes cast by delegates for the candidates exceeds the total number of votes allocated to that delegate (as printed on the ballot by the Company).
- Ballots that include names not on the list of candidates, or that have been erased/crossed out/deleted, or have other information added;
- Ballots should be filled out with pencil or red ink.
- The ballot paper has the candidate's name crossed out;
- The ballot is marked in percentages;
- The ballot was not signed and clearly stated by the shareholder/representative of the shareholder;
- Submit to the Ballot Counting Committee after voting has concluded.

Article 13. Vote Counting

1. The Vote Counting Committee shall conduct the vote counting honestly, accurately, and completely, and shall be accountable to the Chairman of the Meeting and the entire General Meeting of Shareholders. Vote counting must be conducted immediately after the voting ends. The Vote Counting Committee must compile the vote count statistics. The Vote Counting Committee is not permitted to cross out or alter any information on the ballot papers.

2. The Vote Counting Committee is responsible for preparing a record of the vote counting results and announcing the election results to the General Meeting of Shareholders. The record and all ballot papers must be sealed and returned to the Chairman of the Meeting.

Article 14. Method of determining the elected candidate

1. The elected candidates are those with the highest number of votes, ranked from top to bottom, starting with the candidate with the highest number of votes until the required number of members are elected as stipulated in Article 4 of these Regulations;

2. In the event that two or more candidates receive the same number of votes for the last member to be elected to the Board of Directors or Supervisory Board, the General Meeting of Shareholders shall decide to re-elect those candidates until a difference is reached. The candidate with the higher number of votes will be the winner.

3. If the results of the first election do not yield the required number of members for the Board of Directors and Supervisory Board, a second election must be held among the remaining nominees from the first election. If the second election still does not yield the required number, the General Meeting of Shareholders will decide whether to continue the election. If the General Meeting of Shareholders cannot decide, the Chairman of the Meeting will make the decision.

Article 15. Complaints regarding elections and vote counting

If any fraudulent or illegal conduct, or violation of the Company's Articles of Association related to this election, is found, all shareholders/shareholder representatives have the right to question it. The Chairman of the Meeting and the Vote Counting Committee are responsible for explaining and clarifying all issues raised by shareholders,

and are accountable to the General Meeting of Shareholders, with their statements recorded in the Meeting Minutes.

Article 16. Effective Date

These election regulations will be read aloud to the General Meeting of Shareholders and voted on by all shareholders before implementation. If approved by the General Meeting of Shareholders with a majority vote of over 50% of the total voting shares of the shareholders/representatives present, these regulations will come into effect immediately.

The above is the complete Regulations on nomination, candidacy, and election of additional members of the Board of Directors and Supervisory Board for the term 2025-2030 at the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company. We respectfully submit this to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- AGM 2026;
- BOD, BOS;
- Shareholders of the company;
- Website;
- Save: Secretary.

**ON BEHALF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

NOTIFICATION

**Re: Nomination and Candidate Selection for Additional Elections to the Board of Directors and Supervisory Board of DAP-VINACHEM Joint Stock Company
TERM 2025-2030**

(Hereinafter referred to as "Notice")

Dear Shareholders,

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Organization and Operation and the Internal Regulations on Governance of DAP-Vinachem Joint Stock Company;
- Based on the actual situation.

The Board of Directors hereby announces the nomination and candidacy for the election of additional members the Board of Directors (BOD) and Board of Supervisors (BOS) of the Company for the term 2025-2030, as follows:

I. Conditions for nomination and candidacy for members of the BOD and BOS and standards and conditions for membership of the BOD and BOS

1. Conditions for nomination and candidacy for members of the BOD and BOS:

Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for election to the BOD and the BOS in accordance with the provisions of the Enterprise Law and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the BOD and the BOS.

A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

2. Candidate standards for BOD and BOS:

1. Members of the Board of Directors must have the following standards and conditions:

- Have full civil act capacity, not be subject to prohibition from managing enterprises according to the provisions of Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Company Charter;

- Have professional qualifications and experience in business management of the Company and not necessarily be a shareholder of the Company;

- A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company but may not concurrently be a member of the Board of Directors of more than 5 other companies.

2. Members of the Board of Supervisors must have the following standards and conditions:

- Have full civil act capacity and not be subject to prohibition on establishment and Business management according to the provisions of the Enterprise Law;

- BOS must meet the standards and conditions prescribed by the Law Enterprise, Company Charter;

- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the business activities of the enterprise;

- Not a relative of a member of the Board of Directors or General Director directors and other managers;

- Not a manager of the Company; not necessarily a shareholder or employee of the Company;

- Not working in the accounting or finance department of the Company;

- Not a member or employee of the Independent Auditing Company Audit the Company's financial statements for the previous 3 years;

- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

II. Nomination and candidacy documents for members of the Board of Directors and Supervisory Board

1. Nomination and candidacy forms for candidates to be elected to the Board of Directors and Supervisory Board (according to the template);

2. Candidate's resume: filled out by the candidate, with a photograph taken within the last six (06) months attached;

3. Notarized copies of the applicant's ID card/Citizen Identification Card/Passport, and diplomas/certificates;

4. Notarized copies of the business registration certificate/ID card/Citizen ID card/Passport of the nominating shareholder/group of shareholders;

5. In cases where the nominating party is an authorized representative of a shareholder, a Power of Attorney must be submitted (signed by the shareholder and certified by the People's Committee of the ward/commune or a notary public in the case of an individual shareholder; signed by the legal representative and stamped in the case of an organization shareholder), which includes the following authorization details: authorization/permission to use the authorized shares to participate in the nomination, or

to combine shares with other shareholders to nominate candidates for election to the Board of Directors and Supervisory Board;

6. Documents proving/confirming the number of shares owned or authorized to be owned as of the record date for shareholders to exercise their right to attend the 2026 Annual General Meeting;

7. Notification regarding the organization of a meeting for the group of shareholders who meet the eligibility requirements to exercise their right to nominate members to the Board of Directors and the Supervisory Board. Minutes of the meeting of the nominating shareholders.

8. Other relevant documents (if any).

Shareholders/groups of shareholders who meet the eligibility requirements stipulated in this Regulation and wish to nominate or elect candidates to the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company are requested to send the original nomination/candidate documents to the Company **no later than 4:00 PM on April 17, 2026** (Vietnam time) at the following address:

DAP-Vinachem Joint Stock Company, located at Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City.

The file must clearly state: "Profile of nomination and candidacy for member of Board of Directors, Supervisory Board"

Note: Only nomination dossiers and candidacies for Board of Directors and Supervisory Board members that meet the eligibility requirements, and candidates who meet the eligibility requirements for membership in the Board of Directors and Supervisory Board, will be considered valid and included in the list announced at the General Meeting of Shareholders. Organizations and individuals nominating candidates for the Board of Directors and Supervisory Board, and the candidates themselves, are legally responsible to the General Meeting of Shareholders for the truthfulness and accuracy of the content of their nomination dossiers and candidacies.

DAP-Vinachem Joint Stock Company respectfully announces and requests Shareholders candidacy and nominate for candidates to elect addition members of the Board of Directors and Board of Supervisors of the Company for the term 2025-2030 according to this Notice./.

Recipients:

- Shareholders of the Company;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

PROPOSAL

Re: Dismissal and election of additional members of the Board of Directors
and Board of Supervisors for the term 2025-2030

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of DAP- VINACHEM Joint Stock Company;

Pursuant to Mr. Le Ngoc Nhan's resignation letter from the Board of Directors dated April 14, 2026;

Pursuant to Mrs. Nguyen Thi Xuan Quyen's resignation letter from the Board of Supervisors dated April 10, 2026;

Pursuant to Resolution No. 10/NQ-HĐQT dated April 20, 2026 of the Company's Board of Directors.

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and voting, as follows:

1. Approves application for resignation members of the Board of Directors and Board of Supervisors, as follows:

- Mr. Le Ngoc Nhan's resignation letter the position of member of the Company's Board of Directors (Resignation letter dated April 14, 2026 attached).

- Ms. Nguyen Thi Xuan Quyen's resignation letter position of member of the Company's Board of Supervisors (Resignation letter dated April 10, 2026 attached).

2. The additional elections to the members of the Board of Directors and Board of Supervisors term 2025-2030, as follows:

To ensure the number of members of the Board of Directors and the Board of Supervisors in accordance with the Company's Charter and the Enterprise Law, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval supplementary election, as follows:

- Number of additional members to be elected to the Board of Directors: 01 (one) person.

- Number of additional members to be elected to the Board of Supervisors: 01 (one) person.
- Term of the Board of Directors and Board of Supervisors: 5 years (according to the term 2025-2030).
- Maximum number of candidates for the Board of Directors and Board of Supervisors: Unlimited.
- Criteria for candidates to participate in the Board of Directors and Board of Supervisors are in accordance with the Company Charter and the Enterprise Law (in Notice No. 292/TB-HĐQT dated April 7, 2026).

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and voting approval.

Respectfully submitted!

Recipient:

- As above;
- Save: BOD, Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

No.: 329/TTr-HĐQT

Hai Phong, April 20, 2026

PROPOSAL

Re: The approval of the list of candidates for the election of additional members to the
Board of Directors and Board of Supervisors
term 2025-2030

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of DAP-VINACHEM Joint Stock Company;

Pursuant to Notice No. 292/TB-HĐQT dated April 7, 2026, from DAP-Vinachem Joint Stock Company regarding the nomination and candidacy of candidates for the election of additional members to the Board of Directors and Board of Supervisors for the term 2025–2030;

Pursuant to Resolution No. 10/NQ-HĐQT dated April 20, 2026 of the Company's Board of Directors.

The Company's Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of candidates for election to the Board of Directors and Board of Supervisors for the term 2025-2030, as follows:

No.	Name	Position	Note
1	Mr. Nguyen Hoang Trung	Members of the Board of Director	Nominated by The Board of Directors
2	Mrs. Vu Thi Bich Ngoc	Members of the Board of Supervisor	Nominated by Vietnam National Chemical Group

(Application resumes are attached)

The Board of Directors respectfully submits to the General Meeting of Shareholders consideration and approval./.

Recipient:

- As above;
- Save: BOD, Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

Photo 4 x 6

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

RESUME

(Used for candidates/nominees to be elected members of BOD, BOS)

1. Full name: NGUYEN HOANG TRUNG Gender: Male
2. Date of birth: January 1, 1982 Place of birth: Van Phu Ward, Lao Cai Province
3. Nationality: Vietnam
4. ID card/CCCD/Passport number: 015082008492, December 18 , 2021 , Place of issue: The Department of Administrative Police on Social Order.
5. Permanent residence: 24 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City .
6. Telephone number: 0988.080.866 Email: trungdap@gmail.com
7. Educational level: 12/12
8. Professional qualifications: Bachelor of Economics.
9. Current position at DAP-VINACHEM Joint Stock Company (if any): Deputy General Director of the Company.
10. Current positions held at other organizations: None.
11. Number of shares held: 2,000 shares, accounting 0.00137 % of the charter capital, of which:
 - + Representative (name of organization is State/strategic shareholder/other organization) owns: none
 - + Individual ownership: 2,000 shares.
12. Other owning commitments (if any): None
13. List of affiliated persons of declarant ^(*):

No.	Name of individual/organization	ID card/Passport No. (for (individual) or business registration certificate number, operating license or equivalent legal documents (for organizations), date of issue, place of issue	Contact address	Number of shares owned, ownership ratio on the company's charter capital (if any)	Relationship
1	Nguyen Ngoc Dung	001052009607, issued on April 15, 2021 by the Department of Administrative Management of Social Order Police.	2 4 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City	5,500	Father

^(*) Persons involved as defined in Clause 46, Article 4 Securities Law of 2019.

2	Hoang Thi Hang	015156000057, issued on March 11, 2025 by the Ministry of Public Security	2 4 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Mother
3	Nguyen Xuan Dan	033054002896, issued on March 25, 2021 by the Department of Administrative Management of Social Order.	Group 3, house number 009, Pom Han, Cam Duong Ward, Lao Cai City		Father-in- law
4	Hoang Thai Kieu	001160037020, issued on June 24, 2021 by the Police Department for Administrative Management of Social Order.	Group 3, house number 009, Pom Han, Cam Duong Ward, Lao Cai City		Mother-in- law
5	Nguyen Thuy Lien	010185006061 , date of issue February 17, 2025 at the Ministry of Public Security	24 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Wife
6	Nguyen Ngoc Hieu	001210038863, issued on 03/06/2024 by the Police Department for Administrative Management of Social Order.	24 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Child
7	Nguyen Ngan Ha	Personal identification number: 001313038774	24 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Child
8	Nguyen Ngoc Huy	001079009702, issued on April 15, 2021 by the Police Department for Administrative Management of Social Order.	2 6 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Older brother
9	Nguyen Ngoc Tuan	015086000184, issued on May 10, 2021 by the Police Department for Administrative Management of Social Order.	2 4 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Sibling
10	Do Thuy Linh	001178024524, issued on March 15, 2021 by the Police Department for Administrative Management of Social Order.	26 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Sister- in- law
11	Tran Mai Trang	001189009876, issued on July 10, 2021 by the Police Department for Administrative Management of Social Order.	2 4 Alley 158/111 Ngoc Ha Street, Ngoc Ha Ward, Hanoi City		Sister-in- law

14. Related interests of DAP-Vinachem Joint Stock Company (if any): None.

15. Conflicting interests with DAP-Vinachem Joint Stock Company (if any): None.

I hereby certify that the above statements are completely true. If they are false, I will take legal responsibility.

Hai Phong, April 17, 2026

The declarant

Nguyen Hoang Trung

Photo 4 x 6

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



RESUME

(Used for candidates/nominees to be elected members of BOD, BOS)

1. Full name: **VU THI BICH NGOC** Gender: Female
2. Date of birth: May 30, 1985. Place of birth: Da Nang
3. Nationality: Vietnam
4. ID card/CCCD/Passport number: 048185000005 issued on July 10, 2024, Place of issue by: the Ministry of Public Security.
5. Permanent residence: CT36 Tower residential area, 326 Le Trong Tan Street, Phuong Liet Ward, Hanoi City
6. Telephone number: Email:.....
- ..
7. Educational level: 12/12
8. Professional qualifications: Bachelor of Economics, specializing in Accounting
9. Current position at **DAP-VINACHEM Joint Stock Company** (if any):
.....
10. Current positions held at other organizations: Specialist in the Finance and Accounting Department of Vietnam National Chemical Group; Member of the Board of Supervisor Viet Tri Chemical Joint Stock Company.
11. Number of shares held:....., accounting for.....% of the charter capital, of which:
 - + Representative (name of organization is State/strategic shareholder/other organization) owns:
 - + Individual ownership:.....
12. Other owning commitments (if any):
13. List of affiliated persons of declarant (*):

No.	Name of individual/organization	ID card/Passport No. (for individual) or business registration certificate number, operating license or equivalent legal documents (for organizations), date of issue, place of issue	Contact address	Number of shares owned, ownership ratio on the company's charter capital (if any)	Relationship
1	Vu Tien Dung	035060002712 Date of issue: 01/11/2022 Issuing authority: Police Department	149 Lot 4A, Dinh Cong Ward, Hanoi City		Father
2	Nguyen Thi Nho	035156001681 Date of issue:	149 Lot 4A, Dinh Cong Ward,		Mother

(*) Related parties as defined in Clause 46, Article 4 of the Securities Law of 2019.

No.	Name of individual/organization	ID card/Passport No. (for individual) or business registration certificate number, operating license or equivalent legal documents (for organizations), date of issue, place of issue	Contact address	Number of shares owned, ownership ratio on the company's charter capital (if any)	Relationship
		01/11/2022 Issuing authority: Police Department	Hanoi City		
3	Nguyen Duc Tien	001081053758 Date of issue: December 18, 2021 Issuing authority: Police Department	CT36 Tower residential area, 326 Le Trong Tan Street, Phuong Liet Ward, Hanoi City		Husband
4	Nguyen Vu Long	Still young	CT36 Tower residential area, 326 Le Trong Tan Street, Phuong Liet Ward, Hanoi City		Chile
5	Nguyen Tien Hung	Still young	CT36 Tower residential area, 326 Le Trong Tan Street, Phuong Liet Ward, Hanoi City		Chile
6	Nguyen Ngoc Lam	Still young	CT36 Tower residential area, 326 Le Trong Tan Street, Phuong Liet Ward, Hanoi City		Chile
7	Vu Thi Minh Thu	048183000007 Date of issue: May 15, 2023 Issuing authority: Police Department	A5 Dai Kim Urban Area, Dinh Cong Ward, Hanoi City		Older sister
8	Bui Huy Hieu	037081006362 Date of issue: August 5, 2022 Issuing authority: Police Department	A5 Dai Kim Urban Area, Dinh Cong Ward, Hanoi City		Brother-in-law
9	Nguyen Van Thiep	001046001959 Date of issue: November 29, 2016 Issuing authority: Hoang Mai Police Department	No. 50 Trinh Dinh Cuu Street, Phuong Liet Ward, Hanoi		Father-in-law
10	Pham Thi Luu	001148010962 Date of issue: August 24, 2018 Hanoi Police	No. 50 Trinh Dinh Cuu Street, Phuong Liet Ward, Hanoi		Mother-in-law
11	Nguyen Thanh	001079001366 Date of issue: July 24, 2021 Issuing authority: Police Department	Rainbow Linh Dam Apartment Building, Hoang Liet Ward, Hanoi		My husband
12	Le Thanh Van	001179009668	Rainbow Linh		Sister-in-

No.	Name of individual/organization	ID card/Passport No. (for individual) or business registration certificate number, operating license or equivalent legal documents (for organizations), date of issue, place of issue	Contact address	Number of shares owned, ownership ratio on the company's charter capital (if any)	Relationship
		Date of issue: July 20, 2021 Issuing authority: Police Department	Dam Apartment Building , Hoang Liet Ward, Hanoi		law

14. Related interests of DAP-Vinachem Joint Stock Company (if any):

15. Conflicting interests with DAP-Vinachem Joint Stock Company (if any):

I hereby certify that the above statements are completely true. If they are false, I will take legal responsibility.

Hanoi, April 16, 2026

The declarant

Vu Thi Bich Ngoc

