

Lao Cai, July 24th, 2026

INVITATION LETTER

To The 2026 Annual General Meeting of Shareholders

To: Shareholders of Viet Nam Apatite Phosphorus Joint Stock Company

- Based on Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Charter of Viet Nam Apatite Phosphorus Joint Stock Company.

The Board of Directors of Viet Nam Apatite Phosphorus Joint Stock Company cordially invites you to attend 2026 Annual General Meeting (AGM) of Shareholders of Viet Nam Apatite Phosphorus Joint Stock Company with the following details:

1. Opening time of the meeting: 09:00, August 14th, 2026.
2. Venue: Conference Hall at Duc Giang Chemicals Group Joint Stock Company - No. 18/44, Duc Giang Street, Viet Hung Ward, Hanoi.
3. Program and documents of the Meeting: For details, please visit the website: <http://pacvietnam.vn/>.
4. Shareholders or Authorized Representatives attending the meeting are kindly requested to bring the following documents:
 - Invitation Letter;
 - ID card/Citizen ID or Passport;
 - Power of Attorney and Invitation letter from the authorizer person (in case of attending the meeting as an authorized representative).
5. Meeting materials are disclosed and can be download on company website: <http://pacvietnam.vn/>

We are pleased to welcome you!

Note:

Shareholders shall bear their own expenses for accommodation, travel, and other personal costs to attend the Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Luu Bach Dat



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POWER OF ATTORNEY TO ATTEND
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Viet Nam Apatite Phosphorus Join Stock Company

Name of organization/individual:.....

(Hereinafter referred to as the Authorizing Party)

ID/Passport No.: issued on: Place of issue.....

Legal representative (for organizations).....

Address.....

Currently owning/representing ownership: shares (according to the list as of July 14th, 2026) of Viet Nam Apatite Phosphorus Join Stock Company.

I hereby give power of attorney to:

Mr./Ms.:.....

(Hereinafter referred to as the Authorized Person)

ID/Passport No.: issued on: Place of issue.....

Number of authorized shares: shares.

On behalf of the authorizing party to attend 2026 Annual General Meeting of Shareholders of Vietnam Apatite Phosphorus Join Stock Company on August 14th, 2026, and vote on issues within the competence of the Shareholders' Meeting with the number of votes corresponding to the number of represented shares.

The authorizing party shall be fully responsible for this authorization before the law and commits not to make any subsequent complaints.

AUTHORIZED PARTY

(Sign, clearly state name)

AUTHORIZING PARTY

(Sign, clearly state name, affix seal (if any))



VIET NAM APATITE PHOSPHORUS JOIN STOCK COMPANY

Address: Tang Loong Industrial Zone, Tang Loong Commune, Lao Cai Province

Phone: 02143863188; Fax: 02143869689; website: <http://pacvietnam.vn>

AGENDA OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Reception: Registration for the meeting and document collection: 08:00 to 09:00 on August 14th, 2026.

Opening: 09:00 on August 14th, 2026.

Meeting agenda:

No.	ITEMS	TIME
1.	Registration for the Meeting	08:00-09:00
2.	Opening, introduction of attendees	09:00
3.	Meeting Chairperson introduces the Secretary of the delegation, the Vote Counting Committee	
4.	Approval of the Meeting program	
5.	Approval of the Meeting regulations	
6.	Board of Directors reports on the business activities in 2025	
7.	Report of the Supervisory Board	
8.	Audited financial report for 2025	
9.	Proposal for profit distribution plan for 2025	
10.	Proposal for business production plan for 2026	
11.	Proposal to approve remuneration and income of the Board of Directors, Supervisory Board	
12.	Submission on the dismissal and supplementary election of members of the Board of Directors for the 2024–2029 term	
13.	Meeting discussion and voting	
14.	Vote Counting Committee announces voting results	
15.	Approval of Meeting minutes and resolutions	
16.	Closing of the Meeting	



**VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY**

No: 03/2026/QC-DHĐCĐ

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Lao Cai, July 28th, 2026

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**REGULATION ON ORGANIZATION AND OPERATION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VIET NAM APATITE PHOSPHORUS JOINT STOCK COMPANY**

Chapter I
GENERAL PROVISIONS

Article 1. Scope and applicability

1. These Regulations shall apply to the organization of the 2026 Annual General Meeting of Shareholders (“the General Meeting”) of Vietnam Apatite Phosphorus Joint Stock Company.

2. These Regulations specifically stipulates the rights and obligations of shareholders and participants of the General Meeting; conditions and procedures for conducting the General Meeting.

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

Article 2. Rights and obligations of shareholders

1. Conditions for attending the General Meeting

Participants must be shareholders or authorized representatives of shareholders whose names are in the list of shareholders on the closing date of the list of shareholders entitled to attend the General Meeting.

2. Shareholders' rights when attending the General Meeting:

a. Directly attend or authorize in writing for another person to represent them at the General Meeting;

b. To vote on all matters within their rights of the in accordance with the Law on Enterprises, other relevant legislative documents and the Charter of Viet Nam Apatite Phosphorus Joint Stock Company;

c. The Organizing Committee shall publicly announce the General Meeting agenda, including:

- Approval the Report of the Board of Directors.
- Approval the Report of the Supervisory Board.
- Approval the 2025 Audited Financial Statements.
- Approval of 2025 profit sharing plan.
- Approval the 2026 Business Production Plan.
- Approval the remuneration and income of the Board of Directors and the Board of Supervisors.
- Approval of the dismissal and additional election of members of the Board of Directors and the Supervisory Board for the 2024–2029 term;
- Other related content (if any).

d. At the General Meeting, each shareholder or authorized representative of a shareholder will receive a Voting Card (recording the registration number, full name of the shareholder, full name of the authorized representative and number of shares with voting rights) after registering to attend the General Meeting with the Shareholder Qualification Examination Board.

e. The voting value of the Voting Card corresponds to the ratio of the number of voting shares that the person owns or represents according to the registration to attend the General Meeting over the total number of voting shares of the shareholders/authorized representatives of shareholders present at the General Meeting.

f. Shareholders and authorized representatives attending the General Meeting shall discuss and vote to approve the contents stated in Point C, Clause 2, Article 2 of these Regulations.

g. Shareholders and authorized representatives who arrive late to the General Meeting have the right to register and then have the right to vote immediately at the General Meeting, but the Chairman is not responsible for stopping the General Meeting and the validity of the contents previously voted on remains unchanged.

3. Obligations of shareholders when attending the General Meeting

a. Shareholders or authorized representatives of shareholders when attending the General Meeting must bring their Citizen Identification Card/ID Card/Passport, Meeting Invitation, Power of Attorney (for authorized representatives) and register to attend the General Meeting with the Shareholder Qualification Verification Committee.;

b. Spruce;

c. Recording and filming of the General Meeting must be publicly announced and approved by the General Meeting Chairman;

d. Register to speak at the General Meeting according to regulations, comply with the speaking time and content within the scope of the General Meeting program;

e. Speak and vote in accordance with the instructions of the General Meeting Organizing Committee and comply with the direction of the General Meeting Chairman;

f. There must be no obstruction or disorder that prevents the meeting from being conducted fairly and legally;

g. Do not cause disturbance or obstruct the normal progress of the General Meeting;

h. Comply with the executive authority of the Chairman of the General Meeting;

i. Strictly comply with the Regulations and respect the results of the work at the General Meeting.

Article 3. Rights and obligations of the Shareholder Qualification Inspection Board

The Shareholder Qualification Examination Committee consists of one (01) Head and members established by the Company's Board of Directors ("BOD") and introduced to the General Meeting, with the following functions and duties:

1. Check the qualifications of shareholders or authorized representatives of shareholders attending the meeting: ID card number/ Citizen identification card or Passport, Power of Attorney (for authorized representatives); Invitation Letter.

2. Issue to shareholders or authorized representatives attending the meeting: Voting cards; Ballots and other meeting documents;

3. Report to the General Meeting on the results of the verification of shareholders' qualifications to attend the General Meeting.

Article 4. Rights and obligations of the Ballot Counting Committee

The Ballot Counting Committee is nominated by the Presidium and approved by the General Meeting. The Ballot Counting Committee collects ballots after the General Meeting votes and counts the ballots and voting cards; reports to the General Meeting on the results of the ballot counting and voting card counting.

Article 5. Rights and obligations of the Chairman, the Presiding Committee and Secretary of the General Meeting

1. The Presiding Committee is approved by the General Meeting and has the function of controlling the General Meeting.

2. The decision of the Presiding Committee on matters of order, procedure or events arising outside the agenda of the General Meeting shall be final.

3. The Chairman shall conduct such work as is deemed necessary to conduct the General Meeting in a valid and orderly manner; or to enable the General Meeting to reflect the wishes of the majority of attending shareholders.

4. The Presiding Committee has the right to postpone the General Meeting to another time or change the meeting location in accordance with the provisions of the 2014 Enterprise Law, other relevant legal documents and the Charter of Viet Nam Apatite Phosphorus Joint Stock Company;

5. The Secretary performs support tasks as assigned by the Presiding Committee.

Chapter III

GENERAL MEETING PROCEDURE

Article 6. Conditions for holding the General Meeting

The meeting is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes according to the list of shareholders established at the time of closing the list of shareholders attending the meeting.

Article 7. Method of conducting the General Meeting

1. The General Meeting is expected to last for ½ day;

2. The General Meeting will discuss and approve the contents stated in Point c, Clause 2, Article 2 of these Regulations.

Article 8. Approval of General Meeting Decisions

1. For the content specified in Clause 1, Article 21 of the Company's Charter (if any), the decision of the General Meeting is passed when approved by the number of shareholders representing more than 65% of the total number of votes of shareholders with voting rights present in person or through authorized representatives present at the General Meeting.

2. For other contents, the decision of the General Meeting is passed when approved by the number of shareholders representing more than 50% of the total number of votes of shareholders with voting rights present in person or through authorized representatives present at the General Meeting.

Article 9. Minutes of the General Meeting

The content of the General Meeting is recorded in the Minutes and recorded by the Secretariat. The General Meeting Minutes are read and approved before the closing of the General Meeting and are kept at the Company.

Article 10. General Meeting Resolution

Based on the results of the General Meeting, the Chairman shall prepare the General Meeting Resolution on the issues approved by the General Meeting. The General Meeting Resolution must be read at the General Meeting for approval by

shareholders and sent to shareholders within fifteen (15) days from the closing date of the General Meeting.

Chapter IV

OTHER PROVISIONS

Article 11. Cases where the General Meeting fails to convene

1. In case the first General Meeting does not meet the conditions for holding the meeting as prescribed in Article 6 of this Charter, the convening of the second General Meeting must be carried out within 30 (thirty) days from the date of the first meeting scheduled to open. The second General Meeting shall be held when the number of members attending the meeting who are shareholders and authorized representatives representing at least 33% of the total number of shares with voting rights.

2. In case the second General Meeting does not meet the conditions for holding it as prescribed in Clause 11.1 of this Article, the convening of the third General Meeting may be carried out within 20 (twenty) days from the date of the second General Meeting scheduled to open. In this case, the General Meeting shall be held regardless of the number of shareholders or authorized representatives attending the meeting.

Chapter V

EFFECTIVENESS

Article 12. Entry into force

1. This Charter consists of 5 Chapters, 12 Articles and takes effect immediately after being voted and approved by the General Meeting.

2. Shareholders and attendees of the General Meeting are responsible for complying with the provisions of this Charter.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



Đỗ Thanh Cong



VIET NAM APATITE
PHOSPHORUS JSC

No: 01/2026/BC-PAT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Lao Cai, July 21st, 2026

REPORT OF THE BOARD OF DIRECTORS

Regarding Production and Business Performance in 2025 and Orientations for 2026

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors (BOD) of Viet Nam Apatite Phosphorus Joint Stock Company (PAT) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for approval the Report on the BOD's governance activities, production and business performance in 2025, and orientation for 2026, as follows:

1. BOD's Assessment of the Company's Performance in 2025

- 2025 was a special year for Viet Nam Apatite Phosphorus Joint Stock Company. Amid fluctuations in the global economy, declining chemical demand in key markets, continued volatility in raw material prices and logistics costs, and increasingly fierce competition, the Company maintained stable production, sustained business efficiency, and exceeded the targets set by the General Meeting of Shareholders.
- In 2025, revenue reached VND 1,923 billion, and net profit after tax reached VND 343 billion, exceeding the set target. This result was achieved through the dedication and determination of all management and employees, the continued support of our valued Shareholders, customers, and partners, as well as the close direction of the Board of Directors.
- However, alongside these noteworthy achievements, 2025 was also a year in which the Company faced significant adversity when several key executives were prosecuted.
- The Board of Directors acknowledges this as a profound lesson in corporate governance, risk management, and legal compliance. Immediately following the event, the Company quickly restructured its management apparatus, maintained uninterrupted production and business operations, and secured jobs and income for employees. Simultaneously, it proactively conducted a comprehensive review of its governance system, strengthened internal controls, refined management procedures, and actively cooperated with competent authorities in accordance with applicable laws.

2. Key Activities of the BOD in 2025

In 2025, the Board of Directors issued 08 Resolutions and approved various important matters:

- Approving the organization of the 2025 Annual General Meeting of Shareholders;
- Approving the production and business plan;
- Approving the plan for the 2025 interim cash dividend advance and various other important decisions.

In addition, transactions between the Company and Members of the BOD and their related parties strictly complied with the relevant regulations regarding approval

authority. These transactions have been fully disclosed in the Corporate Governance Report and published on the Company's website.

3. BOD's Plan and Orientation for 2026

- Continue to fully and promptly cooperate with competent authorities during the resolution of cases in accordance with applicable laws; simultaneously, proactively implement solutions to stabilize the organization, maintain uninterrupted production and business operations, and protect the legitimate rights and interests of shareholders, employees, customers, and partners.
 - Comprehensively review the legal framework governing production and business operations, focusing on completing remaining legal procedures.
 - Strengthen market development activities, expand export markets, and improve phosphorus quality to enhance product value.
 - Continue to invest in and upgrade environmental treatment systems, ensuring development toward green, safe, and sustainable growth.
 - Develop a strategy to secure raw material supplies from domestic and international partners by expanding cooperation with local mining enterprises; simultaneously maintain stable imports of Apatite ore from Egypt, while actively seeking partners in Kazakhstan, Morocco, and other potential markets to diversify supply sources and enhance operational autonomy.
4. **Other Matters:** Submitting to the General Meeting of Shareholders for continued approval of the selection of UHY Auditing and Consulting Company Limited as the independent audit firm to review the 2026 Semi-Annual Financial Statements and audit the 2026 Financial Statements, pursuant to the Resolution of the 2026 Extraordinary General Meeting of Shareholders dated May 13th, 2026.

ON BEHALF OF THE BOD

Chairman



Luu Bach Dat



**VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY**

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Hanoi, July 21st, 2026

**APPENDIX: REPORT OF THE INDEPENDENT MEMBER OF THE BOARD
OF DIRECTORS**

*(Attached to the Report of the Board of Directors at the 2026 Annual General Meeting
of Shareholders)*

**To: The General Meeting of Shareholders of Viet Nam Apatite Phosphorus Joint
Stock Company**

- Pursuant to the Law on Enterprises 2020 and its amendments and supplements in 2025;
- Pursuant to the current Charter of the Company.

The Independent Member of the Board of Directors hereby submits to the valued Shareholders the report on operations for the year 2025 as follows:

1. List of Independent Members of the Board of Directors

In 2025, the Board of Directors of the Company consisted of 05 members, including 01 independent member of the Board of Directors.

In my capacity as an independent member of the Board of Directors, I have fully performed my functions in accordance with the provisions of law, the Company's Charter, and the Operational Regulations of the Board of Directors. Activities during the year included:

- Performing the functions and duties of observing the Board of Directors' activities through meetings, discussions, and the formulation of Board Resolutions; while concurrently supervising the Board of Management's activities by monitoring their compliance with Board Resolutions.
- Ensuring independence and objectivity in the Board of Directors' discussions and the issuance of Board Resolutions.
- Monitoring compliance with the Company's Charter, as well as the Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Ensuring all opinions and comments are fully considered prior to the issuance of Resolutions.
- Exercising voting rights to approve resolutions and decisions of the Board of Directors in accordance with the Charter. The list of these resolutions and decisions is fully detailed in the Corporate Governance Report and disclosed on the Company's website.

- In the course of performing my duties, I have consistently collaborated with other members of the Board of Directors, members of the Board of Management, and managers at all levels within the Company.

2. Evaluation of the Board of Directors' Operations

The Independent Member of the Board of Directors maintained regular activities and fully attended all meetings of the Board of Directors. In evaluating the performance of the Board of Directors in 2025, the Independent Member of the Board of Directors notes that:

- Overall, the Board of Directors has effectively fulfilled its role in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders. Members of the Board of Directors performed their functions and roles proactively and with a high sense of responsibility.
- In addition to performing its management and supervisory functions over the Board of Management's work, the Board of Directors has also communicated and collaborated closely with the Board of Management to execute the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of both the Company and its shareholders.
- Board of Directors meetings were convened in a timely manner to handle tasks seamlessly and ensure uninterrupted operations, while the sequence and procedures of each meeting strictly adhered to the regulations set forth in the Company's Charter. Meeting agendas were thoroughly reported, discussed, and evaluated in a spirit of openness, transparency, and prudence to deliver the best strategic directions and solutions.
- Matters relating to business strategy, technology investment, and management system development were regularly reviewed and evaluated by the Board of Directors during its meetings.
- All decisions of the Board of Directors at the meetings were passed on a majority-vote basis, and the minutes of the meetings were fully prepared and signed by the attending Board members.

3. Evaluation of the Board of Management's Operations

- The Board of Directors effectively performed its supervision over the corporate governance and management tasks of the business. The Board of Management regularly attended meetings and continuously reported updates on periodic production and business operations, as well as notified the Board of Directors of any unusual arising matters for joint discussion and the timely, proper issuance of decisions and policies, aiming to maintain stable business operations and maximize benefits for both the Company and its shareholders.
- The Board of Management was highly proactive in reporting on business operations and seeking advice from members of the Board of Directors, while demonstrating great effort and determination to fulfill the tasks entrusted to them by the Board of Directors. Members of the Board of Directors also enthusiastically shared their management experience and provided strategic guidance and consultation to the Board of Management whenever consulted.

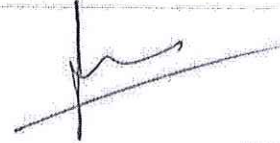
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- Members of the Board of Directors also concurrently held key positions within the Company's core operational sectors. Generally, the current management mechanism enables the Board of Directors to closely and deeply oversee daily operations, ensuring that the Company operates stably, safely, and in strict compliance with legal regulations.

The above is the report of the Independent Member of the Board of Directors.

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

**INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS**



Vương Duyên Hải





VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY

No: 02 /2026/PAC-BKS

SOCIALIST REPUBLIC OF VIETNAM
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Lao Cai, July 21th, 2026

REPORT OF THE SUPERVISORY BOARD IN FINANCIAL YEAR 2025 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

In exercising its responsibilities and powers as prescribed in the Enterprise Law and the Company's Charter, the Board of Supervisors reports to the General Meeting of Shareholders on the results of monitoring the activities of the Board of Directors, the Board of Management and the activities of the Board of Supervisors in 2025 specifically as follows :

I - Check and control financial statements for 2025 specifically :

Based on the 2025 financial report prepared by the Company and the Audit Report of UHY Auditing and Consulting Company Limited, the Board of Supervisors has reviewed and unanimously confirmed:

- Recording, storing documents and keeping accounting books; are done in accordance with regulations. determined

- The financial statements present a true and fair view of the Company's financial situation; in accordance with Vietnamese accounting standards and current regulations.

The Board of Supervisors agrees with the comments of UHY Auditing and Consulting Company Limited financial statements prepared for the fiscal year ending December 31, 2025, with some key indicators as follows:

1.1 - Record business results in 2025 :

- Net revenue: 1,923.4 billion VND
- Cost of goods sold: 1,483.9 billion VND.
- Profit before tax: 372.4 billion VND

1.2 Ending balance of accounts receivable:

- Accounts receivable: 264.3 billion VND
In which: Accounts receivable from customers: 247.0 billion
- Accounts payable: 858.4 billion VND
In which: + Bank loan debt: 174.7 billion
+ Payables to suppliers and other payables: 683.7 billion

1.3 Salary and income of employees:

- Total salary distributed on the payroll in 2025 is : 78.4 billion copper
- Average salary: 24.2 million VND/person/month



1.4 Fixed assets:

- Original price of fixed assets: 573.1 billion
- Depreciation value up to the end of 2025 : 322.7 billion VND
- Remaining value: 250.4 billion VND.

In general, in the process of performing its duties, the Board of Supervisors is given all favorable conditions by the Board of Directors, the Board of Management and departments to complete its tasks.

II. Results of supervision of Board of Directors members, Board of Management members and managers:

- The Board of Directors has managed and directed all activities of the Company in accordance the Company's Charter, and the Resolutions of the General Meeting of Shareholders.
- During the course of administration, the Executive Board has fully implemented the Decisions and Resolutions of the Board of Directors; strictly carried out other powers and duties in compliance with the Company's Charter.
- This report was fully and honestly recorded by the Board of Supervisors, read at the meeting and agreed by the members of the Board of Supervisors with the above contents.

On behalf of the Supervisory Board

Head of the Board



Pho Duc Tung





VIETNAM APATITE
PHOSPHORUS JSC

No: 03/2026/TT-PAT

SOCIALIST REPUBLIC OF VIETNAM
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Lao Cai, July 21st, 2026

PROPOSAL
PROFIT DISTRIBUTION PLAN FOR 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed on June 17, 2020;
- Pursuant to the audited 2025 Financial Statements;

No	Indicators	Implementation 2025 (VND)	Note
1	Undistributed profit after tax	343.213.331.055	
2	Fund allocation:	20.713.331.055	
-	Extract from Development Investment Fund (0%)	0	
-	Deduction from Reward and Welfare Fund (6%)	20.713.331.055	
3	Profit remaining after fund deduction	322.500.000.000	
4	Undistributed remaining profit from 2024 carried forward	0	
5	Remaining profit for distribution	322.500.000.000	
6	Dividend 2025 (129%), of which:	322.500.000.000	
-	100% advance payment in cash	250.000.000.000	
-	2025 Dividends Remaining (29%)	72.500.000.000	
7	Retained earnings	0	

Respectfully submitted to the General Meeting of Shareholders for approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Luu Bach Dat



VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY

No: 04/2026/TT-PAT

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Lao Cai, July 21th, 2026

BUSINESS PRODUCTION PLAN 2026

1. Production and business:

No	Item	Output (ton)	Revenue (billion VND)	Note
1	Phosphorus	17.500	2.100	
2	Phosphorus slag	125.000	2.5	
3	Ferrophosphorus	2.500	8.5	
	Total		2.111	

- Profit after tax: 280 billion VND.
- Dividend: 90 %.

2. Capital Construction Investment Plan for 2026:

Construct and upgrade the Phosphorus refining system: VND 50 billion

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Luu Bach Dat



VIET NAM APATITE
PHOSPHORUS JSC

No: 05/2026/TT-PAT

SOCIALIST REPUBLIC OF VIETNAM
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Lao Cai, July 21st, 2026

PROPOSAL OF THE BOARD OF DIRECTORS

Re: Approval the remuneration and income of the BOD and the Supervisory Board

1. The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the remuneration, bonuses and other benefits of members of the BOD and the Supervisory Board in 2025:

No	Full name	Title	Remuneration	Other income	TOTAL
I	Board of Directors				
1	Dao Huu Huyen (*)	Chairman	96.000.000		96.000.000
2	Dao Huu Duy Anh (*)	Member	84.000.000		84.000.000
3	Dang Tien Duc (*)	Member	84.000.000	2.396.863.275	2.480.863.275
4	Pham Van Hung (*)	Member	84.000.000		84.000.000
5	Vuong Quoc Hung (**)	Member	21.000.000		21.000.000
6	Vuong Duyen Hai	Member	63.000.000		63.000.000
III	Board of Supervisors				
1	Pham Thi Bich (*)	Head of Board	72.000.000		72.000.000
2	Tran Van Cuong	Member	48.000.000	457.750.228	505.750.228
3	Pho Duc Tung	Member	48.000.000		48.000.000

Note: () Dismissed pursuant to the Resolution of the 2026 Extraordinary General Meeting of Shareholders dated May 13th, 2026.*

*(**) Dismissed pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders dated March 27th, 2025.*

2. Remuneration, bonuses and other benefits of the BOD and Supervisory Board in 2026:

The Board of Directors submits to the General Meeting of Shareholders for approval of the 2026 remuneration level as follows:

Status	Title	Salary level	Note
1	Chairman of the Board of Directors	8 million VND/month	
2	Member of the Board of Directors	7 million VND/month	
3	Head of Supervisory Board	6 million VND/month	
4	Member of the Supervisory Board	4 million VND/month	

Regarding bonuses and other benefits, the BOD submits to the General Meeting of Shareholders to authorize the BOD to decide on specific payment levels for each member of the BOD and the Supervisory Board based on the business results achieved in 2026.

ON BEHALF OF THE BOD

Chairman



Luu Bach Dat

Lao Cai, July 28th, 2026

PROPOSAL

Re: Dismissal and Additional Election of Members of the BOD for the 2024–2029 term

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the current Charter of Viet Nam Apatite Phosphorus Joint Stock Company;
- Pursuant to the Regulations on the Election of Members of the BOD;

I. Dismissal of Members of the BOD for the 2024–2029 term:

List of members of the BOD for the 2024–2029 term proposed for dismissal:

No.	Full name	Position	Reason for dismissal
1	Mr. Luu Bach Dat	Member of the BOD	Currently prosecuted under the Decision of the Investigation Police Agency - Ministry of Public Security

II. Additional Election of Members of the BOD for the 2024–2029 term:

To ensure that the number of members of the BOD complies with the provisions of the Law on Enterprises and the Company's Charter, shareholders are requested to review the conditions and standards set out in the Election Regulations and participate in the nomination and candidacy process for the BOD for the 2024–2029 term, with the following specific numbers:

- Number of additional members of the BOD to be elected: 01 persons

Based on the results of nominations and candidacies by shareholders and shareholder groups, the list of valid candidates will be announced by the Board of Directors prior to the Meeting.

Respectfully submitted to the General Meeting of Shareholders for approval.

~~ON BEHALF OF THE BOD~~

Chairman



Đo Thanh Cong



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NOMINATION FORM FOR MEMBER OF THE BOD
VIETNAM APATITE PHOSPHORUS JOINT STOCK COMPANY

To: The 2026 Annual General Meeting of Shareholders – Viet Nam Apatite Phosphorus Joint Stock Company

Name of organization: **Duc Giang Lao Cai Chemical Limited Company**

Business Registration Certificate/Citizen ID No.: 05300299830 issued on 15/04/2009 at Lao Cai Department of Planning and Investment

Address: Tang Loong Industrial Zone, Tang Loong Commune, Lao Cai Province

Is a shareholder (or shareholder group) holding: 12.750.422 shares

(In words: Twelve million, seven hundred and fifty thousand, four hundred and twenty-two shares) equivalent to 51% of the charter capital of Viet Nam Apatite Phosphorus Joint Stock Company.

Pursuant to current laws, the Meeting Regulations, and the Charter on Organization and Operation of Viet Nam Apatite Phosphorus Joint Stock Company, we hereby nominate the following individuals as candidates to be elected by the 2026 Annual General Meeting of Shareholders of Viet Nam Apatite Phosphorus Joint Stock Company to the Supervisory Board for the 2024-2029 term.

No	Candidate's Full Name	ID Card/	Address	Number of shares owned	Nominated Position
1	Vu Van Hung	036089008726 at: 07/09/2021 Issued on: Department of Administrative Police for Social Order	No. 020, Vo Chi Cong Street, Cam Duong Ward, Lao Cai Province, Vietnam	21.300	Member of the BOD

Respectfully!

Ha Noi, August 10th, 2026
DUC GIANG LAO CAI
CHEMICAL LIMITED COMPANY
Capital Representative / Owner

(Signed)

Dao Huu Kha



SOCIALIST REPUBLIC OF VIET NAM
Independence - Freedom – Happiness
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SUMMARY BIOGRAPHY OF CANDIDATES FOR THE BOARD OF DIRECTORS

1. Mr Vu Van Hung

- Gender: Male
- Date of birth: 25/02/1989
- Place of birth: Van Thang Commune, Ninh Binh Province, Vietnam
- ID Card/Citizen Identity Card/Passport No: 036089008726 at: 07/09/2021 Issued on: Department of Administrative Police for Social Order
- Nationality: Vietnamese
- Permanent address: Van Thang Commune, Ninh Binh Province, Vietnam.
- Current residence: No. 020, Vo Chi Cong Street, Cam Duong Ward, Lao Cai Province, Vietnam.
- Professional qualifications: Chemical Engineer
- Legal violations (if any): None
- Name of organization (if appointed as a representative of contributed capital): None
- Address of organization (if appointed as a representative of contributed capital): None
- Current position at Viet Nam Apatite Phosphorus Joint Stock Company: None
- Work history and management positions held at other organizations:

Period (from month/year to month/year)	Work history, occupation, and positions held (what, where)	Notes
T10/2012-T8/2013	As a staff member of the R&D Department at Duc Giang Chemicals Group Joint Stock Company	
T9/2013-T1/2015	Shift Leader of WPA Workshop, Duc Giang Lao Cai Chemical Limited Company	
T2/2015-T12/2020	Manager of WPA Workshop, Duc Giang Lao Cai Chemical Limited Company	
T1/2021-T6/2026	Deputy Director of Extraction Phosphoric Acid Plant, Duc Giang Lao Cai Chemical Limited Company	
Từ T6/2026 to present	Deputy General Director of Duc Giang Lao Cai Chemical Limited Company	

- Number of shares held (as of July 14th, 2026) in Viet Nam Apatite Phosphorus Joint Stock Company: 0 shares, representing 0% of the charter capital, of which:
 - + Shares held as representative (name of organization: State/strategic shareholder/other organization): 0 shares, representing 0% of the charter capital
 - + Shares held individually: 21.300 shares, representing 0,09% of the charter capital

- Shareholding commitments (if any): None
- Related interests with the Company (if any): None
- Related interests with related parties of the Company (if any): None
- Conflicting interests with the Company (if any): None

I hereby declare that the above information is true and accurate. If any information is found to be incorrect, I shall be fully responsible before the law.

Hanoi, August 10th, 2026

Declarant

(Signature and full name)

(Signed)

Vu Van Hung





**VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY**

No: 04/2026/QC-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – freedom - Happiness

Lao Cai, July 28th, 2026

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ELECTION REGULATIONS

For the member of the BOD for the 2024–2029 term

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the current Charter of Viet Nam Apatite Phosphorus Joint Stock Company.

The 2026 Annual General Meeting of Shareholders (the “GMS”) of Viet Nam Apatite Phosphorus Joint Stock Company (PAC) shall conduct the additional election of members of the Board of Directors for the 2024–2029 term in accordance with the following provisions:

I. Principles and Eligible Voters

1. Principles:

- The election shall comply with applicable laws and practices in Vietnam;
- The election shall comply with the Company’s Charter and these Regulations;
- The election shall be conducted in an open, democratic manner, ensuring the lawful rights and interests of all shareholders;
- The election shall ensure the organizational stability of the General Meeting of Shareholders.

2. Eligible voters: Shareholders holding voting shares or their authorized representatives (according to the list of shareholders as of the record date of July 14th, 2026) who are present at the General Meeting of Shareholders.

II. Number, Conditions, and Standards of Members of the BOD:

1. The number of members of the BOD to be elected: 01 members.
2. The term of office of the elected members of the BOD: 2024–2029.
3. Conditions and standards of members of the BOD:
 - Having professional qualifications and experience in business management of the Company, and not necessarily being a shareholder or employee of the Company.
 - Having full civil capacity and not falling under the categories prohibited from establishing and managing enterprises in accordance with the Law on Enterprises.
 - Not being a person who has been or is currently subject to criminal prosecution, imprisonment, or deprivation of professional practice rights by a court in accordance with the law.

- At the time of election or appointment, not being directly involved in any case under investigation or verification by competent authorities.
- Priority shall be given to members who have worked for and have long-term commitment to the Company.

4. Nomination and Candidacy for Members of the BOD:

Shareholders or shareholder groups holding from 10% or more of the total ordinary shares are entitled to nominate candidates for the BOD in accordance with the Law on Enterprises and the Company's Charter.

Shareholders or shareholder groups holding from 10% to less than 20% of total voting shares are entitled to 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; and from 50% or more may nominate up to five (05) candidates.

Shareholders are entitled to combine their voting shares to jointly nominate candidates for the BOD.

III. Dossier and Deadline for Submission of Nomination and Candidacy Applications for Election to the BOD:

1. Dossier for nomination and candidacy for election to the BOD:

- Application for candidacy/nomination for membership of the BOD (according to the prescribed form);
- Curriculum vitae declared by the candidate (according to the prescribed form);
- List of shareholder group (in case of nomination by a shareholder group);
- Notarized copies of Identity Card/Citizen Identification Card/Passport, household registration, and certificates of educational qualifications and professional expertise.

2. Deadline for submission of nomination and candidacy applications for election to the BOD:

Nomination and candidacy applications may be submitted directly or sent via registered mail, provided that the Organizing Committee receives them no later than 5:00 PM on August 10th, 2026.

Submission address: Viet Nam Apatite Phosphorus Joint Stock Company – Tang Loong Industrial Park, Tang Loong Commune, Lao Cai Province.

3. Only nomination or candidacy applications that fully meet the requirements, and candidates who satisfy the eligibility criteria for members of the BOD and the Supervisory Board, will be included in the list announced at the General Meeting of Shareholders.

IV. Voting Method

- 1 The election of members of the BOD shall be conducted by secret ballot at the General Meeting of Shareholders using the cumulative voting method.
- 2 Each shareholder or authorized representative attending the meeting shall have a total number of votes corresponding to the total number of voting shares (including

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owned and authorized shares) multiplied by the number of members to be elected to the Supervisory Board.

- 3 Shareholders or authorized representatives may allocate all their votes to one candidate or distribute their votes among several candidates of their choice. However, each shareholder or authorized representative may vote for a maximum of 01 candidates for the BOD out of all nominated candidates.

Example:

The General Meeting of Shareholders votes to elect 02 members of the Board of Directors from a total of 02 candidates. Shareholder A holds (including both owned and authorized shares) 30,000 voting shares. In this case, the total number of voting rights of Shareholder A is $30,000 \times 2 = 60,000$ votes.

Shareholder A may exercise cumulative voting as follows:

1. Allocate all 60,000 votes to one candidate for the BOD
2. Distribute the 60,000 votes equally among the 02 candidates, meaning each candidate receives 30,000 votes from Shareholder A.
3. Alternatively, allocate the 60,000 votes among the 02 candidates in different proportions, provided that the total votes cast for all candidates do not exceed 60,000 votes.

V. Election Procedure

1. Ballot

- Each shareholder or authorized representative attending the Meeting shall be issued one Ballot for election of members of the BOD (the "Ballot"), which shall indicate the shareholder code, number of shares owned and/or represented, and the number of voting rights calculated in proportion to the number of members to be elected to the BOD, as well as the list of candidates nominated for the BOD. Upon receipt of the Ballot, the shareholder/authorized representative shall check the shareholder code and the number of shares stated on the Ballot; any errors must be reported immediately at the time of receipt.
- Shareholders or authorized representatives must use the pre-printed Ballot form issued by the Organizing Committee, which bears the Company's official seal.

2. Instructions for completing the ballot

- When voting in favor of a candidate, the shareholder or authorized representative shall write the number of votes they wish to cast in the "Number of votes" column on the line corresponding to that candidate's name.
- If the shareholder or authorized representative does not vote for a candidate, they shall enter "0", leave it blank, or cross out the "Number of votes" column on the line corresponding to that candidate's name.
- Shareholders or authorized representatives attending the Meeting may allocate their votes to one or several candidates, or may choose not to vote for any candidate.

- In the event that a shareholder or authorized representative makes an error while completing the Ballot, and the Ballot has not yet been submitted into the ballot box, they are entitled to directly request the Head of the Vote Counting Committee to replace it with a new Ballot.

3. Validity of the Ballot

A ballot shall be considered valid when:

- It is the official ballot issued by the Organizing Committee, bearing the round seal of Viet Nam Apatite Phosphorus Joint Stock Company.
- It votes for candidates for the BOD included in the nomination and candidacy list approved by the General Meeting of Shareholders.
- It is not erased, scraped, or altered. If the ballot contains crossed-out names due to mistake, the voter must sign next to the correction or request the Vote Counting Committee to replace it with a new ballot.

Invalid ballots shall not be included in the voting results.

VI. Vote Counting Committee, Voting and Vote Counting Principles

1. Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Chairperson of the General Meeting of Shareholders and approved by the General Meeting of Shareholders.
- The Vote Counting Committee has the following main responsibilities:
 - + Summarizing the election regulations;
 - + Distributing ballots to shareholders or their authorized representatives;
 - + Supervising the voting process of shareholders and their authorized representatives;
 - + Organizing the vote counting process;
 - + Preparing the vote counting minutes and announcing the results to the General Meeting of Shareholders;
 - + Handing over the minutes and all ballots to the Chairperson of the Meeting.

2. Voting and Vote Counting Principles

- The Vote Counting Committee shall prepare one ballot box for the election of members of the BOD and the Supervisory Board. The Committee shall inspect the ballot box in the presence of shareholders before voting begins.
- Voting shall commence after the distribution of ballots is completed and shall end when the last shareholder submits their ballot into the ballot box.
- Vote counting shall be conducted immediately after the voting process is completed and the ballot box has been sealed.
- The vote counting results shall be recorded in writing and signed by all members of the Vote Counting Committee, and shall be announced to the General Meeting by the Head of the Vote Counting Committee.

VII. Principles for Election of Members of the BOD

The elected members of the BOD shall be those who receive the highest number of votes, ranked in descending order until the required number of members is reached, and must obtain more than 50% of the total voting rights of all shares held by attending shareholders and their authorized representatives. In the event that two or more candidates receive the same number of votes for the last position of the BOD, a re-vote shall be conducted among those candidates with equal votes, or selection shall be made in accordance with the criteria prescribed by the Law on Enterprises and the Company's Charter.

VIII. Handling Complaints Regarding Voting and Vote Counting

In the event of any complaints or requests from shareholders to recheck the election results of the BOD, a direct review shall be conducted. If intentional errors or fraud in vote counting are detected, the Vote Counting Committee shall bear full responsibility.

All complaints regarding voting and vote counting shall be resolved by the Chairperson of the General Meeting of Shareholders and recorded in the Minutes of the General Meeting of Shareholders

IX. Effectiveness

These Regulations shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders of Viet Nam Apatite Phosphorus Joint Stock Company.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**



Đo Thanh Cong



VIET NAM APATITE
PHOSPHORUS JOINT
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, August 14th, 2026

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RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 VIET NAM APATITE PHOSPHORUS JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Viet Nam Apatite Phosphorus Joint Stock Company;
- Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders dated August 14th, 2026 of Viet Nam Apatite Phosphorus Joint Stock Company.

RESOLVES:

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

- Approve the Board of Directors' Report No. 01/2026/BC-PAT dated July 21th, 2026 at the 2026 Annual General Meeting of Shareholders;
- Approve the Supervisory Board's Report No. 02/PAC-BKS dated July 21th, 2026 at the 2026 Annual General Meeting of Shareholders;
- Approve the 2025 Financial Statements audited by UHY Auditing and Consulting Company Limited.
- Approve the 2025 profit distribution plan as follows:

No	Indicators	Implementation 2025 (VND)	Note
1	Undistributed profit after tax	343.213.331.055	
2	Fund allocation:	20.713.331.055	
-	Extract from Development Investment Fund (0%)	0	
-	Deduction from Reward and Welfare Fund (6%)	20.713.331.055	
3	Profit remaining after fund deduction	322.500.000.000	
4	Undistributed remaining profit from 2024 carried forward	0	
5	Remaining profit for distribution	322.500.000.000	
6	Dividend 2025 (129%), of which:	322.500.000.000	

-	100% advance payment in cash	250.000.000.000	
-	2025 Dividends Remaining (29%)	72.500.000.000	
7	Retained earnings	0	

V. Approve the 2026 Business Production Plan in Submission No. 04/2026/TT-PAT dated July 21th, 2026:

1. Production and business plan 2025:

No	Item	Output (ton)	Revenue (billion VND)	Note
1	Phosphorus	17.500	2.100	
2	Phosphorus slag	125.000	2.5	
3	Ferrophosphorus	2.500	8.5	
	Total		2.111	

- Profit after tax: 280 billion VND.
- Dividend: 90 %.

2. Capital Construction Investment Plan for 2026:

Construct and upgrade the Phosphorus refining system: VND 50 billion

VI. Approve the remuneration and income of the Board of Directors and Board of Supervisors:

Approve the remuneration and income of the Board of Directors and Board of Supervisors in 2025 and remuneration and income of the Board of Directors and Board of Supervisors in 2026 according to Submission No. 05/2026/TT-PAT dated July 21th, 2026.

VII. Approval of the dismissal and additional election of members of the BOD of Directors and the Supervisory Board for the 2024–2029 term

1. Approval of the dismissal of members of the BOD for the 2024–2029 term, including Mr. Luu Bach Dat, in accordance with Submission No. 06/2026/TT-PAT dated July 28th, 2026.

Reason for dismissal: Currently prosecuted under the Decision of the Investigation Police Agency - Ministry of Public Security.

2. Approval of the additional election of members of the BOD for the 2024–2029:

No.	Full name
1	

Article 2: Implementation provisions:

1. The Resolution takes effect from the signing date;



2. The General Meeting of Shareholders assigns the Board of Directors and the Board of Management of the Company, based on their functions, tasks and powers, to direct the successful completion of the Resolution approved by the General Meeting of Shareholders./.

Recipient:

- *Shareholders;*
- *SSC; HNX;*
- *Board of Directors, Supervisory Board;*
- *AO, Board of Directors .*

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

Chairman of the Congress

Do Thanh Cong

