

Business Registration Number: 0200827051 by the
Department of Planning and Investment Hai Phong issued

Hai Phong, April 2, 2026



**NOTIFICATION
INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders

Pursuant to the Law on Enterprises and the Charter of DAP-VINACHEM Joint Stock Company, the Board of Directors of DAP-VINACHEM Joint Stock Company organizes the 2026 Annual General Meeting of Shareholders as follows:

1. Time and venue:

- Time: **Opening from 8:00 a.m. on April 24, 2026.**
- Venue: 3rd floor hall of DAP-VINACHEM Joint Stock Company, address Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai Ward, Hai Phong City.

2. Contents and documents attached to the Notice, including:

- Draft agenda and content of the 2026 Annual General Meeting of Shareholders;
- Sample of confirmation of attendance or authorization to attend the 2026 Annual General Meeting of Shareholder;

All documents and contents of the 2026 Annual General Meeting of Shareholders are posted by the Company in the Shareholder Relations section on the Company's website <http://www.dap-vinachem.com.vn> and send printed copies to shareholders when attending the General Meeting.

3. Participants:

- All shareholders owning shares of DAP-Vinachem Joint Stock Company whose names are on the list of shareholders closing on March 23, 2026 provided by Vietnam Securities Depository and Clearing Corporation (VSDC).

- In case shareholders cannot attend in person, they can authorize a representative to attend the General Meeting of Shareholders (or a member of the Board of Directors). The authorized person must present a valid authorization letter and ID card/CCCD or Passport when registering to attend the meeting (according to Section 6 below).

4. Registration:

- In order to organize the General Meeting of Shareholders in a thoughtful manner, we request that shareholders confirm their registration to attend the meeting or authorize their attendance (according to the attached form) before 16:00 on April 20, 2026 through one of the following methods: By post to Company address or send email to: anhdungdap@gmail.com or Fax to 02253 979 170.

- Shareholders can receive meeting documents and some other documents related to the 2026 Annual General Meeting of Shareholders at the Company's Head Office; at the



Meeting or see and download on the Company's website at <http://www.dap-vinachem.com.vn> from 02/4/2026.

- Shareholders or groups of shareholders owning 5% or more of the total common shares have the right to propose issues to be included in the agenda of the General Meeting of Shareholders.

Request:

+ Proposals to include content in the meeting agenda must be sent to the Company no later than 16:00 on April 20, 2026.

+ Proposals sent to the Company are considered valid when requirements in the Charter and current Enterprise Law.

- All travel and accommodation expenses are paid by shareholders.

5. Contact information:

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

Phone: 02253 979 368

Fax: 02253 979 170

Secretary Phone: 0978 959273. Email: anhdungdap@gmail.com.

6. Note:

Shareholders/authorized persons attending the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company must present:

- Shareholders are individuals:

+ Original ID card/CCCD/Passport of shareholder or authorized person of shareholder.

+ Original letter of the authorization form according to the Company's form (in case of authorization), with fresh signatures of the authorizer and the authorized person.

- Shareholders are organizations:

+ Original ID card/CCCD/Passport of the legal representative of the organization or the person authorized by the organization.

+ Copy of business registration of the organization.

+ Original letter of the authorization form according to the Company's form with the seal of the authorizing organization or document assigning the representative of state capital (in case of authorization).

Sincerely announce!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- Shareholders;
- Save Office.

Nguyen Tuan Dung



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

CERTIFICATE

AUTHORIZATION TO ATTEND 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS



To: **DAP-VINACHEM Joint Stock Company**

Name of Shareholder (Organization/Individual):.....

Business Registration Certificate No./ID No./Passport No.:.....Date of issue:.....at:.....

Address:.....

Telephone:.....

Total number of shares represented or owned:..... shares

Pursuant to the Notice of Invitation to Attend the 2026 Annual General Meeting of Shareholders of DAP – VINACHEM Joint Stock Company, I/We hereby confirm my attendance at the General Meeting of Shareholders as follows:

1. Attend in person: (Please mark X in the box)
2. Or:

2.1. Authorize the following person:

- Full name:.....
- ID card/CCCD/Passport number: date of issue..... at:.....

2.2. Authorize one of the following members of the Board of Directors:

- | | | |
|--------------------------|----------------------|--|
| <input type="checkbox"/> | Mr. Nguyen Tuan Dung | - Chairman of the Board of Directors |
| <input type="checkbox"/> | Mr. Vu Van Bang | - Member of the Company's Board of Directors |
| <input type="checkbox"/> | Mr. Le Ngoc Nhan | - Member of the Company's Board of Directors |
| <input type="checkbox"/> | Mr. Nguyen Ngoc Son | - Member of the Company's Board of Directors |
| <input type="checkbox"/> | Mr. Nguyen Van Phien | - Member of the Company's Board of Directors |

(in the box in front of the name of the Board Member that the Shareholder authorizes)

Authorization content:

The authorized party represents the Authorizing Party to attend the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.

We are fully responsible for this authorization and commit to strictly comply with current regulations of law and the Charter of DAP-Vinachem Joint Stock Company and have no complaints later.

Authorization period: Until the end of the 2026 Annual General Meeting of Shareholders.

Note:

The authorized person must bring his/her ID card/CCCD/Passport and authorization letter when attending the 2026 Annual General Meeting of Shareholders. This authorization letter is only valid when it is a power of attorney with the fresh signatures of both parties. For authorization from an organizational shareholder, only the following documents are required: Authorized organization seal.

.....ate month year 2026

Authorized person
(Sign, full name)

Attendee/Authority
(Sign, full name Seal if shareholder is an organization)



DAP - VINACHEM JOINT STOCK COMPANY
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
April 24, 2026

VOTING BALLOT



Shareholder code

Shareholder name:

(No:)

Number of voting shares:



No	Content	Approved	Disapprove	Abstain
1	Board of Directors' report on 2025 activities and 2026 orientation			
2	Audited Financial Statements of the Company for 2025			
3	Proposal for profit distribution in 2025			
4	Report of the Board of Supervisors on business and production activities in the year 2025			
5	Proposal of the Board of Supervisors on the selection of the annual auditing company 2026			
6	Proposal of the Board of Directors on production and business plan 2026			
7	Report on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025 and Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary 2026			
8	Proposal for consideration and approval of amendments and additional business lines and the Company Charter			

* **Note:** - Shareholders who agree, disagree or have no opinion on any content should mark (x) or (v) in the corresponding column.
 - Shareholders are requested to sign and write their full name on the voting ballot.

Shareholder's signature confirmation section
(or authorized representative)
(Sign, full name)



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

April 24, 2026



VOTING CARD

Shareholder code

Shareholder name: (No.:

Number of voting shares:

Note: This voting card is only valid at the 2026 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company



DAP-VINACHEM JOINT STOCK COMPANY

Address: Plot N5.8, Dinh Vu Industrial Zone, Dinh Vu, Cat Hai Economic zone, Dong Hai Ward, Haiphong, Vietnam

Telephone: 02253.979386; Fax: 02253.979170

Website: <http://www.dapdinhvu.com.vn/>



AGENDA AND CONTENT

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DAP-VINACHEM JOINT STOCK COMPANY

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- 1. Time:** Expected to open from 8:00 a.m. on April 24, 2026
- 2. Venue:** 3rd floor conference hall, DAP-VINACHEM Joint Stock Company, address: Plot N5.8 Dinh Vu Industrial Zone, Dinh Vu, Cat Hai Economic zone, Dong Hai Ward, Haiphong, Vietnam.

No.	Time	Content
1	7:30-8:00	Register to attend the General Meeting; Verification of shareholders' eligibility; Issue cards and voting ballots.
2	8:00-8:10	Report on the results of verification of shareholders' eligibility, Opening of the meeting.
3	8:10-8:15	The Chairman appoints the Secretary of the meeting; introduces the Counting Committee for the meeting to approve.
4	8:15-8:25	Discuss and approve the meeting agenda and content.
5	8:25-8:40	Discuss and approve the Regulations for organizing the General Meeting of Shareholders.
6	8:40-8:55	Report of the Board of Directors on activities in 2025 and Operation for 2026.
7	8:55-9:10	General Director's report on business results in 2025; Business plan in 2026.
8	9:10-9:15	Financial statements audited in 2025 of Company
9	9:15-9:20	Proposal for profit distribution in 2025
10	9:20-9:30	Report of the Board of Supervisors on production and business activities in 2025.
11	9:30-9:35	Proposal of the Board of Supervisors on the selection of Auditing Company for 2026.
12	9:35-9:40	Proposal of the Board of Directors on production and business plan 2026
13	9:40-9:45	Report on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025 and Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2026.



No.	Time	Content
14	9:45-9:50	Proposal for consideration and approval of amendments and additional business lines and the Company Charter
15	9:50-10:05	Discussion of Reports and Proposals.
16	10:05-11:00	Voting to approve Reports and Proposals: + Report of the Board of Directors on activities in 2025 and Operation for 2026; + Financial statements audited in 2025 of Company; + Proposal for profit distribution in 2025; + Report of the Board of Supervisors on production and business activities in 2025; + Proposal of the Board of Supervisors on the selection of the Auditing Company for 2026; + Proposal of the Board of Directors on production and business plan 2026; + Report on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025; Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2026. + Proposal for consideration and approval of amendments and additional business lines and the Company Charter
17	11:00-11:20	The Secretary presents the draft Minutes and Resolution. Approval of the Minutes and Resolution of the Meeting.
18	11:20-11:30	Closing of the 2026 Annual General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Nguyen Tuan Dung

Hai Phong, April 2026

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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 Board of Directors 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;

+ 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 (blue), 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.

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 Board of Directors 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;
- i. Proposal for consideration and approval of amendments and additional business lines and the Company Charter;

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 BEHAFT OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

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



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 Dang	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-HDQT 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-HDQT 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-HDQT 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-HDQT 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-HDQT 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-HDQT dated December 31, 2024	-
7	Dinh Vu Gypsum Joint Stock Company	Associated companies	2025	Resolution No. 21/NQ-HDQT dated December 31, 2024	1.868 billion VND
8	Vietnam Apatit Limited Company	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HDQT 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-HDQT 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-HDQT 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-HDQT 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-HDQT 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-HDQT 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-HDQT dated December 31, 2024	-
15	Vietnam National Chemical Group	Parent company holds 64% of charter capital	2025	Resolution No. 21/NQ-HDQT dated December 31, 2024	0.931 billion VND
16	Chemical Industry College	Subsidiary of Vietnam National Chemical Group	2025	Resolution No. 21/NQ-HDQT 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

No.: 267/TTr-DAP

Hai Phong, April 2, 2026



PROPOSAL

Subject: 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: 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

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 BEHALF BOARD OF SUPERVISORS
HEAD OF THE SUPERVISORS**

Nguyen Thi Xuan Quyen



No.: 01/TT-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



No.: 269/BC - IIDOT

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

Hai Phong, April 24, 2026

DRAFT



RESOLUTION

The 2026 Annual General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- 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**

DICISION:

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

1. Approval Report No. 266/BC-HĐQT dated April 2, 2026, of the Board of Directors on activities in 2025 and orientation for 2026; and Report No. 246/BC-DAP dated March 25, 2026, of the General Director on the business results in 2025 and business plan for 2026 of DAP-Vinachem Joint Stock Company.
2. Approval of the Company's Financial Statement audited in 2025, as per Proposal No. 267/TTr-DAP dated April 2, 2026, 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. Approval of the Proposal on the profit distribution in 2025, with the following main targets:

(According to the Supplementary Documents)

4. Approval the Report of the Board of Supervisors on the Company's production and business activities year 2025
5. Approval of the Proposal on manufacturing and business plan in 2026, with the following main targets:

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. Approval of 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.

Details of 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
	Cộng				816,000,000

7. Approval 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 audit the first 6 month of 2026 and the full-year of 2026)

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

(According to the Supplementary Documents)

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 11:40 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: Office.

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

Nguyen Tuan Dung