

Hai Phong, April 8th, 2025

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange.

1. Name of organization: **DAP-VINACHEM JOINT STOCK COMPANY.**

Stock code: **DDV.** Exchange: **Upcom.**

Address: Lot N5.8 Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam.

Tel: 02253.979368; Fax: 02253.979170.

2. Contents of disclosure

DAP-Vinachem Joint Stock Company announces information on Resolution No. 05/NQ-HĐQT dated April 8th, 2025 of DAP-Vinachem Joint Stock Company on Approval of adjusting the planned targets for Industrial Production Value in 2025 and the revised and updated documents submitted to the 2025 Annual General Meeting of Shareholders, as follows:

3. This information was published on the Company's website on April 8th, 2025 at the link: <http://www.dapdinhvu.com.vn/>

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

Attached documents:


- Resolution No. 05/NQ-HĐQT dated April 8th, 2025 of the Company's Board of Directors.

- Attached revised and updated documents.

Recipient:

- As above;
- Save Office.

Organization representative
Person authorized to disclose information



[Signature]
Nguyen Anh Dung

No.: 05/NQ-HĐQT

Hai Phong, April 8th, 2025

RESOLUTION

Approval of adjustment of the Industrial Production Value plan target for 2025 and revised and updated documents to be submitted to the 2025 Annual General Meeting of Shareholders

BOARD OF DIRECTORS DAP-VINACHEM JOINT STOCK COMPANY

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

Pursuant to Law No. 03/2022/QH15 dated January 11, 2022;

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

Pursuant to Submission No.244/TTr-DAP dated April 4th, 2025 of the General Director of the Company on adjusting the plan for Industrial Production Value in 2025 of DAP-Vinachem Joint Stock Company and the revised and updated documents submitted to the 2025 Annual General Meeting of Shareholders;

After consulting the Board of Directors members in Written Opinion No. 10-2025 dated April 4th, 2025.

After obtaining the written opinions of the Board of Directors as per Consulting Document No. 10-2025 dated April 4th, 2025.

RESOLUTION:

Article 1. Through Proposal No.244/TTr-DAP dated April 4th, 2025 of the General Director of the Company on adjusting the plan for the Industrial Production Value target in 2025 of DAP-Vinachem Joint Stock Company, as follows:

- The target plan for Industrial Production Value at actual prices in 2025 is **3,493.7 billion VND**.

Article 2 . Approving the draft contents of the revised and updated documents to be submitted to the 2025 Annual General Meeting of Shareholders as follows:

Modified and updated profile:

- *Report of the Board of Directors on activities in 2024 and Operation for 2025;*
- *General Director 's report on business results in 2024; Business plan in 2025;*
- *Proposal of Board of Directors' report on 2025 business plan;*
- *Draft Resolution of the 2025 Annual General Meeting of Shareholders.*

(Details attached)

Article 3. This Resolution takes effect from the date of signing. Members of the Board of Directors and the General Director of the Company are responsible for implementing this Resolution./.

Recipient:

- As Article 3;
- BOD, BOS;
- Save: Office.

**ON BEHALF BOARD OF DIRECTORS
CHAIRPERSON**

Nguyen Tuan Dung





No.: 250/BC-HĐQT

Hai Phong, April 08th, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON ACTIVITIES IN 2024 AND ORIENTATION FOR 2025**

To: The 2025 Annual General Meeting of Shareholders

I. REPORT ACTIVITY IN 2024

1. General situation

In 2024, the Company's production and business situation faced many unpredictable fluctuations, affected by unfavorable factors such as: China's policy of removing fertilizer export quotas from mid-March, causing fertilizer prices to decrease, domestic apatite ore sources not meeting production needs, especially the impact of storm No. 03 (Yagi) which caused property damage as well as greatly affected the Company's production and consumption output in September.

Faced with such a difficult situation, the Board of Directors closely coordinated with the Board of Directors to promptly and consistently implement solutions to gradually overcome difficulties and challenges, especially diversifying the supply of apatite ore from imported sources to help the Company boost production and consumption in the last months of 2024; implementing solutions to reduce damage from storm No. 03, as well as quickly restoring production after the storm. In addition, the Board of Directors directed the expansion of the chemical business (sulfuric acid, ammonia, etc.) to increase revenue and profit from other business activities.

With the efforts, creativity, flexibility, consensus and solidarity between the Board of Directors, the Executive Board and all employees, the Company's production and business results in 2024 have grown very well, especially the pre-tax profit target of VND 211.5 billion, a sharp increase compared to the set plan (up 69% compared to the plan).

2. Activities of the Board of Directors in 2024

2.1. Summary of Board of Directors meetings:

In 2024, the Company's Board of Directors held 09 meetings, all meetings of the Board of Directors convened 100% of the Board members, with a high attendance rate.

Number of meetings attended by Board members as follows:

No.	Board Member	Number of Board of Directors meetings attended	Rate (%)	Reason for not attending the meeting
1	Mr. Nguyen Tuan Dung	09/09	100%	
2	Mr. Vu Van Bang	09/09	100%	
3	Mr. Le Ngoc Nhan	09/09	100%	
4	Mr. Nguyen Van Phien	09/09	100%	
5	Mrs. Nguyen Thi Mai	08/09	89%	

2.2. Resolutions and Decisions of the Board of Directors:

During the year, the Board of Directors issued 20 Resolutions and 77 Decisions related to production and business operations, dividend payments, Board of Directors' personnel, etc. *(Detailed content in the 2024 Report on Corporate Governance published by the Company on January 24th, 2025 at the website: <https://www.dap-vinachem.com.vn>).* The Resolutions and Decisions issued by the Board of Directors all achieved consensus among the members and were in accordance 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:

The Board of Directors of the Company continued to focus on directing the promotion of production; maintaining and consolidating the machinery and equipment system; proactively preparing the best raw materials for production, especially apatite ore; increasing consumption; managing the business, reducing costs, reducing the consumption of raw materials; focusing on implementing construction investment projects according to the set plan. In particular, the Board of Directors directed the Board of Directors to closely follow the developments of the domestic and foreign markets to flexibly adjust product prices, promote the production and consumption of DAP products; and implement the chemical business plan.

The Company's production and business activities, cost management plans, product prices and selling prices are always closely directed and monitored by the Board of Directors, with regular meetings held to promptly resolve arising problems, purchase raw materials, repair equipment, invest in construction and other work contents under the authority of the Company's Board of Directors.

The Board of Directors regularly inspects and supervises the Executive Board and other managers in complying with the provisions of law, the Company's Charter, internal management regulations and Resolutions and Decisions of the Board of Directors in the daily operation of the Company; promptly resolves proposals and recommendations of the Executive Board.

2.4. Remuneration of members Board of Directors in 2024:

No.	Name	Position	Remuneration (VND/year)
1	Nguyen Tuan Dung	Chairman of the Board of Directors	108,000,000
2	Vu Van Bang	Member Board of Directors - General Director	90,000,000
3	Le Ngoc Nhan	Member Board of Directors - Deputy General Manager	90,000,000
4	Nguyen Thi Mai	Member Board of Directors	90,000,000
5	Nguyen Van Phien	Member Board of Directors	90,000,000
	Total		468,000,000

2.5. Results of implementing the Resolution of the 2024 Annual General Meeting of Shareholders:

- Industrial production value at actual prices: reached 3,197.5 billion VND, up 1.8% compared to the plan.

- Physical output:

+ DAP production output: reached 238,868 tons, equal to 97.1% of the plan.

+ DAP consumption output: reached 243,647 tons, equal to 96.8% of the plan.

- Total net revenue: reached 3,415.99 billion VND, up 4.5% compared to the plan.

- Profit before tax: reached 211.5 billion VND, increased 69% compared to the plan.

- Dividends in 2024: In 2024, the Company paid 2023 dividends to shareholders of 6%/share in cash; regarding 2024 dividends, the Company plans to submit to the 2025 Annual General Meeting of Shareholders a decision to pay 2024 dividends in cash at a rate of 9%/share (1 share receives 900 VND).

2.6. Contracts or transactions with internal shareholders, related persons, major shareholders in 2024

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	Note
1	The Southern Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	43.625 billion VND	
2	Can Tho fertilizer and chemical joint stock company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	31.227 billion VND	
3	Binh Dien Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	171.817 billion VND	
4	Lam Thao Fertilizers And Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	43.417 billion VND	
5	Ninh Binh Phosphate Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	-	
6	Dinh Vu Gypsum Joint Stock Company	Associated companies	year 2024	23/NQ-HĐQT dated December 30 th , 2023	0.218 billion VND	
7	Vietnam Apatit Limited Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	617.295 billion VND	
8	Viet nam institute of industrial chemistry	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	12.213 billion VND	
9	Hanoi Soap Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	-	
10	Chemical industry engineering joint stock company	Company owned by Vietnam National Chemical Group with over 10% charter capital	year 2024	23/NQ-HĐQT dated December 30 th , 2023	2.404 billion VND	
11	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	29.258 billion VND	
12	Ninh Binh nitrogenous fertilizer ltd.company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	5.699 billion VND	
13	South basic Chemicals joint stock company	Subsidiary of Vietnam National Chemical Group	year 2024	23/NQ-HĐQT dated December 30 th , 2023	0.007 billion VND	
14	Vietnam National Chemical Group	Parent company holds 64% of charter capital	year 2024	23/NQ-HĐQT dated December 30 th , 2023	0.931 billion VND	

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II. BUSINESS PLAN FOR 2025

Based on the situation of the fertilizer industry in 2025, the Board of Directors sets out the Company's 2025 production and business plan with the following key targets:

- Gross output of industry at actual price 3,493.7 billion VND.
- Total net revenue: 3,323.48 billion VND.
- Profit before tax: 215.226 billion VND.

To complete the 2025 plan targets, it is necessary to resolutely implement the following solutions:

- The Board of Directors and the Executive Board focus all resources on organizing good production and business, prioritizing the enhancement of corporate governance, thoroughly saving production costs to reduce product prices, ensuring stable operation of machinery and equipment systems, ensuring labor safety and environmental protection.
- Applying science and technology, mechanization and automation to increase labor productivity.
- Continue to expand the chemical business segment.
- Speed up the progress of selecting contractors to construct the projects "In-depth investment in technology, improving the quality of phosphoric acid and producing MAP fertilizer with a capacity of 60,000 tons/year"; "Adding access roads and bridges to the DAP factory port"; and "Construction and renovation of the administrative building". Complete the investment preparation step of the project "Na₂SiF₆ production line".
- Recruit and have preferential policies to attract specialized human resources, enhance human resource training to meet the requirements of production and business and construction investment projects. Regularly care for the material and spiritual life of employees.

Above is a summary report of the Board of Directors' activities on the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders and the 2025 operating plan.

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

**ON BEHALF BOARD OF DIRECTORS
CHAIRMAN**

Recipient:

- Annual General Meeting of Shareholders 2025;
- Save: Board of Directors, Office.

Nguyen Tuan Dung

No.: 251/BC-DAP

Hai Phong, April 08th, 2025



REPORT

**Re: Business results in 2024 and business plan in 2025
of DAP-Vinachem Joint Stock Company**

To: The 2024 Annual General Meeting of Shareholders

I. RESULTS OF IMPLEMENTING THE 2024 BUSINESS PLAN

1. Advantages and disadvantages in 2024

- Disadvantages:

+ The domestic supply of apatite ore is always in short supply, not meeting the Company's production needs, especially in the last months of 2024.

+ The impact of storm No. 3 (Yagi) caused property damage as well as affected the Company's production activities in September 2024.

+ The pressure to process and consume stored PG gypsum is very large.

- Advantages:

+ The Company's Board of Directors is always proactive and flexible in production and business activities, closely following fluctuations in the fertilizer market as well as the raw material market, promptly having appropriate solutions to adjust production and business plans each month.

+ The Board of Directors and employees of the Company are united and unanimous in performing well all assigned tasks.

+ Maintenance and repair work is focused on ensuring stable operation of the equipment line.

+ Chemical business activities (sulfuric acid and ammonia) have initially had certain successes.

+ Domestic and world DAP fertilizer prices in 2024 will generally remain stable.

2. Results of implementing some basic production and business targets

No.	Main Indicators	Unit	Plan 2024	Implemented in 2024	Rate (%)	
					Implemented 2024 vs 2023	Implemented 2024 compared to the year plan
I	Output:					
1	DAP production output	Ton	246,000	238,868	99.5	97.1
2	DAP consumption output	Ton	252,000	243,647	98.2	96.7
II	Gross output of industry and financial indicators:					
1	Gross output of industry at actual price	Billion VND	3,141.55	3,197.47	106.9	101.8
2	Total net revenue	Billion VND	3,269.83	3,415.99	105.6	104.5
3	Profit before tax	Billion VND	125.15	211.54	262.7	169.0

3. About consumption

In 2024, the Company will maintain good export and domestic consumption channels. Because the product quality is always stable and meets the requirements of customers, the Company will continue to exploit and expand a number of domestic and foreign partners and customers. Along with that, the Company has flexibly adjusted its price policy as well as consumption structure in the markets at each time, ensuring the goal of maximizing production and business efficiency.

In addition to DAP fertilizer consumption, from the beginning of 2024, the Company began to open many other chemical business directions (sulfuric acid, NH₃ ...) to increase revenue and production and business efficiency.

4. About production

- The Company has maintained stable production, meeting customer demand. In the last months of the year, in the context of a decrease in domestic ore supply that could not meet production requirements, the Company quickly and proactively purchased additional imported ore to mix with domestic ore to increase production output, reduce consumption rates, ensure the quality of exported DAP products and increase production and business efficiency in the last months of 2024.

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

- Raw material consumption standards are equal to or lower than planned.

- Regarding PG gypsum treatment: On December 31, 2024, the Ministry of Science and Technology issued Decision No. 3530/QD-BKHCN on promulgating 02 national standards "Phosphorus gypsum mixture as filling material" and "Phosphorus gypsum

mixture as material for road foundations", this is the premise for accelerating consumption and reducing the Company's PG gypsum inventory in the coming years.

5. On construction investment work

The value realized in 2024 is 39,619 billion VND, equal to 77% of the plan. During the year, the Company focuses on accelerating the progress of investment preparation for the following key projects:

- Projects "In-depth investment in technology, improving the quality of phosphoric acid and producing MAP fertilizer with a capacity of 60.000 tons/year"; "Adding access roads and bridges to the DAP factory port"; and "Construction and renovation of administrative buildings": Completed investment transition, approved project approval and contractor selection plan, currently in the process of organizing contractor selection to implement the main packages of the project.

- Project "Residual P_2O_5 recovery line in PG gypsum residue": has signed the contract to construct the main package of the project since the end of 2024, by the end of the first quarter of 2025, the equipment line will be installed and completed and tested.

- Project " Na_2SiF_6 Production Line": The Ministry of Natural Resources and Environment has approved the project's environmental impact assessment report and is currently submitting the project's feasibility study report to the Hai Phong Economic Zone Management Board for appraisal.

In addition, the Company has completed 06/08 new investment items.

II. PLAN 2025

1. Production and business plan

No.	Indicators	Unit	Plan 2025
I	Physical output		
1	DAP production output	Ton	240,000
2	DAP consumption output	Ton	240,000
II	Gross output of industry and financial indicators		
1	Gross output of industry at actual price	Billion VND	3,493.70
2	Total net revenue	Billion VND	3,323.48
3	Profit before tax	Billion VND	215,226

2. Construction Investment Plan

The Company's planned investment value for 2025 is 191.015 billion VND, of which:

- Transitional works (06 items) is: 179.983 billion VND
- New investment (02 items) is: 9.532 billion VND
- Investment preparation (19 items) is: 1.500 billion VND

Company's General Director would like to report the above contents and respectfully submit them to the 2025 Annual General Meeting of Shareholders and the Company's Board of Directors for consideration and decision.

Thank you very much!

Recipient:

- Annual General Meeting of Shareholders 2025;
- Board of Directors;
- Save: Office.

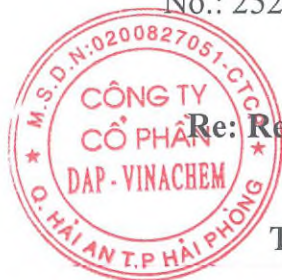
GENERAL DIRECTOR

Vu Van Bang



No.: 252/TTr-HĐQT

Hai Phong, April 08th, 2025



PROPOSAL

Re: Review and approval of the 2025 Production and Business Plan

To: The 2025 Annual General Meeting of Shareholders

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

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

Pursuant to Resolution No. 03/NQ-HĐQT dated March 31th, 2025 of the Board of Directors of the DAP-Vinachem Joint Stock Company.

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the Plan the Company's 2025 production and business plan with some main indicators as follows:

- | | |
|--|-----------------------|
| 1. Gross output of industry at actual price: | 3,493.70 billion VND. |
| 2. DAP production output: | 240,000 tons. |
| 3. DAP consumption output: | 240,000 tons. |
| 4. Total net revenue: | 3,323.48 billion VND. |
| 5. Profit before tax: | 215.226 billion VND. |

Propose that the General Meeting of Shareholders authorize the Company's Board of Directors to decide on the 2025 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.

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

Recipient:

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

Nguyen Tuan Dung

**DAP-VINACHEM
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No: /NQ-ĐHĐCĐ

Hai Phong, April 23th, 2025

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RESOLUTION

The 2025 Annual General Meeting of Shareholders

Base:

- Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
- Law No. 03/2022/QH15 dated January 11th, 2022;
- Charter of Organization and Operation of DAP-VINACHEM Joint Stock Company;
- Minutes of the Annual General Meeting of Shareholders on April 23th, 2025 of DAP-VINACHEM Joint Stock Company.

**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DAP-VINACHEM JOINT STOCK COMPANY**

DICISION:

Article 1: The 2025 Annual General Meeting of Shareholders approves the following contents:

1. Approval of the Operation Report of the Board of Directors in 2024 and Operation plan in 2025.
2. Approval of the Company's Financial Statement audited in 2024, with the following main indicators:

No.	Indicators	Unit	2024
1	Total revenue and other income	VND	3,415,992,592,765
2	Profit before tax	VND	211,541,355,314
3	Profit after tax	VND	168,349,285,928
4	Earnings per share	VND/share	1,152

3. Approval of the Proposal about the profit distribution in 2024, with the following main targets:

No.	Indicators	Amount
1	Profit before tax Corporate income	211,541,355,314
2	Corporate Income Tax	43,192,069,386
3	Profit after tax (1)-(2)	168,349,285,928

No.	Indicators	Amount
4	Undistributed profit after tax brought forward	21,296,372,885
5	Undistributed profit after tax	182,445,071,000
	Profit Distribution	
	- Development investment fund: 20%	33,669,857,000
	- Reward and Welfare Fund: 10%	16,834,929,000
	- <u>Executive Board Reward Fund</u>	451,375,000
	- Dividend distribution: 9%	131,498,910,000
6	Undistributed retained earnings	7,190,587,813

4. Approval the Report of the Board of Supervisors on the Company's production and business activities year 2024

5. Approval of the Proposal about manufacturing and business plan in 2025, with the following main targets:

No.	Indicators	Unit	Plan 2025
1	Gross output of industry at actual price	Billion VND	3,493.70
2	DAP production output	Ton	240,000
3	DAP consumption output	Ton	240,000
4	Total net revenue	Billion VND	3,323.48
5	Profit before tax	Billion VND	215.226

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the 2025 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 2024 and the Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025:

6.1. Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in the year 2024 as follows:

- Total remuneration of the Board of Directors: 468,000,000 VND.
- Total remuneration of the Board of Supervisors: 144,000,000 VND.
- Total remuneration of the Secretary: 60,000,000 VND.

Details of remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary are as stated in the Proposal No.222/TTr-DAP dated March 31th, 2025 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 2025 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 2025:

List of Companies considered for selection audit The Financial Statements 2025, including:

- a)- AASC Auditing Firm LLC
- 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 2025. (Including audit the first 6 month of 2025 and the full-year of 2025)

8. Approval of the Proposal to supplement business lines and amend and supplement the Company Charter:

8.1. Additional business lines of the Company:

No.	Business lines supplemented	Code
1	Manufacture of cement, lime and plaster	2394
2	Manufacture of concrete and articles of concrete, cement and plaster	2395
3	Manufacture of other non-metallic mineral products not elsewhere classified;	2399
4	Wholesale of construction materials and other installation supplies	4663

8.2. Amendment and supplement to the Company Charter:

- Approve the Company Charter after amendment and supplement with the contents as in Proposal No.224/TTr-DAP dated March 31th, 2025 of the Board of Directors attached.

- The Company Charter after being amended and supplemented shall take effect immediately upon being voted and approved by the 2025 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company.

9. Approval of the election of members of the Board of Directors and Supervisory Board for the term 2025-2030:

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

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

9.3- The meeting proceeded to elect members of the Board of Directors and the Board of Supervisory term 2025-2030.

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

No.	Full name	Number of votes	Rate (%)
1	Mr./Mrs.

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

1. Mr./Mrs.....

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

No.	Full name	Number of votes	Rate (%)
1	Mr./Mrs.

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

1. Mr./Mrs.....

Article 2: Implementation Provisions:

The full text of this Resolution was voted and approved by the 2025 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company at the meeting on ...h...' on April 23th, 2025 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.

Recipient:

- Hanoi Stock Exchange;
- VSDC;
- Vinachem;
- Shareholders;
- BOD, BOS;
- General Director, Deputy General Directors;
- Units under Company;
- Savc. Office.

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

Nguyen Tuan Dung