

Hai Phong, April 24, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange.

Pursuant to Resolution No. 11/NQ-ĐHĐCĐ and the Minutes of the Annual General Meeting of Shareholders (AGM) 2026 dated April 24, 2026; and Minutes No.01/2026/BB-BKS dated April 24, 2026 regarding the election of the Head of the Board of Supervisors for the term 2025-2030 DAP-Vinachem Joint Stock Company hereby announces changes in the personnel of the Board of Directors (BOD) and the Board of Supervisors (BOS) as follows:

1. In case of dismissal/resignation:

- Dismissal of one member of the Board of Directors for the term 2025-2030 due to resignation letter

No.	Full name	Position before Dismissed	Position dismissed	Effective Date	Reason
1	Mr. Le Ngoc Nhan	Member of BOD	Member of BOD	April 24, 2026	Resignation letter

- Dismissal of one member of Board of Supervisors for the term 2025-2030 term due to resignation letter

No.	Full name	Position before Dismissed	Position dismissed	Effective Date	Reason
1	Mrs. Nguyen Thi Xuan Quyen	Member cum Head of BOS	Member cum Head of BOS	April 24, 2026	Resignation letter

2. In case of Appointment:

- Appointment one additional member to the Board of Directors for the term 2025-2030, to be elected at the Company's (AGM) 2026.

No.	Full name	Position before appointment	Appointed position	Term	Effective Date
1	Mr. Nguyen Hoang Trung	Deputy General Director of the Company	Member of BOD	2025-2030	April 24, 2026

- Appointment one additional member to the Board of Supervisors for the term 2025-2030, to be elected at the Company's (AGM) 2026.

No.	Full name	Position before appointment	Appointed position	Term	Effective Date
1	Mrs. Vu Thi Bich Ngoc	Are not	Member of BOS	2025-2030	April 24, 2026

- Appointment of the Head of the Board of Supervisors for the term 2025-2030 of the Company

No.	Full name	Position before appointment	Appointed position	Term	Effective Date
1	Mrs. Pham Thi Nhung	Member of BOS	Member cum Head of BOS	2025-2030	April 24, 2026

This information was published on the company's website on April 24, 2026 at dap-vinachem.com.vn.

Attached documents:

- Resolution No. 11/NQ-DHDCD and Minutes of the Annual General Meeting of Shareholders dated April 24, 2026.

- Minutes No.01/2026/BB- BKS dated April 24, 2026 regarding the election of the Head of the Supervisory Board for the term 2025-2030.

Recipients:

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

**Organization representative
Person authorized to disclose information**



Nguyễn Anh Dung



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 24, 2026

RESOLUTION
The 2026 Annual General Meeting of Shareholders

Base:

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

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

RESOLVES:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1. Mr Nguyen Hoang Trung.

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

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

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

1. Mrs Vu Thi Bich Ngoc.

Article 2: Implementation Provisions:

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

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

Recipients:

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

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

Nguyen Tuan Dung



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

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

I. INVITATIONS TO ATTEND THE MEETING:

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

II. GENERAL MEETING AGENDA:

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

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

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

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

B. OPENING:

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

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

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

2.1. Meeting Secretary:

- Mr. Nguyen Anh Dung - Company Secretary.

2.2. Vote Counting Board.

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

+ Mr. Nguyen Tien Luc: Member.

+ Mr. Tran Thanh Binh: Member.

+ Mr. Nguyen Anh Duong: Member.

+ Mrs. Nguyen Kieu Anh: Member.

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

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

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

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

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

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

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

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

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

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

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

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

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

C. MEETING CONTENT:

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

(Report attached)

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

(Report attached)

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

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

(Proposal attached)

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

(Proposal attached)

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

(Report attached)

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

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

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

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

(Proposal attached)

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

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

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

(Proposal attached)

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

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

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

(Report attached)

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

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

(Proposal attached)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Proposal attached)

9. Discuss and question Reports and Proposal:

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

9.2 . Shareholder opinions :

Shareholder number 12 commented:

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

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

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

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

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

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

Shareholder number 13 commented:

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

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

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

Shareholder number 11 commented:

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

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

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

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

- Who are the company's main competitors currently?

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

Shareholder number 10 commented:

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

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

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

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

Shareholder number 07 commented:

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

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

Shareholder number 14 commented:

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

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

10. Voting on Reports and Proposal:

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

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

The results of the vote are as follows:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Proposal attached)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

13.4. Vote Counting Results:

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

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

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

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

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

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

+ Mr. Nguyen Hoang Trung.

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

+ Mrs. Vu Thi Bich Ngoc.

D. CLOSING:

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

Shareholders attending the meeting did not add any further comments.

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

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

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

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

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

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

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

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

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

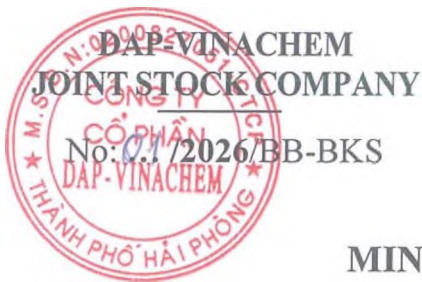
The 2026 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company ended at 11:45 a.m on April 24, 2026. This Minutes was prepared immediately after the General Meeting ended.

SECRETARY

**ON BEHALF OF
PRESIDING COMMITTEE
CHAIRPERSON**

Nguyen Anh Dung

Nguyen Tuan Dung



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hai Phong, April 24 , 2026

**MINUTES OF MEETING
BOARD OF SUPERVISORS**

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

Pursuant to:

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

1. Time - Participants - Location

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

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

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

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

The Supervisors voted to approve the above content.

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

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

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

Vu Thi Bich Ngoc

Pham Thi Nhung

Tran Van Doan