CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỀN
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CÔNG TY CỔ PHẦN
PHÂN LÂN NUNG CHẢY VĂN ĐIỀN
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Số: 235.../CBTT-PLVĐ
No.: 235.../CBTT-PLVD

Hà Nội, ngày 5 tháng 06 năm 2026
Hanoi, June 5, 2026

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
To: *The Sate Securities Commission;*
- Sở giao dịch Chứng khoán Hà Nội;
The Ha Noi Stock Exchange;
- Quý cổ đông Công ty.
Shareholders of the Company.

Công ty: CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỀN

Name of company: VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

Mã chứng khoán: VAF

Stock code: VAF

Địa chỉ: Đường Phan Trọng Tuệ, xã Đại Thanh, thành phố Hà Nội

Address of headoffice: Phan Trong Tue Street, Dai Thanh Commune, Ha Noi City

Mã số doanh nghiệp: 0100103143

Enterprise Code: 0100103143

Điện thoại liên hệ: 0243.6884489

Telephone: 0243.6884489

Fax: 0243.6884277

Email: vandienfmp@gmail.com

Người đại diện theo pháp luật: Văn Hồng Sơn – Tổng giám đốc

Legal Representative: Mr. Van Hong Son – General Director

Loại thông tin công bố: ☐ 24 giờ; ☐ 72 giờ; ☐ bất thường; ☐ theo yêu cầu; ☐ định kỳ

Type of Information Disclosure: ☐ 24-hour; ☐ 72-hour; ☐ Ad-hoc; ☐ Upon request; ☐ Periodic

Nội dung báo cáo và công bố thông tin: Thông báo mời họp Đại hội đồng cổ đông thường niên năm 2026 của Công ty cổ phần Phân lân nung chảy Văn Điển và Tài liệu kèm theo

Contents of the report and information disclosure: Notice of Invitation to the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company and the accompanying documents.

Thông tin này được công bố trên trang thông tin điện tử của Công ty tại đường dẫn: vandienfmp.vn – tin cổ đông.

This information is disclosed on the Company's website at the following link: vandienfmp.vn – Shareholder News.

Công ty chúng tôi xin cam kết thông tin được báo cáo và công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã báo cáo và công bố.

We hereby certify that the information reported and disclosed above is true and accurate, and we take full responsibility before the law for the contents of the reported and disclosed information.

Tài liệu kèm theo/ *Attached documents*:

- Thông báo mời họp số 45/TB-HĐQT ngày 04/06/2026 của Hội đồng quản trị Công ty;

Meeting Invitation Notice No. 45/QĐ-HĐQT dated June 04, 2026 issued by the Board of Directors of the Company;

- Chương trình, tài liệu tổ chức Đại hội đồng cổ đông thường niên năm 2026.

Agenda and meeting documents for the 2026 Annual General Meeting of Shareholders.

Nơi nhận/ *Recipients:*
- Như kính gửi;
  As addressed;
- HĐQT, BKS (b/c);
  BOD; BOS (for reporting);
- Người được UQCBTT;
  Persons authorized to disclose information
- Lưu Thư ký, VT.
  Archived: Secretary, Clerical.

NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
LEGAL REPRESENTATIVE
TỔNG GIÁM ĐỐC
GENERAL DIRECTOR

M.S.D.N: 0100103143 - C.T.C.P
CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN
X. ĐẠI THANH - TP HÀ NỘI

Văn Hồng Sơn

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	**THE SOCIALIST REPUBLIC OF VIETNAM**
-------***-------	**Independence – Freedom – Happiness**
No.: 15../TB-HĐQT	----------***----------
	Ha Noi, June ,.04....., 2026

NOTICE OF INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To:
Shareholder : .....
Address : .....
Shareholder Registration No : .....

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

Head Office: Phan Trong Tue Street, Dai Thanh Commune, Hanoi City
Enterprise Registration No.: 0100103143
Tel: 0243.6884489 - Fax: 0243.6884277
Website: vandienfmp.vn - Email: vandienfmp@gmail.com

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company (hereinafter referred to as the "Company") is pleased to announce and cordially invite our Shareholders to attend the 2026 Annual General Meeting of Shareholders with the following details::

1. **Time:** From 08:00 AM, Sunday, June 28, 2026.
2. **Venue:** Head Office of the Company at Phan Trong Tue Street, Dai Thanh Commune, Hanoi City.
3. **Attendees:** All shareholders holding shares of the Company according to the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of May 27, 2026 and/or their duly authorized representatives.
4. **Meeting Agenda and Documents**

The meeting agenda and related documents are available on the Company's website at: *https://vandienfmp.vn/tai-lieu-dai-hoi-co-dong*

Note: Additional documents related to the Meeting agenda will be updated on the Company's website (if any).

5. **Required Documents for Attendance**
   - Citizen Identification Card/Passport of the attendee;
   - Invitation notice;
   - Power of Attorney (if applicable)
6. **Attendance Confirmation and Contact Information**

For proper arrangement, Shareholders are kindly requested to confirm their attendance by sending the Attendance Confirmation Form (as per template) or Power of Attorney to the Company before 04:30 PM, June 26, 2026 via one of the following methods:

(i) By post to:

Van Dien Fused Magnesium Phosphate Joint Stock Company

Address: Phan Trong Tue Street, Dai Thanh Commune, Hanoi City

Tel: 0243.6884489

(ii) Submit documents (files) via email to: vandienfmp@gmail.com or by fax to: 0243.6884277

Note: The confirmation is for organizational purposes only and does not affect the Shareholders' right to attend the Meeting.

Shareholders shall bear all travel, accommodation and related expenses for attending the Meeting.

For further information, please contact the Company Secretary at: 0972 68 66 68

We look forward to your attendance to ensure the success of the Meeting.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100103... CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN X. ĐẠI THANH - TP HÀ NỘI

Phung Ngoc Bo

CÔNG TY CỔ PHẦN VĂN ĐIỂN

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2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY
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AGENDA

Time : June 28, 2026

Venue : Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company (Phan Trong Tue Street, Dai Thanh Commune, Hanoi City).

No.	CONTENTS	TIME
1	Shareholders/participants register for attendance at the General Meeting of Shareholders and verification of eligibility of attending shareholders/participants.	7:00 A.M – 8:00 A.M
2	Report on the verification results of eligibility of shareholders/participants attending the General Meeting of Shareholders.	8:00 A.M – 8:10 A.M
3	Opening of the General Meeting of Shareholders.	8:10 A.M – 8:15 A.M
4	The Chairman appoints the Secretary of the Meeting.	8:15 A.M -8:30 A.M
5	The Chairman nominates the Vote Counting Committee of the Meeting.	
6	Discussion and approval of: - Regulations on organization of the 2026 Annual General Meeting of Shareholders; - Agenda of the General Meeting of Shareholders; - Vote Counting Committee of the Meeting.	
I	**Reports and Proposals at the Meeting**	
1	Report on the activities of the Board of Directors in 2025.	8:30 A.M -10:00 A.M
2	Report of the General Director on the Company's production, business and management performance in 2025.	
3	Self-assessment report on the performance of the Board of Supervisors and its members; Report of the Board of Supervisors on the Company's business performance and the performance of the Board of Directors and the General Director.	
4	Audited summarized financial statements for 2025.	

No.	CONTENTS	TIME
5	Proposal of the Board of Directors on the profit distribution and dividend payment plan for 2025.	
6	Proposal of the Board of Directors on the production and business plan and dividend payment plan for 2026.	
7	Proposal of the Board of Directors on the share issuance plan for payment of 2025 dividends.	
8	Proposal of the Board of Supervisors on the selection of the auditing company for the Company's 2026 financial statements.	
9	Proposal of the Board of Directors on payment of remuneration to the Board of Directors and the Board of Supervisors in 2025 and the remuneration plan for 2026.	
10	Proposal of the Board of Directors on amendments and supplements to the Company's registered business lines.	
11	Proposal of the Board of Directors on amendments and supplements to the Company Charter.	
12	Proposal of the Board of Directors on amendments and supplements to the Internal Regulations on Corporate Governance.	
13	Proposal of the Board of Directors on amendments and supplements to the Regulations on Operation of the Board of Directors.	
14	Other matters falling under the authority of the General Meeting of Shareholders.	
II	**Discussion and Approval**	
1	Discussion on the reports and proposals.	10:00 A.M -10:30 A.M
2	Voting for approval of the reports and proposals at the Meeting.	10:30 A.M -10:45 A.M
3	- Break for shareholders; - Vote Counting Committee conducts vote counting.	10:45 A.M -11:00 A.M
4	Announcement of voting results for approval of the reports and proposals at the Meeting.	11:00 A.M -11:10 A.M
III	**Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders**	
1	Presentation of the Resolution and Minutes of the General Meeting of Shareholders.	11:10 A.M -11:20 A.M

No.	CONTENTS	TIME
2	Voting for approval of the Resolution and Minutes of the General Meeting of Shareholders.	11:20 A.M -11:30 A.M
3	Closing of the General Meeting of Shareholders.	11:30 A.M

Note: *The agenda may be subject to change depending on the actual proceedings of the Meeting.*

CHAIRMAN OF THE MEETING

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

THE SOCIALIST REPUBLIC OF VIETNAM
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REGULATION

On Organization of the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Chapter I
General Provisions

Article 1. This Regulation shall apply to the organization of the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

Article 2. This Regulation stipulates the rights and obligations of shareholders, authorized representatives of shareholders, and other participants attending the General Meeting of Shareholders; as well as the conditions and procedures for conducting the General Meeting of Shareholders.

Chapter II
Rights and Obligations of Shareholders, Authorized Representatives of Shareholders and Participants Attending the General Meeting of Shareholders

Article 3. Rights of Shareholders and Authorized Representatives of Shareholders Attending the General Meeting of Shareholders:

1. Shareholders and authorized representatives of shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company whose names are included in the list of shareholders finalized on May 27, 2026 shall be entitled to attend the General Meeting of Shareholders.

2. At the General Meeting of Shareholders, each attendee shall receive a voting card and voting ballot issued by the Company, specifying the registration number, full name of the shareholder, full name of the authorized representative of the shareholder, and the total number of voting shares.

3. Shareholders and authorized representatives of shareholders arriving later than the prescribed meeting time shall be entitled to register immediately at the General Meeting of Shareholders and thereafter participate in voting. However, the Chairman of the Meeting shall not be responsible for suspending the General Meeting of Shareholders for late registration, and the validity of all previous voting results shall remain unchanged.

Article 4. Obligations of Shareholders and Authorized Representatives of Shareholders Attending the General Meeting of Shareholders:

1. To comply with the provisions of this Regulation.

2. To complete the registration procedures for attendance at the General Meeting of Shareholders with the Organizing Committee of the Meeting. Upon registration for attendance, attendees shall present the following documents to the Organizing Committee:

- Citizen identification card/passport of the attendee;

- Power of attorney in the prescribed form (if any).

3. To strictly comply with the direction and administration of the Presidium/Chairman of the Meeting and the Secretary of the Meeting, and to respect the working results of the General Meeting of Shareholders.

4. To bear all expenses incurred for attending the General Meeting of Shareholders.

Article 5. Rights and Obligations of the Committee for Verification of Eligibility of Attending Shareholders and the Vote Counting Committee:

1. The Committee for verification of eligibility of shareholders attending the General Meeting of Shareholders shall be established by the Board of Directors. Duties of the Committee for verification of eligibility of shareholders attending the Meeting:

To verify documents of shareholders and authorized representatives of shareholders attending the General Meeting of Shareholders; report to the General Meeting on the results of verification of eligibility of attending delegates; distribute voting cards and voting ballots; determine voting results for approval of the Vote Counting Committee; promptly notify the Presidium/Chairman of the Meeting of changes in delegates (arriving at or leaving the Meeting) during the course of the General Meeting of Shareholders.

2. The Vote Counting Committee shall be nominated by the Presidium/Chairman of the Meeting and approved by the General Meeting. The Vote Counting Committee shall have the following duties:

- To announce principles, regulations and instructions on voting procedures;

- To collect and count voting cards/voting ballots, prepare minutes of vote counting, announce the results; submit the minutes to the Chairman for approval of voting results;

- To promptly notify the Secretary of the Meeting of voting results;

- To review and report to the General Meeting cases of violations of voting regulations or complaints regarding voting results.

Article 6. Rights and duties of the Presidium/Chairman of the Meeting and the Secretary of the Meeting:

1. Presidium/Chairman of the Meeting

- The Presidium consists of:

+ Chairman of the Meeting - Chairman of the Board of Directors;

+ 02 (two) members of the Presidium - Members of the Board of Directors.

- The Presidium shall conduct the 2026 Annual General Meeting of Shareholders of the Company in accordance with the provisions of law and the Company's regulations.

- The Presidium shall work in accordance with the assignment of the Chairman of the Meeting.

a. Rights of the Presidium/Chairman:

- The Presidium/Chairman of the General Meeting of Shareholders may carry out necessary activities to conduct the General Meeting of Shareholders in a lawful and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attending delegates;

- The Presidium/Chairman of the General Meeting of Shareholders may postpone the Meeting upon agreement or request of the General Meeting of Shareholders having the required number of attending delegates in accordance with Clause 8, Article 146 of the Law on Enterprises.

b. Duties of the Presidium/Chairman:

- To conduct activities of the General Meeting of Shareholders of the Company in accordance with the agenda approved by the General Meeting of Shareholders;

- To guide delegates and the General Meeting in discussing matters included in the agenda;

- To present drafts and conclusions on matters necessary for voting by the General Meeting;

- To answer issues raised by the General Meeting;

- To resolve issues arising throughout the course of the General Meeting..

2. Secretary of the Meeting:

a. The Chairman shall appoint 01 (one) person to act as Secretary of the Meeting.

b. Duties of the Secretary of the Meeting:

- To fully and accurately record the contents of the General Meeting;

- To receive delegates' registration slips for speeches;

- To prepare the Minutes of the Meeting and draft the Resolution of the General Meeting of Shareholders;

- To assist the Presidium/Chairman in disclosing information relating to the General Meeting of Shareholders and notifying shareholders in accordance with the provisions of law and the Company Charter;

- To perform other duties as requested by the Chairman.

Chapter III
Conduct of the General Meeting of Shareholders

Article 7. Pursuant to Clause 1, Article 145 of the Law on Enterprises: The General Meeting of Shareholders shall be conducted when the number of shareholders and authorized representatives of shareholders attending the Meeting represents more than 50% of the total voting shares (for this General Meeting of Shareholders, corresponding to more than 50% of the Company's charter capital).

Article 8. The General Meeting shall discuss and vote for approval of matters included in the agenda of the General Meeting of Shareholders approved by the General Meeting and other matters arising at the Meeting (if any).

Article 9. Voting regulations:

1. Voting cards and voting ballots shall bear the Company's seal in the upper left corner.

2. Voting cards:

a. Voting cards shall be used for voting on the following matters:

- Members of the Vote Counting Committee;

- Regulations on organization of the General Meeting;

- Agenda of the General Meeting;

- Minutes of the General Meeting;

- Resolution of the General Meeting;

- Other matters arising at the General Meeting (if any, except for matters voted on by voting ballot as prescribed in Item 3 of this Article).

b. Shareholders and authorized representatives of shareholders shall vote by raising the Voting Card, with the front side of the Voting Card facing toward the Chairman. In the event that a delegate does not raise the Voting Card in all three rounds of voting "Approve", "Disapprove" or "No Opinion" for a matter, such delegate shall be deemed to have approved such matter. In the event that a delegate raises the Voting Card more than one (01) time when voting "Approve", "Disapprove" or "No Opinion" for a matter, such vote shall be deemed invalid. Under the method of voting by raising Voting Cards, members of the Committee for verification of eligibility of delegates/Vote Counting Committee shall mark the delegate code and corresponding number of voting shares of each shareholder voting "Approve", "Disapprove", "No Opinion" and "Invalid".

3. Voting ballots:

a. Voting ballots shall be used for voting on the following matters:

- Report on the activities of the Board of Directors in 2025.

- Reports of the Board of Supervisors;

- Audited summarized financial statements for 2025;

- Proposal of the Board of Directors on the profit distribution and dividend payment plan for 2025;

- Proposal of the Board of Directors on the production and business plan and dividend payment plan for 2026;

- Proposal of the Board of Directors on the share issuance plan for payment of 2025 dividends;

- Proposal of the Board of Supervisors on the selection of the auditing company for the Company's 2026 financial statements;

- Proposal of the Board of Directors on payment of remuneration to the Board of Directors and the Board of Supervisors in 2025 and the remuneration plan for 2026;

- Proposal of the Board of Directors on amendments and supplements to the Company's registered business lines;

- Proposal of the Board of Directors on amendments and supplements to the Company Charter;

- Proposal of the Board of Directors on amendments and supplements to the Internal Regulations on Corporate Governance;

- Proposal of the Board of Directors on amendments and supplements to the Regulations on Operation of the Board of Directors.

- Other matters falling under the authority of the General Meeting of Shareholders.

b. Shareholders and authorized representatives of shareholders shall vote by filling in the Voting Ballot; for each matter, delegates shall select one of the three options "Approve", "Disapprove", or "No Opinion" pre-printed on the Voting Ballot by marking an "X" or "✓" in the selected box. After completing all matters requiring voting at the General Meeting, delegates shall submit the Voting Ballot into the sealed ballot box at the Meeting in accordance with the instructions of the Vote Counting Committee. The Voting Ballot must bear the signature and full name of the delegate.

4. Voting Cards/Voting Ballots shall be considered invalid if satisfying one or more of the following conditions:

- Voting Cards/Voting Ballots are not in the pre-printed form issued by the Committee for verification of eligibility of attending delegates/Vote Counting Committee and do not bear the red seal of the Company;

- Voting Cards/Voting Ballots are erased, altered, amended or contain additional contents beyond the prescribed contents of the Voting Cards/Voting Ballots;

- The delegate does not mark one (01) of the three voting boxes or marks more than one (01) of the three (03) voting boxes in the Voting Ballot for each matter;

- The delegate does not sign and fully state his/her full name on the Voting Ballot.

In one Voting Ballot, matters requiring opinions shall be voted on independently from one another. The invalidity of the voting result for one matter shall not affect the validity of the voting result for other matters.

5. The Committee for verification of eligibility of attending delegates/Vote Counting Committee shall be responsible for announcing the vote counting results directly at the General Meeting of Shareholders.

Article 10. Conditions for approval of Resolutions of the General Meeting of Shareholders: In accordance with Article 21 of the Company Charter..

A Resolution of the General Meeting of Shareholders shall be approved when it is voted in favor by shareholders and authorized representatives of shareholders representing more than 50% of the total voting shares of the shareholders and authorized representatives of shareholders attending the Meeting.

Article 11. All contents of the General Meeting of Shareholders shall be recorded by the Secretary of the Meeting in the Minutes of the General Meeting of Shareholders. The Secretary of the Meeting shall present the Minutes and the Resolution of the General Meeting of Shareholders before the closing of the Meeting.

Chapter IV

Implementation Provisions

Article 12. Shareholders, authorized representatives of shareholders and participants attending the General Meeting of Shareholders shall be responsible for complying with the provisions of this Regulation.

Article 13. This Regulation shall be approved at the General Meeting of Shareholders when it is voted in favor by shareholders and authorized representatives of shareholders representing more than 50% of the total voting shares of shareholders and authorized representatives of shareholders attending the Meeting, and shall take effect immediately at the General Meeting of Shareholders./.

CHAIRMAN OF THE MEETING

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2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

Hanoi, June 28, 2026

VOTING BALLOT

Name of Shareholder:
Shareholding Registration Number:

Number of Shares Owned:	*Number of Represented Shares:*	*Total Number of Voting Shares:*
-		-

No.	*Contents*	Approve	Disapprove	No Opinion
1	Report on the activities of the Board of Directors in 2025.			
2	Self-assessment report on the performance of the Board of Supervisors and its members; Report of the Board of Supervisors on the Company's business performance and the performance of the Board of Directors and the General Director.			
3	Audited summarized financial statements for 2025.			
4	Proposal of the Board of Directors on the profit distribution and dividend payment plan for 2025.			
5	Proposal of the Board of Directors on the production and business plan and dividend payment plan for 2026.			
6	Proposal of the Board of Directors on the share issuance plan for payment of 2025 dividends.			
7	Proposal of the Board of Supervisors on the selection of the auditing company for the Company's 2026 financial statements.			
8	Proposal of the Board of Directors on payment of remuneration to the Board of Directors and the Board of Supervisors in 2025 and the remuneration plan for 2026.			
9	Proposal of the Board of Directors on amendments and supplements to the Company's registered business lines.			
10	Proposal of the Board of Directors on amendments and supplements to the Company Charter.			
11	Proposal of the Board of Directors on amendments and supplements to the Internal Regulations on Corporate Governance.			
12	Proposal of the Board of Directors on amendments and supplements to the Regulations on Operation of the Board of Directors.			

Shareholders/authorized representatives of shareholders are requested to indicate their opinions by marking an "X" in one of the three boxes (Approve, Disapprove, or No Opinion).

Shareholder/Authorized Representative of the Shareholder
(Signature and Full Name)

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FOR REFERENCE

……., ……., 2026

POWER OF ATTORNEY

(For Individual Shareholders)

To: Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Name of Shareholder……..……

Citizen Identification Card/Passport No…… Date of Issue: ……

Place of Issue…….…...…...

Address……...

Telephone:…….…….…….…

Number of Shares Owned[(1)]:

- In figures……..
- In words:…….

I hereby authorize the individual or organization named below to represent me in attending and voting at the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company as my proxy with respect to all shares owned by me.

Information of the Authorized Representative (for an individual):

- Full name……..……
- Citizen Identification Card/Passport No…….
- Date of Issue: ……Place of Issue: …….…….……..
- Address……...
- Telephone:…….…….…….…

Information of the Authorized Representative (for an organization):

- Name of Organization: …….
- Enterprise Registration Number or Establishment Decision No.: ……
- Date of Issue: ……Place of Issue: …….…….…...

---

(1): Based on the list of shareholders as of the record date of May 27, 2026

- Address: ……

- Telephone: ……...Fax: ……..

- Legal Representative: Mr./Ms. ..... Position: .....

- Representative attending the General Meeting of Shareholders:

Mr./Ms. ..... Position: .....

+ Citizen Identification Card/Passport No.: .....
Date of Issue: ..... Place of Issue: .....

+ Address: .....

This Power of Attorney shall be valid only for the duration of the 2026 Annual General Meeting of Shareholders. This Power of Attorney shall be valid only if it is duly executed in accordance with applicable regulations and bears the signatures of both the Shareholder and the Authorized Representative attending the General Meeting of Shareholders.

I shall be fully responsible for this authorization and undertake to comply strictly with the applicable laws and the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company. I further undertake not to make any claim or complaint against the Company in connection with this authorization./.

AUTHORIZING SHAREHOLDER	**AUTHORIZED REPRESENTATIVE**	
(Signature and full name)	***For an authorized organization***	***For an authorized individual***
	Representative of the organization attending the General Meeting of Shareholders *(Signature and full name)*	Legal Representative of the organization *(Signature, full name and seal)*	*(Signature and full name)*

(1): Based on the list of shareholders as of the record date of May 27, 2026

THE SOCIALIST REPUBLIC OF VIETNAM
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FOR REFERENCE

……., ……., 2026

POWER OF ATTORNEY

(For Corporate Shareholders)

To: Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Name of Shareholder……..……

Enterprise Registration Number or Establishment Decision No.: …….

Date of Issue: ……Place of Issue: ……..……...…..

Address: …….…….…

Telephone: ……...Fax: …….…..

Legal Representative: Mr./Ms. ..... Position: .....

Citizen Identification Card/Passport No.: .....

Date of Issue: ..... Place of Issue: .....

Address: .....

Number of Shares Owned[(1)]:

- In figures……..
- In words:…….

We hereby authorize the individual or organization named below to act on our behalf in attending and voting at the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

Information on the Authorized Representative(s) and the Number of Shares Represented for Voting Purposes:

Note: A shareholder holding at least ten percent (10%) of the total outstanding shares of the Company may appoint up to five (05) authorized representatives in accordance with Clause 1, Article 16 of the Company's Charter.

Information on an Authorized Individual Representative:

No.	Full Name	ID Card/Citizen Identification Card/Passport No.	Date and Place of Issue	Address and Telephone Number	Number of Shares Represented for Voting Purposes

(1): Based on the list of shareholders as of the record date of May 27, 2026

Name of Organization: …….

Enterprise Registration Number or Establishment Decision No.: ……...

Date of Issue: ……Place of Issue: …….……..……

Address: …….……..….

Telephone: ……...Fax: …….…..

Legal Representative: Mr./Ms. ..... Position: .....

Representative attending the General Meeting of Shareholders::

Mr./Ms. ..... Position: .....

+ Citizen Identification Card/Passport No.: .....
Date of Issue: ..... Place of Issue: .....

+ Address: .....

Number of Shares Represented for Voting Purposes:

- In figures……..

- In words:…….

This Power of Attorney shall be valid only for the duration of the 2026 Annual General Meeting of Shareholders. This Power of Attorney shall be valid only if it is duly executed in accordance with applicable regulations and bears the signatures of both the Shareholder and the Authorized Representative attending the General Meeting of Shareholders.

We shall be fully responsible for this authorization and undertake to comply strictly with the applicable laws and the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company. I further undertake not to make any claim or complaint against the Company in connection with this authorization./.

AUTHORIZING SHAREHOLDER	**AUTHORIZED REPRESENTATIVE**	
(Signature and full name)	***For an authorized organization***	***For an authorized individual***
	Representative of the organization attending the General Meeting of Shareholders *(Signature and full name)*	Legal Representative of the organization *(Signature, full name and seal)*	*(Signature and full name)*

(1): Based on the list of shareholders as of the record date of May 27, 2026

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC
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DRAFT

ATTENDANCE CONFIRMATION

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

Name of Shareholder: **……..**

Shareholder Registration No.:…….

Telephone: ……

Number of Shares Owned: ..... shares

Number of Shares Represented under Authorization: ..... shares

Total Number of Voting Shares: ..... shares

I hereby confirm my attendance at the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company to be held on June 28, 2026.

…… 2026

SHAREHOLDER

(Signature and Full Name)

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

No.: .46..../BC-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, June 04., 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The 2026 Annual General Meeting of Shareholders of the Company

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully reports to the 2026 Annual General Meeting of Shareholders on the activities of the Board of Directors in 2025 and the directions and tasks for 2026 as follows:

I. Assessment of the Company's Operations in 2025

1. General Characteristics and Situation

a. Difficulties

In 2025, the prices of production input materials and fuels continuously increased, particularly apatite ore, which experienced four price increases totaling nearly 30%. Low-quality apatite ore (with only 20–21% content) caused numerous difficulties in blast furnace operations and led to various production incidents.

The shortage of Grade-A apatite ore, which was insufficient for the operation of all three furnaces, affected the supply of products and goods to customers. The Company proactively sought overseas suppliers (Egyptian apatite ore). At present, the Company has imported apatite ore with a P2O5 content of 22%, which has been stably put into production.

In the third quarter of 2025, heavy rains and floods in Northern Vietnam caused serious damage to people and property, while cultivated areas were heavily affected. In the Central region, from mid-September 2025, floods also created significant difficulties. Meanwhile, the fertilizing season in the Southern region had already ended, greatly affecting the consumption of the Company's products.

b. Advantages

The Company has more than 60 years of experience in fertilizer production, with a workforce of experienced and highly skilled managers and employees. The Company's investments in science and technology from previous years have continued to generate positive results. The Company's products consistently maintain high quality, possess strong brand recognition, and are trusted by consumers as well as highly appreciated by State management authorities, being suitable for soil conditions and crops throughout the country.

Over previous years, the Company has implemented various investment projects and improvements aimed at enhancing working conditions for employees, improving products, and upgrading machinery and equipment, all of which have delivered effective results.

The Company has consistently maintained the quality of its products and services in both domestic and export markets. The Company's products enjoy a strong reputation and have been recognized by governmental authorities, organizations, and institutions both domestically and internationally through numerous awards and titles received.

In 2025, agricultural commodity prices, especially coffee, pepper, durian and other crops, increased significantly. As a result, farmers increased their investment in fertilizers, particularly fused magnesium phosphate fertilizer, leading to a sharp rise in market demand for such products. Although the Company increased its production capacity, supply still could not fully meet market demand. The imbalance between supply and demand and the resulting product shortage led many distributors and customers to make advance payments for purchases in order to secure prices and ensure stable supply quality for farmers, thereby creating favorable conditions for the Company to maintain stable financial resources.

2. Results of the Company's Operations

2.1. Results of Implementation of Tasks Assigned by the Annual General Meeting of Shareholders

a. Main Production and Business Indicators as follows:

No.	Indicators	Unit	Actual in 2024	2025 Plan Assigned by the AGM	Actual in 2025	Ratio (%) Actual/Plan	Ratio (%) 2025/2024
1	Total revenue	VND billion	1,281.593	1,295.620	1,760.139	135.8	137.3
2	State budget contribution	VND billion	34.849	31.938	34.359	107.58	98.59
3	Profit before tax	VND billion	88.933	60.540	213.171	352.1	239.69
4	Production output	Tons	283,629	290,000	295,583	102	104
4.1	Various phosphate fertilizers	Tons	253,532	260,000	263,253	101	104
4.2	Various NPK fertilizers	Tons	30,097	30,000	32,330	108	107
5	Sales volume	Tons	271,919	280,000	335,960	120	123.5
5.1	Various phosphate fertilizers	Tons	243,401	250,000	302,683	121	124.3
5.2	Various NPK fertilizers	Tons	28,518	30,000	33,277	111	116.7
6	Dividend payment	%	10.0	8.0	Proposed: 10% in cash; 10% in shares		

b. Assessment of Performance Results in 2025

The Company's production and business results were publicly and transparently disclosed in accordance with regulations in the documents published during the course of operations. The implementation results of the main production and business indicators in 2025 generally exceeded the targets assigned by the Annual General Meeting of Shareholders.

According to the plan assigned by the Annual General Meeting of Shareholders for 2025, revenue was targeted at VND 1,295.620 billion, while actual revenue reached VND 1,760.139 billion, equivalent to 135.8% of the plan. Profit before tax was targeted at VND 60.540 billion, while actual profit before tax reached VND 213.171 billion, equivalent to 352.1% of the plan.

Fertilizer production output achieved 102% of the planned target; sales volume reached 335,960 tons of various fertilizers, equivalent to 120% of the planned target (planned volume: 280,000 tons).

2.2. ***Dividend Payment for 2025***: The proposed dividend rate for 2025 is 20.0%, including: 10% in cash and 10% in shares (according to Proposal No. …./TTr-HDQT dated …/…/2026 of the Board of Directors submitted to the General Meeting). During 2025, no interim dividend payment for 2025 was made.

2.3. ***Audit of the Company's 2025 Financial Statements***: AASC Auditing Firm Company Limited was selected to audit the Company's 2025 financial statements.

2.4. ***Payment of Remuneration, Salaries and Bonuses to the Board of Directors, the Board of Management, the Board of Supervisors, Other Managers, and Operating Expenses of the Board of Directors in 2025***: The remuneration and salaries paid to members of the Board of Directors and the Board of Supervisors in 2025 were implemented in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

(Detailed list attached in Appendix 1)

The operating expenses of the Board of Directors in 2025 *were implemented in accordance with the Company's regulations.*

2.5. Investment Project for Construction of the Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Plant in Bim Son, Thanh Hoa.

a. *For the investment project under Investment Certificate No. 26221000137 dated January 26, 2013*

On April 22, 2025, the General Meeting of Shareholders approved the termination, finalization and liquidation of the Project "Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Plant in Thanh Hoa" under Investment Certificate No. 26221000137 dated January 26, 2013 pursuant to Decision No. 03/QD-DHDCD.

In implementation of the Resolution of the General Meeting of Shareholders, on September 8, 2025, the Board of Directors issued Decision No. 95/QD-HDQT approving the selection of consulting firms for preparation of the finalization and liquidation report for the terminated project and the audit firm for auditing the finalization and liquidation report for the terminated project.

Accordingly, the Company signed contracts with:

- Vietnam Auditing and Valuation Company Limited (AVA) as the consulting firm responsible for preparing the finalization and liquidation report for the terminated project;

• AASC Auditing Firm Company Limited as the firm responsible for auditing the finalization and liquidation report for the terminated project.

Currently, the consulting firm has completed the preliminary review and initial assessment and is continuing to work and reconcile with contractors and the investor regarding each item stated in the preliminary report in order to finalize the project finalization and liquidation dossier in accordance with regulations.

b. For the investment project under Investment Registration Certificate No. 106666775 dated July 23, 2025

In implementation of Decision No. 02/QD-DHDCD dated April 22, 2025 of the 2025 Annual General Meeting of Shareholders approving the investment policy for the Company's relocation project in order to ensure the sustainable existence and development of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company, after terminating the previous project, the Company proactively conducted surveys and searched for investment locations in industrial parks in various provinces and cities neighboring Hanoi.

Following the process of research and assessment, the Company determined that Zone B – Bim Son Industrial Park, Thanh Hoa Province, is the most suitable location for project implementation due to its favorable infrastructure, strategic location, and ability to meet the Company's long-term investment requirements.

At the same time, with the support of the People's Committee of Thanh Hoa Province in coordinating the resolution of difficulties and obstacles between Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company and HUD4 Construction Investment Joint Stock Company regarding the lease of land associated with technical infrastructure at Lot CN7, Zone B – Bim Son Industrial Park, on June 26, 2025, the two parties signed a memorandum agreement as a basis for entering into a land sublease agreement associated with technical infrastructure to serve project implementation.

On July 23, 2025, the Management Board of Nghi Son Economic Zone and Industrial Parks of Thanh Hoa Province granted Investment Registration Certificate No. 1066667775 to Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

On August 4, 2025, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company and HUD4 Construction Investment Joint Stock Company signed the Land Sublease Agreement associated with technical infrastructure in Zone B – Bim Son Industrial Park, Thanh Hoa Province.

Currently, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company is implementing the preparatory works for the investment project in accordance with applicable regulations.

2.6. Activities of the Board of Directors in 2025

In 2025, the Board of Directors operated in accordance with its functions, duties, and powers as prescribed by law and the Company Charter. Members of the Board of Directors fully performed their responsibilities with respect to the overall activities of the Board of Directors as well as the duties assigned to each member, including the independent member of the Board of Directors.

During the year, the Board of Directors organized 07 meetings and conducted 19 rounds of opinion collection from Board members; issued 85 resolutions and decisions for directing and managing the Company's operations.

Details of the Board of Directors' activities in 2025 were fully presented in the

2025 Corporate Governance Report, which was published on the Company's website and submitted to the State Securities Commission and the Ho Chi Minh City Stock Exchange in accordance with regulations.

The activities of the Board of Directors during the year focused mainly on the following matters:

- Leading, directing, and promptly issuing appropriate policies and resolutions to effectively support the Company's production and business activities.

- Directing and supervising the Company's operations in areas such as finance and accounting, product sales, cost reduction in production and business activities, and construction investment.

- Directing the handling of outstanding issues related to the investment and construction project "Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Plant in Bim Son, Thanh Hoa" under Investment Certificate No. 26221000137; and simultaneously implementing tasks related to the factory construction investment project under Investment Registration Certificate No. 106666775 dated July 23, 2025.

- Reviewing and promptly resolving proposals submitted by the Board of Management.

- Organizing and directing the implementation of requirements issued by the State Securities Commission and the Hochiminh Stock Exchange.

2.7. Assessment by the Board of Directors on the Performance of the Board of Management and Other Managers in 2025

In 2025, the Board of Management and the Company's management team properly fulfilled their assigned functions and duties, and managed the Company's production and business activities in line with the objectives and plans approved by the General Meeting of Shareholders and the Board of Directors. In the context of ongoing market difficulties, intense competition, and fluctuations in input costs, the Board of Management proactively and flexibly implemented various appropriate management and operational solutions, thereby contributing to maintaining the stability and development of the Company's operations.

The Board of Management focused on directing safe production operations, ensuring production schedules and product quality; promoting sales activities and expanding markets; effectively implementing cost-saving measures, improving the efficiency of resource utilization, and preserving and developing the Company's capital. At the same time, financial and accounting activities, construction investment, internal governance, and the implementation of policies and benefits for employees were carried out substantially fully and in compliance with applicable regulations.

Managers at all levels demonstrated a strong sense of responsibility, proactiveness, and creativity in their work, while enhancing coordination among departments and units, thereby contributing together with the Board of Management to the successful fulfillment of assigned tasks.

The Board of Directors highly appreciates that the Board of Management and management team managed the Company in the right direction and in compliance with legal regulations, the Company Charter, and the resolutions and decisions of the Board of Directors. In particular, in 2025, the Company achieved very positive production and business results, with revenue reaching VND 1,760.139 billion, profit before tax

reaching VND 213.17 billion, and average employee income reaching VND 26.25 million per person per month. These are highly impressive figures, reflecting the effective management capability, solidarity, and strong determination of the Board of Management as well as all employees of the Company. They also represent remarkable achievements, creating a solid foundation for the Company's sustainable development in the coming years.

3. Report of the Independent Member of the Board of Directors on the Activities of the Board of Directors in 2025

(Details are provided in Appendix 2 attached hereto)

II. Directions for the Company's Operations in 2026

Based on a comprehensive assessment of the Company's production and business performance in 2025 and forecasts of opportunities and challenges in 2026, the Board of Directors has formulated the 2026 production and business plan, investment plan, and dividend payment plan for submission to the Annual General Meeting of Shareholders for consideration and approval (pursuant to Proposal No. .../TTr-HDQT dated .../.../2026 submitted at the Meeting), with the following principal targets:

- Total revenue: VND 2,100.129 billion.
- Profit before tax: VND 233.067 billion.
- Proposed cash dividend payment: 5% of par value;
- Proposed stock dividend payment: the remaining profit after payment of cash dividends and appropriations to the funds as required. Based on the projected profit of VND 233.067 billion, the proposed stock dividend ratio is 15%;

To accomplish the above objectives and tasks, the Board of Directors has identified the following key solutions for focused and synchronized implementation:

1. Corporate Governance

To continue improving the quality of corporate governance in the direction of transparency, openness, and efficiency; to review, amend, and supplement internal management regulations in compliance with legal requirements and the Company's actual conditions; and to strengthen inspection, supervision, risk management, and internal control. The Company will also accelerate digital transformation in governance, management, and production and business operations.

2. Development of Corporate Culture

To continue building a united, professional, disciplined, and responsible working environment; to promote the Company's traditions; and to enhance employees' awareness of compliance with labor regulations, cooperation spirit, and sense of responsibility. The Company will further promote emulation movements in production and business activities, technical innovation initiatives, and the development of the Van Dien brand image toward sustainable growth.

3. Labor and Human Resources

To strengthen recruitment while continuing to review and arrange the workforce in line with the organizational model and production requirements; to improve the quality of human resources through recruitment, training, professional development, and management skills enhancement. The Company will continue paying attention to improving working conditions, ensuring occupational safety and hygiene, and taking care of employees' jobs, welfare, and income.

APPENDIX 1

DETAILED LIST

Salaries, Bonuses, Remuneration and Other Benefits of Members of the Board of Directors, Board of Management, Board of Supervisors and Chief Accountant in 2025

No.	Full Name	Position	Remuneration (VND)	Salary (VND)	Bonus (VND)	Total (VND)
I	**Members of the Board of Directors (BOD)**					
1	Phung Ngoc Bo	Chairman of the BOD	90,000,000	0	105,000,000	195,000,000
2	Nguyen Ngoc Thach	Member of the BOD	78,000,000	0	99,000,000	177,000,000
3	Pham Thi Hoang Yen	Independent Member of the BOD	24,050,000	0	39,000,000	63,050,000
4	Nguyen Thi Kim Yen	Independent Member of the BOD	44,200,000	0	7,000,000	51,200,000
5	Le Thi Thu Phuong	Independent Member of the BOD	9,750,000	0	3,000,000	12,750,000
II	**Members of the Board of Directors / Board of Management**					
1	Van Hong Son	Member of the BOD, General Director	78,000,000	1,540,680,959	240,410,000	1,859,090,959
2	Pham Quang Trung	Deputy General Director	0	926,714,017	110,650,000	1,037,364,017
3	Tran Thang	Member of the BOD, Deputy General Director	78,000,000	856,156,240	111,650,000	1,045,806,240
4	Nghiem Duc Toan	Deputy General Director	0	824,984,353	129,900,000	954,884,353
III	**Board of Supervisors (BOS)**					
1	Nguyen Thi Mach	Head of the BOS	0	740,277,408	32,050,000	772,327,408
2	Nguyen Thi Son	Supervisor	66,000,000	0	21,800,000	87,800,000
3	Nguyen Xuan Long	Supervisor	66,000,000	0	16,475,000	82,475,000
IV	**Chief Accountant**					
1	Nguyen Thi Sen	Chief Accountant	0	744,866,106	51,350,000	796,216,106

4. Investment Management

To strengthen the management and supervision of investment projects, major repair works, intensive investments, and equipment renovation projects in order to improve production capacity, product quality, and asset utilization efficiency. The Company will continue directing the handling of outstanding issues related to investment projects in compliance with legal regulations, ensuring project progress, quality, and investment efficiency.

5. Direction and Supervision of the Board of Management

The Board of Directors will continue closely coordinating with, directing, and supervising the Board of Management in implementing the 2026 production and business plan; proactively monitoring market developments; flexibly managing operations; promoting product consumption; reducing costs; improving production and business efficiency; and preserving and developing the Company's capital. At the same time, the Company shall fully perform its obligations to the State, shareholders, and employees.

The above is the Report of the Board of Directors presented at the 2026 Annual General Meeting of Shareholders of the Company.

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

Respectfully yours./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

Recipients:
- As above;
- BOD, BOS;
- Archived at Administration Department.

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

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THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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REPORT ON ASSESSMENT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025

To: The General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

- *Pursuant to the current Law on Enterprises;*
- *Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Joint Stock Company;*
- *Pursuant to the Internal Regulations on Corporate Governance;*
- *Pursuant to the roles and responsibilities of the Independent Member of the Board of Directors;*
- *Based on dossiers, documents, resolutions, meeting minutes, written opinions and reports provided by the Company in 2025.*

The Independent Member of the Board of Directors hereby reports and assesses the performance of the Board of Directors in 2025 as follows:

I. STRUCTURE OF THE BOARD OF DIRECTORS IN 2025

In 2025, depending on each period, the Board of Directors consisted of 05 members, including 01 Independent Member. The list of members of the Board of Directors is determined based on corporate governance records, resolutions/reports of the Company and documents submitted to the General Meeting of Shareholders.

No.	Member of the BOD	Position	Appointment Date	Date Dismissal Date
1	Mr. Phung Ngoc Bo	Chairman of the BOD / Non-executive Member	17/05/2021	
2	Mr. Nguyen Ngoc Thach	Non-executive Member	29/12/2009	
3	Mr. Van Hong Son	Member	23/04/2019	
4	Ms. Pham Thi Hoang Yen	Independent Member	28/06/2020	22/04/2025
5	Mr. Tran Thang	Member	14/04/2023	

6	Ms. Nguyen Thi Kim Yen	Independent Member	22/04/2025	14/11/2025
7	Ms. Le Thi Thu Phuong	Independent Member	14/11/2025	

II. SUMMARY OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

In 2025, the Board of Directors carried out its governance, direction and supervision over business operations and handled matters within its authority. The summary is as follows:

No.	Summary Content	Quantity	Basis/Notes
1	Number of BOD meetings in 2025	07 meetings	Based on BOD meeting minutes
2	Number of written consultations of BOD members	19 times	Based on consultation records
3	Number of resolutions/decisions issued	85 documents	Based on resolution/decision register

The meetings, resolutions, decisions, and written consultations of the Board of Directors mainly focused on issues directly affecting the Company's operations, including business plans, financial performance, product consumption, cost management, investment, personnel, internal governance, and matters arising during the course of operations.

III. ASSESSMENT OF THE CORPORATE GOVERNANCE ACTIVITIES OF THE BOARD OF DIRECTORS

In 2025, the Board of Directors has generally fulfilled its functions and duties as the governing body of the Company between two General Meetings of Shareholders.

Matters within the authority of the Board of Directors were reviewed, discussed, and resolved based on collective principles. Key issues were subject to written consultation or deliberated at Board meetings, ensuring compliance with the Company's Charter, Internal Governance Regulations, and applicable laws.

The Board of Directors also performed its supervisory role over the Executive Management, particularly with respect to production and business performance, financial status, cost management, product consumption, and the implementation of targets approved by the General Meeting of Shareholders.

Based on the roles and responsibilities of the Independent Member of the Board of Directors, the Company's corporate governance activities should be further improved in the following areas:

- Meeting documents and written consultation materials should be provided more comprehensively, clearly, and in a timely manner to allow Board members sufficient time for review, assessment, and feedback;

- Reports submitted to the Board of Directors should include analysis of causes, risk assessments, proposed solutions, and assignment of implementation responsibilities;

- Financial indicators, receivables and payables, inventories, production costs, and product consumption should be reported periodically in a more detailed and comprehensive manner;

- Matters with significant impact on the Company's operations should be prepared as thematic reports to ensure adequate basis for the Board of Directors' consideration and decision-making

IV. ASSESSMENT OF THE SUPERVISION OVER THE EXECUTIVE MANAGEMENT

In 2025, the Board of Directors performed its supervisory role over the Executive Management in implementing resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the overall management and operation of the Company.

The Executive Management reported to the Board of Directors on production and business performance, financial conditions, product consumption, and arising difficulties. On that basis, the Board of Directors conducted discussions, provided directions, and set appropriate orientations in line with actual conditions.

Through monitoring and participation in governance activities, the Executive Management has coordinated with the Board of Directors in providing information, explaining requested matters, and implementing approved decisions.

However, to enhance the effectiveness of supervision, the Executive Management should continue improving the quality of its reports to be more concise, include comparative data, provide analysis of fluctuations, and propose specific recommendations. This will enable the Board of Directors to accurately assess the situation, promptly identify risks, and make more appropriate decisions.

V. ASSESSMENT OF THE COMPANY'S OPERATIONAL AND FINANCIAL PERFORMANCE

Based on the dossiers and reports provided by the Company, in 2025 the Company continued to operate in the context of a fertilizer market facing numerous challenges, influenced by fluctuations in raw material prices, transportation costs, market demand, and industry competition.

The Board of Directors and the Executive Management made efforts to maintain business operations, stabilize production, expand market outlets, control costs, and ensure the Company's continuous operations.

Key performance indicators for 2025, as summarized from the Company's official reports, are as follows:

No.	Indicators	Unit	2025 AGM Plan	2025 Actual	Ratio (%)
A	B	C	4	5	6 = 5/4
1	Total Revenue	VND billion	1,295.62	1,760.139	135.8
2	State Budget Contribution	VND billion	31.938	47.387	148.3
3	Profit Before Tax	VND billion	60.540	213.171	352.1
4	Production Output	Tons	290,000	295,583	102.0
5	Sales Volume	Tons	280,000	335,960	120.0
6	Dividend Payment	%	8.0	Expected: 10% in cash; 10% in shares	

The Company's financial statements for 2025 were prepared, submitted, and audited in accordance with applicable regulations. Key indicators regarding revenue, profit, assets, capital sources, receivables and payables, and financial obligations were determined based on the audited financial statements and documents submitted to the General Meeting of Shareholders.

Based on the roles and responsibilities of the Independent Member of the Board of Directors, the Company should continue to focus on controlling factors that may directly affect business performance, including raw material costs, transportation costs, inventory levels, receivables, cash flow, and the efficiency of product consumption.

VI. ASSESSMENT OF COMPLIANCE AND TRANSPARENCY IN CORPORATE GOVERNANCE

In 2025, the activities of the Board of Directors were generally conducted in compliance with the Company's Charter, Internal Governance Regulations, and relevant laws.

Resolutions and decisions of the Board of Directors were reviewed and approved on a collective basis, with the participation of Board members. Meeting dossiers, minutes, written consultation documents, and related materials were maintained in accordance with regulations.

To further enhance transparency and governance effectiveness, the Company should continue to improve and standardize procedures for preparing documents, distributing materials, consolidating opinions, preparing minutes, and monitoring the implementation of resolutions and decisions of the Board of Directors after approval.

Strengthening information transparency and standardizing governance processes will contribute to improving the effectiveness of the Board of Directors' supervisory activities, safeguarding the legitimate rights and interests of shareholders, and enhancing the overall quality of corporate governance.

VII. RECOMMENDATIONS AND PROPOSALS

In order to enhance the effectiveness of the Board of Directors' operations and improve the quality of corporate governance in the coming period, the following recommendations are proposed:

1. Meeting documents and written consultation materials: The Company should provide documents in a complete, clear, and timely manner so that members of the Board of Directors have sufficient time to review, assess, and provide feedback.

2. Quality of governance reports: Reports submitted to the Board of Directors should include analysis of causes, risk assessments, comparisons with approved plans, and proposed

solutions. The content should be concise, focused, and avoid being overly broad or lacking clear conclusions.

3. Financial supervision: Periodic reporting on revenue, profit, receivables and payables, inventory, cash flow, production costs, and selling expenses should be strengthened, monitored regularly, and presented in a systematic manner.

4. Market risk management: The Company should take a more proactive approach in forecasting fluctuations in the fertilizer market, raw material prices, transportation costs, and customer demand, thereby preparing appropriate response strategies.

5. Role of Independent Members of the Board of Directors: Conditions should be ensured for Independent Members to have full access to necessary information, documents, and reports. This is a key factor in effectively performing their roles in supervision, independent judgment, and protection of shareholders' legitimate interests.

6. Monitoring the implementation of resolutions: After the Board of Directors issues resolutions, there should be a tracking system clearly indicating progress, responsible units, and implementation results, ensuring that resolutions are effectively executed without delay.

VIII. CONCLUSION

In 2025, the Board of Directors of the Company has generally fulfilled its functions, duties, and powers in accordance with the Company's Charter and relevant legal regulations.

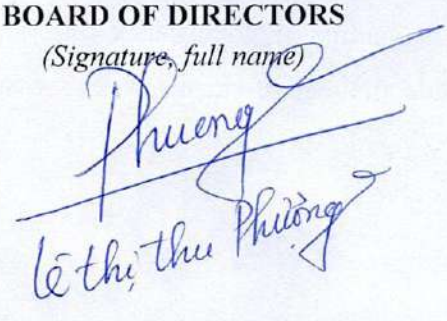
The activities of the Board of Directors have contributed to providing direction, supervision, and support to the Executive Management in managing and operating the Company, maintaining stable production and business operations despite challenging market conditions.

In the coming period, the Board of Directors should continue to enhance governance quality, strengthen information transparency, improve risk control effectiveness, reinforce supervision over executive activities, and promote the role of Independent Members of the Board of Directors in corporate governance.

Respectfully submitted to the General Meeting of Shareholders for consideration.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

(Signature, full name)



VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC
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BOARD OF SUPERVISORS

No.: 05/BC-BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
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Hanoi, May 25, 2026

REPORT OF THE BOARD OF SUPERVISORS TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The Annual General Meeting of Shareholders of the Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the duties and powers of the Board of Supervisors as stipulated in the Charter on Organization and Operation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders;

- Pursuant to the audited financial statements for 2025 of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company and other relevant documents.

The Board of Supervisors respectfully reports to the General Meeting of Shareholders on certain inspection and supervisory activities carried out in 2025 and the operational plan of the Board of Supervisors for 2026 as follows:

I. Activities of the Board of Supervisors

In accordance with the 2025 inspection and supervision plan of the Company's Board of Supervisors, the Board of Supervisors organized meetings, assigned responsibilities and implemented activities relating to the inspection and supervision of the management and administration of the Company's production and business operations in 2025, as well as monitoring the implementation of the resolutions adopted by the 2025 General Meeting of Shareholders, specifically as follows:

- Supervising the activities of the Board of Directors through the implementation of resolutions of the General Meeting of Shareholders, resolutions of the Board of

Directors, and the regulations and decisions issued by the Board of Directors. Reviewing the legality, procedures and processes for the issuance of resolutions and decisions of the Company's Board of Directors;

- Supervising the activities of the Executive Management through the implementation of resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, the implementation of the 2025 production and business plan, and the decisions issued by the General Director in relation to the management and operation of production and business activities within his authority;

- Attending meetings of the Board of Directors and monthly production meetings; reviewing documents and supporting records; examining the semi-annual and annual financial statements for 2025 and information disclosure activities. During the inspection and supervision process, the Board of Supervisors provided comments and recommendations to members of the Board of Directors and the Executive Management in order to mitigate risks and ensure that the Company's production and business activities were conducted in compliance with applicable laws and regulations.

II. Results of the Board of Supervisors' Supervision

1. Production, Business and Financial Operations

1.1 Production and Business Operations.

a)- Difficulties:

- In 2025, the fertilizer industry continued to face numerous challenges as the market for raw materials and fuels experienced significant fluctuations and increasing shortages, particularly in the supply of apatite ore – the key raw material determining the production capacity of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company. In addition to supply shortages, the declining quality of apatite ore also placed considerable pressure on the operation of the Company's three blast furnaces, affecting its ability to supply products and goods to customers. The Company proactively sought overseas sources of supply and imported 25,000 tons of apatite ore from Egypt, which has since been put into stable production.

- Sales of NPK fertilizer products in the Northern market remained very challenging due to intense competition from both domestic and imported products. As a result, the Company expanded NPK sales in the Southern region through bundled sales of phosphate fertilizer and NPK products.

- In addition to pressure arising from raw material supply, the shortage of skilled labor continued to be a significant challenge to production and business operations. Recruitment

activities encountered difficulties, while newly recruited employees required time for training and adaptation to the Company's specialized production environment, thereby affecting productivity and business performance to a certain extent.

b)- Advantages:

- With more than 60 years of establishment and development, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company continues to strengthen its reputation and maintain a solid position in both domestic and international markets. The Company's products are of stable quality and are well suited to the soil conditions and crop structures of many regions, particularly the Central, Central Highlands and Southern regions of Vietnam. Together with its experienced workforce and extensive distribution network, these factors constitute the Company's core competitive advantages and support its efforts to maintain competitiveness and expand market share.

- In recent years, the Company has intensified promotional and marketing activities and organized technical training programs for farmers, generating positive results for key crops such as coffee, pepper and durian. Against the backdrop of persistently high agricultural commodity prices, demand for fused magnesium phosphate fertilizer has increased significantly, resulting in a market situation where supply has not been sufficient to meet demand. This has further reinforced the market position and reputation of Van Dien phosphate fertilizer products.

- In addition, investment programs aimed at upgrading equipment, improving working conditions and enhancing product quality have generated tangible benefits, contributing to increased production capacity and operational efficiency. Together with the guidance and support of the Vietnam National Chemical Group, the Board of Directors, the Executive Management, and the strong unity of the Company's employees, the policy of imposing VAT on fertilizers from the third quarter of 2025 is expected to provide additional advantages by optimizing costs, improving financial efficiency, and strengthening the foundation for the Company's sustainable development in the years ahead.

c)- Certain key production and business performance indicators achieved by the Company in 2025 are as follows:

No.	Key Indicators	Unit	Actual 2024	2025 AGM Plan	Actual 2025	Comparison (%) Actual/Plan	2025/2024
1	Production Value (at constant prices)	VND billion	1,240.06	1,373.06	1,492.45	109	120

2	Total Revenue	VND billion	1,281.59	1,295.62	1,760.14	136	137
3	State Budget Contribution	VND billion	34.849	22.846	34.359	150	99
4	Profit Before Tax	VND billion	88.933	60.54	213.171	352	240
5	Production Output	Tons	283,629	290,000	295,583	102	104
5.1	*Phosphate Fertilizer*	*Tons*	253,532	260,000	263,253	101	104
5.2	*NPK Fertilizers*	*Tons*	30,097	30,000	32,330	108	107
6	Sales Volume	Tons	271,919	280,000	335,960	120	124
6.1	*Phosphate Fertilizer*	*Tons*	243,401	250,000	302,683	121	124
6.2	*NPK Fertilizers*	*Tons*	28,518	30,000	33,277	111	117
7	Dividend Payout Ratio	%	10	8	10% cash and 10% stock dividend		

d)- Assessment of Performance Results

- Implementation of the 2025 business plan approved by the General Meeting of Shareholders:

In 2025, the Company exceeded most of its production and business targets. Production value (at constant prices) increased by 9%. Total revenue reached VND 1,760 billion, equivalent to 136% of the plan and representing an increase of 37% compared to 2024. Contributions to the State budget exceeded the plan by 50%. Profit before tax reached VND 213 billion, equivalent to 352% of the planned target and an increase of 140% compared to 2024. Both production output and sales volume recorded positive growth, with sales volume reaching 120% of the planned target. The Company is expected to distribute dividends at a total rate of 20%, comprising 10% in cash and 10% in shares.

With these outstanding business results, 2025 marked the most successful year in the Company's history. These impressive achievements demonstrate the effective leadership and management of the Board of Directors and Executive Management, as well as the strong unity, commitment and determination of all employees of the Company. The results provide a solid foundation for the Company's sustainable development in the years ahead..

1.2 Review of the 2025 Financial Statements

Based on its review of the Company's audited financial statements for 2025, the Board of Supervisors noted that, except for the matter described in the paragraph entitled "Basis for Qualified Opinion" in Audit Report No. 100326.009/BCTC.KT7 issued by AASC on 10/03/2026, the Company complied with applicable regulations in the preparation of its 2025 financial statements. The financial statements present fairly, in all material respects, the financial position of the Company, as well as its operating results and cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant legal regulations governing the preparation and presentation of financial statements.

The Company applies Vietnamese Accounting Standards and the Enterprise Accounting Regime promulgated under Circular No. 200/2014/TT-BTC dated 22/12/2014, Circular No. 99/2025/TT-BTC dated 27/10/2025 of the Ministry of Finance providing guidance on the Enterprise Accounting Regime, together with newly issued supplementary circulars, decrees and guiding regulations..

The Company is responsible for the preparation and fair presentation of its financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant legal regulations relating to the presentation of financial statements. The Company is also responsible for establishing and maintaining such internal controls as determined by the General Director to be necessary to ensure that the financial statements are free from material misstatement, whether due to fraud or error.

The Board of Supervisors has separately reported on the Company's 2025 financial statements in the report entitled "Results of the Review of the 2025 Financial Statements" No. 03/BC-BKS issued on 17/03/2026.

Certain key financial indicators for 2025 are as follows:

No.	Financial Indicators	Unit	Results
1	Revenue from Sales and Service Provision	VND	1,620,016,338,396
2	Profit after Corporate Income Tax	VND	170,420,115,521
3	Return on Assets (ROA)	%	14.06%
4	Return on Equity (ROE)	%	25.91%
5	Net Profit Margin	%	10.56%
6	Basic Earnings per Share (EPS)	VND	4,525

2. Results of the Supervision of the Board of Directors and the Executive Management

2.1 Board of Directors

- The Board of Directors performed its management responsibilities in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter, resolutions of the General Meeting of Shareholders and other applicable legal regulations. During the year, the Board of Directors held 7 meetings, conducted 19 written consultations, and issued 29 Resolutions and 56 Decisions, covering the following matters:

- Issuing, amending and supplementing regulations, decisions and material consumption norms in accordance with resolutions of the General Meeting of Shareholders and the Company's governance and management requirements.

- Closely monitoring actual business conditions and promptly issuing directions and policies to the Executive Management in order to effectively support the Company's production and business operations.

- Focusing on directing and supervising the implementation of the project carried forward from 2024, namely the "Investment Project for the Construction of the Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Manufacturing Plant in Zone B – Bim Son Industrial Park, Thanh Hoa Province", thereby contributing to the Company's long-term sustainability and development.

- The procedures, contents of meetings, and the Minutes, Resolutions and Decisions of the Board of Directors were prepared and issued in compliance with the Law on Enterprises and the Company's Charter.

- The Board of Supervisors concurs with the assessment of the 2025 performance results as presented in the Board of Directors' Report on the Company's operational performance in 2025.

2.2 General Director and Executive Management

- The General Director and the Executive Management implemented and managed the Company's production and business activities in accordance with the resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors.

+ Production activities: Production operations remained stable and were carried out in accordance with the approved consumption norms for materials and raw materials, ensuring product quality, operational safety and compliance with environmental standards. Inventory levels and goods stored at warehouses were maintained at appropriate levels in line with regional demand and business strategies, ensuring adequate stock availability at agents' and distributors' warehouses and timely supply for agricultural production seasons.

+ Sales activities: The Company expanded its distribution network by developing additional sales agents in various regions and continued to promote its products effectively through mass media channels. The Company also coordinated with distributors and customers to organize customer conferences and technical seminars aimed at sharing experience and providing guidance on fertilizer application techniques to farmers in the

Northern, Central, Central Highlands and Southern regions of Vietnam. In addition, the Company worked closely with customers to review and assess market share and sales performance by assigned regions, while actively collecting receivables as they became due, thereby ensuring sufficient cash flow for the Company's production and business activities.

+ Equipment maintenance and repair activities: The Company carried out major overhaul and maintenance works for Blast Furnaces No. 1, No. 2 and No. 3, including Systems 1, 2, 3 and 4, as well as the NPK production lines throughout the Company. Regular maintenance and repair of machinery, transportation equipment and factory facilities were also conducted to ensure safe and stable production operations.

+ Investment and Construction Activities: In 2025, the Company continued implementing projects carried forward from 2024 and commenced new investment projects approved for 2025;

- During 2025, the Company implemented four new investment projects involving the procurement of machinery and equipment to support production activities. These procurement projects were carried out in compliance with applicable regulations and timely met the operational requirements of the Company's production and business activities.

Assessment of investment and construction activities: Investment and procurement projects were implemented in accordance with the procedures and requirements prescribed by law, ensuring operational efficiency and the safety of invested capital.

- Project carried forward from 2024: Investment Project for the Construction of the Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Manufacturing Plant in Zone B – Bim Son Industrial Park, Thanh Hoa Province:

+ With respect to the investment project under Investment Registration Certificate No. 1066667775 dated 23/7/2025

Pursuant to Resolution No. 02/QD-DHDCD dated 22/4/2025 of the 2025 Annual General Meeting of Shareholders approving the investment policy for the relocation project in order to ensure the long-term sustainability and development of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

On 23/7/2025, the Nghi Son Economic Zone and Industrial Parks Authority of Thanh Hoa Province granted Investment Registration Certificate No. 1066667775 to Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

On 04/8/2025, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company and HUD4 Investment and Construction Joint Stock Company entered into a Land Sublease Agreement together with technical infrastructure facilities in Zone B – Bim Son Industrial Park, Thanh Hoa Province.

Currently, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company is carrying out investment preparation activities for the project in accordance with applicable regulations.

+ With respect to the investment project under Investment Certificate No. 26221000137 dated 26/01/2013:

On 22/4/2025, the General Meeting of Shareholders approved the termination, final settlement and liquidation of the project entitled "Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Manufacturing Plant in Thanh Hoa Province.".

In implementation of the resolution of the General Meeting of Shareholders, on 08/9/2025, the Board of Directors issued Decision No. 95/QD-HĐQT approving the selection of a consulting firm to prepare the final settlement and liquidation report for the terminated project and an auditing firm to audit such final settlement and liquidation report.

The Company entered into contracts with two service providers: AVA Auditing and Valuation Company Limited as the consulting firm responsible for preparing the final settlement and liquidation report of the terminated project, and AASC Auditing Firm Company Limited as the auditor of such report.

- At present, the consulting firm has completed the preliminary review and initial assessment stage and is continuing to work with contractors and the investor to reconcile and verify each matter identified in the preliminary report in order to finalize the project settlement and liquidation dossier in accordance with applicable regulations.

- Based on the Company's revenue and profit performance in 2025, the Company has made appropriations to the profit distribution funds for 2025 substantially in accordance with the profit distribution plan approved by the 2025 General Meeting of Shareholders. (The Company is currently considering an increase in charter capital and, accordingly, is proposing a dividend distribution at a total rate of 20%, comprising 10% in shares and 10% in cash.)

III. Assessment of Coordination Activities.

1. Coordination between the Board of Supervisors, the Board of Directors and the Executive Management

In performing its duties, the Board of Supervisors has maintained close coordination, communication and exchange of opinions with members of the Board of Directors, the General Director, the Executive Management and relevant departments on matters within its authority during meetings and working sessions.

The Board of Directors provided the Board of Supervisors with Resolutions and Decisions in a timely manner. The Executive Management created favorable conditions for the Board of Supervisors in collecting information, documents and records necessary for inspection and supervisory activities.

2. Activities of the Members of the Board of Supervisors

- Members of the Board of Supervisors have consistently performed their duties and responsibilities in accordance with the Law on Enterprises, the Company's Charter and internal regulations. Each member has duly fulfilled the responsibilities assigned to him or her.

- During the course of its activities, the Board of Supervisors held meetings to discuss matters, exchange views and reach consensus on conclusions. The Board also made timely recommendations to the Board of Directors and the Executive Management regarding corporate governance and the Company's production and business operations.

3. Shareholders' Opinions

During 2025, the Board of Supervisors did not receive any comments, complaints or feedback from shareholders regarding the Company's production and business operations.

IV. Comments and Recommendations of the Board of Supervisors

1. Comments:

- Based on its supervision of the Company's governance and business activities, together with its review of the Company's semi-annual and annual financial statements, the Board of Supervisors makes the following observations::

- The Board of Directors, the Executive Management and managerial personnel operated the Company in compliance with applicable laws, the Company's Charter and the resolutions and decisions of the General Meeting of Shareholders. As a result, the Company achieved outstanding business performance in 2025, including:

+ Industrial production value reached VND 1,492.45 billion, representing an increase of 20% compared to 2024 and exceeding the annual plan by 9%.

+ Revenue from sales and service provision reached VND 1,620 billion, an increase of 32.7% compared to 2024.

+ Revenue from financial activities reached VND 20.439 billion, increasing by VND 12.682 billion, equivalent to a growth rate of 163.5% compared to 2024.

+ Selling expenses decreased by 8.9% compared to 2024, while administrative expenses increased by 73% compared to the previous year.

+ Profit before tax reached VND 213.17 billion, exceeding the target approved by the General Meeting of Shareholders in April 2025 (VND 60.5 billion) by 252%, and increasing by 140% compared to 2024.

+ Profitability indicators remained at high levels, with Return on Assets (ROA) reaching 14.06%, Return on Equity (ROE) reaching 25.91%, and net profit margin reaching 10.56%, reflecting the Company's effective utilization of assets and equity, as

well as its strong profit-generating capability. Earnings per Share (EPS) reached VND 4,525 per share, further affirming the Company's value and its ability to safeguard shareholders' interests.

Other Activities of the Company:

+ The Company cooperated with vocational schools and training centers to organize training courses and grant professional certificates to employees, particularly workers who had not previously received vocational training, thereby ensuring that they met the Company's production requirements..

+ In 2025, the Company and the Trade Union further enhanced employee welfare by supplementing yogurt and fruit in meal allowances, thereby improving the nutritional quality of meals provided to employees. The average monthly income of employees reached VND 26.25 million per person..

+ Recreational and cultural activities, including pickleball, singing, dancing and other sports and cultural programs, continued to be maintained and served as a positive source of motivation, encouraging employees to successfully accomplish their production and business tasks.

+ The activities of the Board of Directors and the Executive Management during the year were conducted in compliance with the Law on Enterprises, the Law on Securities, the Company's Charter, relevant regulations and the resolutions of the General Meeting of Shareholders.

+ Information disclosure activities were carried out in accordance with the regulations applicable to listed companies.

2. Recommendations:

In order to further improve corporate governance and successfully achieve the objectives approved by the 2026 General Meeting of Shareholders, the Board of Supervisors makes the following recommendations:

- Continue to develop, amend and improve internal regulations to ensure compliance with the Company's operational requirements and applicable laws, while maintaining effective product quality control.

- Strengthen inspection, supervision and management measures to ensure safety in production activities and environmental protection.

- Continue maintaining stable sources of raw materials to ensure adequate supplies for production operations..

- Continue recruiting employees to meet production requirements and develop recruitment and training plans in preparation for the operation of the new manufacturing plant.

- The Company has approved the termination, final settlement and liquidation of the Van Dien Fused Magnesium Phosphate Fertilizer and NPK Fertilizer Manufacturing Plant Project in Thanh Hoa Province. Upon completion of the audit of the project settlement and liquidation, the Company should promptly develop appropriate solutions for handling construction-in-progress and other project-related costs in accordance with applicable laws and practical circumstances.

- With respect to the factory relocation policy approved by the General Meeting of Shareholders, the Company should expedite the implementation of related activities and submit the project to the competent authorities for approval in accordance with applicable regulations and the overall planning orientation of Hanoi City.

V. Operational Plan for 2026

Based on applicable laws and regulations, the Company's Charter, and the resolutions adopted by the Annual General Meeting of Shareholders, the Board of Supervisors shall formulate and implement its work plan in accordance with its functions and responsibilities, focusing on the following key tasks:

- Supervising the Board of Directors and the Executive Management in implementing the resolutions of the 2026 Annual General Meeting of Shareholders.

- Supervising the activities of the Board of Directors and the Executive Management in relation to the implementation of the Company's 2026 production and business plan.

- Reviewing and examining periodic financial statements and the Company's 2026 annual financial statements.

- Proactively conducting research and enhancing supervisory and inspection expertise in order to effectively fulfill the duties assigned to the Board of Supervisors.

The above constitutes the full report of the Board of Supervisors on its supervisory activities in 2025 and its operational plan for 2026. The Board of Supervisors respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Thank you for your attention, and we wish the General Meeting of Shareholders every success./.

Recipients:

- Shareholders of the Company;
- Board of Directors;
- General Director and Executive Management;
- Board of Supervisors;
- Archived: Board of Supervisors, Company Secretary, Administration Department (03 copies).

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

Nguyen Thi Mach

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

No.: 41 /BC-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, ..June.. 04.., ..., 2026

SUMMARY OF AUDITED FINANCIAL STATEMENTS FOR 2025

To: The Annual General Meeting of Shareholders of the Company

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully reports to the General Meeting of Shareholders on the Summary of Audited Financial Statements for 2025 with the following contents:

PART I – STATEMENT OF FINANCIAL POSITION

ASSETS	Code	Notes	END OF PERIOD	BEGINNING OF PERIOD (Restated)
	(1)	(2)	(3)	(4)
ASSETS				
A. CURRENT ASSETS (100 = 110 + 120 + 130 + 140 + 150)	100		901,875,420,479	1,034,478,289,572
I. Cash and cash equivalents	110		415,167,930,770	399,246,076,091
II. Short-term financial investments	120		140,000,000,000	165,684,860,441
III. Short-term receivables	130		11,159,888,902	14,908,474,663
IV. Inventories	140		288,039,463,897	440,916,580,657
V. Other current assets	150		47,508,136,910	13,722,297,720
B. NON-CURRENT ASSETS (200 = 210 + 220 + 230 + 240 + 250 + 260)	200		310,282,736,102	40,902,423,711
I. Long-term receivables	210			
II. Fixed assets	220		6,790,519,712	8,868,297,536
1. Tangible fixed assets	221		5,788,844,431	7,535,056,891
2. Finance lease assets	224		988,503,243	1,313,401,935
3. Intangible fixed assets	227		13,172,038	19,838,710
III. Investment property	230			
IV. Long-term work in progress	240		25,140,857,740	25,332,612,740
V. Long-term financial investments	250			
VI. Other non-current assets	260		278,351,358,650	6,701,513,435
TOTAL ASSETS (270 = 100 + 200)	270		**1,212,158,156,581**	**1,075,380,713,283**
LIABILITIES AND EQUITY				
C. LIABILITIES (300 = 310 + 330)	300		554,527,702,535	544,148,145,636
I. Current liabilities	310		554,066,359,586	543,456,131,211
II. Non-current liabilities	330		461,342,949	692,014,425
D. EQUITY (400 = 410 + 430)	400		657,630,454,046	531,232,567,647
I. Owners' equity	410		657,630,454,046	531,232,567,647
1. Contributed capital of owners	411		376,653,480,000	376,653,480,000
8. Development investment	418		95,742,960,293	77,474,441,928

fund				
10. Other funds under owners' equity	420		3,281,900,000	3,281,900,000
11. Undistributed profit after tax	421		181,952,113,753	73,822,745,719
- Accumulated undistributed profit after tax brought forward from previous periods	421a		11,531,998,232	2,876,674,076
- Profit after tax for the current period	421b		170,420,115,521	70,946,071,643
II. Funding sources and other funds	430			
TOTAL LIABILITIES AND EQUITY (440 = 300 + 400)	440		**1,212,158,156,581**	**1,075,380,713,283**

PART II – STATEMENT OF OPERATING RESULTS

INDICATORS	CODE	NOTES	ACCUMULATED FROM THE BEGINNING OF THE YEAR TO THE END OF THE PERIOD	
			CURRENT YEAR	PREVIOUS YEAR *(Restated)*
(1)	(2)	(3)	(6)	(7)
1. Revenue from sales of goods and rendering of services	**1**	**24**	**1,620,016,338,396**	**1,220,293,850,417**
- Revenue from sales of goods			1,620,016,338,396	1,220,293,850,417
- Revenue from rendering of services			0	0
2. Revenue deductions	2		6,108,771,302	20,989,500
3. Net revenue from sales of goods and rendering of services (10 = 01 - 02)	**10**		**1,613,907,567,094**	**1,220,272,860,917**
4. Cost of goods sold	**11**	**25**	**1,205,236,281,256**	**940,067,294,328**
- Cost of goods sold			1,205,236,281,256	940,067,294,328
- Cost of services rendered			0	0
5. Gross profit from sales of goods and rendering of services (20 = 10 - 11)	**20**		**408,671,285,838**	**280,205,566,589**
6. Financial income	21	26	20,439,818,752	7,756,917,679
7. Finance costs	22	27	1,067,591,067	4,105,781,745
Including: Interest expenses and deposit interest expenses	23			
8. Selling expenses	25		159,341,721,058	174,910,377,556
9. General and administrative expenses	26		55,270,395,966	31,920,508,097
10. Operating profit [30 = 20 + (21 - 22) -	**30**		**213,431,396,499**	**77,025,816,870**

(25 + 26)]				
11. Other income	31		323,251,364	11,907,630,366
12. Other expenses	32		583,708,872	1,275
13. Other profit (40 = 31 - 32)	40		(260,457,508)	11,907,629,091
14. Total accounting profit before tax (50 = 30 + 40)	**50**		**213,170,938,991**	**88,933,445,961**
15. Current corporate income tax expense	51	32	38,231,102,517	14,135,083,423
16. Deferred corporate income tax expense	52	33	4,519,720,953	3,852,290,895
17. Profit after corporate income tax (60 = 50 - 51 - 52)	**60**		**170,420,115,521**	**70,946,071,643**
18. Basic earnings per share (*)	70		4,525	1,884
19. Diluted earnings per share (*)	71			

The above is the Summary of the Audited Financial Statements for 2025. The Board of Directors respectfully submits it to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As submitted above;
- Members of the Board of Directors;
- Controller;
- General Director;
- Archived: Board of Directors Office, Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100103143 - C.T.C.P
CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN
X. ĐẠI THANH - TP HÀ NỘI

Phung Ngoc Bo

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

BOARD OF SUPERVISORS

No: 03 /BC-BKS

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Hanoi, March 17, 2026

RESULTS OF THE FINANCIAL STATEMENT AUDIT FOR 2025

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

- Pursuant to the Charter on Organization and Operation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Companyand the Resolution of the 2025 Annual General Meeting of Shareholders;

- Pursuant to the resolutions of the Board of Directors regarding the management, administration, and production and business activities of the Company in accordance with applicable laws;

- Pursuant to the audited Financial Statements for the fiscal year 2025 of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company, audited by AASC Auditing Firm Company Limited under Report No. 100326.009/BCTC.KT7, issued on March 10, 2026.

The Board of Supervisors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company has reviewed the Company's audited financial statements for 2025.

I. Basis for evaluation:

1. The 2025 financial statemnts, provided by the Board of Directors, is committed to accurately and fairly reflecting the Company's financial situation, including:

- Balance sheet;
- Business performance report;
- Cash flow statement;
- Explanatory notes to the financial statements ;

2. The 2025 financial statements were audited by AASC Auditing Firm Co., Ltd., audit no.: 100326.009 /BCTC.KT7; issued on March 10, 2026.

II. Work Performed:

In conducting the review of the Company's 2025 Financial Statements, the Board of Supervisors carried out the following procedures:

- Evaluated whether the presentation of the Financial Statements was prepared in accordance with accounting principles consistent with the Corporate Accounting Regime promulgated under Circular No. 200/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance; Circular No. 53/2016/TT-BTC dated March 21, 2016 amending and supplementing a number of articles of Circular No. 200/2014/TT-BTC; Circular No. 99/2025/TT-BTC dated October 27, 2025; Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and other relevant legal regulations.

- Assessed the reasonableness of accounting estimates and assumptions, which are regularly based on historical experience and other factors, including future assumptions that may have a material impact on the Company's Financial Statements.

- Evaluated the selection of significant accounting policies and the consistency of their application.

- Reviewed and reconciled the summarized figures presented in the Financial Statements with the detailed figures recorded and monitored in the accounting ledgers and supporting accounting records.

- Reviewed the recommendations and adjusting journal entries proposed by the State Audit and assessed their material impact, if any, on the information and figures presented in the Financial Statements.

III. Assessment Results:

After reviewing the data in the Company's audited financial statements for 2025, the Board of Supervisors assesses the Company's financial statements for 2025 as follows:

1. Some indicators in the Balance Sheet as of December 31, 2025

Unit: VND

Target	December 31, 2025	January 1, 2025
I. Current Assets	**901,875,420,479**	**1,034,478,289,572**
1. Cash and cash equivalents	415,167,930,770	399,246,076,091
2. Short-term receivables	11,159,888,902	14,908,474,663
3. Inventory	288,039,463,897	440,916,580,657
4. Other current assets	47,508,136,910	13,722,297,720
II. Long-term assets	**310,282,736,102**	**40,902,423,711**
1. Fixed assets	6,790,519,712	8,868,297,536
2. Long-term work-in-progress assets	25,140,857,740	25,332,612,740
3. Other long-term assets	278,351,358,650	6,701,513,435
TOTAL ASSETS	**1,212,158,156,581**	**1,075,380,713,283**
I. Liabilities	**554,527,702,535**	**544,148,145,636**
1. Short-term debt	554,066,359,586	543,456,131,211
II. Equity	**657,630,454,046**	**531,232,567,647**
1. Owner's investment capital	376,653,480,000	376,653,480,000
2. Undistributed after-tax profit	181,952,113,753	73,822,745,719
- Undistributed net profit accumulated up to the end of the previous year	11,531,998,232	2,876,674,076
- Net profit after corporate income tax this year	170.420.115.521	70,946,071,643

Target	December 31, 2025	January 1, 2025
TOTAL CAPITAL	1,212,158,156,581	1,075,380,713,283

1.1. Total Assets: As of 2025, total assets amounted to VND 1,212.158 billion, representing an increase of VND 136.777 billion compared to the opening balance of VND 1,075.381 billion at the beginning of the year.

1.2. Liquidity and Cash Flow Position: Cash and cash equivalents amounted to VND 415,167,930,770; Short-term financial investments (term deposits) amounted to VND 140 billion.

1.3. Working Capital Management: Inventory decreased significantly from VND 440.9 billion to VND 288.039 billion.

1.4. Receivables and Payables Reconciliation

- As of December 31, 2025, total receivables amounted to VND 11.159 billion, including (Trade receivables: VND 2.111 billion; Advances paid to suppliers: VND 4.501 billion.)

- As of December 31, 2025, total payables amounted to VND 554.527 billion, including:

+ Trade payables: VND 53.411 billion;

+ Advances received from customers: VND 98.001 billion;

+ Other short-term payables: VND 302.439 billion, of which VND 297.122 billion represented security deposits payable to agents.

1.5. Asset Management

+ As of December 31, 2025, construction in progress and other long-term work-in-progress assets amounted to VND 25.140 billion.

+ Other long-term assets amounted to VND 278.351 billion, primarily due to an increase of VND 272.7 billion in prepaid expenses. This increase arose from the payment of 95% of the lease assignment contract value for 225,421.1 m² of land at Lot CN7, Bim Son Industrial Park, leased from HUD4 Company, for the implementation of the Company's relocation and new investment project.

This transaction resulted in a reclassification of the Company's asset structure from current assets to non-current assets, with long-term prepaid expenses increasing from VND 2.1 billion to VND 278.3 billion .

2. Key indicators in the business performance report:

Unit: VND

Indicators	2025	2024	Growth (%) in 2025 compared to 2024
1. Revenue from sales and provision of services	1,620,016,338,396	1,220,293,850,417	24.67%

2. Cost of goods sold	1,205,236,281,256	940,067,294,328	22.00%
3. Financial operating revenue	20,439,818,752	7,756,917,679	62.05%
4. Cost of goods sold	159,341,721,058	174,910,377,556	-9.77%
5. Business management costs	55,270,395,966	31,920,508,097	42.25%
6. Total accounting profit before tax	213,170,938,991	88,933,445,961	58.28%
7. Net profit after corporate income tax	170.420.115.521	70,946,071,643	58.37%

- With a growth target of 8% in 2025, the Board of Directors, the Executive Board, and all employees of the Company have implemented measures to achieve a growth rate exceeding 8% in 2025.

In 2025, the company benefited from favorable conditions, including fluctuating selling prices and weather, as well as increased demand in the fertilizer market. Sales revenue and service provision reached VND 1,620.01 billion, a 24.67% increase compared to the previous year. Consequently, the cost of goods sold increased by VND 265.168 billion, a 22% increase compared to the previous year, resulting in a gross profit increase of VND 128.466 billion. Financial revenue increased by 62.05%, administrative expenses increased by 42.25%, and selling expenses decreased by 9.77%. Consequently, the company's pre-tax profit in 2025 significantly increased to VND 124.407 billion, a 58.28% increase compared to the previous year.

The achievement of the above-mentioned production and business results in 2025 is the result of the unity and efforts of the Board of Directors, the General Management Board , and the entire staff and employees. This is also the year in which the Company has achieved the highest production and business results ever.

3. Some basic financial indicators:

No.	Indicators	Unit of measurement	2025
1	Overall solvency ratio	Time	2.18
2	Short-term liquidity ratio	Time	1.62
3	Quick ratio	Time	1.1
4	Liabilities / Equity	Time	0.84
5	Earnings per share		4,525

- The company's solvency ratio is 2.18 times > 1, indicating that the company has sufficient funds to pay its debts with its current total assets.

- The current ratio is 1.62 times >1, indicating that the company is able to pay off all short-term debts with cash. A ratio of 1.62 is still considered ideal. In 2025 (due to the company withdrawing short-term cash to prepay 95% of the long-term land lease contract).

- The quick ratio is 1.1 times >1, clearly indicating that the company has very good quick payment capabilities and efficient use of capital. If inventory (the asset least likely to be

converted into cash) is excluded, the company still has 1.1 units of cash available to pay for every 1 unit of short-term debt.

- The debt-to-equity ratio is 0.84 times . The majority of liabilities are interest-free loans paid in advance by customers.

- Earnings per share The increase to 4,525 VND is a result of the company's very good after-tax profit in 2025.

IV. Comments and Recommendations:

1. Comment

- The Financial Statements have been prepared in accordance with accounting principles consistent with the Corporate Accounting Regime promulgated under Circular No. 200/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance, Circular No. 53/2016/TT-BTC dated March 21, 2016 amending and supplementing a number of provisions of Circular No. 200/2014/TT-BTC, and Circular No. 99/2025/TT-BTC dated October 27, 2025.

Except for the matters described in the "Basis for Qualified Opinion" section of the Independent Auditor's Report, the Financial Statements present fairly, in all material respects, the financial position of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company as of December 31, 2025, as well as its operating results and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations.

- During 2025, the State Audit Office of Vietnam conducted an audit of the Company's 2024 Financial Statements and activities relating to the management and utilization of State capital and assets, pursuant to Decision No. 1390/QD-KTNN dated August 28, 2025.

The State Audit Office of Vietnam issued Conclusion Notice No. 02/TB-KTNN dated January 5, 2026, identifying certain deficiencies and shortcomings in the Company's 2024 Financial Statements, including matters relating to compliance with laws, policies, accounting regulations, and the management and utilization of State capital, funds, and assets. The State Audit Office recommended that the Company make appropriate accounting adjustments to its 2024 Financial Statements.

On February 13, 2026, the Company implemented the recommendations of the State Audit Office by paying an additional Corporate Income Tax amount of VND 2.763 billion to the State Budget and making the required accounting adjustments in accordance with applicable regulations. The Company has also continued to strengthen and improve its financial management and the management of capital, funds, and assets, while addressing the identified deficiencies and shortcomings in order to ensure compliance with regulations and support the Company's sustainable development.

- Regarding the Company's investment and construction activities in 2025:

- Investment Project for the Construction of the Van Dien Fused Magnesium Phosphate and NPK Fertilizer Manufacturing Plant in Zone B, Bim Son Industrial Park, Thanh Hoa Province

Pursuant to Resolution No. 01/NQ-DHDCD dated April 22, 2025 of the 2025 Annual General Meeting of Shareholders, the General Meeting of Shareholders approved the termination, final settlement, and liquidation of the Van Dien Fused Magnesium Phosphate and NPK Fertilizer Manufacturing Plant Project in Thanh Hoa Province under Investment Certificate No. 26221000137 dated January 16, 2013.

On September 4, 2025, the Company implemented Resolution No. 93/NQ-HDQT regarding the appointment of a consulting firm to prepare the project final settlement and liquidation report and the selection of an independent auditor to audit such report. The audit process is currently being carried out in accordance with applicable regulations.

- Investment Policy for the Construction Project of the Van Dien Fused Magnesium Phosphate and NPK Fertilizer Manufacturing Plant (Relocation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company) in Zone B, Bim Son Industrial Park, Thanh Hoa Province

The 2025 Annual General Meeting of Shareholders approved the revised investment policy for the Company's relocation project, aimed at ensuring the continued operation and long-term development of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

On June 26, 2025, the Company and HUD4 Investment and Construction Joint Stock Company entered into a preliminary agreement for the sublease of land together with technical infrastructure facilities at Lot CN7, Zone B, Bim Son Industrial Park.

On August 4, 2025, the Board of Directors issued Resolution No. 88/NQ-HDQT approving the draft Land Sublease Agreement with HUD4 Investment and Construction Joint Stock Company.

On the same date, August 4, 2025, the Company entered into Contract No. 04/2025/HDTD/HUD4-VADFCO with HUD4 Investment and Construction Joint Stock Company regarding the sublease of land together with technical infrastructure facilities at Lot CN7, Zone B, Bim Son Industrial Park, Thanh Hoa Province.

On October 3, 2025, the Company implemented Resolution No. 106/NQ-HDQT approving the budget estimate for consulting services and the contractor selection plan for the project preparation stage of the Construction Project for the Van Dien Fused Magnesium Phosphate and NPK Fertilizer Manufacturing Plant (Relocation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company) in Zone B, Bim Son Industrial Park, Thanh Hoa Province.

2. Recommendations

* As of December 31, 2025, the Company has reconciled accounts receivable and payable and no new debts have arisen. The Company continues to strengthen debt reconciliation and collection efforts in accordance with regulations and address remaining recommendations from the State Audit Office.

* The company has halted the implementation of the Van Dien Fused Phosphate and NPK Fertilizer Plant project in Thanh Hoa, in accordance with the 2025 General Shareholders' Meeting Resolution. Accordingly, the company has hired an auditing firm to conduct an audit. The final settlement report, project liquidation, and the audit report will be

submitted by the auditing unit. After the audit results have been verified, the Company is requested to take note and develop a solution that complies with legal regulations and the Company's actual situation. Regarding the investment project for the construction of the Van Dien fused phosphate and NPK fertilizer production plant (relocation of Van Dien Fused Phosphate Fertilizer Joint Stock Company), the Company has paid 95% of the land lease contract as of December 31, 2025, with HUD4 Investment and Construction Joint Stock Company in Zone B – Bim Son Industrial Park – Thanh Hoa province. The Company is requested to quickly implement and complete the work to submit the investment and construction project for approval at the 2026 General Meeting of Shareholders in accordance with legal regulations.

* In 2025, the auditor issued a qualified audit opinion on the Company's audit report; for three consecutive years (2023-2024-2025), the Company's financial statements all received qualified audit opinions. According to point h, clause 1, Article 120 of Decree 155/2020/ND-CP guiding the Securities Law, this applies to certain cases. Mandatory delisting has resulted in the Company's shares being subject to mandatory delisting due to three consecutive years of qualified auditor opinions on its financial statements. We request that the Company consider a solution in accordance with the law and the Company's actual circumstances .

* The Company's 2025 Financial Report has not yet been audited by the relevant authorities. In the event of an audit by competent authorities (Tax, State Audit, Inspectorate, etc.), if there are any changes to the figures and results of production, business, and finance, Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company is responsible for making adjustments in accordance with current regulations.

* Based on the above assessment results, the Board of Supervisors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company unanimously approves the 2025 Financial Report of Van Dien Fused Phosphate Fertilizer Joint Stock Company, audited by AASC Auditing Firm Co., Ltd., audit number 100326.009/BCTC.KT7, issued on March 10, 2026.

OB. BOARD OF SUPERVISORS
HEAD OF THE BOARD

Nguyen Thi Mach

Recipient:
- Members of the Board of Supervisors
- *Archived: BOS:*

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC
--------***--------
No.: 48 /TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
----------***----------
Ha Noi, June ,..04...,2026

PROPOSAL
Re: Profit Distribution Plan and Dividend Payment for 2025

To: The Annual General Meeting of Shareholders of the Company

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2024;

Pursuant to the audited business results of the Company for 2025;

Pursuant to the applicable regulations and the Company's actual production and business operations.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the Profit Distribution Plan and Dividend Payment for 2025 as follows:

1- **Key indicators:**

No.	INDICATORS	PREVIOUS YEAR ACTUAL RESULTS (2024)		CURRENT YEAR PROPOSAL (2025)	
		Ratio (%)	Amount (VND)	Ratio (%)	Amount (VND)
1	**CHARTER CAPITAL**		**376,653,480,000**		**376,653,480,000**
	- State Capital	67.056	252,568,870,000	67.056	252,568,870,000
	- Other Shareholders' Capital	32.944	124,084,610,000	32.944	124,084,610,000
2	**TOTAL REVENUE**		**1,220,293,850,417**		**1,620,016,338,396**
3	**TOTAL ACCOUNTING PROFIT BEFORE CORPORATE INCOME TAX**		**76,118,826,523**		**213,170,938,991**
	- Profit generated during the year		76,118,826,523		213,170,938,991
	- Profit adjustment (based on inspection/audit conclusions of State authorities)		-		-
4	**CORPORATE INCOME TAX**		**15,223,765,305**		**42,750,823,470**
	- Corporate income tax payable on operating profit		11,371,474,410		38,231,102,517
	- Deferred corporate income tax		3,852,290,895		4,519,720,953
	- Corporate income tax payable under inspection/audit		-		-

	conclusions of State authorities				
5	**PROFIT AFTER CORPORATE INCOME TAX**		**60,895,061,218**		**180,471,125,946**
5.1	Profit after corporate income tax from business operations		60,895,061,218		170,420,115,521
5.2	Profit adjustment based on inspection/audit conclusions of State authorities		-		10,051,010,425
6	**UNDISTRIBUTED PROFIT CARRIED FORWARD FROM THE PREVIOUS YEAR**		**2,876,674,076**		**1,480,987,807**
7	**TOTAL PROFIT AVAILABLE FOR DISTRIBUTION IN THE CURRENT YEAR**		**62,290,747,487**		**178,552,507,313**
7.1	Allocation to Development Investment Fund	30.0%	18,268,518,365	50.0%	85,210,057,761
7.2	Allocation to Reward and Welfare Fund	10.0%	6,089,506,122	10.0%	17,042,011,552
7.3	Allocation to Management Bonus Fund		267,375,000		969,750,000
7.4	Dividend Distribution	% of Charter Capital	37,665,348,000	% of Charter Capital	75,330,688,000
	- Cash dividend	10.0%	37,665,348,000	10.0%	37,665,348,000
	- Stock dividend	-	-	10.0%	37,665,340,000
8	**UNDISTRIBUTED PROFIT CARRIED FORWARD TO THE FOLLOWING YEAR**		**1,480,987,807**		**3,399,606,440**

Note: *The allocations under Items 7.1 to 7.4 above are based on the following:*

- Decree No. 366/2025/ND-CP issued by the Government on December 31, 2025;

- Resolution No. 01/NQ-GMS dated April 22, 2025 of the General Meeting of Shareholders of the Company.

2. Cash Dividend Payment for 2025

Based on the audited production and business results for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following dividend payment plan:

- Cash dividend for 2025: **10% of par value.**

(Each share shall be entitled to VND 1,000), of which:

+ Interim cash dividend paid during 2025: **0% of par value.**

+ Remaining cash dividend to be paid in 2026: **10% of par value.**

(Each share shall be entitled to VND 1,000).

- Stock dividend for 2025: **10%**, corresponding to an exercise ratio of **100:10** (each shareholder holding 01 share on the record date shall be entitled to 01 right; for every 100 rights, the shareholder shall receive 10 additional shares).

+ Treatment of fractional shares: Shares distributed to shareholders shall be rounded down to the nearest whole share. Any fractional shares arising (if any) shall be cancelled.

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

Recipients:
- As above;
- Archived: Board of Directors Office, Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: ..49../TTr-HDQT	*Hanoi, June .. 04., 2026*

PROPOSAL
On the 2026 Production and Business Plan and Dividend Payment for 2026

To: The Annual General Meeting of Shareholders of the Company

Pursuant to the Company's 2026 production and business plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 production and business plan and dividend payment plan with the following principal targets:

1. Total sales revenue in 2026: VND 2,100.129 billion;
2. Net revenue (Revenue from operating activities + Financial income + Other income) : VND 1,980.385 billion;
3. Profit before tax: VND 233.067 billion;
4. Dividend payment for 2026:

- Proposed cash dividend payment: 5% of par value;

- Proposed stock dividend payment: the remaining profit after payment of cash dividends and appropriations to the funds as required. Based on the projected profit of VND 233.067 billion, the proposed stock dividend ratio is 15%;

- 2026 interim dividend payment: The General Meeting of Shareholders authorizes the Board of Directors to determine the interim dividend rate for 2026 and implement the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

- Interim dividend payment for 2026: The General Meeting of Shareholders authorizes the Board of Directors to decide the interim dividend rate for 2026 and implement the interim dividend payment to shareholders in accordance with the Company's production and business results during the year.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100785143 - C.T.C.P - CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN - X. ĐẠI THANH - TP HÀ NỘI

Phung Ngoc Bo

Recipients:

- As above;

- Archived at the Secretariat and Administration Department.

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	**THE SOCIALIST REPUBLIC OF VIETNAM**
--------***--------	**Independence – Freedom – Happiness**
No,: 50 /TTr-HDQT	----------***----------
	Ha Noi, June 04, 2026

PROPOSAL

Re: Approval of the Share Issuance Plan for Payment of 2025 Dividends

To: The General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to Law No. 03/2022/QH15 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the Form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Civil Judgment Enforcement;

- Pursuant to Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

- Pursuant to Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations;

- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

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

- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of matters relating to public offerings, securities issuance, public tender offers, share repurchases, public company registration, and cancellation of public company status;

- Pursuant to Circular No. 115/2025/TT-BTC dated December 15, 2025 of the Ministry of Finance amending and supplementing a number of articles of Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of matters relating to public offerings, securities issuance, public tender offers,

share repurchases, public company registration, and cancellation of public company status;

- Pursuant to the Charter on Organization and Operation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company (the "Company");

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the issuance of shares for payment of 2025 dividends, with the following principal contents:

I. Increase of Charter Capital through the Share Issuance Plan for Payment of 2025 Dividends

1	Name of shares	:	Shares of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company
2	Type of shares	:	Ordinary shares
3	Stock code	:	VAF
4	Par value	:	VND 10,000 (Ten thousand Vietnamese Dong) per share
5	Company's charter capital	:	VND 376,653,480,000 (In words: Three hundred seventy-six billion six hundred fifty-three million four hundred eighty thousand Vietnamese Dong)
6	Total number of outstanding shares	:	37,665,348 shares
7	Number of shares proposed to be issued	:	3,766,534 shares
8	Total par value of the shares proposed to be issued	:	VND 37,665,340,000 (In words: Thirty-seven billion six hundred sixty-five million three hundred forty thousand Vietnamese Dong)
9	Total number of shares after the issuance	:	41,431,882 shares
10	Expected charter capital after the issuance	:	VND 414,318,820,000
11	Issuance ratio	:	10% (Number of shares proposed to be issued divided by the number of outstanding shares)
12	Issuance method	:	Issuance of shares for dividend payment to existing shareholders

13	Exercise ratio	:	100:10 (On the record date for determining the list of shareholders entitled to receive stock dividends, a shareholder holding 01 share shall be entitled to 01 dividend right, and for every 100 rights, the shareholder shall receive 10 additional shares. The number of shares distributed shall be rounded down to the nearest whole share.)
14	Expected issuance period	:	Following approval by the General Meeting of Shareholders and completion of all procedures in accordance with applicable regulations, the issuance is expected to be implemented in 2026.
15	Offerees	:	Existing shareholders whose names appear on the list of shareholders as of the record date for entitlement to stock dividends.
16	Source of issuance capital	:	Undistributed after-tax profits as stated in the audited financial statements as of December 31, 2025.
17	Transfer restrictions	:	The newly issued shares shall not be subject to any transfer restrictions.
18	Rounding principle and treatment of fractional shares	:	The number of shares to be distributed shall be rounded down to the nearest whole share. Any fractional shares arising (if any) shall be cancelled. *Example: On the record date, Shareholder A owns 155 shares. The number of additional shares to which Shareholder A is entitled shall be calculated as follows: (155 ÷ 100 × 10) = 15.5 shares. After rounding down to the nearest whole share, Shareholder A shall receive 15 shares. The fractional share of 0.5 shall be cancelled.*
19	Purpose of the issuance	:	To increase the Company's charter capital (shareholders' equity), strengthen its financial capacity to meet project investment requirements, reduce reliance on debt financing, and ensure financial safety during project implementation.

II. Adjustment of Registered Securities Information and Registration of Additional Listing

All shares issued for dividend payment shall be registered for adjustment of the number of registered securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and for additional trading registration with the Hanoi Stock Exchange (HNX) immediately upon completion of the issuance, in accordance with applicable laws and regulations.

III. Amendment to the Charter

To amend the provisions relating to charter capital, shares and share capital under Article 6 (Charter Capital, Shares and Founding Shareholders) of the Company's Charter to reflect the new charter capital upon completion of the share issuance.

IV. Authorization to the Board of Directors

The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters relating to the issuance of shares for payment of 2025 dividends, including but not limited to the following:

- To finalize and supplement other contents relating to the share issuance plan as required by competent authorities to ensure that the issuance is conducted legally and in compliance with applicable regulations;

- To carry out all necessary procedures for implementing the share issuance plan for payment of 2025 dividends as approved by the General Meeting of Shareholders in accordance with the law and the Company's Charter;

- To implement the issuance plan, determine the issuance timing, decide the record date for determining shareholders entitled to receive stock dividends, ensure compliance with applicable regulations, and carry out necessary procedures with competent authorities for reporting the issuance, adjusting registered securities information, and registering additional trading of shares issued for payment of 2025 dividends;

- To amend the provisions relating to charter capital and other relevant contents of the Company's Charter on Organization and Operation to reflect the increased charter capital upon completion of the share issuance and to amend other legal documents as required by law;

- To carry out legal procedures following completion of the issuance, including registration of changes to the Company's Enterprise Registration Certificate with the competent business registration authority;

- To proactively implement procedures for adjusting the number of registered securities with the Vietnam Securities Depository and Clearing Corporation (VSDC) and registering additional listing/trading of shares issued for payment of 2025 dividends in accordance with applicable laws and the Company's actual circumstances;

- In addition to the foregoing matters, the General Meeting of Shareholders authorizes the Board of Directors to proactively perform all other tasks and procedures related to the implementation of the share issuance plan for payment of 2025 dividends as approved by the General Meeting of Shareholders, in compliance with applicable laws, in order to ensure the successful completion of the issuance and to protect the legitimate rights and interests of the Company and its shareholders.

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

Respectfully yours.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Archived: Administration Office.

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC
---***---
BOARD OF SUPERVISORS
No.04/TTr-BKS

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

Hanoi, April 25, 2026

PROPOSAL

Re: Selection of an Independent Audit Firm to Audit the Company's Financial Statements for 2026

To: The 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter on Organization and Operation of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders;

- Pursuant to the functions and duties of the Board of Supervisors as stipulated in the Charter and internal regulations of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company;

After reviewing the capabilities of independent audit firms, the Board of Supervisors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of an independent audit firm to conduct the review of the Company's semi-annual financial statements and the audit of its 2026 annual financial statements as follows:

1. Criteria for selection of the Independent Audit Firm

The Board of Supervisors proposes the following criteria for selecting an independent audit firm:

- The audit firm must be a reputable independent audit firm approved by the State Securities Commission of Vietnam and the Ministry of Finance to provide auditing services for public companies and listed entities;

- The audit firm must have a good reputation, a team of auditors with integrity, high professional ethics, strong qualifications and extensive experience, capable of ensuring the quality, scope and schedule of the financial statement audit;

- The audit fee must be reasonable and appropriate to the audit scope, contents and schedule, and satisfy the Company's requirements.

2. Proposed list of Independent Audit Firms

Based on the Company's audit requirements and financial statement audit needs, the Board of Supervisors respectfully proposes the following three (03) audit firms for consideration in providing auditing services for the Company's 2026 financial statements:

(1) Moore AISC Auditing and Informatics Services Co., Ltd.

(2) An Viet Auditing Company Limited.

(3) AASC Auditing Firm Company Limited.

3. Submission by the Board of Supervisors to the General Meeting of Shareholders

- The criteria for selection and the proposed list of the three (03) audit firms mentioned above;

- The authorization to the Board of Directors to select one (01) of the three (03) audit firms referred to in Section 2 above to conduct the review of the semi-annual financial statements and the audit of the 2026 annual financial statements, and to report the selection results to the next Annual General Meeting of Shareholders in accordance with applicable regulations.

The Board of Supervisors respectfully submits this proposal to the 2026 Annual General Meeting of Shareholders of the Company for consideration, approval and adoption.

Recipients:
- 2026 Annual General Meeting of Shareholders;
- Board of Directors;
- Board of Management;
- Board of Supervisors;
- Archived: Administration Office, Board of Supervisors, Company Secretary.

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

Nguyen Thi Mach

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	THE SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: .51...../TTr-HDQT	*Hanoi, June 19, 2026*

PROPOSAL

On the Payment of Remuneration and Salaries to Members of the Board of Directors and the Board of Supervisors in 2025 and the Payment Plan for 2026

To: The General Meeting of Shareholders of

Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

1. Payment of remuneration and salaries to members of the Board of Directors and the Board of Supervisors in 2025:

Pursuant to Resolution No. 01/NQ-DHDCD dated April 22, 2025 of the General Meeting of Shareholders, the remuneration and salary levels for members of the Board of Directors and the Board of Supervisors in 2025 were as follows:

- Chairman of the Board of Directors: Remuneration of VND 7,500,000/month;
- Members of the Board of Directors: Remuneration of VND 6,500,000/person/month;
- Supervisors: Remuneration of VND 5,500,000/person/month;
- Full-time Head of the Board of Supervisors: Salary implemented in accordance with the Company's Regulations on Salary Management and Income Distribution.

In 2025, the actual payment of remuneration, salaries and other benefits to members of the Board of Directors and the Board of Supervisors complied fully with the Resolution. Total remuneration, salaries and other payments in 2025 amounted to VND 4,346,499,607 (in words: in words: Four billion three hundred forty-six million four hundred ninety-nine thousand six hundred and seven dong) (detailed report attached).

2. Plan for payment of remuneration and bonuses to members of the Board of Directors and the Board of Supervisors in 2026:

Based on the actual operation of the Company and the expected workload of the Board of Directors and the Board of Supervisors in 2026, the Board of Directors proposes the following remuneration and bonus payment plan for members of the Board of Directors and the Board of Supervisors in 2026:

- Chairman of the Board of Directors: Remuneration of VND 7,500,000/month;
- Members of the Board of Directors: Remuneration of VND 6,500,000/month;
- Supervisors: Remuneration of VND 5,500,000/month;
- Full-time Head of the Board of Supervisors: Salary implemented in accordance with the Company's Regulations on Salary Management and Income Distribution.

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

Recipients:
- As above;
- BOD, BOS;
- Archived at Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100105314 CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN X. ĐẠI THANH - TP. HÀ NỘI

Phung Ngoc Bo

DETAILED LIST

Salaries, Bonuses, Remuneration and Other Benefits of Members of the Board of Directors and the Board of Supervisors in 2025

No.	Full Name	Position	Remuneration (VND)	Salary (VND)	Bonus (VND)	Total (VND)
I	**Members of the Board of Directors**					
1	Phung Ngoc Bo	Chairman of the BOD	90,000,000	0	105,000,000	195,000,000
2	Nguyen Ngoc Thach	Member of the BOD	78,000,000	0	99,000,000	177,000,000
3	Pham Thi Hoang Yen	Independent Member of the BOD	24,050,000	0	39,000,000	63,050,000
4	Nguyen Thi Kim Yen	Independent Member of the BOD	44.200.000	0	7,000,000	51,200,000
5	Le Thi Thu Phuong	Independent Member of the BOD	9,750,000	0	3,000,000	12,750,000
II	**Members of the Board of Directors / Board of Management**					
1	Van Hong Son	Member of the BOD, General Director	78,000,000	1,540,680,959	240,410,000	1,859,090,959
3	Tran Thang	Member of the BOD, Deputy General Director	78,000,000	856,156,240	111,650,000	1,045,806,240
III	**Board of Supervisors**					
1	Nguyen Thi Mach	Head of the Board of Supervisors	0	740,277,408	32,050,000	772,327,408
2	Nguyen Thi Son	Supervisor	66,000,000	0	21,800,000	87,800,000
3	Nguyen Xuan Long	Supervisor	66,000,000	0	16,475,000	82,475,000

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: .52.../TTr-HDQT	*Hanoi, June 4, 2026*

PROPOSAL

On Amendments and Supplements to the Registered Business Lines of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

To: The General Meeting of Shareholders of

Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification;

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2024;

Pursuant to practical requirements in the governance and operation of the Company,

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Company's registered business lines in order to ensure compliance with current legal regulations and the Company's actual operational situation.

At the same time, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to organize the implementation of the following contents:

To finalize dossiers and procedures for registration of changes to business lines with competent state authorities in accordance with regulations of law;

To amend and supplement Clause 1, Article 4 of the Company Charter corresponding to the contents of the registered business lines approved by the General Meeting of Shareholders;

To proactively adjust and finalize the contents of the registered business lines in accordance with requests of competent state authorities (if any), provided that such adjustments do not change the contents approved by the General Meeting of Shareholders.

Detailed contents of the amendments and supplements to the Company's registered business lines are presented in the Appendix attached to this Proposal.

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

Respectfully yours./.

Attachments:

Appendix: Summary of Amendments and Supplements to the Company's Business Lines.

Recipients:
- As above;
- Archived at Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0100103143 - C.T.C.P - CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN - X. ĐẠI THANH - TP HÀ NỘI

Phung Ngoc Bo

M.S.D.N: 0100103 - CÔNG CỔ PH PHÂN LÂN NU VĂN Đ - X. ĐẠI THANH

APPENDIX 1

REPORT ON THE AMENDMENT AND SUPPLEMENTATION OF BUSINESS LINES

(Attached to Proposal No. 52 /TTr-BOD dated 04/06/2026 of the Board of Directors)

No.	Current Business Registration		Business Registration after Amendment and Supplementation		Supplementation Legal Basis	Practical Basis
	Code	**Business Line**	**Code**	**Business Line**		
1	**2012 (Main)**	**Manufacture of fertilizers and nitrogen compounds** *Including: the manufacture and trading of fused magnesium phosphate fertilizer, other fertilizers, construction materials, and packaging products.*	**2012**	**Manufacture of fertilizers and nitrogen compounds** *Including: the manufacture of fused magnesium phosphate fertilizer and other fertilizers.*	Theo Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	Under Decision No. 36/2025/QD-TTg, business line code 2012 does not cover the trading of fertilizers, or the manufacture and trading of construction materials and packaging.
2	8299	**Other remaining business support service activities n.e.c.** *Including:* - *Export of fused magnesium phosphate fertilizer and other fertilizers;* - *Import of fertilizers, raw materials, machinery and equipment serving the Company's production and business activities.*	8299	**Other business support service activities n.e.c.** *Including:* - *Import and export of goods traded by the Company;*	Article 28 of the Law on Commerce and Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	Consistent with applicable laws and regulations and the Company's actual production and business operations
3			4679	**Other specialized wholesale n.e.c.** *Including: wholesale of fertilizers, pesticides and other agricultural chemicals.*	Theo Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	Consistent with applicable laws and regulations and the Company's actual production and business operations
4			4773	**Retail sale of other new goods (except**	Decision No. 36/2025/QD-TTg dated September	In compliance with applicable laws and regulations

No.	Current Business Registration		Business Registration after Amendment and Supplementation		Supplementation Legal Basis	Practical Basis
	Code	**Business Line**	**Code**	**Business Line**		
				automobiles, motorcycles, mopeds and accessories therefor) *Including: retail sale of fertilizers.*	29, 2025 of the Prime Minister	and consistent with the Company's actual production and business operations
5	2829	**Manufacture of other special-purpose machinery** *Including: the manufacture of machinery and equipment for fertilizer production.*	2829	**Manufacture of other special-purpose machinery** *Including: the manufacture of machinery and equipment for the production of various types of fertilizers.*	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
6	3320	**Installation of industrial machinery and equipment** *Including: the installation of machinery and equipment for fertilizer production.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
7	7490	**Other professional, scientific and technical activities n.e.c.** *Including: the transfer of technology for fertilizer production lines.*	7499	**All other professional, scientific and technical activities n.e.c.** *Including: the transfer of technology for fertilizer production lines.*	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	Under Decision No. 36/2025/QD-TTg, business line code 7490 is no longer provided.
8	4321	**Electrical installation** *Including: the installation of electrical systems for fertilizer production.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	

No.	Current Business Registration		Business Registration after Amendment and Supplementation		Supplementation Legal Basis	Practical Basis
	Code	**Business Line**	**Code**	**Business Line**		
9	2592	**Machining; treatment and coating of metals** *Including: metal machining for fertilizer production.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
10	4299	**Construction of other civil engineering projects** *Including: the construction of civil engineering works for fertilizer production.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
11	4933	**Freight transport by road** *Including: the transportation of goods by specialized trucks and other motor vehicles.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
12	4322	**Plumbing, heat and air-conditioning installation** *Including: the installation of water supply and drainage systems for fertilizer production.*		No amendment; maintained as currently registered	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	
13		None	5210	**Warehousing and storage**	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	To engage in warehouse leasing services when the Company has suitable conditions and business needs.
14		None	5224	**Cargo handling**	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	To support cargo handling activities when the Company engages in warehousing

No.	Current Business Registration		Business Registration after Amendment and Supplementation		Supplementation Legal Basis	Practical Basis
	Code	**Business Line**	**Code**	**Business Line**		
						and storage services.
15		None	4101	**Construction of residential buildings**	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	To enable the Company to undertake the repair, renovation, or improvement of workers' housing facilities when necessary.
16		None	4102	**Construction of non-residential buildings**	Decision No. 36/2025/QD-TTg dated September 29, 2025 of the Prime Minister	To enable the Company to undertake the repair, renovation, or upgrading of warehouses and production facilities when necessary.

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: .53...../TTr-HDQT	*Hanoi, June 14 2026*

PROPOSAL

On Amendments and Supplements to the Company Charter

of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

To: The General Meeting of Shareholders of

Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

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

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2024;

Pursuant to practical requirements in the governance and operation of the Company,

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Company Charter in order to ensure compliance with current legal regulations and the Company's actual operational situation.

At the same time, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to finalize and promulgate the Company Charter after approval by the General Meeting of Shareholders in accordance with regulations.

The contents of the amendments and supplements and the draft Company Charter are presented in the documents attached to this Proposal.

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

Respectfully yours./.

Attachments:

- *Appendix: Summary of Amendments and Supplements to the Company Charter;*
- *Draft Company Charter.*

Recipients:
- As above;
- Archived at Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

APPENDIX 2

REPORT ON AMENDMENTS TO THE COMPANY'S CHARTER

(Attached is official letter No.53 /PLVD-NDD dated 04/06/2026 from the Representative)
Regarding the amendment and supplementation of the Company Charter and the Company's Internal Government Regulations approved at the 2026 Annual General Meeting of Shareholders)

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
I	**The regulations has been stipulated in the amended and supplemented Charter.**				
1	**Article 1: Explanation of Terms** Clause h, paragraph 1, Article 1: Business managers are those who manage the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and the Chief Accountant of the Company.	**Article 1: Explanation of Terms** Point h, Clause 1, Article 1: Business managers are those who manage a company, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director.	Ensure compliance with legal regulations.	*Clause 24, Article 4 of the 2020 Law on Enterprises*	Remove the Chief Accountant position.
2	**Article 2: Name, form, head office, branches, representative offices, business locations, and operating period of the Company** Clause 3, Article 2: Address of the head office: Phan Trong Tue Street, Tam Hiep Commune, Thanh Tri District, Hanoi City	**Article 2: Name, form, head office, branches, representative offices, business locations, and operating period of the Company** Clause 3, Article 2: Address of the head office: Phan Trong Tue Street, Dai Thanh Commune, Hanoi City	In accordance with the business registration certificate.	*Certificate of Business Registration No. 10 dated August 6, 2025 of the Company*	
3	**Article 15: Rights and obligations of the General Meeting of Shareholders**	**Article 15: Rights and obligations of the General Meeting of Shareholders**	Increase proactiveness in making decisions	*Point d, Clause 2, Article 138 of*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	Clause d, paragraph 1, Article 15: Decisions to invest in or sell assets with a value of 30% or more of the total asset value recorded in the Company's most recent financial statement.	Clause d, paragraph 1, Article 15: Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement.	regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.	*the 2020 Law on Enterprises*	
4	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point p, Clause 2, Article 15: Decisions to invest in or sell assets with a value of 30% or more of the total asset value recorded in the Company's most recent financial statement.	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point p, Clause 2, Article 15: Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement.	Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.	*Point d, Clause 2, Article 138 of the 2020 Law on Enterprises*	
5	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point r, Clause 2, Article 15: The company enters into	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point r, Clause 2, Article 15: The company enters into contracts	Increase proactiveness in making decisions regarding the Company's	*Clause 3, Article 167 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 30% of the total value of the company's assets as recorded in the most recent financial statement.	and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35% of the total value of the company's assets as recorded in the most recent financial statement.	investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.		
6	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point s, Clause 2, Article 15: Approval of transactions stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.	**Article 15: Rights and obligations of the General Meeting of Shareholders** Point s, Clause 2, Article 15: Approval of transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law (as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, and any amending, supplementing, or replacing documents).	In accordance with legal regulations	*Supplemented according to Clause 84, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025*	
7	**Article 21: Conditions for the adoption of a resolution of the General Meeting of Shareholders** Clause d, paragraph 1: Investment projects or asset	**Article 21: Conditions for the adoption of a resolution of the General Meeting of Shareholders** Clause d, paragraph 1: Investment projects or asset	Increase proactiveness in making decisions regarding the Company's investment activities,	*According to Point d, Clause 1, Article 148 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	sales with a value of 30% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's charter stipulates a different percentage or value.	sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's charter stipulates a different percentage or value.	asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.		
8	**Article 22: Authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders** Clause d, paragraph 1, Article 22: Decisions to invest in or sell assets with a value of 30% or more of the total asset value recorded in the company's most recent financial statement, except in cases where the Company's Charter stipulates a different percentage or value.	**Article 22: Authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders** Clause d, paragraph 1, Article 22: Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statement, except in cases where the Company's Charter stipulates a different percentage or value.	Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.	*Point d, Clause 2, Article 147 of the 2020 Law on Enterprises*	
9	**Article 26: Composition and term of office of the Board of Directors** Clause 3, Article 26: The structure of the Board of Directors of a public company must ensure that at least one-third of the total number of	**Article 26: Composition and term of office of the Board of Directors** Clause 3, Article 26: The structure of the Board of Directors must ensure compliance with the provisions of the law on public companies;	In accordance with legal regulations	*Amended according to Clause 79, Article 1 of Decree 245/2025/ND-CP dated*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	Board members are non-executive members. The company shall minimize the number of Board members who also hold executive positions in the company to ensure the independence of the Board of Directors.	in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. Non-executive members must fully meet the standards and conditions as prescribed by current law. The Company shall minimize the number of Board members holding executive positions within the Company to ensure the independence of the Board of Directors.		*September 11, 2025*	
10	**Article 27: Powers and obligations of the Board of Directors** Clause h, paragraph 2, Article 27: Through purchase, sale, loan, and other contracts and transactions with a value of 30 % or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in Clause d, paragraph 2, Article 138, and paragraphs 1 and 3, Article 167 of the Law on Enterprises.	**Article 27: Powers and obligations of the Board of Directors** Clause h, paragraph 2, Article 27 : Through purchase, sale, loan, and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in Clause d, paragraph 2, Article 138, and paragraphs 1 and 3, Article 167 of the Law on Enterprises.	Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.	*Point h, Clause 2, Article 153 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
11	**Article 42: Responsibility for honesty and avoiding conflicts of interest** Point a, Clause 6, Article 42: For transactions with a value less than or equal to 20% of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, must have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of those members of the Board of Directors who have no vested interest;	**Article 42: Responsibility for honesty and avoiding conflicts of interest** Point a, Clause 6, Article 42: For transactions with a value less than 35 % of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, must be reported to the Board of Directors and approved by a majority vote of Board members who have no vested interest;		*Clause 2, Article 167 of the 2020 Law on Enterprises*	
12	**Article 42: Responsibility for honesty and avoiding conflicts of interest** Clause b, paragraph 6, Article 142: For transactions with a value exceeding 20% or transactions resulting in a transaction value arising within 12 months from the date of the	**Article 42: Responsibility for honesty and avoiding conflicts of interest** Point b, Clause 6, Article 142: For transactions from 35 % or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of		*Clause 3, Article 167 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	first transaction of 30% or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction, as well as the relationship and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an interest.	35 % or more of the total asset value recorded in the most recent financial statement, the significant contents of this transaction as well as the relationship and interests of the members of the Board of Directors, members of the Supervisory Board, General Director, and other executives have been disclosed to shareholders and approved by the General Meeting of Shareholders by vote of shareholders without an interest.			
13	**Article 59. Effective Date** 1. This Charter, comprising 21 Sections and 59 Articles, was unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company on …. day …. month …. year …. at the Company's headquarters (Phan Trong Tue Street, Tam Hiep Commune, Thanh Tri District, Hanoi City) and the full text of this Charter is	**Article 59. Effective Date** 1. This Charter, comprising 21 Sections and 59 Articles, was unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company on …. day …. month …. year …. at the Company's headquarters (Phan Trong Tue Street, Dai Thanh Commune, Hanoi City) and the	In accordance with the business registration certificate.	*Certificate of Business Registration No. 10 dated August 6, 2025 of the Company*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	hereby accepted and deemed effective	full text of this Charter is hereby accepted and deemed effective.			

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

DRAFT

CHARTER

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

Hanoi , , 2026

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INTRODUCTION

This Charter was adopted pursuant to Resolution No. /NQ-ĐHĐCĐ dated / /2026 of the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Explanation of Terms

1. In these Regulations, the following terms are understood as follows:

a) *Charter capital* is the total par value of shares sold or subscribed for when a joint-stock company is established, as stipulated in Article 6 of these Charters;

b) *Voting capital* is share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;

c) *The Enterprise Law* is Law No. 59/2020/QH14 on Enterprises, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

d) *The Securities Law* is Law No. 54/2019/QH14 on Securities, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

d) *Vietnam* is the Socialist Republic of Vietnam;

e) *The date of establishment* is the date on which the Company is first granted its Certificate of Business Registration (Business Registration Certificate and other equivalent documents);

g) *Business executives* include the General Director , Deputy General Director , Chief Accountant of the Company , and other executives as stipulated in the Company's Charter;

h) *Business managers* are those who manage a company, including the Chairman of the Board of Directors, members of the Board of Directors and the General Director of the Company.

i) *Related parties* are individuals and organizations as stipulated in Clause 23, Article 4 of the Enterprise Law and Clause 46, Article 4 of the Securities Law ;

k) *Shareholders* are individuals or organizations that own at least one share of a joint-stock company;

l) *Founding shareholders* are shareholders who own at least one common share and sign the list of founding shareholders of the joint-stock company;

m) *Major shareholders* are those defined in Clause 18, Article 4 of the Securities Law ;

n) *The operating period* is the period of operation of the Company as stipulated in Article 2 of these Charters and any extension period (if any) approved by the General Meeting of Shareholders of the Company;

o) *The stock exchange* refers to the Vietnam Stock Exchange and its subsidiaries.

2. In these CHARTER, references to one or more other regulations or documents, including amendments, supplements, or replacements, are prohibited.

3. The headings (Sections, Articles of these Regulations) are used for convenience in understanding the content and do not affect the content of these Regulations.

II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION, AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, form, head office, branches, representative offices, business locations and operating period of the Company

1. Company Name:

- Company name in Vietnamese: Van Dien Fused Magnesium Phosphate Joint Stock Company;
- Company name written in a foreign language: Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company;
- Company abbreviation: VADFCO.

2. The company is a joint-stock company with legal personality in accordance with current Vietnamese law.

3. The company's registered office is:
- Head office address: Phan Trong Tue Street, Dai Thanh Commune, Hanoi;
- Phone: 02436884489/02436885174;

- Fax: 0243 6884277;
- Email: vandienfmp@gmail.com;
- Website: vandienfmp.vn.

4. The Company may establish branches and representative offices in the business area to carry out the Company's operational objectives in accordance with the decisions of the Board of Directors and within the limits permitted by law.

5. Unless the Company ceases operations before the deadline stipulated in Clause 2 of Article 54 or extends its operations as stipulated in Article 55 of these Charters, the Company's operating period is indefinite from the date of establishment.

Article 3. Legal Representative of the Company

1. The company has one legal representative : the General Director .

2. The legal representative of a company is an individual who represents the company in exercising the rights and obligations arising from the company's transactions, and represents the company as plaintiff, defendant, or party with related rights and obligations before arbitration panels and courts. The responsibilities of the legal representative are governed by Article 13 of the Enterprise Law and other rights and obligations as stipulated by current law.

3. The legal representative of the Company must reside in Vietnam; and must authorize another person in writing to exercise the rights and obligations of the legal representative of the Company when leaving Vietnam.

4. If the authorization expires and the company's legal representative has not returned to Vietnam and no other authorization is given, the authorized person shall continue to exercise the rights and obligations of the company's legal representative within the

scope of the authorization until the company's legal representative returns to work, or until the Board of Directors decides to appoint a replacement.

If a person is absent from Vietnam for more than 30 days without authorizing another person to exercise the rights and duties of the Company's legal representative, the Board of Directors will appoint another person to replace them.

III. OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

Article 4. Objectives of the Company's Operations

1. The company's business lines are:

a. Production and trading of fused phosphate fertilizer, other types of fertilizers, building materials, and packaging;

b. Manufacturing and installing machinery and equipment for producing various types of fertilizers;

c. Transfer of technology for production lines of various types of fertilizers;

d. Export of fused phosphate fertilizer and other fertilizers;

e. Importing fertilizers and other raw materials, machinery and equipment for production and business;

f. Construction of civil engineering works for the production of various types of fertilizers;

g. Installation of electrical systems, water supply and drainage systems, and mechanical processing for the production of various types of fertilizers;

h. Business of transporting goods by various types of motor vehicles (to transport fertilizers and raw materials serving the Company's fertilizer production and business activities);

i. Commercial and service business;

j. Engaging in production and business activities that are not prohibited by law.

2. The company's operational objectives are:

a. Preserving and developing shareholders' investment capital;

b. Ensuring a balance of interests among the State, the Company, shareholders, and employees;
c. Continuously develop production, trade, and service activities in the business field to achieve the highest possible profit for the Company and its shareholders;
d. Enhancing the company's value;
e. Continuously improve the living conditions, working conditions, and income of workers, while fulfilling the obligation to contribute to the state budget.

Article 5. Scope of Business and Activities of the Company

The company is permitted to conduct business activities in the registered business lines specified in this Charter, and has notified the business registration authority of any changes to the registered business lines and published them on the National Business Registration Portal. In cases where the company engages in conditional investment and business activities, it must meet all business conditions as stipulated in the Investment Law and relevant specialized laws.

IV. CHARTER CAPITAL AND SHARES

Article 6. Charter capital, shares , founding shareholders

1. The company's charter capital is 376,653,480,000 VND (three hundred seventy-six billion, six hundred fifty-three million, four hundred eighty thousand dong).

The total charter capital of the Company is divided into 37,665,348 (thirty-seven million, six hundred sixty-five thousand, three hundred forty-eight) shares with a par value of 10,000 VND.

2. The company may change its charter capital when approved by the General Meeting of Shareholders and in accordance with the provisions of the law.

3. The Company's shares on the date of adoption of these Charters include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of share are stipulated in Articles 12 and 13 of these Charters.

4. The company may issue other types of preferred shares after obtaining the approval of the General Meeting of Shareholders and in accordance with the provisions of the law.

5. Common shares shall be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise decided by the

General Meeting of Shareholders. The Board of Directors shall decide on the number of shares not subscribed by shareholders. The Board of Directors may distribute these shares to other shareholders and parties under conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

6. The Company may purchase shares issued by itself in the manner prescribed in these Articles of Association and applicable law.

7. The company may issue other types of securities as prescribed by law.

Article 7. Share Certificate

1. Shareholders of the Company are issued share certificates corresponding to the number and type of shares they own.

2. Shares are securities that confirm the legal rights and interests of the owner in a portion of the share capital of the issuing organization. Shares must contain all the information as prescribed in Clause 1, Article 121 of the Enterprise Law .

3. Within 30 days from the date of submitting a complete application for the transfer of share ownership as stipulated by the Company, or within 45 days from the date of full payment for the shares as stipulated in the Company's share issuance plan (or other period as stipulated in the issuance terms), the shareholder shall be issued a share certificate. The shareholder shall not be required to pay the Company the cost of printing the share certificate.

4. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be reissued the certificate by the Company upon the shareholder's request. The shareholder's request must include the following information:

a) Information about shares that have been lost, damaged, or otherwise destroyed;

b) Commitment to assume responsibility for any disputes arising from the reissuance of new shares.

Article 8. Other securities certificates

The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by these Articles of Association and the law. Shares listed and registered for trading on the stock exchange are transferred in accordance with the provisions of the law on securities and the securities market.

2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.

Article 10. Reclamation of shares (in the case of business registration)

1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to demand that the shareholder pay the remaining amount and be liable for the Company's financial obligations arising from the failure to pay, corresponding to the total par value of the registered shares.

2. The aforementioned payment notice must clearly state the new payment deadline (at least [07 days] from the date of sending the notice), the payment location, and the notice must clearly state that in case of non-payment as required, the remaining unpaid shares will be forfeited.

3. The Board of Directors has the right to reclaim shares that have not been fully and timely paid for if the requirements in the aforementioned notice are not met.

4. Repurchased shares are considered shares authorized for sale as stipulated in Clause 3, Article 112 of the Enterprise Law . The Board of Directors may directly or authorize the sale and redistribution of these shares under conditions and in a manner that the Board of Directors deems appropriate.

5. Shareholders holding repurchased shares must relinquish their shareholder status with respect to those shares, but remain liable for the Company's financial obligations arising at the time of repurchase, as determined by the Board of Directors, from the date of repurchase until the date of payment, in proportion to the total par value of the shares they registered to purchase. The Board of Directors has the full right to decide on the enforcement of payment of the full value of the shares at the time of repurchase.

6. The recall notice is sent to the holder of the recalled shares before the recall takes place. The recall remains valid even in the event of errors or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 11. Organizational structure, governance and control

The Company's organizational structure for management, administration, and control includes:

1. General Meeting of Shareholders;

2. Board of Directors;

4. Board of Supervisors;

4. General Director.

VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS

Article 12. Rights of Shareholders

1. Ordinary shareholders have the following rights:

a) To attend and speak at the General Meeting of Shareholders and exercise the right to vote directly or through an authorized representative or other forms as prescribed by the company's charter and the law. Each common share has one voting right;

b) Receive dividends at the rate decided by the General Meeting of Shareholders;

c) Priority shall be given to purchasing new shares in proportion to each shareholder's ownership of common shares in the Company;

d) Freely transfer their shares to others, except as stipulated in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and other relevant legal provisions;

d) Review, search, and retrieve information regarding names and contact addresses in the list of shareholders with voting rights; request correction of inaccurate information;

e) Review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

g) When the Company is dissolved or goes bankrupt, receive a portion of the remaining assets in proportion to their shareholding in the Company;

h) Request the Company to repurchase shares in the cases stipulated in Article 132 of the Enterprise Law;

i) Equal treatment. Each share of the same class confers equal rights, obligations, and benefits on the shareholder. In the case of preferred shares, the rights and obligations associated with these preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with the law;

l) To have their legitimate rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;

m) Other rights as prescribed by law and these Charter.

2. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the following rights:

a) Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law ;

b) Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Board of Supervisors, contracts , transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets;

c) Request the Board of Supervisors to examine specific issues related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, business registration number or legal document number of organizational shareholders, and registered office address; number of shares and registration date of each shareholder, total number of shares of the entire group of shareholders, and ownership percentage in the total shares of the Company; the issue to be examined and the purpose of the examination;

d) Proposals for inclusion in the General Meeting of Shareholders agenda. Proposals must be in writing and submitted to the Company no later than 05 working days before the meeting date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;

d) Other rights as prescribed by law and these Charter.

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Board of Supervisors. Unless otherwise stipulated in the Company's Charter , the nomination of individuals to the Board of Directors and the Board of Supervisors shall be carried out as follows:

a) Ordinary shareholders forming a group to nominate candidates for the Board of Directors and the Board of Supervisors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Board of Supervisors. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

Article 13. Obligations of Shareholders

Common shareholders have the following obligations:

1. Pay for the shares you committed to purchase in full and on time.

2. Capital contributed in the form of common shares may not be withdrawn from the Company in any form, except in the case where the shares are repurchased by the Company or another party.

If a shareholder withdraws part or all of their contributed share capital in violation of the provisions of this clause, that shareholder and any related parties in the Company shall be jointly and severally liable for the Company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.

3. Comply with the company's charter and internal management regulations.

4. Comply with the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

5. Maintain the confidentiality of information provided by the Company in accordance with the Company Charter and the law; use the provided information only to exercise and protect your legitimate rights and interests; it is strictly prohibited to disseminate, copy, or send information provided by the Company to other organizations or individuals.

6. Attend the General Meeting of Shareholders and exercise voting rights through the following methods:

a) Attend and vote /contest directly at the meeting;

b) Authorize other individuals or organizations to attend and vote /cast ballots at the meeting;

c) Attend and vote via online conference, electronic voting, or other electronic means;

d) Send ballots /election forms to the meeting via mail, fax, or email;

d) Submitting ballots /voting documents by other means as prescribed by law.

7. Bear personal responsibility when acting in the name of the Company in any form to carry out one of the following act:

a) Violation of the law;

b) Conducting business and other transactions for personal gain or to serve the interests of other organizations or individuals;

c) Pay off debts that are not yet due in order to mitigate financial risks to the Company.

8. Fulfill other obligations as required by applicable law.

Article 14. General Meeting of Shareholders

1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest decision-making body of the Company. The General Meeting of Shareholders shall meet annually once a year and within four (04) months from the end of the financial year. The Board of Directors shall decide to extend the annual

General Meeting of Shareholders if necessary, but not more than six months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders shall be determined by where the chairperson attends the meeting and must be within the territory of Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the audited annual financial statements. If the audited annual financial statements of the Company contain material exceptions, adverse audit opinions, or disclaimers, the Company must invite a representative of the approved auditing firm that audited the Company's financial statements to attend the Annual General Meeting of Shareholders. The representative of the approved auditing firm is obligated to attend the Company's Annual General Meeting of Shareholders.

3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

a) The Board of Directors deems it necessary for the benefit of the Company;

b) The remaining number of members of the Board of Directors and the Board of Supervisors is less than the minimum number of members required by law;

c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law ; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;

d) At the request of the Board of Supervisors;

d. Other cases as prescribed by law and these Regulations.

4. Convene an extraordinary general meeting of shareholders.

a) The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors is as stipulated in point b, clause 3 of this Article, or upon receiving the request stipulated in points c and d, clause 3 of this Article;

b) If the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4 of this Article, then within the next 30 days, the Board of Supervisors shall replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140 of the Enterprise Law ;

c) If the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in point b, clause 4 of this Article, the shareholder or group of shareholders specified in point c, clause 3 of this Article has the right to request the Company's representative to convene a General Meeting of Shareholders in accordance with the Law on Enterprises;

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d) Procedures for organizing a General Meeting of Shareholders as prescribed in Clause 5, Article 140 of the Enterprise Law .

Article 15. Rights and obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders has the following rights and obligations:

a) Through the company's development strategy;

b) Deciding on the types of shares and the total number of shares of each type authorized for sale; deciding on the annual dividend rate for each type of share;

c) Electing, dismissing, and removing members of the Board of Directors and members of the Board of Supervisors;

d) Decisions to invest in or sell assets with a value of 35 % or more of the total asset value recorded in the Company's most recent financial statement .

d) Decisions to amend or supplement the company's charter;

e) Through annual financial reports;

g) Decision to repurchase more than 10% of the total number of shares sold of each class;

h) Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;

i) Decisions on reorganizing or dissolving the Company;

k) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

l) Approve /Amend/Supplement the Internal Governance Regulations; the Operating Regulations of the Board of Directors and the Board of Supervisors;

m) Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;

n) Other rights and obligations as prescribed by law.

2. The General Meeting of Shareholders discussed and approved the following matters:

a) The company's annual business plan;

b) Audited annual financial statements;

c) Reports from the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;

d) Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors, and the General Director;

d) Self-assessment report on the performance of the Board of Supervisors and its members;

e) The dividend rate per share for each class;

g) Number of members of the Board of Directors and the Board of Supervisors;

h) Electing, dismissing, and removing members of the Board of Directors and members of the Board of Supervisors;

i) Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

k) Approve the list of approved auditing firms; decide which auditing firm is approved to conduct audits of the company's operations when deemed necessary;

l) Supplementing and amending the company's charter;

m) The type of shares and the number of new shares to be issued for each type of share;

n) Dividing, separating, merging, consolidating or transforming the Company;

o) Reorganize and dissolve (liquidate) the Company and appoint a liquidator;

p) Decisions to invest in or sell assets with a value of 35 % or more of the total asset value recorded in the Company's most recent financial statement.

q) Decision to repurchase more than 10% of the total number of shares sold of each class;

r) The company enters into contracts or transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35 % of the total value of the company's assets as recorded in the most recent financial statement;

s) Approve transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law (as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025, and any amending, supplementing, or replacing documents).

t) Approve /Amend/Supplement the Internal Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Board of Supervisors;

u) Other matters as prescribed by law and these CHARTER.

3. All resolutions and matters included on the agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 16. Authorization to attend the General Meeting of Shareholders

1. Individual shareholders may only authorize one other individual or organization to act as their representative. Organizations that are shareholders of the Company and own at least 10% of the total number of common shares may authorize a maximum of five people to act as their representatives.

2. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize another individual or organization to attend, or attend meetings through proxy.

through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law, according to the following specific percentages:

a) Individual shareholders may only authorize one other individual or organization to attend the meeting on their behalf;

b) In the case where a shareholder is an organization owning less than 10% of the total number of common shares, it has the right to authorize a maximum of one (01) person to attend the General Meeting of Shareholders; from 10% or more of the total number of common shares, it has the right to authorize a maximum of five (05) people to attend. If there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. If the owner, member, or shareholder of the company does not determine the capital contribution and the corresponding number of shares for each authorized representative, the capital contribution and the number of shares will be divided equally among the number of authorized representatives.

3. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.

Authorized representatives attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

4. The ballot /voting slip of an authorized representative attending the meeting within the scope of their authorization remains valid in the event of any of the following circumstances, except in the following case:

a) The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;

b) The person who granted the authorization has revoked the designation;

c) The grantor has revoked the authority of the grantee.

This clause does not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Changes to Rights

1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders shall only be adopted if approved by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or approved by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.

2. The holding of a meeting of shareholders holding a class of preferred shares to approve the aforementioned change of rights is only valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If there are not enough representatives as stated above, the meeting shall be rescheduled within the next 30 days, and those shareholders of that class (regardless of the number of people and shares) present in person or through authorized representatives shall be considered to have met the required number of representatives. At the meetings of shareholders holding the aforementioned preferred shares, those shareholders present in person or through their representatives may request a secret ballot. Each share of the same class has equal voting rights at these meetings.

3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 19, 20 and 21 of these Regulations.

4. Unless otherwise stipulated in the terms of the share issuance, the special rights associated with preferred shares concerning some or all matters relating to the distribution of the Company's profits or assets shall not be altered when the Company issues additional shares of the same class.

Article 18. Convening the meeting, meeting agenda, and notice of invitation to the General Meeting of Shareholders.

1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in the cases stipulated in Clause 3, Article 14 of these Charters.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders must be prepared no more than 10 days before the date of sending the notice inviting shareholders to the General Meeting of Shareholders . The company must disclose information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Prepare the program and content for the congress;

c) Prepare documents for the conference;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting;

d) Determine the time and location for holding the congress;

e) Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g) Other tasks related to the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the stock exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a) Meeting agenda and materials to be used in the meeting;

b) A list and detailed information of candidates in the case of electing members of the Board of Directors and members of the Board of Supervisors;

c) Voting /election ballot ;

d) Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of these Charters have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than 05 working days before the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of each type of share held by the shareholder, and the issue proposed for inclusion in the agenda.

5. The person convening the General Meeting of Shareholders has the right to reject the proposal stipulated in Clause 4 of this Article if it falls under one of the following cases:

a) The petition was submitted in violation of the provisions of Clause 4 of this Article;

b) At the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the common shares as stipulated in Clause 2, Article 12 of these Charters;

c) The proposed issue falls outside the scope of authority of the General Meeting of Shareholders;

d) Other cases as prescribed by law and these Regulations.

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 19. Conditions for holding a General Meeting of Shareholders

1. A General Meeting of Shareholders is convened when the number of shareholders present represents more than 50% of the total voting rights.

2. If the first meeting does not meet the quorum requirements as stipulated in Clause 1 of this Article, a notice inviting the second meeting shall be sent within 30 days from the date of the first scheduled meeting . The second General Meeting of Shareholders is held when the number of shareholders in attendance represents 33% or more of the total voting rights .

3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a notice inviting shareholders to a third meeting must be sent within 20 days of the scheduled date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes cast by the shareholders present.

Article 20. Procedures for conducting meetings and voting at the General Meeting of Shareholders

1. Before the meeting commences, the Company must conduct shareholder registration and continue the registration process until all shareholders entitled to attend the meeting have registered, following this procedure:

a) When registering shareholders, the Company issues each shareholder or authorized representative a voting card, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the number of votes cast by that shareholder. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. At the meeting, the votes in favor of the resolution are collected first, followed by the votes against the resolution, and finally, the total number of votes in favor or against is counted to make a decision. The results of the vote count are announced by the Chairman immediately before the meeting adjourns. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;

b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has commenced have the right to register immediately and subsequently have the right to participate and vote /elect at the general meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of previously voted-on items remains unchanged.

2. The election of the chairperson, secretary, and vote counting committee is regulated as follows:

a) The Chairman of the Board of Directors shall preside over or authorize another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, and the person with the highest number of votes shall preside over the meeting;

b) Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;

c) The chairperson appoints one or more people to act as meeting secretaries;

d) The General Meeting of Shareholders shall elect one or more members to the vote counting committee upon the recommendation of the meeting chairman.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.

4. The chairperson of the meeting has the right to take necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

a) Arrange seating at the venue for the Shareholders' General Meeting;

b) Ensure the safety of everyone present at the meeting venues;

c) To facilitate shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above-mentioned measures and apply all necessary measures. Measures applied may include issuing entry passes or using other selection methods.

5. The General Meeting of Shareholders will discuss and vote on each item on the agenda. Voting will be conducted by vote of approval, disapproval, and abstention. The results of the vote count will be announced by the chairperson immediately before the meeting adjourns.

6. Shareholders or their authorized representatives who arrive after the meeting has commenced may still register and have the right to vote immediately after registration; in this case, the validity of any previously voted-on items remains unchanged.

7. The person convening or presiding over the General Meeting of Shareholders has the following rights:

a) Require all meeting attendees to undergo security checks or other lawful and reasonable security measures;

b) Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the General Meeting of Shareholders.

8. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases:

a) The meeting venue does not have enough convenient seating for all attendees;

b) The communication facilities at the meeting venue do not ensure that shareholders attending the meeting can participate, discuss, and vote;

c) Some attendees obstruct or disrupt the meeting, potentially preventing it from being conducted fairly and lawfully.

9. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson and conduct the meeting until its conclusion; all resolutions adopted at that meeting shall be effective and enforceable.

10. In cases where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic means as prescribed in Article 144 of the Enterprise Law and Clause 3, Article 273 of Government Decree No. 155/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

Article 21. Conditions for the adoption of a Resolution of the General Meeting of Shareholders

1. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting rights of all **shareholders present and voting at the meeting ,** except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law ; **the specific percentage shall be stipulated in the Company's Charter.**

a) The type of shares and the total number of shares of each type;

b) Changes in industry, occupation, and business sector;

c) Changes to the company's organizational and management structure;

d) Investment projects or asset sales with a value of 35 % or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's charter stipulates a different percentage or value;

d) Reorganize or dissolve the Company;

e) Other matters as stipulated in the Company's Articles of Association.

2. Resolutions are passed when the number of shareholders holding more than 50% of the total voting rights of all parties. Shareholders attending and voting at the meeting approve, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law ; the specific percentage is stipulated in the Company's Charter.

3. The voting for members of the Board of Directors and the Board of Supervisors must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or the Board of Supervisors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Directors or the Board of Supervisors, a re-election will be held among the

candidates with the equal number of votes, or a selection will be made according to the criteria stipulated in the Company's election regulations.

4. Resolutions passed by 100% of the total voting shares of the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the company's charter.

Article 22. Authority and procedures for obtaining shareholder opinions in writing to adopt resolutions of the General Meeting of Shareholders.

The authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders are carried out according to the following regulations:

1. The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except as stipulated in Clause 2, Article 147 of the Enterprise Law, specifically:

a) Amend and supplement the contents of the Company's Charter;

b) Company development orientation;

c) The type of shares and the total number of shares of each type;

d) Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;

d) Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statement, unless the Company's Articles of Association stipulate a different percentage or value;

e) Through annual financial reports;

g) Reorganizing or dissolving the company.

2. The Board of Directors must prepare ballots, draft resolutions for the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights no later than 15 days prior to the meeting. Deadline for returning the feedback form. The requirements and procedures for submitting opinion forms and accompanying documents shall be carried out in accordance with the provisions of Clause 3, Article 18 of these Regulations.

3. The feedback form must contain the following main contents:

a) Name, address of head office, business registration number;

b) Purpose of soliciting opinions;

c) Full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; or full name, contact address, nationality, and legal document number of the representative of the organization shareholder; number of shares of each class and voting rights of the shareholder;

d) Issues requiring consultation before a decision can be made;

d) The voting options include "agree," "disagree," and "no opinion" for each issue being considered;

e) Deadline for returning the answered feedback forms to the Company;

g) Full name and signature of the Chairman of the Board of Directors.

4. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:

a) In the case of mailing, the answered opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Opinion ballots sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the ballots are counted;

b) In case of sending by fax or email, the opinion poll forms sent to the Company must be kept confidential until the time of vote counting;

c) Opinion ballots sent to the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions or disclosed in the case of fax or email submissions, are invalid. Unsubmitted ballots will be considered as non-voting ballots.

5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must include the following main contents:

a) Name, address of head office, business registration number;

b) The purpose and issues requiring consultation for the resolution to be adopted;

c) The number of shareholders and the total number of votes cast, distinguishing between valid and invalid votes, and the method of submitting the ballots, along with an appendix listing the shareholders who participated in the vote;

d) The total number of votes in favor, against, and abstentions for each issue;

d) The issue that was approved and the corresponding percentage of votes in favor;

e) Full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

6. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Sending the vote count minutes and resolutions may be replaced by posting them on the Company's website within 24 hours of the completion of the vote count.

7. The completed ballots, vote counting records, adopted resolutions, and related documents accompanying the ballots must all be kept at the Company's head office.

8. A resolution adopted by written shareholder consultation is considered valid if it is approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and it has the same validity as a resolution adopted at a General Meeting of Shareholders.

Article 23. Resolutions and Minutes of the General Meeting of Shareholders

1. Shareholders' General Meetings must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in Vietnamese, and may also be in a foreign language, and must include the following main contents:

a) Name, address of head office, business registration number;

b) Time and location of the General Meeting of Shareholders;

c) Meeting agenda and content;

d) Full names of the chairperson and secretary;

d) Summarize the proceedings and the opinions expressed at the General Meeting of Shareholders on each item on the agenda;

e) The number of shareholders and the total number of voting rights of shareholders attending the meeting, an appendix listing registered shareholders, and shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;

g) The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by shareholders present at the meeting;

h) Issues that were approved and the corresponding percentage of votes in favor;

i) Full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and containing all the information as stipulated in this clause. The meeting minutes shall clearly state the reason why the chairperson or secretary refused to sign the minutes.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

3. Minutes drawn up in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall prevail.

4. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders with their signatures, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be disclosed in accordance with the law on information disclosure in the securities market and must be kept at the Company's head office.

Article 24. Request for annulment of a Shareholders' General Meeting Resolution

Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Enterprise Law has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The procedures for convening meetings and making decisions by the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or these CHARTER.

VII. BOARD OF DIRECTORS

Article 25. Nomination and candidacy of Board of Directors members

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

a) Full name, date of birth (day, month, year);

b) Professional qualifications;

c) Work experience;

d) Other managerial positions (including board positions in other companies);

d) Interests related to the Company and its related parties;

e) Other information (if any) as stipulated in the company's charter;

g) Public companies are responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests in the candidate's Board of Directors (if any).

2. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

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

3. If the number of candidates for the Board of Directors, nominated through both the nomination and candidacy process, is still insufficient to meet the requirements stipulated in Clause 5, Article 115 of the Enterprise Law , the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Board of Directors' operating regulations. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the company's charter.

Article 26. Composition and term of office of the Board of Directors members

1. The Board of Directors has 5 members.

2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms. If all members of the Board of Directors complete their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The structure of the Board of Directors is as follows:

The structure of the Board of Directors must ensure compliance with the law on public companies; in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. The non-executive member must fully meet the standards and conditions as prescribed by current law. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.

The Company's Board of Directors has a total of 1 independent member.

4. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed from office, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law .

5. The appointment of members of the Board of Directors must be disclosed in accordance with the legal regulations on information disclosure in the securities market.

6. Members of the Board of Directors are not necessarily shareholders of the Company .

Article 27. Powers and obligations of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the company's charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Deciding on the Company's strategic plan, medium-term development plan, and annual business plan;

b) Propose the types of shares and the total number of shares authorized for sale for each type;

c) Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d) Deciding on the selling price of the Company's shares and bonds;

d) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law ;

e) Deciding on investment options and investment projects within the authority and limits prescribed by law;

g) Deciding on solutions for market development, marketing, and technology;

h) Through purchase, sale, loan, lending and other contracts and transactions with a value of 35 % or more of the total asset value recorded in the Company's most recent financial statement, excluding Contracts and transactions fall under the decision-making authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Enterprise Law ;

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers as stipulated in the company's charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers;

k) Supervising and directing the director and other managers in the daily operation of the Company's business;

l) Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

m) Reviewing the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;

n) Submit the audited annual financial statements to the General Meeting of Shareholders;

o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;

p) Propose the reorganization or dissolution of the Company; request the Company's bankruptcy;

q) Decisions on the promulgation of the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General

Meeting of Shareholders; decisions on the promulgation of regulations on company information disclosure;

r) Request the General Director and other managers in the company to provide information and documents on the financial situation and business operations of the company and its units.

Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are specifically stipulated in the Board of Directors' operating regulations.

s) Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other legal regulations, and the company's charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed in Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.

Article 28. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association.

7. Members of the Board of Directors have the right to hire lawyers to protect their legitimate rights and interests; the Company is responsible for paying all legal fees to protect the legitimate rights and interests of the Company's Board members in the following cases:

- Any member of the Board of Directors is subject to legal action by any individual or organization in accordance with the law and the Company's regulations.

- Members of the Board of Directors must comply with/properly implement the provisions of the law, the Company's Charter, and the Company's regulations and rules in the exercise of their powers and obligations. Even if they have not fully complied with/properly implemented the provisions of the law, the Company's Charter, and the Company's regulations and rules, the exercise of their powers and obligations must be based on evidence that: it benefits the Company; it is for the benefit of the Company; and it does not affect/cause damage to the legitimate and lawful rights and interests of the Company.

Article 29. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors may not also hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and obligations:

a) Develop the program and plan of activities for the Board of Directors;

b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;

c) Organizing the adoption of resolutions and decisions by the Board of Directors;

d) Monitoring the implementation of resolutions and decisions of the Board of Directors;

(d) Presiding over the General Meeting of Shareholders;

e) Other rights and obligations as stipulated in the Enterprise Law and the company's charter.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or dismissal/removal.

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Article 30. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority vote to choose one of them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) Upon the recommendation of the Board of Supervisors or an independent member of the Board of Directors;

b) Based on a proposal from the General Director or at least 05 other managers;

c) A proposal must be submitted by at least two members of the Board of Directors;

4. The proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/ she shall be liable for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the members of the Board of Supervisors in the same manner as to the members of the Board of Directors.

Members of the Board of Supervisors have the right to attend Board of Directors meetings; they have the right to participate in discussions but do not have the right to vote.

8. A Board of Directors meeting shall be held when at least three-quarters of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board of Directors members are present.

9. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following circumstances:

a) Attend and vote directly at the meeting;

b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;

c) Attend and vote via online conference, electronic voting, or other electronic means;

d) Send the ballot to the meeting via mail, fax, or email;

d) Submitting ballots by other means as prescribed by law.

10. In the case of sending ballots to the meeting by mail, the ballots must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. The ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members.

12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting (or by written opinion: in the case of written consultation); in case of a tie vote, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in each subcommittee is determined by the Board of Directors and must be at least three, including members of the Board of Directors and external members. Independent members of the Board of Directors/non-executive members

of the Board of Directors should constitute a majority in the subcommittee, and one of these members shall be appointed as the Subcommittee Chairman by decision of the Board of Directors. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.

Article 32. Person in charge of corporate governance

1. The Company's Board of Directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the Company Secretary as stipulated in Clause 5, Article 156 of the Enterprise Law .

2. The person in charge of corporate governance may not simultaneously work for an approved auditing firm that is auditing the Company's financial statements.

3. The person in charge of company administration has the following rights and responsibilities:

a) Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;

b) Prepare for meetings of the Board of Directors, Board of Supervisors, and General Meeting of Shareholders as requested by the Board of Directors or the Board of Supervisors;

c) Providing advice on meeting procedures;

d) Attend meetings;

d) Advising on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;

e) Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;

g) Monitor and report to the Board of Directors on the Company's information disclosure activities;

h) To serve as the point of contact with relevant stakeholders;

i) Maintaining confidentiality of information in accordance with legal regulations and the company's charter;

k) Other rights and obligations as prescribed by law and [Company Charter].

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVES

Article 33. Organizational structure of the management apparatus

The Company's management system must ensure that the management team is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a General Director, Deputy General Directors, Chief Accountant, and other management positions appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors.

Article 34. Company Managers

1. The company's executives include the General Director, Deputy General Director, Chief Accountant, and other management positions appointed by the Board of Directors and reporting directly to the company.

2. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and with qualifications appropriate to the Company's structure and management regulations as stipulated by the Board of Directors. These executives are responsible for supporting the Company in achieving its operational and organizational goals.

3. The General Director receives a salary and bonuses. The General Director's salary and bonuses are determined by the Board of Directors.

4. Executive salaries are included in the Company's business expenses in accordance with the law on corporate income tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

Article 35. Appointment, dismissal, duties and powers of the General Director

1. The Board of Directors appoints one member of the Board of Directors or hires another person to serve as the General Director.

2. The General Director is responsible for managing the Company's day-to-day business operations; is subject to the supervision of the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations.

3. The term of office for the General Director shall not exceed 5 years and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law. The term of office for the Deputy General Director and the Chief Accountant of the Company is 5 years and they must meet the standards and conditions prescribed by law.

4. The General Director has the following rights and responsibilities:

a) To decide on matters relating to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;

b) To organize the implementation of resolutions and decisions of the Board of Directors;

c) To organize the implementation of the Company's business plan and investment plan;

d) Propose organizational structure and internal management regulations for the Company;

d) Appointing, dismissing, and removing management positions within the Company, except for positions under the authority of the Board of Directors;

e) Deciding on salaries and other benefits for employees in the Company, including managers appointed by the General Director;

g) Recruitment of employees;

h) Propose a plan for paying dividends or handling business losses;

i) Other rights and obligations as prescribed by law , this Charter, and resolutions and decisions of the Board of Directors.

5. The Board of Directors may dismiss the CEO when a majority of the Board members with voting rights present at the meeting approve and appoint a new CEO to replace him.

IX. BOARD OF SUPERVISORS

Article 36. Nomination and candidacy of members of the Board of Supervisors (Supervisors)

1. The nomination and election of members of the Board of Supervisors shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 25 of these Charters, specifically as follows:

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

2. If the number of candidates for the Board of Supervisors nominated through election and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Board of Supervisors's operating regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 37. Composition of the Board of Supervisors

1. The Company's Board of Supervisors consists of 3 members. The term of office for a Board of Supervisors member is no more than 5 years, and they may be re-elected for an unlimited number of terms.

2. Members of the Board of Supervisors must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following cases:

a) Working in the accounting and finance department of the Company;

b) Being a member or employee of an independent auditing firm that audited the company's financial statements for the three consecutive years preceding the audit.

3. Members of the Board of Supervisors shall be dismissed in the following cases:

a) No longer meets the qualifications and conditions to be a member of the Board of Supervisors as stipulated in Clause 2 of this Article;

b) A resignation letter has been submitted and accepted;

c) Other cases as stipulated in these Regulations.

4. Members of the Board of Supervisors shall be dismissed in the following cases:

a) Failure to complete assigned tasks or duties;

b) Failing to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;

c) Repeated and serious violations of the obligations of a member of the Board of Supervisors as stipulated in the Enterprise Law and the company's charter;

d) Other cases as decided by the General Meeting of Shareholders.

Article 38. Head of the Board of Supervisors

1. The Head of the Board of Supervisors is elected by the Board of Supervisors from among its members; the election, dismissal, and removal are based on a majority vote. More than half of the members of the Board of Supervisors must be residents of Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

2. Rights and obligations of the Head of the Board of Supervisors:

a) Convene a meeting of the Board of Supervisors;

b) Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors;

c) Prepare and sign the Board of Supervisors's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 39. Rights and obligations of the Board of Supervisors

The Board of Supervisors has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:

1. Propose and recommend to the General Meeting of Shareholders to approve the list of auditing firms approved to audit the Company's financial statements; decide on the auditing firm approved to conduct the Company's operational inspection, and dismiss approved auditors when deemed necessary.

2. Be accountable to shareholders for your supervisory activities.

3. Monitoring the company's financial situation and ensuring compliance with the law in the operations of the Board of Directors members, the General Director, and other managers.

4. Ensure coordinated activities with the Board of Directors, the General Director, and shareholders.

5. In the event of discovering any violations of the law or the company's charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.

6. Develop the operating regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.

7. Reporting to the General Meeting of Shareholders as prescribed in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.

8. Has the right to access the Company's records and documents kept at the head office, branches, and other locations; has the right to visit the workplaces of the Company's managers and employees during working hours.

9. Has the right to request the Board of Directors, members of the Board of Directors, the General Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.

10. Other rights and obligations as prescribed by law .

Article 40. Meetings of the Board of Supervisors

1. The Board of Supervisors must meet at least twice a year, with at least two-thirds of its members attending. Minutes of the Board of Supervisors meetings must be detailed and clear. The person recording the minutes and all attending Board of Supervisors members must sign the meeting minutes. Minutes of Board of Supervisors meetings must be kept to determine the responsibilities of each Board of Supervisors member.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.

Article 41. Salaries, remuneration, bonuses, and other benefits of members of the Board of Supervisors

Salaries, remuneration, bonuses, and other benefits for members of the Board of Supervisors shall be implemented in accordance with the following regulations:

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.

3. The salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, BOARD OF SUPERVISORS MEMBERS, GENERAL DIRECTOR, AND OTHER EXECUTIVES

Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, in good faith and with due diligence for the benefit of the Company.

Article 42. Responsibility for honesty and avoiding conflicts of interest

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must disclose their related interests in accordance with the Enterprise Law and relevant legal documents.

2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their related parties may only use information obtained through their positions to serve the interests of the Company.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers are obligated to notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds a controlling stake of 50% or more of the charter capital, and those entities or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the securities law on information disclosure.

4. Members of the Board of Directors are not permitted to vote on transactions that benefit that member or a related party, as stipulated in the Enterprise Law and the company's charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related parties of these entities are prohibited from using or disclosing internal information to others for the purpose of conducting related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other executives, and individuals or organizations related to these parties shall not be invalidated in the following cases:

a) For transactions with a value less than 35 % of the total asset value recorded in the most recent financial statement, the significant contents of the contract or transaction, as well as the relationships and interests of the Board of Directors members, Board of Supervisors members, General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Board members who have no vested interest;

b) For transactions with a value from 35 % or trade This results in the value of transactions occurring within 12 months from the date of the first transaction being 35 % or more . The total value of assets recorded in the most recent financial statements, the significant details of this transaction, as well as the relationships and interests of the Board of Directors members, Board of Supervisors members, General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an vested interest.

Article 43. Liability for damages and compensation

1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives who violate their duties and responsibilities of honesty and care, or fail to fulfill their obligations, shall be held liable for any damages caused by their violations.

2. The Company shall compensate individuals who have been, are, or may become involved in claims, lawsuits, or prosecutions (including civil and administrative cases, and not cases in which the Company is the plaintiff) if that person has been or is a member of the Board of Directors, a member of the Board of Supervisors, the General Director, other executives, employees, or authorized representatives of the Company who have been or are performing duties under the Company's authorization, acting honestly and diligently in the Company's best interests in compliance with the law, and there is no evidence to confirm that that person has violated their responsibilities.

3. Compensation costs include judgment fees, fines, and actual payments (including attorney fees) incurred in resolving these cases within the legal framework. The company may purchase insurance for these individuals to avoid the aforementioned compensation liabilities.

XI. RIGHT TO EXAMINE COMPANY RECORDS AND ACCOUNTING

Article 44. Right to access books and records

1. Ordinary shareholders have the right to access the books and records, specifically as follows:

a) Ordinary shareholders have the right to review, search, and extract information about their name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

b) Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to review, examine, and extract minutes and resolutions of the Board of Directors, interim and annual financial statements, reports of the Board of Supervisors, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.

2. In cases where an authorized representative of a shareholder or group of shareholders requests to search the books and records, they must include the authorization letter from the shareholder or group of shareholders they represent, or a notarized copy of such authorization letter.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have the right to access the Company's shareholder register, shareholder list, books, and other records for purposes related to their positions, provided that such information is kept confidential.

4. The company must keep these Articles of Association and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of the General Meeting of Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books and other documents as prescribed by law at its head office or another location provided that the shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. The company's charter must be published on the company's website.

XII. WORKERS AND TRADE UNIONS

Article 45. Workers and trade unions

1. The General Director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives.

2. The General Director shall develop a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

XIII. PROFIT DISTRIBUTION

Article 46. Profit Distribution

1. The General Meeting of Shareholders decides on the dividend payout rate and the form of annual dividend payment from the Company's retained earnings. Dividend payments to shareholders are based on the proposal of the Company's Board of Directors, according to the following principles:

- The allocation of the Reward Fund and Welfare Fund shall, in accordance with legal regulations, not exceed ten percent (10%) of the Company's after-tax profit generated during the year.

- The allocation and use of the Management and Executive Bonus Fund and other funds shall comply with legal regulations and be consistent with the company's production and business performance and investment and development needs.

2. The company does not pay interest on dividend payments or payments related to a particular stock.

3. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this decision.

4. In cases where dividends or other payments related to a stock are paid in cash, the Company must pay in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder. If the Company has transferred the funds according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to that shareholder. Dividend payments for listed/registered shares on the stock exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

5. Pursuant to the Enterprise Law and the Securities Law, the Board of Directors shall pass a resolution or decision to determine a specific date for closing the

shareholder list. Based on that date, those registered as shareholders or holders of other securities are entitled to receive dividends in cash or shares, and to receive notices or other documents.

6. Other matters related to profit distribution shall be handled in accordance with the law.

XIV. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM

Article 47. Bank Accounts

1. The company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.

2. With prior approval from the competent authority, the Company may, if necessary, open bank accounts abroad in accordance with the provisions of the law.

3. The Company conducts all payments and accounting transactions through Vietnamese Dong or foreign currency accounts at the banks where the Company has opened accounts.

Article 48. Fiscal Year

The Company's fiscal year begins on January 1st of each year and ends on December 31st of each year. The first fiscal year begins on the date of issuance of the Business Registration Certificate and ends on December 31st, 2010.

Article 49. Accounting System

1. The accounting system used by the Company is either the enterprise accounting system or a specific accounting system issued and approved by a competent authority.

2. The company shall maintain accounting records in Vietnamese and keep accounting records in accordance with accounting laws and related legislation. These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.

3. The company uses the Vietnamese Dong as its accounting currency. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.

XV. FINANCIAL REPORTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE RESPONSIBILITIES

Article 50. Annual, semi-annual and quarterly financial reports

1. The company must prepare annual financial statements, and these annual financial statements must be audited in accordance with the law. The company must publish the audited annual financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

2. Annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. Annual financial statements must truthfully and objectively reflect the company's operational situation.

3. The company must prepare and publish audited semi-annual financial statements and quarterly financial statements in accordance with the law on information disclosure in the securities market and submit them to the competent state authority.

Article 51. Annual Report

The company must prepare and publish an Annual Report in accordance with the laws and regulations on securities and the securities market.

XVI. COMPANY AUDIT

Article 52. Auditing

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these firms to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors.

2. The audit report is attached to the Company's annual financial statements.

3. Independent auditors conducting the audit of the Company's financial statements are entitled to attend Shareholders' General Meetings, receive notices and other information related to the Shareholders' General Meetings, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.

XVII. THE SEAL OF THE ENTERPRISE

Article 53. Enterprise Seal

1. The seal includes seals made at seal-making establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form, and content of the seals of the Company, its branches, and representative offices (if any).

3. The Board of Directors and the General Director shall use and manage the seal in accordance with current laws and regulations.

XVIII. DISSOLUTION OF THE COMPANY

Article 54. Dissolution of a company

1. A company may be dissolved in the following circumstances:

a) The operating period stipulated in the company's charter has expired without a decision to extend it;

b) In accordance with resolutions and decisions of the General Meeting of Shareholders;

c) The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise;

d) Other cases as prescribed by law.

2. The premature dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) as prescribed by law.

Article 55. Extension of operation

1. The Board of Directors shall convene a General Meeting of Shareholders at least 7 months before the end of the operating term so that shareholders can vote on extending the Company's operating term as proposed by the Board of Directors.

2. The operating period will be extended when shareholders representing 65% or more of the total voting rights of all shareholders present at the General Meeting of Shareholders approve it.

Article 56. Liquidation

1. At least six months before the end of the Company's operating term or after a decision to dissolve the Company is made, the Board of Directors must establish a Liquidation Committee consisting of three members, of which two members are appointed by the General Meeting of Shareholders and one member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees or independent experts. All costs related to liquidation shall be prioritized for payment by the Company before other debts of the Company.

2. The Liquidation Committee is responsible for reporting the date of establishment and the date of commencement of operations to the Business Registration Authority. From that point onwards, the Liquidation Committee acts on behalf of the Company in all matters related to the liquidation of the Company before the Courts and administrative agencies.

3. The proceeds from the liquidation will be paid out in the following order:

a) Liquidation costs;

b) Outstanding wages, severance pay, social insurance contributions, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts;

c) Tax debt;

d) Other liabilities of the Company;

d) The remaining amount after all debts from items (a) to (d) above have been paid shall be distributed to the shareholders. Preferred shares shall be paid first.

XIX. RESOLVING INTERNAL DISPUTES

Article 57. Resolution of internal disputes

1. In the event of disputes or complaints arising from the Company's operations, the rights and obligations of shareholders as stipulated in the Enterprise Law, the Company Charter, other legal regulations, or agreements between:

a) Shareholders and the Company;

b) Shareholders with the Board of Directors, Board of Supervisors, General Director, or other executives;

The parties involved attempt to resolve the dispute through negotiation and mediation. Except in cases involving the Board of Directors or the Chairman of the Board, the Chairman of the Board presides over the dispute resolution process and requires each party to present relevant information within 15 working days of the dispute arising. In cases involving the Board of Directors or the Chairman of the Board, either party may request or appoint an independent expert to mediate the dispute resolution process.

2. If a settlement is not reached within six weeks of the start of the mediation process, or if the mediator's decision is not accepted by the parties, either party may submit the dispute to arbitration or a court.

3. The parties shall bear their own costs related to the negotiation and mediation process. Payment of court costs shall be made according to the court's judgment.

XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 58. Company Charter

1. Amendments and additions to these Charters must be considered and decided upon by the General Meeting of Shareholders.

2. In cases where the law provides provisions relating to the Company's operations that are not mentioned in this Charter, or where new legal provisions differ from the provisions in this Charter, those provisions shall apply to govern the Company's operations.

21. EFFECTIVE DATE

Article 59. Effective Date

1. This Charter, comprising 21 Sections and 59 Articles, was unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company on …. day …. month …. year …. at the Company's headquarters (Phan Trong Tue Street, Dai Thanh Commune, Hanoi City) and the full text of this Charter is hereby accepted and deemed effective.

2. The Articles of Association must be kept at the Company's head office.

3. These Bylaws are the sole and official document of the Company.

4. Copies or extracts of the company's charter are valid only when signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors .

LEGAL REPRESENTATIVE

GENERAL DIRECTOR

Van Hong Son

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: ..54.../TTr-HDQT	*Hanoi, June 4, 2026*

PROPOSAL

On Amendments and Supplements to the Internal Regulations on Corporate Governance of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

To: The General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam and guiding documents for implementation thereof;

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2024;

Pursuant to the Internal Regulations on Corporate Governance approved by the General Meeting of Shareholders on April 22, 2025 and promulgated under Decision No. 50A/QD-HDQT dated April 25, 2025 of the Board of Directors;

Pursuant to practical requirements in the governance and operation of the Company.

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Internal Regulations on Corporate Governance in order to ensure compliance with current legal regulations and the Company's actual operational situation.

At the same time, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to finalize and promulgate the Internal Regulations on Corporate Governance after approval by the General Meeting of Shareholders in accordance with regulations.

The contents of the amendments and supplements and the draft Regulations are presented in the documents attached to this Proposal.

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

Respectfully yours./.

Attachments:

- *Appendix: Summary of Amendments and Supplements to the Internal Regulations on Corporate Governance;*
- *Draft Internal Regulations on Corporate Governance.*

Recipients:
- As above;
- Archived at Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

APPENDIX 2

REPORT ON AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S INTERNAL CORPORATE GOVERNANCE

(Attached is official letter No 54 /PLVD-NDD dated 04/06 /2026 from the Representative)
Regarding the amendment and supplementation of the company's charter to be approved at the 2026 Annual General Meeting of Shareholders)

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
1	**Article 2: Explanation of terms and abbreviations** Clause 1, Article 2: Independent members of the Board of Directors (hereinafter referred to as independent members) are members as stipulated in Clause 2, Article 151 of the Law on Enterprises.	**Article 2: Explanation of terms and abbreviations** Clause 1, Article 2: Independent members of the Board of Directors (hereinafter referred to as independent members) are members as stipulated in Clause 2, Article 155 of the Law on Enterprises.		*Clause 2, Article 155 of the 2020 Law on Enterprises*	Correct the law.
2	**Article 11: Matters approved at the General Meeting of Shareholders:** Point o, Article 11: Decisions to invest in or sell assets with a value of 30% or more of the total asset value recorded in the Company's most recent financial statement.	**Article 11: Matters approved at the General Meeting of Shareholders:** Point o, Article 11: Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement.	Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with	*Point d, Clause 2, Article 138 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
			current legal regulations.		
3	**Article 11: Matters approved at the General Meeting of Shareholders** Point q, Article 11: The Company enters into contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 30 % of the total value of the Company's assets as recorded in the most recent financial statement.	**Article 11: Matters approved at the General Meeting of Shareholders** Point q, Article 11: The Company enters into contracts and transactions with the entities specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than 35 % of the total value of the Company's assets as recorded in the most recent financial statement.	Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.	*Clause 3, Article 167 of the 2020 Law on Enterprises*	
4	**Article 11: Matters approved at the General Meeting of Shareholders** Point r, Article 11: Approval of transactions stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.	**Article 11: Matters approved at the General Meeting of Shareholders** Point r, Article 11: Approval of transactions as stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law (as amended and supplemented by Decree No. 245/2025/ND-	In accordance with legal regulations	*According to Section 84 of Decree 245/2025/ND-CP dated September 11, 2025*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
		CP dated September 11, 2025, and any amending, supplementing, or replacing documents).			
5	**Article 16: Conditions for the resolution to be adopted:** Point d, Clause 1, Article 16: Investment projects or sale of assets with a value equal to or greater than 30% of the total asset value recorded in the company's most recent financial statement.	**Article 16: Conditions for the resolution to be adopted:** Point d, Clause 1, Article 16: Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the company's most recent financial statement;	Ensure consistency with current legal regulations.	*Point d, Clause 1, Article 148 of the 2020 Law on Enterprises*	
6	**Article 48: Number, term of office, and structure of Board of Directors members** Point ak, Clause 3, Article 48: The structure of the Board of Directors of a public company must ensure that at least 1/3 of the total number of Board members are non-executive members. The company shall minimize the number of Board members holding executive positions within the company to ensure the independence of the Board of Directors.	**Article 48: Number, term of office, and structure of Board of Directors members** Point ak, Clause 3, Article 48: The structure of the Board of Directors must ensure compliance with the provisions of the law on public companies; in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. Non-executive members must fully meet the standards and conditions as prescribed by current law. The Company shall minimize the number of Board	In accordance with legal regulations	*Clause 79, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
		members holding executive positions of the Company to ensure the independence of the Board of Directors.			
7	**Article 49: Standards and Conditions for Board Membership** Clause 3, Article 49: A member of the Company's Board of Directors may only simultaneously be a member of the Board of Directors in a maximum of 05 other companies.	**Article 49: Standards and Conditions for Board Membership** Clause 3 of Article 49: A member of the Company's Board of Directors may only simultaneously be a member of the Board of Directors or the Board of Members in a maximum of 05 other companies.	In accordance with legal regulations	*Clause 78, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025*	
8	**Article 61: Voting Procedure** Point b, Clause 1, Article 61: Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article.	**Article 61: Voting Procedure** Point b, Clause 1, Article 61: Authorizing another person to attend meetings and vote as stipulated in Clause 11 , Article 30 Company Charter	In accordance with the Company Charter.		Correct the terms and conditions accordingly.
9	**Article 61: Voting Procedure** Clause d, paragraph 3, Article 61: A member of the Board of Directors who benefits from a contract as stipulated in points	**Article 61: Voting Procedure** Clause d, paragraph 3, Article 61: A member of the Board of Directors who benefits from a contract as stipulated in points	In accordance with the Company Charter.		Correct the terms and conditions accordingly.

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	a and b, paragraph 6, Article 43 of these Charters shall be considered to have a significant interest in that contract.	a and b, paragraph 6, Article 42 of the company's charter is considered to have a significant interest in that contract.			
10	**Article 93: Issues that the General Director must report, provide information on, and the method of notification to the Board of Directors and the Supervisory Board.** Clause c, paragraph 1, Article 93: Specifically, in cases where contracts and transactions are approved in accordance with Clause 1, Article 167 of the Company Charter and their value is less than 30% of the total value of the enterprise's assets as recorded in the most recent financial statement, the legal representative of the Company signing the contract or transaction must notify the members of the Board of Directors and the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction . The Board of	**Article 93: Issues that the General Director must report, provide information on, and the method of notification to the Board of Directors and the Supervisory Board.** Clause c, Article 93, Section 1: Specifically, in cases where contracts and transactions are approved in accordance with Clause 1, Article 167 of the Law on Enterprises and have a value less than 35 % of the total asset value of the enterprise as recorded in the most recent financial statement, the legal representative of the Company signing the contract or transaction must notify the members of the Board of Directors and the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall	In accordance with legal regulations Increase proactiveness in making decisions regarding the Company's investment activities, asset acquisition and transactions; ensure consistency with the scale of production and business operations and compliance with current legal regulations.		Correct the terms and conditions accordingly .

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation.	Practical Basis	Legal basis	Note
	Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Company Charter stipulates a different period; members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote.	decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the company's charter stipulates a different period; members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote.			

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

DRAFT

REGULATIONS

INTERNAL CORPORATE GOVERNANCE
VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

Hanoi, … 2026

CHAPTER 1 – GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of application

1. Scope of application: This regulation governs the roles, rights, and obligations of the General Meeting of Shareholders, the Board of Directors, and the General Director; the procedures for holding the General Meeting of Shareholders; the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors, the Board of Supervisors, the General Director, and other activities as stipulated in the company's charter and other current legal regulations.

2. Scope of Application: This regulation applies to members of the Board of Directors, the Board of Supervisors, the General Director, and related parties mentioned in this regulation.

Điều 1. Explanation of terms and abbreviations

1. Non-executive board members are board members who are not the General Director, Deputy General Director, Chief Accountant, or other executives as stipulated in the company's charter.

An independent member of the Board of Directors (hereinafter referred to as an independent member) is a member as stipulated in Clause 2, Article 155 of the Law on Enterprise .

2. Company: Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

3. BOD: refers to the Board of Directors.

4. Candidacy: self-nomination

5. BOS: refers to the Board of Supervisors

6. VSD: is the Vietnam Securities Depository and Clearing Corporation.

7. Delegate: is a shareholder or a representative (a person authorized by a shareholder).

8. Person in charge of corporate governance: is the person whose responsibilities and authority are stipulated in Article 281 of Decree 155/2020/ND-CP.

CHAPTER 2 – GENERAL MEETING OF SHAREHOLDERS

I. REGULATIONS FOR GENERAL MEETING OF SHAREHOLDERS TO ADOPT RESOLUTIONS BY VOTING AT THE MEETING

Section 1. Role, rights and obligations of the General Meeting of Shareholders

The roles, rights, and obligations of the General Meeting of Shareholders are stipulated in Article 138 of the Law on Enterprises No. 59/2020/QH14, the Securities Law No. 54/2019/QH14, and Articles 14 and 15 of the company's charter.

Section 2. Regulations on the procedures for convening and voting at the General Meeting of Shareholders

Article 2. Authority to convene the General Meeting of Shareholders

1. Authority to convene the Annual General Meeting of Shareholders : The General Meeting of Shareholders shall meet annually once a year and within four (04) months from the end of the financial year. Unless otherwise stipulated in the company's charter, the Board of Directors shall decide to extend the meeting of the General Meeting of Shareholders if necessary, but not more than six months (06) months from the end of the fiscal year.

2. Authority to convene an extraordinary general meeting of shareholders:

a. The Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors or Board of Supervisors as stipulated in point b, clause 3, Article 14 of the company's charter or upon receiving the request stipulated in points c and d , clause 3, Article 14 of the company's charter;

   The Board of Directors must notify the next General Meeting of Shareholders if an independent member of the Board of Directors no longer meets the required standards and conditions, or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6 months from the date of receiving notification from the relevant independent member of the Board of Directors;

b. In the event that the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in point a, clause 4, Article 14 of the company's charter, then within the next thirty (30) days, the Board of Supervisors must replace the Board of Directors in convening a General Meeting of Shareholders as prescribed in clause 3, Article 140. Law on Enterprises;

c. If the Board of Supervisors fails to convene a General Meeting of Shareholders as stipulated in point b, clause 4, Article 14 of the company's charter, the shareholder or group of shareholders specified in point c, clause

3, Article 14 of the company's charter have the right to request the company's representative to convene a General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the procedures for convening, conducting the meeting, and making decisions of the General Meeting of Shareholders. All costs for convening and conducting the General Meeting of Shareholders will be reimbursed by the Company. This does not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

d. The procedure for organizing a General Meeting of Shareholders is regulated by Clause 5, Article 140 of the Law on Enterprises.

Article 4. Personnel for the Shareholders' General Meeting

1. Chairperson and Presidium:

a. The Chairman of the Board of Directors presides over or authorizes another member of the Board of Directors to preside over the General Meeting of Shareholders convened by the Board of Directors. If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to preside over the meeting by majority vote. If no one can be elected to preside, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect a presiding officer from among those present, with the candidate receiving the highest number of votes becoming the presiding officer.

b. Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting, and the person with the highest number of votes shall be the chairman of the meeting;

c. The chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

d. The chairperson of the General Meeting of Shareholders has the following rights:

- Require all meeting attendees to undergo security checks or other lawful and reasonable security measures;

- Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the normal progress of the meeting, or fail to comply with security checks from the General Meeting of Shareholders.

e. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases:

- The meeting venue did not have enough comfortable seating for all attendees.
- The communication facilities at the meeting venue do not guarantee that shareholders attending the meeting can participate, discuss, and vote;
- Some attendees obstructed the meeting, disrupted order, and risked preventing the meeting from being conducted fairly and legally.

f. Other rights and obligations of the Chairperson are as stipulated by applicable law.

g. The Presidium consists of 3 The committee consists of one Chairman and two Members .

h. The role of the Presidium:

- Conduct the activities of the Company's General Meeting of Shareholders according to the agenda of the Board of Directors, which has been approved by the General Meeting of Shareholders;
- Instructing delegates and the Congress to discuss the items on the agenda;
- Present drafts and conclusions on necessary issues for the Congress to vote on;
- Responding to the issues raised by the Congress;
- Addressing issues that arise throughout the Congress.

2. Congress Secretariat:

a. The chairperson appoints one or more people to act as secretaries for the meeting;

b. The duties of the Congress Secretariat:

- Record the contents of the Congress fully and accurately;
- Receive registration forms for shareholders/ representatives to speak;

- Prepare meeting minutes and draft resolutions for the General Meeting of Shareholders;
- Assist the Chairperson in announcing information related to the General Meeting of Shareholders and notifying Shareholders in accordance with legal regulations and the company's charter;
- Other tasks as requested by the Chairperson.

3. Vote Counting Committee:

a. The general meeting of shareholders elects one or more people to the vote counting committee upon the recommendation of the meeting chairman;

b. The responsibilities of the vote counting committee:

- Disseminate the principles, rules, and guidelines on how to vote /elect .
- Count and record the ballots, prepare the vote counting /election minutes, announce the results; and forward the minutes to the Chairperson.
- Quickly inform the secretary of the voting results.
- Review and report to the Congress any cases of violations of voting rules or complaints regarding voting results.

4. Committee for verifying the eligibility of shareholders/ shareholder representatives:

a. The chairperson appoints one or more individuals to serve on the Shareholder/Shareholder Representative Eligibility Verification Committee for the meeting. The Shareholder/ Shareholder Representative Eligibility Verification Committee of the General Meeting consists of 5 people, including 1 Chairman and 4 members.

b. The responsibilities of Shareholder/Shareholder Representative Eligibility Verification Committee:

- Verify the eligibility and status of shareholders and shareholder representatives attending the meeting.
- The Head of the Delegate Eligibility Verification Committee reports to the General Meeting of Shareholders on the attendance of shareholders. If the meeting has a sufficient number of shareholders and authorized representatives representing more than 50% of the total voting shares, then the General Meeting of Shareholders of the Company can proceed.
- Participate in counting votes on other matters before the Vote Counting Committee is established.

Article 5. Prepare a list of shareholders entitled to attend the meeting and announce the closing date for the list of shareholders entitled to attend the General Meeting of Shareholders.

1. The company must disclose information regarding the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date.

2. The company shall carry out the procedures for compiling the shareholder list and related procedures in accordance with the Regulations on the Exercise of Rights of the Vietnam Securities Depository and Clearing Corporation .

Article 6. Notice of convening the General Meeting of Shareholders

1. The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date. The notice of meeting must include the name, registered office address, and business registration number of the shareholder; the name and contact address of the shareholder; the time and place of the meeting; and other requirements for attendees.

2. Meeting notices are sent in a manner that ensures they reach the shareholders' contact addresses and are posted on the company's website.

3. The meeting invitation must be accompanied by the following documents:

a. The meeting agenda, the documents to be used in the meeting, and the draft resolutions for each item on the agenda;
b. List and details of candidates in the case of electing members of the Board of Directors and members of the Board of Supervisors;
c. Voting ballot / ballot paper.

4. If the Company has a website, sending meeting documents along with the meeting invitation notice as stipulated in Clause 3 of this Article may be replaced by posting them on the Company's website. In this case, the meeting invitation notice must clearly state where and how to download the documents.

Article 7. Agenda and content of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall be convened in accordance with the circumstances stipulated in Article 3 of these Regulations.

2. The person convening the General Meeting of Shareholders must perform the following tasks:

a. Prepare a list of eligible shareholders to participate in voting / elections. At the General Meeting of Shareholders, the list of shareholders entitled to

attend the General Meeting of Shareholders must be compiled no more than 10 days before the date of sending the notice inviting shareholders to the General Meeting. The company must disclose information about the compilation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date . The procedures shall be carried out in accordance with the provisions of Article 6 of these Regulations;

b. Prepare the program and content for the congress;
c. Prepare documents for the conference;
d. Draft resolution of the General Meeting of Shareholders according to the agenda of the meeting;
e. Determine the time and location for holding the congress;
f. Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;
g. Other tasks related to the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures it reaches the shareholders' contact addresses, and shall also be published on the Company's website and the website of the State Securities Commission and the stock exchange where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send the notice of the meeting to all shareholders on the list of shareholders entitled to attend the meeting at least 21 days before the opening date of the meeting (calculated from the date the notice is duly sent or transmitted). The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of the meeting must clearly state the link to all meeting documents so that shareholders can access them, including:

a. Meeting agenda, documents to be used in the meeting;
b. List and details of candidates in the case of electing members of the Board of Directors and members of the Board of Supervisors;
c. Voting /election ballot;
d. Draft resolutions for each item on the meeting agenda.

4. Shareholders or groups of shareholders as stipulated in Clause 2, Article 12 of the Company Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company no later than 05 days. The proposal must clearly state the

shareholder's name, the number of each type of share held by the shareholder, contact address, nationality, Citizen Identification Card number, National Identity Card number, Passport number, or other legally valid personal identification for individual shareholders; the name, business registration number or establishment decision number, and head office address for organizational shareholders; the number and type of shares held by that shareholder; and the issue proposed for inclusion in the meeting agenda.

5. The person convening the General Meeting of Shareholders has the right to reject a proposal as stipulated in Clause 4 of this Article if it falls under one of the following cases:

a. The petition was submitted in violation of the provisions of Clause 4 of this Article;
b. At the time of the petition, the shareholder or group of shareholders did not hold sufficient shares. 5% or more of the common shares as stipulated in Clause 2, Article 12 of the company's charter ;
c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.
d. Other cases as prescribed by law and the company's Charter.

6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in Clause 4 of this Article in the proposed agenda and content of the meeting, except as provided in Clause 5 of this Article; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.

Article 8. Procedures for Registration and Authorization to Attend the General Meeting of Shareholders

1. Procedures for registration for attendance at the General Meeting of Shareholders prior to the opening date of the General Meeting of Shareholders:

a. The procedure for registering to attend the General Meeting of Shareholders is clearly stipulated in the Notice of the General Meeting of Shareholders, including contacting the Company or sending the Registration Form for Attending the Meeting (attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Company.

b. Shareholders can choose to register to attend the General Meeting of Shareholders in the manner specified in the notice, including:

- Attend and vote/contest in person at the meeting;

- Authorize another representative to attend and vote/cast ballots at the meeting and comply with the provisions of Clause 2 of this Article; (If more than one representative is appointed, the number of shares and the number of votes/casting ballots authorized for each representative must be specifically determined).
- Participate and vote/cast ballots through online conferences, electronic voting, or other electronic means;
- Submit your ballot/election ticket to the meeting via mail, fax, or email;
- Forms of registration for attending the General Meeting of Shareholders are in accordance with the provisions of the law.
- The company must make every effort to apply modern information technologies so that shareholders can best attend and express their opinions at the General Meeting of Shareholders, including guiding shareholders to vote through online General Meeting of Shareholders, electronic voting or other electronic forms as prescribed in Article 14 of the Law on Enterprises and the company's charter.

2. Regulations regarding authorization to attend the meeting:

a. Shareholders, or their authorized representatives, exercise their authorization in accordance with Article 16 of the Company's Charter;

b. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Point a, Clause 2 of this Article must be in writing. The authorization document must be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.

Authorized representatives attending the General Meeting of Shareholders must submit the authorization document when registering to attend. In case of sub-authorization, the representative must also present the original authorization document from the shareholder or the authorized representative of the shareholder (if not previously registered with the Company).

c. The ballot/voting slip of an authorized representative attending the meeting within the scope of their authorization remains valid in the event of any of the following circumstances, except in the following case:

- The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;
- The principal has revoked the designation of authorization;
- The grantor has revoked the authority of the grantee.
- This clause does not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

3. Procedures for registering to attend the General Meeting of Shareholders and verifying the eligibility of shareholders/shareholder representatives on the day of the General Meeting of Shareholders .

Before the meeting commences, the Company must conduct shareholder registration and continue the registration process until all shareholders entitled to attend the meeting have registered, following this procedure:

a. When registering shareholders, the Company issues each shareholder or authorized representative a voting card /voting slip/election ballot , which includes the registration number, the shareholder's full name, the authorized representative's full name, and the number of votes /election ballots for that shareholder. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. The results of the vote count are announced by the Chairman immediately before the closing of the meeting *[unless otherwise stipulated in the Company's Charter]* . The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairman of the meeting;
b. Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has commenced have the right to register immediately and subsequently participate in and vote /elect at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any previously voted /elected items remains unchanged.

Article 9. Conditions for holding a General Meeting of Shareholders

1. A General Meeting of Shareholders is held when the number of shareholders in attendance represents more than 50% of the total number of voting shares.

2. If the first meeting does not meet the quorum requirements as stipulated in Clause 1 of this Article, a notice inviting the participants to a second meeting shall be sent within 30 days. from the date of the first scheduled meeting. The second General Meeting of Shareholders is held when the number of shareholders attending represents from 33% or more of the total voting shares.

3. If the second meeting does not meet the quorum requirements as stipulated in Clause 2 of this Article, a notice inviting the third meeting must be sent within 20 days. days from the date of the scheduled second meeting. The third General Meeting of Shareholders will be held regardless of the total number of votes cast by the shareholders present.

Article 10. Form of adopting resolutions at the General Meeting of Shareholders

The General Meeting of Shareholders adopts resolutions within its authority by means of voting at the meeting, obtaining opinions in writing, and other forms as prescribed by the C`ompany Charter and current laws.

Article 11. The contents were approved at the General Meeting of Shareholders

a. Through the company's development strategy;
b. The company's annual business plan;
c. The annual financial statements have been audited;
d. The Board of Directors' report on the governance and performance of the Board of Directors and each individual member of the Board of Directors;
e. Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors, and the Director (General Director);
f. Self-assessment report on the performance of the Board of Supervisors and its members;
g. Dividend rates per share for each type;
h. Number of members of the Board of Directors and the Board of Supervisors;
i. Electing, dismissing, and removing members of the Board of Directors and members of the Board of Supervisors;
j. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
k. Supplementing and amending the company's charter;

l. The types of shares and the number of new shares to be issued for each type of share;
m. Dividing, separating, merging, consolidating, or transforming the Company;
n. Reorganize and dissolve (liquidate) the company and appoint a liquidator;
o. Decisions to invest in or sell assets worth 35% or more of the total asset value recorded in the Company's most recent financial statement.
p. The decision is to repurchase more than 10% of the total shares sold of each class;
q. The Company enters into contracts or transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises, with a value equal to or greater than 35% of the total asset value of the Company as recorded in the most recent financial statements;
r. Approval of transactions in accordance with Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities (as amended and supplemented by Decree No. 245/2025/NĐ-CP dated September 11, 2025 and other amending, supplementing, or replacing documents, if any).
s. Approve , supplement, and amend the internal regulations on corporate governance, the regulations on the operation of the Board of Directors, and the regulations on the operation of the Board of Supervisors;
t. Review and handle violations by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
u. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary;
v. Other matters as stipulated by law and the company's Company Charter.

Article 12. Voting to approve issues at the meeting

1. General principles

a. All matters on the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

b. Voting cards, ballot papers, and election ballots are printed, stamped, and sent directly to delegates at the general meeting by the Company (along with the shareholder meeting attendance documents). Each delegate is issued a voting card, ballot paper, and election ballot. The voting card, ballot paper,

and election ballot clearly state the delegate's code, full name, number of shares owned, and authorized voting authorization.

2. Regulations regarding the validity of voting cards, ballot papers, and election ballots.

a. Voting Card: This is a pre-printed card issued by the Company, which must not be altered, erased, torn, or damaged, and must bear the Company's seal.

b. Voting ballot

- **Valid ballot** The ballot must be a pre-printed form issued by the Organizing Committee, without any erasures, alterations, tears, or damage, and must not contain any additional content beyond what is stipulated for this form. It must also be signed, with the full handwritten name of the participating delegate below the signature, and submitted to the Ballot Counting Committee before the ballot box is opened.

  On the ballot, the vote is valid when the delegate marks one (01) of the three (03) voting squares **.**

- **Invalid ballot:**

  - The content does not comply with the regulations of a valid ballot.

c. Ballot

- **A valid ballot** is a ballot that is printed according to the template provided by the organizing committee, without any erasures, alterations, or additions beyond what is required for the ballot; it must be signed and clearly state the full name of the attending delegate and submitted to the Ballot Counting Committee before the ballot box is opened.

- **Invalid ballot:**

  - The content does not comply with the regulations of a valid ballot.
  - The number of candidates elected by shareholders/shareholder representatives is greater than the number of candidates required to be elected.
  - The ballots contain a total number of votes cast for the shareholder's or representative's candidates that exceeds the total number of votes allowed.
  - Other regulations are as stipulated in the Regulations on the Election of General Meeting of Shareholders and the Company's Company Charter.

Article 13. Voting method

1. General principles

- The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by raising cards, direct voting, electronic voting, or other electronic forms as prescribed by law.
- Shareholders/shareholder representatives vote to approve, disapprove, or abstain from an issue put to a vote at the General Meeting by raising their Voting Card or filling in their chosen options on the Voting Form.

2. Forms of voting

a. Voting by Voting Card: When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Presidium. If a delegate does not raise the Voting Card in all three times of voting in Approve, Disapprove, or Abstain, it will be considered as a vote in favor of that issue. If a delegate raises the Voting Card more than once (01) when voting in Approve, Disapprove, or Abstain, it will be considered an invalid vote. According to the method of voting by raising the Voting Card, the Member of the Delegate Eligibility Verification Committee/Vote Counting Committee marks the delegate code and the corresponding number of votes for each shareholder in Approve, Disapprove, Abstain, and Invalid.

b. Voting by ballot: When voting by filling out a ballot, for each item, delegates select one of three options – "Agree," "Disagree," or "No opinion" – printed on the ballot by marking "X" or " V " in their chosen box. After completing all items to be voted on at the General Meeting, delegates submit their ballots to the sealed ballot box at the General Meeting as instructed by the Ballot Counting Committee. The ballot must be signed and clearly state the full name of the shareholder/shareholder representative.

Article 14. Electing methods

1. General principles

- Comply strictly with the law and the company's charter;
- Members of the vote counting committee are not allowed to be on the list of nominees or to self-nominate for the Board of Directors and the Board of Supervisors.

2. Forms of voting in elections

a. Cumulative voting

- Accordingly, each shareholder/shareholder representative has a total number of voting rights corresponding to the total number of shares owned or represented multiplied by the number of members to be elected;
- Shareholders/shareholder representatives attending the meeting have the right to allocate all of their total voting rights to one or more candidates;
- In the event that additional candidates emerge on the day of the general meeting, shareholders/shareholder representatives may contact the Ballot Counting Committee to request a new ballot and must return the old ballot (before placing it in the ballot box).
- In case of an incorrect selection, the shareholder/shareholder representative should contact the Vote Counting Committee to obtain a new ballot and must submit the old ballot.
- How to fill out the ballot: Each delegate will be given ballots. The specific instructions for filling out the ballot are as follows:
    + Shareholders/shareholder representatives elect a maximum number of candidates equal to the number of candidates to be elected.
    + If delegates choose to cast all their votes for one or more candidates, they should mark the "Cumulative Voting" box for the corresponding candidates.
    + If the number of votes is not equal for multiple candidates, delegates should clearly indicate the number of votes cast in the "Number of votes" box for each candidate.
- Principles of election:
    + The elected candidates are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the required number of members are elected.
    + In the event that two (02) or more candidates receive the same number of votes for the last member, a re-election will be held among the candidates with the same number of votes.
    + If the results of the first round of elections do not yield the required number of members, elections will be held until the required number of members are elected.

b. Elections by voting:

In the case of electing members of the Board of Directors and Board of Supervisors, if the number of candidates is less than or equal to the number of

members to be elected to the Board of Directors/Board of Supervisors, the election of members of the Board of Directors/Board of Supervisors ***may be*** conducted using the cumulative voting method as described above or by direct election (approve, disapprove, abstain).

Article 15. Vote counting method

1. The vote counting process involves collecting ballots/voting cards/voting slips that approve the resolution, then collecting voting cards/voting slips that disapprove, and finally counting the total number of votes that approved, disapproved, or abstained.

2. If any issues arise and shareholders make a request in accordance with legal regulations and it is approved by the General Meeting of Shareholders, the Company must appoint an independent organization to collect and count the votes.

Article 16. Conditions for Adoption of Resolutions

1. A resolution on the following matters shall be adopted if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders attending and voting at the meeting , except as provided in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises; the specific percentage shall be stipulated in the Company's Charter.

a. Types of shares and the total number of shares of each type;

b. Changes in industry, occupation, and business sector;

c. Changes to the company's organizational and management structure;

d. An investment project or sale of assets with a value of 35% or more of the total asset value recorded in the company's most recent financial statement .

e. Reorganize or dissolve the company;

f. Extend the company's operating license;

g. Other matters are governed by the Company's Company Charter.

2. Resolutions are adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders attending and voting at the meeting , except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises ; the specific percentage is stipulated in the Company's Charter.

Note: *In the case of electing members of the Board of Directors and Board of Supervisors, if the number of candidates is less than or equal to the number of members to be elected to the Board of Directors/Board of Supervisors, the*

election of members of the Board of Directors/Board of Supervisors may be conducted using the cumulative voting method as above or by direct election (approve, disapprove, abstain).

3. Resolutions passed by 100% of the total voting shares of the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the company's charter .

Article 17. Announcement of vote count results

The vote counting committee will review, compile, and report the results of the counting for each issue to the Chairperson. The results of the vote counting will be announced by the Chairperson immediately before the closing of the meeting.

Article 18. Procedures for Objection to Resolutions of the General Meeting of Shareholders

1. Shareholders who voted against a resolution regarding the reorganization of the company or changes to the rights and obligations of shareholders as stipulated in the company's charter have the right to request the company to repurchase their shares. The request must be in writing, clearly stating the shareholder's name and address, the number of shares of each type, the intended selling price, and the reason for requesting the company to repurchase. The request must be sent to the company within 10 days from the date the General Meeting of Shareholders approves the resolution on the matters stipulated in this clause.

2. The company must repurchase shares at the request of shareholders as stipulated in Clause 1 of this Article at market price or at a price calculated according to the principles stipulated in the company's charter within 90 days from the date of receiving the request. If an agreement on the price cannot be reached, the parties may request a valuation organization to determine the price. The company shall introduce at least three valuation organizations for shareholders to choose from, and that choice shall be final.

3. Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

a. The procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on

Enterprises and the Company's Charter, except as stipulated in Clause 2, Article 152 of the Law on Enterprises;

b. The resolution's content violates the law or the Company's Company Charter.

Article 19. Prepare the minutes of the Shareholders' General Meeting.

1. General Meeting of Shareholderss must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in Vietnamese, and may also be in a foreign language, and must include the following main contents:

a. Name, registered office address, business registration number;
b. Time and location of the General Meeting of Shareholders;
c. Meeting agenda and content;
d. The names of the chairperson and secretary;
e. Summarize the proceedings and statements made at the General Meeting of Shareholders on each item on the agenda;
f. The number of shareholders and the total number of voting shares of shareholders attending the meeting, the appendix listing registered shareholders, and the shareholder representatives attending the meeting with their corresponding shareholdings and voting rights;
g. The total number of votes cast for each voting issue, specifying the voting method, the total number of valid, invalid, affirmative, and abstention votes; and the corresponding percentage of the total votes cast by shareholders present at the meeting.
h. Summarize the number of votes for each candidate (if applicable);
i. The issues were approved and the corresponding percentage of votes were cast in favor;
j. The full name and signature of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid only if signed by all other members of the Board of Directors present at the meeting and containing all the information as stipulated in this clause. The meeting minutes shall clearly state the chairperson's or secretary's refusal to sign.

2. The minutes of the General Meeting of Shareholders must be completed and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents.

3. Minutes drawn up in both Vietnamese and foreign languages have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign-language minutes, the content in the Vietnamese minutes shall prevail.

Article 20. Announcement of Resolutions and Minutes of the General Meeting of Shareholders

1. Resolutions, minutes of the General Meeting of Shareholders, appendix listing shareholders registered to attend the meeting, proxies for attending the meeting, all documents attached to the minutes (if any), and related documents accompanying the meeting invitation notice must be kept at the Company's head office.

2. Resolutions, minutes of the General Meeting of Shareholders, and accompanying documents must be disclosed in accordance with the law on information disclosure in the securities market.

II. PROVISIONS APPLICABLE TO THE GENERAL MEETING OF SHAREHOLDERS ADOPTING RESOLUTIONS BY WAY OF WRITTEN OPINION COLLECTION

Article 21. Cases Where Written Opinion Collection from Shareholders Is Not Permitted.

The authority and procedures for obtaining shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders are carried out according to the following regulations:

The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders. However, soliciting shareholder opinions in writing is not permitted in the cases stipulated in Clause 2, Article 147 of the Law on Enterprises, specifically:

1. Amend and supplement the contents of the Company's Charter;

2. Company Development Orientation;

3. Types of shares and the total number of shares of each type;

4. Electing, dismissing, and removing members of the Board of Directors and the Board of Supervisors;

5. Decisions to invest in or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, unless the Company's Company Charter stipulate a different percentage or value;

6. Through annual financial reports;

7. Reorganize or dissolve the company.

Article 22. Cases Where Written Opinion Collection from Shareholders Is Permitted.

The Board of Directors has the right to solicit shareholder opinions in writing to approve resolutions of the General Meeting of Shareholders, except in the cases stipulated in Article 21 of these Regulations.

Article 23. Procedures and Formalities for the General Meeting of Shareholders to Adopt Resolutions by Way of Written Opinion Collection.

1. The company must disclose information regarding the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the record date.

2. The Board of Directors must prepare ballots, draft resolutions for the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights no later than the deadline. Ten days prior to the deadline for resubmitting the opinion survey form, the requirements and method for submitting the opinion survey form and accompanying documents shall be in accordance with the provisions of Clause 3, Article 18 of the Company's Charter .

3. Regulations regarding the Feedback Form

a. The survey form must include the following key information:

- Name, registered office address, business registration number;
- Purpose of soliciting feedback;
- The full name, contact address, nationality, and legal document number of an individual shareholder; the name, business registration number or legal document number of an organization, and the head office address of an organization shareholder; or the full name, contact address, nationality, and legal document number of an individual representative of an organization shareholder; the number of shares of each class and the number of voting/election ballots of the shareholder.
- The issue requires consultation before a decision can be made.
- The voting options include "agree," "disagree," and "no opinion" for each issue being considered.
- The deadline for submitting the feedback form to the company has been set.
- Full name and signature of the Chairman of the Board of Directors.

b. Shareholders may submit their completed opinion ballots to the Company by mail, fax, or email in accordance with the following regulations:

- In the case of mailing, the answered opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Opinion ballots sent to the Company must be enclosed in a sealed envelope, and no one is allowed to open it before the ballots are counted;
- In the case of sending ballots by fax or email, the ballots sent to the Company must be kept confidential until the time of vote counting;
- Opinion ballots submitted to the Company after the deadline specified in the ballot, or that have been opened (in the case of mail submission) or disclosed (in the case of fax or email submission), are invalid. Unsubmitted ballots will be considered as non-voting ballots.

4. Count the votes and prepare the vote counting report.

The Board of Directors counts the votes and prepares a vote counting report in the presence of the Board of Supervisors or shareholders who do not hold management positions in the Company. The vote counting report must include the following key information:

- Name, registered office address, business registration number;
- The purpose and issues requiring consultation before the resolution can be passed;
- The number of shareholders with the total number of votes/elections cast, distinguishing between valid and invalid votes/elections, and the method of submitting the votes/election ballots, along with an appendix listing the shareholders who participated in the voting/election;
- The total number of votes in favor, against, and abstentions on each issue, and the total number of votes cast for each candidate (if any);
- The issue was approved, and the voting percentage was in favor.
- The full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.

Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.

5. Resolution and Vote Counting Minutes

a. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Alternatively, sending the vote

count minutes and resolutions may be done by posting them on the Company's website within 24 hours of the completion of the vote count.

b. Resolutions adopted through written shareholder consultations have the same validity as resolutions adopted at a General Meeting of Shareholders .

6. Document retention: Completed opinion polls, vote counting records, adopted resolutions, and related documents accompanying the opinion polls must all be retained at the Company's head office.

7. Request for annulment of a General Meeting of Shareholders Resolution through written consultation : Within 90 days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, the shareholder or group of shareholders specified in Clause 2, Article 115 of the Law on Enterprises has the right to request the Court or Arbitration to review and annul the resolution or part of the content of the General Meeting of Shareholders resolution in the following cases:

a. The sequence and procedures for convening meetings and making decisions by the General Meeting of Shareholders seriously violated the provisions of the Law on Enterprises and the company's charter, except as stipulated in Clause 3, Article 21 of the company's charter.

b. The resolution's content violates the law or the company's charter.

8. A resolution adopted by written shareholder consultation is considered valid if it is approved by shareholders holding more than 50% of the total voting rights of all shareholders entitled to vote, and it has the same validity as a resolution adopted at a General Meeting of Shareholders.

III. PROVISIONS APPLICABLE TO THE GENERAL MEETING OF SHAREHOLDERS ADOPTING RESOLUTIONS BY WAY OF ONLINE MEETINGS

The organization of the General Meeting of Shareholders to pass resolutions through an online conference shall comply with the provisions of the law; ensuring the legitimate rights and interests of shareholders and ensuring the following regulations:

Article 24. Notice of convening the General Meeting of Shareholders online

1. Comply with the provisions of Article 6 of these Regulations.

2. Ballots/election ballots do not need to be sent along with the meeting invitation notice.

Article 25. Method of registering to attend the online General Meeting of Shareholders

The procedure for registering to attend the General Meeting of Shareholders online before the meeting's opening date is clearly stipulated in the Notice of the General Meeting of Shareholders, including:

1. Eligibility requirements:

a. Having their name included in the list of shareholders entitled to attend the General Meeting of Shareholders, as prepared according to the Company's notice of exercise of rights.

b. An authorized representative who meets the eligibility requirements as stipulated by law and the Company's charter.

2. Technical requirements:

Shareholders/shareholder representatives need an electronic device with internet access (e.g., computer, tablet, mobile phone, other electronic device with internet connection...).

3. Method of recording the attendance of shareholders/shareholder representatives at the online general meeting:

Shareholders/shareholder representatives are recorded as having attended the online general meeting of shareholders by the electronic voting system when they access the system using the access information provided in accordance with Article 26 of these Regulations and have cast their electronic vote on any item on the agenda of the online general meeting of shareholders.

Article 26. Providing login information and conducting electronic voting.

1. Information regarding the access link to the electronic voting system, username, password, and other identifying factors (if any) for attending the online General Meeting of Shareholders will be provided in the meeting invitation notice (or the form of login information notification as stipulated by the Board of Directors). Shareholders/shareholder representatives are responsible for keeping their username, password, and other assigned identifying factors confidential to ensure that only the shareholder/shareholder representative has the right to vote on the electronic voting system and are fully responsible for the information registered.

2. When a shareholder/shareholder representative requests a re-issuance of login information, the Company may notify them through the following methods: in person or via email/telephone. Providing login information via email or telephone will only be done based on shareholder information from the list of shareholders

entitled to vote compiled by the Vietnam Securities Depository Center, as per the Company's notification of rights exercise.

3. Shareholders/shareholder representatives use their login name, password, or other identifying factors (if any) to access the electronic voting system and cast their electronic votes according to the agenda of the online General Meeting of Shareholders.

Article 27. Authorization of representatives to attend online General Meetings of Shareholders.

1. Shareholders shall exercise their authorization in accordance with the provisions of Clause 2, Article 8 of these Regulations.

2. Some regulations to note when performing online authorization:

a. Shareholders must provide complete information to authorize online authorization, especially the information of the authorized party: phone number, contact address, and email address. This is the basis for assigning login names, access passwords, and other identifying elements (if any) to the authorized party.

b. Validity of online authorization: Authorization is only legally valid when the following conditions are met:

- When shareholders fill in all the information on the online authorization form and complete the online authorization process.

- The power of attorney must be printed using the online authorization form, with full signatures, clearly stating the full names, and stamping (if it is an organization) of both the authorizing party and the authorized party.

- The company received the original Power of Attorney before the official opening of the general meeting.

c. Cancellation of online proxy authorization for shareholders: Shareholders must submit a formal written request to the Company to cancel their online proxy authorization before the official opening of the General Meeting. Please note that the time for recording the effective date of the cancellation of the proxy authorization is calculated from the time the Company receives the formal written request for cancellation of the online proxy authorization.

d. The cancellation of the proxy will be invalid if the proxy has already cast a vote/election on any issue of the agenda for the online General Meeting of Shareholders.

Article 28. Conditions for conducting

The conditions for conducting an online General Meeting of Shareholders are in accordance with the provisions of Article 9 of these Regulations.

Article 29. Discussion at the Online General Meeting of Shareholders

1. Principle:

   a. Discussions shall only be conducted within the prescribed time and shall be limited to the issues presented in the agenda of the General Meeting of Shareholders;

   b. Only shareholders/shareholder representatives are allowed to participate in the discussion;

   c. Shareholders/shareholder representatives may register their opinions on the discussion topics in the format specified in the rules of procedure of the general meeting;

   d. The Secretariat will arrange the discussion topics of shareholders/shareholder representatives in the order of registration and forward them to the Chairperson.

2. Addressing the concerns of Shareholders/Shareholder Representatives:

   a. Based on the discussion content of the Shareholders/Shareholder Representatives, the Chairperson or a member designated by the Chairperson will answer the questions of the Shareholders/Shareholder Representatives;

   b. In case of time constraints, questions that are not answered directly at the General Meeting will be answered by the Company at a later date.

Article 30. Forms of adopting resolutions of the General Meeting of Shareholders online

The online general meeting of shareholders adopts resolutions within its authority through electronic voting.

Article 31. Method of online voting

1. Voting method:

   a. Shareholders/shareholder representatives choose one of three voting options: Approve, Disapprove, or Abstain, for each issue put to a vote at the General Meeting, as pre-set in the electronic voting system.

   b. Subsequently, the shareholder/shareholder representative proceeds to confirm the vote so that the electronic voting system can record the result.

2. How to vote in the election:

The nomination of candidates and voting will be conducted using cumulative and online voting methods, ensuring compliance with the law and the Company's Company Charter.

Article 32. Method of online vote counting

1. When shareholders/shareholder representatives cast their votes, the votes are recorded in the system according to the principle of the number of votes in favor, the number of votes against, and the number of abstentions.

2. The results of the online election are recorded on the system using the cumulative voting method; the election results and the winning candidates are recorded on the system, ensuring compliance with legal regulations and the Company's Charter.

Article 33. Notification of vote counting results

Based on the vote counting minutes as stipulated in Article 32 of these Regulations, the Vote Counting Committee will verify, compile, and report the results of the vote counting for each issue according to the agenda of the congress to the Chairman. The results of the vote counting/election will be announced by the Chairman/Vote Counting Committee immediately before the closing of the meeting.

Article 34. Minutes of the online General Meeting of Shareholders

1. The minutes of the online General Meeting of Shareholders shall be prepared in accordance with the provisions of Article 19 of these Regulations.

2. The venue specified in the minutes of the online Shareholders' Meeting is the location where the Chairman of the Meeting will be present to preside over the meeting. This location must be within the territory of Vietnam.

3. The method for adopting the minutes of the General Meeting of Shareholders is specifically stipulated in the Company's Rules of Procedure for the General Meeting of Shareholders.

Article 35. Publication of Resolutions and Minutes of the General Meeting of Shareholders online

The publication of resolutions and minutes of the online General Meeting of Shareholders shall be carried out in accordance with the provisions of Article 20 of these Regulations.

IV. REGULATIONS FOR SHAREHOLDER GENERAL MEETINGS THAT ADOPT RESOLUTIONS THROUGH A COMBINED IN-PERSON AND ONLINE MEETINGS

The organization of the General Meeting of Shareholders to pass resolutions through a hybrid format of in-person and online meetings must ensure the legitimate rights and interests of shareholders, in accordance with the law and the Company's Company Charter.

Article 36. Notice of convening the General Meeting of Shareholders

Comply with the provisions of Article 6 of these Regulations.

Article 37. Procedures for registering to attend the General Meeting of Shareholders

In accordance with the provisions of Clause 1, Article 8 and Article 25 of these Regulations

Article 38. Authorization of representatives to attend the General Meeting of Shareholders

In accordance with the provisions of Clause 2, Article 8 and Article 28 of these Regulations.

Article 39. Conditions for conducting

Comply with the provisions of Article 9 of these Regulations.

Article 40. Forms of adopting resolutions of the General Meeting of Shareholders

Comply with the provisions of Articles 10 and 30 of these Regulations.

Article 41. Voting Procedure

The method of distributing voting ballots and election ballots shall be carried out in accordance with the provisions of Articles 13, 14 and 31 of these Regulations.

Article 42. Method of vote counting

The method of counting votes and ballots shall be carried out in accordance with the provisions of Articles 15 and 32 of these Regulations.

Article 43. Announcement of vote counting results

Comply with the provisions of Articles 17 and 33 of these Regulations.

Article 44. Minutes of the Shareholders' General Meeting

Comply with the provisions of Articles 19 and 34 of these Regulations.

Article 45. Publication of Resolutions and Minutes of the General Meeting of Shareholders

Comply with the provisions of Article 20 of these Regulations.

CHAPTER 3 – BOARD OF DIRECTORS

Section 1. General Provisions

Article 46. Role, Rights and Obligations of the Board of Directors

The Board of Directors must fully comply with the responsibilities and obligations stipulated in the Law on Enterprises and the company's charter. In addition, the Board of Directors has the following responsibilities and obligations:

1. Responsible to shareholders for the company's operations;

2. Treat all shareholders equally and respect the interests of stakeholders in the company ;

3. Ensure that the company's operations comply with legal regulations, its Company Charter, and internal company regulations;

4. Develop the Board of Directors' operating regulations, submit them to the General Meeting of Shareholders for approval, and publish them on the company's website in accordance with Circular 116/2020/TT-BTC dated December 31, 2020, guiding some provisions on corporate governance applicable to public companies under Government Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of some provisions of the Securities Law;

5. Monitoring and preventing conflicts of interest among members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers, including misuse of company assets and abuse of related-party transactions;

6. Develop internal regulations on corporate governance and submit them to the General Meeting of Shareholders for approval in accordance with Article 270 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law ;

7. Appoint a person in charge of corporate governance;

8. Organize training and workshops on corporate governance and necessary skills for members of the Board of Directors, the General Director, and other managers of the company;

9. The Board of Directors shall report on its activities to the General Meeting of Shareholders as stipulated in Article 18 of these Regulations.

10. Reporting on corporate governance at the annual general meeting of shareholders and disclosing information in the company's annual report in accordance with securities law regulations on information disclosure.

11. Other rights and obligations as stipulated in the Company Charter and the Company's internal governance regulations.

Article 47. Rights, obligations, and responsibilities of members of the Board of Directors

1. Members of the Board of Directors have all the rights stipulated in the Securities Law, relevant laws, and the company's charter and internal governance regulations , including the right to be provided with information and documents on the financial situation and business operations of the company and its subsidiaries.

2. Members of the Board of Directors have the obligations stipulated in the company's charter and the following obligations:

a. Perform your duties honestly and diligently for the best interests of shareholders and the company;
b. Attend all Board of Directors meetings and provide input on the issues discussed;
c. Report promptly and fully to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations;
d. Report to the Board of Directors at the most recent meeting on transactions between the company, its subsidiaries, or companies in which the public company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors and their related parties; and transactions between the company and companies in which a member of the Board of Directors is a founding member or a business manager during the three years preceding the transaction.
e. Disclose information when conducting transactions involving the company's shares in accordance with the law.

4. Independent members of the company's Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Section 2 – Regulations on Nomination, Candidacy, Election, Dismissal, and Removal of Board of Directors Members

Article 48. Number, term, and structure of members of the Board of Directors

1. The number of members of the Board of Directors is 05 People.

2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of a company for no more than 2 consecutive terms. If all members of the Board of Directors complete their terms at the same time, they shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

3. The structure of the Board of Directors is as follows:

   a. The structure of the Board of Directors must ensure compliance with the law on public companies; in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. Non-executive members must fully meet the standards and conditions as prescribed by current law. The Company shall minimize the number of Board members holding executive positions within the Company to ensure the independence of the Board of Directors.

   b. The total number of independent members of the Board of Directors is 01.

4. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises .

5. The appointment of Board members must be disclosed in accordance with the legal regulations on information disclosure in the securities market.

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company .

Article 49. Standards and conditions for Board of Directors members

1. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Law on Enterprises and the company's charter.

2. The Chairman of the Board of Directors may not simultaneously hold the position of General Director.

3. A member of the Company's Board of Directors may simultaneously be a member of the Board of Directors or Board of Members in a maximum of 05 other companies.

Article 50. Nomination and candidacy of members of the Board of Directors

1. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the company's charter.

Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to less than 90% may nominate a maximum of eight (08) candidates.

2. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Board of Directors' operating regulations . The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law .

Article 51. Method of electing members of the Board of Directors

1. The voting for Board of Directors members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations or the company's charter.

2. If the number of candidates is less than or equal to the number of Board of Directors members to be elected, the election of Board members may be conducted using cumulative voting as described above or by voting (approve, disapprove, abstain). The percentage of votes cast by voting shall be determined according to Clause 2, Article 21 of the company's charter.

Article 52. Cases of dismissal, removal , replacement , and appointment of members of the Board of Directors

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:

a. The company does not meet the qualifications and conditions stipulated in Article 155 of the Law on Enterprises ;
b. A resignation letter was submitted and accepted;
c. Other cases are stipulated in the company's charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a. Not participating in Board of Directors activities for 06 consecutive months, except in cases of force majeure;
b. Other cases are stipulated in the company's charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

a. the number of Board of Directors members is reduced by more than one-third (1/3) compared to the number stipulated in the company's charter, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third.
b. The number of independent members of the Board of Directors has decreased, failing to meet the ratio stipulated in Clause 3, Article 26 of the Company's Charter.
c. Except as provided in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed from office at the most recent meeting.

Article 53. Notification of election, dismissal, and removal of members of the Board of Directors

After the decision to elect, dismiss, or remove a member of the Board of Directors is made, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the Company's website in accordance with the procedures and regulations of current law .

Article 54. Procedures for nominating candidates for the Board of Directors.

1. Once candidates for the Board of Directors have been identified, the company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

a. Full name, date of birth (day, month, year);
b. Professional qualifications;
c. Work experience;
d. Other managerial positions (including board positions in other companies);
e. The benefits relate to the company and its stakeholders;
f. Other information (if any) as stipulated in the company's Company Charter.

2. The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the candidate in those companies (if any).

Article 55. Election, removal, and dismissal of the Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors cannot also hold the position of CEO.

3. The Chairman of the Board of Directors has the following rights and responsibilities:

a. Develop the program and activity plan for the Board of Directors;
b. Prepare the agenda, content, and documents for the meeting; convene, chair, and preside over the Board of Directors meeting;
c. Organize the adoption of resolutions and decisions by the Board of Directors;
d. Monitoring the implementation process of resolutions and decisions of the Board of Directors;
e. Chairman of the General Meeting of Shareholders;
f. Other rights and obligations as stipulated in the Law on Enterprises and the Company's Company Charter.

4. In the event that the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receiving the resignation letter or dismissal/removal.

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or has lost his/her civil capacity, has difficulties in understanding or controlling his/her behavior, or is prohibited by the Court from holding office, practicing a profession, or engaging in a specific job, then the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

Section 3 – Remuneration , salaries and other benefits of Board members

Article 56. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.
2. Board members are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.
3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.
4. Board members holding executive positions, or board members working in subcommittees of the Board, or performing duties outside the normal scope of a board member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board .
5. Board members are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in performing their duties as board

members, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Board members may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Company Charter.

7. Members of the Board of Directors have the right to hire lawyers to protect their legitimate rights and interests; the Company is responsible for paying all legal fees to protect the legitimate rights and interests of the Company's Board members in the following cases:

a . A member of the Board of Directors is sued by any individual or organization in accordance with the law and the Company's regulations.

b. Board members comply with/properly implement the provisions of the law, the Company's Company Charter, and the Company's regulations and rules in the exercise of their powers and obligations. Even if they have not fully complied with/properly implemented the provisions of the law, the Company's Company Charter, and the Company's regulations and rules, the exercise of the powers and obligations of that Board member must be based on evidence that: it benefits the Company; it is for the benefit of the Company; and it does not affect/cause damage to the legitimate and lawful rights and interests of the Company.

Section 4 – Regulations on the procedures for organizing Board of Directors meetings

Article 57. Minimum number of meetings per month/quarter/year

1. The Chairman of the Board of Directors is elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of the election of that Board of Directors. This meeting is convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall vote by majority to select one of them to convene the meeting of the Board of Directors.
2. The board of directors meets at least once every quarter and may hold extraordinary meetings.

Article 58. Cases requiring the convening of an extraordinary meeting of the Board of Directors.

1. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:

a. A proposal may be made by the Board of Supervisors or an independent member of the Board of Directors;

b. There is a recommendation from the General Director or at least 05 other managers;

c. There must be a proposal from at least two members of the Board of Directors;

d. Other cases are as stipulated in the company's Company Charter.

2. The proposals stipulated in Clause 1 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions falling within the authority of the Board of Directors.

3. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 1 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be liable for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting.

Article 59. Notification of Board of Directors meetings and the right of Board of Supervisors members to attend Board of Directors meetings.

1. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the company's charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.

2. The Chairman of the Board of Directors or the person convening the meeting sends the notice of meeting and accompanying documents to the members of the Board of Supervisors in the same way as to the members of the Board of Directors. Members of the Board of Supervisors have the right to attend Board of Directors meetings; they have the right to participate in discussions but do not have the right to vote.

Article 60. Conditions for holding a meeting of the Board of Directors

A Board of Directors meeting shall be held when at least three-quarters of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven days of the first scheduled meeting date. In this case, the meeting shall be held if more than half of the Board of Directors members are present.

Article 61. Voting Procedures

1. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances:
   a. Attend and vote in person at the meeting;
   b. Authorize another person to attend meetings and vote on their behalf, as stipulated in Clause 11, Article 30 of the Company's Charter.
   c. Participate and vote via online conference, electronic voting, or other electronic means ;
   d. Submit your ballot to the meeting via mail, fax, or email;
   e. Submit your ballot by other means as prescribed in the company's Company Charter.
2. If ballots are sent to the meeting by mail, they must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. Ballots may only be opened in the presence of all attendees.
3. Voting
   a. Except as provided in point b of clause 3 of this Article, each member of the Board of Directors or authorized person as provided in clause 1 of this Article who is present in person at the Board of Directors meeting has one (01) voting right;
   b. Board members are not permitted to vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote;
   c. According to point d, clause 11, Article 30, when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily relinquish their voting rights, the chairman's decision shall be final, except in cases where the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

d. A member of the Board of Directors who benefits from a contract as stipulated in points a and b of paragraph 6, Article 42 of these Charters shall be deemed to have a substantial interest in that contract.
e. Auditors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.

4. A Board member who directly or indirectly benefits from a contract or transaction already concluded or slated for conclusion with the Company, and who is aware of their own interest, is responsible for disclosing this interest at the first Board meeting discussing the conclusion of such contract or transaction. If a Board member is unaware of their own or related parties' interest at the time the contract or transaction is concluded with the Company, that Board member must disclose the relevant interest at the first Board meeting held after they become aware of their interest or potential interest in the aforementioned transaction or contract.

5. The Board of Directors has the right to solicit written opinions from its members to pass Board Resolutions when approving matters within the Board of Directors' authority as stipulated in Clause 2, Article 27 of the Company's Charter.

6. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the Board of Directors members with voting rights. These resolutions have the same effect and value as resolutions adopted at a meeting.

7. Board meetings may be held in the form of online conferences among members of the Board when all or some members are located in different places, provided that each participating member is able to:

a. Listen to each of the other Board members who are participating in the meeting speak;

b. Address all other attending members simultaneously. Discussions among members may take place in person by telephone or other means of communication, or a combination of these methods. Board members participating in such meetings are considered to be “present” at that meeting. The meeting location as stipulated in this regulation is the location where the largest number of Board members are present, or the location where the meeting chair is present.

c. Decisions made during a formally organized and conducted meeting take effect immediately upon the conclusion of the meeting, but must be confirmed by the signatures in the minutes of all Board members present at the meeting.

8. The Chairman of the Board of Directors is responsible for sending the minutes of the Board of Directors meeting to the members, and these minutes serve as authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending. The minutes of the Board of Directors meeting shall be prepared in Vietnamese and may be prepared in a foreign language. The minutes must be signed by the chairperson and the person recording the minutes.

9. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual consequences of that resolution or decision and shall compensate the Company for the damages; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the aforementioned resolution or decision.

Article 62. Procedures for adopting resolutions and decisions of the Board of Directors

1. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present at the meeting; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

2. Resolutions and decisions of the Board of Directors adopted through written consultation are based on the unanimous agreement of a majority of the Board members entitled to vote; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors. These resolutions and decisions have the same effect and value as resolutions and decisions adopted at the meeting .

3.

3.1. In the event that a shareholder only signs the document without providing any opinion, such shareholder shall be deemed to have agreed with the contents of the Proposal/Matters submitted for opinion collection.

3.2. If no written response is received or the response is not sent within the specified timeframe , the Board member will be deemed to have no opinion on the content of the Proposal/Request for Opinion.

Article 63. Authorization of a Board of Directors member to attend meetings on behalf of another person.

Members must attend all Board of Directors meetings. Members may authorize another person to attend and vote on their behalf if approved by a majority of the Board of Directors members (at that meeting).

Article 64. Minutes of Board of Directors Meetings

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in a foreign language, including the following main contents:

a. Name, registered office address, business registration number;
b. Time and location of the meeting;
c. Purpose, agenda, and content of the meeting;
d. The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;
e. The issue was discussed and voted on at the meeting;
f. Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
g. The voting results clearly indicate which members approved, disapproved, and abstained.
h. The issue was approved, and the voting percentage was in favor.
i. The full name and signature of the presiding officer and the person recording the minutes, except as provided in Article 65 of these Regulations.

2. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the company's head office.

3. Minutes drawn up in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

4. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

5. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the company's head office.

Article 65. In case the chairperson and/or secretary refuse to sign the Minutes of the Board of Directors Meeting

In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors

present and agree to sign the minutes and they contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1, Article 64 , then these minutes are valid. The minutes clearly state that the chairperson or the person recording the minutes refused to sign. The person signing the minutes is jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes is personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes, as stipulated in this Law, the company's charter, and relevant laws.

Article 66. Notification of resolutions and decisions of the Board of Directors

After issuing the Board of Directors' Resolution/Decision, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the Company's website in accordance with current procedures and regulations.

Section 5 - Subcommittees of the Board of Directors

Article 67. Subcommittees reporting to the Board of Directors

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in a subcommittee is determined by the Board of Directors and must be at least two, including both Board members and external members . Independent Board members/non-executive Board members should constitute a majority in the subcommittee, and one of these members shall be appointed as the Subcommittee Chairman by decision of the Board of Directors. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of the subcommittee meeting.
2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.
3. The establishment and operation of internal audit subcommittees under the Board of Directors (if any) are specified in detail in Appendix I attached to these Regulations.
4. The establishment and operation of other subcommittees of the Board of Directors (if any) shall be decided by the Board of Directors.

Section 6 - Selection, Appointment, and Dismissal of the Company's Governance Officer

Article 68. Standards for the Person in Charge of Corporate Governance

The person in charge of corporate governance may not simultaneously work for the approved auditing firm that is auditing the Company's financial statements.

Article 69. Appointment of the Corporate Governance Officer

The company's board of directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Law on Enterprises .

Article 70. Cases of dismissal of the person in charge of corporate governance.

1. The Board of Directors may dismiss/ remove the person in charge of corporate governance when necessary, but this must not be contrary to current labor laws and regulations.

2. The person in charge of the company's governance may be dismissed by a resolution of the General Meeting of Shareholders.

Article 71. Notification of appointment and dismissal of the person in charge of company administration.

After the appointment or dismissal of the Company's Head of Administration, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the Company's website in accordance with the procedures and regulations of current law.

Article 72. Rights and Obligations of the Company's Governing Officer

The person in charge of corporate governance has the following rights and responsibilities:

a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders;
b. Prepare for meetings of the Board of Directors, Board of Supervisors, and General Meeting of Shareholders as requested by the Board of Directors or the Board of Supervisors;
c. Providing advice on meeting procedures;
d. Attend meetings;

e. Providing advice on the procedures for drafting resolutions of the Board of Directors in accordance with legal regulations;
f. Provide financial information, copies of Board of Directors meeting minutes, and other information to members of the Board of Directors and members of the Board of Supervisors;
g. Monitor and report to the Board of Directors on the Company's information disclosure activities;
h. To serve as the point of contact with relevant stakeholders;
i. Information security will be maintained in accordance with legal regulations and the company's charter.
j. Other rights and obligations as prescribed by law and these Statutes.

CHAPTER 4 – THE AUDIT COMMITTEE

Section 1. General Provisions

Article 73. Role, rights, and obligations of the Board of Supervisors , and responsibilities of its members.

1. Members of the Board of Supervisors have rights as stipulated in the Law on Enterprises, relevant laws, and the company's charter and the Board of Supervisors's operating regulations, including the right to access information and documents related to the company's operations. Members of the Board of Directors, the General Director, and other executives of the enterprise are responsible for providing timely and complete information as requested by members of the Board of Supervisors.
2. Members of the Board of Supervisors are responsible for complying with the provisions of the law, the company's charter , the regulations governing the operation of the Board of Supervisors , and professional ethics in exercising their assigned rights and obligations.
3. The Board of Supervisors has the rights and obligations as stipulated in Article 170 of the Law on Enterprises, the company's charter, and the following rights and obligations:
a. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the company's financial statements; decide on the auditing firm approved to conduct the company's operational inspection, and dismiss approved auditors when deemed necessary.
b. Accountable to shareholders for their supervisory activities.

c. Monitoring the company's financial situation and ensuring compliance with the law in the operations of the Board of Directors members, the General Director, and other managers.
d. Ensure coordinated operations with the Board of Directors, the CEO, and shareholders.
e. In the event of discovering any violations of the law or the company's charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Board of Supervisors must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.
f. Develop the operating regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval. The Minister of Finance shall provide a model for the operating regulations of the Board of Supervisors for public companies to refer to when developing their own operating regulations.
g. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Decree 155/2020/ND-CP.

Section 2. Regulations on the term of office, number, composition, and structure of the Board of Supervisors members .

Article 74. Number, term of office, composition and structure of members of the Board of Supervisors

1. The number of members of the Company's Board of Supervisors is 3 people.
2. The term of office for a Supervisor shall not exceed 05 years and they may be re-elected for an unlimited number of terms.
3. Members of the Board of Supervisors do not necessarily have to be shareholders of the company.
4. The Head of the Board of Supervisors is elected by the Board of Supervisors from among its members; the election, dismissal, and removal are based on a majority vote. The rights and obligations of the Head of the Board of Supervisors are stipulated in the company's charter. More than half of the Board of Supervisors members must be residents of Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the company's business operations, unless the company's charter specifies a higher standard.

5. If a Supervisor's term ends at the same time as a new Supervisor's term, the former Supervisor shall continue to exercise their rights and obligations until a new Supervisor is elected and assumes office.

Article 75. Standards and conditions for members of the Board of Supervisors

1. The inspector must meet the following standards and qualifications:
   a. Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
   b. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
   c. Not a family member of a member of the Board of Directors, Director or General Manager, or other manager;
   d. Not necessarily a company manager; not necessarily a shareholder or employee of the company;
   e. Not someone working in the company's accounting or finance department;
   f. Not a member or employee of the independent auditing firm that audited the company's financial statements for the three consecutive years prior to the audit.
   g. Other standards and conditions as prescribed by relevant laws and the company's charter.

In addition to the standards and conditions stipulated in Clause 1 of this Article, the company's auditor must meet the conditions stipulated in Clause 2 of Article 169 of the Law on Enterprises and must not be a family member of the company's business manager or parent company; or a representative of the enterprise's capital share, or a representative of the state capital share in the parent company or in the company.

2. The Head of the Board of Supervisors must possess a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.

Article 76. Nomination and candidacy of members of the Board of Supervisors

1. The nomination and election of members of the Board of Supervisors shall be carried out in accordance with the provisions of Clause 1, Article 25 of the Company Charter. Shareholders holding voting shares have the right to combine their individual voting rights to nominate Supervisors. Shareholders or groups of

shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; From 70% to 80%, a maximum of seven (07) candidates can be nominated; and from 80% to under 90%, a maximum of eight (08) candidates can be nominated.

2. If the number of candidates for the Board of Supervisors nominated through election and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize similar nominations in accordance with Clause 3, Article 50 of these Regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

Article 77. Method of electing members of the Board of Supervisors

1. The voting for members of the Board of Supervisors must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Supervisors. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected members of the Board of Supervisors are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two or more candidates receive the same number of votes for the last member of the Board of Supervisors, a re-election will be held among those candidates or a selection will be made according to the criteria stipulated in the election regulations, the Board of Supervisors's operating regulations, or the company's charter.

2. If the number of candidates is less than or equal to the number of Board of Supervisors members to be elected, the election of Board of Supervisors members may be conducted by cumulative voting as described above or by a voting method (approve, disapprove, abstain). The percentage of votes cast by the voting method shall be determined according to Clause 2, Article 21 of the company's charter.

Article 78. Cases of dismissal or removal of members of the Board of Supervisors

1. The General Meeting of Shareholders may dismiss a member of the Board of Supervisors in the following cases:

a. No longer meets the qualifications and conditions to be a member of the Board of Supervisors as stipulated in Article 169 of the Law on Enterprises;
b. A resignation letter was submitted and accepted;
c. Other cases are as stipulated in the company's Company Charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Supervisors in the following cases:

a. Failure to complete assigned tasks or duties;
b. Failure to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure;
c. Repeated and serious violations of the duties of a member of the Board of Supervisors as stipulated in the Law on Enterprises and the company's charter;
d. Other cases as decided by the General Meeting of Shareholders.

Article 79. Notification of election, dismissal, and removal of members of the Board of Supervisors

After the decision to elect, dismiss, or remove the Auditor is made, the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the Company's website in accordance with the procedures and regulations of current law.

Article 80. Salaries and other benefits of members of the Board of Supervisors

1. Members of the Board of Supervisors are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.

2. Members of the Board of Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise;

3. The salaries and operating expenses of the Board of Supervisors shall be included in the company's business expenses in accordance with the law on

corporate income tax and other relevant laws, and must be presented as a separate item in the company's annual financial statements.

CHAPTER 5 - THE GENERAL MANAGER

Article 81. Role, responsibilities, rights and obligations of the General Director

1. The General Director is responsible for managing the Company's day-to-day business operations; is supervised by the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations .

2. The General Director has the following rights and responsibilities:

a. To make decisions on matters related to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;
b. To implement the resolutions and decisions of the Board of Directors;
c. To organize and implement the company's business plan and investment strategy;
d. Proposing a plan for the company's organizational structure and internal management regulations;
e. Appointing, dismissing, and removing management positions within the Company, except for those positions under the authority of the Board of Directors;
f. Decisions regarding salaries and other benefits for employees in the Company, including managers, fall under the appointment authority of the General Director;
g. Recruitment of workers;
h. Proposing a plan for paying dividends or handling business losses;
i. Other rights and obligations as prescribed by law, the company's charter, and resolutions and decisions of the Board of Directors.

Article 82. Term of office, qualifications and conditions of the General Director ,

1. The term of office for the General Director shall not exceed 5 years and may be reappointed for an unlimited number of terms.
2. The General Director must meet the following standards and conditions:
a. Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises ;
b. Not to be related to :

- Business managers , company controllers, and parent company executives;
- Representatives of state capital, representatives of enterprise capital in the company and parent company;

c. Possesses professional qualifications and experience in company business management.

Article 83. Nomination and candidacy for the position of General Director

Board members have the right to nominate candidates for the CEO position. In accordance with the standards and conditions stipulated by law and the Company's Company Charter.

Article 84. Appointment, dismissal, signing of contracts, and termination of contracts for the General Director

1. The Board of Directors appoints one member of the Board of Directors or hires another person to serve as the General Director.

2. The Board of Directors may dismiss the CEO when a majority of the Board members with voting rights present at the meeting approve and appoint a new CEO to replace him.

3. The Board of Directors has the authority to sign /terminate contracts and decide on the terms of labor contracts as stipulated in Point i, Clause 2, Article 27 and Article 35 of the company's charter.

Article 85. Notification of appointment, dismissal, signing of contracts, and termination of contracts for the General Director

After the decision to elect, dismiss, or remove the General Director is made , the Company is responsible for disclosing the information internally and to relevant authorities, through mass media, and on the Company's website in accordance with the procedures and regulations of current law.

Article 86. Salary and other benefits of the General Director

1. The CEO receives a salary and bonuses. The CEO's salary and bonuses are determined by the Board of Directors.

2. Executive salaries are included in the Company's business expenses in accordance with corporate income tax regulations, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

CHAPTER 6 – OTHER ACTIVITIES

Section 1 – Regulations on coordination of activities between the Board of Directors, the Board of Supervisors and General Director

Article 87. Procedures for convening, notifying, recording minutes, and notifying the results of meetings between the Board of Directors, the Board of Supervisors, and the General Director.

The procedures for convening, notifying, recording minutes, and notifying the results of meetings between the Board of Directors, the Board of Supervisors, and the Director shall be carried out in accordance with the procedures for convening Board of Directors meetings as stipulated in Section 4, Chapter 3 of these Regulations .

Article 88. Notification of Board of Directors ' Resolutions / Decisions to the Board of Supervisors

Resolutions /Decisions and minutes of the Board of Directors meetings, once issued, must be sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.

Article 89. Notification of Board of Directors ' Resolutions / Decisions to the General Director

resolutions /decisions (with contents related to the responsibilities, powers, and obligations of the General Director) must be sent to the General Director at the same time and in the same manner as to other members of the Board of Directors, once issued.

Article 90. Cases in which the Board of Supervisors and the General Director propose convening a Board of Directors meeting and matters requiring the Board of Directors' opinion.

1. Cases requiring the convening of a Board of Directors meeting.

a. The Board of Supervisors may request the convening of a Board of Directors meeting in the following cases:

- Upon request from a shareholder/group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises.
- When it is found that the Auditor's right to access information and documents related to the company's operations is not fully exercised in accordance with applicable law and the company's Company Charter;
- When a violation of the law or the company's charter by a member of the Board of Directors, the General Director, or other business executives is discovered, after written notification has been given to the Board of Directors as stipulated in Clause 1, Article 38 of the company's charter, but

the person committing the violation has not ceased the violation or taken measures to remedy the consequences;

b. The CEO may request a meeting of the Board of Directors in the following cases:

- When it is found that the General Director's rights as stipulated in Article 35 of the company's charter are not being exercised;
- When discovering illegal conduct or violations of the company's charter by other business executives after providing written notice to the Board of Directors, but the person committing the violation has not ceased the violation or taken steps to remedy the consequences;

2. Issues requiring the Board of Directors' approval:

a. Proposing to the Board of Directors a plan for the company's organizational structure and internal management regulations;

b. Propose measures to improve the company's operations and management;

c. The CEO must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives.

d. The General Director shall develop a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, the practices and policies stipulated in this Charter, the Company's regulations and applicable laws.

e. Seeking the Board of Directors' opinion on the draft Audited financial statements (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval;

f. Proposing a plan for paying dividends or handling business losses;

g. We request the Board of Directors' approval of the detailed business plan for the next fiscal year;

h. Other matters may be considered in the best interests of the Company.

Article 91. Reporting of the General Director to the Board of Directors on the performance of assigned duties and powers.

1. Reports on the implementation of resolutions of the Board of Directors and the General Meeting of Shareholders, the business plan and investment plan of the

Company have been approved by the Board of Directors and the General Meeting of Shareholders;

2. Periodically, on a quarterly and annual basis, reports assessing the financial situation and business performance of the Company are submitted;

3. Report on improvements in organizational structure, policies, and management;

4. Annual report on the implementation of obligations to the environment, community, and workers;

5. Report on the implementation of other matters authorized by the Board of Directors and the General Meeting of Shareholders;

6. Prepare reports on other matters as requested by the Board of Directors.

Article 92. Review of the implementation of resolutions and other delegated authority of the Board of Directors to the General Director.

Based on the General Director's report on the performance of assigned duties and powers as stipulated in Article 81 of these Regulations, the Board of Directors will review the results of the implementation of resolutions and other delegated authority of the Board of Directors to the General Director.

Article 93. Issues that the General Director must report, provide information on, and the method of notification to the Board of Directors and the Board of Supervisors.

1. Issues that the CEO must report, provide information on, and how to communicate this to the Board of Directors.

   a. The contents are as per Article 90 of these regulations;

   b. The Director is obligated to inform the Board of Directors of transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, with those entities themselves or with their related parties as stipulated by law .

   c. Other matters requiring consultation or reporting. The request to the Board of Directors must be submitted at least seven (07) working days in advance and the Board of Directors will respond within seven (07) working days.

Specifically, this applies to contracts and transactions approved in accordance with Clause 1, Article 167 of the Law on Enterprises , and with a value less than 35 % . The total value of the company's assets as recorded in the most recent financial statement . The legal representative of the company signing the contract or transaction must notify the members of the Board of Directors and the Board

of Supervisors about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the company's charter stipulates a different period; members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote .

2. Issues that the General Director must report, provide information on, and the method of notifying the Board of Supervisors.

a. Reports from the General Director to the Board of Directors or other documents issued by the company are sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.

b. The General Director and other business executives must provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the company as requested by the Auditor or the Board of Supervisors.

c. The method of notifying the Board of Supervisors is the same as that for the Board of Directors.

Article 94. Coordination of control, management, and supervision activities among members of the Board of Directors, auditors, and the General Director according to the specific tasks of the aforementioned members.

1. Coordination of activities between the Board of Supervisors and the Board of Directors :

The Board of Supervisors plays a role in monitoring, coordinating, advising, and providing complete, timely, and accurate information. Specifically, it does the following:

a. Regularly inform the Board of Directors about operating results, and consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders ;

b. During Board of Supervisors meetings, the Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification .

c. The Board of Supervisors's periodic and unscheduled inspections must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the Board of Directors to provide additional basis for the Board of Directors in managing the Company. Depending on the level

and results of the inspection, the Board of Supervisors needs to discuss and reach a consensus with the Board of Directors and the General Director. before reporting to the General Meeting of Shareholders. In case of disagreement, the Board of Supervisors may authorize the reserve of opinion to be recorded in the minutes, and the Head of the Board of Supervisors is responsible for reporting to the next General Meeting of Shareholders;

d. In case the Board of Supervisors discovers violations of the law or violations of the company's charter by members of the Board of Directors, the Board of Supervisors shall notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences ;

d. The Board of Supervisors is obligated to inform the Board of Directors of transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, with those entities themselves or with related parties of those entities as prescribed by law ;

e. For recommendations related to the Company's operational and financial situation, the Board of Supervisors must send the written document along with related documents at least fifteen (15) days before the expected date of receiving the response;

f. Proposals to the Board of Directors must be submitted at least seven (07) working days in advance and the Board of Directors will respond within seven (07) working days.

The Board of Directors facilitates the Board of Supervisors in exercising its rights and fulfilling its obligations.

2. Coordination of activities between the Board of Supervisors and the General Director :

a. During Board of Supervisors meetings, the Board of Supervisors has the right to request the General Director (while simultaneously requesting members of the Board of Directors, the General Director, and representatives of the approved auditing organization) to attend and answer questions requiring clarification on matters of concern to the Supervisors;

b. The Board of Supervisors's periodic and unscheduled inspections must have written conclusions (no later than fifteen (15) days from the date of completion) sent to the General Director. To provide further basis for

assisting the General Director in managing the Company, depending on the scope and results of the inspection, the Board of Supervisors must discuss and reach a consensus with the General Director before reporting to the General Meeting of Shareholders. If there is no consensus, the Board may reserve its opinion and record it in the minutes, and the Head of the Board of Supervisors is responsible for reporting to the next General Meeting of Shareholders.

c. The auditor has the right to request the General Director to facilitate access to records and documents related to the Company's business operations at the Head Office or where the records are stored;

d. For information and documents on business management and operation, business performance reports, and financial reports, the Board of Supervisors's request for information must be sent to the Company at least forty-eight (48) working hours before the expected time of receiving a response . The Board of Supervisors is not allowed to use information that has not been authorized for public disclosure by the Company or disclose it to others to carry out related transactions .

e. The contents of the recommendations on measures to amend, supplement, and improve the organizational structure of management, supervision, and operation of the company's business activities must be sent to the General Director at least seven [07] working days before the expected date of receiving feedback .

The General Director facilitates the Board of Supervisors in exercising its rights and fulfilling its obligations.

3. Coordination of activities between the General Director and the Board of Directors : The General Director is the person who manages the company's operations on behalf of the General Director, ensuring the company operates continuously and efficiently.

a. When there is a proposal for organizational structure and internal management regulations of the company, the General Director shall send it to the Board of Directors as soon as possible but not less than seven (07) days before the date on which that content needs to be decided;

b. The General Director must develop a plan for the Board of Directors to approve matters related to recruitment, termination of employment, salaries, social insurance, benefits, rewards and disciplinary actions for employees and management staff;

c. The General Director must develop a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, practices and policies stipulated in the Company's Company Charter, Company regulations and applicable laws;

d. The General Director is obligated to inform the Board of Directors of transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, with those entities themselves or with their related parties as stipulated by law ;

e. Other matters requiring consultation are stipulated in Clause 2, Article 97 of these Regulations, which are subject to the Board of Directors' approval. must be submitted at least seven (07) working days prior to the date of expected receipt of the response. Board of Directors.

Section 2 – Regulations on annual evaluation of reward and disciplinary activities for members of the Board of Directors, members of the Board of Supervisors, the General Director and other business executives.

Article 95. Regulations on evaluating the performance of Board Members, Supervisors, General Director and other executives.

1. The Board of Directors is responsible for establishing performance evaluation standards for all members of the Board of Directors, the General Director, and other executives in accordance with the law.

2. Performance evaluation criteria must strike a balance between the interests of business executives and the long-term interests of the Company and its shareholders.

3. Annually, based on assigned functions and responsibilities, established evaluation standards, and achieved results, the Board of Directors conducts an evaluation of the performance of its members.

4. The evaluation of the Supervisors' performance is conducted in accordance with the methods outlined in the organizational structure and operation of the Board of Supervisors.

5. The performance evaluation of other executives is carried out according to internal regulations or may be based on self-assessments by those executives.

Article 96. Awards and Commendations

1. The Board of Directors or the Compensation Subcommittee (if any) is responsible for developing the reward policy . Rewards are given based on performance evaluations as stipulated in Article 95 of these Regulations.

2. Forms of reward include: cash, stock (issuing shares under an employee stock option program), or other forms as developed by the Board of Directors or the Compensation and Benefits Subcommittee. The General Director must prepare a plan for the General Director to approve ; in cases exceeding his authority, it will be submitted to the General Meeting of Shareholders for approval.

3. The reward system for members of the Board of Directors and Board of Supervisors members will be decided by the General Meeting of Shareholders.

4. For business executives: the bonus funds are drawn from the Company's reward and welfare fund and other legitimate sources. The bonus amount is based on the actual annual business results; the General Director will propose it to the Board of Directors for approval, and if it exceeds the General Director's authority, it will be submitted to the General Meeting of Shareholders for approval.

Article 97. Discipline

1. The Board of Directors is responsible for reviewing and deciding on disciplinary measures based on the nature and severity of the violation. Disciplinary action must take the highest form, which is dismissal or removal from office.

2. Board members, supervisors, and business executives who fail to perform their duties as required with honesty, diligence, and care will be held personally liable for any damages caused by their actions.

3. Members of the Board of Directors, Supervisors, and business executives who, while performing their duties, violate legal regulations or company regulations will be subject to disciplinary action, administrative penalties, or criminal prosecution depending on the severity of the violation, in accordance with the law and the company's charter. In cases where damage is caused to the interests of the company, shareholders, or other parties, compensation will be required according to the law.

CHAPTER 7 - AMENDMENTS TO CORPORATE GOVERNANCE REGULATIONS

Article 98. Supplementing and amending the Regulations on Corporate Governance

1. Any additions or amendments to these Regulations must be considered and decided upon by the Company's General Meeting of Shareholders.
2. In the event that there are legal provisions relating to the company's operations not mentioned in these regulations, or in the event that new legal provisions differ from the provisions in these regulations, those legal provisions shall automatically apply and govern the company's operations.

CHAPTER 8 - EFFECTIVE DATE

Article 99. Effective Date

1. This regulation consists of 8 chapters 99 Articles, was unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company on …. , …. 2026 .

2. Copies or extracts of the Corporate Governance Regulations must be signed by the Chairman of the Board of Directors.

3. This regulation is the sole and official regulation of the Company; it is effective from the date of issuance as stipulated./.

TM. BOARD OF DIRECTORS
CHAIRMAN

Phung Ngoc Bo

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness
No.: 55...../TTr-HDQT	*Hanoi, June 4, 2026*

PROPOSAL

On Amendments and Supplements to the Regulations on Operation of the Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

To: The General Meeting of Shareholders of
Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam and guiding documents for implementation thereof;

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders on April 23, 2024;

Pursuant to the Regulations on Operation of the Board of Directors approved by the General Meeting of Shareholders on April 25, 2022 and promulgated together with Decision No. 43/QD-HDQT dated April 26, 2022 of the Board of Directors;

Pursuant to practical requirements in the governance and operation of the Company,

The Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the amendments and supplements to the Regulations on Operation of the Board of Directors in order to ensure compliance with current legal regulations and the Company's actual operational situation.

At the same time, the Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to finalize and promulgate the Regulations on Operation of the Board of Directors after approval by the General Meeting of Shareholders in accordance with regulations.

The contents of the amendments and supplements and the draft Regulations are presented in the documents attached to this Proposal.

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

Respectfully yours./.

Attachments:

- *Appendix: Summary of Amendments and Supplements to the Regulations on Operation of the Board of Directors;*

- *Draft Regulations on Operation of the Board of Directors.*

Recipients:
- As above;
- Archived at Administration Department.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VĂN ĐIỂN

Phung Ngoc Bo

APPENDIX

REPORT ON AMENDMENTS AND SUPPLEMENTS TO THE REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
1	**Article 4. Right to information of Board member** Clause 2, Article 4: Business managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information shall be carried out in accordance with the Company's Information Confidentiality Regulations.	**Article 4. Right to information of Board member** Clause 2, Article 4: Business managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The provision of information and documents shall follow these principles: For information and documents within the authority of the Company's General Director, the General Director shall be responsible for providing them; for information and documents within the authority of the Board of Directors, the	Revise to reflect current realities and the Information Security Regulations.		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
		General Director shall seek the opinion of the Chairman of the Board of Directors before providing them; for confidential Company documents, The sequence and procedures for requesting and providing information are specifically stipulated in the Company's Information Security Regulations .			
2	**Article 5: Number, term of office, and structure of the Board of Directors members** Clause 4, Article 5: The structure of the Board of Directors of a public company must ensure that at least one-third of the total number of Board members are non-executive members. The company shall minimize the number of Board members holding executive positions within the company to ensure the	**Article 5: Number, term of office, and structure of the Board of Directors members** Clause 4, Article 5: The structure of the Board of Directors must ensure compliance with the law on public companies; in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. Non-executive members must fully meet the standards and conditions as prescribed by	In accordance with legal regulations	*Clause 79, Article 1 of Decree 245/2025/ND-CP dated September 11, 2025*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	independence of the Board of Directors.	current law. The Company shall minimize the number of Board members holding executive positions within the Company to ensure the independence of the Board of Directors.			
3	**Article 6. Standards and conditions for membership of the Board of Directors** 1. Members of the Company's Board of Directors must meet the standards and conditions stipulated in Clauses 1 and **2** of Article 155. The Law on Enterprises, specifically as follows: a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises; b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company, unless otherwise	**Article 6. Standards and conditions for membership of the Board of Directors** 1. Members of the Company's Board of Directors must meet the standards and conditions stipulated in Clause 1, Article 155 The Law on Enterprises, specifically as follows: a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises; b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not	*Revise and separate Clause 1 into two separate clauses regarding the criteria for Board of Directors members and independent Board of Directors members to ensure greater clarity and specificity.*	Article 155 of the 2020 Law on Enterprises	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	stipulated in the Company's Articles of Association; c) A member of the Company's Board of Directors may also be a member of the Board of Directors of another Company; d) For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the 2020 Law on Enterprises and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the 2020 Law on Enterprises, members of the Board of Directors shall not be family members of the Director, General Director, and other managers of the company; or of managers or persons authorized to appoint managers of the parent company. e) Not currently employed by the Company, its parent company, or a subsidiary; not previously	necessarily shareholders of the Company, unless otherwise stipulated in the Company's Articles of Association; c) A member of the Company's Board of Directors may also be a member of the Board of Directors of another Company; d) For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors shall not be family members of the Director, General Director and other managers of the company; or of the managers or persons authorized to appoint			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	employed by the Company, its parent company, or a subsidiary for at least the three consecutive years prior to this application; f) Not a person receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations; g) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary; h) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;	managers of the parent company. 2. Independent members of the Board of Directors must meet the standards and conditions stipulated in Clause 2, Article 155 of the Law on Enterprises, specifically as follows: a) Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least three consecutive years prior to this; b) Not a person receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations;			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	i) Not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms. **2.** An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and	c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary; d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company; đ) Not a person who has served as a member of the Board of Directors or the Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms.			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6 months from the date of receiving the notification from the relevant independent member of the Board of Directors.	**3.** An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
		months from the date of receiving the notification from the relevant independent member of the Board of Directors.			
4	**Article 11. Rights and obligations of the Board of Directors** 2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: h) Through purchase, sale, loan, and lending contracts and other contracts and transactions of **smaller value 30%** of the total asset value as recorded in the Company's most recent financial statement, unless the Company's Charter stipulates a	**Article 11. Rights and obligations of the Board of Directors** 2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: h) Through purchase, sale, loan, and other contracts and transactions with a value of 3-5 % . The total value of assets recorded in the Company's most recent financial statement, excluding contracts and	Revise to comply with company regulations and articles of incorporation.	*Point h, Clause 2, Article 153 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	different percentage or value, except for contracts and transactions falling under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Law on Enterprises;	transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, and clauses 1 and 3, Article 167 of the Law on Enterprises;			
5	**Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.** 1. The Board of Directors approves contracts for the purchase, sale, loan, and other contracts and transactions with a value less than 30% or transactions resulting in a total transaction value less than 30% of the total asset value recorded in the most recent financial statement, or a smaller	**Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.** 1. The Board of Directors approves contracts for the purchase, sale, loan , and other contracts and transactions with a value less than 35 % or transactions resulting in a total transaction value less than 35 % of the total asset value recorded in	Revise to comply with company regulations and articles of incorporation.	*Clause 2, Article 167 of the 2020 Law on Enterprises*	

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	percentage or value as stipulated in the Company's Charter, between the Company and one of the following parties: - Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related parties of these individuals; - Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Company, and their related parties; - Businesses that are related to the entities specified in Clause 2, Article 164 of the Law on Enterprises.	the most recent financial statement , or a smaller percentage or value as stipulated in the Company's Charter, between the Company and one of the following parties: - Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related parties of these individuals; - Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Company, and their related parties; - Businesses that are related to the entities specified in Clause 2, Article 164 of the Law on Enterprises.			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
6	**Article 11. Rights and obligations of the Board of Directors** 2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: s) Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors. The procedures for requesting and providing information are **specifically stipulated in the Board of Directors' operating regulations.**	**Article 11. Rights and obligations of the Board of Directors** 2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: s) Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors; the provision of information and documents shall follow the following principles : For information and documents within the authority of the Company's General Director, the General Director shall be responsible	Revise it to be more specific and appropriate.		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
		for providing them; for information and documents within the authority of the Board of Directors, the General Director shall seek the opinion of the Chairman of the Board of Directors before providing them; for confidential Company documents , the procedures for requesting and providing information are specifically stipulated in the Company's Information Confidentiality Regulations . t) Other rights and obligations as prescribed by the Law on Enterprises, the Securities Law, other legal regulations, and the Company's Charter and internal governance regulations .			
	3. The Board of Directors must report to the General Meeting of Shareholders on the results of the Board of Directors' activities as prescribed **in Article 280 of**	3. The Board of Directors must report the results of the Board of Directors' activities			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities .	to the General Meeting of Shareholders in accordance with the law .			
7	**Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.** 2. Convening an extraordinary general meeting of shareholders. Unless otherwise stipulated in the Company's Charter, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is less than	**Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.** 2. Convening an extraordinary general meeting of shareholders. Unless otherwise stipulated in the Company's Charter, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or	Amendments and deletions are made as stipulated in Clause 3, Article 6.		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	the minimum number of members stipulated in the Company's Charter, or upon receiving a request as stipulated in points c and d of Clause 1 of this Article; **The Board of Directors must notify the next General Meeting of Shareholders if an independent member of the Board of Directors no longer meets the required standards and conditions, or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6 months from the date of receiving notification from the relevant independent member of the Board of Directors;** 3. The person convening the General Meeting of	members of the Supervisory Board is less than the minimum number of members stipulated in the Company's Charter, or upon receiving a request as stipulated in points c and d of Clause 1 of this Article; 3. The person convening the General Meeting of	*Add point d to clause 3 (amended according to point d, clause 5, Article 140 of the Law on Enterprises).*		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	Shareholders must perform the following tasks: d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting;	Shareholders must perform the following tasks: d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; List and details of candidates in the event of electing members of the Board of Directors or Supervisory Board.			
8	**Article 15. Board Meetings** 11. Voting a) Except as provided in point b, clause 11, Article 15 of these **Regulations** , each member of the Board of Directors or their authorized representative as stipulated in clause **8** This person is present in person at the Board of Directors meeting with one (01) vote;	**Article 15. Board Meetings** 11. Voting a) Except as provided in point b of clause 11 of this Article , each member of the Board of Directors or authorized representative as stipulated in clause **9** This person is present in person at the Board of Directors meeting and has one (01) vote ;	*Revise accordingly.*		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	b) Board members shall not vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote; c) As stipulated in point d, clause 11, Article 15 of these **Regulations** , when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily relinquish their voting rights, the chairman's decision shall be final, except in cases where the nature or scope of the interests of the relevant	b) Board members shall not vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote; c) As stipulated in point d, clause 11 of this Article , when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily waive their voting rights, the chairman's decision shall be final, except in cases where the nature or			

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	member of the Board of Directors has not been fully disclosed; d) A member of the Board of Directors benefits from a contract as stipulated in points a and b of Clause **6, Article 43.** The company's articles of incorporation are deemed to have a substantial interest in that contract; Auditors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.	scope of the interests of the relevant member of the Board of Directors has not been fully disclosed; d) A member of the Board of Directors benefits from a contract as stipulated in points a and b of Clause **6, Article 42.** The company's articles of incorporation are deemed to have a substantial interest in that contract; Auditors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.			
9	**Article 23. Effective Date** 1. The operating regulations of the Board of Directors of Van Dien Fused Magnesium Phosphate Joint Stock Company consist of 7 chapters and 23 articles , unanimously approved	**Article 23. Effective Date** 1. The operating regulations of the Board of Directors of Van Dien Fused Magnesium Phosphate Joint Stock Company consist of 7 chapters and 23 articles,	*Revise it to reflect reality.*		

No.	Provisions under the Current Regulation	Provisions under the Regulation after Amendment and Supplementation	Practical Basis	Legal basis	Note
	by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company on the April 25, 2022.	unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Joint Stock Company on …/…/…			

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

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REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

Hanoi , [date] May

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

REGULATIONS

ON THE OPERATION OF THE BOARD OF DIRECTORS

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

(Issued together with Decision No. /QD-HDQT dated .../.../2026 of the Board of Directors of Van Dien Fused Magnesium Phosphate Joint Stock Company)

Hanoi, …, … 2026

Chapter I

GENERAL REGULATIONS

Article 1. Scope of Regulation and Applicable Subjects

1. Scope of application: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Law on Enterprisess, the Company Charter , the Internal Regulations on Corporate Governance, and other relevant legal provisions.

2. Scope of Application: This regulation applies to the Board of Directors, its members , and other related parties mentioned in this regulation.

Article 2. Principles of operation of the Board of Directors

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.

2. The Board of Directors assigns responsibility to the General Director to organize , manage, and implement the resolutions and decisions of the Board of Directors.

Chapter II

MEMBER OF THE BOARD OF DIRECTORS

Article 3. Rights and obligations of members of the Board of Directors

1. Members of the Board of Directors have full rights and responsibilities as stipulated in the Law on Enterprises, the Law on Securities, relevant laws, and the Company's Charter , including the right to be provided with information and documents on the financial situation and business operations of the Company and its subsidiaries.

2. Members of the Board of Directors have obligations as stipulated in the Law on Enterprises , the Company's Charter, and the following obligations:

a) To perform my duties honestly and diligently for the best interests of the shareholders and the Company;

b) Attend all meetings of the Board of Directors and provide input on the issues discussed;

c) To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations;

d) Report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors and their related parties; and transactions between the Company and other companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction.

d) Disclose information when conducting transactions involving the Company's shares in accordance with the law.

3. Independent members of the Company's Board of Directors must prepare a report evaluating the performance of the Board of Directors.

Article 4. Right of Board of Directors members to access information

1. Members of the Board of Directors have the right to request the General Director, Deputy General Director, and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.

Company managers are required to provide information and documents promptly, fully, and accurately at the request of members of the Board of Directors. The provision of information and documents shall be carried out in accordance with the following principles: for information and documents falling under the authority of the General Director, the General Director shall be responsible for providing such information and documents; for information and documents issued under the authority of the Board of Directors, the General Director shall obtain the opinion of the Chairman of the Board of Directors prior to disclosure; for confidential documents of the Company, the procedures and formalities for requesting and providing information shall be specifically governed by the Company’s Regulations on Information Confidentiality.

Article 5. Number, term, and structure of Board of Directors members

1. The Board of Directors has 5 members.

2. The term of office of a member of the Board of Directors shall not exceed 05 years and such member may be re-elected for an unlimited number of terms. An

individual may only be elected as an independent member of the Board of Directors of a Company for no more than 02 consecutive terms.

3. If all members of the Board of Directors complete their terms at the same time, those members shall continue to be members of the Board of Directors until new members are elected to replace them and take over the work.

4. Board of Directors Structure:

The structure of the Board of Directors must ensure compliance with the law on public companies; in which, with 05 (five) members, the Board of Directors must have at least 01 (one) non-executive member. The non-executive member must fully meet the standards and conditions as prescribed by current law. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.

The Company's Board of Directors has a total of 01 independent member .

5. Independent members of the Board of Directors have all the rights and obligations of a board member as stipulated in the Law on Enterprises, the Law on Securities, the Company Charter, and this regulation.

6. Independent board members operate according to the following principles:

a) To exercise the assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the maximum legitimate interests of the Company;

b) To be loyal to the interests of the Company and its shareholders; not to use the Company's information, know-how, business opportunities, position, title, or assets for personal gain or to serve the interests of other organizations or individuals;

c) All activities of independent board members must ensure compliance with the law and the Company's Charter.

Article 6. Standards and conditions for membership of the Board of Directors

1. Members of the Company's Board of Directors must meet the standards and conditions stipulated in Clause 1, Article 155 of the Law on Enterprises, specifically as follows:

a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;

b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company, unless otherwise stipulated in the Company's Charter;

c) A member of the Company's Board of Directors may also be a member of the Board of Directors of another Company;

d) For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the Law on Enterprises and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the Law on Enterprises, members of the Board of Directors shall not be family members of the Director, General Director and other managers of the company; or of the managers or persons authorized to appoint managers of the parent company.

2. Independent members of the Board of Directors must meet the standards and conditions stipulated in Clause 2, Article 155 of the Law on Enterprises, specifically as follows:

a) Not currently employed by the Company, its parent company , or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least three consecutive years prior to the application;

b) Not a person receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling is a major shareholder of the Company; or is a manager of the Company or its subsidiary;

d) Not being a person who directly or indirectly owns at least 1% of the total voting shares of the Company;

đ) Not a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed for two consecutive terms.

3. An independent member of the Board of Directors must notify the Board of Directors upon no longer satisfying the standards and conditions prescribed in Clause 2 of this Article and shall automatically cease to be an independent member of the Board of Directors from the date on which such standards and

conditions are no longer satisfied. The Board of Directors must notify the General Meeting of Shareholders at the nearest meeting of the case where an independent member of the Board of Directors no longer satisfies the required standards and conditions, or convene a General Meeting of Shareholders to elect an additional or replacement independent member of the Board of Directors within 06 months from the date of receipt of the notice from the relevant independent member of the Board of Directors.

Article 7. Chairman of the Board of Directors

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.

2. The Chairman of the Board of Directors of the Company may not also hold the position of General Director.

3. The Chairman of the Board of Directors has the following rights and obligations:

a) Develop the program and plan of activities for the Board of Directors;

b) Prepare the agenda, content, and documents for the meeting; convene, preside over, and chair the Board of Directors meeting;

c) Organizing the adoption of resolutions and decisions by the Board of Directors;

d) Monitoring the implementation of resolutions and decisions of the Board of Directors;

(d) Presiding over the General Meeting of Shareholders;

e) Other rights and obligations as stipulated in the Law on Enterprises and the Company's Charter .

4. In the event that the Chairman of the Board of Directors submits a resignation or is dismissed, the Board of Directors must elect a replacement within 10 days of receiving the resignation or dismissal.

5. In the absence of the Chairman of the Board of Directors or inability to perform his/her duties, he/she must authorize another member in writing to exercise the rights and obligations of the Chairman of the Board of Directors in accordance with the principles stipulated in the Company's Charter. If there is no authorized person, or if the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is undergoing administrative sanctions at a compulsory rehabilitation center or compulsory education facility, has absconded from his/her residence, is incapacitated or lacks civil capacity, has difficulties in

understanding or controlling his/her actions, or is prohibited by the Court from holding office, practicing a profession, or performing a specific job, the remaining members shall elect one of them to hold the position of Chairman of the Board of Directors by a majority vote until a new decision is made by the Board of Directors.

6. When deemed necessary, the Board of Directors shall decide to appoint one (01) or more persons as Company Secretary for a term as decided by the Board of Directors. The Board of Directors may dismiss the Company Secretary when necessary, but not contrary to current labor laws. The Company Secretary has the following rights and obligations:

a) Assisting in organizing and convening General Meetings of Shareholders and Board of Directors; recording meeting minutes;

b) To assist members of the Board of Directors in exercising their assigned rights and obligations;

c) Assisting the Board of Directors in applying and implementing the company's governance principles;

d) Assisting the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures;

d) Other rights and obligations as stipulated in the Company's Charter and the Company's Internal Governance Regulations .

Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors

1. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a) Does not meet the qualifications and conditions stipulated in Article 155 of the Law on Enterprises;

b) A resignation letter has been submitted and accepted;

c) Other cases as stipulated in the Company's Charter.

2. The General Meeting of Shareholders may dismiss a member of the Board of Directors in the following cases:

a) Not participating in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;

b) Other cases as stipulated in the Company's Charter.

3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.

4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members to the Board of Directors in the following cases:

a) The number of Board of Directors members is reduced by more than one-third compared to the number stipulated in the Company's Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;

b) The number of independent members of the Board of Directors has decreased, failing to meet the ratio stipulated in Clause 3, Article 26 of the Company's Charter.

c) Except as provided in points a and b of this clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed from office at the most recent meeting.

Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors

1. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter. The nomination process for the Board of Directors is as follows:

a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders.

Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to less than 30% are entitled to nominate a maximum of two (02) candidates; from 30% to less than 40% are entitled to nominate a maximum of three (03) candidates; from 40% to less than 50% are entitled to nominate a maximum of four (04) candidates; from 50% to less than 60% are entitled to nominate a maximum of

five (05) candidates; from 60% to less than 70% are entitled to nominate a maximum of six (06) candidates; from 70% to 80% are entitled to nominate a maximum of seven (07) candidates; and from 80% to less than 90% are entitled to nominate a maximum of eight (08) candidates.

b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors.

2. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient as stipulated in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

3. The voting for Board of Directors members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates or a selection will be made according to the election regulations or the Company's Charter.

4. The dismissal or removal of members of the Board of Directors shall be carried out by the General Meeting of Shareholders through a voting process (approve, disapprove, abstain). The voting percentage for approval by this method shall be determined in accordance with Clause 2, Article 21 of the company's charter .

Article 10. Notification of election, dismissal, and removal of members of the Board of Directors

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information disclosed and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:

a) Full name, date of birth;

b) Professional qualifications;

c) Work experience;

d) Other managerial positions (including board positions in other companies);

d) Interests related to the Company and its related parties;

e) Other information (if any) as stipulated in the Company's Charter;

g) The company is responsible for disclosing information about the companies in which the candidate holds positions as a member of the Board of Directors, other management positions, and any related interests of the candidate's Board of Directors (if any).

2. The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations and guidelines on information disclosure.

Chapter III

BOARD OF DIRECTORS

Article 11. Rights and obligations of the Board of Directors

1. The Board of Directors is the management body of the Company and has full authority, on behalf of the Company, to decide and exercise the rights and obligations of the Company, except for those rights and obligations falling within the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Deciding on the Company's strategic plan, medium-term development plan, and annual business plan;

b) Propose the types of shares and the total number of shares authorized for sale for each type;

c) Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means;

d) Deciding on the selling price of the Company's shares and bonds;

d) Decisions to repurchase shares as stipulated in Clauses 1 and 2 of Article 133 of the Law on Enterprises;

e) Deciding on investment options and investment projects within the authority and limits prescribed by law;

g) Deciding on solutions for market development, marketing, and technology;

h) Through purchase, sale, loan, and other contracts and transactions with a value of 35 % or more of the total asset value recorded in the Company's most recent financial statement, excluding contracts and transactions under the authority of the General Meeting of Shareholders as stipulated in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Law on Enterprises ;

i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with the General Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;

k) Supervising and directing the General Director and other managers in the daily operation of the Company's business;

l) Deciding on the organizational structure and internal management regulations of the Company, deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;

m) Reviewing the agenda and content of documents for the general meeting of shareholders, convening the general meeting of shareholders, or soliciting opinions for the general meeting of shareholders to pass resolutions;

n) Submit the audited annual financial statements to the General Meeting of Shareholders;

o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;

p) Propose the reorganization or dissolution of the Company; request the Company's bankruptcy;

q) Decisions on the promulgation of the Board of Directors' operating regulations, the internal regulations on corporate governance after approval by the General Meeting of Shareholders; and the regulations on information disclosure of the Company;

r) Request the General Director, Deputy General Director, and other managers in the Company to provide information and documents on the financial situation and business operations of the Company and its units.

s) Managers are required to provide timely, complete, and accurate information and documents as requested by members of the Board of Directors; the provision of information and documents shall follow the following principles: For information and documents within the authority of the Company's General Director, the General Director shall be responsible for providing them; for information and documents within the authority of the Board of Directors, the General Director shall seek the opinion of the Chairman of the Board of Directors before providing them; for confidential Company documents , the procedures for requesting and providing information are specifically stipulated in the Company's Information Confidentiality Regulations .

t) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other legal regulations, and the Company's Charter and internal governance regulations .

3. The Board of Directors must report the results of the Board of Directors' activities to the General Meeting of Shareholders in accordance with the law .

4. The Board of Directors adopts resolutions and decisions by voting at meetings, soliciting opinions in writing, or through other means as stipulated in the Company's Charter. Each member of the Board of Directors has one vote.

5. In cases where a resolution or decision passed by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual responsibility for that resolution or decision and shall compensate the Company for the damage; members who opposed the resolution or decision shall be exempt from liability. In this case, the Company's shareholders have the right to request the Court to suspend or annul the aforementioned resolution or decision.

Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.

1. The Board of Directors approves contracts for the purchase, sale, loan, and other contracts and transactions with a value less than 35 % or transactions resulting in a total transaction value less than 35 % of the total asset value recorded in the most recent financial statement , or a smaller percentage or value as stipulated in the Company's Charter, between the Company and one of the following parties:

- Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and related parties of these individuals;

- Shareholders, authorized representatives of shareholders owning more than 10% of the total common stock of the Company, and their related parties;

- Businesses that are related to the entities specified in Clause 2, Article 164 of the Law on Enterprises.

2. The Company's representative signing the contract or transaction must notify the members of the Board of Directors and the members of the Board of Supervisors about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification, unless the Company's Charter stipulates a different period; members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote.

Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.

1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:

a) The Board of Directors deems it necessary for the benefit of the Company;

b) Number of members of the Board of Directors, member The remaining members of the Board of Supervisors are fewer than the minimum number required by law;

c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;

d) At the request of the Board of Supervisors;

d. Other cases as prescribed by law and the Company's Charter.

2. Convening an extraordinary general meeting of shareholders.

Unless otherwise stipulated in the Company's Charter, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors is less than the minimum number of members stipulated in the Company's Charter, or upon receiving a request as stipulated in points c and d of Clause 1 of this Article;

3. The person convening the General Meeting of Shareholders must perform the following tasks:

a) Prepare a list of shareholders eligible to attend and vote/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders must be prepared no more than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders, unless the Company's Charter stipulates a shorter period. The Company must publish information about the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the final registration date;

b) Prepare the program and content for the congress;

c) Prepare documents for the conference;

d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting ; list and detailed information of candidates in case of election of members of the Board of Directors and Board of Supervisors.

d) Determine the time and location for holding the congress;

e) Notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend the meeting;

g) Other tasks related to the congress.

Article 14. Subcommittees assisting the Board of Directors.

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in a subcommittee is determined by the Board of Directors and must be at least two, including both Board members and external members. Independent Board members/non-executive Board members should constitute a majority in the subcommittee, and one of these members shall be appointed as the Subcommittee Chairman by decision of the Board of Directors. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when a majority of members attend and vote in favor of the subcommittee meeting.

2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the Company's Charter and Internal Regulations on Corporate Governance.

Chapter IV

BOARD OF DIRECTORS MEETING

Article 15. Board of Directors Meetings

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of the conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority vote to choose one of them to convene the meeting of the Board of Directors.

2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) Upon the recommendation of the Board of Supervisors or an independent member of the Board of Directors;

b) Based on a proposal from the General Director or at least 05 other managers;

c) A proposal must be submitted by at least two members of the Board of Directors;

d) Other cases as stipulated in the Company's Charter.

4. Proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors in making decisions.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be liable for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.

Notices inviting members to the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the Company's Charter, and must be ensured to reach the contact address of each member of the Board of Directors registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the members of the Board of Supervisors in the same manner as to the members of the Board of Directors.

Members of the Board of Supervisors shall have the right to attend meetings of the Board of Directors and participate in discussions, but shall not have voting rights.

8. A Board of Directors meeting shall be held when at least three-quarters of the total number of members are present. If the meeting convened in accordance with

this clause does not have the required number of members present, a second meeting shall be convened within seven days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board of Directors members are present.

9. A member of the Board of Directors shall be deemed to have attended and voted at the meeting in the following circumstances:

a) Attend and vote directly at the meeting;

b) Authorize another person to attend the meeting and vote as prescribed in Clause 11 of this Article;

c) Attend and vote via online conference, electronic voting, or other electronic means;

d) Send the ballot to the meeting via mail, fax, or email;

d) Submitting ballots by other means as prescribed in the Company's Charter.

10. In the case of sending ballots to the meeting by mail, the ballots must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. The ballots may only be opened in the presence of all attendees.

11. Voting

a) Except as provided in point b of clause 11 of this Article , each member of the Board of Directors or authorized person as provided in clause 9 of this Article who is present in person at the Board of Directors meeting has one (01) voting right;

b) Board members shall not vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members shall not be counted toward the minimum quorum required to convene a Board meeting regarding decisions in which they do not have the right to vote;

c) As stipulated in point d, clause 11 of this Article , when an issue arises at a meeting relating to the interests or voting rights of a member of the Board of Directors who does not voluntarily waive their voting rights, the chairman's decision shall be final, except in cases where the nature or scope of the interests of the relevant member of the Board of Directors has not been fully disclosed;

d) A member of the Board of Directors benefits from a contract as stipulated in points a and b of Clause 6, Article 42. The company's articles of incorporation are deemed to have a substantial interest in that contract;

Auditors have the right to attend Board of Directors meetings and participate in discussions, but they do not have the right to vote.

12. A Board member who directly or indirectly benefits from a contract or transaction already concluded or slated for conclusion with the Company and is aware of their own interest is responsible for disclosing this interest at the first Board meeting discussing the conclusion of such contract or transaction. If a Board member is unaware of their own or related parties' interest at the time the contract or transaction is concluded with the Company, that Board member must disclose the relevant interest at the first Board meeting held after they become aware of their interest or potential interest in the aforementioned transaction or contract.

13. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors.

14. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

15. The Board of Directors has the right to solicit written opinions from its members to pass Board Resolutions when approving matters within the Board of Directors' authority as stipulated in Clause 2, Article 27 of the Company's Charter.

Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. These resolutions have the same effect and validity as resolutions adopted at the meeting.

Article 16. Minutes of the Board of Directors Meeting

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded, and stored electronically. Minutes must be in Vietnamese and may also be in a foreign language, including the following main contents:

a) Name, address of head office, business registration number;

b) Time and place of the meeting;

c) Purpose, agenda, and content of the meeting;

d) The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting and the reasons for absence;

d) Issues discussed and voted on at the meeting;

e) Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;

g) The voting results clearly indicate which members approved, disapproved, and abstained;

h) The issue that was approved and the corresponding percentage of votes in favor;

i) Full name and signature of the presiding officer and the person recording the minutes, except as provided in Clause 2 of this Article.

2. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present and agree to sign the minutes and contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid. The minutes shall clearly state that the chairperson or the person recording the minutes refused to sign. The person signing the minutes shall be jointly liable for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes shall be personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes, in accordance with this Law, the company's charter, and relevant laws.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. Minutes of Board of Directors meetings and documents used in the meetings must be kept at the Company's head office.

5. Minutes drawn up in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

Chapter V

REPORT AND DISCLOSURE OF BENEFITS

Article 17. Submission of Annual Reports

1. At the end of the fiscal year, the Board of Directors must submit the following report to the General Meeting of Shareholders:

a) Report on the company's business results;

b) Financial statements;

c) Report evaluating the company's management and operations;

d) The Board of Supervisors' assessment report.

2. The reports stipulated in points a, b, and c of Clause 1 of this Article must be submitted to the Board of Supervisors for review no later than 30 days prior to the date. the opening day of the Annual General Meeting of Shareholders unless the Company's Charter stipulate otherwise.

3. The reports stipulated in Clauses 1 and 2 of this Article, the Board of Supervisors' appraisal report, and the audit report must be kept at the Company's head office no later than 10 days before the opening of the Annual General Meeting of Shareholders. Shareholders who have continuously held shares of the Company for at least one year have the right to personally or together with a lawyer, accountant, or auditor with a professional certificate directly review the reports stipulated in this Article.

Article 18. Remuneration, bonuses and other benefits of members of the Board of Directors

1. The company has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.

2. Members of the Board of Directors are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total amount of remuneration and bonuses for the Board of Directors is decided by the General Meeting of Shareholders at its annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is presented as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting.

4. Members of the Board of Directors holding executive positions, or members of the Board of Directors working in subcommittees of the Board of Directors, or performing other duties outside the normal scope of a member's duties, may receive additional compensation in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to reimbursement for all travel, accommodation, meals, and other reasonable expenses incurred in performing their duties as members of the Board of Directors, including expenses incurred in attending meetings of the General Meeting of Shareholders, the Board of Directors, or subcommittees of the Board of Directors.

6. Members of the Board of Directors may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Charter.

7. Members of the Board of Directors have the right to hire lawyers to protect their legitimate rights and interests; the Company is responsible for paying all legal fees to protect the legitimate rights and interests of the Company's Board members in the following cases:

- Any member of the Board of Directors is subject to legal action by any individual or organization in accordance with the law and the Company's regulations.

- Members of the Board of Directors must comply with/properly implement the provisions of the law, the Company's Charter, and the Company's regulations and rules in the exercise of their powers and obligations. Even if they have not fully complied with/properly implemented the provisions of the law, the Company's Charter, and the Company's regulations and rules, the exercise of their powers and obligations must be based on evidence that: it benefits the Company; it is for the benefit of the Company; and it does not affect/cause damage to the legitimate and lawful rights and interests of the Company.

Article 19. Disclosure of related interests

Unless otherwise stipulated in the Company's Charter, the disclosure of the Company's interests and related parties shall be governed by the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:

a) Name, business registration number, head office address, business sector and activities of the enterprise in which they own capital contributions or shares; percentage and time of ownership of those capital contributions or shares;

b) The name, business registration number, head office address, and business lines of the enterprise in which the related parties jointly or individually own more than 10% of the charter capital.

2. The declarations stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant benefit arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Directors who, in their own name or on behalf of others, perform any work in any form within the scope of the Company's business activities must explain the nature and content of such work to the Board of Directors and may only perform it with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without reporting it or without the approval of the Board of Directors, all income derived from such activity shall belong to the Company.

Chapter VI

RELATIONSHIP OF THE BOARD OF DIRECTORS

Article 20. Relationship between members of the Board of Directors

1. The relationship between the members of the Board of Directors is one of collaboration; the members of the Board of Directors are responsible for informing each other on relevant issues in the process of handling their assigned tasks.

2. During the course of work, the Board member assigned primary responsibility must proactively coordinate and handle any issues that relate to the areas of responsibility of other Board members. In cases where there are differing opinions among Board members, the member primarily responsible shall report to the Chairman of the Board for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the Board members in accordance with the law, the Company Charter, and these Regulations.

3. In the event of a reassignment of duties among Board members, the Board members must hand over their work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board.

Article 21. Relationship with the Board of Directors

In its governance role, the Board of Directors issues resolutions for the CEO and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

Article 22. Relationship with the Board of Supervisors

1. The relationship between the Board of Directors and the Board of Supervisors is one of collaboration. The working relationship between the Board of Directors and the Board of Supervisors is based on the principles of equality and independence, while also ensuring close coordination and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Board of Supervisors, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

Chapter VII

EFFECTIVE DATE

Article 23. Effective Date

1. The operating regulations of the Board of Directors of Van Dien Fused Magnisium Phosphate Joint Stock Company consist of 7 chapters and 23 articles, unanimously approved by the General Meeting of Shareholders of Van Dien Fused Magnisium Phosphate Joint Stock Company on …./…/….

2. The operating regulations of the Board of Directors of the Fused Phosphate Magnisium Fertilizer Joint Stock Company shall take effect from the date of issuance as prescribed./.

OB. BOARD OF DIRECTORS
CHAIRMAN

Phung Ngoc Bo

VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No.: /NQ-DHDCD	*Hanoi, June 28, 2026*

DRAFT

RESOLUTION
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JOINT STOCK COMPANY

- Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company as approved by the General Meeting of Shareholders;

- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders dated June 28, 2026 of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company,

RESOLUTION:

Article 1.

To approve the audited financial statements for 2025 audited by AASC Auditing Firm Company Limited (detailed contents are available on the Company's website at: vandienfmp.vn – Investor Relations) with the following key indicators:

No.	Indicator	Unit	2025
1	Total assets	VND	1,212,158,156,581
2	Owners' equity	VND	657,630,454,046
3	Net revenue	VND	1,613,907,567,094
4	Profit after tax	VND	170,420,115,521
5	Basic earnings per share	VND/share	4,525

1. To approve the Report of the Board of Directors for 2025.

2. To approve the Report of the Board of Supervisors.

3. To approve Proposal No. …/TTr-BOD dated …/…/2026 of the Board of Directors on the profit distribution plan and dividend payment for 2025, with the principal contents as follows:

a. Key indicators:

No.	INDICATORS	CURRENT YEAR PROPOSAL (2025)	
		Ratio (%)	Amount (VND)
1	**CHARTER CAPITAL**		**376,653,480,000**

	- State Capital	67.056	252,568,870,000
	- Other Shareholders' Capital	32.944	124,084,610,000
2	**TOTAL REVENUE**		**1,620,016,338,396**
3	**TOTAL ACCOUNTING PROFIT BEFORE CORPORATE INCOME TAX**		**213,170,938,991**
	- Profit generated during the year		213,170,938,991
	- Profit adjustment (based on inspection/audit conclusions of State authorities)		-
4	**CORPORATE INCOME TAX**		**42,750,823,470**
	- Corporate income tax payable on operating profit		38,231,102,517
	- Deferred corporate income tax		4,519,720,953
	- Corporate income tax payable under inspection/audit conclusions of State authorities		-
5	**PROFIT AFTER CORPORATE INCOME TAX**		**180,471,125,946**
5.1	Profit after corporate income tax from business operations		170,420,115,521
5.2	Profit adjustment based on inspection/audit conclusions of State authorities		10,051,010,425
6	**UNDISTRIBUTED PROFIT CARRIED FORWARD FROM THE PREVIOUS YEAR**		**1,480,987,807**
7	**TOTAL PROFIT AVAILABLE FOR DISTRIBUTION IN THE CURRENT YEAR**		**178,552,507,313**
7.1	Allocation to Development Investment Fund	50.0%	85,210,057,761
7.2	Allocation to Reward and Welfare Fund	10.0%	17,042,011,552
7.3	Allocation to Management Bonus Fund		969,750,000
7.4	Dividend Distribution	% of Charter Capital	75,330,688,000
	- Cash dividend	10.0%	37,665,348,000
	- Stock dividend	10.0%	37,665,340,000
8	**UNDISTRIBUTED PROFIT**		**3,399,606,440**

	CARRIED FORWARD TO THE FOLLOWING YEAR		

b. Dividend Payment for 2025:

- Cash dividend payment for 2025: 10.0% of par value

(Each share is entitled to VND 1,000), of which:

+ Cash dividend advanced in 2025: 0% of par value

+ Remaining cash dividend to be paid in 2026**:** 10.0% of par value

(Each share is entitled to VND 1,000).

- Stock dividend payment for 2025: 10%, corresponding to an entitlement ratio of 100:10 **(**each shareholder holding one (01) share on the record date shall receive one (01) entitlement, and every 100 entitlements shall entitle the holder to receive ten (10) newly issued shares).

+ Treatment of fractional shares: The number of shares distributed to shareholders shall be rounded down to the nearest whole share. Any fractional shares arising from the distribution (if any) shall be cancelled.

4. To approve Proposal No. ……/TTr-PLVĐ dated …/…/2026 of the Board of Directors on the 2026 business plan and dividend payment plan, with the following principal targets:

- Total sales revenue in 2026: VND 2,100.129 billion

- Net revenue: VND 1,980.385 billion

- Profit before tax: VND 233.067 billion

- Dividend payment for 2026:

+ Proposed cash dividend: from 5% of par value;

+ Proposed stock dividend: the remaining profit after payment of cash dividends and appropriations to the funds in accordance with regulations (based on the projected profit of VND 233.067 billion, the proposed stock dividend ratio is 15%);

+ Interim dividend for 2026: The General Meeting of Shareholders authorizes the Board of Directors to determine the interim dividend rate for 2026 and implement the interim dividend payment to shareholders in accordance with the Company's business performance during the year.

5. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the issuance of shares for payment of the 2025 stock dividend.

6. To approve the list of independent audit firms for selection to perform the review of periodic financial statements and the audit of the Company's 2026 financial statements, as follows:

- AASC Auditing Firm Company Limited;

- An Viet Auditing Company Limited;

- Moore AISC Auditing and Informatics Services Company Limited

The General Meeting of Shareholders authorizes the Board of Directors to select one (01) of the above three (03) audit firms to conduct the review of the periodic financial statements and the audit of the 2026 financial statements, and to report the selection results to the next Annual General Meeting of Shareholders in accordance with applicable regulations.

7. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the remuneration and salary payments to members of the Board of Directors and the Board of Supervisors for 2025, and the remuneration and salary plan for 2026, with the principal contents as follows:

- To approve the remuneration and salary payments made to members of the Board of Directors and the Board of Supervisors in 2025 as follows:

+ Chairman of the Board of Directors: remuneration of VND 7,500,000 per month;

+ Members of the Board of Directors: remuneration of VND 6,500,000 per member per month;

+ Supervisors: remuneration of VND 5,500,000 per person per month;

+ Full-time Head of the Board of Supervisors: salary to be paid in accordance with the Company's Regulations on Salary Management and Income Distribution.

- Remuneration and salary plan for members of the Board of Directors and the Board of Supervisors in 2026:

+ Chairman of the Board of Directors: remuneration of VND 7,500,000 per month;

+ Members of the Board of Directors: remuneration of VND 6,500,000 per member per month;

+ Supervisors: remuneration of VND 5,500,000 per person per month;

+ Full-time Head of the Board of Supervisors: salary to be paid in accordance with the Company's Regulations on Salary Management and Income Distribution.

8. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the amendment and supplementation of the Company's registered business lines.

9. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the amendment and supplementation of the Company's Charter.

10. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the amendment and supplementation of the Internal Regulations on Corporate Governance.

11. To approve Proposal No. …../TTr-PLVĐ dated …./…./2026 of the Board of Directors regarding the amendment and supplementation of the Regulations on the Operation of the Board of Directors.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. The Board of Directors, the Board of Supervisors, the General Director, and all relevant departments and individuals of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company shall be responsible for implementing this Resolution in accordance with the provisions of law and the Company's regulations./.

Recipients:
- Shareholders;
- As stated in Article 3;
- State Securities Commission of Vietnam;
- Hanoi Stock Exchange (HNX);
- Person Authorized to Disclose Information;
- Archived: Board of Directors Office, Administration Office.

ON BEHALF OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING

Phung Ngoc Bo