

No.: 2009...../TB-HDQT

Ninh Binh, Day...07... month...10..., 2026

ANNOUNCEMENT

Re: Extraordinary General Meeting of Shareholders 2026

To: - The State Securities Commission of Vietnam (SSC);
- Hanoi Stock Exchange (HNX).

The Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company respectfully announces to the State Securities Commission and the Stock Exchange the time, venue, and agenda of the Extraordinary General Meeting of Shareholders (EGM) 2026 as follows:

1. Meeting Time: 09:30 AM, Monday, November 09, 2026.

2. Meeting Venue: Hall of Ninh Binh Phosphate Fertilizer Joint Stock Company.

Dau Xuan Residential Group, Nam Hoa Lu Ward, Ninh Binh Province.

3. Attendees: All shareholders of Ninh Binh Phosphate Fertilizer Joint Stock Company or authorized representatives of shareholders named in the shareholder list provided by Vietnam Securities Depository and Clearing Corporation (VSDC) finalized on September 30, 2026 (the record date to attend the Extraordinary General Meeting of Shareholders 2026).

4. Program and Agenda of EGM 2026:

- Meeting Program (Attached).
- Detailed contents of proposals, regulations, draft resolutions, etc., are posted on the Company's Website: www.niferco.com.vn

Respectfully announced to the State Securities Commission and the Stock Exchange!

Recipients:

- As above;
- Archived: Finance and Accounting Dept.

**ON BEHALF OF THE
BOARD OF DIRECTORS**



Phạm Mạnh Ninh

**NINH BINH PHOSPHATE FERTILIZER
JOINT STOCK COMPANY**

No.: 2091.../TB-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Binh, October 07, 2026

DECISION

Re: Convening the Extraordinary General Meeting of Shareholders 2026

**THE BOARD OF DIRECTORS
NINH BINH PHOSPHATE FERTILIZER JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter on Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders.

DECIDES:

Article 1. Convene the Extraordinary General Meeting of Shareholders 2026 of Ninh Binh Phosphate Fertilizer Joint Stock Company comprising 308 shareholders, holding: 15,731,260 shares, corresponding to 100% of the Charter Capital of the Company (invited shareholders list attached).

- **Meeting time:** At 09:30 AM on November 09, 2026 (Monday).
- **Venue:** Hall of Ninh Binh Phosphate Fertilizer Joint Stock Company.

Nam Hoa Lu Ward, Ninh Binh Province.

Article 2. Members of the Board of Directors, heads of units within the Company, Shareholders, Organizing Committee, and Supporting Committee shall implement this Decision according to their duties./.

Recipients:

- As per Article 2;
- Party Committee, Trade Union (for reporting);
- Archived: Company Office, HR Dept.

**ON BEHALF OF THE
BOARD OF DIRECTORS**



Pham Manh Ninh

INVITATION LETTER

To the Extraordinary General Meeting of Shareholders 2026

To: Esteemed Shareholders of Ninh Binh Phosphate Fertilizer Joint Stock Company

The Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company respectfully announces and cordially invites Shareholders to attend the Extraordinary General Meeting of Shareholders (EGM) 2026 as follows:

1. Time: 09:30 AM, November 09, 2026 (Monday).
2. Venue: At the Hall of Ninh Binh Phosphate Fertilizer Joint Stock Company.
Nam Hoa Lu Ward, Ninh Binh Province.

3. Attendees: All shareholders of Ninh Binh Phosphate Fertilizer Joint Stock Company or authorized representatives of shareholders named in the shareholder list finalized by Vietnam Securities Depository and Clearing Corporation (VSDC) as of September 30, 2026 (the record date to attend the Extraordinary General Meeting of Shareholders 2026).

4. Documents:

We attach the following documents:

- Agenda of the EGM;
- Confirmation form of attendance at the EGM;
- Proxy/Power of Attorney form for attending the EGM.

5. Confirmation of Attendance and Authorization:

Shareholders are kindly requested to complete the Attendance Confirmation form and send it to Ninh Binh Phosphate Fertilizer Joint Stock Company before November 05, 2026 via Fax to 0229.3610.013 or contact Mr. Nguyen Ngoc Thuan - Chief Accountant of the Company, Mobile: 0945.039.598.

In case a Shareholder cannot attend and wishes to authorize another person to attend the EGM, please execute the Power of Attorney form attached to this invitation and send it to the Company before November 05, 2026.

6. When attending the General Meeting of Shareholders, Shareholders or Authorized Persons are requested to bring the Invitation Letter, Identity Card/Citizen ID, and original Power of Attorney (if authorized) for registration procedures./.

Recipients:

- As above;
- Posted on Website;
- Archived: Clerical office.

**ON BEHALF OF THE
BOARD OF DIRECTORS**



Pham Manh Ninh



NINH BINH PHOSPHATE FERTILIZER JOINT STOCK COMPANY

AGENDA

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026

(November 9th, 2026)

No	Time	Agenda Items
1	9:00 - 9:30	Welcome Delegates and Shareholders, distribute meeting materials, and verify Shareholder Delegate qualifications.
2	9:30	Announcement of reasons, introduction of Delegates, Opening of the Meeting.
3		- Shareholder Qualification Verification Report. - Introduction of the Presidium.
4		The Chairperson appoints the Secretariat and introduces the Vote Counting Committee for approval by the Meeting.
5		- Presentation of Working Regulations for the Extraordinary General Meeting 2026. - Presentation of Meeting Agenda.
6		Voting to approve the Working Regulations and Meeting Agenda.
7		Proposal regarding the dismissal of a member of the Board of Directors and additional election of a member to the Board of Directors for the 2023–2028 term.
8		- The Meeting proceeds with discussions. - BOD addresses shareholders' opinions and questions. - Voting to approve the Proposal.
9		* Additional election of BOD member for the 2023–2028 term - Presentation of Election Regulations for additional BOD member. - Voting to approve Election Regulations. - Reading nomination documents for BOD member. - Finalizing list of BOD candidates. - Casting ballots for BOD member election.
10		Announcement of Election Results.
11		Secretariat presents Draft Minutes and Resolution of the General Meeting.
12		Voting to approve Minutes and Resolution of the General Meeting.
13		Closing of the General Meeting.

Note:

All meeting materials are uploaded on the Company's Website: Niferco.com.vn

ORGANIZING COMMITTEE OF THE MEETING



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

CONFIRMATION OF ATTENDANCE

Extraordinary General Meeting of Shareholders 2026
Ninh Binh Phosphate Fertilizer Joint Stock Company

Full Name of Individual / Organization:

Being a shareholder of Ninh Binh Phosphate Fertilizer Joint Stock Company

Address:

ID/CCCD No.: Date of Issue: Place of Issue:

Number of shares owned and represented as of September 30, 2026:

(In words:)

Based on Invitation Letter No. /GM-HDQT dated /10/2026 issued by the Board of Directors regarding the organization of and attendance at the Extraordinary General Meeting of Shareholders 2026 of Ninh Binh Phosphate Fertilizer Joint Stock Company, I/our Company hereby confirm our attendance at the Meeting held on November 09, 2026 as follows:

☐ Will attend in person.

☐ Will authorize another representative to attend.

....., Date: 2026

SHAREHOLDER

(Signature and full name)

(For institutional shareholders, seal must be affixed)



SOCIALIST REPUBLIC OF VIETNAM

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Ninh Binh, Day..... Month..... Year 2026

POWER OF ATTORNEY

Re: Attendance at the Extraordinary General Meeting of Shareholders 2026 Ninh Binh
Phosphate Fertilizer Joint Stock Company

1. Authorizing Party (Principal):

Full Name of Individual/Organization:

ID/CCCD/Business Registration No.: Issued by:

Date of Issue:

Address:

Being a shareholder of Ninh Binh Phosphate Fertilizer Joint Stock Company

Number of shares owned:

(In words:)

2. Authorized Party (Attorney-in-fact):

Full Name:

ID/CCCD No.: Issued by: Date of Issue:

Address:

3. Scope of Authorization:

The Authorized Party is entitled to act on behalf of myself/our Company to attend and vote on all matters at the Extraordinary General Meeting of Shareholders 2026 of Ninh Binh Phosphate Fertilizer Joint Stock Company corresponding to the number of shares owned by myself/our Company in accordance with provisions of the law.

4. Other Terms:

The Authorizing Party commits that as of the date of executing this Power of Attorney, all shares mentioned above belong to their lawful ownership, and there are no disputes regarding the number of shares lawfully owned by the Authorizing Party; commits not to file any complaints regarding voting results, and accepts full responsibility for this authorization.

The Authorized Party commits to fully perform the authorized scope of work and shall not re-authorize any third party to perform the duties specified in this Power of Attorney.

5. Validity Period:

This Power of Attorney takes effect from the date of signature until the conclusion of the Extraordinary General Meeting of Shareholders on November 09, 2026. 

Authorized Party
(Signature and full name)

Authorizing Party
(Signature and full name)



"Draft"

Ninh Binh, November, 2026

PROPOSAL

**Re: Dismissal of a Member of the Board of Directors and Additional Election of
a Member of the Board of Directors of the Company for the 2023–2028 Term**

To: The General Meeting of Shareholders

Pursuant to the Charter on Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders;

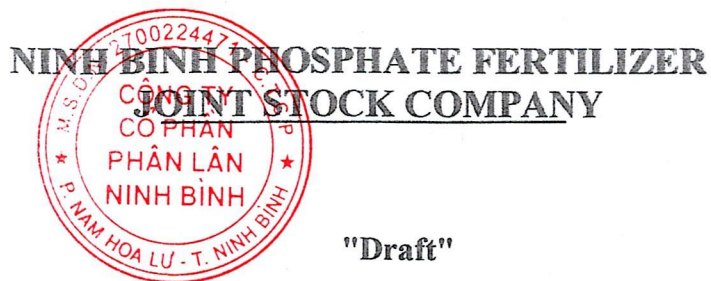
Pursuant to the resignation letter dated October 05, 2026 of Mr. Phung Quang Trung regarding his resignation as a member of the Board of Directors of the Company for the 2023–2028 term;

The Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders to approve the dismissal of Mr. Phung Quang Trung as a member of the Board of Directors of the Company for the 2023–2028 term, effective from November 09, 2026; and simultaneously elect an additional member to the Board of Directors of the Company for the 2023–2028 term, effective from November 09, 2026.

Respectfully submitted to the General Meeting!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Pham Manh Ninh



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Binh, November 09th, 2026

"Draft"

RESOLUTION

**Extraordinary General Meeting of Shareholders 2026 Ninh Binh
Phosphate Fertilizer Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company approved by the General Meeting of Shareholders;
- Pursuant to the Minutes of the Extraordinary General Meeting of Shareholders 2026 of Ninh Binh Phosphate Fertilizer Joint Stock Company dated November 09, 2026.

RESOLVES:

Article 1.

1. Approve the dismissal of Mr. Phung Quang Trung as a member of the Board of Directors for the 2023–2028 term.
2. Elect a replacement member to the Board of Directors. Based on the election results, the elected member of the Board of Directors for the 2023–2028 term is Mr. Tran Thang.

Article 2. The General Meeting of Shareholders assigns the Board of Directors, Board of Management, Supervisory Board, relevant departments, and individuals to implement the contents of this Resolution.

This Resolution takes effect from November 09th, 2026.

Recipients:

- Shareholders of the Company;
- SSC, HNX (for information disclosure);
- Ninh Binh Phosphate Fertilizer Joint Stock Company;
 - + Board of Directors, Supervisory Board, Board of Management;
 - + Relevant departments;
- Published on Company Website;
- Archived: Company Secretariat.

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

Pham Manh Ninh

Ninh Binh, November 09th, 2026

"Draft"

ORGANIZATION REGULATIONS
EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS 2026
NINH BINH PHOSPHATE FERTILIZER JOINT STOCK COMPANY

Chapter I
GENERAL PROVISIONS

Article 1. Scope of Application

- These Regulations apply to the organization of the Extraordinary General Meeting of Shareholders 2026 (hereinafter referred to as the "Meeting") of Ninh Binh Phosphate Fertilizer Joint Stock Company.

- These Regulations specifically stipulate the rights and obligations of shareholders and participants attending the Meeting, conditions, and procedures for conducting the Meeting.

Article 2. General Requirements

- Shareholders entering the meeting hall shall sit in their designated positions and areas as guided by the Organizing Committee. Shareholders attending the Meeting are responsible for maintaining order, refraining from using mobile phones and smoking inside the meeting hall; behaving in a polite and civilized manner; refraining from any acts that obstruct or disrupt order so that the Meeting can be conducted seriously, fairly, and lawfully; and complying with the direction of the Chairperson and the Organizing Committee.

- Shareholders/Shareholder Representatives are responsible for attending the Meeting from its commencement until its conclusion. In the event that a shareholder/shareholder representative must leave the meeting prior to its conclusion due to force majeure, such shareholder/shareholder representative may authorize another person to attend, speak, vote, and exercise other rights and obligations of that shareholder at the Meeting on their behalf. In the event that a shareholder/shareholder representative voluntarily leaves the meeting prior to its conclusion without notifying the Organizing Committee, such shareholder shall be deemed to have waived their rights as a shareholder

attending the Meeting and shall have no right to lodge complaints regarding any shareholder-related rights.

Article 3. Conditions for Attending the Meeting

Participants shall be shareholders or authorized representatives of shareholders named in the list of shareholders on the record date for the right to attend the Meeting. In the event that a shareholder receives a share transfer after the record date, such shareholder still has the right to attend the Meeting in place of the transferor for the transferred shares, unless otherwise agreed upon by both parties.

Chapter II

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, AUTHORIZED REPRESENTATIVES AND PARTICIPATING PARTIES AT THE MEETING

Article 4. Rights and Obligations of Shareholders and Authorized Representatives

- Vote to approve decisions within the authority of the General Meeting of Shareholders in accordance with the Law on Enterprises 2020, the Charter of the Company, and relevant applicable legal regulations.
- Shareholders or authorized representatives attending the Meeting shall receive voting ballots indicating the number of shares corresponding to their owned or represented shares for issues discussed at the Meeting.
- The voting value of the Voting Ballot held by a shareholder or authorized representative corresponds to the percentage of voting shares owned or authorized to register for the Meeting over the total number of voting shares of shareholders or authorized representatives present at the Meeting.
- During the discussion session, shareholders or authorized representatives may speak directly at the meeting hall or write an opinion sheet and send it to the Chairperson to arrange and assign the responsible person to answer. Comments and contributions of shareholders should be concise, focusing on central issues needing discussion (if authorized, an original Power of Attorney is required).
- Each shareholder or authorized representative attending the Meeting must bring the Invitation Letter, personal identification documents (ID Card, CCCD, or Passport), and Power of Attorney (if authorized, the original copy is required) to present to the Organizing Committee and receive voting ballots with the shareholder code and number of voting shares represented, stamped with the overlapping seal of Ninh Binh Phosphate Fertilizer Joint Stock Company.
- Late-arriving shareholders or authorized representatives have the right to register immediately and subsequently participate in voting at the Meeting; however, the Chairperson is not responsible for stopping the Meeting to allow them to register, and the validity of voting rounds already conducted shall remain unaffected.

- Shareholders shall bear their own expenses for travel, meals, and accommodation.

Article 5. Rights and Obligations of the Shareholder Eligibility Verification Board:

- The Shareholder Eligibility Verification Board shall be nominated by the Board of Directors.
- The Shareholder Eligibility Verification Board shall perform the following duties:
 - + Verify the eligibility of shareholders or authorized representatives attending the Meeting: Personal identification documents (ID Card, CCCD, Passport); Invitation Letter; Power of Attorney (if authorized, the original copy is required);
 - + Distribute documents to shareholders or authorized representatives: Voting Cards and other meeting documents;
 - + Report to the Meeting on the results of shareholder eligibility verification at the following times:
 - ⇒ Prior to the opening of the Meeting;
 - ⇒ Prior to each voting session of the Meeting if there is any change in the number of shareholders registered to attend the Meeting (late-arriving shareholders registering to attend).
 - + The Shareholder Eligibility Verification Board has the right to establish a assisting team to fulfill its duties.

Article 6. Rights and Obligations of the Vote Counting Committee

6.1. The Vote Counting Committee shall be nominated by the Chairperson and approved by the Meeting through voting. Members of the Vote Counting Committee must not be named, involved as a party, or affiliated with contracts with the company or company branches.

6.2. The Vote Counting Committee has the following duties:

- Determine the voting results of shareholders on issues approved at the Meeting.
- Inspect and supervise the casting, voting, and collection of ballot forms; carry out the vote counting for election, draft the vote counting minutes, and announce the results of election vote counting and voting results before the Meeting.
- Promptly notify the Secretariat of the voting and election results; hand over the minutes and all ballot forms to the Organizing Committee of the Meeting.
- Review and report to the Meeting any violations of voting rules or election complaints/petitions (if any). In performing its duties, the Vote Counting Committee must work honestly, accurately, and be responsible for the voting results.

Article 7. Rights and Obligations of the Chairperson and Secretariat of the Meeting

7.1. Chairperson of the Meeting

- The Chairman of the Board of Directors shall preside over and act as the Chairperson of the General Meeting of Shareholders.

- The Chairperson shall conduct the Meeting in accordance with the meeting agenda and Regulations approved by the Meeting.

- The Chairperson shall guide the Meeting in discussions, gathering opinions, and voting on matters within the agenda of the Meeting and related issues throughout the duration of the Meeting.

- The Chairperson has the right to take necessary measures to direct the meeting in a reasonable and orderly manner, strictly following the approved agenda and reflecting the wishes of the majority of attendees.

- Decisions of the Chairperson on procedural matters or events arising outside the agenda of the Meeting shall carry final determination power.

- The Chairperson has the right to request competent authorities to maintain order at the meeting; expel persons who fail to comply with the Chairperson's direction, intentionally cause disorder, or obstruct the normal progress of the meeting from the General Meeting of Shareholders.

- The Chairperson has the right to adjourn the Meeting to another time or change the meeting venue if deemed that:

- + Actions of persons present obstruct or are likely to obstruct the orderly progress of the meeting's proceedings.

- + The adjournment is necessary to ensure that the work of the Meeting is conducted lawfully.

- + The maximum adjournment period shall not exceed 03 days from the date the meeting was scheduled to open.

7.2. Secretariat

- The Secretariat shall perform assisting duties as assigned by the Chairperson, specifically as follows:

- + Fully and truthfully record all proceedings of the Meeting and issues approved or noted by shareholders/shareholder representatives at the Meeting.

- + Draft the Minutes and Resolution of the Meeting on matters approved at the Meeting.

- + Other duties as assigned by the Chairperson.

Chapter III

PROCEDURES FOR CONDUCTING THE MEETING

Article 8. Conditions for Conducting the Meeting

- The Meeting shall be conducted when the attending shareholders/shareholder representatives represent more than 50% of the total voting shares.

Article 9. Procedures for Conducting the Meeting

- The Meeting is expected to take place in a single working session.
- The Meeting shall sequentially discuss and approve the contents specified in the Meeting Agenda.

Article 10. Approval of Decisions of the Meeting

Issues of the Meeting shall be approved when accepted by the shareholders representing more than 50% of the total voting shares of shareholders with voting rights present in person or through authorized representatives present at the Meeting;

Particularly, the following issues shall be approved when accepted by the shareholders representing 65% or more of the total voting shares of shareholders with voting rights present in person or through authorized representatives attending the Meeting:

- + Classes of shares and the total number of shares of each class;
- + Changes in business lines and sectors;
- + Changes in the organizational management structure of the Company;
- + Investment projects or sales of assets with a value of 35% or more of the total asset value recorded in the most recent financial statement of the Company;
- + Reorganization or dissolution of the Company.

Article 11. Voting Methods

- Matters on the agenda of the Meeting must be approved by direct voting at the Meeting. Each shareholder is provided with one Voting Card and one Voting Ballot, which state the registration code, the number of voting shares (owned and authorized) of the shareholder, and bear the overlapping seal of Ninh Binh Phosphate Fertilizer Joint Stock Company.

- Shareholders shall vote by Voting Card for agenda items of the Meeting (except for matters voted on by Voting Ballot).

- The Meeting shall conduct open voting; shareholders/shareholder representatives shall vote on all matters requiring opinion gathering at the Meeting by raising their voting ballots under the direction of the Chairperson of the Meeting.

- After presenting each issue, the Chairperson shall request voting opinions of the Meeting for that issue by inviting shareholders/shareholder representatives to vote in the sequence of 03 options: approve, disapprove, and abstain.

- The Vote Counting Committee shall count votes on the spot to determine the voting ratio for each issue submitted for GMS approval.

- Valid voting ballot: Voting ballots printed in the pre-printed form of the Company, without erasure, alteration, or addition of other contents onto the voting ballot.

- Invalid voting ballot: Ballots that fail to meet any of the requirements for a valid voting ballot as specified above.

- Decisions of the Meeting shall be approved in the form of voting upon reaching the minimum ratio required by law and the Charter of the Company.

Article 12. Meeting Minutes, Resolution of the Meeting

- Contents of the Meeting shall be recorded in minutes. The Chairperson and Secretariat of the Meeting shall be responsible for the accuracy and truthfulness of the Meeting Minutes.

- The Meeting Minutes must be announced before the Meeting and approved by the Meeting prior to the closing of the Meeting.

- Meeting Minutes, shareholder eligibility verification minutes, vote counting minutes, and other documents recording the proceedings and results of the Meeting must be archived at the head office of the Company.

- Meeting Minutes serve as the basis for issuing the Resolution of the Meeting.

- Based on the results at the Meeting, the Chairperson shall issue the Resolution of the GMS on issues approved by the Meeting. The Resolution shall be sent to shareholders within fifteen (15) days from the date of concluding the vote counting or uploaded onto the electronic information page (website) of the Company within 24 hours from the time of concluding the vote counting.

Article 13. Executive Provisions

- These Regulations consist of 13 articles and shall take effect immediately upon being approved by the General Meeting of Shareholders of the Company.

- These Regulations may be amended from time to time based on proposals from the Board of Directors of the Company and must be voted on and approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Pham Manh Ninh





"Draft"

Ninh Binh, November 09th, 2026

**REGULATIONS ON ADDITIONAL ELECTION
OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2023-2028 TERM
At the Extraordinary General Meeting of Shareholders 2026
Ninh Binh Phosphate Fertilizer Joint Stock Company**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 passed by the National Assembly of the Socialist Republic of Vietnam and guiding documents;
- Charter on Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company.

The General Meeting of Shareholders ("GMS") of Ninh Binh Phosphate Fertilizer Joint Stock Company conducts the additional election of members of the Board of Directors ("BOD") for the 2023-2028 term in accordance with the following provisions:

A- The Chairperson of the Meeting is responsible for presiding over this election with specific tasks as follows:

- Nominate the Election Vote Counting Committee for GMS approval;
- Supervise the verification and preparation of the candidate list;
- Introduce the list of candidates and nominees;
- Supervise the voting and vote counting processes;
- Resolve election-related complaints (if any).

B- Contents

I. Applicable Entities and Scope:

- These Regulations guide the conditions and procedures for nomination and candidacy to elect additional members of the Board of Directors (BOD) for the 2023-2028 term of the Company.
- Shareholders and candidates participating in the nomination of BOD members are responsible for complying with the contents of these Regulations.

II. Candidacy and Nomination of Members of the Board of Directors:

1. Quantity:

- Number of additional BOD members to be elected: 01 (one) member.

2. Dossier for Nomination and Candidacy to the BOD:

The dossier for candidacy and nomination of candidates for election to the BOD includes:

- Application for candidacy or nomination for BOD membership;
- Self-declared curriculum vitae of the candidate;
- Copy of permanent residence registration book, ID Card/CCCD (or passport);
- Documents certifying the shareholding ratio of the shareholder/group of shareholders satisfying the eligibility conditions for nomination/candidacy as prescribed in the Company's Charter;
- Candidates for the Board of Directors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the contents in their dossier.

3. Time and Address for Submitting Nomination and Candidacy Dossiers:

- Deadline for submitting nomination and candidacy dossiers:
 - + To facilitate the additional election of BOD members of the Company, candidacy and nomination dossiers must be sent to the Company no later than 16:00 on November 06, 2026;
 - + In special cases where shareholders do not have the conditions to submit nomination or candidacy dossiers within the specified time, they may complete and submit them to the Organizing Committee prior to the opening of the Meeting for consideration.
 - Address for submitting nomination and candidacy dossiers:
 - + Department of Organization and Administration - Ninh Binh Phosphate Fertilizer Joint Stock Company;
 - + Dau Xuan Neighborhood Group, Nam Hoa Lu Ward, Ninh Binh Province;
 - + Tel: 02293610863; Fax: 022936100613;
- (In case of Fax, the original copy must be resubmitted prior to the opening of the Meeting).

III. Nomination and Candidacy Principles:

1. Regulations on Nomination and Candidacy for Members of the Board of Directors:

- Shareholders holding ordinary shares up to September 30, 2026 (the record date for the shareholder list) 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 has the right to nominate one (01) candidate;

- A shareholder or group of shareholders holding from 20% to less than 30% of the total voting shares has the right to nominate a maximum of two (02) candidates;
- A shareholder or group of shareholders holding from 30% to less than 40% of the total voting shares has the right to nominate a maximum of three (03) candidates;
- A shareholder or group of shareholders holding from 40% to less than 50% of the total voting shares has the right to nominate a maximum of four (04) candidates;
- A shareholder or group of shareholders holding from 50% to less than 60% of the total voting shares has the right to nominate a maximum of five (05) candidates;
- A shareholder or group of shareholders holding from 60% to less than 70% of the total voting shares has the right to nominate a maximum of six (06) candidates;
- A shareholder or group of shareholders holding from 70% to 80% of the total voting shares has the right to nominate a maximum of seven (07) candidates.
- A shareholder or group of shareholders holding from 80% to less than 90% of the total voting shares has the right to nominate a maximum of eight (08) candidates.
- In the event that the number of candidates for the Board of Directors through candidacy and nomination is still insufficient, the Chairperson of the Meeting shall direct the Meeting to nominate additional candidates to meet the required quantity.

2. Qualifications for Candidates to the Board of Directors:

- Have full civil capacity, not falling under the categories banned from enterprise management as prescribed by the law on enterprises.
- Members of the Board of Directors need not be shareholders of the Company.
- Be in good health to fulfill duties; possess understanding and awareness of legal compliance.
- Possess professional qualifications and business management experience or experience in the main business lines/sectors of the Company. For Board of Directors members concurrently holding management titles in the executive apparatus of the Company, practical capacity, work efficiency, executive capacity, and operational organization capacity are required.

IV. Compilation and Voting on Approval of Candidate List for Additional Election of Board Members:

The Organizing Committee is responsible for receiving and verifying the candidacy and nomination forms of shareholders and authorized representatives attending the General Meeting of Shareholders; selecting and compiling the list of candidates who meet all standards and conditions for the additional election of Board members; and reporting the candidate list to the Meeting for approval by voting.

V. Principles, Voting Methods, and Principles for Determining Elected Candidates:

1. Voting Principles:

- In accordance with the law and the Company's Charter;
- Secret ballot method;
- Members of the Election Vote Counting Committee shall not be listed in the candidate list.

2. Voting Method:

1- Conducted via the cumulative voting method: Accordingly, each delegate with voting rights has a total number of voting votes equal to the total number of shares owned and represented multiplied by the number of members to be elected (01 member). Delegates have the right to accumulate all of their voting votes for one or several candidates.

2- Each attending shareholder is issued one ballot by the Vote Counting Committee, with the following contents:

- Indicates the name of the shareholder, the authorized representative of the shareholder, total shares owned and represented, and total corresponding voting votes;
- List of candidate full names for election to the Board of Directors arranged in alphabetical order (A-Z) by name, fully written on the ballot;

3- Shareholders shall fill in the number of voting votes for each trusted candidate such that the total number of voting votes for the candidates does not exceed the total number of voting votes held by each shareholder.

In the event that prior to casting the ballot, for any reason a delegate needs to exchange for a new ballot, the old ballot must be returned to the Vote Counting Committee to issue a new ballot. The Vote Counting Committee must prepare a ballot exchange record, and each delegate is only allowed to exchange ballots once.

4- Ballots shall be cast into a sealed ballot box that has been sealed prior to vote counting.

5- A valid ballot must be issued by the Vote Counting Committee, and the total number of voting votes for candidates must be less than or equal to the total number of voting votes held by the delegate.

6- An invalid ballot is a ballot falling under one of the following cases:

- + Ballots not issued by the Vote Counting Committee;
- + Delegates crossing out candidate names;
- + Delegates using votes exceeding their total available voting votes;
- + Delegates voting for persons outside the candidate list;

+ Torn or erased/altered ballots.

7- Vote counting: Conducted under the supervision of shareholder representatives.

8- The Vote Counting Committee is responsible for preparing the vote counting minutes, announcing the results, and coordinating with the Chairperson of the Meeting to resolve shareholder queries and complaints (if any).

9- Election ballots after counting shall be archived in accordance with regulations and opened upon request of the General Meeting of Shareholders.

3. Principles of Winning the Election and Candidate Selection

- The elected person shall be determined based on the number of voting votes ranked from highest to lowest, starting from the candidate with the highest number of voting votes until the required number of members specified in these Regulations is met.

- In the event that there are candidates with an equal percentage of voting votes where elimination is required to reach the prescribed quantity, a re-election shall be conducted among those candidates. If after conducting 01 (one) re-election round the percentage of voting votes remains equal, the candidate holding and representing a higher number of shares shall be the elected candidate.

VI. Enforcement Provisions

The Regulations on Additional Election of Members of the Board of Directors at the Extraordinary General Meeting of Shareholders 2026 of Ninh Binh Phosphate Fertilizer Joint Stock Company shall take effect immediately upon approval by a vote representing more than 50% of the total voting shares of all attending shareholders and authorized representatives.

These Regulations shall cease to be effective upon the conclusion of the Extraordinary General Meeting of Shareholders 2026.

The above contains the entire content of the Regulations on Additional Election of Members of the Board of Directors at the Extraordinary General Meeting of Shareholders 2026.

Respectfully submitted to the General Meeting of Shareholders for approval!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Pham Manh Ninh