

No.: 294/CBTT-DAP

Hai Phong, April 07, 2026

EXTRAORDINARY INFORMATION DISCLOSURE**To: Hanoi Stock Exchange.**1. Name of organization: **DAP-VINACHEM JOINT STOCK COMPANY.**Stock code: **DDV.** Exchange: **Upcom.**

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

Tel: 02253.979368; Fax: 02253.979170.

2. Contents of disclosure

DAP-Vinachem Joint Stock Company announces information on Resolution No. 07/NQ-HĐQT dated April 07, 2026 of DAP-Vinachem Joint Stock Company on the approval of supplementary and updated documents to be submitted to the Annual General Meeting of Shareholders in 2026.

The additional and updated documents, as following:

1. *Agenda and content of the 2026 Annual General Meeting of Shareholders (updated with additional content on the dismissal and election of members of the Board of Directors and the Supervisory Board);*

2. *Regulations on the organization of the 2026 Annual General Meeting of Shareholders (updated contents the dismissal and election of additional members of the Board of Directors and the Supervisory Board);*

3. *Proposal the Company's 2025 profit distribution (supplementary);*

4. *Proposal for consideration and approval of amendments and additions to business lines and the Company charter (supplementary);*

5. *Draft Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors and Supervisory Board of the Company for the term 2025-2030 (supplementary);*

6. *Announcement of nominations and candidacies for the election of additional members of the Board of Directors and Supervisory Board for the term 2025-2030 (supplementary);*

7. *Draft Resolution of the Annual General Meeting of Shareholders 2026 (updated and supplemented with the contents as above).*

3. This information was published on the Company's website on April 07, 2026 at the link: <http://www.dapdinhvu.com.vn/>



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

Attached documents:

- *Resolution No. 07/NQ-HĐQT dated April 07, 2026 of the Company's Board of Directors.*

- *Attached revised and updated documents.*

Recipient:

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

**Organization representative
Person authorized to disclose information**



Nguyen Anh Dung





DAP-VINACHEM JOINT STOCK COMPANY

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

Telephone: 02253.979386; Fax: 02253.979170

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

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

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1. Time: Expected to open from 8:00 a.m. on April 24, 2026

2. Venue: 3rd floor conference hall, DAP-VINACHEM Joint Stock Company, address: Plot N5.8 Dinh Vu Industrial Zone, Dinh Vu, Cat Hai Economic zone, Dong Hai Ward, Haiphong, Vietnam.

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

No.	Time	Content
14	9:45-9:50	Proposal for consideration and approval of amendments and additional business lines and the Company Charter
15	9:50-10:05	Discussion of Reports and Proposals.
16	10:05-11:00	Voting to approve Reports and Proposals: + Report of the Board of Directors on activities in 2025 and Operation for 2026; + Financial statements audited in 2025 of Company; + Proposal for profit distribution in 2025; + Report of the Board of Supervisors on production and business activities in 2025; + Proposal of the Board of Supervisors on the selection of the Auditing Company for 2026; + Proposal of the Board of Directors on production and business plan 2026; + Report on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025; Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2026. + Proposal for consideration and approval of amendments and additional business lines and the Company Charter
17	11:00-11:10	Approve the proposal to dismiss and elect additional members of the Board of Directors and Supervisory Board for the term 2025-2030.
18	11:10-11:30	Election of additional members to the Board of Directors and Supervisory Board for the term 2025-2030. + Discuss and approve the Regulations nomination, candidacy, and electing additional members of the Board of Directors and Supervisory Board for the term 2025-2030; + Discuss and approve on the list of candidates for election of additional members to the Board of Directors and Supervisory Board for the term 2025-2030; + Election of additional members to the Board of Directors and Supervisory Board for the term 2025-2030; + Announcement of the results election of additional members to the Board of Directors and Supervisory Board for the term 2025-2030.
19	11:30-11:50	The Secretary presents the draft Minutes and Resolution. Approval of the Minutes and Resolution of the Meeting.
20	11:50-12:00	Closing of the 2026 Annual General Meeting of Shareholders.



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

Nguyen Tuan Dung



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

April 24, 2026

ELECTION BOARD OF DIRECTORS

Shareholder code

Shareholder name:	(No.:
Number of voting shares:	
Total votes cast:	

LIST OF ELECTIONS
members of the Board of Directors for the term 2025 - 2030

No.	Full name	Number of votes <i>(write the specific number of votes for the candidate)</i>
1		
2		
3		
4		
5		
	Total votes	

Signature section of the Shareholder
(or authorized representative)
(sign, full name)



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

April 24, 2026

ELECTION BOARD OF SUPERVISORS

Shareholder code

Shareholder name:	(No.:
Number of voting shares:	
Total votes cast:	

LIST OF ELECTIONS
members of the Supervisory Board for the term 2025 - 2030

No.	Full name	Number of votes <i>(write the specific number of votes for the candidate)</i>
1		
2		
3		
	Total votes	

Signature section of the Shareholder
(or authorized representative)
(sign, full name)

Hai Phong, April 2026

DRAFT

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

Base:

- *Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Charter of Organization and Operation of DAP-Vinachem Joint Stock Company;*
- *Internal regulations on Corporate governance of DAP-Vinachem Joint Stock Company.*

Chapter I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. This Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (“AGM” or “Meeting”) of DAP-Vinachem Joint Stock Company (“Company”).

2. This Regulation specifically stipulates the rights and obligations of shareholders and representatives authorized by shareholders attending the meeting and the members entitled to participate in the meeting, conditions, procedures for conducting the meeting, voting methods to approve the contents under the authority of the General Meeting of Shareholders.

3. Shareholders, authorized representatives of shareholders attending the meeting and members entitled to participate are responsible for complying with the provisions of this Regulation.

Chapter II
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS,
PARTICIPANTS OF THE GENERAL MEETING OF
SHAREHOLDERS

Article 2. Rights and obligations of shareholders or authorized representatives attending the General Meeting of Shareholders

1. Conditions for attending the General Meeting of Shareholders: Shareholders or representatives authorized in writing (according to the Company's form) of one or more shareholders whose names are on the Company's shareholder list at the time of closing the list on March 23, 2026 provided by the Vietnam Securities Depository and Clearing Corporation.

2. Rights of shareholders and authorized representatives of shareholders when attending the Meeting:

a. Discuss and vote on all matters within the authority of the General Meeting of Shareholders according to the agenda of the General Meeting of Shareholders approved in accordance with the provisions of the Enterprise Law and the Company's Charter;

b. In case of being unable to attend the General Meeting of Shareholders, shareholders may authorize another person to attend and vote on matters within their authority. In case the shareholder is an organization with more than one representative appointed, the number of shares authorized for each representative must be specifically determined. This authorization must be made in writing according to the Company's Authorization Form.

c. When registering to attend the Meeting with the Shareholders' Qualification Examination Board, each shareholder or authorized representative of the shareholder shall receive the Meeting documents, Voting Card and Voting Ballot, which clearly state the attendance code, full name of the shareholder and the number of votes of that shareholder.

d. Shareholders or authorized representatives of shareholders who arrive late before the end of the Meeting have the right to register to attend the Meeting immediately and then have the right to participate and vote at the Meeting immediately after registration on issues not yet voted on. The Presidium is not responsible for stopping the Meeting to allow late shareholders to register and the validity of previously voted issues is not affected.

3. Obligations of shareholders and authorized representatives of shareholders when attending the Meeting:

a. Shareholders or authorized representatives of shareholders when attending the General Meeting of Shareholders must bring the original ID card/CCCD or Passport; the original Power of Attorney according to the Company's form with the fresh signatures of the authorizer and the authorized person (with seal if the authorizer is an organization) or the document assigning the representative of state capital, a copy of the Business Registration Certificate (for shareholders being organizations) to present to the Shareholders' Qualification Examination Board when registering to attend the General Meeting of Shareholders and must complete the registration procedures to attend the Meeting according to regulations.

- b. Comply with the provisions of this Regulation.
- c. Strictly comply with the regulations at the General Meeting of Shareholders and respect the results of the meeting.
- d. Shareholders attending the General Meeting of Shareholders must dress politely and formally.
- e. Behave in a civilized and polite manner, do not cause disorder, and do not smoke in the meeting room of the General Meeting of Shareholders. The use of mobile phones must ensure that it does not affect the progress of the General Meeting of Shareholders and surrounding participants.
- f. Do not film, take photos or record without the consent of the Presidium during the Meeting.
- g. Do not disseminate information in any form until the meeting is concluded, unless permitted by the Meeting's Presidium.
- h. When wishing to speak or discuss at the Meeting, shareholders/shareholder representatives must comply with the direction of the Meeting's Presidium. The content of the speech must be brief and concise, avoiding duplication, focusing on the key content that needs to be discussed in accordance with the agenda content approved by the Meeting.
- i. Shareholders/authorized representatives of shareholders when entering the meeting room of the General Meeting of Shareholders must sit in the correct position or area as specified by the Organizing Committee.
- j. Comply with the direction of the Presidium and the Organizing Committee, do not obstruct, disrupt or cause disorder at the Meeting.

Article 3. Rights and obligations of the Presidium

1. The Presidium consists of a Chairman and 01 member. The Chairman is the Chairman of the Board of Directors. In case the Chairman of the Board of Directors is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to be the Chairman of the Meeting.
2. The Presidium of the Meeting has the following functions and duties:
 - a. Appoint a person to act as the meeting Secretary;
 - b. Conduct the meeting according to the agenda approved by the General Meeting of Shareholders;
 - c. Guide guests, shareholders and the General Meeting of Shareholders to discuss;
 - d. Conclude on issues discussed at the meeting, manage through minutes and resolutions of the meeting;

e. Respond to or request the Company's Executive Board and other personnel in the Company to respond to shareholders' questions related to issues discussed at the Shareholders' Meeting;

f. Resolve any and all issues arising (if any) during the General Meeting of Shareholders;

g. Without consulting the General Meeting of Shareholders, the Presidium may at any time postpone the General Meeting of Shareholders to another time (in accordance with the provisions of the Law on Enterprises, other relevant legal documents and the Company Charter) and at another location decided by the Presidium if it finds that:

- The meeting location does not have enough convenient seating for all attendees;
- The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote;
- There are people attending the meeting who obstruct, disrupt order, and risk making the meeting impossible conducted fairly and legally.

h. Decision of the Presidium on order, procedures or arising events outside the Agenda shall be final.

i. The Presidium of the Meeting has the rights to:

- Do not respond or only acknowledge shareholders' comments if the comments and recommendations are outside the scope of the meeting;
- Have the right to cut off shareholders' opinions when they speak beyond the prescribed time or their opinions are outside the content of the Meeting's agenda;
- Have the right to request competent authorities to maintain order at the meeting; expel those who show signs of causing disturbance, not complying with the direction of the Presidium, preventing the normal progress of the Meeting; take necessary and reasonable measures to control the meeting in an orderly manner, in accordance with the approved agenda.

j. Other rights and duties as prescribed in the Company Charter.

Article 4. Rights and obligations of the Meeting Secretary, other support departments and guests

1. The Secretary appointed by the Presidium of the meeting shall perform the assigned support tasks of the Presidium. The Secretary has the following duties:

a. Fully and honestly record the entire content of the Meeting and any issues raised. The proposal was approved by the shareholders/shareholders' representatives at the Meeting.

b. Draft the Minutes and draft Resolution of the meeting.

c. Receive and forward to the Presidium questionnaires/registration forms for shareholders/shareholder representatives to express their opinions; receive letters and documents related to the Meeting.

d. Collect, preserve and send to the meeting's Presidium the opinion contribution forms of shareholders/ shareholder representatives at the meeting.

e. Other tasks assigned by the Presidium.

2. Other support departments, guests: participation of other support departments and guests decided by the Chairman of the Board of Directors if necessary.

Article 5. Rights and obligations of the Shareholder's Eligibility Verification Committee

The Shareholder's Eligibility Verification Committee consists of one (01) Head and members the company nominated and introduced to the General Meeting of Shareholders, has the following functions and duties:

a. Check of shareholders' eligibility or authorized representatives attending the General Meeting of Shareholders to ensure that they are eligible to attend the General Meeting of Shareholders in accordance with the provisions of the Notice of Invitation to the 2026 Annual General Meeting of Shareholders and this Regulation;

b. Issued to shareholders or authorized representatives of shareholders attending the General Meeting of Shareholders: Voting cards, ballots and other meeting documents;

c. Report to the General Meeting of Shareholders on the results of the verification of shareholders' eligibility to attend the General Meeting of Shareholders at opening time and before voting, election;

d. Respond to inquiries or identify issues that need to be considered regarding shareholders' eligibility;

e. Review compliance with the conditions for holding the General Meeting of Shareholders according to the Law on Enterprises and the Company Charter;

f. In case a person attending the meeting does not have full eligibility to attend the meeting, The Shareholder's Eligibility Verification Committee has the right to refuse that person's attendance at the meeting, refuse to issue a Voting Card, Voting Ballot and issue meeting documents.

Article 6. Rights and obligations of the Vote Counting Committee

1. The Vote Counting Committee consists of one (01) Head and members proposed by the Presidium and approved by the General Meeting of Shareholders at the Meeting. The counting of votes, preparation of minutes and announcement of voting results must be conducted by the Vote Counting Committee on the principles of honesty and accuracy and the Committee must be responsible for such results.

2. The Vote Counting Committee is responsible for:

- a. Introduction/instructions on using Voting Forms and Voting Cards.
- b. Collect/count the Voting Ballots and Voting Cards when the General Meeting of Shareholders votes.
- c. Check and supervise the voting of shareholders and authorized representatives of shareholders.
- d. Conduct vote counting and prepare vote counting minutes.
- e. Report or transfer to the Presidium to announce to the General Meeting of Shareholders the vote counting results.

Chapter III

PROCEDURE FOR CONDUCTING MEETINGS AND VOTING ON RESOLUTIONS ISSUES AT THE GENERAL MEETING OF SHAREHOLDERS

Article 7. Conditions for holding General Meeting of Shareholders

The General Meeting of Shareholders is held when there are a number of shareholders attending the meeting representing over 50% of the total number of voting shares according to the shareholder list established at the time of closing the shareholder list to exercise the right to attend the annual General Meeting of Shareholders of the year 2026.

Article 8. Method of conducting the Meeting

1. The meeting will be conducted in accordance with the agenda approved by the Meeting.
2. The meeting will discuss and approve the contents of the meeting agenda in turn. The 2026 Annual General Meeting of Shareholders shall be held in the form of voting prescribed in this Regulation.
3. The meeting closes after the Meeting Minutes and Meeting Resolution are approved.

Article 9. Rules for voting to approve issues at the meeting:

Voting at the meeting is conducted through two methods: (i) raising the Voting Card; (ii) collecting the Voting Ballots. Some terms used in the Voting Card and Voting Ballots are understood and explained as follows:

- **“Delegate”**: is understood as shareholder/authorized representative of shareholder;
- **“Total number of representative shares”**: is understood as the number of voting shares including the number of shares owned by the Delegate and/or authorized by one or more other Delegates;

- **“Abstain”**: is understood as the Delegate having Abstain on the voting content at the meeting agenda as prescribed in Clause 5, Article 146 of the Law on Enterprises.

1. Voting by raising Voting Card

a. Voting contents by raising Voting Card:

+ Approval of the Regulations for organizing the 2026 Annual General Meeting of Shareholders;

+ Through the Vote Counting Committee;

+ Approve the meeting agenda;

+ Through the Regulations on nomination, candidacy, and supplementary election of members of the Board of Directors and Supervisory Board for the term 2025-2030;

+ Approved the proposal to dismiss members of the Board of Directors and the Supervisory Board for the term 2025-2030;

+ Approval of the list of candidates for the supplementary election of members of the Board of Directors and the Supervisory Board for the term 2025-2030;

+ Approval of the Minutes of the General Meeting of Shareholders;

+ Through the Resolution of the General Meeting of Shareholders.

+ Approve other contents under the authority of the General Meeting of Shareholders in case of not using Voting Card (if any).

b. Voting method

- Each shareholder/shareholder representative attending the Meeting will be given a Voting Card (blue) to vote on the contents in Article 9.1.a above. The voting card clearly states the name of the shareholder/shareholder's representative, the number of shares with voting rights, the delegate code and is stamped with the red seal of DAP-Vinachem Joint Stock Company.

Shareholders/shareholder representatives vote by raising the Voting Card (Approve/Disapprove/Abstain) for each content. For issues voted by raising the Voting Card, shareholders/shareholder representatives raise the Voting Card their opinions when asked by the Chairman. Shareholders' opinions on each voting content by Voting Card are recorded specifically as follows:

+ Under the direction of the Chairman, the shareholders/representatives of the shareholders who approve will raise their voting cards first, followed by the shareholders/representatives of the shareholders who Disapprove or Abstain will raise the Voting Card in turn.

+ In case a shareholder/shareholder's representative does not raise the voting card in all 3 votes of Approval, Disapproval and Abstain on a voting content, it is considered as a vote in approval of that voting content.

+ In case a shareholder/shareholder's representative raises the voting card more than one (01) time for a voting content, it will be considered invalid for that voting content.

- The Vote Counting Committee monitors, records the voting results and reports before the Meeting.

2. Voting by collecting voting ballots

a. Voting contents by collecting voting ballots

- Through Reports and Proposals at the Shareholders' Meeting:

+ Report of the Board of Directors on activities in 2025, orientation for 2026;

+ Report of the Board of Supervisors on production and business activities in 2025;

+ Audited Financial Statements of the Company for 2025;

+ Proposal for profit distribution in 2025;

+ Proposal of the Board of Directors on production and business plan 2026;

+ Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2025;

+ Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2026;

+ Proposal of the Board of Supervisors on the selection of the Auditing Company for 2026;

+ Proposal on consideration and approval of amendments and additional business lines and the Company Charter;

- Other contents under the authority of the General Meeting of Shareholders.

b. Voting method

- Each shareholder/shareholder representative is issued 01 (one) Voting Card (white), clearly stating the name of the shareholder/shareholder representative, number of shares with voting rights, Delegate code, voting contents and stamped with the seal (red) of DAP-Vinachem Joint Stock Company. Each Voting Card is used for the group of issues recorded specifically received on that Voting Card. Each voting content on the Voting Card has 3 boxes for shareholders/shareholder representatives to choose voting opinions including:

+ Approve voting box

+ Disapprove voting box

+ Abstain voting box

- When voting on each content, shareholders/shareholder representatives attending the meeting express their voting opinions (Agree or Disagree or Abstain) by marking (x)

or (√) in 01 of 03 voting boxes, signing and clearly stating their full name on the Voting Form to submit to the Vote Counting Committee.

- Invalid voting content is the content that the shareholder/shareholder's representative does not mark any voting box or marks more than one voting box for the same voting content. If a valid voting ballot has one or more invalid voting contents, the remaining valid contents will still be counted in the voting result for that valid content.

- Voting ballots are invalid in the following cases:

- + Voting ballots do not follow the form issued by the Organizing Committee and do not have the seal of DAP-Vinachem Joint Stock Company;

- + The ballot is torn, damaged or has any other symbols written on it;

- + The voting ballot is not signed by the shareholder/shareholder representative attending the meeting and the full name is not clearly stated;

- + Voting ballots are crossed out or modified;

- + The ballot contains all invalid voting contents.

- The submission of the Voting ballot is carried out at the command of the Meeting Chairman.

- In case the shareholder/shareholder's representative requests to exchange the Voting ballot due to being torn, damaged, or accidentally writing additional symbols on the Voting ballot ("Damaged Voting ballot"), if the shareholder/shareholder's representative has not yet put the ballot into the ballot box and the voting period has not expired, they have the right to directly meet the Vote Counting Committee to return the damaged Voting ballot in exchange for a new Voting ballot to ensure the rights of the shareholder. The Ballot Counting Committee collects the damaged Voting ballots and sends them back to the Chairman of the Meeting.

- The Vote Counting Committee is responsible for collecting the Voting Ballots, counting the Voting Ballots, making a record of the voting results and reporting to the Meeting. Any complaints about the voting results will be considered and resolved by the Vote Counting Committee immediately at the Meeting.

- In case a shareholder has registered to attend the Meeting but for important reasons cannot be present until the end of the Meeting, the shareholder must return the Voting ballot with the issues that need to be voted on to the Organizing Committee before leaving.

3. Elections:

The supplementary election of members of the Board of Directors and Supervisory Board for the term 2025-2030 will be conducted in accordance with the Regulations on nomination, candidacy, and election supplementary of members of the Board of Directors and Supervisory Board for the term 2025-2030.

Article 10. Discussion of meeting content and answering questions

After the Proposals were completed, the Presidium chaired the discussion session, Receive shareholders' opinions and answer questions according to the following principles and methods:

1. Shareholders attending the General Meeting of Shareholders register their speech content with the Presidium. After being permitted to speak by the Presidium, shareholders shall make a brief speech of no more than 05 minutes, and not to repeat opinions that have been expressed by other shareholders. The Chairman has the right to stop shareholders from speaking if he finds that the proposed issues and discussions overlap and are not related to the content of the meeting agenda . Only opinions that are consistent with the content of the meeting agenda will be recorded in the meeting minutes.

2. The Presidium will only directly answer questions that are central and related to the contents in the meeting agenda.

3. In case the discussion exceeds the time limit of the General Meeting of Shareholders, unanswered questions at the Meeting will be collected by the Secretary and the Presidium may answer or request the Executive Board to answer in another form in accordance with the provisions of the Company's Charter and the provisions of law.

Article 11. Conditions for resolutions of the General Meeting of Shareholders approval

1. The resolution on the following content shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting:

- a. Types of shares and total number of shares of each type;
- b. Change of industry, profession and business field;
- c. Change the company's management structure;
- d. Investment project or sale of assets with value equal to or greater than 35% of total asset value assets recorded in the company's most recent financial statements;
- e. Reorganization and dissolution of the company.

2. Other resolutions are passed when approved by shareholders representing more than 50% of the total votes of all shareholders attending and voting at the meeting, including:

- a. Report of the Board of Directors on activities in 2025, orientation for 2026;
- b. Audited Financial Statements of the Company for 2025;
- c. Proposal for profit distribution in 2025;
- d. Report of the Board of Supervisors on the Company's business activities in 2025;

e. Report on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2025; Proposal on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2026;

g. Proposal of the Board of Supervisors on the selection of an auditing company for 2026;

h. Proposal of the Board of Directors on production and business plan 2026;

3. The supplementary election of members of the Board of Directors and the Supervisory Board for the term 2025-2030 will be conducted in accordance with the Regulations on nomination, candidacy, and election supplementary of members of the Board of Directors and Supervisory Board for the term 2025-2030.

Article 12. Minutes of Meeting

1. The content of the meeting proceedings is recorded in the Minutes. The Meeting Chair and the Meeting Secretary are jointly responsible for the accuracy and truthfulness of the Meeting Minutes.

2. Minutes of the Meeting, Report on shareholder's eligibility verification, Minutes of vote counting and other documents recording the proceedings and results of the Meeting are stored at the Company's Head Office.

3. Minutes of the Meeting and Resolutions of the Meeting shall be sent to shareholders within fifteen (15) days from the end of the Meeting or posted on the Company's website.

4. The Meeting Minutes are the basis for issuing the Meeting Resolution.

Article 13. Meeting Resolution

1. Based on the results of the Meeting, the Chairman prepares the Meeting Resolution on the issues approved by the Meeting. The Meeting Resolution is announced before the Meeting and approved by the Meeting before the closing of the Meeting. The Resolution is sent to shareholders within fifteen (15) days from the end of the Meeting or posted on the Company's website.

2. The Meeting Resolution shall take effect from the date of adoption unless another date is specified in the Resolution.

Chapter IV

OTHER PROVISIONS

Article 14. Unsuccessful organization of General Meeting of Shareholders

1. In case the first General Meeting of Shareholders does not meet the conditions for holding the meeting as prescribed in this Regulation, the convening of the second General Meeting of Shareholders must be carried out within 30 (thirty) days from the date of the first General Meeting of Shareholders scheduled to open. The second General Meeting of Shareholders shall be held when the number of shareholders and authorized

representatives attending the meeting represents 33% or more of the total number of voting shares.

2. In case the second General Meeting of Shareholders does not meet the conditions for holding the meeting as prescribed in Clause 1 of this Article, the convening of the third General Meeting of Shareholders may be carried out within 20 (twenty) days from the date of the second General Meeting of Shareholders scheduled to open. In this case, the General Meeting of Shareholders shall be held regardless of the number of shareholders or authorized representatives attending the meeting.

Chapter V

EFFECTIVENESS

Article 15. Effectiveness of the Regulations

1. This Regulation consists of five (05) chapters, fifteen (15) articles and takes effect immediately after the General Meeting of Shareholders votes to approve it;

2. The General Meeting of Shareholders decides on amendments and supplements to this Regulation.

3. Any individual who violates this Regulation will be asked to leave the Meeting.

4. This Regulation shall be read before the 2026 Annual General Meeting of Shareholders and shall be voted upon by shareholders. If approved by 50% or more of the total votes of all shareholders attending and voting at the meeting, this Regulation will take effect on all shareholders./.

Recipients:

- Annual General Meeting of Shareholders 2026;
- BOD, BOS;
- Shareholders;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung



Hai Phong, April 07, 2026

PROPOSAL
Re: The Company's 2025 profit distribution

To: The 2026 Annual General Meeting of Shareholders

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

Pursuant to the Financial Management Regulations of DAP- Vinachem Joint Stock Company;

Pursuant to the audited financial statements for 2025.

The Company's Board of Directors proposes the following profit distribution for 2025 as follows:

No.	Indicators	Amount
1	Profit before corporate income tax	790,536,768,174
2	Corporate Income Tax	159,704,931,375
3	Profit after tax (1)-(2)	630,831,836,799
4	Undistributed profit after tax brought forward	13,479,797,628
5	This year's distributed profit	628,057,548,000
	Of which:	
	- Investment and development fund: 50%	315,415,918,000
	- Bonus and welfare fund: 10%	63,083,184,000
	- Company Manager Bonus Fund	1,171,616,000
	- Cash dividend: 17%	248,386,830,000
6	Undistributed earnings	16,254,086,427

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

Thank you very much!

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

Recipients:

- As above;
- Save: BOD, Office.

Nguyen Tuan Dung



Hai Phong, April 07, 2026

PROPOSAL

Re: Amendments and supplements to business lines and the Company charter

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amending, supplementing, and implementing guidelines;

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

Pursuant to Decree No. 31/2021/ND-CP dated March 26, 2021 of the Government guiding the implementation of the Investment Law;

Pursuant to Decree No. 94/2017/ND-CP dated August 10, 2017, on goods, services, and geographical areas subject to state monopoly in commercial activities;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister promulgating the System of Vietnamese Economic Sectors;

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

Pursuant to the company's development plan for the period 2026-2030.

Based on the current business and production situation and the development orientation for the period 2026-2030, the Board of Directors of DAP-Vinachem Joint Stock Company submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

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

No.	Business lines	Code	Note
1	Repair of machinery and equipment	3312	Removed as no longer applicable under Decision 36
2	Repair of electrical equipment	3314	
3	Electric power generation	3511	
4	Electricity transmission and distribution (including electricity sales)	3512	

5	Wholesale of construction materials and other installation supplies	4663	
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products)	4669	

2. Approval of supplements business lines for the Company as follows:

No.	Business lines	Code	Note
1	Repair and maintenance of machinery and equipment	3312	<p>- Items 1 to 6 are added to replace the business lines removed in Section 1;</p> <p>- ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership</p> <p>- ⁽²⁾ Add details on consumption of ash, slag, and PG gypsum</p>
2	Repair and maintenance of electrical equipment	3314	
3	Electricity generation from non-renewable energy sources <i>(Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance) ⁽¹⁾</i>	3511	
4	Electricity transmission and distribution (including electricity sales) <i>(Excluding: Transmission, dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance) ⁽¹⁾</i>	3513	
5	Wholesale of construction materials and other installation supplies <i>(except for exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise export rights, import rights, and distribution rights) ⁽¹⁾</i>	4673	
6	Other specialized wholesale n.e.c Details: Wholesale of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); <u>Wholesale of scrap metal and non-metal waste (including ash, slag, PG gypsum) ⁽²⁾</u> <i>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law) ⁽¹⁾</i>	4679	
7	Manufacture of prepared feeds for livestock, poultry and aquatic animals	1080	
8	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. <i>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export,</i>	4620	

No.	Business lines	Code	Note
	<u>import, and distribution rights under the provisions of law</u> ⁽¹⁾		scope of industries restricted from foreign ownership
9	Wholesale of food Details: Wholesale of food additives <u>(excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)</u> ⁽¹⁾	4632	
10	Materials recovery Details: Recycling non-metallic scrap	3830	Adding a business line to handle PG gypsum.
11	Treatment and disposal of non-hazardous waste	3821	
12	Transport via pipelines	4940	- Adding new business sectors to exploit port infrastructure.
13	Warehousing and storage	5210	- ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership
14	Service activities incidental to water transportation <u>(Excluding: Pilotage, towing, berthing and lighthouse operation)</u> ⁽¹⁾	5222	
15	Cargo handling	5224	
16	Electricity generation from renewable energy sources <u>(Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)</u> ⁽¹⁾	3512	- Adding new industries to include solar power production. - ⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership

3. Approval of amendments to details business line as follows:

No.	Business lines (Currently)	The business line name has been revised in detail.	Code	Note
1	Construction of electrical works	Construction of electrical works <u>(Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)</u> ⁽¹⁾	4221	⁽¹⁾ Add content excluding the scope of industries restricted from foreign ownership
2	Construction of water supply and drainage works	Construction of water supply and drainage works <u>(Excluding: Management and operation in cases where plans are assigned for inter-provincial and inter-district irrigation and drainage systems, and coastal embankments)</u>	4222	

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

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

No.	Business lines	Code
1	Manufacture of fertilizers and nitrogen compounds	2012 (main)
2	Manufacture of basic chemicals	2011
3	Repair and maintenance of machinery and equipment	3312
4	Repair and maintenance of electrical equipment	3314
5	Installation of industrial machinery and equipment	3320
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum) (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4679
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial	6810

No.	Business lines	Code
	ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	
8	Other transportation support activities Details: Port fee collection.	5229
9	Electric power generation from non-renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3511
10	Electric power generation from renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3512
11	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3513
12	Freight transport by road	4933
13	Construction of non-residential buildings	4102
14	Construction of roads	4212
15	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
16	Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments)	4222
17	Demolition (Excluding: Dismantling of used ships)	4311
18	Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
19	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
20	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4390
21	Manufacture of cement, lime and plaster	2394
22	Manufacture of concrete and articles of concrete, cement and plaster	2395
23	Manufacture of other non-metallic mineral products n.e.c.	2399
24	Wholesale of construction materials and other installation supplies (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4673
25	Manufacture of feeds for cattle, poultry and aquatic animals	1080
26	Wholesale of agricultural raw materials (except wood, bamboo) and	4620

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

5. Change of the head office address

- Registered head office address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Haiphong City, Vietnam.

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

Reason: To update addresses in accordance with the administrative boundary adjustments effective from July 1, 2025.

6. Through amendments and supplementation to the Company Charter:

The General Meeting of Shareholders approved the amendment and supplementation of Clause 3, Article 2 (head office) and Clause 1, Article 4 (business lines) of the Company's Charter to conform with the aforementioned changes.

7. Authorization and implementation:

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

8. Approval of the full text of the Company Charter after amendments and supplementation. The Company Charter after amendments and supplementation will be published in full detail on the company website: www.dapdinhvu.com.vn.

9. The amended Company Charter shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company.

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

Recipients:

- As above;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

Attached documents:

Draft of the Company Charter after amendment

Hai Phong, April.... 2026

DRAFT

REGULATIONS
NOMINATION, CANDIDATE, AND ELECTION OF ADDITIONAL
MEMBERS OF THE BOARD OF DIRECTORS
BOARD OF SUPERVISORS OF DAP-VINACHEM JOINT STOCK COMPANY
TERM 2025-2030

Base:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Charter of Organization and Operation of DAP-Vinachem Joint Stock Company;*
- *Internal regulations on corporate governance of DAP-Vinachem Joint Stock Company.*

The election of additional members to the Board of Directors and the Supervisory Board for the term 2025-2030 at the 2026 Annual General Meeting of Shareholders ("AGM" or "Meeting") of DAP-Vinachem Joint Stock Company shall be conducted in accordance with the following provisions:

Article 1. Subjects of regulation and scope of application

1. This regulation applies to the election of additional members of the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company for the term 2025-2030 at the Annual General Meeting of Shareholders in 2026.

2. This regulation applies to all shareholders and duly authorized representatives of shareholders owning or representing shares of DAP-Vinachem Joint Stock Company, as listed in the shareholder list as of March 23, 2026, provided by the Vietnam Securities Depository and Clearing Corporation.

Article 2. General Provisions

1. The task of organizing the election for additional members of the Board of Directors and Supervisory Board is assigned by the General Meeting of Shareholders to the Vote Counting Committee. The Vote Counting Committee consists of 05 members, approved by vote of the General Meeting of Shareholders.

2. Specific tasks involved in organizing elections include:

- Announcing the regulations for nominating, electing, and electing additional members of the Board of Directors and Supervisory Board for the term 2025-2030;
- Discuss and approve the list of candidates for the by-election of members of the Board of Directors and Supervisory Board for the term 2025-2030;
- Instructions on elections, voting, and ballot collection;
- Proceed with counting the votes;

- Prepare election minutes and announce the election results to the General Meeting of Shareholders;

- Together with the meeting chairman, review and resolve complaints and allegations regarding candidates as well as election results (if any) and report to the General Meeting of Shareholders for decision.

Article 3. Principles for electing members of the Board of Directors and Supervisory Board

1. Ensure compliance with legal regulations, the Company's Charter of Organization and Operation, and ensure democracy and fairness.

2. The election of members of the Board of Directors and Supervisory Board is conducted using the cumulative voting method. Accordingly, 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 and Supervisory Board. Shareholders have the right to allocate all or part of their total votes to one or more candidates.

Article 4. Number and term of election of members of the Board of Directors and Supervisory Board

- Number of Board of Directors members to be elected: 01 (one) person.

- Number of members of the Supervisory Board to be elected: 01 (one) person.

- Term of the Board of Directors and Supervisory Board: 5 years (according to the term 2025-2030) .

- Number of candidates : unlimited.

Article 5. Standards and conditions for membership in the Board of Directors and Supervisory Board.

1. Members of the Board of Directors must meet the following standards and conditions:

- Possess full legal capacity and not be subject to the restrictions on managing a business as stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the Company's Charter;

- Possess professional qualifications and experience in the company's business management, but do not necessarily have to be a shareholder of the company.

- A member of the company's Board of Directors may also be a member of the Board of Directors of another company, but may not simultaneously be a member of the Board of Directors of more than 5 other companies.

2. Members of the Supervisory Board must meet the following standards and qualifications:

- Possess full legal capacity and not be subject to any prohibitions on establishing and managing businesses as stipulated in the Enterprise Law;

- Members of the Supervisory Board must meet the standards and conditions stipulated in the Enterprise Law and the Company's Articles of Association;

- Having received training in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;

- Not a family member of a member of the Board of Directors, the CEO, or other managers;

- Not a company manager; not necessarily a shareholder or employee of the company;

- Not an employee of the company's accounting or finance department;

- 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.

- Other standards and conditions as stipulated by relevant laws and the Company's Articles of Association.

Article 6. Conditions for nominating and electing members of the Board of Directors and Supervisory Board.

1. Shareholders holding shares with voting rights as of the record date for attending the 2026 Annual General Meeting of Shareholders have the right to combine their individual voting rights to nominate candidates for the Board of Directors and Supervisory Board:

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares are entitled to nominate one (01) candidate;

- Shareholders or groups of shareholders holding from 20% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;

- Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares may nominate a maximum of three (03) candidates;

- Shareholders or groups of shareholders holding from 40% to less than 50% of the total voting shares may nominate a maximum of four (04) candidates ;

- Shareholders or groups of shareholders holding from 50% to less than 60% of the total voting shares are entitled to nominate a maximum of five (05) candidates.

- Shareholders or groups of shareholders holding from 60% to less than 70% of the total voting shares may nominate a maximum of six (06) candidates.

- Shareholders or groups of shareholders holding from 70% to less than 80% of the total voting shares may nominate a maximum of seven (07) candidates.

- Shareholders or groups of shareholders holding from 80% to less than 90% of the total voting shares are entitled to nominate a maximum of eight (08) candidates.

2. The aforementioned group of shareholders must send a notice of the group meeting (including information on nominated candidates for the Board of Directors and Supervisory Board, if any) to the Company before the opening date of the General Meeting of Shareholders. The Company will publish the information on its website for shareholders entitled to attend the meeting to be aware of upon receiving the notice from the group of shareholders. Any proposal from a group of shareholders that fails to provide the required notice of the group meeting will be considered invalid and will not be considered for

inclusion in the meeting agenda (including the nomination of candidates for election to the Board of Directors and Supervisory Board).

Article 7. Nomination and candidacy dossiers for members of the Board of Directors and Supervisory Board.

The nomination and candidacy dossiers for members of the Board of Directors and Supervisory Board include the following documents:

- Nomination and candidacy forms for candidates to be elected to the Board of Directors and Supervisory Board (according to the template);

- Candidate's resume: filled out by the candidate, with a photograph taken within the last six (06) months, including at least:

- Full name, date of birth;

- + Professional qualifications;

- Work experience;

- + Other managerial positions;

- + Benefits related to the Company and its related parties;

- + The full name of the shareholder or group of shareholders nominating the candidate (if any);

- + Other information (if any).

- Copies of the applicant's ID card/Citizen Identification Card/Passport, diplomas, and certificates;

- Copies of the business registration certificate/ID card/Citizen ID card/Passport of the nominating shareholder/group of shareholders;

- In the case where the nominating party is an authorized representative of a shareholder, a Power of Attorney must be submitted (signed by the shareholder if the authorizing shareholder is an individual; signed by the legal representative if the authorizing shareholder is an organization), which includes the following authorization details: authorization/permission to use the authorized shares to participate in the nomination, or to combine shares with other shareholders to nominate candidates for election to the Board of Directors and Supervisory Board;

- Documents proving/confirming the number of shares owned or authorized to be owned as of the record date for shareholders to exercise their right to attend the 2026 Annual General Meeting ;

- Notices and minutes of shareholder group nomination meetings (if any);

- Other relevant documents (if any).

Article 8. List of candidates for the Board of Directors and Supervisory Board

1. The list of candidates for the Board of Directors and Supervisory Board is compiled based on nominations from shareholders or candidacies from individual shareholders who meet the eligibility requirements as stipulated by law and the Company's Articles of Association. The current Board of Directors of the Company is responsible for receiving the applications and lists of candidates and publishing the personal information of the

candidates on the Company's website so that shareholders entitled to attend the meetings are aware of them.

In cases where candidates for the Board of Directors and Supervisory Board meet the eligibility requirements for nomination and candidacy at the General Meeting of Shareholders, these candidates with complete and valid dossiers must be clearly announced and approved by the General Meeting of Shareholders before the election takes place.

2. If the number of candidates for the Board of Directors and Supervisory Board nominated and elected is still insufficient, the incumbent Board of Directors and Supervisory Board shall nominate additional candidates or organize nominations according to the mechanism stipulated by the Company in its internal regulations on corporate governance. The nomination of candidates by the incumbent Board of Directors and Supervisory Board must be clearly announced and approved by the General Meeting of Shareholders before the election takes place.

3. The list of candidates for election to the Board of Directors and Supervisory Board is presented at the General Meeting of Shareholders and approved by a vote of the General Meeting of Shareholders. The list of candidates is arranged in alphabetical order by name, with full names written on the ballot.

Article 9. Ballot Papers

1. Elections at the General Meeting of Shareholders are conducted through the collection of ballot papers. Some terms used in the ballot papers are understood and explained as follows:

- "**Representative** ": is understood to mean a shareholder/representative of a shareholder;

- "**Total number of represented shares** " : is understood as the number of voting shares including the number of shares owned by the Delegate and/or authorized by one or more other Delegates;

- "**Total number of votes**": is understood as the total number of representative shares multiplied by the number of elected members of the Board of Directors and Supervisory Board.

2. Upon receiving the ballot, shareholders/shareholder representatives must check all the information recorded on the ballot. If there are any errors, they must immediately notify the Ballot Counting Committee.

3. The ballot papers for electing Board of Directors members (pink) and Supervisory Board members (yellow), issued by the Company, bear the Company's red seal and include: Shareholder's name/representative; Delegate code; Total number of shares represented; Total number of ballots for Board of Directors and Supervisory Board members; List of candidates for the Board of Directors and Supervisory Board.

Article 10. Method of filling out the ballot

1. Each ballot for electing members of the Board of Directors and Supervisory Board shall elect a maximum number of members as stipulated in Article 4 of these Regulations.

2. Each ballot for electing members of the Board of Directors and Supervisory Board has a column for "**Number of votes**". Delegates should cast their votes according to the following instructions:

- Case 1: If the delegate votes for only one candidate.

Delegates should clearly indicate the number of votes (maximum equal to the total number of votes cast by delegates) in the " **Number of votes** " column for that candidate.

- Case 2: If the delegate votes for multiple candidates.

Delegates should clearly indicate the number of votes (maximum equal to the total number of votes cast by delegates) in the " **Number of votes** " column for each candidate.

- Case 3: If the delegate does not vote for any candidate.

Delegates should leave the " **Number of Votes** " **column blank, and NOT write** any symbols in it for any of the candidates.

3. Shareholders/shareholder representatives must sign and clearly state their full names on the Ballot Paper.

Article 11. Election Procedures

1. The discarding of ballots shall be carried out at the instruction of the Meeting Chairperson or the Ballot Counting Committee.

2. In the event that a shareholder/representative of a shareholder requests a replacement ballot due to damage, tearing, or incorrect information ("**Damaged Ballot**"), if the ballot has not yet been cast in the ballot box and the voting period has not expired, they have the right to directly meet with the Ballot Counting Committee to return the damaged ballot and exchange it for a new one, thus ensuring the shareholder's rights. The Ballot Counting Committee will collect the damaged ballots and return them to the Chairman of the Meeting.

Article 12. Valid and Invalid Ballots

1. Valid ballot

A valid ballot is one that meets all of the following criteria:

- The ballot paper must be a pre-printed form provided by the Company, bearing the Company's red seal, issued by the Ballot Counting Committee; it must not be altered, erased, or have any additional content written beyond what is required for the ballot paper; it must also include the signature and full name of the attending delegate;

- The ballot papers must be filled out in accordance with the procedures stipulated in Article 10 of these Regulations;

- The number of selected candidates shall not exceed the number of elected members as stipulated in Article 4 of these Regulations;

- The total number of votes cast by delegates for each candidate shall not exceed the total number of votes allocated to that delegate (as printed by the Company on the ballot).

- Not falling under the cases specified in Clause 2, Article 12 of these Regulations.

2. Invalid ballot

- Ballots that do not conform to the Company's prescribed format or lack the Company's official red seal;

- The ballot was not filled out in the manner prescribed in Article 10 of these Regulations;

- The number of candidates selected exceeds the number of members to be elected as stipulated in Article 4 of these Regulations;

- The total number of votes cast by delegates for the candidates exceeds the total number of votes allocated to that delegate (as printed on the ballot by the Company).

- Ballots that include names not on the list of candidates, or that have been erased/crossed out/deleted, or have other information added;

- Ballots should be filled out with pencil or red ink.

- The ballot paper has the candidate's name crossed out;

- The ballot is marked in percentages;

- The ballot was not signed and clearly stated by the shareholder/representative of the shareholder;

- Submit to the Ballot Counting Committee after voting has concluded.

Article 13. Vote Counting

1. The Vote Counting Committee shall conduct the vote counting honestly, accurately, and completely, and shall be accountable to the Chairman of the Meeting and the entire General Meeting of Shareholders. Vote counting must be conducted immediately after the voting ends. The Vote Counting Committee must compile the vote count statistics. The Vote Counting Committee is not permitted to cross out or alter any information on the ballot papers.

2. The Vote Counting Committee is responsible for preparing a record of the vote counting results and announcing the election results to the General Meeting of Shareholders. The record and all ballot papers must be sealed and returned to the Chairman of the Meeting.

Article 14. Method of determining the elected candidate

1. The elected candidates are those with the highest number of votes, ranked from top to bottom, starting with the candidate with the highest number of votes until the required number of members are elected as stipulated in Article 4 of these Regulations;

2. In the event that two or more candidates receive the same number of votes for the last member to be elected to the Board of Directors or Supervisory Board, the General Meeting of Shareholders shall decide to re-elect those candidates until a difference is reached. The candidate with the higher number of votes will be the winner.

3. If the results of the first election do not yield the required number of members for the Board of Directors and Supervisory Board, a second election must be held among the remaining nominees from the first election. If the second election still does not yield the required number, the General Meeting of Shareholders will decide whether to continue the election. If the General Meeting of Shareholders cannot decide, the Chairman of the Meeting will make the decision.

Article 15. Complaints regarding elections and vote counting

If any fraudulent or illegal conduct, or violation of the Company's Articles of Association related to this election, is found, all shareholders/shareholder representatives have the right to question it. The Chairman of the Meeting and the Vote Counting Committee are responsible for explaining and clarifying all issues raised by shareholders,

and are accountable to the General Meeting of Shareholders, with their statements recorded in the Meeting Minutes.

Article 16. Effective Date

These election regulations will be read aloud to the General Meeting of Shareholders and voted on by all shareholders before implementation. If approved by the General Meeting of Shareholders with a majority vote of over 50% of the total voting shares of the shareholders/representatives present, these regulations will come into effect immediately.

The above is the complete Regulations on nomination, candidacy, and election of additional members of the Board of Directors and Supervisory Board for the term 2025-2030 at the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company. We respectfully submit this to the General Meeting of Shareholders for consideration and approval./.

Recipient:

- AGM 2026;
- BOD, BOS;
- Shareholders of the company;
- Website;
- Save: Secretary.

**ON BEHALF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung

NOTIFICATION

**Re: Nomination and Candidate Selection for Additional Elections to the Board of
Directors and Supervisory Board of DAP-VINACHEM Joint Stock Company
TERM 2025-2030**

(Hereinafter referred to as "Notice")

Dear Shareholders,

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Organization and Operation and the Internal Regulations on Governance of DAP-Vinachem Joint Stock Company;
- Based on the actual situation.

The Board of Directors hereby announces the nomination and candidacy for the election of additional members the Board of Directors (BOD) and Board of Supervisors (BOS) of the Company for the term 2025-2030, as follows:

I. Conditions for nomination and candidacy for members of the BOD and BOS and standards and conditions for membership of the BOD and BOS

1. Conditions for nomination and candidacy for members of the BOD and BOS:

Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for election to the BOD and the BOS in accordance with the provisions of the Enterprise Law and the Company Charter. Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the BOD and the BOS.

A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

2. Candidate standards for BOD and BOS:

1. Members of the Board of Directors must have the following standards and conditions:

- Have full civil act capacity, not be subject to prohibition from managing enterprises according to the provisions of Clause 1, Clause 2, Article 155 of the Law on Enterprises and the Company Charter;

- Have professional qualifications and experience in business management of the Company and not necessarily be a shareholder of the Company;

- A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company but may not concurrently be a member of the Board of Directors of more than 5 other companies.

2. Members of the Board of Supervisors must have the following standards and conditions:

- Have full civil act capacity and not be subject to prohibition on establishment and Business management according to the provisions of the Enterprise Law;

- BOS must meet the standards and conditions prescribed by the Law Enterprise, Company Charter;

- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the business activities of the enterprise;

- Not a relative of a member of the Board of Directors or General Director directors and other managers;

- Not a manager of the Company; not necessarily a shareholder or employee of the Company;

- Not working in the accounting or finance department of the Company;

- Not a member or employee of the Independent Auditing Company Audit the Company's financial statements for the previous 3 years;

- Other standards and conditions as prescribed by other relevant laws and the Company Charter.

II. Nomination and candidacy documents for members of the Board of Directors and Supervisory Board

1. Nomination and candidacy forms for candidates to be elected to the Board of Directors and Supervisory Board (according to the template);

2. Candidate's resume: filled out by the candidate, with a photograph taken within the last six (06) months attached;

3. Notarized copies of the applicant's ID card/Citizen Identification Card/Passport, and diplomas/certificates;

4. Notarized copies of the business registration certificate/ID card/Citizen ID card/Passport of the nominating shareholder/group of shareholders;

5. In cases where the nominating party is an authorized representative of a shareholder, a Power of Attorney must be submitted (signed by the shareholder and certified by the People's Committee of the ward/commune or a notary public in the case of an individual shareholder; signed by the legal representative and stamped in the case of an organization shareholder), which includes the following authorization details: authorization/permission to use the authorized shares to participate in the nomination, or

to combine shares with other shareholders to nominate candidates for election to the Board of Directors and Supervisory Board;

6. Documents proving/confirming the number of shares owned or authorized to be owned as of the record date for shareholders to exercise their right to attend the 2026 Annual General Meeting;

7. Notification regarding the organization of a meeting for the group of shareholders who meet the eligibility requirements to exercise their right to nominate members to the Board of Directors and the Supervisory Board. Minutes of the meeting of the nominating shareholders.

8. Other relevant documents (if any).

Shareholders/groups of shareholders who meet the eligibility requirements stipulated in this Regulation and wish to nominate or elect candidates to the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company are requested to send the original nomination/candidate documents to the Company **no later than 4:00 PM on April 17, 2026** (Vietnam time) at the following address:

DAP-Vinachem Joint Stock Company, located at Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City.

The file must clearly state: "Profile of nomination and candidacy for member of Board of Directors, Supervisory Board"

Note: Only nomination dossiers and candidacies for Board of Directors and Supervisory Board members that meet the eligibility requirements, and candidates who meet the eligibility requirements for membership in the Board of Directors and Supervisory Board, will be considered valid and included in the list announced at the General Meeting of Shareholders. Organizations and individuals nominating candidates for the Board of Directors and Supervisory Board, and the candidates themselves, are legally responsible to the General Meeting of Shareholders for the truthfulness and accuracy of the content of their nomination dossiers and candidacies.

DAP-Vinachem Joint Stock Company respectfully announces and requests Shareholders candidacy and nominate for candidates to elect addition members of the Board of Directors and Board of Supervisors of the Company for the term 2025-2030 according to this Notice./.

Recipients:

- Shareholders of the Company;
- Save: Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Tuan Dung




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NOMINATION FORM
MEMBER OF BOARD OF DIRECTORS, SUPERVISORY BOARD
DAP-VINACHEM JOINT STOCK COMPANY

To: Organizing Committee of the 2026 Annual General Meeting of Shareholders

I/We are the shareholder/group of shareholders holding: shares. (In words:..... shares), equivalent to % of the total number of voting shares of DAP-Vinachem Joint Stock Company (“Company”) on the record date for shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders, including:



No.	Name	Number Business Registration/ID Card/CCCD/Passport, date of issue, place of issue	Address	Number of shares own	Number of shares owned
1	Organization:				
2	Individuals:				
3	Groups of shareholders:..				
	Total				

Pursuant to the Charter of Organization and Operation of DAP-Vinachem Joint Stock Company, Notice on nomination and candidacy of candidates for election to the Board of Directors (BOD), Board of Supervisors (“Board of Supervisors”) of the Company and the provisions of current law. After studying the conditions and criteria

related to the nomination of candidates for election to the Board of Directors and Board of Supervisors of DAP-Vinachem Joint Stock Company, I/We hereby nominate the following Mr./Ms. as candidates for the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company elected the following members to the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company:

1. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....
2. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....
3. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....

Attached documents include:

1. Candidate's CV: self-declared by the candidate, with a photo taken within the last six (06) months;
2. Notarized copies of ID card/CCCD/Passport, diplomas and certificates of the candidate;
3. Notarized copy of Business Registration Certificate/ID card/CCCD/Passport of shareholder nominated shareholder/group of shareholders;
4. In case the nominee is an authorized representative of a shareholder Shareholders must submit a Power of Attorney (signed by the shareholder and confirmed by the People's Committee of the ward or commune or a notary public organization in case the authorized shareholder is an individual; signed by the legal representative and stamped with confirmation in case the authorized shareholder is an organization), which includes the authorization contents including: authorization/permission to use the authorized shares to participate in nomination, pooling shares with other shareholders to participate in nominating candidates for election to the Board of Directors and Supervisory Board;
5. Documents proving/confirming the number of shares owned or authorized to own at the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders;



6. Notice of holding a group meeting for a group of shareholders who meet the conditions to exercise the right to nominate members to the Board of Directors and the Supervisory Board. Minutes of the meeting of the proposed group of shareholders send;

7. Other relevant documents (if any).

I/We undertake to:

1. The above candidate(s) meet the conditions and standards prescribed by law and the Company's Charter of Organization and Operation.

2. I/we guarantee to own the full percentage of voting shares of DAP-Vinachem Joint Stock Company on the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders to ensure the legal validity of the right to nominate candidates for members of the Board of Directors and Supervisory Board mentioned above.

Best regards!

....., date month..... year 2026

CONFIRMATION OF SHAREHOLDER/SHAREHOLDER GROUP/NOMINATOR

No.	Full name of individual, name of organization	Signature (for individuals), signed and confirmed by legal representative and stamped (if any) (for organizations)



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APPLICATION
MEMBER OF BOARD OF DIRECTORS, SUPERVISORY BOARD
DAP-VINACHEM JOINT STOCK COMPANY

**To: Organizing Committee of the 2026 Annual General Meeting of
Shareholders DAP-VINACHEM Joint Stock Company.**

Full name of Shareholder:

Date of birth:

Address:

ID card/CCCD/Passport number:Date of issue: Place of issue:.....

I am a shareholder holding: shares (In words: shares), equivalent to % of the total number of voting shares of DAP-Vinachem Joint Stock Company (“Company”) on the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders.

Pursuant to the Charter of Organization and Operation of DAP-Vinachem Joint Stock Company, Notice on nomination and candidacy of candidates for election to the Board of Directors (BOD), Board of Supervisors (“Board of Supervisors”) of the Company and the provisions of current law. After studying the conditions and criteria related to the nomination of candidates for election to the Board of Directors and Board of Supervisors of DAP Vinachem Joint Stock Company, I would like to nominate myself for the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company elected to the Board of Directors and Supervisory Board of the Joint Stock Company DAP-Vinachem:

Attached documents include:

1. Candidate's CV: self-declared by the candidate, with a photo taken within the last six (06) months;
2. Notarized copies of the candidate's ID card/CCCD/Passport, diplomas and certificates;
3. Documents proving/confirming the number of shares owned or authorized to own at the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders;



4. Other relevant documents (if any)

I pledge:

1. I am qualified and meet the criteria to be a member of the Board of Directors and Board of Supervisors of the Company according to the provisions of law and the Charter of organization and operation of the Company.
2. I guarantee to own the full percentage of voting shares of DAP-Vinachem Joint Stock Company on the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders to ensure the legal validity of the right to run for election as a member of the Board of Directors and Supervisory Board mentioned above.
3. If elected, I pledge to strictly comply with current regulations of law and the Company's Charter of Organization and Operation, and fulfill the duties of a member of the Board of Directors and Board of Supervisors of the Company

Best regards!

....., date month year 2026

CANDIDATE

(Sign and print full name)



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**MINUTES OF THE MEETING OF THE GROUP OF
SHAREHOLDERS
NOMINATING MEMBERS OF THE BOARD OF DIRECTORS,
BOARD OF SUPERVISION**

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

Based on the Notice of nomination and candidacy for election of additional members of Board of directors, Board of Supervisors of DAP-Vinachem Joint Stock Company, term 2025 - 2030,

Today, on the date at, we are shareholders of DAP-Vinachem Joint Stock Company, together holding shares (in words: shares), accounting for% of the total number of voting shares of the Company, whose names are listed below:

TT	Shareholder name	ID card/CCCD/Passport/Business registration	Permanent address	Number of shares owned/represented ownership	Sign and print full name
	Total				

After consulting the Company's regulations on nomination and candidacy, we unanimously agree to nominate the following candidate to join the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company at the 2026 Annual General Meeting of Shareholders as follows:

1. Mr./Mrs.:
Date of birth:
ID card/CCCD/ Passport number: date of issue: date of issue.....
Address:
Education: Major:.....
2. Mr./Mrs.:
Date of birth:
ID card/CCCD/ Passport number:date of issue:.....date of issue.....
Address:
Education: Major:.....
3. Mr./Mrs.:
Date of birth:
ID card/CCCD/ Passport number:date of issue:.....date of issue.....
Address:
Education: Major:.....

Attached documents :

1. Candidate's CV: self-declared by the candidate, with a photo taken within the last six (06) months;
2. Notarized copies of the candidate's ID card/CCCD/Passport, diplomas and certificates;
3. Notarized copy of Business Registration Certificate/ID card/Citizen ID card/Passport of the nominating shareholder/group of shareholders;
4. In case the nominee is an authorized representative of a shareholder, the Power of Attorney must be attached (signed by the shareholder and confirmed by the People's Committee of the ward or commune or a notary public organization in case the authorized shareholder is an individual; signed by the legal representative and stamped with confirmation in case the authorized shareholder is an organization), including the authorization contents including: authorization/permission to use the authorized shares to participate in the nomination, pooling shares with other shareholders to participate in nominating candidates for election to the Board of Directors , Supervisory Board.



5. Documents proving/confirming the number of shares owned or authorized to own at the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders ;

6. Notice of holding a group meeting for a group of shareholders who meet the conditions to exercise the right to nominate members to the Board of Directors, Board of Supervisors . Minutes of meeting of nominated shareholder group.

7. Other relevant documents (if any).

At the same time we agree to nominate:

Grandparents):.....

ID card/CCCD/Passport number:

Date of issue: Place of issue:

Permanent address:.....

Education: Major:

Act as group representative to carry out nomination procedures in accordance with the Regulations on nomination to the Board of Directors, Board of Supervisors of DAP-Vinachem Joint Stock Company .

This record was made at o'clock, date ... / ... / at

We guarantee that the information I provide is true and we are responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content of the attached documents.

....., *date monthyear*

SHAREHOLDERS

(group representative nominee)

(Sign and print full name)⁽¹⁾

⁽¹⁾ For legal entity shareholders :

- Legal representative signs and stamps , or
- to contribute capital (authorized representative), the representative must sign and attach documents appointing the representative as prescribed.



4 x 6 photo

(Latest photo sample)

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RESUME

(For candidates/ nominees for additional election as members of the Board of Directors, Supervisory Board)

1. Full name:.....Gender: Male/Female.....
2. Date of birth:.....Place of birth:
3. Nationality:.....
4. ID card/CCCD/Passport number:.....issued on.../.../.....At.....
5. Permanent address:.....
6. Contact phone number:.....Email:.....
7. Educational level::.....
8. Professional qualifications::
9. Current position at DAP-VINACHEM Joint Stock Company (if any):
.....
10. Current positions held at other organizations::.....
.....
.....
.....
11. Number of shares held:....., accounting for.....% of charter capital, of which:
+ Representative (name of organization is State/strategic shareholder/other organization) owns::.....
+ Individual owner:.....
12. Holding commitments (if any):.....
13. List of related persons of the declarant(*) :

No.	Name of individual/organization	ID card/Passport number (for individuals) or Business registration certificate number, Operating license or equivalent legal documents (for organizations), date of issue, place of issue	Contact address	Number of shares held, ownership ratio on company's charter capital (if any)	Relationship



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PROPOSAL

Re: Confirmation of stock ownership

To: Securities Joint Stock Company.....

Account holder's full name:

ID card number/CCCD/Passport/Business registration number: date of issue:
..... Place of issue:

I/We are the shareholder/group of shareholders holding:
shares. (In words:.....
shares), equivalent to % of the total number of voting shares of
DAP-Vinachem Joint Stock Company ("Company" on the record date of shareholders
exercising the right to attend the 2026 Annual General Meeting of Shareholders,
including:

No.	Name	Number Business Registration/ID Card/ CCCD/Household passport, date of issue, place of issue	Address	Number of shares owned	Number of shares owned
1	Organization:				
2	Individuals:				
3	Groups of shareholders:...				
	Total				

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

Stock Company, Notice on nomination and candidacy of candidates for election to the Board of Directors (BOD), Board of Supervisors (“BOS”), the Company and the provisions of current law. After studying the conditions Regarding the criteria for nominating candidates for election to the Board of Directors and Supervisory Board of DAP-Vinachem Joint Stock Company, I/we hereby nominate the following Mr./Ms. as candidates to be elected to the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company.

1. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....
2. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....
3. Mr./Ms.:
Date of birth:.....
ID card/CCCD/Passport number:.....date of issue:.....place of issue.....
Address:.....

Attached documents include:

- Candidate's self-declared resume (with photo taken within the last six (06) months);
- Notarized copies of ID card/CCCD/Passport, diplomas and certificates of candidate;
- Notarized copy of Business Registration Certificate/ID card/CCCD/Passport of shareholder nominated shareholder/group of shareholders;
- Authorization letter (in case the nominee is an authorized representative of the shareholder) (with the shareholder's signature and confirmation of the People's Committee of the ward or commune or a notary public organization in case the authorized shareholder is an individual; with the signature of the shareholder) signature of the legal representative and confirmation stamp in case the authorized shareholder is an organization), including the authorization contents including: authorization/permission to use the authorized shares to participate in nomination, pooling shares with other shareholders to participate in nominating candidates for election to the Board of Directors, Board of Supervisors of the Joint Stock Company DAP-Vinachem;
- Documents proving/confirming the number of shares owned or authorized to own on

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the record date of shareholders exercising the right to attend the Annual General Meeting of Shareholders of the year 2026 such as: confirmation with red seal of securities company or confirmation with red seal of custodian bank;

- Other relevant documents (if any).

I/We undertake to:

1. The above candidate(s) meet the conditions and standards prescribed by law and the Company's Charter of Organization and Operation.
2. I/We guarantee to own the full percentage of voting shares of DAP-Vinachem Joint Stock Company on the record date of shareholders exercising the right to attend the 2026 Annual General Meeting of Shareholders to ensure the legal validity of the right to nominate candidates for members of the Board of Directors and Supervisory Board mentioned above.

Best regards!

..... , date month..... year 2026

CONFIRMATION OF SHAREHOLDER/SHAREHOLDER GROUP/NOMINATOR

No.	Full name of individual, name of organization	Signature (for individuals), signed and confirmed by legal representative and stamped (if any) (for organizations)



No.: /NQ-ĐHĐCĐ

Hai Phong, April 24, 2026

DRAFT

**RESOLUTION
The 2026 Annual General Meeting of Shareholders**

Base:

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

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

RESOLVES:

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

1. Approves Report No. 266/BC-HĐQT dated April 2, 2026, of the Board of Directors on Company's operations in 2025 and the operation plan for 2026; and Report No. 246/BC-DAP dated March 25, 2026, of the General Director on the business results in 2025 and business plan for 2026 of DAP-Vinachem Joint Stock Company.

2. Approves the 2025 Audited Financial Statements of the Company, as Proposal No. 267/TTr-DAP dated April 2, 2026, with the following main indicators:

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

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

No.	Indicators	Amount
1	Profit before tax Corporate income	790,536,768,174
2	Corporate Income Tax	159,704,931,375

No.	Indicators	Amount
3	Profit after tax (1)-(2)	630,831,836,799
4	Undistributed profit after tax brought forward	13,479,797,628
5	Undistributed profit after tax	628,057,548,000
	Profit Distribution	
	- Development investment fund: 50%	315,415,918,000
	- Reward and Welfare Fund: 10%	63,083,184,000
	- Executive Board Reward Fund	1,171,616,000
	- Dividend distribution: 17%	248,386,830,000
6	Undistributed retained earnings	16,254,086,427

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

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

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

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

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

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

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

Detailed remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary are as stated in the Report No. 269/BC-HĐQT dated April 24, 2026 of the Company's Board of Directors attached.

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

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

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

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

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

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

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

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

No.	Business lines	Code
1	Repair of machinery and equipment	3312
2	Repair of electrical equipment	3314
3	Electric power generation	3511
4	Electricity transmission and distribution (including electricity sales)	3512
5	Wholesale of construction materials and other installation supplies	4663

6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products)	4669
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8.2. Approves the additional business lines for the Company as follows:

No.	Business lines	Code
1	Repair and maintenance of machinery and equipment	3312
2	Repair and maintenance of electrical equipment	3314
3	Electricity generation from non-renewable energy sources <i>(Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)</i>	3511
4	Electricity transmission and distribution (including electricity sales) <i>(Excluding: Transmission, dispatch of the national power system; construction and operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)</i>	3513
5	Wholesale of construction materials and other installation supplies <i>(except for exercising export rights, import rights, and distribution rights for goods on the List of goods that foreign investors and foreign-invested economic organizations are not allowed to exercise export rights, import rights, and distribution rights)</i>	4673
6	Other specialized wholesale n.e.c Details: Wholesale of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale of scrap metal and non-metal waste (including ash, slag, PG gypsum) <i>(Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)</i>	4679
7	Manufacture of prepared feeds for livestock, poultry and aquatic animals	1080
8	Wholesale of agricultural raw materials (except wood, bamboo) and live animals Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture. <i>(Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)</i>	4620
9	Wholesale of food Details: Wholesale of food additives <i>(Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law)</i>	4632
10	Materials recovery Details: Recycling non-metallic scrap	3830

No.	Business lines	Code
11	Treatment and disposal of non-hazardous waste	3821
12	Transport via pipelines	4940
13	Warehousing and storage	5210
14	Service activities incidental to water transportation (Excluding: Pilotage, towing, berthing and lighthouse operation)	5222
15	Cargo handling	5224
16	Electricity generation from renewable energy sources (Excluding: Transmission, national power system dispatch; operation of multi-purpose hydropower and nuclear power plants of particular economic and social importance)	3512

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

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

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

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

No.	Business lines	Code
5	Installation of industrial machinery and equipment	3320
6	Other specialized wholesale n.e.c Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum) (Excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law).	4679
7	Trading of own or rented property and land use rights Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure)	6810
8	Other transportation support activities Details: Port fee collection.	5229
9	Electric power generation from non-renewable energy sources (Excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3511
10	Electric power generation from renewable energy sources (Excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3512
11	Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	3513
12	Freight transport by road	4933
13	Construction of non-residential buildings	4102
14	Construction of roads	4212
15	Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance)	4221
16	Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments)	4222
17	Demolition (Excluding: Dismantling of used ships)	4311
18	Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls)	4312
19	Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance)	4330
20	Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear	4390

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

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

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

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

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

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

- Approval of the full text of the Company Charter after amendment and supplementation with the contents as in Proposal No. /TTr-DAP dated April 2, 2026 of the Board of Directors attached.

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

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

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

- Dismissal Mr./Ms. ... - Member of the Company's Board of Directors.

- Dismissal Mr./Ms. ... - Member of the Company's Supervisory Board.

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

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

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

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

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

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

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

1. Mr/Mrs....

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

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

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

1. Mr/Mrs.....

Article 2: Implementation Provisions:

The full text of this Resolution was voted and approved by the 2026 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company at the meeting on 12:00 on April 24, 2026 and took effect immediately after the end of the meeting.

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

Recipients:

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

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

Nguyen Tuan Dung

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

**DRAFT
AMENDMENTS AND
SUPPLEMENTS**



CHARTER
ORGANIZATION AND OPERATION

DAP-VINACHEM JOINT STOCK COMPANY

Hai Phong, April 24, 2026

INTRODUCTION

This Charter is adopted by Resolution No. Resolution of the General Meeting of Shareholders No. /NQ-ĐHĐCĐ dated April 24, 2026 of DAP-Vinachem Joint Stock Company.

I. DEFINITION OF TERMS IN THE CHARTER

Article 1. Interpretation of terms

1. In this Charter, the following terms are construed as follows:

a) Charter capital is the total par value of shares sold or registered to be purchased upon establishment of the joint stock company and as prescribed in Article 6 of this Charter;

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

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

d) Securities Law is Securities Law No. 54/2019/QH14 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 the Certificate of Business Registration (Certificate of Business Registration and equivalent documents);

g) The executive officers is the General Director, Deputy General Director, and Chief Accountant of the Company;

h) Management are company managers, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Director and Chief Accountant of the Company;

i) Related persons are individuals and organizations specified in Clause 23, Article 4 of the Law on Enterprises and Clause 46, Article 4 of the Law on Securities;

k) A shareholder is an individual or organization that owns at least one share of a joint stock company;

l) A founding shareholder is a shareholder who owns at least one common share and signs the list of founding shareholders of a joint stock company;

m) Major shareholder is a shareholder specified in Clause 18, Article 4 of the Law on Securities;

n) Term of operation is the term of operation of the Company as stipulated in Article 2 of this Charter and the extension period (if any) approved by the Company's General Meeting of Shareholders;

o) The stock exchange is the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, references to one or more other provisions or documents include amendments, supplements or replacement documents.

3. The titles (Sections, Articles of this Charter) are used for convenience of understanding the content and do not affect the content of this Charter.

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

Article 2. Name, form, headquarters, branches, representative offices, business locations and term of operation of the Company

1. Company Name

- Company name written in Vietnamese: CÔNG TY CỔ PHẦN DAP-VINACHEM.

- Company name written in foreign language: DAP-VINACHEM JOINT STOCK COMPANY

- Abbreviated Company Name: DAP COMPANY.

2. The Company is a joint stock company with legal status in accordance with current laws of Vietnam.

3. Company's registered office:

- Head office address: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai Ward, Haiphong City, Vietnam.

4. Phone, fax, website, logo:

- Phone: 02253.979368

- Fax: 02253.979170

- E-mail: daphaiphong@gmail.com

- Website: www.dapdinhvu.com.vn

- Logo: 

4. The Company may establish branches and representative offices in areas where it operates to carry out the Company's operational objectives in accordance with the decision of the Board of Directors and within the scope permitted by law.

5. Unless the operation is terminated before the deadline specified in Clause 2, Article 55 or the operation is extended according to the provisions in Article 56 of this Charter, the term of operation of the Company is indefinite from the date of establishment.

Article 3. Legal representative of the Company

1. The Company has 01 legal representative who is the General Director of the Company.

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, representing the company as a plaintiff, defendant, or person with related rights and obligations before the Arbitration and Court. The responsibilities of the legal representative are implemented in accordance with Article 13 of the Law on Enterprises and other rights and obligations as prescribed by current laws.

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

4. In case the authorization expires and the company's legal representative has not returned to Vietnam and there is no other authorization, the authorized person shall continue to exercise the rights and obligations of the company's legal representative within the scope of authorization until the company's legal representative returns to work, or until the Board of Directors decides to appoint another person to replace him/her.

In case of absence 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 him/her.

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

Article 4. Company's operational objectives

1. The Company's business lines are:

- Manufacture of fertilizers and nitrogen compounds;
- Manufacture of basic chemicals;

- Electric power generation from non-renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance);

- Electric power generation from renewable energy sources (excluding: transmission and dispatch of the national power grid; operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance);

- Electricity transmission and distribution (including electricity sales) (Excluding: Transmission and dispatch of the national power grid; construction and operation of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance);

 - Repair and maintenance of machinery and equipment;

 - Repair and maintenance of electrical equipment;

 - Installation of industrial machinery and equipment;

 - Other specialized wholesale n.e.c. Details: Wholesale trade of fertilizers, nitrogen compounds and basic chemicals (excluding pesticides and plant protection products); Wholesale trade of scrap metal and non-metal waste (including ash, slag, PG gypsum), (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign- invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law);

 - Trading of own or rented property and land use rights. Details: Leasing of warehouses, tanks, and containers. (Excluding: Investment in the construction of cemetery and burial ground infrastructure for the purpose of transferring land use rights associated with the infrastructure);

 - Other transportation support activities. Details: Port fee collection;

 - Freight transport by road;

 - Construction of non-residential buildings;

 - Construction of roads;

 - Construction of electrical works (Excluding multi-purpose hydropower and nuclear power projects of particular socio-economic importance);

 - Construction of water supply and drainage works (Excluding: Management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and sea embankments);

- Demolition (Excluding: Dismantling of used ships);
- Site preparation (Excluding: Blasting services; management and operation in cases where a plan is assigned for inter-provincial and inter-district irrigation and drainage systems, and seawalls);
- Building completion and finishing (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance);
- Other specialized construction activities (Excluding: Construction of multi-purpose hydropower plants and nuclear power plants of particular socio-economic importance);
- Manufacture of cement, lime and plaster;
- Manufacture of concrete and articles of concrete, cement and plaster;
- Manufacture of other non-metallic mineral products n.e.c.;
- Wholesale of construction materials and other installation supplies (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law);
- Manufacture of feeds for cattle, poultry and aquatic animals;
- Wholesale of agricultural raw materials (except wood, bamboo) and live animals. Details: Wholesale of feed and feed ingredients for livestock, poultry, and aquaculture (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law);
- Wholesale of food. Details: Wholesale of food additives (excluding the implement of the export, import, and distribution of goods included in the list of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export, import, and distribution rights under the provisions of law);
- Materials recovery. Details: Recovery of non-metal waste;
- Treatment and disposal of non-hazardous waste;
- Transport via pipelines;
- Warehousing and storage;

- Service activities incidental to water transportation (excluding: pilotage, towing, berthing services, and lighthouse operations);

- Cargo handling.

2. Company's operational objectives:

- Preserve and develop shareholders' investment capital;

- Ensure harmony of interests of the State, Company, shareholders and employees;

- Build and develop the Company's brand into a strong brand, affirming its position in the domestic and foreign markets, while simultaneously expanding and developing other areas of operation in which the Company has advantages, creating a foundation for stable, long-term and solid development.

- Contribute significantly to improving the efficiency and competitiveness of enterprises, creating strong motivation and dynamic management mechanism for the Company.

- Mobilize capital from organizations and individuals to continuously invest in technological innovation and business development.

- Gradually expand the market, promote business activities, create jobs and income for workers, ensure the legitimate rights of shareholders, and fulfill obligations to the State.

Article 5. Scope of business and operations of the Company

The Company is permitted to conduct business activities in the fields specified in this Charter, has registered, notified changes to the registration content to the business registration authority and has announced on the National Business Registration Information Portal. In case the Company conducts business in the field of conditional investment and business, the Company must satisfy all business conditions as prescribed by the Investment Law and relevant specialized laws.

IV. CHARTER CAPITAL, SHARES, FOUNDING SHAREHOLDERS

Article 6. Charter capital, shares, founding shareholders

1. The Company's charter capital is: **1.461.099.000.000 VND** (*in words: One thousand four hundred sixty one billion ninety nine million VND*)

The total charter capital of the Company is divided into 146.109.900 (*One hundred forty-six million one hundred and nine thousand nine hundred*) shares with a par value of VND 10.000/share.

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

3. The Company's shares on the date of approval of this Charter include common shares and preferred shares (if any). The rights and obligations of shareholders holding each type of shares are stipulated in Article 12 and Article 13 of this Charter.

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

5. Common shares must be offered to existing shareholders in proportion to their ownership of common shares in the Company, unless otherwise decided by the General Meeting of Shareholders. The number of shares that shareholders do not register to buy in full will be decided by the Board of Directors of the Company. The Board of Directors may distribute such shares to shareholders and others with conditions no more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders or otherwise provided by the law on securities.

6. The Company may purchase shares issued by the Company itself in the manner prescribed in this Charter and applicable laws.

7. The Company may issue other types of securities in accordance with the provisions of law.

Article 7. Stock certificates

1. Shareholders of the Company are issued stock certificates corresponding to the number of shares and type of shares owned.

2. Shares are securities that confirm the legal rights and interests of the owner to a portion of the issuing organization's equity. Shares must have full contents as prescribed in Clause 1, Article 121 of the Enterprise Law.

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

4. In case a share certificate is lost, damaged or otherwise destroyed, the shareholder shall be reissued a share certificate by the Company upon the

shareholder's request. The shareholder's request must include the following contents:

- a) Information about shares that have been lost, damaged or destroyed in any other way;
- b) Commit to take responsibility for disputes arising from the re-issuance of new shares.

Article 8. Other securities certificates

Bond certificates or other securities certificates issued by the Company shall be signed by the legal representative and sealed by the Company.

Article 9. Transfer of shares

1. All shares are freely transferable unless otherwise provided by this Charter and the law. Shares listed on the Stock Exchange are transferred in accordance with the provisions of the law on securities and the stock market.

2. Shares that have not been fully paid for cannot be transferred and cannot enjoy related rights such as the right to receive dividends, the right to receive shares issued to increase share capital from equity, the right to purchase newly offered shares and other rights as prescribed by law.

Article 10. Revocation of shares (in case of business registration)

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

2. The above payment notice must clearly state the new payment period (at least seven (07) days from the date of sending the notice), the payment location and the notice must clearly state that in case of failure to pay as required, the unpaid shares will be revoked.

3. The Board of Directors has the right to revoke the shares that have not been paid in full and on time in case the requirements in the above notice are not implemented.

4. The revoked shares are considered shares that are eligible for sale as prescribed in Clause 3, Article 112 of the Enterprise Law. The Board of Directors may directly or authorize the sale or redistribution under the conditions and methods that the Board of Directors deems appropriate.

5. Shareholders holding revoked shares must give up their shareholder status with respect to those shares, but must still be responsible for the total par value of

the shares registered for purchase for the Company's financial obligations arising at the time of revocation according to the decision of the Board of Directors from the date of revocation until the date of payment. The Board of Directors has full authority to decide on compulsory payment of the entire value of shares at the time of revocation.

6. The notice of revocation shall be sent to the holder of the revoked shares before the time of revocation. The revocation shall remain effective even in the event of error or negligence in sending the notice.

V. ORGANIZATIONAL STRUCTURE, MANAGEMENT AND CONTROL

Article 11. Organizational structure, administration and control

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

1. General meeting of shareholders.
2. Board of Directors, Board of Supervisors
3. General Director.

VI. SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 12. Shareholders' rights

1. Common shareholders have the following rights:

a) Attend and speak at the General Meeting of Shareholders and exercise voting rights directly or through an authorized representative or in other forms as prescribed by the Company Charter or the law. Each common share has one vote;

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

c) Priority in purchasing new shares corresponding to the ratio of common shares owned by each shareholder in the Company;

d) Freely transfer his/her shares to others, except for the cases specified in Clause 3, Article 120, Clause 1, Article 127 of the Law on Enterprises and other relevant legal provisions;

d) Review, look up and extract information about names and contact addresses in the list of shareholders with voting rights; request correction of incorrect information;

e) Review, look up, extract or photocopy the Company Charter, minutes of the Shareholders' Meeting and Resolutions of the Shareholders' Meeting;

g) When the Company is dissolved or bankrupt, receive a portion of the remaining assets corresponding to the percentage of shares owned in the Company;

h) Request the Company to repurchase shares in the cases specified in Article 132 of the Law on Enterprises;

i) Equal treatment. Each share of the same type gives the shareholder equal rights, obligations and benefits. In case the Company has preferential shares, the rights and obligations attached to the preferential shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;

k) Have full access to periodic and irregular information published by the Company in accordance with the provisions of law;

l) To protect their legitimate rights and interests; to request the suspension or cancellation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Law on Enterprises;

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

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

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

b) Review, look up, and extract the minutes and resolutions and decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Board of Supervisors, contracts and transactions that must be approved by 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 inspect each specific issue related to the management and operation of the Company when deemed necessary. The request must be in writing and must include the following contents: full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for institutional shareholders; number of shares and time of share registration of each shareholder, total number of shares of the entire group of shareholders and ownership ratio in the total number of shares of the Company; issues to be inspected, purpose of inspection;

d) Propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and sent to the Company at least three (03) working days before the opening date. The proposal must clearly state the name of the shareholder, the number of each type of shares of the shareholder, and the issues proposed to be included in the agenda;

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

3. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate people to the Board of Directors and the Board of Supervisors. The nomination of people to the Board of Directors and the Board of Supervisors is carried out as follows:

a) Ordinary shareholders forming a group to nominate people 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 Supervisory Board, the shareholder or group of shareholders specified in this clause has the right to nominate one or several people according to the decision of the General Meeting of Shareholders as candidates for the Board of Directors and the Supervisory Board. In case the number of candidates nominated by the shareholder or group of shareholders is lower 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 Supervisory Board and other shareholders.

Article 13. Obligations of shareholders

Common shareholders have the following obligations:

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

2. The capital contributed in the form of common shares shall not be withdrawn from the Company in any form, except in the case where the Company or another person buys back the shares. In case a shareholder withdraws part or all of the contributed capital in contravention of the provisions of this clause, that shareholder and the person with related interests in the Company shall be jointly liable for the debts and other property obligations of the Company within the value of the withdrawn shares and any damages incurred.

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. Keep confidential the information provided by the Company according to the provisions of the Company Charter and the law; only use the information provided to exercise and protect one's legitimate rights and interests; strictly prohibit the dissemination or copying or sending of information provided by the Company to other organizations or individuals.

6. Attend the General Meeting of Shareholders and exercise voting/election rights through the following forms:

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

b) Authorize other individuals and organizations to attend and vote/elect at the meeting;

c) Attend and vote/elect via online conference, electronic voting or other electronic form;

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

d) Send ballots/elections by other means as prescribed by law.

7. Be personally responsible when performing one of the following acts on behalf of the Company in any form:

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 due before financial risks to the Company.

8. Fulfill other obligations as prescribed by current laws.

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 meets annually once a year and within four (04) months from the end of the fiscal year. The Board of Directors decides to extend the annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the fiscal year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The venue of the General Meeting of Shareholders is determined to be the place where the Chairman attends the meeting and must be in Vietnam.

2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable location. The Annual General Meeting of Shareholders decides on matters in accordance with the provisions of law and the Company's Charter, especially approving the audited annual financial statements.

In case the Audit Report of the Company's annual financial statements contains material exceptions, contrary audit opinions or rejections, the Company must invite a representative of the approved auditing organization to audit the Company's financial statements to attend the Annual General Meeting of Shareholders and the representative of the above approved auditing organization is responsible for attending the Annual General Meeting of Shareholders of the Company.

3. The Board of Directors must convene an extraordinary meeting of the General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The number of remaining members of the Board of Directors and Supervisors is less than the minimum number of members as prescribed by law;
- c) At the request of a shareholder or group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises; the request to convene a meeting of the General Meeting of Shareholders must be made 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 must include sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- d) Other cases as prescribed by law and this Charter.

4. Convening an extraordinary meeting of shareholders

a) The Board of Directors must convene a meeting of the General Meeting of Shareholders within sixty (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 prescribed in Point b, Clause 3 of this Article or from the date of receipt of the request prescribed in Point c and Point d, Clause 3 of this Article;

b) In case the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, within the next thirty (30) days, the Board of Supervisors shall replace the Board of Directors to convene the General Meeting of Shareholders as prescribed in Clause 3, Article 140 of the Law on Enterprises;

c) In case the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed in Point b, Clause 4 of this Article, the shareholder or group of shareholders prescribed in Point c, Clause 3 of this Article shall have the right to request the Company representative to convene the General Meeting of Shareholders as prescribed in 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 order and 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 shall be reimbursed by the Company. These costs do not include expenses incurred by shareholders when attending the General Meeting of Shareholders, including accommodation and travel expenses.

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

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

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

- a) Approving the Company's development orientation;
- b) Decide on the types of shares and the total number of shares of each type that are allowed to be offered for sale; decide on the annual dividend rate for each type of shares;
- c) Elect, dismiss, remove members of the Board of Directors and Supervisors;
- d) Decision to invest or sell assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial report;
- d) Decision to amend and supplement the Company Charter;
- e) Approval of annual financial reports;
- g) Decision to buy back more than 10% of total sold shares of each type;
- h) Review and handle violations by members of the Board of Directors and Supervisors that cause damage to the Company and its shareholders;
- i) Decision to reorganize and dissolve the Company;
- k) Decide on the budget or total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;
- l) Approve/Amend and supplement the Internal Governance Regulations; Regulations on the operation of the Board of Directors and the Board of Supervisors;

m) Approve the list of approved auditing companies; decide on the approved auditing company 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 discusses and approves the following issues:

a) The Company's annual business plan;

b) Audited annual financial statements;

c) Report of the Board of Directors on the management 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, performance of the Board of Directors and General Director;

e) Self-assessment report on performance of the Board of Supervisors and Supervisors;

f) Dividend level for each share of each type;

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

h) Elect, dismiss, remove members of the Board of Directors and Supervisors;

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

j) Approve the list of approved auditing companies; decide on approved auditing companies to conduct audits of the company's operations when deemed necessary;

k) Supplement and amend the Company Charter;

l) Types of shares and number of new shares issued for each type of shares and transfer of shares by founding members within the first 03 years from the date of establishment;

m) Division, separation, consolidation, merger or conversion of the Company;

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

o) Decision to invest or sell assets with a value of 35% or more total asset value or more recorded in the Company's most recent Financial Statement;

p) Decision to buy back more than 10% of total sold shares of each type;

r) The Company signs contracts and transactions with the subjects specified in Clause 1, Article 167 of the Law on Enterprises with a value of 35% or more of the total value of the Company's assets recorded in the most recent financial report;

s) Approve the transactions specified in Clause 4, Article 293 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;

t) Approve/Amend and supplement the internal regulations on corporate governance, regulations on the operation of the Board of Directors, regulations on the operation of the Board of Supervisors;

u) Other issues as prescribed by law and this Charter.

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

Article 16. Authorization to attend the General Meeting of Shareholders

1. An individual shareholder may only authorize 01 other individual or organization to act as an authorized representative. An organization that is a shareholder of a Company that owns at least 10% of the total number of common shares may authorize a maximum of 05 authorized representatives.

2. Shareholders and authorized representatives of institutional shareholders may directly attend the meeting or authorize other individuals or organizations to attend the meeting or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises, according to the following specific ratios:

a) For individual shareholders, only 01 individual or 01 other organization may be authorized to attend the meeting;

b) In case a shareholder is an organization that owns 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, and 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 the meeting. In case there is more than one authorized representative, the number of shares and votes authorized for each representative must be specifically determined. In case 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 for an individual or organization to represent the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The authorization document shall be made in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the individual, the legal representative, the number of authorized shares, the content of the authorization, the scope of authorization, the duration of authorization, and the signatures of the authorizing party and the authorized party.

The person authorized to attend the General Meeting of Shareholders must submit a power of attorney when registering to attend the meeting. In case of re-authorization, the person attending the meeting must also present the original power of attorney of the shareholder or the authorized representative of the shareholder being an organization (if not previously registered with the Company).

4. The voting ballot/election ballot of the authorized person attending the meeting within the scope of authorization remains valid unless one of the following cases occurs:

a) The authorized person is dead, has limited civil act capacity or has lost civil act capacity;

b) The principal has revoked the authorization;

c) The principal has revoked the authority of the person performing the authorization.

This provision shall not apply in the event that the Company receives notice of one of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

Article 17. Change of rights

1. The change or cancellation of special rights attached to a type of preferred shares shall be effective when approved by shareholders representing 65% or more of the total number of votes of all shareholders/shareholder representatives attending the meeting. A resolution of the General Meeting of Shareholders on the content that adversely changes the rights and obligations of shareholders owning preferred shares shall only be approved if approved by the number of preferred shareholders of the same type attending the meeting owning 75% or more of the total number of preferred shares of that type or approved by the preferred shareholders of the same type owning 75% or more of the total number

of preferred shares of that type in the case of passing the resolution in the form of obtaining written opinions.

2. The organization of a meeting of shareholders holding a type of preferred shares to approve the above-mentioned change of rights is only valid when there are at least 02 shareholders (or their authorized representatives) and holding at least 1/3 of the par value of the issued shares of that type. In case there are not enough shareholders/shareholder representatives as stated above, the meeting will be re-organized within the next 30 days and the holders of shares of that type (regardless of the number of people and shares) present in person or through authorized representatives are considered to have sufficient number of shareholders/shareholder representatives required. At the meetings of shareholders holding the above-mentioned preferred shares, the holders of shares of that type present in person or through representatives may request a secret ballot. Each share of the same type has equal voting rights at the above-mentioned meetings.

3. The procedures for conducting such separate meetings shall be similar to those provided for in Articles 19, 20 and 21 of this Charter.

4. Unless otherwise provided in the terms of issue of shares, the special rights attached to the classes of shares with preferential rights in respect of some or all matters relating to the distribution of profits or assets of the Company shall not be changed when the Company issues additional shares of the same class.

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

1. The Board of Directors convenes the annual and extraordinary General Meetings of Shareholders. The Board of Directors convenes extraordinary General Meetings of Shareholders in the cases specified in Clause 3, Article 14 of this Charter.

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/elect at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than ten (10) days before the date of sending the notice of invitation to the General Meeting of Shareholders. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least 20 days before the last registration date;

b) Prepare the conference program and content;

c) Prepare documents for the congress;

d) Draft resolution of the General Meeting of Shareholders according to the expected content of the meeting;

d) Determine the time and place of the congress;

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

g) Other tasks serving the congress.

3. The notice of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures that it reaches the shareholders' contact addresses, and shall be published on the Company's website and the State Securities Commission and the Stock Exchange where the Company's shares are listed. The person convening the General Meeting of Shareholders shall 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 on which the notice is validly 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 the event that the documents are not enclosed with the notice of the General Meeting of Shareholders, the notice of invitation to the meeting shall clearly state the link to all meeting documents for shareholders to access, including:

a) Meeting agenda and documents used in the meeting;

b) List and detailed information of candidates in case of election of members of the Board of Directors and Supervisors;

c) Voting/election ballot;

d) Draft resolutions for each issue in the meeting agenda.

4. Shareholders or groups of shareholders as prescribed in Clause 2, Article 12 of this Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal must be in writing and must be sent to the Company at least 07 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 shares of the shareholder, and the issues proposed to be included in the agenda.

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

- a) The petition is sent in violation of the provisions in Clause 4 of this Article;
- b) At the time of the proposal, the shareholder or group of shareholders does not hold 5% or more of common shares as prescribed in Clause 2, Article 12 of this Charter;
- c) The proposed issue is not within the scope of decision-making authority of the General Meeting of Shareholders;
- d) Other cases as prescribed by law and this Charter.

6. The convener of the General Meeting of Shareholders must accept and include the proposal specified in Clause 4 of this Article in the proposed agenda and content of the meeting, except for the case specified 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. The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes.

2. In case the first meeting does not meet the conditions for holding it as prescribed in Clause 1 of this Article, the notice of invitation to the second meeting shall be sent within 30 days from the date of the first meeting. The second General Meeting of Shareholders shall be held when the number of shareholders attending the meeting represents 33% or more of the total number of votes.

3. In case the second meeting does not meet the conditions for holding the meeting as prescribed in Clause 2 of this Article, the notice of invitation to the third meeting must be sent within 20 days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes of the shareholders attending the meeting.

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

1. Before opening the meeting, the Company must carry out shareholder registration procedures and must carry out the registration until all shareholders entitled to attend the meeting are present and registered in the following order:

- a) When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/ballot/election ballot, on which is stated the registration number, full name of the shareholder, full name of the authorized representative and the number of votes/election ballots of that shareholder. The General Meeting of Shareholders

shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, and without opinion. The vote counting results shall be announced by the Chairman/Vote Counting Committee immediately before the closing of the meeting. The General Meeting shall elect those responsible for counting votes or supervising the counting of votes at the request of the Chairman. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the request of the Chairman of the meeting;

b) Shareholders, authorized representatives of institutional shareholders or authorized persons arriving after the meeting has opened have the right to register immediately and then have the right to participate and vote/elect at the meeting immediately after registration. The chairperson is not responsible for stopping the meeting to allow late shareholders to register and the validity of the contents previously voted/elected remains unchanged.

2. The election of the Chairman, Secretary, Shareholder Qualification Inspection Committee/Shareholder Representative and Vote Counting Committee is regulated as follows:

a) The Chairman of the Board of Directors shall act as Chairman or authorize another member of the Board of Directors to act as Chairman of the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them as Chairman of the meeting according to the majority principle. In case no one can be elected as Chairman, the Head of the Supervisory Board shall direct the General Meeting of Shareholders to elect the Chairman of the meeting from among the attendees and the person with the highest number of votes shall act as Chairman of the meeting;

b) Except for the case specified in Point a of this Clause, the person who signs the convening of the General Meeting of Shareholders shall direct the General Meeting of Shareholders to elect the Chairman of the meeting and the person with the highest number of votes shall be the Chairman of the meeting;

c) The Chairman appoints one or more people to act as meeting secretaries; the Shareholder Qualification Examination Committee serves the meeting;

d) The General Meeting of Shareholders elects one or more people to the vote counting committee at the request of the Chairman of the meeting.

3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders in the opening session. The agenda must clearly and specifically specify the time for each issue in the meeting agenda.

4. The chairman 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) Seating arrangement at the venue of the General Meeting of Shareholders;

b) Ensure safety for everyone present at meeting locations;

c) Create conditions for shareholders to attend (or continue to attend) the meeting. The convener of the General Meeting of Shareholders has the full right to change the above measures and apply all necessary measures. The measures applied may be to issue admission tickets or use other forms of selection.

5. The General Meeting of Shareholders discusses and votes on each issue in the agenda. Voting is conducted by voting for, against and abstaining. The vote counting results are announced by the Chairman immediately before the closing of the meeting.

6. Shareholders or authorized persons who arrive after the meeting has opened may still register and have the right to vote immediately after registration; in this case, the validity of the previously voted contents shall not change.

7. The convener or Chairman of the General Meeting of Shareholders has the following rights:

a) Require all meeting attendees to submit to inspection or other reasonable, legal security measures;

b) Request competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt order, prevent the normal progress of the meeting or do not comply with security check requirements from the General Meeting of Shareholders.

8. The Chairman has the right to postpone a General Meeting of Shareholders with a sufficient number of registered attendees for no more than 03 working days from the date of the scheduled opening of the meeting and may only postpone the meeting or change the meeting location in the following cases:

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

b) The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote;

c) There are people attending the meeting who obstruct or disrupt order, and risk making the meeting not be conducted fairly and legally.

9. In case the Chairman postpones or suspends the General Meeting of Shareholders contrary to the provisions of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairman in conducting the meeting until its conclusion; all resolutions passed at that meeting shall be effective.

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

Article 21. Conditions for the Resolution of the General Meeting of Shareholders to be passed

1. Resolutions on the following contents shall be passed if approved by shareholders representing 65% or more of the total votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- a) Type of shares and total number of shares of each type;
- b) Change of industry, profession and business field;
- c) Change the Company's management structure;
- d) Investment project or sale of assets with a value of 35% or more of the total asset value recorded in the Company's most recent financial report;
- d) Reorganize and dissolve the Company.

2. Resolutions are passed when approved by shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting, except for the cases specified in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

3. Voting to elect members of the Board of Directors and the Supervisory Board must be carried out by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Supervisory Board and shareholders have the right to accumulate all or part of their total votes for one or several candidates. The elected members of the Board of Directors or Supervisory Board are determined by the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company's Charter is sufficient. In case there are 02 or more candidates with the same number of votes for the final member of

the Board of Directors or the Supervisory Board, a re-election will be conducted among the candidates with the same number of votes or selection will be made according to the criteria specified in the Company's election regulations.

4. Resolutions of the General Meeting of Shareholders passed by 100% of the total number of voting shares are legal and effective even if the order and procedures for convening the meeting and passing the resolution violate the provisions of the Law on Enterprises and the Company Charter.

Article 22. Authority and procedures for obtaining shareholders' written opinions to pass Resolutions of the General Meeting of Shareholders

The authority and procedures for obtaining written opinions of shareholders to pass the Resolution of the General Meeting of Shareholders shall be implemented according to the following provisions:

1. The Board of Directors has the right to obtain written opinions from shareholders to pass resolutions of the General Meeting of Shareholders. Written opinions from shareholders may not be obtained in the cases specified in Clause 2, Article 147 of the Law on Enterprises, specifically:

- a) Amend and supplement the contents of the Company Charter;
- b) Company development orientation;
- c) Type of shares and total number of shares of each type;
- d) Elect, dismiss, remove members of the Board of Directors and the Board of Supervisors;
- d) Decision to invest or sell assets with a value of 35% or more of the total asset value recorded in the company's most recent financial report, except in cases where the Company Charter stipulates a different ratio or value;
- e) Approval of annual financial reports;
- g) Reorganization and dissolution of the company.

2. The Board of Directors must prepare the opinion ballot, draft resolution of the General Meeting of Shareholders, documents explaining the draft resolution and send them to all shareholders with voting rights at least 15 days before the deadline for returning the opinion ballot. The requirements and method of sending the opinion ballot and accompanying documents shall be implemented in accordance with the provisions of Clause 3, Article 18 of this Charter.

3. The opinion form must have the following main contents:

- a) Name, head office address, business registration number;
- b) Purpose of collecting opinions;

c) Full name, contact address, nationality, legal document number of the individual for individual shareholders; name, enterprise code or legal document number of the organization, head office address for organizational shareholders or full name, contact address, nationality, legal document number of the individual for the representative of the organizational shareholder; number of shares of each type and number of votes of the shareholder;

d) Issues requiring consultation to pass a decision;

d) Voting options include approval, disapproval and no opinion on each issue for which opinions are sought;

e) Deadline for returning completed opinion forms to the Company;

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

4. Shareholders may send completed ballots to the Company by mail, fax or email according to the following provisions:

a) In case of sending a letter, the answered opinion form must be signed by the individual shareholder, the authorized representative or the legal representative of the shareholder being an organization. The opinion form sent to the Company must be contained in a sealed envelope and no one is allowed to open it before the vote counting;

b) In case of sending by fax or email, the opinion form sent to the Company must be kept confidential until the time of vote counting;

c) Voting forms sent to the Company after the deadline specified in the voting form or opened in the case of mailing and disclosed in the case of faxing or emailing are invalid. Voting forms that are not returned are considered as non-voting forms.

5. The Board of Directors shall count the votes and prepare a vote counting record under the witness of the Board of Supervisors or of shareholders who do not hold management positions in the Company. The vote counting record must contain the following main contents:

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

b) Purpose and issues to be consulted to pass the resolution;

c) Number of shareholders with total number of votes participated in voting, distinguishing between valid and invalid votes and method of sending votes, with appendix of list of shareholders participating in voting;

d) Total number of votes in favor, against and abstentions on each issue;

d) The issue passed and the corresponding percentage of votes passed;

e) Full name and signature of the Chairman of the Board of Directors, the vote counter and the vote counting supervisor.

Members of the Board of Directors, vote counters and vote counting supervisors shall be jointly responsible for the truthfulness and accuracy of the vote counting minutes; and jointly responsible for damages arising from decisions passed due to dishonest and inaccurate vote counting.

6. The minutes of vote counting and resolutions must be sent to shareholders within 15 days from the date of completion of vote counting. The sending of the minutes of vote counting and resolutions can be replaced by posting them on the Company's website within 24 hours from the date of completion of vote counting.

7. The returned ballots, vote counting minutes, passed resolutions and related documents attached to the ballots must all be kept at the Company's head office.

8. A resolution is passed by way of obtaining written opinions from shareholders if it is approved by shareholders holding more than 50% of the total votes of all shareholders with voting rights and has the same value as a resolution passed at a meeting of the General Meeting of Shareholders.

Article 23. Resolutions and Minutes of Shareholders' Meeting

1. Minutes of the General Meeting of Shareholders must be recorded and may be audio-recorded or recorded and stored in other electronic forms. Minutes must be prepared in Vietnamese, may be prepared in a foreign language, and have the following main contents:

- a) Name, head office address, business registration number;
- b) Time and place of the General Meeting of Shareholders;
- c) Meeting agenda and content;
- d) Full name of the Chairman and Secretary;
- d) Summarize the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda;
- e) Number of shareholders and total number of votes of shareholders attending the meeting, appendix of list of registered shareholders, shareholder representatives attending the meeting with corresponding number of shares and votes;
- g) Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, approving, disapproving and abstaining votes; corresponding ratio to the total number of votes of shareholders attending the meeting;

- h) Total number of votes for each candidate (if any);
- i) Issues passed and corresponding percentage of votes passed;

k) Full name and signature of the Chairman and Secretary. In case the Chairman and Secretary refuse to sign the meeting minutes, the minutes shall be valid if signed by all other members of the Board of Directors attending the meeting and contain all the contents as prescribed in this clause. The meeting minutes shall clearly state the refusal of the Chairman and Secretary to sign the meeting minutes.

2. Minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting. The Chairman and Secretary of the meeting or other persons signing the minutes of the meeting must be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes made in Vietnamese and foreign languages have the same legal effect. In case of any difference in content between the minutes in Vietnamese and in foreign languages, the content in the minutes in Vietnamese shall apply.

4. Resolutions, Minutes of the General Meeting of Shareholders, appendix of list of shareholders registered to attend the meeting with shareholders' signatures, authorization letter to attend the meeting, all documents attached to the Minutes (if any) and related documents attached to the meeting invitation must be disclosed in accordance with the law on information disclosure on the stock market and must be kept at the Company's head office.

Article 24. Request to cancel Resolution of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders or the minutes of the results of the vote counting to obtain opinions 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 cancel the resolution or part of the content of the resolution of the General Meeting of Shareholders in the following cases:

1. The order and 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 Charter, except for the case specified in Clause 3, Article 21 of this Charter.

2. The content of the resolution violates the law or this Charter.

VII. BOARD OF DIRECTORS

Article 25. Candidacy and nomination of members of the Board of Directors

1. In case the Board of Directors candidates have been identified, the Company must disclose information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. The Board of Directors candidates must have a written commitment to the honesty and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully and in the best interests of the Company if elected as a member of the Board of Directors. Information related to the Board of Directors candidates to be disclosed includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work process;
- d) Other management positions (including positions on the Board of Directors of other companies);
- d) Benefits related to the Company and its related parties;
- e) Other information (if any) as prescribed in the Company Charter;
- g) The company must be responsible for disclosing information about the companies in which the candidate is holding the position of member of the Board of Directors, other management positions and the interests related to the company of the candidate for the 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 provisions of the Enterprise Law and the Company's Charter. Shareholders holding common shares have the right to aggregate 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 number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

3. In case the number of candidates for the Board of Directors through nomination and candidacy is still not enough as required in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of law.

4. Members of the Board of Directors must meet the standards and conditions prescribed in Clause 1 and Clause 2, Article 155 of the Law on Enterprises and this Charter.

Article 26. Composition and term of office 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 of a member of the Board of Directors shall not exceed five (05) years and 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. In the event that all members of the Board of Directors end their terms at the same time, such members shall continue to be members of the Board of Directors until a new member is elected to replace them and take over the work.

3. The composition of the Board of Directors is as follows:

The structure of the Board of Directors of the company must ensure that at least 1/3 of the total number of Board members are non-executive members. The company limits the number of Board members who concurrently hold executive positions of the Company to ensure the independence of the Board of Directors.

After the Company is listed, the total number of independent members of the Board of Directors must ensure the following regulations:

a) There must be at least 01 independent member in case the company has from 03 to 05 members on the Board of Directors;

b) There must be at least 02 independent members in case the company has from 06 to 08 members on the Board of Directors;

c) There must be at least 03 independent members in case the company has from 09 to 11 members on the Board of Directors.

4. A member of the Board of Directors shall no longer be eligible to be a member of the Board of Directors in the event that he/she is dismissed, removed or replaced by the General Meeting of Shareholders in accordance with the provisions of Article 160 of the Law on Enterprises.

5. The appointment of members of the Board of Directors must be announced in accordance with the law on information disclosure on the stock market.

6. Members of the Board of Directors do not necessarily have to be shareholders of the Company.

Article 27. Powers and obligations of the Board of Directors

1. The Board of Directors is the Company's management body, with full authority to decide and exercise the Company's rights and obligations on behalf of the Company, except for the rights and obligations 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 Charter and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

a) Decide on the Company's strategy, medium-term development plan and annual business plan;

b) Propose the type of shares and the total number of shares of each type that can be offered for sale;

c) Decision to sell unsold shares within the number of shares allowed to be offered for sale of each type; decision to raise additional capital in other forms;

d) Decide on the selling price of the Company's shares and bonds;

d) Decision to repurchase shares as prescribed in Clause 1 and Clause 2, Article 133 of the Law on Enterprises;

e) Decide on investment plans and investment projects within the authority and limits prescribed by law;

g) Decide on solutions for market development, marketing and technology;

h) Approve contracts for purchase, sale, borrowing, 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 report, except for contracts and transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, Clauses 1 and 3, Article 167 of the Law on Enterprises;

i) Elect, dismiss, remove the Chairman of the Board of Directors; appoint, dismiss, sign contracts, terminate contracts with the General Director and other important managers as prescribed in the Company Charter; decide on salaries, remuneration, bonuses and other benefits of such managers; appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders at other companies, decide on remuneration and other benefits of such persons;

k) Supervise and direct the General Director and other managers in the daily operation of the Company;

l) Decide on the organizational structure and internal management regulations of the Company, decide on the establishment of subsidiaries, branches, representative offices and capital contribution and purchase of shares of other enterprises;

m) Approve the agenda and content of documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders or collect opinions for the General Meeting of Shareholders to pass resolutions;

n) Submit audited annual financial statements to the General Meeting of Shareholders;

o) Propose the level of dividends to be paid; decide on the time limit and procedures for paying dividends or handling losses arising during the business process;

p) Propose the reorganization and dissolution of the Company; request the bankruptcy of the Company;

q) Decision to promulgate the Board of Directors' Operating Regulations, Internal Regulations on Corporate Governance after being approved by the General Meeting of Shareholders; Regulations on information disclosure of the company;

r) Request the General Director and other managers in the company to provide information and documents on the financial situation and business activities of the company and of units within the company.

The manager is required to promptly, fully and accurately provide information and documents as requested by the Board of Directors members. The order and procedures for requesting and providing information are specifically regulated in the Board of Directors' Operating Regulations.

s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other provisions of law and the Company Charter.

3. The Board of Directors must report to the General Meeting of Shareholders on the Board of Directors' performance in accordance with current laws.

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 efficiency.

2. Members of the Board of Directors are entitled to remuneration and bonuses. The remuneration is calculated based on the number of working days required to complete the duties of the Board of Directors members and the daily remuneration. The Board of Directors estimates the remuneration for each member based on the principle of consensus. The total remuneration and bonuses of the Board of Directors are decided by the General Meeting of Shareholders at the annual meeting.

3. The remuneration of each member of the Board of Directors is included in the Company's business expenses according to the provisions of the law on corporate income tax, 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. A member of the Board of Directors holding an executive position or a member of the Board of Directors serving on subcommittees of the Board of Directors or performing other tasks beyond the scope of the normal duties of a member of the Board of Directors may be paid additional remuneration in the form of a lump sum, salary, commission, percentage of profits or in other forms as decided by the Board of Directors.

5. Members of the Board of Directors are entitled to be reimbursed for all travel, accommodation, meals and other reasonable expenses they have incurred in performing their responsibilities 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. The Company may purchase liability insurance for members of the Board of Directors after approval by the General Meeting of Shareholders. This insurance does not include insurance for the responsibilities of members of the Board of Directors related to violations of the law and the Company's Charter.

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 the members of the Board of Directors.

2. The Chairman of the Board of Directors may not concurrently hold the position of General Director .

3. The Chairman of the Board of Directors has the following rights and obligations:

- a) Develop programs and plans for the Board of Directors' activities;
- b) Prepare agenda, content, and documents for meetings; convene, chair, and chair meetings of the Board of Directors;
- c) Organize the adoption of resolutions and decisions of the Board of Directors;
- d) Supervise the implementation of resolutions and decisions of the Board of Directors;
- d) Chair the General Meeting of Shareholders;
- e) Other rights and obligations as prescribed by the Law on Enterprises and this Charter.

4. In case the Chairman of the Board of Directors submits a resignation or is dismissed or removed from office, the Board of Directors must elect a replacement within 10 days from the date of receipt of the resignation or dismissal or removal.

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize in writing another member to exercise the rights and obligations of the Chairman of the Board of Directors. In case there is no authorized person or the Chairman of the Board of Directors dies, goes missing, is detained, is serving a prison sentence, is serving an administrative penalty at a compulsory drug rehabilitation facility, a compulsory education facility, has fled from his/her place of residence, has limited or lost civil capacity, has difficulty in cognition, controlling his/her behavior, is prohibited by the Court from holding a position, practicing a profession or doing certain work, the remaining members shall elect one of the members to hold the position of Chairman of the Board of Directors according to the principle of majority approval of the remaining members until a new decision of the Board of Directors is made.

Article 30. Meeting 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 07 working days from the date of completion of the election of the 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 case there is more than one member with the highest number of votes or the highest percentage of votes and equal, 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 must meet at least once a quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors convenes a meeting of the Board of Directors in the following cases:

a) At the request of the Board of Supervisors or an independent member of the Board of Directors;

b) At the request of the General Director or at least 05 other managers;

c) Requested by at least 02 members of the Board of Directors.

4. The proposal specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed and decisions within the authority of the Board of Directors.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request specified in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damage caused to the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening a meeting of the Board of Directors.

6. The Chairman of the Board of Directors or the person convening the Board of Directors meeting must send a meeting invitation at least 03 working days before the meeting date. The meeting invitation must specify the time and location of the meeting, the agenda, the issues to be discussed and decided. The meeting invitation must be accompanied by documents used at the meeting and the members' voting ballots.

Notice of Board of Directors' meeting may be sent by invitation, telephone, fax, electronic means or other means and guaranteed 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 convener shall send the meeting invitation and accompanying documents to the Supervisors as to the members of the Board of Directors.

Supervisors have the right to attend Board of Directors meetings; have the right to discuss but not to vote.

8. A meeting of the Board of Directors shall be held when at least 3/4 of the total number of members attend the meeting. In case the meeting convened in accordance with the provisions of this clause does not have the required number of members, it shall be convened for the second time within 07 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the members of the Board of Directors attend the meeting.

9. A member of the Board of Directors is considered to attend and vote at the meeting in the following cases:

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 form;

d) Send voting ballots to the meeting via mail, fax, or email;

d) Send ballots by other means as prescribed by law.

10. In case of sending the ballot to the meeting by mail, the ballot must be contained in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening. The ballot may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize others to attend meetings and vote if approved by a majority of Board of Directors members.

12. Resolutions and decisions of the Board of Directors are passed if approved by the majority of members attending the meeting; in case of equal votes, the final decision belongs to the side with the opinion of the Chairman of the Board of Directors.

Article 31. Subcommittees of the Board of Directors

1. The Board of Directors may establish a subcommittee to be responsible for development policies, personnel, remuneration, internal audit, and risk management. The number of members of the subcommittee shall be decided by the Board of Directors, with a minimum of 03 people, 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 make up the majority of the subcommittee and one of these members shall be appointed as

Head of the subcommittee according to the decision of the Board of Directors. The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members attend and vote for them at the subcommittee meeting.

2. The implementation of decisions of the Board of Directors or of subcommittees under the Board of Directors must comply with current legal regulations and regulations in the Company Charter and Internal Regulations on corporate governance.

Article 32. Person in charge of corporate governance, Company Secretary

1. The Board of Directors of the Company must appoint at least 01 person in charge of corporate governance to support corporate governance at the enterprise. The person in charge of corporate governance may concurrently hold the position of Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.

2. The person in charge of corporate governance must not concurrently work for an approved auditing organization that is auditing the Company's financial statements.

3. The person in charge of corporate governance has the following rights and obligations:

a) Advise the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and related work between the Company and shareholders;

b) Prepare meetings of the Board of Directors, Supervisory Board and General Meeting of Shareholders at the request of the Board of Directors or Supervisory Board;

c) Advice on meeting procedures;

d) Attend meetings;

d) Consulting on procedures for preparing resolutions of the Board of Directors in accordance with legal provisions;

e) Provide financial information, copies of Board of Directors meeting minutes and other information to Board of Directors members and Supervisors;

g) Monitor and report to the Board of Directors on the Company's information disclosure activities;

h) Be the point of contact with stakeholders;

i) Keep information confidential in accordance with the provisions of law and the Company's Charter;

k) Other rights and obligations as prescribed by law and this Charter.

VIII. GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 33. Organization of management apparatus

The Company's management system must ensure that the management apparatus is responsible 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 above positions must be approved by resolution or decision of the Board of Directors.

Article 34. Company Executives

1. The Company's executives include the General Director, Deputy General Directors, and Chief Accountant.

2. Upon the request of the General Director and with the approval of the Board of Directors, the Company may recruit other executives with the number and standards appropriate to the Company's management structure and regulations as prescribed by the Board of Directors. Business executives must be responsible for supporting the Company in achieving its objectives in operations and organization.

3. The General Director is paid salary and bonus. The General Director's salary and bonus are decided by the Board of Directors.

4. The salary of the executive is included in the Company's business expenses according to the provisions of the law on corporate income tax, 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.

Article 35. Appointment, dismissal, rights and obligations of the General Director

1. The Board of Directors appoints 01 member of the Board of Directors or hires another person as General Director.

2. The General Director is the person who runs the daily business of the Company; is supervised by the Board of Directors; is responsible to the Board of Directors and before the law for the implementation of assigned rights and obligations.

3. The term of office of the General Director shall not exceed 05 years and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and this Charter.

4. The General Director has the following rights and obligations:

a) Decide on matters related to the Company's daily business operations that are not under the authority of the Board of Directors;

b) Organize the implementation of resolutions and decisions of the Board of Directors;

c) Organize the implementation of the Company's business plan and investment plan;

d) Propose organizational structure plan and internal management regulations of the Company;

d) Appoint, dismiss, and remove management positions in the Company, except for positions under the authority of the Board of Directors;

e) Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;

g) Labor recruitment;

h) Proposing plans to pay dividends or handle 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 General Director when the majority of the Board of Directors with voting rights present at the meeting agree and appoint a new General Director to replace him.

IX. BOARD OF SUPERVISION

Article 36. Candidacy and nomination of Controllers

1. The nomination and candidacy of members of the Board of Supervisors is carried out similarly to the provisions in Clause 1 and Clause 2, Article 25 of the Company Charter, specifically as follows:

Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of shares with voting rights may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate

up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

2. In case the number of candidates for the Board of Supervisors through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the provisions of law.

Article 37. Composition of the Board of Supervisors

1. The number of Supervisors of the Company is three (03) people. The term of office of a Supervisor shall not exceed 05 years and he/she may be re-elected for an unlimited number of terms.

2. Controllers must meet the standards and conditions prescribed in Article 169 of the Law on Enterprises and not fall into the following cases:

- a) Work in the accounting and finance department of the Company;
- b) Being a member or employee of an independent auditing company that audits the company's financial statements for the previous 3 consecutive years.

3. The controller shall be dismissed in the following cases:

- a) No longer meeting the standards and conditions to be a Controller as prescribed in Clause 2 of this Article;
- b) Have a resignation letter and it is accepted;
- c) Other cases as prescribed by law and this Charter.

4. The Controller shall be dismissed in the following cases:

- a) Failure to complete assigned tasks and work;
- b) Failure to exercise one's rights and obligations for 06 consecutive months, except in cases of force majeure;
- c) Repeatedly or seriously violating the obligations of a Controller as prescribed by the Law on Enterprises and this Charter;

d) Other cases according to the resolution of the General Meeting of Shareholders.

Article 38. Head of the Board of Supervisors

1. The Head of the Supervisory Board is elected by the Supervisory Board from among the Supervisors; the election, dismissal, and removal are based on the majority principle. The Supervisory Board must have more than half of its members permanently residing in Vietnam. The Head of the Supervisory Board must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise.

2. Rights and obligations of the Head of the Board of Supervisors:

a) Convene the Board of Supervisors meeting;

b) Request the Board of Directors, General Director and other executives to provide relevant information to report to the Board of Supervisors;

c) Prepare and sign the report of the Board of Supervisors after consulting with the Board of Directors to submit 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 prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

1. Propose and recommend the General Meeting of Shareholders to approve the list of audit organizations approved to audit the Company's Financial Statements; decide on the approved audit organization to inspect the Company's operations, and dismiss the approved auditor when deemed necessary.

2. Be responsible to shareholders for its monitoring activities.

3. Monitor the Company's financial situation and compliance with the law in the activities of Board of Directors members, General Director, and other managers.

4. Ensure coordination of activities with the Board of Directors and General Director and shareholders.

5. In case of detecting any violation of the law or the Company Charter by a member of the Board of Directors, the General Director and other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the violator to stop the violation and take measures to remedy the consequences.

6. Develop the Board of Supervisors' operating regulations and submit them to the General Meeting of Shareholders for approval.

7. Report at the General Meeting of Shareholders as prescribed in Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law.

8. Have the right to access the Company's records and documents kept at the head office, branches and other locations; have the right to visit the workplace of the Company's managers and employees during working hours.

9. Have 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 on the management, operation and business activities of the Company.

10. Other rights and obligations as prescribed by law and this Charter.

Article 40. Meeting of the Board of Supervisors

1. The Board of Supervisors must meet at least twice a year, with at least 2/3 of the members attending the meeting. Minutes of the Board of Supervisors meetings must be detailed and clear. The person taking the minutes and the members of the Board of Supervisors attending the meeting must sign the minutes of the meeting. Minutes of the Board of Supervisors meetings must be kept to determine the responsibilities of each member of the Board of Supervisors.

2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director and representatives of approved auditing organizations to attend and answer questions that need clarification.

Article 41. Salary, remuneration, bonus and other benefits of Controllers

Salaries, remuneration, bonuses and other benefits of members of the Board of Supervisors are implemented according to the following provisions:

1. Members of the Board of Supervisors shall be paid salaries, remuneration, bonuses and other benefits according to the decision of the General Meeting of Shareholders. The General Meeting of Shareholders shall decide on the total salaries, remuneration, bonuses, other benefits and the annual operating budget of the Board of Supervisors.

2. Members of the Supervisory Board shall be paid for their meals, accommodation, travel, and independent consulting services at reasonable rates. The total remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Board of Supervisors are included in the Company's business expenses according to the provisions of the law on corporate income tax, other relevant legal provisions and must be recorded as a separate item in the Company's annual financial statements.

X. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, SUPERVISORY BOARD MEMBERS, GENERAL DIRECTOR AND OTHER MANAGERS

Members of the Board of Directors, Supervisors, General Directors and other executives are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and carefully for the benefit of the Company.

Article 42. Responsibility to be honest and avoid conflicts of interest

1. Members of the Board of Directors, members of the Supervisory Board, the General Director and other managers must publicly disclose related interests in accordance with the provisions of the Law on Enterprises and relevant legal documents.

2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and their related persons 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 Supervisory Board, the General Director and other managers are obliged to notify in writing the Board of Directors and the Supervisory Board of transactions between the Company, its subsidiaries, other companies in which the public company controls 50% or more of the charter capital with that entity itself or with related persons of that entity in accordance with the provisions of law. For the above transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information about these resolutions in accordance with the provisions of the securities law on information disclosure.

4. A member of the Board of Directors is not allowed to vote on transactions that benefit that member or a related person of that member according to the provisions of the Law on Enterprises and the Company Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers and related persons of these subjects are not allowed to use or disclose to others inside information to carry out 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 and organizations related to these subjects are not invalid in the following cases:

a) For transactions with a value of less than or equal to 35% of the total asset value recorded in the most recent financial report, the important contents of the contract or transaction as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have been reported to the Board of Directors and approved by the Board of Directors by a majority vote of the members of the Board of Directors who have no related interests;

b) For transactions with a value greater than 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial report, the important contents of this transaction as well as the relationships and interests of the members of the Board of Directors, members of the Board of Supervisors, the General Director, and other executives have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no related interests.

c) Contracts, loan transactions, and asset sales with a value greater than 10% of the total asset value recorded in the most recent financial report between the company and shareholders owning 51% or more of the total number of voting shares or related persons of such shareholders have been announced to shareholders and approved by the General Meeting of Shareholders by votes of shareholders with no related interests.

Article 43. Liability for damage and compensation

1. Members of the Board of Directors, Supervisors, General Directors and other executives who violate their obligations and responsibilities of honesty and prudence and fail to fulfill their obligations shall be responsible for damages caused by their violations.

2. The Company shall indemnify those who have been, are or may become a party to any claim, lawsuit or prosecution (including civil and administrative cases and not lawsuits initiated by the Company) if such person has been or is a member of the Board of Directors, Supervisor, General Director, other executive, employee or representative authorized by the Company who has been or is performing duties as authorized by the Company, acting honestly and carefully for the benefit of the Company on the basis of compliance with the law and there is no evidence confirming that such person has violated his/her responsibilities.

3. Compensation costs include judgment costs, fines, and payments actually incurred (including attorneys' fees) or deemed reasonable in resolving these cases within the framework of the law. The Company may purchase insurance for these people to avoid the above compensation liabilities.

XI. RIGHT TO SEARCH COMPANY BOOKS AND RECORDS

Article 44. Right to look up books and records

1. Common shareholders have the right to look up books and records, specifically as follows:

a) Ordinary shareholders have the right to review, look up and extract information about their names and contact addresses in the list of shareholders with voting rights; request correction of their inaccurate information; review, look up, extract or copy the Company 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, look up, and extract the minutes and resolutions and decisions of the Board of Directors, mid-year and annual financial reports, reports of the Board of Supervisors, contracts, transactions that must be approved by the Board of Directors and other documents, except for documents related to trade secrets and business secrets of the Company.

2. In case an authorized representative of a shareholder or group of shareholders requests to look up books and records, he/she must attach a power of attorney from the shareholder or group of shareholders that he/she represents or a notarized copy of this power of attorney.

3. Members of the Board of Directors, Supervisors, General Director and other executives have the right to look up the Company's shareholder register, list of shareholders, books and other records of the Company for purposes related to their positions, provided that such information must be kept confidential.

4. The Company must keep this Charter and amendments to the Charter, 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 meetings 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 the head office or another place provided that shareholders and the Business Registration Authority are notified of the location where these documents are stored.

5. The Company Charter must be published on the Company's website.

XII. EMPLOYEES AND TRADE UNIONS

Article 45. Employees and trade unions

1. The General Director must plan for the Board of Directors to approve issues related to recruitment, employee termination, salary, social insurance, benefits, rewards and discipline for employees and business executives.

2. The General Director must plan for the Board of Directors to approve issues related 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 current legal regulations.

XIII. PROFIT DISTRIBUTION

Article 46. Profit distribution

1. The General Meeting of Shareholders decides on the level of dividend payment and the form of annual dividend payment from the Company's retained earnings. Dividend payment to shareholders is based on the proposal of the Company's Board of Directors, according to the following principles:

a) Set aside the Bonus Fund and Welfare Fund according to the law, not exceeding 10% of the Company's after-tax profit arising during the year.

b) The establishment and use of the Management and Executive Board Bonus Fund and other Funds in accordance with the provisions of law are consistent with the Company's production and business efficiency and investment and development needs.

2. The Company does not pay interest on dividends or payments relating to a class of shares.

3. The Board of Directors may decide to pay interim dividends if it considers that such payment is consistent with the Company's profitability based on the authorization of the General Meeting of Shareholders.

4. The Board of Directors may propose to the General Meeting of Shareholders to approve the payment of all or part of dividends in shares and the Board of Directors is the body implementing this decision.

5. In case dividends or other amounts related to a type of shares are paid in cash, the Company must pay in Vietnamese Dong. Payments can be made directly or through banks based on the bank account details provided by the shareholder. In case the Company has transferred money according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company

is not responsible for the amount the Company has transferred to this shareholder. Payment of dividends for shares listed on the Stock Exchange can be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.

6. Pursuant to the Law on Enterprises and the Law on Securities, the Board of Directors shall adopt a resolution or decision to determine a specific date to close the list of shareholders. Based on that date, those who register as shareholders or holders of other securities are entitled to receive dividends in cash or shares, receive notices or other documents.

7. Other issues related to profit distribution are carried out in accordance with the provisions of law.

XIV. BANK ACCOUNTS, FINANCIAL YEAR AND ACCOUNTING REGIME

Article 47. Bank accounts

1. The Company opens accounts at Vietnamese banks or at foreign bank branches permitted to operate in Vietnam.

2. Subject to prior approval of the competent authority, if necessary, the Company may open a bank account abroad in accordance with the provisions of law.

3. The Company conducts all payments and accounting transactions through Vietnamese or foreign currency accounts at banks where the Company opens accounts.

Article 48. Fiscal year

The Company's fiscal year begins on January 1 of each year and ends on December 31 of each year.

Article 49. Accounting regime

1. The accounting regime used by the Company is the corporate accounting regime or a specific accounting regime issued and approved by a competent authority.

2. The Company shall prepare accounting books in Vietnamese and maintain accounting records in accordance with the provisions of the law on accounting and related laws. These records must be accurate, up-to-date, systematic and sufficient to demonstrate and explain the Company's transactions.

3. The Company uses Vietnamese Dong as its accounting currency. In case the Company has economic transactions arising mainly in a foreign currency, it

may freely choose that foreign currency as its accounting currency, be responsible for that choice before the law and notify the direct tax authority.

Article 50. Annual, semi-annual and quarterly financial reports

1. The Company must prepare annual financial statements and the annual financial statements must be audited in accordance with the provisions of law. The Company shall publish the audited annual financial statements in accordance with the provisions of law on information disclosure on the stock market and submit them to the competent state agency.

2. The annual financial report must include all reports, appendices, and explanations in accordance with the law on corporate accounting. The annual financial report must honestly and objectively reflect the Company's operations.

3. The Company must prepare and publish audited semi-annual financial reports and quarterly financial reports in accordance with the law on information disclosure on the stock market and submit them to competent state agencies.

Article 51. Annual report

The Company must prepare and publish the Annual Report in accordance with the provisions of the law on securities and the stock market.

XV. COMPANY AUDIT

Article 52. Auditing

1. The General Meeting of Shareholders shall appoint an independent auditing company or approve a list of independent auditing companies and authorize the Board of Directors to decide on one of these units to audit the Company's financial statements for the following fiscal year based on the terms and conditions agreed with the Board of Directors.

2. The audit report is attached to the Company's annual financial statements.

3. The independent auditor performing the audit of the Company's financial statements is entitled to attend the General Meeting of Shareholders and is entitled to receive notices and other information related to the General Meeting of Shareholders and to express opinions at the meeting on issues related to the audit of the Company's financial statements.

XVI. COMPANY SEAL

Article 53. Company Seal

1. Seals include seals made at seal engraving establishments or seals in the form of digital signatures according to the provisions of law on electronic transactions.

2. The Board of Directors decides on the type, quantity, form and content of the seal of the Company, branches and representative offices of the Company (if any).

3. The Board of Directors and General Director use and manage the seal in accordance with current laws.

XVII. DISSOLUTION OF COMPANY

Article 54. Dissolution of the company

1. The Company may be dissolved or terminated in the following cases:

a) The term of operation stated in the Company Charter ends without a decision to extend (if any);

b) According to resolutions and decisions of the General Meeting of Shareholders;

c) The Business Registration Certificate is revoked, except in cases where the Law on Tax Administration provides otherwise;

d) Other cases as prescribed by law.

2. The dissolution of the Company before the deadline (including the extended deadline) is decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified or approved by the competent authority (if required) according to regulations.

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 term of operation so that shareholders can vote on the extension of the Company's operation at the request of the Board of Directors.

2. The term of operation is extended when the number of shareholders representing 65% or more of the total votes of all shareholders attending the General Meeting of Shareholders agrees.

Article 56. Liquidation

1. At least 06 months before the end of the Company's term of operation or after the decision to dissolve the Company, the Board of Directors must establish a Liquidation Committee consisting of 03 members, of which 02 members are appointed by the General Meeting of Shareholders and 01 member is appointed by the Board of Directors from an independent auditing company. The Liquidation Committee shall prepare its operating regulations. Members of the Liquidation Committee may be selected from among the Company's employees

or independent experts. All expenses related to the liquidation shall be paid by the Company prior to other debts of the Company.

2. The Liquidation Board is responsible for reporting to the Business Registration Office on the date of establishment and the date of commencement of operations. From that time on, the Liquidation Board represents the Company in all matters related to the Company's liquidation before the Court and administrative agencies.

3. The proceeds from the liquidation shall be paid in the following order:

- a) Liquidation costs;
- b) Debts of wages, severance pay, social insurance and other benefits of employees according to collective labor agreements and signed labor contracts;
- c) Tax debt;
- d) Other debts of the Company;
- d) The remainder after all debts from items (a) to (d) above have been paid shall be distributed to the shareholders. Preferred shares shall have priority in payment.

XVIII. RESOLUTION OF INTERNAL DISPUTES

Article 57. Resolution of internal disputes

1. In case of disputes or complaints arising related to the Company's operations, the rights and obligations of shareholders as prescribed in the Law on Enterprises, the Company's Charter, other legal provisions or agreements between:

- a) Shareholders with the Company;
- b) Shareholders with the Board of Directors, Board of Supervisors, General Director or other executives.

The parties concerned shall attempt to resolve such dispute through negotiation and conciliation. Except in the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the resolution of the dispute and shall request each party to present information relating to the dispute within 07 working days from the date the dispute arises. In the case of a dispute involving the Board of Directors or the Chairman of the Board of Directors, any party may request the Head of the Supervisory Board to appoint an independent expert to act as a mediator for the dispute resolution process.

2. In case no conciliation decision is reached within 06 weeks from the start of the conciliation process or if the conciliator's decision is not accepted by the parties, a party may bring the dispute to Arbitration or Court.

3. The parties shall bear their own costs related to the negotiation and conciliation procedures. Payment of court costs shall be made according to the Court's judgment.

XIX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER

Article 58. Company Charter

1. Amendments and supplements to this Charter must be considered and decided by the General Meeting of Shareholders.

2. In case the law has provisions related to the Company's operations that are not mentioned in this Charter or in case there are new legal provisions that are different from the provisions in this Charter, those provisions shall be applied to regulate the Company's operations.

XX. EFFECTIVE DATE

Article 59. Effective date

1. This Charter consists of 20 sections and 59 articles, unanimously approved by the General Meeting of Shareholders of DAP-Vinachem Joint Stock Company on April 24, 2026 at the Company's Head Office and jointly approved the full validity of this Charter.

2. The Charter is made in 10 copies, of equal value and must be kept at the Company's head office.

3. This Charter is the sole and official of the Company.

4. Copies or extracts of the Company Charter are valid when signed by the Chairman of the Board of Directors or at least 1/2 of the total number of members of the Board of Directors.

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**

Vu Van Bang