

Hai Phong, April 24, 2025

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange.

Pursuant to Resolution No. 08/NQ-DHDCD and the Minutes of the Annual General Meeting of Shareholders (AGM) 2025 dated April 23, 2025, DAP-Vinachem Joint Stock Company hereby announces changes in the personnel of the Board of Directors (BOD) and the Board of Supervisors (BOS) as follows:

1. In case of dismissal/resignation:

- Dismissal of 05 members of the BOD for the 2020–2025 term due to term expiration at the 2025 AGM:

No.	Full name	Position before Dismissed	Position dismissed	Effective Date	Reason
1	Mr. Nguyen Tuan Dung	Member cum Chairman of BOD	Member cum Chairman of BOD	23/4/2025	End of 2020–2025 term; re-election for new term 2025–2030
2	Mr. Vu Van Bang	Member of BOD, General Director of the Company	Member of BOD, General Director of the Company	23/4/2025	
3	Mr. Le Ngoc Nhan	Member of BOD, Deputy General Director of the Company	Member of BOD, Deputy General Director of the Company	23/4/2025	
4	Mr. Nguyen Van Phien	Member of BOD	Member of BOD	23/4/2025	
5	Mrs. Nguyen Thi Mai	Member of BOD	Member of BOD	23/4/2025	Resignation and end of term 2020–2025

- Dismissal of 03 members of the BOS for the 2020–2025 term due to term expiration at the 2025 AGM:

STT	Full name	Position before dismissal	Position dismissed	Effective Date	Reason
1	Mr Ha Trung Kien	Member cum Head of BOS	Member cum Head of BOS	23/4/2025	Resignation and end of term 2020–2025
2	Mrs. Nguyen Thi Xuan Quyen	Member of BOS	Member of BOS	23/4/2025	End of 2020–2025 term; re-election for new term 2025–2030
3	Mrs. Pham Thi Nhung	Member of BOS	Member of BOS	23/4/2025	

2. In case of Appointment:

- Appointment of 05 members of the BOD for the 2025–2030 term elected at the 2025 AGM, in which, Mr. Nguyen Tuan Dung, Mr. Vu Van Bang, Mr. Le Ngoc Nhan, and Mr. Nguyen Van Phien were re-elected

No.	Full name	Position before appointment	Appointed position	Term	Effective Date
1	Mr. Nguyen Tuan Dung	Member cum Chairman of BOD	Member cum Chairman of BOD	2025-2030	23/4/2025
2	Mr. Vu Van Bang	Member of BOD, General Director of the Company	Member of BOD, General Director of the Company	2025-2030	23/4/2025
3	Mr. Le Ngoc Nhan	Member of BOD, Deputy General Director of the Company	Member of BOD, Deputy General Director of the Company	2025-2030	23/4/2025
4	Mr. Nguyen Van Phien	Member of BOD	Member of BOD	2025-2030	23/4/2025
5	Mr. Nguyen Ngoc Son	Deputy General Director of the Company	Member of BOD, Deputy General Director of the Company	2025-2030	23/4/2025

- Appointment of 03 members of the BOS for the 2025–2030 term elected at the 2025 AGM, in which Mrs. Nguyen Thi Xuan Quyen and Ms. Pham Thi Nhung were re-elected.

No.	Full name	Position before appointment	Appointed position	Term of appointment	Effective Date
1	Ms. Nguyen Thi Xuan Quyen	Board Member	Member of the Board of Supervisors and Head of the Board of Supervisors	2025-2030	23/4/2025
2	Mrs. Pham Thi Nhung	Board Member	Board Member	2025-2030	23/4/2025
3	Mr. Tran Van Doan	None	Board Member	2025-2030	23/4/2025

This information was published on the company's website on April 23, 2025 at dapvinachem.com.vn.

Attached documents:

- Resolution No. 08/NQ-DHDCD and Minutes of the Annual General Meeting of Shareholders dated April 23, 2025.

Recipient :

- As above;
- Company Website;
- Save Office, Secretary.

Organization representative
Authorized person to disclose information



Nguyen Anh Dung



**DAP-VINACHEM
JOINT STOCK COMPANY**

No: 08/NQ-ĐHĐCĐ

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

Hai Phong, April 23th, 2025

**RESOLUTION
The 2025 Annual General Meeting of Shareholders**

Base:

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

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

DICISION:

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

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

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

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

No.	Indicators	Amount
1	Profit before tax Corporate income	211,541,355,314
2	Corporate Income Tax	43,192,069,386
3	Profit after tax (1)-(2)	168,349,285,928
4	Undistributed profit after tax brought forward	21,296,372,885

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

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

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

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

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the 2025 interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results during the year.

6. Approval of the Report on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2024 and the Proposal on remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2025:

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

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

Details of remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary are as stated in the Report No.222/BC-HDQT dated March 31th, 2025 of the Company's Board of Directors attached.

6.2. Proposal on remuneration of the Board of Directors, Board of Supervisors, and Company Secretary in 2025 as follows:

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

7. Approval of the Proposal selecting Companies to audit The Financial Statement 2025:

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

- a)- AASC Auditing Firm LLC
- b)- CPA Vietnam Auditing Company Limited
- c)- An Viet Auditing Company Limited.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the above Auditing Companies to audit The Financial Statements 2025. (Including audit the first 6 month of 2025 and the full-year of 2025)

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

8.1. Additional business lines of the Company:

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

8.2. Amendment and supplement to the Company Charter:

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

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

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

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

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

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

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

No.	Full name	Number of votes	Rate (%)
1	Mr. Nguyen Tuan Dung	104,910,905	109.41%
2	Mr. Vu Van Bang	99,612,720	103.88%
3	Mr. Le Ngoc Nhan	92,743,970	96.72%
4	Mr. Nguyen Ngoc Son	92,244,970	96.20%
5	Mr. Nguyen Van Phien	89,177,150	93.00%

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

1. Mr. Nguyen Tuan Dung
2. Mr. Vu Van Bang
3. Mr. Le Ngoc Nhan
4. Mr. Nguyen Ngoc Son
5. Mr. Nguyen Van Phien

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

No.	Full name	Number of votes	Rate (%)
1	Mrs. Nguyen Thi Xuan Quyen	98,262,281	102.48%
2	Mrs. Pham Thi Nhung	95,465,270	99.56%

3	Mr. Tran Van Doan	93,803,578	97.83%
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Based on the vote counting results and the Election Regulations approved by the meeting, the following Mr./Mrs. was elected as a member of the Company's Board of Supervisors for the term 2025-2030:

1. Mrs. Nguyen Thi Xuan Quyen
2. Mrs. Pham Thi Nhung
3. Mr. Tran Van Doan

9.4- The Board of Directors elected Mr. Nguyen Tuan Dung to hold the position of Chairman of the Board of Directors for the term 2025-2030.

9.5- The Board of Supervisors elected Mrs. Nguyen Thi Xuan Quyen to hold the position of Head of the Board of Supervisors for the term 2025-2030.

Article 2: Implementation Provisions:

The full text of this Resolution was voted and approved by the 2025 Annual General Meeting of Shareholders of DAP-Vinachem Joint Stock Company at the meeting on 12:10 on April 23th, 2025 and took effect immediately after the end of the meeting.

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

Recipient:

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

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

Nguyen Tuan Dung

**MINUTES OF MEETING
BOARD OF DIRECTORS
Re: Election of Chairman of the Board of Directors**

- **Company name:** DAP-VINACHEM Joint Stock Company.
- **Address of headoffice:** Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu, Cat Hai Economic zone, Dong Hai 2 Ward, Hai An District, Haiphong City, Vietnam.
- **Business Registration Certificate:** No. 0200827051 issued by the Department of Planning and Investment of Hai Phong City for the first time on July 29th, 2008, registered for the 6th change on March 17th, 2023.

Base:

- *Enterprise Law 2020;*
- *Charter of Organization and Operation of the Company;*
- *Election results of the Board of Directors for the term 2025-2030.*

At 11:00 a.m. on April 23th, 2025, at the DAP-Vinachem Joint Stock Company Hall, members of the Board of Directors met to elect the Chairman of the Board of Directors.

A. MEETING PARTICIPANTS

1. The members of the Board of Directors present at the meeting include:

- Mr. Nguyen Tuan Dung
- Mr. Vu Van Bang
- Mr. Le Ngoc Nhan
- Mr. Nguyen Ngoc Son
- Mr. Nguyen Van Phien

2. The members of the Board of Directors unanimously elected Mr. Nguyen Tuan Dung to chair the meeting.

B. CONTENT

1. The members of the Board of Directors present at the meeting publicly elected the Chairman of the Board of Directors from among the members of the Board of Directors.

2. The election meeting results are as follows: Mr. Nguyen Tuan Dung was elected Chairman of the Board of Directors with a total of 5/5 votes, reaching 100% of the votes in agreement.

3. The term of office of the Chairman of the Board of Directors is 5 years.

4. The Chairman of the Board of Directors has duties, powers and responsibilities in accordance with the provisions of law and the Charter of Organization and Operation of DAP-Vinachem Joint Stock Company.

The members of the Board of Directors unanimously approved and signed the Minutes of this meeting.

This Minutes is effective for all shareholders of DAP-Vinachem Joint Stock Company from the date of signing.

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

Nguyen Tuan Dung

Vu Van Bang

Le Ngoc Nhan

Nguyen Van Phien

Nguyen Ngoc Son

**MINUTES OF MEETING
BOARD OF SUPERVISORS
Re: Election of Head of the Board of Supervisors**

Base:

- *Enterprise Law 2020;*
- *Charter of Organization and Operation of the Company;*
- *Election results of the Board of Supervisors for the term 2025-2030.*

At 11:00 a.m. on April 23th, 2025, at the DAP-Vinachem Joint Stock Company Hall, members of the Board of Directors met to elect the Head of the Supervisory Board.

A. MEETING PARTICIPANTS

1. Members of the Board of Supervisors present at the meeting include:

- Mrs. Nguyen Thi Xuan Quyen
- Mrs. Pham Thi Nhung
- Mr. Tran Van Doan

2. The members of the Board of Supervisors unanimously elected Mrs. Nguyen Thi Xuan Quyen to chair the meeting.

B. CONTENT

1. The members of the Board of Supervisors present at the meeting publicly elected the Head of the Board of Supervisors from among the members of the Board of Supervisors.

2. The election meeting results are as follows: Mrs. Nguyen Thi Xuan Quyen was elected as Head of the Board of Supervisors with a total of 3/3 votes, reaching 100% of the votes in agreement.

3. The term of office of the Head of the Board of Supervisors is 5 years.

4. The Head of the Board of Supervisors has duties, powers and responsibilities in accordance with the provisions of law and the Charter of Organization and Operation of DAP-Vinachem Joint Stock Company.

The members of the Board of Supervisors unanimously approved and signed the Minutes of this meeting.

This Minutes is effective for all shareholders of DAP-Vinachem Joint Stock Company from the date of signing.

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

Nguyen Thi Xuan Quyen

Ha Trung Kien

Pham Thi Nhung



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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

- **Company name:** DAP-VINACHEM Joint Stock Company.
- **Address of headoffice:** Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Haiphong City, Vietnam.
- **Business Registration Certificate:** No. 0200827051 issued by the Department of Planning and Investment of Hai Phong City for the first time on July 29th, 2008, registered for the 6th change on March 17th, 2023.

I. INVITATIONS TO ATTEND THE MEETING :

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

II. GENERAL MEETING AGENDA:

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

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

- Total number of shares of the Company is: **146,109,900** shares.
- The total number of shareholders invited to attend the General Meeting of Shareholders is **6776** shareholders, representing shareholders owning **146,109,900** shares of the Company.
- At 8:00 a.m. on April 23th, 2025, the total number of shareholders and authorized representatives of shareholders attending the meeting was **13** people, representing shareholders owning **94,115,041** shares, accounting for **64.41** % of the total shares of the Company (*with attached minutes*).

Pursuant to the Law on Enterprises and the Charter of DAP-VINACHEM Joint Stock Company, the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the General Meeting) of the Company is legally qualified to proceed.

B. OPENING:

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

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

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

2.1. Meeting Secretary:

- Mr. Nguyen Anh Dung - Company Secretary.

2.2. Vote Counting Board.

+ Mr. Nguyen Manh Cuong : Head of Board.

+ Mr. Nguyen Tien Luc : Member .

+ Mr. Tran Thanh Binh : Member.

+ Mr. Nguyen Anh Duong : Member.

+ Mrs. Nguyen Thi Oanh: Member.

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

- Number of shares approve: **94,115,041** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

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

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

3. Mr. Doan Ngoc Uy read the draft agenda, meeting content; draft Regulations on organizing the 2025 Annual General Meeting of Shareholders.

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

- Number of shares approve: **94,115,041** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

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

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

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

- Number of shares approve: **94,115,041** shares, accounting for **100 %** of the voting shares of the General Meeting at the time of voting.

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

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

C. MEETING CONTENT:

1. Mr. Vu Van Bang - Member of the Board of Directors, General Director of the Company presented Operation Report of the Board of Directors in 2024 and Operation plan in 2025

(Report attached)

2. Mr. Nguyen Ngoc Son - Deputy General Director presented the General Director's Report on the 2024 business results and the 2025 business plan.

(Report attached)

3. Mrs. Le Thi Hien - Head of Financial Accounting Department presented the Proposal on reviewing and approving the Company's Financial Statement audited in 2024.

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

(With attached report)

4. Mrs. Le Thi Hien - Head of Financial Accounting Department presented the Proposal about the profit distribution in 2024.

(With attached report)

5. Mr. Ha Trung Kien - Head of the Board of Supervisors presented the Board of Supervisors' Report on the Company's business activities in 2024.

(Report attached)

6. Mr. Ha Trung Kien - Head of the Board of Supervisors presented Proposal selecting Companies to audit The Financial Statement 2025.

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

a) - AASC Auditing Firm LLC ;

CPA Vietnam Auditing Company Limited ;

c) - An Viet Auditing Company Limited.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the above Auditing Companies to audit The Financial Statements 2025 (including audit the first 6 month of 2025 and the full-year of 2025).

(With attached report)

7. Mr. Nguyen Hoang Trung, Deputy General Director of the Company presented the Board of Directors' Proposal on reviewing and approving the 2025 production and business plan .

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

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the 2025 interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results during the year.

(With attached report)

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

8.1. Report remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary in 2024 as follows:

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

Details of remuneration of members of the Board of Directors, Board of Supervisors, and Company Secretary are as stated in the Report No.222/BC-HĐQT dated March 31th, 2025 of the Company's Board of Directors attached.

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

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

(With attached Proposal)

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

8.3.1. Additional business lines of the Company:

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

8.3.2. Amendment and supplement to the Company Charter: Amendment and supplement to Clause 1, Article 4 on the Company's business lines in the Company Charter to reflect the addition of the above business lines.

(With attached report)

9. Discuss and question Reports and Proposal:

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

9.2. Shareholders have opinions:

- Is the supply of apatite ore guaranteed for 2025? Does the Company have a plan to ensure the supply of ore for the future?

- Could you please share more about the PG gypsum processing plan, the expected capacity of the gypsum processing line, and the expected consumption?

- Board of Directors' assessment of fertilizer price trends in 2025?

- The company has abundant cash resources. Does the company plan to increase the dividend in 2025?

- Could the company share more about the MAP project implementation plan and the project's profit margin?

- How does the Board of Directors assess the impact of the revised VAT law on the Company?

- Management shares profit plan for Q2/2025?

- The Company's 2025 profit plan is 215 billion. Is the Board of Directors modest in setting such a profit plan and is there a plan to adjust the profit increase in 2025?

- Does the company have plans to change floors?

- What is the quality of imported ore, how much meets the Company's production situation, what is the import ratio, how much is purchased domestically?

- How does management assess the sulfur price trend in 2025?

- Chemical business results in the first quarter of 2025 increased sharply. Will this result be maintained in the coming quarters?

- What is the Company's main export market? If the US applies Vietnam's tax policy, will the Company be affected? How will the Chinese fertilizer export market affect the Company?

- Does the Company's green transformation trend and increasingly strict government environmental regulations affect the Company's production plan?

- Does the company have a plan to use the land fund after processing PG gypsum waste?

- What is the expected roadmap to increase the Company's production output to design capacity?

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

10. Voting on Reports and Proposal:

At the time of voting at 9:40 a.m, the number of shareholders and shareholder representatives present at the meeting was 44 people, representing 95,885,721 shares, accounting for 65.63 % of voting shares attending and voting at the meeting (*minutes attached*) .

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

The results of the vote are as follows:

10.1. Report of the Board of Directors in 2024 and Operation plan in 2025 (Specific content in the attached report) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.2. Financial audited statements in 2024 of the Company (Specific content in attached report) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.3. Proposal for profit distribution in 2024 (Specific content in attached report) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.4. Report of the Board of Supervisors on the Company's business activities in 2024 (Specific content in the attached report) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.5. Proposal of the Board of Supervisors selecting Companies to audit The Financial Statement 2025 (Specific content in attached report) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.6. Proposal of the Board of Directors about Manufacturing and business plan in 2025 (Specific content in the attached Proposal) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

10.7. Report on remuneration of members of the Board of Directors, Board of Supervisors, Company Secretary in 2024 and Proposal remuneration of members of the Board of Directors, Board of Supervisors, Company Secretary in 2025 (Specific content in the attached Report and Proposal) :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

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

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

Based on the voting results and the Organizational Regulations of the General Meeting, all of the above issues were unanimously approved by the 2025 Annual General Meeting of Shareholders.

11. Mr. Nguyen Tuan Dung - Chairman of the meeting, Chairman of the Board of Directors: Up to now, the Board of Directors and the Supervisory Board for the term 2020-2025 have completed their tasks and ended their term. Propose that the General Meeting

of Shareholders consider and conduct candidacy and nomination to elect members of the Board of Directors and the Supervisory Board of the Company for the term 2025-2030.

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

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

The General Meeting voted to approve the Regulations, with the following results:

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

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

12.2.1. Mr. Nguyen Tuan Dung - Chairman of the Board of Directors, Chairman of the meeting presented 02 Proposals of the Board of Directors to the General Meeting of Shareholders for consideration and approval of the list of candidates for election to the Board of Directors and Board of Supervisors for the term 2025-2030. The Curriculum vitae of these candidates have been publicly posted on the Company's website, and information has been disclosed to the Hanoi Stock Exchange.

a) List of candidates for Board of Directors:

- Candidates nominated by shareholders of Vietnam National Chemical Group holding 64% of voting shares:

+ Mr. Nguyen Tuan Dung

+ Mr. Vu Van Bang

+ Mr. Le Ngoc Nhan

- Candidates nominated by the Board of Directors for the term 2020-2025:

+ Mr. Nguyen Van Phien

+ Mr. Nguyen Ngoc Son

b) List of candidates for Board of Supervisors:

- Candidates nominated by shareholders of Vietnam Chemical Group holding 64% of voting shares:

+ Mrs. Nguyen Thi Xuan Quyen

- Candidates nominated by the Board of Supervisors for the term 2020-2025:

+ Mr. Tran Van Doan

+ Mrs. Pham Thi Nhung

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

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

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

12.2.4. The meeting voted to approve the list of candidates for election to the Board of Supervisors as proposed by the Board of Directors, with the following results :

- Number of shares approve: **95,885,721** shares, accounting for 100 % of the voting shares of the General Meeting at the time of voting.

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

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

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

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

At 11:00 a.m. before the election, the number of shareholders and shareholder representatives present at the meeting was **43** people, representing **95,887,921** shares, accounting for **65.63** % of voting shares attending the meeting (*minutes attached*) .

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

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

13.4. Vote counting results:

a) Results of the vote count for the election of members of the Board of Directors for the term 2025-2030 (ranked from highest to lowest number of votes):

STT	Full name	Number of votes	Proportion
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1	Mr. Nguyen Tuan Dung	104,910,905	109.41%
2	Mr. Vu Van Bang	99,612,720	103.88%
3	Mr. Le Ngoc Nhan	92,743,970	96.72%
4	Mr. Nguyen Ngoc Son	92,244,970	96.20%
5	Mr. Nguyen Van Phien	89,177,150	93.00%

b) Results of the vote count for the election of members of the Board of Supervisors for the term 2025-2030 (ranked from highest to lowest number of votes):

STT	Full name	Number of votes	Proportion
1	Mrs. Nguyen Thi Xuan Quyen	98,262,281	102.48%
2	Mrs. Pham Thi Nhung	95,465,270	99.56%
3	Mr. Tran Van Doan	93,803,578	97.83%

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

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

- + Mr. Nguyen Tuan Dung
- + Mr. Vu Van Bang
- + Mr. Le Ngoc Nhan
- + Mr. Nguyen Van Phien
- + Mr. Nguyen Ngoc Son

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

- + Mrs. Nguyen Thi Xuan Quyen
- + Mrs. Pham Thi Nhung
- + Mr. Tran Van Doan

14. Immediately after being elected by the General Meeting of Shareholders, the members of the Board of Directors and members of the Supervisory Board for the term

2025-2030 met to elect the Chairman of the Board of Directors and Head of the Supervisory Board .

14.1. Election of Chairman of the Board of Directors:

- The Board of Directors unanimously elected Mr. Nguyen Tuan Dung as Chairman of the Board of Directors with a total of 5/5 votes, reaching 100% of votes in agreement.

14.2. Election of Head of the Board of Supervisors:

- The Board of Supervisors unanimously elected Mrs. Nguyen Thi Xuan Quyen as Head of the Board of Supervisors with a total of 3/3 votes, reaching 100% of votes in agreement.

14.3. Members of the Board of Directors and members of the Supervisory Board for the term 2025-2030 launch to the Meeting.

D. CLOSING:

1. The Secretary of the General Meeting presents the full text of the draft Minutes of the meeting and the draft Resolution of the 2025 Annual General Meeting of Shareholders.

Shareholders attending the meeting did not add any further comments.

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

- Number of shares approve: 95,887,921 shares, accounting for 100% of the voting shares of the General Meeting at the time of voting.

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

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

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

- Number of shares approve: 95,887,921 shares, accounting for 100% of the voting shares of the General Meeting at the time of voting.

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

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

2. Mr. Nguyen Tuan Dung - Chairman of the Board of Directors of the Company delivered the closing speech at the 2025 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of DAP-VINACHEM Joint Stock Company ended at 12:10 on April 23th, 2025. This Minutes was prepared immediately after the General Meeting ended.

PRESIDIUM:

SECRETARY

**CHAIRMAN OF BOARD OF
DIRECTORS**

**MEMBER OF BOARD OF
DIRECTORS
GENERAL DIRECTOR**

Nguyen Anh Dung

Nguyen Tuan Dung

Vu Van Bang