

**RESOLUTION OF THE MEETING**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**DAM PHU MY PACKAGING JOINT STOCK COMPANY**

- Pursuant to the current Law on Enterprises;
- Pursuant to the current Charter of Dam Phu My Packaging Joint Stock Company;
- Pursuant to the Minutes of the General Meeting of Shareholders No. 09/BB-DHDCD dated April 23, 2026 of Dam Phu My Packaging Joint Stock Company;
- Based on the number of attending shareholders and authorized representatives holding voting shares (3,500,300 shares out of 4,200,000 shares, representing 83.34% of the total voting shares).

**THE GENERAL MEETING OF SHAREHOLDERS RESOLVES**

**Article 1: Approval of the following contents:**

1. Approval of the report on the 2025 production and business performance.
2. Approval of the 2026 production and business plan with key targets as follows:

No.	Indicator	Unit	Plan 2026
1	<b>Production volume</b>	<b>Mil. bags</b>	<b>85.145</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	<i>54.200</i>
-	<i>Woven fabric</i>	<i>Mil. bags</i>	<i>30.100</i>
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	<i>0.845</i>
2	<b>Sales volume</b>	<b>Mil. bags</b>	<b>85.145</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	<i>54.200</i>
-	<i>Woven fabric</i>	<i>Mil. bags</i>	<i>30.100</i>
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	<i>0.845</i>
3	<b>Total revenue</b>	<b>VND billion</b>	<b>636.585</b>
4	<b>Total costs</b>	<b>VND billion</b>	<b>625.538</b>
5	<b>Before-tax profit</b>	<b>VND billion</b>	<b>11.047</b>
6	<b>After-tax profit</b>	<b>VND billion</b>	<b>8.727</b>

3. Approval of the Report of the Board of Directors.
4. Approval of the Supervisory Board's 2025 performance report and the 2026 operating plan.
5. Approval of the list of auditing firms and authorization for the Board of Directors to select one of the proposed firms to audit the Company's 2026 financial statements, including:

- + Deloitte Vietnam Co., Ltd.
- + Ernst & Young Vietnam Co., Ltd.
- + PricewaterhouseCoopers (PwC) Vietnam Co., Ltd.
- + FAC Auditing Co., Ltd.

6. Approval of the audited Financial Statements for 2025.
7. Approval of the 2025 profit distribution plan as follows:

No.	Description	Unit	NPAT/Amount	Allocation Ratio
1	Profit carried forward from 2024	VND	1,395,440,919	
2	Net profit after tax in 2025	VND	8,402,955,131	
3	Appropriation to funds	VND	2,520,706,539	
3.1	Development Investment Fund	VND	1,260,443,270	15.0% NPAT
3.2	Bonus and Welfare Fund	VND	1,260,443,270	15.0% NPAT
3.2.1	Bonus Fund	VND	882,310,289	70.0% of Bonus & Welfare Fund
3.2.2	Welfare Fund	VND	378,132,981	30.0% of Bonus & Welfare Fund
4	Net profit after fund appropriation in 2025	VND	5,882,068,592	
5	Total remaining profit	VND	7,277,509,511	
6	Dividend payment	VND	4,620,000,000	
6.1	Dividend per share	VND/share	1,100	
6.2	Dividend rate on Charter Capital	%	11.0%	
7	Bonus for Management Board (5% NPAT)	VND	364,000,000	
8	Profit carried forward to 2026	VND	2,293,509,511	

*The timing of the dividend payment shall be considered and decided by the Board of Directors.*

**8. Approval of the 2026 profit distribution plan:**

- Cash dividend payment with an expected rate of 11% of par value (corresponding to the charter capital of VND 42 billion in 2025).
- Allocation to funds:
  - Development Investment Fund: 15% of profit after tax;
  - Reward and Welfare Fund: 15% of profit after tax (of which the Reward Fund accounts for 70% and the Welfare Fund accounts for 30%).

**9. Approval of the report on remuneration and other benefits of the Board of Directors and the Supervisory Board for 2025:**

No.	Full Name	Position	Remuneration actually received(d)	Bonus (VND)	Total (VND) (*)	Note
	<b>Board of Directors</b>		<b>193,333,334</b>	<b>40,000,000</b>	<b>233,333,334</b>	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	
3	Vũ Thi	Member	46,666,667	15,000,000	61,666,667	
4	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	



No.	Full Name	Position	Remuneration actually received(đ)	Bonus (VND)	Total (VND) (*)	Note
1	Chu Xuan Hai	Head of the Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Tong Trong Tuan	Member	26,666,667	10,000,000	36,666,667	
3	Supervisory Board Member	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>286,666,668</b>	<b>75,000,000</b>	<b>361,666,668</b>	

*Note: The above income figures are exclusive of personal income tax (PIT) withheld at source.*

**10. Approval of the remuneration plan for members of the Board of Directors and the Supervisory Board for 2026:**

No.	Description	Unit	Amount	Remarks
1	Remuneration for the Board of Directors (5 members)	VND	216,000,000	Chairman of the Board: 4 million/month; Board Members: 3.5 million/month; Supervisory Board Head: 3 million/month; Supervisory Board Members: 2 million/month
2	Remuneration for the Supervisory Board (3 members)	VND	84,000,000	
<b>Total</b>		<b>VND</b>	<b>300,000,000</b>	

The above remuneration does not include:

- Personal Income Tax (PIT) withheld at source.
- Salary in the case where a Board of Directors or Supervisory Board member is an employee of the Company.
- Travel expenses according to the Company's travel expense regulations.

**11. Approval of the execution of packaging sale and purchase contracts with the principal terms as presented, between the Company and PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo). The General Meeting of Shareholders authorizes the Board of Directors to make decisions and direct the execution and implementation of such contracts. In case there are changes in actual implementation conditions, the General Meeting of Shareholders authorizes the Board of Directors to proactively adjust the key contents accordingly, ensuring that the contract value is in line with market prices. Article 2: The General Meeting of Shareholders agrees to delegate the implementation of the Resolution to the Board of Directors, the Supervisory Board, and the Executive Board of the Company in accordance with regulations.**

**12. Approval of the dismissal of Supervisory Board members for the 2024–2029 term who have submitted resignation letters, including:**

- Mr. Chu Xuan Hai
  - Ms. Nguyen Thi Thu Oanh
13. **Approval of the list of nominated candidates for election at the Meeting, including:**
- 13.1. Nominee for Independent Member of the Board of Directors:
- Mr. Pham Van Quy
- 13.2. Nominees for members of the Supervisory Board:
- Ms. Trinh Thi Bich Lien
  - Mr. Phan Dinh Thang
14. **Approval of the election result for the Independent Member of the Board of Directors. Accordingly, Mr. Pham Van Quy was elected as an Independent Member of the Board of Directors for the remaining term of 2024–2029.**
15. **Approval of the election results for members of the Supervisory Board. Accordingly:**
- Ms. Trinh Thi Bich Lien
  - Mr. Phan Dinh Thang

were elected as members of the Supervisory Board for the remaining term of 2024–2029.

**Article 2: The General Meeting of Shareholders assigns the Board of Directors, the Supervisory Board, and the Management to implement this Resolution in accordance with applicable regulations.**

**Article 3: This Resolution has been approved by the General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company and takes effect from April 23, 2026.**

**Recipients:**

- Shareholders of the Company;
- Members of the Board of Directors and Supervisory Board;
- Executive Board;
- Archives, Secretary;

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



Tran Thuong Tin



**MINUTES OF THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2026  
DAM PHU MY PACKAGING JOINT STOCK COMPANY**

**Head Office:** Road 1B, Phu My I Industrial Zone, Phu My Ward, Ho Chi Minh City  
**Enterprise Registration Certificate:** No. 3500874315, amended for the 7th time on July 21, 2025

**I. Time and Venue**

- Time: 14:00 on April 23, 2026
- Venue: Meeting Room of Dam Phu My Packaging Joint Stock Company

**II. Attendees and Validity of the Meeting**

**1. Attendees:**

- Shareholders of Dam Phu My Packaging Joint Stock Company
- Attendees including members of the Board of Directors, the Supervisory Board, and invited guests of the Company

**2. Validity of the Meeting:**

The Shareholder Eligibility Verification Committee consists of:

- Ms. Pham Thi Hoa – Head of Administration and Human Resources Department – Head of the Committee
- Ms. Le Thi Thanh Tam – Deputy Head of Administration and Human Resources Department – Member

According to the report of the Shareholder Eligibility Verification Committee, the results are as follows:

- Total number of voting shares of the Company: 4,200,000 shares;
- Total number of shareholders invited to the meeting: all shareholders as per the list;
- Total number of attending shareholders and authorized representatives: representing 3,522,400 voting shares, equivalent to 83.86% of the total voting shares of the Company;
- All attending shareholders and their authorized representatives are duly qualified to attend the meeting.

Pursuant to the current Law on Enterprises and the Company's Charter, the Annual General Meeting of Shareholders held on April 23, 2026 by Dam Phu My Packaging Joint Stock Company is legally valid.

### **III. Presidium and Secretary of the Meeting**

#### **1. Presidium:**

- Mr. Tran Thuong Tin – Chairman of the Board of Directors
- Mr. Tran Anh Tu – Member of the Board of Directors, Director
- Mr. Chu Xuan Hai – Head of the Supervisory Board

#### **2. Secretary of the Meeting:**

- Ms. Vuong Thi Mai – Company Secretary

### **IV. Meeting Agenda and Contents**

- Report of the Director on the 2025 production and business performance and the targets for the 2026 plan.
- Report of the Board of Directors.
- Report of the Supervisory Board and proposal for the selection of the auditing firm for the 2026 financial statements.
- Audited Financial Statements for 2025.
- Report on the 2025 profit distribution plan and the 2026 profit distribution plan.
- Report on remuneration and other benefits of the Board of Directors and the Supervisory Board in 2025, and proposal for the remuneration and benefits plan for 2026.
- Approval of related-party transaction contracts.
- Dismissal of a member of the Supervisory Board.
- Election of an independent member of the Board of Directors and replacement members of the Supervisory Board.

All reports and proposals were provided in full in the meeting documents published on the Company's website ([www.dpmp.vn](http://www.dpmp.vn)) and distributed to attending shareholders.

### **V. Approval of the Agenda and the Vote Counting Committee**

After the opening remarks by the Chairman of the Board of Directors, the General Meeting of Shareholders was requested to approve the agenda and the list of the Vote Counting Committee. The General Meeting of Shareholders voted and unanimously approved (100%) the following contents:

- **Agenda:** As stated in Section IV above.
- **Vote Counting Committee:**
  - ✓ Ms. Pham Thi Hoa – Head of the Committee
  - ✓ Ms. Le Thi Thanh Tam – Member

### **VI. Reports Presented at the Meeting**

1. The Director reported on the implementation of the 2025 business plan targets and comparison with the previous period as follows:



No.	Indicator	No.	Plan 2025	Actual 2025	Actual 2024	Actual /Plan 2025	Actual/ Prior Year
			1	2	3	4=2/1	5=2/3
<b>1</b>	<b>Production volume</b>	<b>Mil. bags</b>	<b>80.8</b>	<b>80.92</b>	<b>83.9</b>	<b>100%</b>	<b>96%</b>
-	<i>Small bags</i>	<i>Mil. bags</i>	<i>54.2</i>	<i>55.94</i>	<i>51.9</i>	<i>103%</i>	<i>107%</i>
-	<i>Woven fabric (bag equivalent)</i>	<i>Mil. bags</i>	<i>25.8</i>	<i>24.42</i>	<i>32.0</i>	<i>95%</i>	<i>76%</i>
-	<i>Jumbo bags</i>	<i>Mil. bags</i>	<i>0.8</i>	<i>0.56</i>	<i>0.7</i>	<i>70%</i>	<i>80%</i>
<b>2</b>	<b>Sales volume</b>	<b>Mil. bags</b>	<b>80.8</b>	<b>84.13</b>	<b>85.4</b>	<b>104%</b>	<b>99%</b>
-	<i>Small bags</i>	<i>Mil. bags</i>	<i>54.2</i>	<i>59.03</i>	<i>52.1</i>	<i>109%</i>	<i>113%</i>
-	<i>Woven fabric (bag equivalent)</i>	<i>Mil. bags</i>	<i>25.8</i>	<i>24.39</i>	<i>32.5</i>	<i>95%</i>	<i>75%</i>
-	<i>Jumbo bags</i>	<i>Mil. bags</i>	<i>0.8</i>	<i>0.71</i>	<i>0.8</i>	<i>89%</i>	<i>89%</i>
<b>3</b>	<b>Total revenue</b>	<b>VND Billion</b>	<b>612.267</b>	<b>685.271</b>	<b>616.11</b>	<b>112%</b>	<b>111%</b>
<b>4</b>	<b>Total costs</b>	<b>VND Billion</b>	<b>602.043</b>	<b>674.669</b>	<b>606.57</b>	<b>112%</b>	<b>111%</b>
<b>5</b>	<b>Pre-tax profit</b>	<b>VND Billion</b>	<b>10.224</b>	<b>10.602</b>	<b>9.54</b>	<b>104%</b>	<b>111%</b>
<b>6</b>	<b>After-tax profit</b>	<b>VND Billion</b>	<b>8.18</b>	<b>8.402</b>	<b>7.42</b>	<b>103%</b>	<b>113%</b>

2. The Director presented the 2026 production and business plan with key targets as follows:

No.	Indicator	Unit	Plan 2026
<b>1</b>	<b>Production volume</b>	<b>Mil. bags</b>	<b>85.145</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	<i>54.200</i>
-	<i>Woven fabric</i>	<i>Mil. bags</i>	<i>30.100</i>
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	<i>0.845</i>
<b>2</b>	<b>Sales volume</b>	<b>Mil. bags</b>	<b>85.145</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	<i>54.200</i>
-	<i>Woven fabric</i>	<i>Mil. bags</i>	<i>30.100</i>
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	<i>0.845</i>
<b>3</b>	<b>Total revenue</b>	<b>VND billion</b>	<b>636.585</b>
<b>4</b>	<b>Total costs</b>	<b>VND billion</b>	<b>625.538</b>
<b>5</b>	<b>Before-tax profit</b>	<b>VND billion</b>	<b>11.047</b>
<b>6</b>	<b>After-tax profit</b>	<b>VND billion</b>	<b>8.727</b>

3. The Chairman of the Board of Directors presented the report on the activities of the Board of Directors.

4. The Head of the Supervisory Board presented the 2025 performance report, the 2026 operating plan, proposed a list of auditing firms, and requested the General Meeting of Shareholders to authorize the Board of Directors to select one of the proposed auditing firms to audit the Company's 2026 financial statements.
5. The Chief Accountant, as authorized by the Board of Directors, presented the audited Financial Statements for 2025.
6. The Chief Accountant, as authorized by the Board of Directors, presented the 2025 profit distribution plan and dividend payout ratio.

No.	Description	Unit	NPAT/Amount	Allocation Ratio
1	Profit carried forward from 2024	VND	1,395,440,919	
2	Net profit after tax in 2025	VND	8,402,955,131	
3	Appropriation to funds	VND	2,520,706,539	
3.1	Development Investment Fund	VND	1,260,443,270	15.0% NPAT
3.2	Bonus and Welfare Fund	VND	1,260,443,270	15.0% NPAT
3.2.1	Bonus Fund	VND	882,310,289	70.0% of Bonus & Welfare Fund
3.2.2	Welfare Fund	VND	378,132,981	30.0% of Bonus & Welfare Fund
4	Net profit after fund appropriation in 2025	VND	5,882,068,592	
5	Total remaining profit	VND	7,277,509,511	
6	Dividend payment	VND	4,620,000,000	
6.1	Dividend per share	VND/share	1,100	
6.2	Dividend rate on Charter Capital	%	11.0%	
7	Bonus for Management Board (5% NPAT)	VND	364,000,000	
8	Profit carried forward to 2026	VND	2,293,509,511	

*The timing of the dividend payment shall be considered and decided by the Board of Directors.*

7. The Chief Accountant, as authorized by the Board of Directors, presented the 2026 profit distribution plan and dividend payout ratio:
  - Cash dividend payment with an expected rate of 11% of par value (corresponding to the charter capital of VND 42 billion in 2026).
  - Allocation to the Development Investment Fund: 15% of profit after tax.
  - Allocation to the Reward and Welfare Fund: 15% of profit after tax, of which the Reward Fund accounts for 70% and the Welfare Fund accounts for 30%.
8. The Chief Accountant, as authorized by the Board of Directors, reported on the remuneration and bonuses of the Board of Directors and the Supervisory Board for 2025, and presented the estimated plan for 2026:
  - *Remuneration and bonuses of the Board of Directors and the Supervisory Board for 2025.*



No.	Full Name	Position	Remuneration actually received(đ)	Bonus (VND)	Total (VND) (*)	Note
	<b>Board of Directors</b>		<b>193,333,334</b>	<b>40,000,000</b>	<b>233,333,334</b>	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	
3	Vũ Thi	Member	46,666,667	15,000,000	61,666,667	
4	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	
1	Chu Xuan Hai	Head of the Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Tong Trong Tuan	Member	26,666,667	10,000,000	36,666,667	
3	Supervisory Board Member	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>286,666,668</b>	<b>75,000,000</b>	<b>361,666,668</b>	

*Note: The above income figures are exclusive of personal income tax (PIT) withheld at source.*

- *Remuneration plan for the Board of Directors and the Supervisory Board for 2026*

No.	Description	Unit	Amount	Remarks
1	Remuneration for the Board of Directors (5 members)	VND	216.000.000	Chairman of the Board: 4 million/month; Board Members: 3.5 million/month;
2	Remuneration for the Supervisory Board (3 members)	VND	84.000.000	Supervisory Board Head: 3 million/month; Supervisory Board Members: 2 million/month
	<b>Total</b>	<b>VND</b>	<b>300.000.000</b>	

The above remuneration does not include:

- Personal Income Tax (PIT) withheld at source.
- Salary in the case where a Board of Directors or Supervisory Board member is an employee of the Company.
- Travel expenses according to the Company's travel expense regulations.

9. Ms. Vo Thi Hue – Deputy Director of the Company, as authorized by the Board of Directors, presented a proposal to the General Meeting of Shareholders for approval of packaging sale and purchase contracts arising between two Annual General Meetings of Shareholders, to be entered into between the Company and Vietnam Oil and Gas Fertilizer and Chemicals Corporation.

*Note: Shareholders of PetroVietnam Fertilizer and Chemicals Corporation did not vote on this matter due to a conflict of interest.*



10. Ms. Pham Thi Hoa – Head of Administration and Human Resources Department, as authorized by the Board of Directors, presented a proposal to the General Meeting of Shareholders for approval of the dismissal of Supervisory Board members who submitted resignation letters, including:

- Mr. Chu Xuan Hai – Head of the Supervisory Board (term 2024–2029)
- Ms. Nguyen Thi Thu Oanh – Member of the Supervisory Board (term 2024–2029)

At the same time, the following nominations were presented:

Nominee for Independent Member of the Board of Directors:

- *Mr. Pham Van Quy*

Nominees for replacement members of the Supervisory Board:

- *Ms. Trinh Thi Bich Lien*
- *Mr. Phan Dinh Thang*

*Full details of the reports and proposals are provided in the meeting documents of the General Meeting of Shareholders.*

## VII. Shareholders' Comments

### Huong Phong Shareholder:

#### **1. Regarding the 2026 production and business plan:**

The Company's 2026 production and business plan is developed with the orientation of increasing production and sales volume, reducing revenue and costs, while increasing profit; and promoting investment to enhance production capacity and supplement labor to ensure 24/7 operation of machinery as planned.

However, the planned targets are not fully consistent, as reflected in the decrease in revenue while both output and profit are expected to increase. In addition, the product structure tends to shift toward products that do not have clear competitive advantages in practice, posing a potential risk of failing to achieve the proposed plan.

At the same time, it is noted that members of the Board of Directors representing the capital of Huong Phong shareholder, when considering matters related to the 2026 production and business plan—such as expansion of production capacity investment, procurement of machinery and equipment, construction, repair and expansion of workshops, charter capital increase, etc.—must report to and seek opinions from the owner's representative agency before attending Board meetings and before voting at the General Meeting of Shareholders.

#### **2. Regarding the profit distribution plan for 2025:**

Huong Phong shareholder proposes that the after-tax profit for 2025, after setting aside funds in accordance with regulations, be fully distributed in the form of dividend payments to shareholders.

#### **3. Regarding the selection of the independent auditor for 2026:**

After the General Meeting of Shareholders authorizes the Board of Directors to select the independent auditor for the Company's 2026 financial statements, the representative of Huong Phong shareholder's capital, when voting on the selection,



should ensure that the practicing auditor signing the Company's audit report does not sign audit reports for more than five consecutive years in accordance with regulations.

### **Explanations of the Presidium**

#### **1. Regarding the 2026 production and business plan**

##### **1.1. Reasons for increased output but decreased revenue:**

- The Company's main products include finished bags and woven fabric. The product structure must be adjusted to align with market trends, increasing the proportion of fabric sold in rolls and reducing the proportion of finished bags. This is because some customers who previously purchased finished bags from the Company have invested in machinery to produce bags themselves to better control progress and printing quality, and therefore have shifted to purchasing fabric. As the selling price of fabric is lower than that of finished bags, although total output increases (including both finished bags and fabric converted output, where 1 meter of fabric is equivalent to 1 bag), total revenue decreases. The proportion of finished bags/total output in 2025 is 70%, and converted fabric is 30%; the 2026 plan targets 64% and 36%, respectively. The results of Q1/2026 also reflect this trend, with corresponding proportions of 57% and 43%.
- As the business efficiency of fabric is lower than that of finished bags, the Company must expand its market and increase output to offset the revenue decline resulting from the change in product structure; therefore, the planned output for 2026 is higher than the 2025 actual level.
- Consumption trends are shifting toward lighter packaging and thinner fabric to meet environmental protection and emission reduction requirements. Meanwhile, product prices depend on the weight of plastic materials; therefore, lighter packaging results in a lower average selling price.

##### **1.2. Reasons for decreased revenue but increased profit:**

- Currently, the Company's production capacity does not meet consumption demand; for example, spinning and weaving stages can only meet about 50% of order volume, with the shortfall outsourced, thereby reducing profit margins due to sharing with subcontractors. In the 2026 plan, the Company intends to invest in additional machinery and equipment to meet the demand for thinner and lighter yarn in line with market trends, while improving productivity and production capacity, thereby reducing outsourcing volume and improving profitability.
- In addition, the Company is actively implementing measures to improve production efficiency, such as promoting innovation initiatives, reducing costs (especially indirect costs), and strictly controlling defect rates, thereby enhancing overall operational efficiency.

#### **2. Regarding the profit distribution plan for 2025**

Members of the Board of Directors representing Huong Phong shareholder's capital maintain their opinion to continue proposing this matter at the Board level as a basis for submission to the General Meeting of Shareholders at the next meeting.



### 3. Regarding the selection of the independent auditor for 2026

The Presidium acknowledges the shareholder's opinion and will remind the Board of Directors during the auditor selection process to ensure compliance with regulations on the tenure of the practicing auditor signing the audit report.

## VIII. Voting Results and Adoption of Resolutions at the General Meeting

### 1. Approval of the 2025 production and business performance results and the 2026 plan targets:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 2. Approval of the Report on the activities of the Board of Directors:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 3. Approval of the Supervisory Board's 2025 activity report and the 2026 operating plan:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 4. Approval of the list of auditing firms and authorization for the Board of Directors to select one of the proposed firms to audit the Company's 2026 financial statements:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 5. Approval of the audited Financial Statements for 2025:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 6. Approval of the 2025 profit distribution plan with a dividend payout ratio of 11%:

Total number of shares voting in favor:	1.820.300	shares	representing:	52 %.
Total number of shares voting against:	1.680.000	shares	representing:	48 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.

### 7. Approval of the 2026 profit distribution plan with a dividend payout ratio of 11%:

Total number of shares voting in favor:	1.820.300	shares	representing:	52 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	1.680.000	shares	representing:	48 %.

### 8. Approval of the report on remuneration and bonus payments of the Board of Directors and the Supervisory Board for 2025:

Total number of shares voting in favor:	3.500.000	shares	representing:	100 %.
Total number of shares voting against:	0	shares	representing:	0 %.
Total number of shares with no opinion:	0	shares	representing:	0 %.



9. **Approval of the remuneration and bonus plan for the Board of Directors and the Supervisory Board for 2026:**
- |   |           |        |               |        |
|---|-----------|--------|---------------|--------|
| Total number of shares voting in favor: | 3.500.000 | shares | representing: | 100 %. |
| Total number of shares voting against:  | 0         | shares | representing: | 0 %.   |
| Total number of shares with no opinion: | 0         | shares | representing: | 0 %.   |
10. **Approval of the principal contents of the packaging sale and purchase contracts arising between two Annual General Meetings of Shareholders (2026–2027), to be entered into between the Company and Petro Vietnam Fertilizer and Chemicals Corporation. The General Meeting of Shareholders authorizes the Board of Directors to make decisions and direct the execution and implementation of such contracts. In case there are changes in actual implementation conditions, the General Meeting of Shareholders authorizes the Board of Directors to proactively adjust the key contents accordingly, ensuring that the contract value is in line with market prices:**
- (Shareholders of PetroVietnam Fertilizer and Chemicals Corporation and related parties are not entitled to vote. Total number of non-voting shares: 1,820,300 shares).*
- |   |           |                             |
|---|-----------|-----------------------------|
| Total number of voting shares attending the meeting | 1,680,000 | shares.                     |
| Total number of shares voting in favor:             | 1.680.000 | shares representing: 100 %. |
| Total number of shares voting against:              | 0         | shares representing: 0 %.   |
| Total number of shares with no opinion:             | 0         | shares representing: 0 %.   |
11. **Approval of the dismissal of Supervisory Board members for the 2024–2029 term who have submitted resignation letters:**
12. **Approval of the list of nominated candidates:**
- 12.1. Nominee for Independent Member of the Board of Directors**
- |   |           |        |               |        |
|---|-----------|--------|---------------|--------|
| Total number of shares voting in favor: | 3.500.000 | shares | representing: | 100 %. |
| Total number of shares voting against:  | 0         | shares | representing: | 0 %.   |
| Total number of shares with no opinion: | 0         | shares | representing: | 0 %.   |
- 12.2. Nominees for members of the Supervisory Board**
- |   |           |        |               |        |
|---|-----------|--------|---------------|--------|
| Total number of shares voting in favor: | 3.500.000 | shares | representing: | 100 %. |
| Total number of shares voting against:  | 0         | shares | representing: | 0 %.   |
| Total number of shares with no opinion: | 0         | shares | representing: | 0 %.   |
13. **Approval of the election results**
- 13.1. Election result for the Independent Member of the Board of Directors – Mr. Pham Van Quy:**
- |                              |           |              |               |        |
|------------------------------|-----------|--------------|---------------|--------|
| Total number of voting units | 3.500.000 | voting units | representing: | 100 %. |
|------------------------------|-----------|--------------|---------------|--------|
- 13.2. Election result for the member of the Supervisory Board – Ms. Trinh Thi Bich Lien:**
- |                              |           |              |               |        |
|------------------------------|-----------|--------------|---------------|--------|
| Total number of voting units | 3.500.000 | voting units | representing: | 100 %. |
|------------------------------|-----------|--------------|---------------|--------|
- 13.3 Election result for the member of the Supervisory Board – Mr. Phan Dinh Thang:**
- |                              |           |              |               |        |
|------------------------------|-----------|--------------|---------------|--------|
| Total number of voting units | 3.500.000 | voting units | representing: | 100 %. |
|------------------------------|-----------|--------------|---------------|--------|

## **IX. Adoption of Resolutions and Closing of the General Meeting**

At 16:50, the General Meeting of Shareholders had completed all agenda items and passed the resolutions in accordance with the meeting agenda. Based on the agenda, the proceedings of the meeting, and the announced vote-counting results, the Secretary reported to the General Meeting of Shareholders the contents of the Resolution as stated above.

Mr. Tran Thuong Tin, on behalf of the Presidium, requested the General Meeting of Shareholders to vote by a show of hands. 100% of attending shareholders approved the Resolution.

Mr. Tran Thuong Tin, on behalf of the Presidium, expressed appreciation to the shareholders for attending and declared the meeting closed at 17:00.

These minutes were recorded by the Secretariat, accurately reflecting the entire proceedings of the meeting in compliance with the Law on Enterprises and the Company's Charter.

**SECRETARY**



**Vuong Thi Mai**

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



**Tran Thuong Tin**



**DAM PHU MY PACKAGING JOINT STOCK COMPANY**



**Documents for the 2026  
Annual General Meeting of Shareholders**

*Phu My, April 2026*



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**AGENDA OF THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
DAM PHU MY PACKAGING JOINT STOCK COMPANY  
April 23, 2026**

<b>Time</b>	<b>Agenda Items</b>
13:00 – 14:00	- Shareholder registration and document collection.
14:00-14:20	- Opening, Introduction of guests - Report on shareholder qualification verification - Introduction of Presidium and Secretariat - Election of Vote-Counting Committee - Approval of meeting working regulations - Approval of meeting agenda
14:20 – 15:00	- Director’s Report - Board of Directors’ Report, - Supervisory Board Activity Report
15:00 – 15:15	- Audited Financial Statements for 2025 - Report on remuneration and benefits of BOD and Supervisory Board - Profit distribution proposal report
15:15 – 15:30	- Proposal for approval of contract signing transactions with Related Parties - Election of independent Board of Directors member and Supervisory Board member
15:30-15:45	- Voting instructions - Shareholders cast their votes - Collection of ballots
15:45 – 16:00	- Shareholders take a break; Vote-Counting Committee works
16:00 – 16:15	- Discussion session
16:15 – 16:30	- Vote-counting results report - Approval of the AGM Resolution. - Closing of the Assembly

## **RULES OF THE GENERAL MEETING AND VOTING, VOTE COUNTING REGULATIONS**

### **Objectives:**

- + To ensure the principles of transparency, fairness, democracy and compliance with applicable laws.
- + To facilitate the organization of the General Meeting in a safe and orderly manner, for the overall interests of all shareholders.

### **I. ORDER OF THE GENERAL MEETING**

1. All shareholders attending the Meeting must be properly attired and present their identification documents, invitation letter and other relevant documents for verification of shareholder eligibility at the registration desk.
2. The Organizing Committee shall prioritize seat arrangement, distribution of meeting materials, and printing of voting ballots and election ballots for shareholders who have confirmed their attendance and arrive on time.
3. Upon entering the meeting room, shareholders must sit in the designated seats or areas as arranged by the Organizing Committee and shall strictly comply with such seating arrangements.
4. Smoking is strictly prohibited in the meeting room.
5. Private conversations and the use of mobile phones during the Meeting are not permitted. All mobile phones must be switched off or set to silent mode throughout the Meeting.

### **II. PROCEDURES OF THE GENERAL MEETING**

After the Shareholder Eligibility Verification Team reports the results of the verification process, confirms the number of shareholders present and determines that the conditions for convening the Meeting have been satisfied, the Meeting shall be declared open and chaired by the Presidium.

1. Announcement of the Meeting Rules; introduction of the Presidium and the Secretariat.
2. Approval of the agenda and election of the Vote Counting Committee. The General Meeting of Shareholders shall approve such matters by a show of hands.
3. Presentation to the shareholders of the matters to be considered at the Meeting.  
Such matters shall be presented in accordance with the approved agenda.
4. Implementation of procedures relating to the dismissal and additional election of members of the Board of Directors and the Supervisory Board.
5. The Presidium shall chair the discussion session, receive shareholders' opinions and address questions in accordance with the following principles and procedures:
  - The discussion session shall be conducted collectively after the Presidium has completed the presentation of all matters on the agenda.
  - Shareholders wishing to speak at the Meeting may raise questions directly or write their questions on the Comment Form (provided by the



Organizing Committee) and submit such form to the Secretariat for consolidation and submission to the Presidium. In addition, as the meeting materials have been published on the Company's website at [www.dpmp.vn](http://www.dpmp.vn), shareholders are requested to review the materials in advance, prepare questions and submit them to the Organizing Committee prior to the Meeting.

- The Presidium shall only directly address key questions relevant to the matters on the Meeting agenda and those representing the common concerns of multiple shareholders. The Presidium shall not directly answer or provide detailed explanations on matters that have already been publicly disclosed, matters governed by law, or matters requiring detailed technical or professional explanations intended to serve the individual requests of specific shareholders.
- Questions concerning individual information or matters not directly related to the Meeting agenda shall be consolidated by the Secretariat and responded to in writing or published on the Company's website.
- Questions that cannot be addressed during the Meeting due to time constraints shall also be responded to in writing or published on the Company's website.

### **III. VOTING ON MATTERS SUBMITTED TO THE MEETING**

#### **1. Principles**

All matters included in the Meeting agenda shall be approved through public voting by all shareholders by means of Voting Ballots, based on the number of shares owned and represented. Each shareholder attending the Meeting shall be provided with one Voting Ballot containing the information required by regulations and the matters submitted for approval.

#### **2. Voting method**

A shareholder shall vote on each matter (approve, disapprove, or other opinion) by marking the corresponding box on the Voting Ballot and then submitting the Voting Ballot to the Organizing Committee.

In the event of an additional election of members of the Board of Directors and/or the Supervisory Board, shareholders shall complete the Election Ballot in accordance with the applicable regulations and the instructions set out in the Election Rules for the Board of Directors/Supervisory Board.

#### **3. Time of voting**

Immediately after the discussion session is concluded, shareholders shall submit their Voting Ballots to the Organizing Committee. During the Meeting, shareholders may also vote in advance on the matters submitted and deliver their Voting Ballots to the Organizing Committee.

#### **4. Vote counting**

The Vote Counting Committee shall consist of three (03) members nominated by the Presidium and approved by the General Meeting of Shareholders. The Vote Counting Committee shall collect and count the ballots with the assistance of the supporting team. The Vote Counting Committee shall be responsible for counting the votes on the matters and proposals submitted for approval at the AGM.



Where necessary, the Presidium shall invite representatives of the attending shareholders to supervise the process of ballot collection and vote counting together with the Vote Counting Committee.

**IV. RESPONSIBILITIES OF THE PRESIDIUM**

1. To conduct the Meeting in accordance with the approved agenda and the rules and regulations adopted by the General Meeting. The Presidium shall operate in accordance with the principle of democratic centralism and decisions shall be made by majority vote.
2. To guide shareholders in discussing and voting on matters included in the Meeting agenda and other related matters arising during the Meeting.
3. To resolve issues arising in the course of the Meeting.

**V. RESPONSIBILITIES OF THE SECRETARIAT**

1. To fully and accurately record all developments of the Meeting and the matters approved by the shareholders or otherwise noted at the Meeting.
2. To collect shareholders' written comments and submit them to the Presidium.
3. To prepare the minutes of the AGM and the resolutions on matters approved at the Meeting.

**VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE**

1. To explain the voting rules and principles.
2. To distribute and collect Voting Ballots, conduct the vote counting, prepare the Minutes of Vote Counting, and announce the voting results for matters approved at the Meeting.
3. To review and report to the General Meeting of Shareholders for decision any cases of violation of the election rules or complaints relating to the election.
4. To promptly notify the Secretariat of the voting and election results.

The above constitutes the full Rules of the Meeting and the Voting and Vote Counting Regulations for the Annual General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOD**



**Tran Thuong Tin**



## PART I

### PRODUCTION AND BUSINESS OPERATIONS IN 2025 AND BUSINESS PLAN TARGETS FOR 2026

#### I. PRODUCTION AND BUSINESS OPERATIONS IN 2025

The year 2025 was marked by numerous complex developments that adversely affected the Company's production and business activities. Demand from export markets declined; reciprocal tariff policies disrupted global supply chains and intensified imbalances in trade competition; and technical barriers relating to quality standards became increasingly stringent, including requirements for green manufacturing, the use of recycled materials, and thinner, lighter packaging products. The domestic market also continued to face intense competition from new market entrants, particularly foreign-invested enterprises from China, while demand for packaging was significantly impacted as the domestic livestock industry continued to suffer from disease outbreaks and natural disasters.

Against this backdrop, the Company continued to implement its business development strategy aimed at expanding its customer base and market share by recruiting additional sales personnel, opening new representative offices, and intensifying customer outreach, customer acquisition and market expansion efforts. At the same time, the Company accepted higher costs during this challenging period, recognizing the need to acquire additional customers and increase sales volume in order to absorb the increased operating costs. These efforts yielded clear results, including the addition of a new group of customers from Taiwan and the expansion and further development of markets in Central and South America.

With respect to production operations, the Company continued to improve production technology and maintain strict and close quality control in order to retain customers; disposed of outdated machinery and leased new equipment to improve output and product quality; strengthened innovation and improvement initiatives to enhance efficiency and reduce costs; and further expanded outsourcing and external procurement activities when the factory's production capacity was insufficient to meet order demand.

Through the synchronized implementation of the above production and business measures, the Company achieved encouraging results. In 2025, the Packaging Company recorded production output of **80.92 million bags**, achieving **100% of the annual plan**, and sales volume of **84.13 million bags**, exceeding the plan by **4%**. Revenue reached **VND 685.271 billion**, representing an increase of **12%** compared to the annual plan. This is the highest revenue level ever achieved by the Packaging Company to date, particularly in the context where the factory's infrastructure and facilities were not further expanded, no new machinery and equipment were invested, and the existing machinery and equipment continued to age.



No.	Indicator	No.	Plan 2025	Actual 2025	Actual 2024	Actual /Plan 2025	Actual/ Prior Year
			1	2	3	4=2/1	5=2/3
1	<b>Production volume</b>	<b>Mil. bags</b>	<b>80.8</b>	<b>80.92</b>	<b>83.9</b>	<b>100%</b>	<b>96%</b>
-	<i>Small bags</i>	<b>Mil. bags</b>	54.2	55.94	51.9	103%	107%
-	<i>Woven fabric (bag equivalent)</i>	<b>Mil. bags</b>	25.8	24.42	32.0	95%	76%
-	<i>Jumbo bags</i>	<b>Mil. bags</b>	0.8	0.56	0.7	70%	80%
2	<b>Sales volume</b>	<b>Mil. bags</b>	<b>80.8</b>	<b>84.13</b>	<b>85.4</b>	<b>104%</b>	<b>99%</b>
-	<i>Small bags</i>	<b>Mil. bags</b>	54.2	59.03	52.1	109%	113%
-	<i>Woven fabric (bag equivalent)</i>	<b>Mil. bags</b>	25.8	24.39	32.5	95%	75%
-	<i>Jumbo bags</i>	<b>Mil. bags</b>	0.8	0.71	0.8	89%	89%
3	<b>Total revenue</b>	<b>VND Billion</b>	<b>612.267</b>	<b>685.271</b>	<b>616.11</b>	<b>112%</b>	<b>111%</b>
4	<b>Total costs</b>	<b>VND Billion</b>	<b>602.043</b>	<b>674.669</b>	<b>606.57</b>	<b>112%</b>	<b>111%</b>
5	<b>Pre-tax profit</b>	<b>VND Billion</b>	<b>10.224</b>	<b>10.602</b>	<b>9.54</b>	<b>104%</b>	<b>111%</b>
6	<b>After-tax profit</b>	<b>VND Billion</b>	<b>8.18</b>	<b>8.402</b>	<b>7.42</b>	<b>103%</b>	<b>113%</b>
7	<b>Charter capital</b>	<b>VND Billion</b>	<b>42</b>	<b>42</b>	<b>42</b>	<b>100%</b>	<b>100%</b>
8	<b>Dividend/Charter capital ratio</b>	<b>%</b>	<b>11</b>	<b>11</b>	<b>10</b>	<b>100%</b>	<b>110%</b>

## II. PLAN FOR 2026

In 2026, the global economy is still forecast to continue slowing down, while risks related to war and geopolitical tensions are expected to persist. Domestically, fluctuations in exchange rates and interest rates also continue to pose significant risks that may adversely affect the economy. Meanwhile, the Company's facilities, machinery and equipment have yet to be further expanded or supplemented in order to further improve quality and output. Against this backdrop, the Packaging Company has set its 2026 sales plan at a level equivalent to the 2025 actual performance, specifically as follows:

### Summary of 2026 Planned Targets:

No.	Indicator	Unit	Actual 2025	Plan 2026	Plan 2026 /Actual 2025
1	<b>Production volume</b>	<b>Mil. bags</b>	<b>80.92</b>	<b>85.145</b>	<b>105%</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	55.94	54.200	97%
-	<i>Woven fabric</i>	<i>Mil. bags</i>	24.42	30.100	123%
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	0.56	0.845	151%
2	<b>Sales volume</b>	<b>Mil. bags</b>	<b>84.13</b>	<b>85.145</b>	<b>101%</b>
-	<i>Finished bags</i>	<i>Mil. bags</i>	59.03	54.200	92%
-	<i>Woven fabric</i>	<i>Mil. bags</i>	24.39	30.100	123%



No.	Indicator	Unit	Actual 2025	Plan 2026	Plan 2026 /Actual 2025
-	<i>Jumbo Bags</i>	<i>Mil. bags</i>	<i>0.71</i>	<i>0.845</i>	119%
3	<b>Total revenue</b>	<b>VND billion</b>	<b>685.271</b>	<b>636.585</b>	<b>93%</b>
4	<b>Total costs</b>	<b>VND billion</b>	<b>674.669</b>	<b>625.538</b>	<b>93%</b>
5	<b>Before-tax profit</b>	<b>VND billion</b>	<b>10.602</b>	<b>11.047</b>	<b>104%</b>
6	<b>After-tax profit</b>	<b>VND billion</b>	<b>8.402</b>	<b>8.727</b>	<b>104%</b>
7	<b>Charter Capital</b>	<b>VND billion</b>	<b>42</b>	<b>42</b>	<b>100%</b>
8	<b>Dividend/Charter capital ratio</b>	<b>%</b>	<b>11</b>	<b>11</b>	<b>100%</b>

The total planned production and sales volume for all product lines in 2026 is 85.145 million bags, up 5% from the actual production volume in 2025 and 1% from the actual sales volume in 2025. Of this total, planned sales volume includes 54.2 million finished bags, 30.1 million woven fabric roll products, and 845 thousand jumbo bags, accounting for 64%, 35%, and 1%, respectively, of the Company’s overall product mix. Under this plan, the Company will continue to focus on finished bags in order to enhance the value-added content of products sold, while proactively reducing the proportion of woven fabric rolls in its overall product portfolio. However, compared with the 2025 actual results, woven fabric roll output in 2026 is still projected to increase by 23%, as customers are actively investing in downstream machinery and equipment to lower costs after a prolonged period of purchasing finished bags from Dam Phu My Packaging Joint Stock Company. Jumbo bag output is expected to increase by 19% compared with the 2025 actual results, reflecting a sharp increase in market demand for this product line. Nevertheless, the additional jumbo bag volume in 2026 will continue to be fulfilled through external procurement and outsourced processing, as the production capacity of the Jumbo Plant has reached its limit under the existing facilities and infrastructure.

- Regarding revenue, the 2026 plan targets VND 636.6 billion, down 7% compared with the 2025 actual results. The Company believes that the market in 2026 is unlikely to achieve a significant breakthrough, while revenue from the plastic trading segment and finished bags is expected to decline as customers have had sufficient time to adapt and invest in downstream production capabilities.
- Regarding production costs, the 2026 planned production cost is VND 625.6 billion, down 7% compared with the 2025 actual results, as the Company will focus on cost optimization this year, particularly in indirect overhead expenses.
- The 2026 profit plan targets VND 11 billion in profit before tax and VND 8.7 billion in profit after tax, representing an increase of 4% compared with the 2025 actual results. The proposed dividend payout ratio is 11%, unchanged from the 2025 planned dividend payout ratio.



- Regarding workforce, the Company plans to recruit additional workers to ensure continuous 24/7 machine operation in order to meet the planned increase in output. Total headcount is expected to increase from 558 to 587 employees, up 5%.

To successfully achieve the proposed plan, the Company will continue to implement in a coordinated manner a number of solutions that were effectively applied in 2025, specifically as follows:

- **Market development:** The Company will continue to focus on export markets by directly engaging with customers and participating in international trade fairs specializing in packaging, agricultural products, animal feed, and chemicals. The Company will also accept all orders within its production capability, including orders that may not generate profit, in order to maintain production continuity and preserve market share. At the same time, the Company will maintain close customer follow-up, promptly handle complaints and feedback, and provide information requested by customers as quickly as possible.
- **Cost management activities:**
  - + Continuously review, identify, evaluate, and select suppliers offering the most cost-effective pricing.
  - + Explore and utilize alternative raw materials with lower costs while still ensuring compliance with product quality standards and technical specifications.
  - + Promote initiatives and improvement programs aimed at saving raw materials and energy, reducing the defect rate, and optimizing production processes.
  - + Place particular emphasis on reducing production time, shortening production preparation time and turnaround time between production stages, thereby enabling faster delivery to customers and improving working capital turnover.
- **Product quality control:** Continue to maintain stringent quality control measures and increase the frequency of product inspections in order to minimize missed defects and prevent defective products from reaching customers.
- **Machinery and equipment management:**
  - + Strengthen periodic maintenance and repair planning, while ensuring adequate reserves of spare parts, tools, and replacement materials to maintain stable and reliable machine operations.
  - + Invest in one new tape extrusion line with a minimum capacity of 750 kg/hour, equipped with a film thickness control system, automatic die lip adjustment, and a dual-stage screen changer, in order to:
    - (i) replace the Lohia tape extrusion line installed in 2004, which has been in operation for over 20 years and has become obsolete, resulting in unstable



product quality that no longer consistently meets the standards required for downstream production processes; and (ii) enhance product quality and meet market demand for thinner and lighter products, while enabling the use of recycled raw materials.

- ***Production management:***

- + Maintain effective operation of certified management systems such as ISO and FSSC, thereby continuously improving and standardizing management processes, while enhancing product value and quality.
- + Study and apply the use of recycled raw materials and reduce carbon emissions during the production process in line with market trends, including meeting requirements on recycled content in products to obtain GRS (Global Recycled Standard) certification.
- + Complete and put into operation the digital transformation project and the ERP system to improve the efficiency of production management and coordination.

- ***Human resources management:***

- + Develop fundamental and sustainable solutions to recruit qualified employees, particularly skilled direct production workers.
- + Focus on reviewing, streamlining, and optimizing indirect labor in order to improve labor efficiency and reduce payroll costs.
- + Develop a more detailed and practical salary and bonus mechanism based on an assessment of the importance and job requirements of each position. Conduct periodic reviews and evaluations of workforce quality.
- + Arrange personnel and employees appropriately in order to maximize their roles and responsibilities.
- + Continue training and retraining programs in order to support improvements in the organization of the production management structure, product quality management, and production techniques.

The above is the summary report on the implementation of the 2025 production and business plan and the development of the 2026 plan.

Respectfully reported.


  
**DIRECTOR** <sup>1/2</sup>
  

  
**Trần Anh Tu**



## PART II

### BOARD OF DIRECTORS REPORT

#### I. ACTIVITIES OF THE BOARD OF DIRECTORS

##### 1. Members and structure of the Board of Directors

The composition of the Board of Directors remained unchanged compared to the previous year, comprising four (04) members, including one Chairman serving on a concurrent basis, one executive member holding the position of Director of the Company, and two non-executive members serving on a concurrent basis.

There is currently one vacancy for an independent member of the Board of Directors. The Board of Directors has actively sought candidates; however, no suitable candidate was identified during the past year. In the current year, the Board of Directors will continue its search and will submit a proposal for additional election once a suitable candidate is identified.

##### 2. Committees under the Board of Directors

The Board of Directors has not established any committees. The activities of the Board of Directors are specifically assigned among its members by functional areas in order to review matters within the authority of the Board. At the same time, each member is responsible for supervising, directing and urging the Executive Management to implement the resolutions and decisions of the Board of Directors within his/her assigned area. Based on the results of such review and supervision, the Board of Directors convenes to discuss, reach consensus and issue decisions.

##### 3. Activities of the Board of Directors

As the highest governing body of the Company representing the interests of shareholders, in 2025, the Board of Directors, comprising four (04) incumbent members, actively performed its roles and responsibilities in strict compliance with the corporate governance standards applicable to a joint stock company. The Board of Directors made decisions collectively and assigned duties to its members according to their respective areas of expertise.

Members of the Board of Directors carried out management and supervisory functions through periodic information updates and reports provided by the Executive Management, through direct discussions at Board meetings, or through other communication channels to provide opinions on matters within the authority of the Board of Directors. The Board also directly provided direction and comments to the Executive Management on certain important matters arising in the course of the Company's operations, as well as on the preparation of plans and projects for submission to the Board of Directors.

The Board of Directors conducted its work through regular and extraordinary meetings, and by obtaining written opinions from members in order to issue resolutions and decisions and approve matters falling within the authority of the Board of Directors as prescribed in the Company's Charter. In 2025, the Board of Directors held four (04)



formal meetings and also adopted resolutions by written consultation. The matters approved included the following:

- Approved and assigned the implementation of the 2025 production and business plan.
- Approved the amended Financial Management Regulations; amended Business Travel and Administrative Expense Regulations.
- Directed the Management Board to prepare the 2025 cash flow plan and strictly control cash flow plan execution.
- Approved the plan for organizing the 2025 Annual General Meeting of Shareholders and its meeting materials
- Approved the signing of economic contracts with related parties.
- Approved the financial leasing procedures for investment in printing machines and electric forklifts.
- Approved quarterly accounts receivable credit limits.
- Approved credit limits at banks.
- Approved the selection results of the financial statement auditor for 2025.
- Implemented cash dividend distribution for 2024.
- Approved the Company’s 2025 production and business performance results.
- Directed the Management Board to develop the 2026 production and business plan.
- Continued to urge the progress of the investment project to enhance production capacity.
- Agreed on the plan for organizing the Company’s year-end summary and closing ceremony as reported by the Company Director.

The formal BOD sessions and written opinion consultations issued through Meeting Resolutions in 2025 were as follows:

No.	Resolution No./ Decision.	Date	Content	Approval rate
1	01/BB - BOD	17/01/2025	Minutes of the Q1/2025 Board of Directors’ Meeting (Approval of the execution of contracts and transactions with related parties and approval of the Production & Business 2025).	100%
2	02/NQ - BOD	17/01/2025	Resolution of the Q1/2025 Board of Directors’ Meeting (Approval of the execution of contracts and transactions with related parties and approval of the Production & Business 2025).	100%

No.	Resolution No./ Decision.	Date	Content	Approval rate
3	03/BB - BOD	25/04/2025	Minutes of the Board of Directors Meeting Q2/2025	100%
4	04/NQ - BOD	25/04/2025	Resolution of the Board of Directors Meeting Q2/2025	100%
5	07/BB - BOD	30/06/2025	Board of Directors Minutes approving the electric forklift procurement procedure.	100%
6	08/NQ - BOD	30/06/2025	Board of Directors Resolution approving the electric forklift procurement procedure.	100%
7	09/BB - BOD	30/06/2025	Board of Directors Minutes approving the selection of financial statement auditor for 2025	100%
8	10/NQ - BOD	30/06/2025	Board of Directors Resolution approving the selection of financial statement auditor for 2025.	100%
9	11/BB - BOD	30/06/2025	Board of Directors Resolution approving the printing machine investment procedure	100%
10	12/BB - BOD	31/07/2025	Minutes of the Board of Directors' Meeting approving the Financial Management Regulations and the Business Travel Regulations	100%
11	13/NQ - BOD	31/07/2025	Board of Directors' Resolution approving the Financial Management Regulations and the Business Travel Regulations	100%
12	14/QĐ - BOD	31/07/2025	Decision of the Board of Directors promulgating the Financial Management Regulations	100%
13	15/QĐ - BOD	31/07/2025	Decision of the Board of Directors promulgating the Business Travel Regulations	100%
14	16/BB - BOD	30/09/2025	Minutes of the Board of Directors Meeting Q3/2025	100%
15	17/NQ - BOD	30/09/2025	Resolution of the Board of Directors Meeting Q3/2025	100%
16	18/BB - BOD	25/11/2025	Board of Directors Minutes approving credit limit contracts at banks.	100%
17	19/NQ - BOD	25/11/2025	Board of Directors Resolution approving credit limit contracts at banks.	100%
18	20/BB - BOD	30/12/2025	Minutes of the Board of Directors Meeting Q4/2025	100%



No.	Resolution No./ Decision.	Date	Content	Approval rate
19	21/NQ - BOD	30/12/2025	Resolution of the Board of Directors Meeting Q4/2025	100%

#### 4. Activities of individual Board of Directors members

The Board of Directors assigns members to perform their roles and responsibilities as follows:

No.	Board of Directors	Areas of responsibility
1	Mr Tran Thuong Tin Chairman of BOD	<ul style="list-style-type: none"> <li>- Bear overall responsibility for managing Board of Directors operations in accordance with the Company Charter and matters relating to state management agencies.</li> <li>- Together with the Director, develop the Company's strategy and development orientation.</li> <li>- Establish the Board of Directors's activity programs and plans.</li> <li>- Convene and chair Board of Directors meetings and shareholder assemblies.</li> <li>- Organize, monitor, supervise and direct the issuance and amendment of the Company's general strategies, regulations, rules and policies.</li> <li>- Develop relationships with local authorities, customers in the province and neighboring provinces.</li> <li>- Perform other duties as per the Company Charter and Enterprise Law.</li> </ul>
2	Mr Tran Anh Tu BOD Member, Director	<ul style="list-style-type: none"> <li>- Implementing the resolutions of the Board of Directors.</li> <li>- Managing and operating the Company's activities.</li> <li>- Proposing planning, restructuring and development strategy matters.</li> <li>- Monitoring, directing and supervising business, marketing, organizational and human resources activities.</li> <li>- Expanding relationships with the Group and relevant ministries and authorities.</li> <li>- Performing other duties in accordance with the Company's Charter and the Law on Enterprises.</li> </ul>
3	Ms. Vu Thi BOD Member	<ul style="list-style-type: none"> <li>- Supervising the Company's finance, accounting and risk management functions.</li> <li>- Supervising information disclosure activities and shareholder relations.</li> </ul>

No.	Board of Directors	Areas of responsibility
		<ul style="list-style-type: none"> <li>- Coordinating with the Director in expanding relationships with the Group and relevant ministries and authorities.</li> <li>- Performing other duties in accordance with the Company's Charter and the Law on Enterprises.</li> </ul>
4	Mr Nguyen Huu Dung BOD Member	<ul style="list-style-type: none"> <li>- Coordinating with the Chairman of the Board of Directors in preparing the agenda and work plan of the Board of Directors.</li> <li>- Supervising the implementation of the production and business plan.</li> <li>- Monitoring and directing the issuance and amendment of the Company's internal regulations, rules and general policies.</li> <li>- Performing other duties in accordance with the Company's Charter and the Law on Enterprises.</li> </ul>
5	BOD Independent member	Not yet appointed
6	Other matters relating to the organization and operation of the Board of Directors	In addition to the regular assignments in certain areas and activities as mentioned above, the Chairman may, depending on actual requirements, assign specific tasks to members of the Board of Directors in relation to particular matters.

Members of the Board of Directors have fully performed their assigned duties in accordance with the approved work plan and have attended all meetings of the Board of Directors. They have complied with the provisions of the Law on Enterprises, the Company's Charter and the internal regulations on corporate governance.

**5. Activities of the independent member of the Board of Directors**

The Company currently does not have an independent member of the Board of Directors.

**6. Report on salaries, remuneration and other benefits of the Board of Directors and the Executive Management**

The Company applies a remuneration policy for non-executive members of the Board of Directors serving on a concurrent basis, and pays remuneration and salary to the executive member of the Board of Directors in accordance with applicable laws, in harmony with the Company's annual salary policy and payroll fund, and commensurate with the capability and performance of each member. Bonuses and other general welfare benefits are implemented in accordance with the Company's



employee policies. Details of salaries, remuneration and other benefits are as follows:

No.	Full Name	Position	Remuneration (VND)	Salary (VND)	Bonus (VND)	Total (VND)
	<b>Board of Directors</b>		<b>193,333,333</b>	<b>0</b>	<b>40,000,000</b>	<b>233,333,333</b>
1	Tran Thuong Tin	Chairman	53,333,333		15,000,000	68,333,333
2	Tran Anh Tu	Member	46,666,667			46,666,667
3	Vũ Thi	Member	46,666,667		15,000,000	61,666,667
4	Nguyen Huu Dung	Member	46,666,667		10,000,000	56,666,667
	<b>Executive Management</b>		<b>0</b>	<b>2,429,457,470</b>	<b>635,448,071</b>	<b>3,064,905,541</b>
1	Tran Anh Tu	Director		786,734,080	203,496,953	990,231,033
3	Vo Thi Hue	Deputy Director		639,549,400	154,175,429	793,724,829
2	Cao Vinh Hau	Chief Accountant		558,763,870	150,052,257	708,816,127
4	Vu Nguyen Hoa	Deputy Director		444,410,120	127,723,432	572,133,552
	<b>Tổng Total</b>		<b>193,333,333</b>	<b>2,429,457,470</b>	<b>675,448,071</b>	<b>3,298,238,874</b>

*Note: The remuneration of the Board of Directors is stated before personal income tax withheld at source.*

**7. Contracts or transactions with related parties**

No.	Organization/Individual name	Relationship with the company	Transaction timing with the company	GMS/BOD Resolution/Decision No.	Content	Total transaction value (VND)	Note
1	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Year 2025	06/NQ – GMS 25/04/2025	Packaging purchase/sale 2025	268,409,154,320	
					Printing cylinder 2025	2,774,000,000	
2	Huong Phong Co., Ltd.	Major shareholder	Year 2025	02/NQ - BOD 17/01/2025	Plastic purchase	0	
					Land lease	1,864,532,493	
3	CEA Huong Phong Logistics Co., Ltd.	Subsidiary of a major shareholder	Year 2025		Vehicle rental for transportation	626,770,000	
4	PetroVietnam Fertilizer and Chemicals Corporation Branch – Phu My Fertilizer Plant	Affiliated units of a major shareholder	Year 2025			4,900,000,000	

**8. Results of evaluation and supervision of the Executive Management**

- The members of the Executive Management possess the required qualifications, capabilities and integrity, have been adequately trained in their respective professional areas, have a good understanding of the functions under their responsibility, and have many years of experience in managing and operating large projects/enterprises.
- The Executive Management has a clear understanding of the Company’s advantages and challenges, and has therefore managed the Company’s production and business activities in a flexible manner. At the same time, it has issued internal documents and regulations within its authority in order to effectively control all of the Company’s production and business activities.
- The Executive Management has implemented the Company’s production and business operations in line with the resolutions of the General Meeting of Shareholders, the directions of the Board of Directors, and in compliance with the Company’s Charter and applicable laws and regulations. The results exceeded the approved plan.

**II. PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS**

- Successfully organize the 2026 Annual General Meeting of Shareholders



- To continue organizing the work of the Board of Directors in a manner that enhances accountability, thereby improving the effectiveness of the Board's governance and the operational efficiency of the Executive Management.
- To hold regular quarterly meetings and extraordinary meetings (if necessary) in the spirit of ensuring effective meetings that address matters essential to the Company and proposals submitted by the Executive Management.
- To provide written opinions on matters arising that fall within the approval and/or consultation authority of the Board of Directors.
- To continue reviewing, supplementing and revising the system of internal regulations, procedures and rules in line with the new circumstances.
- To direct and supervise the Executive Management in achieving the objectives and tasks for 2026 in accordance with the resolutions/decisions of the General Meeting of Shareholders and the Board of Directors of the Company.
- To continue improving and refining the Company's internal governance system in compliance with applicable laws, the governance model of a listed company, and the Company's actual business operations.
- To strengthen inspection, supervision, internal control and risk prevention in all of the Company's activities.
- To continue directing the implementation of the human resources development strategy and plan in order to improve quality and labor productivity, meeting the Company's development requirements.
- To accelerate the implementation of procedures for obtaining approval of the expansion investment project and investment cooperation initiatives.
- To pay attention to and maximize the protection of the legitimate rights and interests of shareholders, and to perform other duties assigned by the General Meeting of Shareholders.
- To perform other duties in accordance with the Company's Charter and the resolutions of the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Đạm Thuong Tin



## PART III

### ***REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025, PROPOSAL FOR SELECTION OF THE AUDITING FIRM FOR THE 2026 FINANCIAL STATEMENTS, AND ORIENTATION OF THE SUPERVISORY BOARD FOR 2026***

*(At the Annual General Meeting of Shareholders on 23 April 2026)*

**To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company**

#### **I. ACTIVITIES OF THE SUPERVISORY BOARD AND RESULTS OF INSPECTION AND SUPERVISION OF BUSINESS OPERATIONS AND FINANCIAL STATUS IN 2025**

##### **1. Activities of the Supervisory Board in 2025**

- The Supervisory Board of Dam Phu My Packaging Joint Stock Company for the 2024–2029 term comprises three (03) members, all serving on a concurrent basis. Pursuant to the authorization of the General Meeting of Shareholders, the Supervisory Board has supervised the implementation of the 2025 resolutions of the General Meeting of Shareholders, the management activities of the Board of Directors, and the executive activities of the Director.
- In 2025, the Supervisory Board held meetings to assess the results of inspection and supervision, discuss the inspection and supervision plan for the following quarter, and conducted consultation by email on the following matters: report on the activities of the Supervisory Board; activity plan of the Supervisory Board; and review of the semi-annual and annual financial statements.
- The Supervisory Board notified the Board of Directors and the Director of the Company of the quarterly inspection and supervision results regarding the Company's operational and financial status, and made recommendations on: controlling receivables and recovering overdue debts; controlling inventory to improve the efficiency of working capital utilization; and promoting the production and business of jumbo bag products in order to achieve the assigned plan targets.
- The Supervisory Board attended meetings of the Board of Directors and provided comments on matters discussed at such meetings, including the organization of internal audit activities in accordance with regulations applicable to the Company, the formulation of the 2026 business plan, and the addition of an independent member of the Board of Directors in order to satisfy the corporate governance requirements applicable to a listed company.
- In 2025, the Supervisory Board did not receive any complaints regarding the management activities of the Board of Directors or the executive activities of the Director of the Company.



## 2. Report on the activities of the Supervisors

The Supervisory Board comprises three (03) Supervisors. The Supervisors performed their duties and responsibilities based on the following division of work:

### a. Mr. Chu Xuan Hai – Head of the Supervisory Board

- Overall management of the activities of the Supervisory Board;
- Representing the Supervisory Board in presenting reports at the Annual General Meeting of Shareholders;
- Attending meetings of the Board of Directors;
- Taking the lead in reviewing the Company’s semi-annual and annual financial statements;
- Supervising the feasibility of the Company’s investment projects;
- Supervising the execution of credit agreements, loan security agreements, and deposit agreements with credit institutions;
- Consolidating inspection and supervision reports;
- Performing other duties in accordance with the Company’s Charter and the Law on Enterprises.

### b. Ms. Nguyen Thi Thu Oanh – Member of the Supervisory Board

- Attending meetings of the Board of Directors;
- Reviewing the reasonableness of, and supervising the issuance of, the Company’s internal management documents and the implementation of the Company’s resolutions of the General Meeting of Shareholders;
- Supervising and reviewing the implementation of the annual business plan during the year;
- Supervising the execution and performance of sales contracts;
- Supervising contracts with related parties in relation to the shareholder Huong Phong Company Limited;
- Performing other duties as assigned by the Head of the Supervisory Board.
- As of 02 February 2026, Ms. Nguyen Thi Thu Oanh, being the supervisory representative of the shareholder PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo), submitted her resignation from the position of member of the Supervisory Board due to the temporary suspension of her labor contract with PVFCCo.

### c. Mr. Tong Trong Tuan – Member of the Supervisory Board

- Attending meetings of the Board of Directors;
- Reviewing and inspecting accounting work;

- Supervising the execution and performance of purchase contracts;
- Supervising contracts with related parties, except for contracts entered into with the shareholder Huong Phong Company Limited;
- Performing other duties as assigned by the Head of the Supervisory Board.

The Supervisors have fully performed their duties in accordance with the approved work plan and have attended all meetings of the Board of Directors and the Supervisory Board. They have complied with the provisions of the Law on Enterprises, the Company’s Charter and the operating regulations of the Supervisory Board.

**3. Remuneration and income of the Supervisory Board in 2025:**

No.	Full name and title	Remuneration	Other income	Total
1	Chu Xuan Hai - Head of Supervisory Board	40,000,000	15,000,000	55,000,000
2	Tong Trong Tuan - Supervisory Board Member	26,666,667	10,000,000	36,666,667
3	Nguyen Thi Thu Oanh - Supervisory Board Member	26,666,667	10,000,000	36,666,667
<b>Total</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>

Note (\*): *The income stated above is before personal income tax withheld at source.*

**4. Results of supervising production and business operations in 2025 per Resolution No. 06/NQ-GMS of the General Meeting of Shareholders dated 25/04/2025:**

No.	Indicator	Unit	KH 2025	Actual 2025	TH 2024	TH/KH	Actual/ Prior Year
			1	2	3	4=2/1	5=2/3
1	Production volume	mil. bags	80.80	80.92	83.89	100%	96%
1.1	Traditional packaging	mil. bags	80.00	80.36	83.20	100%	97%
1.2	Jumbo bags	mil. bags	0.80	0.6	0.69	70%	81%
2	Sales volume	mil. bags	80.8	84.13	85.37	104%	99%
2.1	Traditional packaging	mil. bags	80	83.4	84.6	104%	99%
2.2	Jumbo bags	mil. bags	0.8	0.71	0.77	88%	92%
3	Total revenue	tỷ đồng	612.27	685.27	616.11	112%	111%
4	Total costs	tỷ đồng	602.04	674.67	606.57	112%	111%
5	Pre-tax profit	tỷ đồng	10.22	10,60	9.54	104%	113%
6	After-tax profit	tỷ đồng	8.18	8.40	7.42	103%	113%



In 2025, the targets for production output and sales volume were implemented closely in line with the approved plan. However, the Company's revenue and profit exceeded the targets assigned by the General Meeting of Shareholders. Profit after tax was sufficient to ensure an 11% dividend payout ratio and the appropriation of funds in accordance with the resolution of the General Meeting of Shareholders.

During 2025, the Company maintained safe and stable production operations. Business activities and market development efforts were strengthened, enabling the key indicators of production and sales volume to remain in line with the approved plan, while revenue and profit both exceeded the plan and recorded growth compared to the same period of the previous year.

#### **5. Results of review of the Financial Statements:**

The preparation and presentation of the financial statements comply with Vietnamese Accounting Standards, the Vietnamese enterprise accounting regime, and the legal regulations relating to the preparation and presentation of financial statements.

In general, the Company's financial statements fairly present, in all material respects, the financial position of the Company as at 31 December 2025, as well as its business results and cash flows for the financial year 2025.

#### **6. Evaluation of the management and executive performance of the Board of Directors and the Executive Management**

The Board of Directors of the Company for the 2024–2029 term comprises four (04) members, all serving on a concurrent basis. In accordance with the provisions of the Law on Securities regarding corporate governance of public companies and the current Charter of the Company, the Board of Directors still needs to appoint an additional independent member. In 2025, the Board of Directors made efforts to appoint an independent member in order to meet the requirements for public company governance as well as the Company's internal governance needs. However, up to now, the Company has not yet been able to appoint an independent member of the Board of Directors who satisfies the above requirements.

In 2025, the Board of Directors organized meetings and conducted written consultations to approve matters relating to the Company's production and business activities.

The Board of Management implemented production and business activities based on the resolutions and decisions of the Board of Directors. The Board of Management held meetings to discuss, reach consensus and assign tasks to departments for implementation, and reported the implementation results to the Board of Directors.

The Supervisory Board considers that the Report of the Board of Directors and the Report of the Director of the Company have, in general, fairly reflected the Company's production and business performance in 2025.

The management and executive activities of the Board of Directors and the Board of Management were carried out in accordance with the Company's Charter, applicable



laws and the resolutions of the General Meeting of Shareholders. In 2025, the Company faced various challenges due to declining export markets, reciprocal tariff policies, increasing technical barriers relating to quality standards such as green production and the use of recycled materials, as well as the impact on domestic packaging demand as the livestock industry continued to be affected by disease outbreaks and natural disasters. Nevertheless, the Board of Directors and the Board of Management effectively directed, managed and operated the Company's production and business activities in a safe and efficient manner, ensuring the dividend target assigned by the General Meeting of Shareholders.

#### **7. Evaluation of the coordination between the Board of Directors, the Executive Management and the Supervisory Board**

In the course of performing its functions and duties, the Supervisory Board received support from the Board of Directors, the Board of Management, and the departments/divisions of the Company. The parties maintained a cooperative working relationship based on the principles of safeguarding the interests of the Company and its shareholders, and complying with applicable laws and regulations.

#### **8. Recommendations**

To continue seeking suitable candidates to complete the composition of the independent members of the Board of Directors in accordance with applicable regulations.

To carry out the procedures for the dismissal and additional election of a member of the Supervisory Board in order to ensure the required number of members of the Supervisory Board in accordance with regulations.

The Company should pay close attention to the control of accounts receivable and the recovery of overdue receivables.

### **II: SELECTION OF THE AUDITING FIRM AND THE ACTIVITY PLAN OF THE SUPERVISORY BOARD FOR 2026**

#### **1. Selection of the auditing firm for the 2026 Financial Statements**

It is proposed that the General Meeting of Shareholders authorize the Board of Directors of the Company to select one of the following reputable and experienced auditing firms, which are included in the list approved by the Ministry of Finance, to audit the 2026 financial statements:

- Deloitte Vietnam Company Limited
- Ernst & Young Vietnam Company Limited
- PwC (Vietnam) Company Limited
- FAC Auditing Company Limited



## 2. Orientation and activity plan of the Supervisory Board for 2026

- To supervise the implementation of the resolutions of the General Meeting of Shareholders; and compliance with laws, the Company's Charter, and internal rules/regulations in the management and operation of the enterprise.
- To supervise the implementation of the 2026 business plan approved by the General Meeting of Shareholders.
- To supervise the preservation and development of capital at Dam Phu My Packaging Joint Stock Company.
- To review the financial statements in accordance with applicable laws and regulations.
- To perform other duties of the Supervisory Board in accordance with current legal regulations.

The Supervisory Board respectfully requests the General Meeting of Shareholders to review and approve the Report on the activities of the Supervisory Board in 2025, the Proposal on the selection of the auditing firm for the financial statements, and the orientation and activity plan of the Supervisory Board for 2026.

Respectfully submitted.

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**



**Chu Xuan Hai**

**PART IV**  
**FINANCIAL STATEMENTS FOR 2025**  
**(Audited)**

**BALANCE SHEET**  
*As at 31 December 2025*

*Unit: VND*

Indicator	End of period	Beginning of year
<b>ASSETS</b>		
<b>A- Current assets</b>	<b>226,155,977,739</b>	<b>180,935,151,584</b>
<b>I. Cash and cash equivalents</b>	<b>21,689,910,632</b>	<b>10,203,265,909</b>
<b>III. Short-term receivables</b>	<b>104,871,940,410</b>	<b>78,001,950,187</b>
1. Short-term trade receivables	78,272,698,689	70,573,008,415
2. Short-term prepayments to suppliers	20,841,854,803	3,854,853,960
6. Other short-term receivables	5,861,943,078	3,624,087,812
7. Allowance for doubtful short-term receivables	(104,556,160)	(50,000,000)
<b>IV. Inventories</b>	<b>81,545,770,666</b>	<b>82,240,486,815</b>
<b>V. Other current assets</b>	<b>18,048,356,031</b>	<b>10,489,448,673</b>
1. Short-term prepaid expenses	1,589,488,745	1,518,884,487
2. Deductible VAT	16,458,867,286	8,970,564,186
<b>B. NON-CURRENT ASSETS</b>	<b>56,084,715,292</b>	<b>61,263,625,622</b>
<b>I. Long-term receivables</b>	<b>913,197,980</b>	<b>747,709,880</b>
<b>II. Fixed assets</b>	<b>50,901,638,163</b>	<b>56,774,584,159</b>
<b>1. Tangible fixed assets</b>	<b>46,570,850,515</b>	<b>53,250,438,042</b>
- Cost	173,606,171,261	176,539,023,728
- Accumulated depreciation	(127,035,320,746)	(123,288,585,686)
<b>2. Finance lease fixed assets</b>	<b>4,075,967,350</b>	<b>3,140,924,943</b>
- Cost	9,167,738,465	6,776,136,920
- Accumulated depreciation	(5,091,771,115)	(3,635,211,977)
<b>3. Intangible fixed assets</b>	<b>254,820,298</b>	<b>383,221,174</b>
- Cost	817,426,630	817,426,630
- Accumulated depreciation	(562,606,332)	(434,205,456)
<b>IV. Long-term work in progress</b>	<b>1,210,092,283</b>	<b>205,540,740</b>
<b>V. Other long-term assets</b>	<b>3,059,786,866</b>	<b>3,535,790,843</b>
<b>TOTAL ASSETS</b>	<b>282,240,693,031</b>	<b>242,198,777,206</b>



### BALANCE SHEET (Continued)

As of December 31, 2025

Unit: đồng

Indicator	End of period	Beginning of year
<b>EQUITY AND LIABILITIES</b>		
<b>LIABILITIES</b>	<b>208,847,116,461</b>	<b>171,600,510,290</b>
<b>I. Current liabilities</b>	<b>207,402,465,162</b>	<b>170,535,572,178</b>
1. Short-term trade payables	50,888,081,879	34,424,312,555
2. Short-term advances from customers	10,760,039,307	6,167,532,813
3. Taxes and other payables to the state	1,965,902,751	1,918,334,351
4. Payables to employees	18,544,216,782	14,446,849,419
5. Short-term accrued expenses	1,788,063,605	1,791,736,423
6. Other short-term payables	786,441,187	655,088,265
7. Short-term loans and finance lease liabilities	121,056,845,482	110,269,586,784
8. Bonus and welfare fund	1,612,874,169	862,131,568
<b>II. Long-term liabilities</b>	<b>1,444,651,299</b>	<b>1,064,938,112</b>
1. Long-term loans and finance lease liabilities	1,444,651,299	1,064,938,112
<b>OWNER'S EQUITY</b>	<b>73,393,576,570</b>	<b>70,598,266,916</b>
<b>I. Owner's equity</b>	<b>73,393,576,570</b>	<b>70,598,266,916</b>
1. Contributed capital of owners	42,000,000,000	42,000,000,000
- Ordinary shares with voting rights	42,000,000,000	42,000,000,000
2. Other capital of owners	4,702,789,696	4,702,789,696
3. Development investment fund	16,892,390,824	15,779,745,347
4. Undistributed earnings after tax	<b>9,798,396,050</b>	<b>8,115,731,873</b>
- Accumulated undistributed earnings after tax up to the end of the previous period	1,395,440,919	698,095,362
- Undistributed earnings after tax for the current period	8,402,955,131	7,417,636,511
<b>TOTAL EQUITY AND LIABILITIES</b>	<b>282,240,693,031</b>	<b>242,198,777,206</b>

\_\_\_\_\_  
**Van Thi Hoai Huong**  
 Preparer

\_\_\_\_\_  
**Cao Vinh Hau**  
 Chief Accountant

\_\_\_\_\_  
**Tran Anh Tu**  
 Director

**INCOME STATEMENT**  
For the year ended December 31, 2025

Unit: VND

Indicator	Cumulative from beginning to end of year (Current year)	Cumulative from beginning to end of year (Prior year)
<b>1. Revenue from goods sold and services rendered</b>	682,350,277,032	613,868,831,563
<b>2. Deductions from revenue</b>		
<b>3. Net revenue from goods sold and services rendered (10 = 01 - 02)</b>	682,350,277,032	613,868,831,563
4. Cost of goods sold	615,881,783,404	545,963,231,140
<b>5. Gross profit from goods sold and services rendered (20=10-11)</b>	66,468,493,628	67,905,600,423
6. Financial income	2,481,890,926	1,082,390,130
7. Financial expenses	7,008,172,826	6,538,834,242
- Of which: Loan interest expenses	6,629,844,852	6,127,345,154
8. Share of profit/loss in associates		
9. Selling expenses	14,250,261,311	14,291,296,464
10. General and administrative expenses	37,427,767,052	39,498,334,979
<b>11. Net profit from business operations {30=20+(21- 22)+24-(25+26)}</b>	10,264,183,365	8,659,524,868
12. Other income	438,963,042	1,153,790,416
13. Other expenses	101,247,403	276,723,684
14. Other profit (40=31-32)	337,715,639	877,066,732
<b>15. Total accounting profit before tax (50=30+40)</b>	10,601,899,004	9,536,591,600
16. Current corporate income tax expense	2,198,943,873	2,118,955,089
17. Deferred corporate income tax expense		
<b>18. Profit after corporate income tax (60=50-51-52)</b>	8,402,955,131	7,417,636,511
18.1 Profit after tax attributable to owners of the parent company		
18.2 Profit after tax attributable to non-controlling interests		
19. Basic earnings per share (*)	1,701	1,431
20. Diluted earnings per share	1,701	1,431

Van Thi Hoai Huong  
Preparer

Cao Vinh Hau  
Chief Accountant

Tran Anh Tu  
Director



**PART V**

**PROPOSAL**

**REMUNERATION OF THE BOARD OF DIRECTORS AND THE  
SUPERVISORY BOARD**

To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company

At the 2026 Annual General Meeting of Shareholders, the Board of Directors respectfully reports the remuneration and other benefits paid in 2025 and submits to the General Meeting of Shareholders for approval the plan for paying remuneration to the Board of Directors and the Supervisory Board in 2026 as follows:

**1. Details of remuneration and other benefits of the Board of Directors and the Supervisory Board in 2025**

No.	Full Name	Position	Remuneration actually received(đ)	Bonus (VND)	Total (VND) (*)	Note
	<b>Board of Directors</b>		<b>193,333,334</b>	<b>40,000,000</b>	<b>233,333,334</b>	
1	Tran Thuong Tin	Chairman	53,333,333	15,000,000	68,333,333	
2	Tran Anh Tu	Member	46,666,667		46,666,667	
3	Vũ Thi	Member	46,666,667	15,000,000	61,666,667	
4	Nguyen Huu Dung	Member	46,666,667	10,000,000	56,666,667	
	<b>Supervisory Board</b>		<b>93,333,334</b>	<b>35,000,000</b>	<b>128,333,334</b>	
1	Chu Xuan Hai	Head of the Supervisory Board	40,000,000	15,000,000	55,000,000	
2	Tong Trong Tuan	Member	26,666,667	10,000,000	36,666,667	
3	Supervisory Board Member	Member	26,666,667	10,000,000	36,666,667	
<b>Total</b>			<b>286,666,668</b>	<b>75,000,000</b>	<b>361,666,668</b>	

**Note (\*):** The above amounts are stated before deduction of personal income tax withheld at source Salary payable where a member of the Board of Directors or the Supervisory Board is also an employee of the Company. Business trip expenses in accordance with the Company's regulations on travel allowances.

**2. Remuneration payment plan for the Board of Directors and the Supervisory Board in 2026**

No.	Description	Unit	Amount (VND)	Note
1	Remuneration of the Board of Directors (5 members, including independent members)	VND	216,000,000	Chairman of the Board: 4,000,000/month; Board members: 3,500,000/month;

2	Remuneration of the Supervisory Board (3 members)	VND	84,000,000	Chairman of the Supervisory Board: 3,000,000/month; Supervisory Board members: 2,000,000/month
	<b>Total</b>	VND	<b>300,000,000</b>	

The above remuneration does not include:

- Personal income tax withheld at source.
- Salary in case a member of the Board of Directors or the Supervisory Board is an employee of the Company.
- Business travel expenses in accordance with the Company’s business travel regulations.

ON BEHALF OF THE BOD  
CHAIRMAN



Tran Thuong Tin



## PART VI

### PROPOSAL ON PROFIT DISTRIBUTION

To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company

Pursuant to the provisions of the Company's Charter regarding the rights and responsibilities of the General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2025 and the distribution plan for 2026 as follows:

#### 1. Profit distribution plan implemented in 2025

The resolution of the 2025 Annual General Meeting of Shareholders approved a dividend payout plan of 11% on the Charter Capital and the allocation to the following funds: Development Investment Fund: 15% of Net Profit After Tax (NPAT); Bonus and Welfare Fund: 15% of NPAT.

At this General Meeting, the Board of Directors respectfully submits the 2025 dividend payment plan at 11%, with details as follows:

No.	Description	Unit	NPAT / Amount	Allocation Ratio
1	Profit carried forward from 2024	VND	1,395,440,919	
2	Net profit after tax in 2025	VND	8,402,955,131	
3	Appropriation to funds	VND	2,520,706,539	
3.1	Development Investment Fund	VND	1,260,443,270	15.0% NPAT
3.2	Bonus and Welfare Fund	VND	1,260,443,270	15.0% NPAT
3.2.1	Bonus Fund	VND	882,310,289	70.0% of Bonus & Welfare Fund
3.2.2	Welfare Fund	VND	378,132,981	30.0% of Bonus & Welfare Fund
4	Net profit after fund appropriation in 2025	VND	5,882,068,592	
5	Total remaining profit	VND	7,277,509,511	
6	Dividend payment	VND	4,620,000,000	
6.1	Dividend per share	VND/share	1,100	
6.2	Dividend rate on Charter Capital	%	11.0%	
7	Bonus for Management Board (5% NPAT)	VND	364,000,000	
8	Profit carried forward to 2026	VND	2,293,509,511	

*The timing of the dividend payment shall be considered and decided by the Board of Directors.*

**1. Proposed Profit Distribution Plan for 2026**

- Cash dividend payout, with an expected rate of 11% of the par value per share (corresponding to Charter Capital of VND 42 billion).
- Appropriation to the Development Investment Fund: 15% of Net Profit After Tax (NPAT).
- Appropriation to the Bonus and Welfare Fund: 15% of NPAT, including: Bonus Fund: 70% of Bonus and Welfare Fund; Welfare Fund: 30% of Bonus and Welfare Fund.

The above represents the proposed profit distribution plan, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOD  
CHAIRMAN** *ur*



**Tran Thuong Tin**



## PART VII PROPOSAL

### ON SIGNING TRANSACTIONS WITH RELATED PARTIES

**To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and took effect on January 1, 2021;

Pursuant to Clause 5, Article 41 of the current Charter of Dam Phu My Packaging Joint Stock Company (the Company), which stipulates that contracts with a cumulative value in a year exceeding thirty-five percent (35%) of the total assets recorded in the most recent financial statements, signed with shareholders holding over 10% of the total common shares or their related parties, shall not be invalidated if approved by the General Meeting of Shareholders of the Company.

Annually, the Company will enter into transactions with related parties where the total transaction value of the contracts exceeds 35% of total assets, with the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation (the Corporation) – a shareholder holding 43.34% of the Charter Capital of Dam Phu My Packaging Joint Stock Company. Such transactions shall be conducted under a Master Agreement and through orders placed for each individual purchase order or Contract Appendix. The selling price and order quantity shall be determined at the time of order placement. The estimated total sales revenue arising from the supply of fertilizer bags and chemical bags to the Corporation is approximately VND 228 billion/year (based on the planned revenue for 2026). Some key contents of the transaction agreement with the major shareholder, the Corporation, are as follows:

Contract Parties	Tax code	Product type	Period during which the Contracts arise	Note
PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION	0303165480	- Small bags and Jumbo bags for various types of fertilizers; packaging for various types of chemicals and other packaging products (upon development of new products).	Between the 2026 and 2027 Annual General Meetings.	CONTRACTS ENTERED INTO ON A RECURRING BASIS

In order to ensure that contracts and transactions between the Company and PetroVietnam Fertilizer and Chemicals Corporation are carried out in a timely manner

and in compliance with the applicable regulations, while enhancing the efficiency of the Company's business operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. To approve the execution of packaging sale and purchase contracts with the principal terms and conditions as set out above, between the Company and PetroVietnam Fertilizer and Chemicals Corporation.
2. To authorize the Board of Directors to have full authority to decide on and direct the organization, execution and implementation of the packaging sale and purchase contracts with PetroVietnam Fertilizer and Chemicals Corporation. In the event that the actual conditions for implementation of the contracts change, the General Meeting of Shareholders approves and authorizes the Board of Directors to proactively make appropriate adjustments to the principal terms and conditions set out above, ensuring that the contract value is in line with market prices.

*Note: With respect to this matter, the shareholder PetroVietnam Fertilizer and Chemicals Corporation, being a related interested party, shall have no voting rights.*

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Trần Thương Tín



## PART VIII

# PROPOSAL ON THE DISMISSAL OF SUPERVISORY BOARD MEMBERS FOR THE 2024–2029 TERM AND THE ELECTION OF AN ADDITIONAL INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS AND MEMBERS OF THE SUPERVISORY BOARD FOR THE 2024–2029 TERM

To: The General Meeting of Shareholders of Dam Phu My Packaging Joint Stock Company

Pursuant to the Company's Charter.

Currently, the Board of Directors has one vacancy for an Independent Member. In addition, two members of the Supervisory Board, representing PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo), have submitted their resignation letters due to work requirements.

Therefore, at this General Meeting, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the following matters:

### I. Dismissal of Supervisory Board Members for the 2024–2029 Term

Approval of the dismissal of Supervisory Board members who have submitted resignation letters, specifically:

1. Mr. Chu Xuan Hai – Member of the Supervisory Board for the 2024–2029 term;
2. Ms. Nguyen Thi Thu Oanh – Member of the Supervisory Board for the 2024–2029 term.

### II. Election of an Independent Member of the Board of Directors and Members of the Supervisory Board for the 2024–2029 Term

Based on valid nomination and self-nomination dossiers submitted by eligible shareholders/shareholder groups up to the present time, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the structure and list of candidates as follows:

#### 1. Board of Directors

- **Number:** 01 Independent Member (in accordance with the current Charter of the Company);
- **Criteria and conditions:** In compliance with the Company's Charter and the Law on Enterprises (as notified to shareholders);
- **Candidate nominated by PVFCCo (holding 43.34% of charter capital):**

- Mr. Pham Van Quy – Deputy Head of Finance and Accounting Department, PVFCCo.

Based on the required criteria, conditions, and valid dossier, the above candidate fully satisfies the requirements to be included in the list of candidates for election as an Independent Member of the Board of Directors.

## 2. Supervisory Board

- **Number:** 02 members (in accordance with the current Charter of the Company);
- **Criteria and conditions:** In compliance with the Company’s Charter and the Law on Enterprises (as notified to shareholders);
- **Candidates nominated by PVFCCo (holding 43.34% of charter capital):**
  - Ms. Trinh Thi Bich Lien – Specialist, Finance and Accounting Department, PVFCCo;
  - Mr. Phan Dinh Thang – Specialist, Finance and Accounting Department, PVFCCo.

Based on the required criteria, conditions, and valid dossiers, the above candidates fully satisfy the requirements to be included in the list of candidates for election to the Supervisory Board.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the list of candidates for election to the Board of Directors and the Supervisory Board for the remaining term of 2024–2029. Shareholders are also requested to review the Election Regulations and the profiles of the candidates (attached) in order to conduct the election at the Meeting in accordance with regulations.

Respectfully submitted.

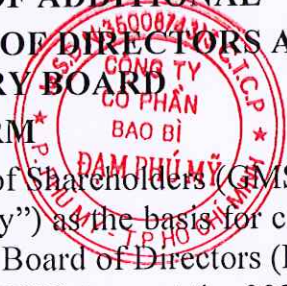
ON BEHALF OF THE BOD  
CHAIRMAN



Tran Thuong Tin



**REGULATIONS ON THE ELECTION OF ADDITIONAL  
INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS AND  
MEMBER OF THE SUPERVISORY BOARD  
FOR THE 2024–2029 TERM**



These Regulations are adopted by the General Meeting of Shareholders (GMS) of Dam Phu My Packaging Joint Stock Company (the “Company”) as the basis for conducting the election of an additional independent member of the Board of Directors (BOD) and a member of the Supervisory Board (SB) for the 2024–2029 term at the 2026 Annual General Meeting of Shareholders, with the following provisions:

**I. Principles of election and voting rights at the GMS**

**1. Principles**

- Comply with the applicable laws on enterprises in Vietnam.
- Comply with the current Charter of the Company.
- Ensure transparency, democracy and the lawful rights and interests of all shareholders.

**2. Persons entitled to vote**

- Persons entitled to vote at the GMS are shareholders holding shares or persons duly authorized by such shareholders to attend the meeting (according to the Company’s list of shareholders) who are present at the GMS session.

**II. Election of the Board of Directors**

**1. Number of independent members of the Board of Directors**

- The number of candidates for election as an independent member of the BOD is 01.

**2. Criteria for members of the Board of Directors**

- Having professional qualifications and experience in business administration or in the Company’s business sectors and industries, and not necessarily being a shareholder of the Company;
- A member of the Company’s BOD may concurrently be a member of the board of directors of another company;
- Not being a minor; a person with limited or lost civil act capacity; or a person having difficulties in cognition or behavior control;
- Not being a person currently subject to criminal prosecution or serving a criminal judgment or decision of a Court;
- Not being a person convicted of crimes infringing upon property rights whose criminal record has not yet been expunged; or convicted of a serious crime or more serious offense;

- Not being a cadre, civil servant or public employee as prescribed by the Law on Cadres and Civil Servants and the Law on Public Employees, except for persons appointed to act as representatives managing the State's capital contribution in the Company;
- Not being an officer, non-commissioned officer, professional serviceman or defense worker in agencies or units of the Vietnam People's Army; or an officer or professional non-commissioned officer in agencies or units of the Vietnam People's Public Security, except for persons appointed to act as representatives managing the State's capital contribution in the Company;
- Not being a managerial officer or professional manager in a state-owned enterprise as prescribed at Point a, Clause 1, Article 88 of the Enterprise Law (an enterprise wholly owned by the State), except for persons appointed to act as representatives managing the State's capital contribution in the Company;
- Other cases as prescribed by law (if any).

### **3. Criteria for an independent member of the Board of Directors**

- Satisfying the above criteria and conditions applicable to members of the BOD;
- Not being a person currently working for the Company, the Company's parent company or subsidiary; and not having worked for the Company for at least the preceding three (03) consecutive years;
- Not being a person currently receiving salary or remuneration from the Company, except for allowances to which members of the BOD are entitled in accordance with regulations;
- Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or younger/elder biological sibling is a major shareholder of the Company or a manager of the Company;
- Not directly or indirectly owning at least one percent (1%) of the total voting shares of the Company;
- Not having served as a member of the BOD or the Supervisory Board of the Company for at least the preceding five (05) consecutive years, except where such person has been appointed for two (02) consecutive terms;
- Other criteria and conditions as prescribed by law (if any).

### **4. Conditions for nomination and self-nomination of an independent member of the Board of Directors**

- A shareholder or group of shareholders holding 10% or more of the total common shares has the right to nominate candidates for election as an independent member of the BOD in accordance with the Enterprise Law and the Company's Charter (Clause 2, Article 25 of the Company's Charter).



- In the event that eligible shareholders do not propose candidates, the incumbent BOD may introduce candidates for nomination.

**5. Consolidation of the list of candidates for independent member of the Board of Directors**

- After the deadline for receipt of nomination/self-nomination dossiers, the incumbent BOD shall consolidate the list of qualified candidates for disclosure to shareholders in accordance with regulations.
- The list of valid candidates must be approved by the GMS at the GMS session before the election is conducted. Approval of the list of candidates shall be made by show of hands.

**III. Election of the Supervisory Board**

**1. Number of candidates for election to the Supervisory Board**

- The number of additional members to be elected are 02.

**2. Criteria for members of the Supervisory Board**

- Being at least 21 years old, having full civil act capacity and not falling under the categories prohibited from establishing and managing enterprises under the Enterprise Law;
- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or another major relevant to the Company's business activities;
- Not being an employee or specialist in the Company's accounting or finance department;
- Not being a member or employee of the independent audit firm that has audited the Company's financial statements in the preceding three (03) consecutive years;
- Not being a family-related person of a member of the BOD, the Director or General Director, or other managers;
- Not being a manager of the Company; and not necessarily being a shareholder or employee of the Company;
- Other criteria and conditions as prescribed by relevant laws.

**3. Conditions for nomination and self-nomination of a member of the Supervisory Board**

- A shareholder or group of shareholders holding 10% or more of the total common shares has the right to nominate candidates for election to the Supervisory Board in accordance with the Enterprise Law and the Company's Charter (Clause 2, Article 25 of the Company's Charter).
- In the event that eligible shareholders do not propose candidates, the incumbent BOD may introduce candidates for nomination.

**4. Consolidation of the list of candidates for the Supervisory Board**

- As of the deadline for receipt of nomination/self-nomination dossiers, the incumbent BOD shall consolidate the list of qualified candidates for disclosure to shareholders in accordance with regulations.
- The list of valid candidates must be approved by the GMS at the GMS session before the election is conducted. Approval of the list of candidates shall be made by show of hands.

#### **IV. Election procedures**

##### **1. Voting method**

The election of the independent member of the BOD and the member of the Supervisory Board shall be conducted by cumulative voting, specifically as follows:

- Each shareholder or proxy attending the meeting shall have a total number of votes corresponding to the total number of voting shares held and/or represented by proxy multiplied by the number of members to be elected to the BOD or the Supervisory Board.

##### **2. Ballots**

- Each shareholder or proxy attending the meeting shall be provided with one ballot for election of the BOD member and one ballot for election of the Supervisory Board member (the “Ballots”), which shall state the shareholder code, the number of shares (including shares held and represented by proxy), and the number of votes corresponding to the list of candidates nominated for election to the BOD and the Supervisory Board. Upon receipt of the Ballots, shareholders/proxies must verify the shareholder code and number of shares stated on the Ballots. If there is any discrepancy, it must be reported immediately upon receipt for correction.
- Shareholders or proxies must use the pre-printed Ballots issued by the Organizing Committee and bearing the Company’s overlapping stamp.

##### **3. How to mark the Ballots**

- If voting for a candidate, the shareholder or proxy shall write the number of votes to be cast in the column “Number of Votes” on the line corresponding to that candidate’s name.
- In the event that a shareholder or proxy makes a mistake while completing the Ballot, provided that the Ballot has not yet been put into the ballot box, he/she may directly contact the Head of the Vote Counting Committee to exchange for a new Ballot.

##### **4. Validity of Ballots**

###### **a. A Ballot shall be considered valid when:**

- It uses the Ballot issued by the Organizing Committee and bearing the Company’s overlapping stamp;



- It votes for BOD or Supervisory Board candidates whose names are included in the list of nominees/self-nominees approved by the GMS, or it is a blank ballot;
- It is not erased, altered or corrected.

**b. Invalid Ballots**

- A Ballot shall be considered invalid if it falls into one of the following cases:
- The Ballot is not issued by the Organizing Committee of the General Meeting;
- The Ballot does not bear the Company's overlapping stamp;
- The Ballot is torn, crossed out, erased, altered, corrected, or contains the name of a candidate not included in the list of candidates approved by the GMS before voting;
- The total number of votes cast for candidates exceeds the total number of votes that such shareholder or proxy is entitled to cast;
- The Ballot votes for a total number of candidates exceeding the number of BOD and Supervisory Board members to be elected.

**V. Vote Counting Committee, voting process and vote counting**

**1. Vote Counting Committee**

**a.** The Vote Counting Committee shall consist of 03 members, nominated by the Chairperson of the GMS and approved by the GMS. Members of the Vote Counting Committee may be non-shareholders but must not be persons whose names appear in the list of candidates and/or nominees for election to the BOD and the Supervisory Board.

**b.** Main responsibilities of the Vote Counting Committee:

- Briefly explain the election rules;
- Distribute Ballots to shareholders or shareholders' proxies;
- Inspect and supervise the voting by shareholders and shareholders' representatives;
- Organize the vote counting;
- Prepare the vote counting minutes and announce them before the GMS;
- Hand over the minutes and all Ballots to the Chairperson.

**c.** The Vote Counting Committee must ensure the integrity of the election, and the vote counting must be conducted confidentially; if any violation occurs, the Vote Counting Committee shall bear responsibility. After completing the vote count, the Vote Counting Committee must prepare the minutes of the vote counting results and announce them before the GMS.

**2. Voting and vote counting process**

- The Organizing Committee shall prepare ballot boxes for the election of the BOD and the Supervisory Board. The Vote Counting Committee must inspect the ballot boxes in the presence of shareholders;

- Voting shall commence once the distribution of Ballots has been completed and shall end when the last shareholder casts his/her Ballot into the ballot box;
- Vote counting must be conducted immediately after voting ends;
- The vote counting results shall be recorded in writing, signed by the members of the Vote Counting Committee, and announced by the Head of the Vote Counting Committee before the GMS.

**VI. Principles for election of members of the Board of Directors and Supervisory Board**

- The elected members of the BOD and the Supervisory Board shall be those candidates receiving the highest number of votes.
- In the event that two or more candidates eligible for election receive the same number of votes, and the number of elected persons must be fewer than such candidates, the selected elected candidate shall be determined according to the following principle: the candidate nominated by the shareholder/shareholder group holding a larger number of shares shall be elected.

**VII. Settlement of complaints regarding voting and vote counting**

- In the event that shareholders lodge complaints or request re-verification of the election results, the incumbent Supervisory Board shall directly re-examine the results. If intentional errors or fraud in vote counting are discovered, the Vote Counting Committee shall bear full responsibility.
- Responses to and settlement of complaints regarding the election and vote counting shall be handled by the Chairperson of the GMS and recorded in the Minutes of the GMS.

**VIII. Effectiveness**

- These Regulations shall take effect at the GMS session after being approved by the GMS of the Company. The Organizing Committee and relevant departments of the Company shall be responsible for implementing the related tasks in accordance with these Regulations.



**CANDIDATE INFORMATION FOR ELECTION  
OF THE BOARD OF DIRECTORS & THE SUPERVISORY BOARD**



**1. Nominee for Independent Member of the Board of Directors**

- Full name (at birth): Pham Van Quy
- Year of birth: 1973
- Place of birth: Nghe An
- Nationality: Vietnamese
- Permanent address: An Khanh Ward, Ho Chi Minh City
- Educational qualifications:
  - Master's Degree (Finance – Banking orientation)
  - Bachelor's Degree in Finance and Accounting

Professional experience:

Period	Organization	Position	Notes
1995 – 1999	Frozen Seafood Import-Export Company No. IV – Ministry of Fisheries	Specialist	Address: 320 Hung Phu, Ho Chi Minh City
1999 – 2004	Ever Prime Co., Ltd.	Specialist	Address: 3 Me Linh, Ho Chi Minh City
2004 – 2007	Accounting Department – Subsidiary, PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)	Head of Materials Accounting Team	Address: Phu My I Industrial Zone, Ba Ria – Vung Tau
2007 – 2012	Southeast PetroVietnam Fertilizer and Chemicals JSC	Chief Accountant; Member of BOD	Address: 27 Dinh Bo Linh, Ho Chi Minh City
2012 – 2013	PVFCCo (working in Cambodia)	Deputy Director cum Chief Accountant	Address: 55 Sothearos Blvd, Khan Chamkamorn, Phnom Penh, Cambodia
2013 – 2017	PVFCCo	Deputy Head of Finance & Accounting Department; Member of BOD	Address: 43 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City
2017 – 2018	PetroVietnam Textile and Fiber JSC (PVTEX)	Chief Accountant	Address: Dinh Vu Industrial Zone, Hai Phong
2018 – Present	PetroVietnam Fertilizer and Chemicals Corporation – JSC	Deputy Head of Finance & Accounting Department	Address: 43 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City

## 2. Nominees for Members of the Supervisory Board

### Ms. Trinh Thi Bich Lien

- **Full name:** Trinh Thi Bich Lien
- **Date of birth:** October 29, 1985
- **Place of birth:** Lao Cai
- **Nationality:** Vietnamese
- **Permanent address:** An Khanh Ward, Ho Chi Minh City
- **Educational qualifications:** Bachelor's Degree in Financial Accounting, University of Economics Ho Chi Minh City



#### Professional experience:

Period	Organization	Position	Notes
Oct 2007 – Present	Finance & Accounting Department, PetroVietnam Fertilizer and Chemicals Corporation – JSC	Specialist	Address: 43 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City

### Mr. Phan Dinh Thang

- **Full name:** Phan Dinh Thang
- **Year of birth:** 1993
- **Place of birth:** Ninh Binh Province
- **Nationality:** Vietnamese
- **Permanent address:** Hong Quang Ward, Ninh Binh Province
- **Educational qualifications:** Bachelor's Degree in Accounting – Hanoi University of Mining and Geology

#### Professional experience:

Period	Organization	Position	Notes
May 2017 – Nov 2018	PetroVietnam Ca Mau Fertilizer JSC	Logistics Specialist	
Dec 2018 – Sep 2023	PetroVietnam Fertilizer and Chemicals Corporation – JSC	General Accountant (Head Office)	Address: 43 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City
Oct 2024 – Present	PetroVietnam Fertilizer and Chemicals Corporation – JSC	General Accountant	Address: 43 Mac Dinh Chi, Sai Gon Ward, Ho Chi Minh City