

**CÔNG TY CỔ PHẦN
PHÂN BÓN BÌNH ĐIỀN
BINH DIEN FERTILIZER
JOINT STOCK COMPANY**

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

*TP. Hồ Chí Minh, ngày 24 tháng 04 năm 2026
Ho Chi Minh City, April 24, 2026*

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE**

**Kính gửi: Ủy ban Chứng khoán Nhà nước
Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh**
**To: State Securities Commission of Vietnam
Hochiminh Stock Exchange**

- Tên tổ chức: **CÔNG TY CỔ PHẦN PHÂN BÓN BÌNH ĐIỀN**
Name of organization: BINH DIEN FERTILIZER JOINT STOCK COMPANY
- Mã chứng khoán/ Stock code: **BFC**
- Địa chỉ: C12/21 đường Lê Khả Phiêu, Xã Tân Nhựt, Thành phố Hồ Chí Minh, Việt Nam
Address: C12/21 Le Kha Phieu Street, Tan Nhut Commune, Ho Chi Minh City, Vietnam
- Điện thoại liên hệ/ Tel.: (84-28) 3756 0110 Fax: (84-28) 3756 0799
- E-mail: phanbon@binhdien.com Website: www.binhdien.com

2. Nội dung thông tin công bố/Contents of disclosure:

Ngày 24/04/2026, Công ty cổ phần Phân bón Bình Điền đã tổ chức thành công Đại hội đồng cổ đông thường niên năm 2026, Công ty xin công bố Biên bản họp và Nghị quyết Đại hội đồng cổ đông thường niên năm 2026.

On April 24, 2026, Binh Dien Fertilizer Joint Stock Company successfully convened the 2026 Annual General Meeting of Shareholders. The Company would like to disclose the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/04/2026 tại đường dẫn www.binhdien.com.

This information was published on the company's website on April 24, 2026, as in the link www.binhdien.com.



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

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Tài liệu đính kèm/Attached documents:

- Biên bản họp ĐHĐCĐ thường niên năm 2026 số 68/BB-ĐHĐCĐ ký ngày 24/4/2026;
- *Minutes of the 2026 Annual General Meeting of Shareholders No. 68/BB-DHDCD dated April 24, 2026;*
- Nghị quyết ĐHĐCĐ thường niên năm 2026 số 69/NQ-ĐHĐCĐ ký ngày 24/4/2026.
- *Resolution of the 2026 Annual General Meeting of Shareholders No. 69/NQ-DHDCD dated April 24, 2026.*

**CÔNG TY
CỔ PHẦN
PHÂN BÓN
BÌNH ĐIỀN**

Digitally signed
by CÔNG TY CỔ
PHẦN PHÂN
BÓN BÌNH ĐIỀN
Date:
2026.04.24
23:51:14 +07'00'

Đại diện tổ chức

Organization representative

Người được ủy quyền CBTT

Person authorized to disclose information



Trần Ngọc Hùng

Tran Ngoc Hung



No.: 69/NQ-DHDCD

Ho Chi Minh City, April 24, 2026

RESOLUTION

2026 Annual General Meeting of Shareholders

Binh Dien Fertilizer Joint Stock Company

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company dated April 24, 2026.

RESOLVES:

Article 1. To approve the report of the Board of Directors on the performance results in 2025, the directions and tasks for 2026, and the report of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025.

Article 2. To approve report of the General Director on the operational performance in 2025, the directions and tasks for 2026.

Article 3. To approve the financial statements for the year 2025 (separate and consolidated) audited by Vietvalues Auditing and Consulting Co., Ltd.

The 2025 Financial Statements have been disclosed in accordance with regulations and posted on the Company's website at www.binhdien.com , including:

- Auditor's Report;
- Balance Sheet as of December 31, 2025;
- Income Statement for 2025;



- Cash Flow Statement;
- Notes to the Financial Statements.

In which, some basic financial indicators are as follows:

No.	Basic indicators	Unit	2025 Value (Separate report)	2025 Value (Consolidated report)
1	Total assets	VND billion	2,180.86	3,968.73
2	Net revenue	VND billion	6,899.48	10,616.46
3	Profit before tax	VND billion	300.31	494.85
4	Profit after tax	VND billion	242.97	400.24

Article 4. To approve the report of the Board of Supervisors on the performance of its duties in 2025 and the directions and tasks for 2026.

Article 5: To approve the selection of an audit firm and authorize the Board of Directors to decide on the selection of an audit firm from the following list to audit the Company's 2026 financial statements:

No.	Audit firm name
1	Vietvalues Auditing and Consulting Company Limited
2	AFC Vietnam Auditing Company Limited
3	RSM Vietnam Auditing Consulting Company Limited

The General Meeting of Shareholders authorizes the Board of Directors to select one company from the above list as the auditor for the Company's 2026 financial statements.

Article 6. To approve the profit distribution plan, dividend payment, and appropriation of funds for 2025, specifically:

No.	Description	Rate (%)	Amount (VND)
A	Retained earnings from previous years carried forward		166,756,407,219
B	Profit after corporate income tax in 2025		242,970,138,199
1	<i>Appropriation to Bonus and Welfare Fund</i>	10%	24,297,013,820
2	<i>Appropriation to Company Manager Bonus Fund</i>		761,000,000
C	Total funds incurred		25,058,013,820
D	Dividend payment 35%/par value of common shares	35%	200,087,975,500
E	Undistributed profit carried forward to next year: (E=A+B-C-D)		184,580,556,098

Article 7. To approve the remuneration payment results for 2025 and the remuneration level for 2026 for the Board of Directors and the Board of Supervisors, specifically:

1. Remuneration payment results for 2025:

No.	Title	Remuneration/month/person	Payment amount (VND)
I	Board of Directors remuneration		
1	Chairman of the BOD	9,000,000 x 12 months	108,000,000
2	Member of the BOD	7,500,000 x 4 people x 12 months	360,000,000
	Total		468,000,000
II	Board of Supervisors remuneration		
1	Head of the BOS	7,500,000 x 12 months	90,000,000
2	Member of the BOS	6,000,000 x 2 people x 12 months	144,000,000
	Total		234,000,000
	Total: I+II		702,000,000

2. Remuneration level for 2026:

No.	Title	Remuneration/month/person	Payment amount (VND)
I	Board of Directors remuneration		
1	Chairman of the BOD	10,000,000 x 12 months	120,000,000
2	Member of the BOD	8,000,000 x 4 people x 12 months	384,000,000
	Total		504,000,000
II	Board of Supervisors remuneration		
1	Head of the BOS	8,000,000 x 12 months	96,000,000
2	Member of the BOS	6,500,000 x 2 people x 12 months	156,000,000
	Total		252,000,000
	Total: I+II		756,000,000

Article 8. To approve the 2026 business plan including the following main targets:

No.	Indicators	Unit	2026 Plan
1	Sales volume	Tons	768,550
	- In which: Parent Company only	Tons	410,000
2	Industrial production value	VND billion	10,500
3	Total consolidated revenue	VND billion	10,990
	- In which: Parent Company only	VND billion	6,868.6
4	Consolidated profit before tax	VND billion	304,596
5	Profit before tax of Parent Company	VND billion	205
6	Expected dividend payment rate/charter capital	20%	

The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend payment rate and execute the interim dividend payment to shareholders in accordance with the Company's production and business results in 2026.

Article 9. To approve the amendment to **Clause 3, Article 2** of the Company Charter as follows:

Current Clause 3, Article 2	Clause 3, Article 2 after amendment
3. Registered office of the Company: Head office address: C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City.	3. Registered office of the Company: Head office address: C12/21 Le Kha Phieu Street, Tan Nhut Commune, Ho Chi Minh City, Vietnam.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company at the meeting on April 24, 2026, and takes effect from the date of approval by the General Meeting of Shareholders.

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



Nguyen Van Thieu

MINUTES

2026 Annual General Meeting of Shareholders
Binh Dien Fertilizer Joint Stock Company

The 2026 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company commenced at 08:30 AM on April 24, 2026, at the White Palace Convention Center, 194 Hoang Van Thu, Duc Nhuan Ward, Ho Chi Minh City.

I. CONGRESS PROCEDURES

1. Statement of reasons, introduction of delegates

Mr. Mai Dong Giang, on behalf of the Meeting Organizing Committee, stated the reasons and introduced the attendees of the meeting.

2. Report on the verification of shareholder eligibility

Mr. Cai Tan Phu, Head of the Shareholder Eligibility Verification Committee, reported the results of the verification of shareholders attending the 2026 Annual General Meeting of Shareholders.

As of 08:30 AM on April 24, 2026, the number of shareholders named in the list finalized on March 25, 2026, and authorized representatives attending the meeting is 18 shareholders, representing 37,739,226 shares, accounting for 66.01% of the total voting rights of the Company.

In accordance with the Law on Enterprises and the Company Charter, the 2026 Annual General Meeting of Shareholders of the Company is qualified to proceed.

3. Introduction of the Presidium, appointment of the Secretariat, and election of the Vote Counting and Supervision Committee



Mr. Nguyen Van Thieu, Chairman of the Board of Directors - Meeting Chairperson, invited the members of the Board of Directors to join the Chairperson in conducting the meeting, including:

- Mr. Ngo Van Dong, Member of the Board of Directors, General Director of the Company.
- Mr. Phan Van Tam, Member of the Board of Directors, Deputy General Director of the Company.
- Mr. Do Quang Huy, Member of the Board of Directors.
- Mr. Nguyen Bao Ve, Independent Member of the Board of Directors.

The Meeting Chairperson appointed the Secretariat, including:

- Ms. Doan Nguyen Phuong Mai, Specialist of Quality Management Department.
- Mr. Bui Duong Quyen, Head of Quality Management Department.

The Meeting Chairperson introduced the list of nominees for the Vote Counting and Supervision Committee, including:

1. Mr. Phan Quoc Nam, Deputy Head of Marketing Department: Head of Committee.
2. Mr. Le Dinh Toan, Specialist of Sales Department: Member.
3. Ms. Nguyen Thuy Mai, Specialist of Marketing Department: Member.
4. Mr. Nguyen Van Thu, Specialist of General Department: Member.
5. Mr. Mai Dong Giang, Specialist of General Department: Member.
6. Mr. Nguyen Quoc Khanh, Specialist of Marketing Department: Member.
7. Mr. Cai Tan Phu, Specialist of General Department: Member.

The General Meeting of Shareholders voted to approve the list of the Vote Counting and Supervision Committee with the number of votes in favor being

37,739,226 votes, accounting for 100% of the total voting rights of all shareholders attending the meeting; the number of votes against was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting; the number of abstentions was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting.

4. Approval of the Meeting Agenda

Mr. Phan Van Tam, Member of the Board of Directors, Deputy General Director of the Company, on behalf of the Chairperson, introduced the meeting agenda, which includes the following main contents:

1. Approval of the Meeting Agenda.
2. Approval of the Regulations on the organization of the meeting.
3. Report of the Board of Directors on the performance results in 2025, the directions and tasks for 2026, and the report of the Independent Member of the Board of Directors.
4. Report of the General Director on the operational performance in 2025 and the directions and tasks for 2026.
5. Audited 2025 Financial Statements.
6. Report of the Board of Supervisors on the performance of its duties in 2025 and the directions and tasks for 2026.
7. Approval of the Proposal on the selection of an auditing firm for 2026.
8. Approval of the profit distribution plan for 2025.
9. Approval of the remuneration for the Board of Directors and the Board of Supervisors for 2025, and the remuneration level for 2026.
10. Approval of the Proposal on the 2026 business plan.
11. Approval of the Proposal on amending the Company Charter.
12. Discussion and response to shareholder inquiries.
13. Voting to approve the contents of the meeting.
14. Break.
15. Announcement of voting results.

16. Adoption of the Minutes and Resolution of the meeting.

17. Closing of the meeting.

The General Meeting of Shareholders voted to approve the Meeting Agenda with the number of votes in favor being 37,739,226 votes, accounting for 100% of the total voting rights of all shareholders attending the meeting; the number of votes against was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting; the number of abstentions was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting.

5. Approval of the Regulations on the organization of the meeting

Mr. Do Quang Huy, Member of the Board of Directors, on behalf of the Chairperson, presented the draft Regulations on the organization of the 2026 Annual General Meeting of Shareholders.

The General Meeting of Shareholders voted to approve the Regulations on the organization of the meeting with the number of votes in favor being 37,739,226 votes, accounting for 100% of the total voting rights of all shareholders attending the meeting; the number of votes against was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting; the number of abstentions was 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting.

II. CONTENT AND PROCEEDINGS OF THE MEETING

1. The summary report of the Board of Directors on the performance results in 2025, the directions and tasks for 2026 (*report attached*); the report of the Independent Member of the Board of Directors (*report attached*); the report the operational performance in 2025 and the directions and tasks for 2026 (*report attached*) were presented via a documentary film shown at the meeting.

Subsequently, Mr. Ngo Van Dong, Member of the Board of Directors and General Director of the Company, provided a summary report to the General Meeting of Shareholders on key highlights regarding the production and business performance in 2025 and the Company's objectives and tasks for 2026.

2. Mr. Nguyen Bao Ve, Member of the Board of Directors, presented the 2025 Financial Statements (separate and consolidated) of the Company, which were audited by Vietvalues Auditing and Consulting Co., Ltd. (*report attached*).

3. Ms. Bui Nguyen Phuong Anh, Supervisor, on behalf of the Board of Supervisors, presented the report of the Board of Supervisors on the performance results for 2025 and the direction of tasks for 2026 (*report attached*); and presented the Proposal on the selection of an auditing firm for the 2026 financial statements of the Company (*proposal attached*).

4. Mr. Ngo Van Dong, Member of the Board of Directors, General Director of the Company presented the following proposals (*proposals attached*):

1/ Proposal on the 2025 profit distribution plan.

2/ Proposal on the remuneration for the Board of Directors and the Board of Supervisors for 2025 and the remuneration level for 2026.

3/ Proposal on the 2026 business plan.

4/ Proposal on amending the Company's Charter.

5. Discussion and response to shareholder inquiries:

No.	Question	Responses
1	<i>Shareholder code 1494 and Shareholder code 1002:</i> The planned production volume for Q2/2026 is lower than the previous quarter, with an average planned price of approximately 16	<i>Response by Mr. Ngo Van Dong, Member of the Board of Directors and General Director of the Company:</i> The sales volume plan for Q2/2026 has been developed based on the actual sales results of Q1/2026. In Q1/2026, the Company supplied a high volume, while inventory levels at the distributor system remained relatively high. Therefore, the Q2/2026 plan has been set on a prudent basis. However, the Company maintains flexibility in

million VND/ton. Inventory in Q3 and Q4/2025 was managed effectively. What is the inventory plan for 2026? Is there a contingency plan for supply sources from domestic companies to mitigate the risk of supply chain disruptions from the global market? Is there a plan to loosen credit or debt policies, or increase the primary discount Percentage in 2026? If any, how will it impact profits? What is the projected average NPK price for 2026, and how does it compare to 2025? How many days of raw material inventory does the company currently hold, and is there a risk of raw	production and business operations and will promptly boost sales when market conditions are favorable to increase volume and improve operational efficiency. In Q3 and Q4/2025, raw material price levels were relatively stable, with no sudden spikes recorded. Consequently, the Company proactively maintained inventory levels for several key raw materials within a range of 45–90 days. Maintaining inventory in 2026 will be calculated flexibly, based on market signals, while ensuring cash flow balance, optimizing capital turnover, and controlling costs to enhance operational efficiency. In Q1/2026 business operations, the Company proactively reserved raw materials from the end of 2025 to ensure supply for production. Entering Q2/2026, raw material price levels began to trend upward; however, the Company had basically prepared several key raw materials to meet production needs for the period. In the current context, with raw material prices remaining high, the Company manages inventory by raw material group based on supply forecasts and price trends to mitigate risks from fertilizer price volatility and declining market demand trends. The Company's policies on discounts, receivables, and bank loans are flexibly managed in line with seasonal business cycles, consistent with the characteristics of the fertilizer industry which
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	material shortages in the near future? With high coffee and pepper prices, will the company focus on this market segment? And given the decline in rice prices, what will happen to that segment?	depends on agricultural production seasons. However, this year, due to rising input material prices and high bank interest rates, significant pressure has been placed on the company's costs compared to the same period. It is difficult to provide an exact figure for NPK fertilizer prices because they depend on formulation, types of raw materials, nutrient content, production technology, and market price fluctuations. Currently, the supply of raw materials for fertilizer production in Vietnam mainly comes from imports from various global markets, which are basically interchangeable. However, China remains a highly advantageous source for the Vietnamese market due to its favorable geographical location, large production volume, and competitive pricing; therefore, changes in China's export policies can significantly impact the domestic market. Regarding forecasting and reserving raw materials for production and business activities in the coming time, in a context of strong price volatility with large amplitudes, the Company conducts cautious market analysis to develop appropriate inventory plans. The goal is to proactively secure raw materials for production while minimizing risks arising from raw material price fluctuations in the short and medium term. The Company's current policy is to serve a wide range of crop segments. In the context of low rice
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		prices and rising input costs, farmers are facing increasing pressure. In response, in addition to pricing considerations, the Company focuses on providing appropriate farming solutions to support the rice segment, optimize input costs, and improve farmers' production efficiency.
2	<i>Shareholder Code 1772:</i> With raw material prices rising in Q2, how will this affect the company's costs and profits in the last 6 months of the year? What is the company's response policy when the low-cost raw material supply is exhausted?	<i>Response by Mr. Ngo Van Dong, Member of the Board of Directors and General Director of the Company:</i> The Company has planned inventory levels of certain key raw materials sufficient to meet Q2/2026 demand. However, the value of raw material inventory has rotated and generally increased compared to Q1 because fertilizer price levels have fluctuated strongly with large amplitudes since March. In the current context, with raw material prices remaining high, the Company implements flexible and reasonable selling price policies while strengthening inventory management by raw material group based on supply forecasts and price trends, thereby mitigating risks from fertilizer price volatility and effectively responding to the trend of declining market demand.

6. The General Meeting of Shareholders voted to approve the contents of the meeting:

Mr. Phan Quoc Nam, Head of the Vote Counting and Supervision Committee, instructed shareholders on how to fill out the ballots according to each item printed on the ballot; and invited shareholders to fill out and cast their ballots into the ballot box.

7. The meeting took a break.
8. Announcement of voting results

Mr. Phan Quoc Nam, Head of the Vote Counting and Supervision Committee, reported the voting results to the General Meeting of Shareholders. The voting results are as follows:

As of 10:20 AM, at the time of voting to approve the matters presented to the General Meeting, there were 25 shareholders and authorized representatives attending the Meeting, representing 37,745,692 voting shares, accounting for 66.03% of the total voting rights of the Company.

– Counting the number of ballots issued and collected:

+ Total number of ballots issued: 25 ballots, equivalent to 37,745,692 voting shares.

+ Total number of ballots collected: 22 ballots, equivalent to 37,745,571 voting shares.

8.1. Voting to approve the report of the Board of Directors on the performance results in 2025, the directions and tasks for 2026, and the report of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025.

Content	Percentage % of the total voting rights of all shareholders attending the meeting
– Number of valid votes: 37,745,571 votes	99.9%
– Number of invalid votes: 0 vote	0%
– Number of votes in favor: 37,745,571 votes	99.9%
– Number of votes against: 0 vote	0%
– Number of abstention votes: 0 vote	0%

8.2. Voting to approve the report of the General Director on the operational performance in 2025 and the directions and tasks for 2026:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.3. Voting to approve financial statements for the year 2025 (separate and consolidated), which were audited by Vietvalues Auditing and Consulting Co., Ltd.:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.4. Voting to approve the report of the Board of Supervisors on the performance of its duties in 2025 and the directions and tasks for 2026:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%

- Number of abstention votes: 0 vote	0%
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8.5. Voting to approve the selection of an auditing firm and authorize the Board of Directors to decide on the selection of an audit firm to audit the 2026 financial statements of the Company:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.6. Voting to approve the Proposal on the profit distribution plan, dividend payment, and appropriation of funds for 2025:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.7. Voting to approve the Proposal on the remuneration payment results for 2025 and the remuneration level for 2026 for the Board of Directors and the Board of Supervisors:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.8. Voting to approve the Proposal on the 2026 business plan:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

8.9. Voting to approve the Proposal on amending the Company's Charter:

Content	Percentage % of the total voting rights of all shareholders attending the meeting
- Number of valid votes: 37,745,571 votes	99.9%
- Number of invalid votes: 0 vote	0%
- Number of votes in favor: 37,745,571 votes	99.9%
- Number of votes against: 0 vote	0%
- Number of abstention votes: 0 vote	0%

9. Adoption of the draft minutes and resolution of the meeting:

Mr. Bui Duong Quyen, on behalf of the Secretariat, read the draft minutes of the meeting and the draft resolution of the meeting.

The General Meeting of Shareholders has voted and adopted the full text of the minutes and the resolution of the 2026 Annual General Meeting of Shareholders with the number of votes in favor being 37,745,692 votes, accounting for 100% of the total voting rights of all shareholders attending the meeting; the number of votes against being 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting; the number of abstentions being 0 votes, accounting for 0% of the total voting rights of all shareholders attending the meeting.

The minutes of the meeting were completed at 11:00 AM on the same day, immediately after the meeting concluded its agenda.

These minutes are archived at the Head Office of Binh Dien Fertilizer Joint Stock Company and are sent to shareholders via the Company's website.

SECRETARY OF THE CONGRESS



Bui Duong Quyen



Doan Nguyen Phuong Mai

**OF BEHALF OF
GENERAL MEETING OF
SHAREHOLDERS
PRESIDENT OF THE
CONGRESS**



Nguyen Van Thieu

No.: 53/BC-HĐQT

Ho Chi Minh City, April 2, 2026

REPORT OF THE BOARD OF DIRECTORS
on the performance results in 2025, the directions and tasks for 2026.

To: The General Meeting of Shareholders

The Board of Directors hereby reports to the General Meeting of Shareholders on the performance results for 2025 and the directions and tasks for 2026 as follows:

I. 2025 PERFORMANCE RESULTS:

1. Board of Directors Personnel:

In 2025, the Board of Directors consisted of the following members:

1. Mr. Nguyen Van Thieu, Chairman of the BOD;
2. Mr. Ngo Van Dong, Member of the BOD, General Director of the Company;
3. Mr. Le Quoc Phong, Member of the BOD (until April 29, 2025);
4. Mr. Phan Van Tam, Member of the BOD (from April 29, 2025);
5. Mr. Do Quang Huy, Member of the BOD;
6. Mr. Nguyen Bao Ve, Independent Member of the BOD.

2. Resolutions and Decisions issued by the Board of Directors:

In 2025, the Company's Board of Directors held 11 meetings, organized 04 rounds of consultation with Board members, and issued 22 resolutions and 31 decisions to manage and direct the Company's operations. Key matters approved include:

No.	Resolution/ Decision No.	Date	Content
1	04/NQ-HDQT	January 15, 2025	Approval of Production & Business (P&B) results for Q4 and the full year 2024; P&B for Q1 2025
2	05/NQ-HDQT	January 15, 2025	Approval of the 2024 Internal Audit report and 2025 Internal Audit plan; approval of the Regulations on deposit management at credit institutions

No.	Resolution/ Decision No.	Date	Content
3	06/QĐ-HDQT	January 15, 2025	Issuance of the Regulations on deposit management at credit institutions
4	09/NQ-HDQT	February 21, 2025	Adopt the list of shareholders eligible to attend the 2025 Annual GMS and the 2025 P&B plan
5	10/NQ-HDQT	February 21, 2025	Adopt the 2025 business and marketing expense plan; 2025 raw material, supply, and goods procurement plan; 2025 labor and salary plan; 2025 raw material and supply quotas; 2025 major repair, construction investment, and regular maintenance plan; 2025 occupational safety, fire prevention, and environmental protection plan; Approve the audited financial statements and contents to be submitted to the 2025 GMS of subsidiaries; Establish the Purchase Price Council; Adopt the plan for reviewing and supplementing the leadership and management personnel planning for 2021-2026 and 2026-2031; Approve the financial statements and profit distribution plan of Binh Dien - Long An Sports Company Ltd.
6	11/QĐ-HDQT	February 21, 2025	Approve the 2025 business and marketing expense plan
7	12/QĐ-HDQT	February 21, 2025	Approve the 2025 raw material, supply, and goods procurement plan
8	13/QĐ-HDQT	February 21, 2025	Approve the 2025 labor and salary plan
9	14/QĐ-HDQT	February 21, 2025	Issue 2025 raw material and supply quotas
10	15/QĐ-HDQT	February 21, 2025	Approve the 2025 major repair plan
11	16/QĐ-HDQT	February 21, 2025	Approve the 2025 construction investment plan
12	17/QĐ-HDQT	February 21, 2025	Approve the 2025 regular maintenance plan
13	18/QĐ-HDQT	February 21, 2025	Approve the 2025 occupational safety and environmental protection plan
14	23/QĐ-HDQT	February 21, 2025	Establish the Purchase Price Council
15	24/QĐ-HDQT	February 21, 2025	Issue the plan for reviewing and supplementing the leadership and management personnel

No.	Resolution/ Decision No.	Date	Content
			planning for the 2021-2026 and 2026-2031 periods
16	25/QD-HDQT	February 21, 2025	Approve the 2024 annual financial statements and profit distribution of Binh Dien - Long An Sports Company Ltd.
17	26/NQ-HDQT	March 03, 2025	Approve the 2024 salary fund settlement
18	27/QD-HDQT	March 03, 2025	Approve the 2024 salary fund settlement
19	29/NQ-HDQT	April 03, 2025	Adopt the organization of the 2025 Annual GMS; estimated Q1 P&B plan results and Q2 2025 plan; Adjust credit limit at Shinhan Bank Vietnam Ltd. – Ho Chi Minh City Branch
20	30/NQ-HDQT	April 03, 2025	Approve remuneration for the Board of Members and Supervisors of Binh Dien - Long An Sports Company Ltd.; adopt the 2025 overseas business trip plan for managers and capital representatives; dispatch personnel for overseas business trips
21	38/QD-HDQT	April 03, 2025	Approve remuneration for the Board of Members and Supervisors of Binh Dien - Long An Sports Company Ltd.
22	39/QD-HDQT	April 03, 2025	Approve the 2025 overseas business trip plan for the Company's managers
23	40/QD-HDQT	April 03, 2025	Approve the 2025 overseas business trip plan for the Company's capital representative at Binh Dien Quang Tri JSC.
24	41/QD-HDQT	April 03, 2025	Approve the 2025 overseas business trip plan for Binh Dien - Long An Sports Company Ltd.
25	42/QD-HDQT	April 03, 2025	Dispatch personnel for overseas business trips
26	43/NQ-HDQT	April 14, 2025	Adopt documents to be submitted to the 2025 Annual GMS
27	48/NQ-HDQT	April 28, 2025	Adopt the list of candidates for election as members of the BOD and Supervisors for the 2025-2030 term
28	53/NQ-HDQT	April 29, 2025	Elect the Chairman of the BOD for the 2025-2030 term
29	53-1/NQ-HDQT	April 29, 2025	Assign duties to members of the BOD for the 2025-2030 term

No.	Resolution/ Decision No.	Date	Content
30	53-2/QD-HDQT	April 29, 2025	Assign duties to members of the BOD for the 2025-2030 term
31	54/NQ-HDQT	May 26, 2025	Pay the final dividend for 2024
32	58/NQ-HDQT	June 10, 2025	Select the 2025 auditing firm
33	59/NQ-HDQT	June 11, 2025	Adopt the policy to implement the re-appointment process for the position of Director of Binh Dien - Ninh Binh JSC
34	61/QD-HDQT	June 12, 2025	Dispatch personnel for overseas business trips
35	64/NQ-HDQT	July 08, 2025	Adopt the estimated P&B results for Q2 and the first 6 months of 2025, and the Q3 2025 P plan
36	65/NQ-HDQT	July 08, 2025	Amend and supplement the Financial Management Regulations
37	66/QD-HDQT	July 08, 2025	Decision on amending and supplementing the Financial Management Regulations
38	67/QD-HDQT	July 28, 2025	Dispatch personnel for overseas business trips
39	68/NQ-HDQT	August 22, 2025	Adopt the draft Regulations on working relationships between the Party Committee - Board of Directors - General Director
40	69/QD-HDQT	August 25, 2025	Dispatch personnel for overseas business trips
41	70/QD-HDQT	August 25, 2025	Dispatch personnel for overseas business trips
42	76/NQ-HDQT	September 05, 2025	Rank the Company's capital representatives at subsidiaries for 2024 and issue the Personnel Management Regulations
43	77/NQ-HDQT	September 05, 2025	Adopt comments and evaluations of personnel
44	78/QD-HDQT	September 05, 2025	Rank the Company's managers for 2024
45	79/QD-HDQT	September 05, 2025	Rank the Company's capital representatives at subsidiaries for 2024
46	80/QD-HDQT	September 05, 2025	Issue the Personnel Management Regulations
47	81/QD-HDQT	October 03, 2025	Dispatch personnel for overseas business trips

No.	Resolution/ Decision No.	Date	Content
48	84/NQ-HDQT	October 15, 2025	Adopt the estimated P&B results for Q3 and the first 9 months of 2025, and the Q4 2025 P&B plan
49	85/QD-HDQT	October 15, 2025	Dispatch personnel for overseas business trips
50	89/NQ-HDQT	November 04, 2025	Adopt the policy for re-appointment and the plan to implement the re-appointment process for the position of General Director
51	90/QD-HDQT	November 04, 2025	Issue the plan to implement the re-appointment process for the position of General Director
52	98/NQ-HDQT	December 18, 2025	Re-appoint the General Director of Binh Dien Fertilizer JSC
53	99/QD-HDQT	December 18, 2025	Decision on re-appointing the General Director of Binh Dien Fertilizer JSC

3. Results of the Board of Directors' management and direction:

The management and direction of the Board of Directors have consistently complied with legal regulations, the Company's Articles of Association, and the Board's Operating Regulations; effectively implemented resolutions of the Annual General Meeting of Shareholders; respected and ensured the rights of shareholders; and fulfilled the Company's rights and obligations, as demonstrated in the following key areas:

a) In the area of production and business:

In 2025, the production and business environment faced numerous challenges, particularly the Russia-Ukraine conflict, regional conflicts in the Middle East, and US reciprocal tax policies, which have profoundly, comprehensively, and negatively impacted the global and Vietnamese economy, trade, finance, and production and supply chains, affecting supply and pricing; furthermore, complex weather patterns and severe flooding have impacted agricultural production and fertilizer manufacturing enterprises, etc.

Faced with these challenges, the Board of Directors, in collaboration with the Company's Executive Board, established sound business, market, and product strategies, guiding the Company step-by-step through difficulties and exceeding the key targets set by the 2025 Annual General Meeting of Shareholders, specifically: sales volume reached 131%; total revenue reached 10,777 billion VND, achieving 145%; consolidated profit before tax reached 176%; and profit before tax for the Parent Company reached 154%. The Company's "Buffalo Head" Fertilizer brand continues to be trusted by farmers, and domestic and international markets have been maintained.

(specific data is presented in the General Director's report).

b) In the area of finance:

- In 2025, the Company's financial position remained well-controlled, with no bad debts incurred; the total loan limit did not exceed the threshold permitted by law, and all loan repayments were made on schedule, thereby reducing interest expenses.

- The Company's expenses were strictly controlled and executed in accordance with the Internal Expenditure Regulations and Procurement Regulations issued by the Board of Directors, contributing to the limitation and reduction of unreasonable costs and increasing profit.

- Quarterly, semi-annual, and annual financial statements were carefully reviewed by the Board of Directors, ensuring the objectivity and transparency of the financial statements before information disclosure or submission to the General Meeting of Shareholders for approval.

- The Board of Directors established maximum inventory limits and approved procurement plans for raw materials and capital mobilization plans aligned with the Company's production and business plans, contributing to reduced inventory levels, lower interest expenses, and increased profit for the Company.

c) In the area of investment and construction:

In 2025, there were no investment projects requiring the approval of the General Meeting of Shareholders or the Board of Directors; only projects for renovating workshops, equipment lines, internal roads, and minor purchases directly serving production were carried out, which fall under the authority of the General Director according to the decentralization of authority.

d) In the areas of internal governance, organizational structure, and personnel management

- Regarding internal governance: regulations and rules governing the Company's operations continued to be reviewed and amended to serve as a basis for managing the Company's activities. In 2025, the Board of Directors decided to amend, supplement, and issue internal regulations, such as: Regulations on deposit management at credit institutions, Financial Management Regulations, Personnel Management Regulations, etc.

- Regarding organizational and personnel work: personnel management was strictly implemented by the Board of Directors in accordance with the law and the Regulations issued by the Company. In 2025, the Board of Directors decided on the following:

+ Re-appointment of the Company's General Director;

+ Decision on the 2024 evaluation and classification of the Company's managers and the Company's capital representatives at other enterprises.

+ Approval of the policy to re-appoint the Director of Binh Dien - Ninh Binh JSC.

d) In the area of managing capital investments in other enterprises:

- Full implementation of the Regulations on managing representatives and the Regulations on financial supervision at enterprises where the Company holds capital contributions.

- Through the supervision of representatives, the Board of Directors promptly grasped the operational situation of subsidiary companies and directed representatives to guide subsidiaries in line with the Company's established orientation, thereby improving the efficiency of managing capital invested outside the Company.

- In 2025, the Company did not engage in new external investments.

4. Results of the Board of Directors' supervision:

In addition to management and direction, the Board of Directors' supervision of the General Director and other managers was strengthened to ensure the Company's operations comply with the law, the Company's Articles of Association, and are implemented in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors.

The inspection and supervision by the Board of Directors were conducted within their authority, without hindering or overlapping with the executive operations of the General Director. The results of the Board's supervision are as follows:

a) Regarding the Company's General Director:

Despite facing many challenges, the executive operations of the General Director were carried out in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors, complying with the law, the Articles of Association, and the Company's regulations; in performing duties, the General Director always demonstrated a high sense of responsibility, creativity, and solidarity to overcome difficulties and achieve the best results, specifically:

- The General Director implemented appropriate business mechanisms and policies, exceeding the targets set by the 2025 Annual General Meeting of Shareholders, becoming the first unit within the Vietnam National Chemical Group to achieve revenue exceeding 10,000 billion VND, and the Company's market position was maintained.

- The Company's products remain stable and of high quality, continuing to be trusted by users both domestically and internationally.

- The implementation of the Board of Directors' resolutions and decisions was carried out seriously and effectively by the General Director.

- The financial situation and expenditures were well-controlled by the General Director, ensuring no losses were incurred by the Company.

- Investment projects were implemented by the General Director in accordance with the law and the Company's Regulations on investment and construction management.

- Effectively implemented salary and bonus policies and paid attention to the welfare of employees; the working environment for employees continued to be improved.

b) Regarding managers of departments and affiliated units:

- Leaders of departments and affiliated units fully performed their assigned duties, tasks, and powers; tasks deployed by the General Director were well-executed by all departments and affiliated units.

- The collective of employees in the Company always upheld the spirit of solidarity, implemented the policy of practicing thrift and combating waste; made efforts to overcome all difficulties to complete assigned tasks, contributing to the Company's overall results.

c) Regarding capital representatives at other enterprises:

- Capital representatives of the Company invested in other enterprises complied with the law, the enterprise's Articles of Association, and the Company's Regulations on managing representatives in the performance of their duties.

- In the role of leading subsidiaries, capital representatives led the enterprises in line with the orientation set by the Parent Company, exceeded the plan targets assigned by the Company, and contributed to the overall results of Binh Dien Fertilizer Joint Stock Company in 2025.

5. Performance results of the Board of Directors' members:

In 2025, all members of the Board of Directors attended all Board meetings, provided written feedback, and collectively approved the Board's resolutions and decisions with a high sense of responsibility, in the best interests of shareholders and the sustainable development of the Company. In addition to fulfilling the general duties of the Board of Directors, each Board member successfully completed their assigned tasks in specific areas, as follows:

- Mr. Nguyen Van Thieu, Chairman of the Board of Directors: fulfilled the duties and responsibilities of the Chairman of the Board of Directors, as demonstrated in the following key areas:

+ Prepared programs and activity plans, organized Board of Directors meetings, solicited opinions from Board members, and organized the approval of the Board's resolutions and decisions in accordance with the law, the Company's Charter, and the Company's Internal Governance Regulations.

+ Directed and supervised the implementation of the Board of Directors' resolutions across all aspects of the Company's operations.

+ Organized the review, development, and issuance of the Company's regulations and policies; led, directed, and implemented personnel work to ensure quality and compliance with the law and the Company's internal regulations.

+ Successfully organized the 2025 Annual General Meeting of Shareholders.

+ Completed other tasks as prescribed by law and the Company's Charter.

- Mr. Ngo Van Dong:

+ In his capacity as a Member of the Board of Directors and General Director, Mr. Ngo Van Dong directly directed the planning of development policies, business mechanisms, product policies, financial control, salary policies, and effective investment work; effectively organized the implementation of the Board of Directors' resolutions; managed and supervised the execution of the Board's resolutions across all operational areas; worked with the Chairman of the Board of Directors to implement personnel work and successfully completed other tasks, contributing significantly to the Company's performance.

+ In his capacity as the Company's Capital Representative at other enterprises: Mr. Ngo Van Dong led the following Joint Stock Companies: Binh Dien - Lam Dong, Binh Dien - Quang Tri, Binh Dien - Mekong, and Binh Dien - Ninh Binh to exceed their assigned plan targets, contributing to the Company's overall results.

- Mr. Le Quoc Phong, Member of the Board of Directors (until April 29, 2025): actively participated in the direction and supervision work of the Board of Directors; provided many contributions to help the Board of Directors approve various important issues, contributing to the Company's performance.

- Mr. Phan Van Tam, Member of the Board of Directors and Deputy General Director (Member of the Board of Directors from April 29, 2025):

+ Actively participated in the direction and supervision work of the Board of Directors; provided many contributions to help the Board of Directors approve various important issues, contributing to the Company's performance.

+ Worked with the General Director to effectively implement the Board of Directors' resolutions and decisions, as well as strategic planning, market and product development policies, and the Company's production and business plans.

- Mr. Do Quang Huy, Member of the Board of Directors: actively participated in the direction and supervision work of the Board of Directors; provided many contributions to help the Board of Directors approve various important issues, contributing to the Company's performance.

- Mr. Nguyen Bao Ve, Independent Member of the Board of Directors:

+ Actively participated in the direction and supervision work of the Board of Directors; provided many contributions to help the Board of Directors approve various important issues.

+ Coordinated with the General Director to propose effective mechanisms and policies in the field of product research and development; participated in transferring scientific and technical advancements to farmers through programs organized by the Company, thereby contributing significantly to promoting the Company's products and brand image to farmers both domestically and internationally.

The performance results of each member of the Board of Directors contributed significantly to the overall performance of the Board of Directors in 2025.

6. Assessment by the Independent Member of the Board of Directors regarding the activities of the Board of Directors:

There is a separate assessment report by the Independent Member of the Board of Directors.

7. Regarding transactions between the Company and internal persons:

In 2025, there were no transactions between the Company and internal persons.

8. Regarding the remuneration of the Board of Directors in 2025:

The Board of Directors received remuneration at the following level:

No.	Title	Remuneration/month/person	Payment amount (VND)
1	Chairman of the Board of Directors	9,000,000 x 12 months	108,000,000
2	Member of the Board of Directors	7,500,000 x 4 persons x 12 months	360,000,000
	Total		468,000,000

9. Regarding the results of task implementation under the authorization of the 2025 General Meeting of Shareholders:

The Board of Directors selected Vietvalues Assurance & Consulting Co., Ltd. to audit the Company's financial statements.

II. DIRECTIONS AND TASKS FOR 2026:

1. Closely monitor and track domestic and global market developments, especially the impact of the Middle East conflict, to develop flexible solutions, respond promptly to the situation, and provide sound development orientations and business policies to ensure the completion of the 2026 plan targets approved by the General Meeting of Shareholders.

2. Organize market development strategy planning, focusing on solutions to maintain key markets and develop foreign markets; research and build strategies for foreign market expansion.

3. Strengthen the management, direction, and supervision of the Company's operations in all areas; ensure the effective implementation of the General Meeting of Shareholders' resolutions.

4. Closely monitor monetary policy developments to develop effective and safe capital circulation and utilization plans.

5. Strengthen the inspection and supervision of the Company's financial situation; review and cut unreasonable expenses to reduce costs, lower prices, and enhance market competitiveness.

6. Strengthen the inspection and supervision of the Company's capital investment management in other enterprises; conduct financial supervision at enterprises where the Company holds controlling shares.

7. Carefully review and evaluate construction investment projects before making decisions to ensure project implementation efficiency and maximize capital utilization. Strengthen scientific and technological development, digital transformation, green transformation, and new product research and development to better meet the needs of farmers, in line with the Government's agricultural development orientation and legal regulations on greenhouse gas emission reduction.

8. Continue to consolidate the Company's management apparatus to meet corporate governance requirements; focus on training and developing human resources to meet the Company's development needs.

9. Continue to consolidate regulations and policies as a basis for direction, administration, and management across all aspects of the Company's operations.

10. Continue to improve salary mechanisms and policies so that employees are paid commensurate with their efforts and qualifications; ensure the attraction and retention of highly qualified and skilled employees.

The above is the report of the Board of Directors on the performance results in 2025 and the directions and tasks for 2026.

Respectfully submitted to the General Meeting of Shareholders.

Thank you!

**ON BEHALF OF THE
BOARD OF DIRECTORS**

CHAIRMAN



Nguyen Van Thieu





**BINH DIEN FERTILIZER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

REPORT OF
THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
On the activities of the Board of Directors in 2025

To: The General Meeting of Shareholders

Pursuant to the 2020 Law on Enterprises;

Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;

Pursuant to the Operating Regulations of the Company's Board of Directors;

I, Nguyen Bao Ve – Independent Member of the Board of Directors of the Company, hereby report to the General Meeting of Shareholders on the activities of the Board of Directors in 2025 as follows:

I. GENERAL ASSESSMENT

In 2025, the Board of Directors of Binh Dien Fertilizer Joint Stock Company fully organized and performed its functions, duties, and powers in accordance with the provisions of the law, the Company's Charter, and relevant internal regulations. The activities of the Board of Directors were carried out proactively and systematically, in strict compliance with procedures, and ensuring the principles of transparency and objectivity in corporate governance.

Meetings of the Board of Directors were held periodically and on an ad-hoc basis when necessary; meeting materials were prepared in full and sent to members in advance as required. Discussions, contributions, and voting at meetings were conducted democratically and cautiously, with the common goal of ensuring maximum benefits for the Company and its shareholders.

The Board of Directors promptly and effectively implemented the Resolutions of the 2025 Annual General Meeting of Shareholders and issued various important resolutions and decisions to guide and comprehensively oversee the Company's operations.

II. ASSESSMENT OF GOVERNANCE AND MANAGEMENT

In 2025, the Board of Directors focused on directing and managing key areas such as: production and business, finance, investment, organizational structure, and personnel affairs.

Amidst the complex fluctuations of the domestic and global economy, particularly the impact of geopolitical factors and the raw material market, the Board of Directors promptly provided appropriate and flexible business orientations and policies, contributing to the Company's ability to overcome challenges and achieve positive production and business results. Key targets were exceeded compared to the plan assigned by the General Meeting of Shareholders, with both revenue and profit showing high growth, affirming the effectiveness of the direction and management.

In the financial sector, the Board of Directors effectively performed its oversight role, ensuring financial safety for the Company. Expenses were strictly managed, capital utilization was reasonably balanced, and no bad debts or significant financial risks occurred. Financial statements were prepared and disclosed fully and in accordance with regulations, and were independently audited to ensure accuracy and transparency.

Regarding internal governance, the Board of Directors regularly reviewed, amended, and supplemented regulations and rules to improve the management system, enhance operational efficiency, and strengthen risk control. Personnel work was carried out in accordance with established procedures, ensuring openness, transparency, and alignment with the Company's development orientation.

III. ASSESSMENT OF OVERSIGHT ACTIVITIES

The Board of Directors fully exercised its oversight function over the Board of Management and the management team within the Company. Oversight activities were conducted regularly and continuously, ensuring proper authority without causing overlap or interference with operational management.

Oversight results show that the Board of Management has correctly implemented the resolutions and decisions of the Board of Directors and the General Meeting of Shareholders; managed production and business activities flexibly and effectively; and ensured stable production, market expansion, and improved business



efficiency. The financial situation was well-controlled, expenses were reasonable, and no negative issues affecting the Company's operations occurred.

Regarding subsidiaries and affiliated companies, the Board of Directors, through its capital representatives, effectively performed oversight, ensuring that these units operated in line with the established orientation and improved the efficiency of investment capital utilization.

IV. ASSESSMENT OF TRANSPARENCY AND CONFLICTS OF INTEREST

In 2025, the Company strictly complied with legal regulations on information disclosure for public companies. Information related to production, business, finance, and governance was disclosed fully, promptly, and accurately.

No transactions between the Company and insiders that could potentially cause conflicts of interest were recorded. Decisions of the Board of Directors were issued on an objective and transparent basis, not for the personal gain or local interests of any organization or individual.

V. ASSESSMENT OF THE ROLE OF THE INDEPENDENT MEMBER

In my capacity as an Independent Member of the Board of Directors, I fully participated in meetings, thoroughly studied the documents, and actively contributed opinions on important matters under the authority of the Board of Directors.

In the performance of my duties, I have consistently maintained independence and objectivity in evaluating, reviewing, and voting on issues; at the same time, I have focused on protecting the legal rights and interests of shareholders, especially minority shareholders.

Through monitoring and assessment, I find that the Board of Directors operates transparently and in compliance with the law, with no signs of abuse of power or violations of corporate governance regulations.

VI. RECOMMENDATIONS

To continue improving operational efficiency in the coming time, I recommend that the Board of Directors:

- Continue to improve the quality of governance in accordance with best practices and international standards;

- Enhance the application of technology and digital transformation in management and operations;
- Strengthen risk management in the context of a volatile market;
- Continue to perfect the internal control system, enhancing transparency and operational efficiency.

VII. CONCLUSION

Based on the aforementioned points, I find that in 2025, the Board of Directors of Binh Dien Fertilizer Joint Stock Company effectively performed its assigned roles and responsibilities; ensuring the Company's operations are safe, efficient, and aligned with sustainable development goals.

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

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



Nguyen Bao Ve



Ho Chi Minh City, April 2, 2026

REPORTING OF GENERAL DIRECTOR
On the operational performance in 2025, the directions and tasks for 2026

PART ONE:
RESULTS OF TASK IMPLEMENTATION IN 2025

I- OPPORTUNITIES AND CHALLENGES:

1. Challenges:

In 2025, the economic situation in general and the fertilizer production and business sector in particular faced many difficulties and challenges, such as:

- The Russia-Ukraine conflict, the situation in the Middle East, and trade wars between major powers have had complex developments, negatively affecting the global economy and trade, including Vietnam. Unstable input material prices and rising transportation costs have caused difficulties for production management and product sales.

- Due to the impact of climate change, weather patterns in 2025 were complex, with increased drought, saltwater intrusion, and natural disasters and floods, which were disadvantageous for agricultural production and affected the operations of fertilizer production and business enterprises.

- The level of competition among domestic and foreign fertilizer production and business enterprises is intense, both in the domestic and international markets; NPK manufacturers face competition not only within the industry but also from importers of single fertilizers.

- Although legal regulations on the management of fertilizer production and business have had a positive impact, the actual production and business operations of small-scale fertilizer establishments and enterprises are still not strictly controlled; counterfeit and imitation goods have not been thoroughly handled, continuing to affect legitimate fertilizer producers and traders, including the Company.

2. Opportunities:

- Prices for several agricultural products, such as coffee, pepper, and durian, remained high, and the increase in agricultural export volume boosted the demand for fertilizer investment among farmers.

- The brand and reputation of "Buffalo Head Fertilizer" continue to be trusted by farmers both domestically and internationally.

- With a vast distribution network and long-standing, loyal partners, the Company has been able to overcome difficulties and challenges.

- The attention and support from various sectors and levels, scientists, and the spirit of solidarity and determination to overcome difficulties and challenges among the collective of employees have contributed significantly to the Company's production and business results in 2025.

II- RESULTS OF IMPLEMENTATION IN 2025:

- Production volume: 791,608 tonnes, reaching 130.8% of the plan.

- Sales volume: 790,086 tonnes, reaching 130.6% of the plan.

- Total revenue: 10,776.8 billion VND, reaching 144.9% of the plan.

- Consolidated profit before tax: 494.8 billion VND, reaching 176.1% of the plan.

- Profit before tax of the Parent Company: 300.3 billion VND, reaching 154% of the plan.

III- EVALUATION OF THE RESULTS OF TASK IMPLEMENTATION IN 2025:

1. Regarding sales and business performance:

The year 2025 was a year full of difficulties and challenges, particularly due to the impact of the Russia-Ukraine conflict and the Middle East region, natural disasters and floods, unstable prices, and fierce market competition. However, by establishing and effectively implementing policies regarding business, markets, products, and raw material supply, etc., combined with the reputation of the brand, the Company was able to overcome these difficulties and exceed the targets set by the 2025 Annual General Meeting of Shareholders.

2. Regarding market development and the transfer of scientific and technical advances:

- Continued effective implementation of marketing programs associated with consulting and the transfer of scientific and technical advances to farmers both domestically and in export markets, notably the smart farming program in response to climate change. Organized seminars, discussions, and created video clips to answer farmers' questions related to farming techniques and the effective use of new fertilizers under harsh weather conditions, thereby helping farmers acquire scientific knowledge to apply to production in the context of climate change.

- Participated in the implementation of the "Project for the sustainable development of 1 million hectares of high-quality, low-emission specialized rice

cultivation associated with green growth in the Mekong Delta by 2030" approved by the Prime Minister, thereby affirming the position, role, and reputation of the Buffalo Head Fertilizer brand, while demonstrating the Company's responsibility to farmers by organizing programs for the transfer of scientific and technical advances and farming processes, and the use of fertilizers to contribute to improving soil health and effectively treating rice straw and organic toxicity.

- Sponsored and participated in the 9th Coffee Festival in Daklak. Through practical programs during the festival, the image of the Buffalo Head Fertilizer brand was brought closer to the people of the Central Highlands.

In addition to the aforementioned highlights, marketing programs from the previous year continued to be implemented effectively, contributing significantly to the production and business results of 2025. The Company's products continue to be trusted by farmers both domestically and internationally, and the Company's domestic and international consumer markets remain stable.

3. Regarding scientific, technological, and product quality control activities:

- Researched improvements for existing machinery and equipment, changed technological parameters, and applied them to the production of products. Production processes are regularly updated and adjusted to suit state quality control regulations and internal quality standards.

- Invested in converting coal-fired furnaces to biomass to reduce greenhouse gas emissions.

- Strengthened input quality control, direct line control, quality assurance, system analysis, output quality control, product quality stability research, and management of ISO 9001:2015 and ISO 17025:2017 systems.

- The working environment for employees continues to be improved; occupational safety and fire prevention work are strictly controlled, with no unfortunate incidents occurring.

4. Regarding product research and development:

- Researched, evaluated, and tested new types of raw materials and introduced new products with high nutritional content, suitable for different soil types, crops, and climate change, notably the Buffalo Head Bio-Canxi product, which improves soil health, effectively treats rice straw and organic toxicity, and increases crop yield and quality.

- Organized trials and experiments for the Company's new fertilizers for various crops in key areas nationwide and implemented several state-level projects, thereby providing recommendations and guidance to farmers on effective farming techniques and fertilizer use.

- Put into production and supplied to the market the Buffalo Head Bio-Canxi product, which helps improve soil health and effectively treats rice straw and organic toxicity.

5. Regarding financial management:

The Company's financial situation is well-controlled; debts are strictly managed, with no bad debts arising (including receivables and payables). The total loan limit and receivables of the Company do not exceed the permitted limits according to the law. Loan repayments are made on time according to regulations, and the Company also minimizes inventory, thereby reducing interest expenses. The Company's expenses are strictly controlled, thereby reducing unreasonable costs. By strictly complying with legal regulations in financial management, the Company has not suffered any loss of capital or assets for many years, including in 2025.

6. Regarding basic construction investment:

In 2025, basic construction investment mainly consisted of small-scale investment items and purchases serving production directly and digital transformation, such as: expanding raw material warehouses; purchasing air compressors, forklifts, and employee shuttle buses; and investing in management software, etc., with a total investment of 32.6 billion VND. Investment sequences and procedures were carried out in accordance with the law and regulations issued by the Company's Board of Directors.

7. Regarding digital transformation:

Implementing Decision No. 749/QĐ-TTg of the Prime Minister and the direction of the Vietnam National Chemical Group regarding the National Digital Transformation Program to 2020, with a vision to 2030, the Company has been implementing digital transformation and has completed and put into use investment items, such:

- The "Smart farming" software helps farmers easily access scientific knowledge to respond to climate change, while also serving the Company's sales and market development work.

- The E-office and Human Resource Management (HRM) software have contributed to improving corporate governance efficiency, building a unified digital working environment, connecting data across the entire Company, standardizing processes, eliminating paper documents, improving coordination efficiency, accelerating work processing, ensuring transparency in task assignment and progress monitoring, and forming a professional, disciplined digital working culture and optimized management, with centralized personnel data to support timely decision-making.

- Integrating Artificial Intelligence (AI) applications on social media platforms and the Company's website has improved connection efficiency and provided 24/7 customer feedback with high accuracy, helping to resolve questions about farming techniques and the use of Buffalo Head products in a timely manner, while reducing pressure on call center staff and creating the image of a modern fertilizer brand that is close to farmers in the digital age.

8. Regarding caring for the lives of employees:

Along with ensuring shareholder interests, the Company always pays attention to improving the material and spiritual life of its employees. In 2025, the average income of employees was 25.5 million VND, reaching 187.5% of the plan. Benefits such as social insurance, health insurance, unemployment insurance, and other employee benefits were fully implemented by the Company in accordance with the law and the Collective Labor Agreement (CLA).

9. Community outreach activities:

- Continue to implement twinning activities with Buon Eana, located in Eana Commune, Dak Lak Province, and Bon Rlong Phe in Quang Son Commune, Dak Nong Province (now Lam Dong Province), helping ethnic minority people have the conditions to develop their economy, reduce poverty, and contribute to maintaining local social order and safety.

- Maintain social security and charitable programs, such as: supporting the construction of gratitude houses and Binh Dien homes for policy beneficiary families and war invalids and martyrs; supporting the poor; implementing the 'Livelihoods for the Northern flood-affected areas' program; and the 'Support to School' scholarship fund, with a total amount of over 14 billion VND.

- Accompanying the Company in its efforts for the poor, the collective of employees voluntarily deducted from their income to contribute to the poor fund at a rate of 20,000 VND/person/month and contributed to the Social Security Fund of the Vietnam National Chemical Group at a rate of one average actual working day, with a total amount of 350 million VND.

PART TWO:

GOALS, TASKS, AND PLAN FOR 2026

I- GOALS FOR 2026:

In 2026, the domestic and international context is forecast to continue to evolve in a complex manner, with many potential adverse factors for fertilizer production and business operations. Agricultural product and fertilizer prices will fluctuate unpredictably, while weather conditions are becoming increasingly extreme, directly affecting product demand and usage efficiency.

In addition, the trend of trade protectionism and trade tensions between major economies is increasing, disrupting supply chains and impacting input costs. In particular, the prolonged consequences of the Russia-Ukraine conflict and the Middle East region continue to negatively affect the energy market, raw materials, and import-export activities.

In this context, domestic fertilizer production and trading enterprises will face many challenges, requiring proactive adaptation, improved management capacity, and operational flexibility to maintain stable production and sustainable development.

Besides the difficulties, the Company still has many favorable conditions to maintain and develop. The brand reputation continues to be affirmed in the market;

the agent system is increasingly consolidated and developing stably; the spirit of solidarity, effort, and responsibility of the staff and employees; and the close attention, direction, and timely support of all levels and sectors will be important drivers, helping the Company proactively adapt, overcome difficulties and challenges, maintain stable production and business, and aim for sustainable development in the coming time.

Based on the assessment of difficulties and advantages, and in implementation of the Party and Government's guidelines on growth targets for the 2026-2030 period, the General Director proposes the goals, tasks, and plan for 2026 as follows.

No.	INDICATORS	Unit	2026 Plan
1	Production volume	Tonnes	768,500
2	Sales volume	Tonnes	768,550
	<i>- Of which Parent Company</i>	<i>Tonnes</i>	<i>410,000</i>
3	Total revenue	Billion VND	10,990
	<i>- Of which Parent Company</i>	<i>Billion VND</i>	<i>6,868.6</i>
4	Consolidated profit before tax	Billion VND	304,596
5	Profit before tax realized by Parent Company	Billion VND	205

III - MAIN TASKS AND SOLUTIONS:

1. Regarding business operations:

- Continue to implement the sales mechanisms and policies that were effectively applied in 2025, while closely monitoring the political and economic situation both domestically and internationally to develop, issue, and execute new business policies suitable to the situation of each specific market, in which continue to implement mechanisms and policies aimed at developing new markets abroad, ensuring the completion of the plan set by the 2026 Annual General Meeting of Shareholders.

- Regularly pay attention to customer care to harmonize interests and tighten the relationship between the Company, agents and business partners, and farmers.

2. Regarding Marketing activities:

- Continue to implement the programs that have been and are being effectively implemented in 2025, in which priority is given to programs associated with the transfer of scientific and technical advances to farmers.

- Continue to consolidate and develop existing target markets, while building reasonable policies to expand into new markets that do not yet have

distribution channels. Focus on maintaining and developing the domestic market, Cambodia, and the Laos market.

- Focus on researching and building strategies to exploit new markets abroad, aiming for sustainable growth and expanding the Company's international scope of operations.

3. Regarding production management:

- Strengthen production management, minimize product defects, focus on strictly controlling the production process, strictly inspect the quality of input raw materials and output finished products, and absolutely not put products that do not meet standards in terms of both quality and appearance on the market.

- Invest in additional machinery and equipment for the laboratory to improve analysis and quality control capacity; apply digitalization of product traceability data and production processes.

4. Regarding product strategy:

- Focus on developing high-nutrient product lines; research and produce new products suitable for climate change, the restructuring of crops, and the Government's agricultural development orientation.

- Strengthen consulting and recommendation activities to increase the usage value of products; continue to improve and perfect packaging designs to create uniformity and enhance brand value.

5. Regarding science, technology, environment, and construction investment:

- Continue to renovate and upgrade the granulation line, convert coal-fired boilers to biomass-fired boilers to stabilize product quality, increase automation in operation, and reduce environmental emissions;

- Implement the project to expand the office building and auditorium; expand the warehouse for raw materials and finished products (4,300 m²) combined with investment in a 600 KVA solar panel system to replace the national power grid; invest in a product management and traceability system (RFID) and HRM+ software; complete the reinforced embankment in the loading and unloading port area; purchase standard laboratory analysis equipment and research center equipment to improve analysis and quality control capacity.

6. Regarding financial work:

- Continue to strictly manage expenditures, review and cut unreasonable expenses; focus on controlling debts, especially accounts receivable, and do not let bad debts arise.

- Strengthen management, inspection, and control of procurement activities, have a reasonable inventory reserve plan that is close to the Company's production and business plan to minimize inventory and reduce interest expenses.

7. Regarding management organizational structure:

- Continue to perfect the management apparatus, focus on training and developing human resources to meet the Company's development needs in the new situation; continue to perfect the Company's regulations and rules in accordance with changes in the law and the Company's actual operations.

- Rearrange production stages reasonably, limit the hiring of outside labor to reduce costs and not affect the salary fund.

8. Regarding digital transformation:

Continue to effectively implement digital transformation to constantly improve work efficiency and management capacity, contributing to improving corporate governance, in which focus on completing the human resource - salary management system, product digitalization (RFID/QRCode), and centralized data infrastructure and platform.

9. Regarding salary policy:

Continue to improve the salary policy so that employees are paid fairly for their efforts and qualifications, ensuring the attraction and retention of employees with high professional qualifications and skills.

10. Regarding charitable and social activities:

Continue to implement community-oriented activities, social and charitable activities associated with the Company's brand building and market development.

11. Regarding emulation movements:

Promote the emulation movement of "Promoting initiatives for technical and management improvements, practicing thrift, and combating waste" in the implementation of production and business tasks, contributing to exceeding the 2026 plan targets.

The above is the report of the Company's General Director on the results of the 2025 production and business tasks and the Company's goals and tasks for 2026.

Respectfully submitted to the General Meeting of Shareholders.

GENERAL DIRECTOR



Ngo Van Dong

No.: 54/TT-HDQT

Ho Chi Minh City, April 2, 2026

PROPOSAL

Regarding on the audited financial statements for the year 2025

To: The General Meeting of Shareholders

The Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the separate and consolidated financial statements for the year 2025 of Binh Dien Fertilizer Joint Stock Company, which have been audited by Vietvalues Auditing and Consulting Co., Ltd.

The 2025 financial statements have been disclosed in accordance with regulations and posted on the Company's website at www.binhdien.com, including:

- Auditor's report;
- Balance sheet as of December 31, 2025;
- Income statement for the year 2025;
- Cash flow statement;
- Notes to the financial statements.

In which, some basic financial indicators are as follows:

No.	Basic indicator	Unit	2025 Value (Separate report)	2025 Value (Consolidated report)
1	Total assets	VND billion	2,180.86	3,968.73
2	Net revenue	VND billion	6,899.48	10,616.46
3	Profit before tax	VND billion	300.31	494.85
4	Profit after tax	VND billion	242.97	400.24

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

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



Nguyen Van Thieu



**BINH DIEN FERTILIZER
JOINT STOCK COMPANY**
BOARD OF SUPERVISORS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2nd, 2026

REPORT OF THE BOARD OF SUPERVISORS
On the results of performing duties in 2025;
directions and tasks for 2026

To: The General Meeting of Shareholders

Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company and the Resolution of the Annual General Meeting of Shareholders dated April 29, 2025;

The Board of Supervisors of Binh Dien Fertilizer Joint Stock Company hereby reports to the General Meeting of Shareholders on the performance results of 2025, and the tasks of the Board of Supervisors for 2026 as follows:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Activities of the Board of Supervisors

Performing its functions and duties in accordance with the provisions of the law, the Company's Charter, and the Operating Regulations of the Board of Supervisors (BOS), the Supervisors have actively performed their duties on behalf of the shareholders to supervise the production, business, management, and administration activities of the Company, specifically:

- The Supervisors have discussed and unanimously approved the annual activity plan; the Board of Supervisors has coordinated to ensure that the Supervisor appointed by the Vietnam National Chemical Group shareholder reports the annual activity plan, as well as the six-month and full-year performance results, to the Vietnam National Chemical Group in accordance with the schedule.

- The Board of Supervisors held four (04) meetings and conducted ballots among the Supervisors, with the full participation of all Supervisors, to carry out work related to the organization and operation of the Board of Supervisors.

- Supervised compliance with the law and the Company's Charter in management; the implementation of the Resolutions of the GMS; supervised the management and administration work and the coordination of activities between the Board of Directors and the Board of Management; and the organization of seeking opinions from members of the BOD on a number of issues falling under the authority of the Board of Directors.

- Supervised the implementation of the Resolutions and Decisions of the Board of Directors and the General Director, thereby assessing the legality, reasonableness, and timeliness of the Company's management and administration.

- Reviewed the financial statements, business performance reports, and reports evaluating the Company's management and administration in 2025.

- Reviewed and provided opinions on documents and Regulations submitted to the BOD for approval and consent; supervised the implementation of recommendations from Internal Audit, inspection teams of superior units, and State management agencies.

- Regularly engaged with the Board of Directors and the Board of Management to ensure that the Company's activities are consistent with and serve the interests of the Shareholders.

2. Evaluation of the performance of the Board of Supervisors and the Supervisors

Based on the rights and duties stipulated in the Company's Charter and the Law on Enterprises, and with the performance results mentioned above, the BOS self-evaluates as follows:

The Board of Supervisors has effectively fulfilled its function in supervising the Board of Directors and the Board of Management in the management and administration of the Company.

Successfully completed the review of the 2025 Financial Statements, including the separate financial statements of the Parent Company and the consolidated financial statements, which were audited by Vietvalues Assurance & Consulting Co.,LTD.

Through the performance of its duties, the Board of Supervisors has provided specific assessments of the Company's achievements, promptly pointed out shortcomings and limitations, warned of risks, and provided feedback and

recommendations for solutions to the BOD and the leadership regarding management and administration to enhance governance and meet the Company's business development requirements.

In addition to fulfilling the general duties of the Board of Supervisors, the members of the Board of Supervisors have made proactive efforts to resolve tasks, proposed solutions for issues within their assigned scope of work, and successfully completed their assigned duties in compliance with the Law on Enterprises and the Operating Regulations of the Board of Supervisors.

3. Remuneration and operating expenses of the BOS in 2025

In 2025, the Supervisors received remuneration as approved by the Annual General Meeting of Shareholders, specifically:

- For the Head of the Board of Supervisors: VND 90,000,000.
- For the Supervisors (02 people): VND 144,000,000.

Total remuneration of the Board of Supervisors in 2025: VND 234,000,000.

The operating expenses of the BOS for 2025 were in compliance with the Company's regulations.

II. RESULTS OF INSPECTION AND SUPERVISION IN 2025

1. Activities of the Board of Directors

The Board of Supervisors was invited to and fully attended the in-person meetings of the Company's Board of Directors, and received all meeting documents, decisions, and resolutions after they were approved and issued by the Board of Directors. On this basis, the Board of Supervisors reports as follows:

- The Board of Directors organized meetings and reached consensus on strategy, development orientation, production and business plans, and directed management work within the scope of the Board of Directors' authority;

- The Board of Directors issued Resolutions and Decisions and supervised the Board of Management in the implementation of the contents of the 2025 Annual GMS Resolution;

- The Resolutions and Decisions of the Board of Directors were passed with the high consensus of its members; the sequence and procedures for organizing

meetings and passing decisions by the Board of Directors were in accordance with the provisions of the law and the Company's Charter.

- The Board of Directors has operated in accordance with its functions and duties, in compliance with the Law on Enterprises and the Company's Charter, ensuring the interests of the Company and its shareholders. It has led and directed coordination with the Board of Management to successfully complete tasks related to production, business, personnel organization, and many other important aspects of the Company's operations.

- The Board of Directors has led and directed coordination with the Board of Management to successfully manage capital contributions, preserve and develop the Company's capital invested in subsidiaries (including: Binh Dien - Ninh Binh Fertilizer JSC, Binh Dien - Quang Tri Fertilizer JSC, Binh Dien - Lam Dong Fertilizer JSC, Binh Dien - Mekong Fertilizer JSC, and Binh Dien - Long An Sports Company Ltd.).

2. Activities of the Board of Management

Based on the Resolutions of the GMS and the Resolutions and Decisions issued by the Board of Directors; based on the activity report of the Board of Directors; and based on the activity report of the General Director, the Board of Supervisors observes:

- In 2025 and early 2026, the fertilizer market continued to face challenges from global geopolitical instability, the US-Iran conflict, export restriction policies from China to ensure domestic supply, and extreme, anomalous weather conditions that significantly impacted the supply chain and demand.... Given this situation, the BOD and the Board of Management proactively monitored market developments, implemented decisive and synchronized solutions in management and production/business, and leveraged advantages to mitigate multidimensional difficulties and challenges, thereby achieving positive business results and ensuring stable employment and income for employees; business performance was good, and the financial situation remained stable and healthy.

- The General Director has directed and managed operations in strict accordance with the Resolutions of the GMS and the Resolutions and Decisions of the Board of Directors, while diligently exercising other powers, functions, and duties as prescribed by the Company's Charter and the law.

- The General Director has issued and amended Procedures and Regulations in a timely manner, applying them to the company's management process in a scientific and highly effective manner.

- The Board of Management has been proactive, flexible, and creative in managing the Parent Company and in directing and leading subsidiaries to successfully complete the production and business plans resolved by the Annual General Meeting of Shareholders; preserved and developed the Company's capital invested in subsidiaries; coordinated and promoted the role of the Company's Scientific Council; and implemented many synchronized programs on agriculture, marketing, and charity to increase the brand value of 'Buffalo Head' Fertilizer in the domestic and regional markets.

3. Review of financial statements and production and business performance reports

3.1 Review of financial statements

- The Company's quarterly, semi-annual, and annual financial statements were prepared and submitted on time, in accordance with legal regulations.

- The 2025 financial statements provide a true and fair view, in all material respects, of the Company's financial position as of December 31, 2025, as well as its business performance for the year 2025.

- The financial statements (separate and consolidated) were prepared in compliance with the Vietnamese Accounting Standards and System, and were audited by Vietvalues Assurance & Consulting Co.,LTD, an independent auditing firm approved by the State Securities Commission to audit listed companies.

- The figures regarding capital and assets as of December 31, 2025, and the Company's business results in 2025 are as follows:

Unit: Billion VND

Indicator	Separate Financial Statements			Consolidated Financial Statements		
	2025	2024	Comparison 2025/2024 (%)	2025	2024	Comparison 2025/2024 (%)
Total Assets	2,181	1,993	109.4	3,969	3,280	121.0
Liabilities	1,015	897	113.2	2,274	1,762	129.1
Owner's Equity	1,166	1,096	106.4	1,695	1,518	111.7
Total Net Revenue and Income	7,032	5,965	117.8	10,776	9,517	113.2
Profit Before Tax	300	380	78.9	495	534	92.7
Profit After Tax	243	302	80.5	400	426	93.9

The basic indicators evaluating operational and financial performance show that the Company operates effectively, maintains a healthy financial position, and preserves and develops capital.

3.2 Review of the report on production and business results

- The report on the Company's production and business results fully and truthfully reflects the Company's operational situation and production and business results for 2025, specifically as follows:

+ Total Revenue: 10,776.8 billion VND, reaching 144.9% of the plan.

+ Consolidated Profit Before Tax: 494.8 billion VND, reaching 176% of the plan.

+ Profit Before Tax of the Parent Company: 300.3 billion VND, reaching 154% of the plan.

+ Dividend Payment: The Company has completed the dividend payment for the 2024 fiscal year at a rate of 30% (equivalent to 3,000 VND/share), and has utilized the profit after tax of the 2024 fiscal year to set up funds in accordance with the Resolution of the 2025 Annual GMS.

3.3 Inspection upon shareholder request

Since the Annual General Meeting of Shareholders on April 29, 2025, the Board of Supervisors has not received any requests from shareholders or shareholder groups to inspect the management and operations of the Company.

III.COORDINATION BETWEEN THE BOARD OF SUPERVISORS, THE BOD, AND THE BOARD OF MANAGEMENT; INFORMATION DISCLOSURE

The coordination between the Board of Supervisors and the activities of the BOD and the Board of Management is based on the principles of transparency, clarity, and compliance with legal regulations and the Company's regulations to ensure the interests of the Company and its shareholders.

The Board of Directors holds regular and extraordinary meetings, with the participation of the Board of Supervisors and the Board of Management. The Resolutions and Decisions of the Board of Directors are implemented in a serious and timely manner.

The Board of Supervisors has been provided with full information regarding the decisions and resolutions of the BOD and the Board of Management, and has received favorable cooperation from the Company's departments in providing documents and records to serve the performance of the Board of Supervisors' duties.

Information regarding the Company's production and business performance, financial status, and corporate governance has been disclosed in accordance with regulations and published publicly on the Company's website.

IV. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

- Continue to review and improve the Company's regulations and policies to ensure they are consistent with current legal documents and changes in the Company's business environment.

- Continue to enhance corporate governance and forecasting to improve production and business efficiency; research and seek new production technologies to create products that meet consumer preferences, environmental standards, and the development trends of the agricultural industry both domestically and internationally.

- It is recommended that Binh Dien Fertilizer Joint Stock Company, based on the Notice of Audit Results at Binh Dien Fertilizer Joint Stock Company by the State Audit (Notice No. 03/TB-KTNN dated January 5, 2026), fully implement the recommendations of the State Audit in accordance with regulations and within the deadlines required by Notice No. 03/TB-KTNN; and report the implementation results to the Company's Board of Supervisors.

V. 2026 ACTIVITY PLAN

With the prescribed functions, duties, and powers, the Board of Supervisors, on behalf of the Company's shareholders, performs the inspection and supervision of the management, operation of production and business activities, and other activities of the Company.

In 2026, the Board of Supervisors will perform regular and periodic inspection duties, focusing on the following areas:

- Supervise other matters in accordance with the Resolutions of the Annual General Meeting of Shareholders;

- Inspect the issuance and implementation of Resolutions and Decisions of the Board of Directors and the Board of Management in the management and operation of the Company;

- Continue to review and propose to the Board of Directors and the Board of Management the amendment and supplementation of internal Regulations and Policies that have been issued to ensure they are complete and in line with new legal regulations, the Company's Charter, and practical operational situations;

- Perform the appraisal of financial statements, business performance reports, and reports evaluating the management of the Board of Directors to be submitted to the Annual General Meeting of Shareholders;

- Coordinate with the Board of Directors and the Board of Management to implement thematic inspection and supervision at subsidiaries;

- Supervise the full implementation of recommendations from inspection and state audit agencies as required.

- Based on inspection results, make recommendations to the Board of Directors and the Board of Management to improve the efficiency of the Company's management and operations;

- Perform other duties as prescribed by the Law on Enterprises and the Company's Charter.

In 2025, the Board of Supervisors actively operated and completed the tasks assigned by the General Meeting of Shareholders. The Board of Supervisors respectfully reports the status and results of activities for 2025 and the tasks for 2026 to the General Meeting of Shareholders.

The Board of Supervisors respectfully requests the General Meeting of Shareholders to approve./.

Recipients:

- Company's GMS
- Company's BOD;
- Company General Director;
- Supervisors;
- Archived: Administration, Secretary.

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



Nguyen Huy Hieu





Ho Chi Minh City, April 2, 2026

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Re: Selection of an audit firm for the 2026 financial statements

Pursuant to the Law on Enterprises and the Charter of Binh Dien Fertilizer Joint Stock Company;

The Board of Supervisors submits to the General Meeting of Shareholders the list of independent audit firms proposed for the audit of the 2026 financial statements of Binh Dien Fertilizer Joint Stock Company, specifically as follows:

TT	Audit Firm Name	Address	Approved by the SSC to audit public interest entities in the securities sector in 2026
1	Vietvalues Auditing and Consulting Company Limited	No. 33 Phan Van Khoe, Cho Lon Ward, Ho Chi Minh City.	Yes
2	AFC Vietnam Auditing Company Limited	No. 04 Nguyen Dinh Chieu, Tan Dinh Ward, Ho Chi Minh City.	Yes
3	RSM Vietnam Auditing Consulting Company Limited	No. 147-147Bis Hai Ba Trung, Vo Thi Sau Ward, Ho Chi Minh City	Yes

The Board of Supervisors respectfully requests the General Meeting of Shareholders to consider and approve the list and authorize the Board of Directors to select one firm from the above list as the auditor for the 2026 financial statements of Binh Dien Fertilizer Joint Stock Company./.

FOR THE BOARD OF SUPERVISORS
CHAIRMAN OF THE BOARD



Nguyen Huy Hieu

No.: 55/TT-HDQT

Ho Chi Minh City, April 2, 2026

PROPOSAL
Profit distribution plan for 2025

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No. 50/NQ-HĐQT dated April 2, 2026, of the Board of Directors of Binh Dien Fertilizer Joint Stock Company regarding the organization of the 2026 Annual General Meeting of Shareholders;
- Pursuant to the Company's business performance results for 2025,

The Board of Directors of Binh Dien Fertilizer Joint Stock Company hereby submits the profit distribution plan for 2025 to the General Meeting of Shareholders as follows:

No.	Description	Rate (%)	Amount (VND)
A	Retained earnings from previous years		166,756,407,219
B	Profit after corporate income tax for 2025		242,970,138,199
1	Appropriation for Bonus and Welfare Fund	10%	24,297,013,820
2	Appropriation for Company Manager Bonus Fund		761,000,000
C	Total funds appropriated		25,058,013,820
D	Dividend payment of 35% of the par value of common shares	35%	200,087,975,500
E	Undistributed profit carried forward to the next year: (E=A+B-C-D)		184,580,556,098

We respectfully request the General Meeting of Shareholders to consider and approve for implementation.

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



Nguyen Van Thieu

**BINH DIEN FERTILIZER
JOINT STOCK COMPANY**

No.: 56/TT-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2, 2026

PROPOSAL

Approval on the remuneration of the Member of the Board of Directors, Member of the Board of Supervisors

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;

- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;

- Pursuant to Resolution No. 50/NQ-HDQT dated April 02, 2026 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company regarding the organization of the 2026 Annual General Meeting of Shareholders.

The Board of Directors of Binh Dien Fertilizer Joint Stock Company reports to the General Meeting of Shareholders on the remuneration for the Board of Directors and the Board of Supervisors in 2025 and the projected remuneration for 2026 as follows:

1. Remuneration for the Board of Directors and the Board of Supervisors in 2025: paid at the level approved by the 2025 Annual General Meeting of Shareholders, specifically:

No.	Title	Remuneration/month/person	Payment level (VND)
I	Board of Directors Remuneration		
1	Chairman of the BOD	9,000,000 x 12 months	108,000,000
2	Member of the BOD	7,500,000 x 4 people x 12 months	360,000,000
	Total		468,000,000
II	Board of Supervisors Remuneration		



No.	Title	Remuneration/month/person	Payment level (VND)
1	Head of Board of Supervisors	7,500,000/month x 12 months	90,000,000
2	Supervisors	6,000,000 x 2 people x 12 months	144,000,000
	Total		234,000,000
	Grand Total: I+II		702,000,000

2. Projected remuneration for 2026:

No.	Title	Remuneration/month/person	Payment level (VND)
I	Board of Directors Remuneration		
1	Chairman of the BOD	10,000,000 x 12 months	120,000,000
2	Member of the BOD	8,000,000 x 4 people x 12 months	384,000,000
	Total		504,000,000
II	Board of Supervisors Remuneration		
1	Head of Board of Supervisors	8,000,000 x 12 months	96,000,000
2	Supervisors	6,500,000 x 2 people x 12 months	156,000,000
	Total		252,000,000
	Grand Total: I+II		756,000,000

We respectfully request the General Meeting of Shareholders to consider and approve.

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



Nguyen Van Thieu

**BINH DIEN FERTILIZER
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 57/TT-HDQT

Ho Chi Minh City, April 2, 2026

PROPOSAL

Re: Approval of the 2026 Business Plan

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No.50/NQ-HDQT dated April 02, 2026 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company regarding the organization of the 2026 Annual General Meeting of Shareholders.

The Board of Directors hereby submits to the General Meeting of Shareholders the Company's 2026 business plan, including the following key targets:

NO.	TARGETS	UNIT	2026 PLAN
1	Sales volume	Tons	768,550
	- <i>Of which Parent Company</i>	<i>Tons</i>	<i>410,000</i>
2	Industrial production value	VND billion	10,500
3	Total revenue	VND billion	10,990
	- <i>Of which Parent Company</i>	<i>VND billion</i>	<i>6,868.6</i>
4	Consolidated profit before tax	VND billion	304,596
5	Profit before tax of Parent Company	VND billion	205
6	Expected dividend payout ratio		20%

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to decide on the dividend advance rate and execute the payment of dividend advances to shareholders in accordance with the Company's production and business results in 2026.

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

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



Nguyen Van Thieu

PROPOSAL
Regarding the amendment the Company's Charter

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14; Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No.50/NQ-HDQT dated April 02, 2026 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company regarding the organization of the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the amendment to Clause 3, Article 2 of the Company Charter as follows:

Current Clause 3, Article 2	Clause 3, Article 2 after amendment
3. Registered headquarters of the Company: Head office address: C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City.	3. Registered headquarters of the Company: Head office address: C12/21 Le Kha Phieu Street, Tan Nhut Commune, Ho Chi Minh City, Vietnam

Reason for amendment: to update the address following the merger of administrative units in accordance with the Resolution of the National Assembly and the Resolution of the People's Council of Ho Chi Minh City regarding the renaming of streets in Ho Chi Minh City.

We respectfully request the General Meeting of Shareholders to consider and approve.

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



Nguyen Van Thieu