



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.com

No.: 01 /2026/BB-ĐHĐCĐ

Dong Nai, 24th April, 2026

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MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Enterprise's name: South Basic Chemicals Joint Stock Company

Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City.

Enterprise Registration No.: 0301446260 issued by the Department of Planning and Investment of Ho Chi Minh City on 29th March, 2003, and amended for the 12th time by the Department of Finance of Ho Chi Minh City on 27th September, 2025.

Meeting Time: 08:00 AM, 24th April, 2026.

Venue: Bien Hoa Chemical Plant – Road 5, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province.

PART I: INTRODUCTION OF THE MEETING

1. Report on Voter Eligibility:

- Reporting individual Mrs. Ho Thi Tuoi Mau, Head of Human Resources and Administration Department of the Company.

- Report contents:

- Total number of shareholders invited to attend: All shareholders whose names are on the list of shareholders as of 24th March, 2026, own 110.499.910 shares of South Basic Chemicals Joint Stock Company.

- Shareholders attending the General Meeting: At 08:31 AM, there were 10 shareholders attending and representing shareholders, holding and representing ownership of 72.286.575 voting shares, accounting for 65,4178% of the total voting shares of the Company.

In accordance with current law and the Company's Charter, the Annual General Meeting of Shareholders in 2026 of South Basic Chemicals Joint Stock Company is authorized to conduct the General Meeting.

2. Approval of the General Meeting Agenda:

- Mrs: Phan Thi Anh Nguyet, Human Resources and Administration Department, presented the General Meeting Agenda.



The General Meeting has voted with 100% unanimity and approve the General Meeting Agenda.

3. Introduction of the Presiding Committee, including:

- Mrs. Nguyen Thi Mai, Chairman of the BoD - Chairperson of the General Meeting;
- Mr. Le Thanh Binh, Member of the BoD, General Director - Member;
- Mr. Le Phuong Dong, Member of the BoD - Member.

The General Meeting voted with 100% unanimity and approved the list of the Presiding Committee.

4. The Chairperson introduces the Secretary Committee, including:

- Mrs. Vo Thi Diem Hang, Secretary - Head of Secretary Committee;
- Mr. Tran Nam Tien, Deputy Head of Safety and Environment Department – Member.

The General Meeting voted with 100% unanimity and approved the list of the Secretary Committee.

5. The Chairperson introduces the Delegate Eligibility Verification Committee, which also serves as the Vote Counting Committee, including:

- Mrs. Ho Thi Tuoi Mau, Head of Human Resources and Administration Department - Head of the Delegate Eligibility Verification Committee and Vote Counting Committee;
- Mrs: Hua Thi Kim Thanh, Specialist of the Planning and Sales Department – Member of the Delegate Eligibility Verification Committee and Vote Counting Committee.

The General Meeting voted with 100% unanimity and approved the list of the Delegate Eligibility Verification Committee and Vote Counting Committee.

6. Approval of the Working Regulations:

- Mrs. Phan Thi Anh Nguyet, Human Resources and Administration Department, presented the Working Regulations of the General Meeting.

The General Meeting voted with 100% unanimity and approved the Working Regulations of the General Meeting.

7. Approval of the regulations for nomination and election of additional members of the Board of Directors for the term 2024 - 2029:

- Mrs. Phan Thi Anh Nguyet, Human Resources and Administration Department, presented the regulations for nomination and election of additional members of the Board of Directors for the term 2024 – 2029.

The General Meeting voted with 100% unanimity and approved the regulations for nomination and election of additional members of the Board of Directors for the term 2024 – 2029



(The voting method for these contents is open voting)

PART II: CONTENT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS

The General Meeting listened to the following presentations:

Content 01: Report of the Board of Management on Business Operations in 2025 and Plan for 2026

Presenter: Mr. Le Tung Lam, Deputy General Director.

Content 02: Report on the activities of the Board of Directors in 2025 and plan for 2026

Presenter: Mr. Le Phuong Dong – Member of the Board of Directors.

Content 03: Report on the Activities of the Board of Supervisors in 2025 and Plan for 2026

Presenter: Mrs. Do Thi Thoa, Head of the Board of Supervisors.

Content 04: Proposal for the Audited Financial Statements for the Year 2025 of the Company

Presenter: Mrs. Pham Thi Thu Hang, Chief Accountant.

Content 05: Approved the Proposal for Profit Distribution, Fund Allocation, and Dividend Payment in 2025

Presenter: Mrs. Pham Thi Thu Hang, Chief Accountant.

Content 06: Proposal for the Business Production Plan for 2026

Presenter: Mr. Le Phuong Dong, Member of the Board of Directors.

Content 07: Proposal for an Interim Dividend Payment for 2026

Presenter: Mr. Le Phuong Dong, Member of the Board of Directors.

Content 08: Proposal for the Remuneration Scheme of the Board of Directors and the Salary, Remuneration, and Operational Budget of the Board of Supervisors for 2026

Presenter: Mr. Le Phuong Dong, Member of the Board of Directors.

Content 09: Proposal to Select an Independent Auditing Firm for the Audit of the Financial Statements for 2026

Presenter: Mr. Nguyen Minh Tri, Member of the Board of Supervisors.

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Content 10: Proposal on dismissal and election of additional members of the Board of Directors for the term 2024 – 2029; Proposal on Approval of the List of Candidates for Additional Election to the Board of Directors for the 2024 – 2029 Term

Presenter: Mr. Le Phuong Dong, Member of the Board of Directors.

PART III. DISCUSSION

Shareholders raised questions, which were addressed by the Chairing Panel as follows:

1. Progress of relocation of the Company's three plants at Bien Hoa 1 Industrial Zone and construction progress of the Nhon Trach Chemical Plant Project:

- According to the approved investment decision for the Nhon Trach Chemical Plant Project, the relocation and site handover of the plants at Bien Hoa 1 Industrial Zone are expected to be completed by October 2029; the entire Nhon Trach Chemical Plant is expected to be completed, accepted, and put into operation by December 2031.

- At Bien Hoa 1 Industrial Zone: Several production lines have been shut down. Dismantling works are underway, and equipment is being prepared for relocation to the Nhon Trach Chemical Plant in accordance with the plan.

- At the Nhon Trach Chemical Plant Project: The Company has completed site leveling, construction of perimeter fencing, guard houses, and certain technical infrastructure items. The Company is currently conducting contractor selection for the remaining packages of the Project.

- The contractor selection process, particularly for construction and installation packages, has encountered certain objective difficulties due to limited supply and rising construction material prices in Dong Nai Province (where multiple public investment projects are being implemented). As a result, bid prices have exceeded the approved cost estimates. The Company has therefore cancelled the bidding process and is re-tendering in accordance with regulations.

- To address these challenges, the Company is mobilizing maximum resources, proactively coordinating with consultants and relevant stakeholders to review and propose appropriate solutions, while implementing synchronized measures to expedite contractor selection, accelerate project progress, ensure timely site handover as required by local authorities, and complete the Project as planned.

2. What is the total investment of the Project?

The approved total investment for the Nhon Trach Chemical Plant Project is **VND 1,844 billion**.

3. Compensation and support upon land recovery by the State:

Pursuant to Decision No. 1618/QĐ-UBND dated September 8, 2025 issued by the Tran Bien Ward People's Committee, the compensation and support amount payable to Southern Basic Chemicals Joint Stock Company for land recovery under the project

converting Bien Hoa 1 Industrial Zone into an urban-service area and environmental improvement project is **VND 195 million**, representing compensation for crops (excluding an additional relocation incentive bonus of VND 8 million for timely handover).

4. What measures does the Company have to optimize raw material costs and rising interest expenses?

Interest expense pressure is not considered significant, as Vietnam National Chemical Group has allowed the Company to retain profits to establish a development investment fund for the relocation project.

Regarding raw materials and inventory, the Company has proactively built up sufficient reserves to maintain production until **September 2026**, with additional procurement planned as needed.

5. Does the Company have a strategy for product structure, quality, and technology to meet environmental standards and future high-tech product demand, including pricing?

Vietnam National Chemical Group has assigned the Company to research semiconductor-related products. The Company previously conducted preliminary research and reported initial findings. However, the Company is currently prioritizing relocation activities. Further research and development of these product lines will resume once the Nhon Trach Chemical Plant becomes operational and stable.

6. Forecast for product demand and selling prices in 2026? Will imported raw materials face disruptions?

Currently, the Company's production does not fully meet domestic demand. Under previous plans, the Company intended to invest in a 100,000 tons/year caustic soda (NaOH) production line. However, due to the urgent relocation timeline imposed by the Dong Nai Provincial People's Committee, the Company is prioritizing the relocation of existing production lines to the Nhon Trach Chemical Plant. Capacity expansion investments will be considered after the relocation is completed.

7. What are the funding sources for the investment project at the Nhon Trach Chemical Plant?

The total investment of the Project is VND 1,844 billion, of which equity amounts to VND 632 billion and debt financing amounts to VND 1,212 billion.

8. Given the current competitive market conditions, what is the Company's direction for 2026 to both carry out the relocation and increase revenue?

The Company has developed plans for production scheduling, warehouse leasing, inventory stockpiling, and selective imports of certain products to ensure a stable supply to the market during the relocation shutdown period. Expansion of the customer base is not feasible at this stage, as the Company has not yet increased production capacity; therefore, the current priority is to complete the relocation process.



PART IV. SHAREHOLDER VOTING

At 10h45 AM (before the voting time), the shareholders attending the General Meeting consist of 13 shareholders and representatives of shareholders, holding and representing 72.351.775 shares with voting rights, accounting for 65,4768% of the total shares with voting rights of the Company.

The General Meeting listened to presentations and voted by secret ballot on the following contents:

Voting results:

- Total issued votes: 13 represent: 72.351.775 voting shares, accounting for: 100% on total number of votes of attending shareholders.
- Total collected votes: 13 represent: 72.351.775 voting shares, accounting for: 100% on total number of votes of attending shareholders.
- Total uncollected votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attending shareholders.

Content 01: Approval of the Report of the Board of Management on Business Operations in 2025 and Plan for 2026

➤ Voting results:

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Report of the Board of Management on Business Operations in 2025 and Plan for 2026.

Content 02: Approval of the Report on the activities of the Board of Directors in 2025 and plan for 2026

Business Performance in 2025



Description	Unit	Plan 2025	Actual 2024	Actual 2025	Comparison	
					Actual 2025 / Actual 2024	Actual 2025 / Plan 2025
Industrial Production Value (IPV)	Billion VND	2,185.000	1,966.514	2,240.490	114%	103%
Consolidated Revenue	"	1,741.870	1,855.579	2,160.144 (*)	116%	124%
Consolidated Profit Before Tax	"	262.306	328.293	293.136 (**)	89%	112%
Parent Company Indicators						
Net Revenue	"	1,346.860	1,411.686	1,726.385	122%	128%
Parent Company Profit Before Tax	"	257.282	267.635	259.401 (***)	97%	101%
Dividend/Charter Capital	%	Not lower than 5%	10%	0% (****)	-	-

Note: (*)(**) Revenue and Consolidated Profit Before Tax have excluded dividends received from the Company's subsidiaries of 39.345 billion VND. (***) Parent Company Profit Before Tax has included dividends received from the Company's subsidiaries.

(****) The 2025 dividend is expected to be submitted to the Annual General Meeting of Shareholders for approval.

Business Production Plan 2026

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV) (1)	Billion VND	1,861.489
2	Consolidated Revenue (2)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (3)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% (Charter capital)	0%

Note: Note: (1), (2) Consolidated revenue has excluded expected dividends received from the Company's subsidiaries of 19.658 billion VND and financial revenue of 22.027 billion VND. Consolidated Profit Before Tax has excluded dividends from the Company's subsidiaries of 19.658 billion VND. Total revenue of the Parent Company is 1,720.399 billion VND.

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Report of the Board of Management on Business Operations in 2025 and Plan for 2026.

Content 03: Approval of the Report on the Activities of the Board of Supervisors in 2025 and Plan for 2026

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Report of the Board of Management on Business Operations in 2025 and Plan for 2026.

Content 04: Approval of the Proposal for the Audited Financial Statements for the Year 2025 of the Company

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.



- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal for the Audited Financial Statements for the Year 2025 of the Company

Content 05: Approval of the Proposal for Profit Distribution, Fund Allocation, and Dividend Payment in 2025

Unit: VND

No.	Indicators (*)	Note	Figures
1	Profit After Tax (PAT) 2025		210,347,735,584
2	Undistributed PAT from Previous Year Carried Forward		76,603,267,536
3	Total Distributed PAT 2025		190,055,795,358
3.1	Provision of Company Funds	= a+b+c	190,055,795,358
a	Investment and Development Fund Appropriation	a = 80% x (1)	168,278,188,467
b	Welfare and Bonus Fund Appropriation	b = 10% x (1)	21,034,773,558
c	Appropriation for Company Management Bonus Fund		742,833,333
3.2	Cash Dividend Payment	0%	-
4	Remaining Undistributed PAT Carried Forward to Next Year	4= (1) + (2) - (3)	96,845,072,762

Notes: (*): Indicators taken from the Audited Separate Financial Statements.

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal for Profit Distribution, Fund Allocation, and Dividend Payment in 2025.

Content 06: Approval of the Proposal for the Business Production Plan for 2026

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% (Charter capital)	0%

Note: (1) and (2) represent consolidated revenue excluding dividend income from subsidiaries of VND 19.658 billion and financial income of VND 22.027 billion. Consolidated profit before tax excludes dividend income from subsidiaries of VND 19.658 billion. The parent company's standalone revenue amounted to VND 1,720.399 billion.

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal for the Business Production Plan for 2026

Content 07: Approval of the Proposal for an Interim Dividend Payment for 2026

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the Interim Dividend rate for the Year 2026 and to implement dividend payments to shareholders in accordance with the Company's business performance results for the year.

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal for an Interim Dividend Payment for 2026.

Content 08: Approval of the Proposal for the Remuneration Scheme of the Board of Directors and the Salary, Remuneration, and Operational Budget of the Board of Supervisors for 2026

The remuneration of the Board of Directors (BoD) and the salary, remuneration, and operating budget of the Board of Supervisors (BoS) for the Year 2026:

• **Remuneration of the Board of Directors:**

- Chairman of the BoD : 7,000,000 VND/month;
- Member of the BoD : 6,000,000 VND/person/month.

• **Salary, Remuneration, and Operating Budget of the Board of Supervisors:**

- Head of the BoS : Full-time salary;
- Members of the Board of Supervisors : 5,000,000 VND/person/month;
- Operating Budget : 50,000,000 VND/year.
- Bonuses and other benefits of the Board of Supervisors: Implemented in accordance with the Company's internal regulations and policies;

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.



- Total Votes for approval: 13 represent: 72.351.775 voting shares, accounting for: 100% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 0 represent: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal for the Remuneration Scheme of the Board of Directors and the Salary, Remuneration, and Operational Budget of the Board of Supervisors for 2026.

Content 09: Approval of the Proposal to Select an Independent Auditing Firm for the Audit of the Financial Statements for 2026

Authorization for the Board of Directors to Select One of the Audit Firms for the Financial Statements Audit for the Year 2026:

1. FAC Auditing Company Limited

Address: 64/4 DHT 21 Street, Dong Hung Thuan Ward, HCMC.

2. CPA VIETNAM Auditing Company Limited - Ho Chi Minh City Branch

Address: P408, Hoang Anh Safomec Office Building, No. 7/1 Thanh Thai, Dien Hong Ward, Ho Chi Minh City, Vietnam.

3. NVA Auditing Company Limited

Address: 54/3 Nguyen Binh Khiem, Tan Dinh Ward, HCMC.

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 12 represent: 72.334.275 voting shares, accounting for: 99,9758% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 1 represent: 17.500 voting shares, accounting for: 0,0242% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the General Meeting has approved the Proposal to Select an Independent Auditing Firm for the Audit of the Financial Statements for 2026.



Content 10: Approval of the Proposal for the Dismissal and Election of Additional Members of the Board of Directors for the term 2024 – 2029; Proposal on Approval of the List of Candidates for Additional Election to the Board of Directors for the 2024 – 2029 Term.

- **Approval of the resignation letter of the Member of the Board of Directors as follows:**

The resignation letter of Mrs. Nguyen Thi Mai, resigning from the position of Member of the Board of Directors of the Company.

- **Approval of the list of candidates for the Board of Directors, including:**

No.	Full name	Position Nominated/Proposed	Note
1	Mr. Khuc Ngoc Giang	Member of the Board of Directors	Nominated by the Vietnam National Chemical Group

➤ **Voting results:**

Total valid votes: 13 represent for: 72.351.775 voting shares, account for: 100% on total number of votes of attended and voted shareholders.

- Total Votes for approval: 11 represent: 72.307.775 voting shares, accounting for: 99,9392% of the total number of votes of attended and voted shareholders.
- Total Votes for dis-approval: 2 represent: 44.000 voting shares, accounting for: 0,0608% of the total number of votes of attended and voted shareholders.
- Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total number of votes of attended and voted shareholders.

Total invalid votes: 0 represent: 0 voting shares, accounting for: 0% on total number of votes of attended and voted shareholders.

Thus, the meeting has approved the Proposal for the Dismissal and Election of Additional Members of the Board of Directors for the term 2024 – 2029.

ELECTION RESULTS

Full Name	Position	Number of Votes	Election rate
THE BOARD OF DIRECTORS			
Mr. Khúc Ngọc Giang	Member of BoD	72.307.775	99,9392%

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PART V: APPROVAL OF THE MEETING MINUTES AND RESOLUTIONS OF THE ANNUAL GENERAL MEETING

Presenter of the Draft Minutes and Resolutions of the General Meeting: Ms. Vo Thi Diem Hang, Head of the Secretary Committee.

The General Meeting voted and unanimously approved the full text of the Meeting Minutes and Resolutions of the Annual General Meeting of Shareholders in 2026 with 100% approval votes.

This minutes is made into 02 copies and is kept at the South Basic Chemicals Joint Stock Company.

The General Meeting ended at 11:45 AM on the same day./.

**ON BEHALF OF
SECRETARY COMMITTEE**



Vo Thi Diem Hang

**ON BEHALF OF
PRESIDING COMMITTEE
CHAIRPERSON**



Nguyen Thi Mai



No.: 01 /2026/NQ-ĐHĐCĐ

Dong Nai, 24th April, 2026

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises dated 17th June, 2020;
- Pursuant to the Law No. 03/2022/QH15 dated 11th January, 2022;
- Pursuant to the Law on Securities dated 26th November 2019;
- Pursuant to the Charter on the Organization and Operation of South Basic Chemicals Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders in 2026 of South Basic Chemicals Joint Stock Company, dated 24th April, 2026.

RESOLVED:

On 24th April, 2026, at the Bien Hoa Chemical Plant - Road 5, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province, the Annual General Meeting of Shareholders of South Basic Chemical Joint Stock Company was held with the participation of 13 shareholders, owning and representing ownership of 72.351.775 shares with voting rights, accounting for 65.4768% of the total voting shares of the Company.

After hearing the contents of the Reports and Proposals, the General Meeting of Shareholders discussed and unanimously voted to approve the resolution with the following contents:

Article 1: Approved the Report of the Board of Management on Business Operations in 2025 and Plan for 2026

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 2: Approved the Report on the activities of the Board of Directors in 2025 and plan for 2026

Business Performance in 2025

Description	Unit	Plan 2025	Actual 2024	Actual 2025	Comparison	
					Actual 2025 / Actual 2024	Actual 2025 / Plan 2025
Industrial Production Value (IPV)	Billion VND	2,185.000	1,966.514	2,240.490	114%	103%
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Consolidated Profit Before Tax	"	262.306	328.293	293.136 (**)	89%	112%
Parent Company Indicators						
Net Revenue	"	1,346.860	1,411.686	1,726.385	122%	128%
Parent Company Profit Before Tax	"	257.282	267.635	259.401 (***)	97%	101%
Dividend/Charter Capital	%	Not lower than 5%	10%	0% (****)	-	-

Note: (*)(**) Revenue and Consolidated Profit Before Tax have excluded dividends received from the Company's subsidiaries of 39.345 billion VND. (***) Parent Company Profit Before Tax has included dividends received from the Company's subsidiaries.

(****) The 2025 dividend is expected to be submitted to the Annual General Meeting of Shareholders for approval.

Business Production Plan 2026

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% (Charter capital)	0%

Note: (1), (2) Consolidated revenue has excluded expected dividends received from the Company's subsidiaries of 19.658 billion VND and financial revenue of 22.027 billion VND. Consolidated Profit Before Tax has excluded dividends from the Company's subsidiaries of 19.658 billion VND. Total revenue of the Parent Company is 1,720.399 billion VND.

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 3: Approved the Report on the Activities of the Board of Supervisors in 2025 and Plan for 2026

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 4: Approved the Proposal for the Audited Financial Statements for the Year 2025 of the Company

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 5: Approved the Proposal for Profit Distribution, Fund Allocation, and Dividend Payment in 2025

Unit: VND

No.	Indicators (*)	Note	Figures
1	Profit After Tax (PAT) 2025		210,347,735,584
2	Undistributed PAT from Previous Year Carried Forward		76,603,267,536
3	Total Distributed PAT 2025		190,055,795,358
3.1	Provision of Company Funds	= a+b+c	190,055,795,358
a	Investment and Development Fund Appropriation	a = 80% x (1)	168,278,188,467
b	Welfare and Bonus Fund Appropriation	b = 10% x (1)	21,034,773,558
c	Appropriation for Company Management Bonus Fund		742,833,333
3.2	Cash Dividend Payment	0%	-

No.	Indicators (*)	Note	Figures
4	Remaining Undistributed PAT Carried Forward to Next Year	4= (1) + (2) - (3)	96,845,072,762

Notes: (*): Indicators taken from the Audited Separate Financial Statements.

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 6: Approved the Proposal for the Business Production Plan for 2026

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% (Charter capital)	0%

Note: (1) and (2) represent consolidated revenue excluding dividend income from subsidiaries of VND 19.658 billion and financial income of VND 22.027 billion. Consolidated profit before tax excludes dividend income from subsidiaries of VND 19.658 billion. The parent company's standalone revenue amounted to VND 1,720.399 billion.

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 7: Approved the Proposal for an Interim Dividend Payment for 2026

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the Interim Dividend rate for the Year 2026 and to implement dividend payments to shareholders in accordance with the Company's business performance results for the year.

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 8: Approved the Proposal for the Remuneration Scheme of the Board of Directors and the Salary, Remuneration, and Operational Budget of the Board of Supervisors for 2026

The remuneration of the Board of Directors (BoD) and the salary, remuneration, and operating budget of the Board of Supervisors (BoS) for the Year 2026:

- **Remuneration of the Board of Directors:**

- Chairman of the BoD : 7,000,000 VND/month;
- Member of the BoD : 6,000,000 VND/person/month.

- **Salary, Remuneration, and Operating Budget of the Board of Supervisors:**

- Head of the BoS : Full-time salary;
- Members of the Board of Supervisors : 5,000,000 VND/person/month;
- Operating Budget : 50,000,000 VND/year.
- Bonuses and other benefits of the Board of Supervisors: Implemented in accordance with the Company's internal regulations and policies;

The General Meeting of Shareholders approved with the number of shares in favor being 72.351.775 shares, accounting for 100% of the total shares with voting rights of all shareholders attended and voted.

Article 9: Approved the Proposal to Select an Independent Auditing Firm for the Audit of the Financial Statements for 2026

Authorization for the Board of Directors to Select One of the Audit Firms for the Financial Statements Audit for the Year 2026:

1. FAC Auditing Company Limited

Address: 64/4 DHT 21 Street, Dong Hung Thuan Ward, HCMC.

2. CPA VIETNAM Auditing Company Limited - Ho Chi Minh City Branch

Address: P408, Hoang Anh Safomec Office Building, No. 7/1 Thanh Thai, Dien Hong Ward, Ho Chi Minh City, Vietnam.

3. NVA Auditing Company Limited

Address: 54/3 Nguyen Binh Khiem, Tan Dinh Ward, HCMC.

The General Meeting of Shareholders approved with the number of shares in favor being 72.334.275 shares, accounting for 99,9758% of the total shares with voting rights of all shareholders attended and voted.



Article 10: Approved the Proposal for the Dismissal and Election of Additional Member of the Board of Directors for the term 2024 – 2029.

The General Meeting voted to approve with 72.307.775 voting shares, representing 99,9392% of the voting shares attending the General Meeting.

Article 11: Approved the list of candidates for the election of additional Members of the Board of Directors for the term 2024 – 2029, which includes:

- Mr Khuc Ngoc Giang;

The General Meeting voted to approve with 72.307.775 voting shares, representing 99,9392% of the voting shares attending the General Meeting.

Article 12: Election Results

Full name	Position	Ballot number	Election rate
BOARD OF DIRECTORS			
Khuc Ngoc Giang	Member of BoD	72.307.775	99,9392%

Article 13. Implementation Provisions

The resolution was unanimously approved by the General Meeting of Shareholders of South Basic Chemical Joint Stock Company in full at the Annual General Meeting of Shareholders in 2026 and takes effect from the date of signing.

The Board of Directors of the Company is responsible for organizing the implementation of the resolution of the General Meeting of Shareholders in accordance with legal regulations and the Charter of Organization and Operation of the Company.

The Supervisory Board is responsible for supervising the Board of Directors and the General Director in the implementation of this resolution. /.

Recipients:

- SSC, HOSE;
- Member of the BoD, BoS, BoM (e-copy);
- Company's Information Disclosure Website;
- Company's Functional Departments (e-copy);
- HR, Administration (1, e-copy);
- Archived: Office, Secretary.

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



Nguyen Thi Mai

SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City.

Tel.: (028) 3829 6620

Fax: (028) 3824 3166

Website: www.sochemvn.com



DOCUMENTS

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026



April 2026



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Head Office: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City
Phone: (028) 3829 6620 Fax: (028) 3824 3166 Website: www.sochemvn.com
Stock code: CSV Business Registration No.: 0301446260

No.: 375/TM-HDQT

Ho Chi Minh City, 26th March, 2026

MEETING INVITATION

TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

Pursuant to the Charter of Organization and Operation of South Basic Chemicals Joint Stock Company, the Board of Directors respectfully invites the Shareholders to attend the Annual General Meeting of Shareholders (AGM) in 2026 as follows:

1. Time: 08:00 AM, Friday, 24th April, 2026.

2. Venue: Bien Hoa Chemical Plant - Road 5, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province.

3. Agenda: The documents for the AGM in 2026 will be published and updated (if any) on the website: www.sochemvn.com from 03rd April, 2026. Shareholders may access these documents via the QR code provided during attendance at the meeting.

4. Registration: To prepare the facilities for welcoming the delegates, shareholders are kindly requested to register their attendance at the South Basic Chemicals Joint Stock Company or send the registration form to the address provided in section 6 below before 24th April, 2026.

5. Delegation of authority to attend the AGM:

If the Shareholder authorizes another person to attend the AGM, the Shareholder is requested to complete the Power of Attorney form or another form in accordance with Civil Law regulations and send the signed Power of Attorney to the address in Section 6 below before 24th April, 2026, or present it when the Authorized Person arrives at the AGM.

(Note: The power of attorney must clearly state the name of the authorized individual or organization and contain the number of authorized shares. It must also be original, with a raw signature. In case of receiving authorization from an organizational shareholder, the power of attorney must bear the seal of the authorized organization).

6. Address for document submission and support contact:

South Basic Chemicals Joint Stock Company

- Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City.

- Tel.: (028) 3829 6620/38223484 – Fax: (028) 3824 3166

Contact: Company Secretary, Tel.: (028) 3829 6620 (Ext: 330)

7. Shareholders or authorized representatives attending the AGM please bring the following documents:

- Meeting invitation and Power of Attorney (if any);
- ID card/Passport or a valid copy of the organization's Business Registration Certificate.

Welcome our respected shareholders to the AGM in 2026.

Respectfully./.

Recipients:

- As above;
- Member of the BoDs (e-copy);
- BoS, BoM (e-copy);
- Disclosure;
- Save: Office, Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN

Nguyễn Thị Mai

**SOUTH BASIC CHEMICALS JOINT STOCK COMPANY**

Head Office: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620

Fax: (028) 3824 3166

Website: www.sochemvn.com**AGENDA****THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026****I. TIME AND VENUE:**

- **Time:** 08:00 AM, Friday, 24th April, 2026.
- **Venue:** Bien Hoa Chemical Plant - Road 5, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province.

II. MEETING AGENDA:

Time	Content
08:00 – 08:30	Guest reception and verification of delegates and shareholders eligibility: • Reception of delegates and shareholders; • Verifying delegate eligibility, distributing voting cards, voting ballots, election ballots and meeting documents.
08:30– 09:00	Opening of the Meeting: • Report on the verification of delegate eligibility; • Announcement of the meeting's purpose and introduction of the Chairperson; • Approval of the Working regulations, Election regulations; • The Chairman introduces and submits for approval the list of the Chair Meeting Board, Secretary, Delegate Eligibility Verification Committee, and Vote Counting Committee; • Approval of the Meeting agenda.
09:00 – 09:30	The Board of Management (BoM), Board of Directors (BoD), and Board of Supervisors (BoS) present the following contents: • Report on the BoM on the business operations in 2025 and plan for 2026; • Report on the activities of the BoD in 2025 and plan for 2026; • Report on the activities of the BoS in 2025 and plan for 2026.
09:30 – 10:00	Contents of the proposal for the AGM: • Proposal for the Audited Financial Statements for the year 2025 of the Company; • Proposal for profit distribution, fund allocation, and dividend payment in 2025; • Proposal for the business production plan for 2026; • Proposal for an interim dividend payment for 2026; • Proposal for the remuneration scheme of the Board of Directors and the salary, remuneration, and operational budget of the Board of Supervisors for 2026; • Proposal to select an independent auditing firm for the audit of the Financial Statements for 2026; • Proposal on dismissal and election of additional members of the Board of Directors for the term 2024 – 2029; Proposal on Approval of the List of Candidates for Additional Election to the Board of Directors for the 2024 – 2029 Term; • Other contents (if any).
10:00 – 10:30	Discussion
10:30 – 10:40	Guidance on voting and elections Conducting voting on reports and proposals and carrying out elections.
10:40 – 11:00	Break - Counting of votes and elections.
11:00 – 11:10	Announcement of voting and election results
11:10 – 11:30	The Secretariat reads the draft Meeting minutes and the resolution of the AGM; The General Meeting votes to approve the contents of the Meeting minutes and the resolution of the AGM.
11:30	Declaration of the meeting's closure.



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 Fax: (028) 3824 3166 Website: www.sochemvn.com

WORKING REGULATION THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026 SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Pursuant to:

- *The Law on Enterprises dated 17th June, 2020 and its guiding documents, as well as any amendments, supplements, or replacements (if any);*
- *The Law on Securities dated 26th November, 2019, and its guiding documents, as well as any amendments, supplements, or replacements (if any);*
- *The Decree No. 155/2020/NĐ-CP elaborating of some articles of the Law on Securities, enacted on 31st December, 2020;*
- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Internal Regulations on Corporate Governance of South Basic Chemicals Joint Stock Company.*

In order to ensure the successful organization of the Annual General Meeting of Shareholders in 2026 for Southern Basic Chemicals Joint Stock Company, the Board of Directors has formulated the regulations, principles of operation, conduct, and voting procedures for the meeting, to be submitted for approval by the General Meeting of Shareholders as follows:

1. PURPOSE

- To ensure that the procedures, code of conduct, and voting at the Annual General Meeting of Shareholders of Southern Basic Chemicals Joint Stock Company are carried out in compliance with regulations and successfully concluded.
- That the Resolutions of the General Meeting of Shareholders reflect the unanimous will of the General Meeting of Shareholders, meet the desires and rights of shareholders, and comply with the law.

2. SUBJECT AND SCOPE

- Subject: All shareholders, representatives (authorized persons) of shareholders holding shares in Southern Basic Chemicals Joint Stock Company, and invited guests attending the Annual General Meeting of Shareholders of Southern Basic Chemicals Joint Stock Company are required to comply with this Regulation, the Company's Charter, and applicable legal regulations.
- Scope: This regulation is applicable to the organization of the Annual General Meeting of Shareholders in 2026 of Southern Basic Chemicals Joint Stock Company.

3. INTERPRETATIONS OF TERMS/ABBREVIATIONS

- Company : South Basic Chemicals Joint Stock Company
- BoD : Board of Directors

- Do not smoke, keep order in the meeting room.
- Comply with the regulations of the OC and the Chairperson of the GMS.
- In case a delegate fails to comply with the aforementioned inspection regulations or measures, the Chairperson, after careful consideration, may refuse or expel his/her from the place where the GMS takes place to ensure that the GMS proceeds normally according to the planned program.

4.5 Chairperson and Presiding Committee

- The Presiding Committee consists of the Chairperson and Members;;
- The Chairman of the Board of Directors serves as the Chairperson or delegates another Board member to preside over the GMS convened by the Board of Directors;
- If the Chairman is absent or temporarily incapable of working, other members of the Board of Directors shall elect one of them to preside over the meeting under the majority rule. If no one is elected as the Chairperson, the Head of the Board of Supervisors shall direct the GMS to elect a chairperson from the participants. The person receiving the most votes shall preside over the meeting.
- In other cases, the signatory of the decision to convene the GMS shall direct the GMS to elect a chairperson, and the person receiving the largest number of votes shall preside over the meeting.
- The Chairperson has the right to take necessary and reasonable measures to manage the GSM in an orderly manner, according to the approved program and reflecting the desires of most participants.
- The Chairperson has the right to postpone the GMS, which already meets the quorum requirements, for a maximum of 03 working days from the originally scheduled opening date. The postponement or change of meeting location is only permitted in accordance with Clause 8, Article 146 of the Law on Enterprises.
- Responsibilities of the Presiding Committee:
 - Conduct the activities of the Company's GMS according to the agenda by the Board of Directors that has been approved by the General Shareholders' Meeting;
 - Guide the delegates and the GMS in discussing the contents of the agenda;
 - Present drafts and conclude on necessary issues for the GMS to vote on;
 - Respond to issues raised by the GMS;
 - Handle issues arising during the Meeting.
- Working Principles of the Presiding Committee: The Presiding Committee works based on collective principles, democratic centralism, and makes decisions by majority vote.

4.6 Meeting Secretary

- The meeting secretary shall include one or more persons appointed by the Chairperson.

- Responsibilities:
 - Accurately and truthfully record the proceedings of the GMS;
 - Receive registration forms for speeches from Delegates;
 - Prepare the meeting minutes and draft the resolutions of the GMS;
 - Assist the Chairperson in announcing information related to the GMS and notifying Shareholders in accordance with legal regulations and the Company's Charter.
 - Perform other tasks as requested by the Chairperson.

4.7 Vote Counting Committee

- The General Meeting of Shareholders shall elect one or more individuals to the Vote Counting Committee upon the proposal of the Chairperson of the meeting. The meeting secretary shall include one or more persons appointed by the Chairperson. Candidates nominated or standing for election (in case of voting/election) shall not be members of the Vote Counting Committee.
- Responsibilities:
 - Announce the principles, rules, and guidelines for voting and election procedures.
 - Review and report to the General Meeting any violations of voting or election rules or complaints about the voting or election results.
 - Verify and record voting and election ballots, prepare the vote counting minutes, announce the results, and submit the minutes to the Chairperson.

4.8 Delegate Eligibility Verification Committee

- - The chairperson appoints one or more individuals to serve on the Delegate Eligibility Verification Committee for the meeting.
- Responsibilities:
 - Verify the qualifications and attendance status of shareholders and shareholder representatives at the meeting.
 - The Head of the Delegate Eligibility Verification Committee reports to the GMS on the attendance of shareholders at the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend, representing over 50% of the total voting shares, then the GMS of the Company shall be conducted.
 - Participate in the ballot counting of other matters before the establishment of the Vote Counting Committee.

4.9 Discussion

- Delegates attending the GMS who want to express their opinions, must be approved by the Chairperson. Delegates make brief speeches and focus on the right key contents to be discussed, per the program approved by the GMS or send written comments to the Secretary

of the GMS to report to the Chairperson.

- The Chairperson will arrange for delegates to speak in the order of their registration, while also addressing any inquiries from shareholders during the meeting or noting them for a written response later.

4.10 Voting

4.10.1 Principle

- All issues in the agenda and contents of the meeting shall be discussed and voted on by the GMS.
- Voting cards, voting ballots and election ballots are printed, stamped, and sent directly to delegates at the meeting (enclosed with the set of documents attending the AGM). On the Voting Card, Voting Ballots and Election ballots clearly state the voter ID, full name, and the number of shares owned by and receiving voting authorization from that delegate.
- The chairperson proposed various voting methods for each issue in the agenda for the assembly to approve.
- The Voting Ballot is as follows:
 - o Vote by holding up the Voting Card, which is used to approve proposals such as: Working regulations at the GMS; Election regulations; Personnel of the Presiding Committee; Personnel of Vote Counting Committee; Agenda of the GMS; Minutes of the Meeting, Resolutions of the Meeting, and any other contents at the Meeting (if any);
 - o Vote by filling out the Voting Ballot, which is used to approve proposals such as: Báo cáo của Report on the BoM on the business operations in 2025 and plan for 2026; Report on the activities of the BoD in 2025 and plan for 2026; Report on the activities of the BoS in 2025 and plan for 2026; Vote to approve the contents of the Proposals at the Meeting.

4.10.2 Voting Method

- The delegate shall vote to Agree, Disapprove, or Abstain on an issue to be put up for a vote at the General Meeting by holding up the Voting Card or filling in the selection options on the Voting Ballots corresponding to the contents to be voted on as stipulated in Section 4.10.1.
- When voting by holding up the Voting Card, the front of the Voting Card must be raised toward the Presiding Committee. If a delegate does not raise the Voting Card during all three voting rounds for Approve, Disapprove, or Abstain on an issue, they will be considered as voting for Approve of that issue. If a delegate raises the Voting Card more than once (01 time) when voting for Approve, Disapprove, or Abstain on an issue, their vote will be considered invalid. In the voting method of raising Voting Cards, members of the

Delegate Eligibility Verification Committee/Vote Counting Committee will mark the delegate code and corresponding voting slips for each shareholder as Approve, Disapprove, Abstain, and Invalid.

- When voting by filling out the Voting Ballot, for each content, delegates choose one of three options: "Approve", "Disapprove", or "Abstain" pre-printed on the Voting Ballot by marking "X" or "" in their selected box. After completing all voting contents of the Meeting, delegates submit their Voting Ballot to the sealed ballot box at the Meeting as instructed by the Vote Counting Committee. The Voting Ballot must be signed and include the delegate's full name.

4.10.3 Validity of Voting Ballots

- **Valid voting ballots** are ballots pre-printed by the Meeting Organizing Committee, bearing the company's red seal, with no erasures, scratches, tears, or damage, without any additional content beyond the prescribed format, and must be signed with the delegate's full name handwritten below the signature, and submitted to the Vote Counting Committee before the ballot box sealing is opened.

On the voting ballot, the voting content (Report, Proposal) is considered valid when the delegate marks one (01) of the three (03) voting squares.

- **Invalid votes ballots:**

- Add other content to the vote;
- Voting ballots that are not pre-printed by the Meeting Organizing Committee, ballots without the company's red seal, or those with erasures, alterations, additional content beyond the prescribed voting ballot format, ballots without signatures, or without the delegate's full name, will render all voting contents on such ballots invalid.
- Ballots with no box checked, or with two (02) or three (03) boxes checked.

4.10.4 Voting rules

Each common share is equivalent to one voting right. Each delegate attending, representing one or more voting rights, will receive a Voting Card and a Voting Ballot

- As of the shareholder record date (24/03/2026), the total number of the Company's shares is: 110,499,910 shares, equivalent to 110,499,910 voting rights.
- Issues requiring a vote at the GMS shall only be approved when supported by shareholders holding over 50% of the total voting shares of all participating shareholders and voting in favor at the meeting. In specific cases where voting issues are stipulated in Clause 1, Article 21 of the Company's Charter, approval must be obtained from at least 65% of the total voting shares of all participating shareholders and voting in favor at the meeting.
- Remarks:

- Shareholders/authorized representatives with relevant interests do not have the right to vote on contracts and transactions with a value equal to or more than 35% of the total value of the Company's assets recorded in the latest financial statements; such contracts or transactions shall be approved only when they are voted for by the number of shareholders and authorized representatives representing equal to or more than 65% of the total remaining votes (according to Clause 4, Article 167, the Law on Enterprises 2020).
- Shareholders/authorized representatives holding equal to or more than 51% of the total shares with voting rights or their related persons do not have the right to vote on the contracts or transactions entered into with such shareholders with a value of more than 10% of the total value of the Company's assets recorded in the latest financial statements (according to Point b, Clauses 3 and 4, Article 167, the Law on Enterprises 2020).

4.10.5 Recording voting results/election results

- The General Meeting of Shareholders will approve the Vote Counting Committee.
- The Vote Counting Committee is responsible for collecting voting and election.
- The Vote Counting Committee will verify the number of "Approve", "Disapprove", and "Abstain" votes for each content and be responsible for recording, tallying, and reporting the voting results at the GMS.

4.11 Election of the Board of Directors

The election of members to the Board of Directors must be conducted in accordance with the regulations on nomination, candidacy, and election of the Board of Directors, and must be approved by a vote of the General Meeting of Shareholders at the assembly.

4.12 Meeting Minutes and Resolution of the General Meetings of Shareholders

The secretary of the meeting shall record all the Contents of the GMS in the Minutes of the GMS. The Minutes of GMS shall be completed and ratified before the end of the Meeting

5. Implementation of the Regulations

- All delegates, representatives, and guests attending the GMS are responsible for fully complying with the contents specified in this Regulation, regulations, internal rules, current management regulations of the Company, and relevant laws.
- The convener of the GMS has the right to:
 - Subject all meeting attendees to inspections or other security measures;
 - Request the authority to maintain the order of the meeting; expel those who fail to comply with the Chairperson's executive authority, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to comply with security screening requirements from the GMS
- Contents not detailed in this regulation shall uniformly apply according to the provisions of the company's charter, the Law on Enterprise 2020, and current legal documents of the State.

This Regulation shall take effect immediately after approval of the GSM of the Company./.

Recipients:

- GMS;
- Member of BoD (e-copy);
- BoM, BoS (e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**



Nguyen Thi Mai





**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
FOR THE TERM 2024 – 2029
OF SOUTHERN BASIC CHEMICAL JOINT STOCK COMPANY**

Persuant to:

- *The Law on Enterprises dated 17th June, 2020 and its guiding documents, as well as amendments, supplements or replacements (if any);*
- *The Law on Securities dated 26th November, 2019 and its guiding documents, as well as amendments, supplements or replacements (if any);*
- *Decree No. 155/2020/ND-CP dated 31st December, 2020 detailing the implementation of several articles of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated 11th September, 2025 amending and supplementing several articles of Decree No. 155/2020/ND-CP dated 31st December, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of Organization and Operation of South Basic Chemicals Joint Stock Company;*
- *The Internal Regulations on Corporate Governance of South Basic Chemicals Joint Stock Company.*

The Vote Counting Committee announces the Regulations for the nomination, candidacy, and election of additional members to the Board of Directors at the Annual General Meeting of Shareholders of South Basic Chemicals Joint Stock Company in 2026 as follows:

I. Explanation of terms/abbreviations:

- Company : South Basic Chemicals Joint Stock Company.
- BOD : Board of Director
- BOS : Board of Supervisors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholders, representatives (authorized persons)

II. The Chairperson at the meeting:

The Chairperson at the meeting is responsible for overseeing the election, with specific duties as follows:

- Introducing the list of nominations and candidates for the BoD;
- Monitoring the voting process and counting the votes;
- Resolving any complaints regarding the election (if any).

III. Regulations on Nomination and Candidacy for BOD:

- The number of additional members of the BoD to be elected. : 01 members
- Term : 2024 – 2029
- Maximum number of candidates for BOD : unlimited

1. Rights to Nominate and Stand for Election to BOD: *(according to Article 25 of the company's charter)*

Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to under 20% of the total voting shares are entitled to nominate one (01) candidate; from 20% to under 30% can nominate up to two (02) candidates; from 30% to under 40% can nominate up to three (03) candidates; from 40% to under 50% can nominate up to four (04) candidates; from 50% to under 60% can nominate up to five (05) candidates; from 60% to under 70% can nominate up to six (06) candidates; from 70% to under 80% can nominate up to seven (07) candidates; and from 80% to under 90% can nominate up to eight (08) candidates.

The nominated candidates must meet all the criteria stated in section 2 below.

In the case where the number of candidates for the Board of Directors, through nomination and candidacy, still does not meet the necessary amount as stipulated in Clause 5, Article 115 of the Enterprise Law, the current Board of Directors shall introduce additional candidates or organize nominations according to the provisions of the company's charter, the internal governance regulations, and the operational regulations of the Board of Directors. Any additional candidates introduced by the current Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

2. Criteria for Candidates Participating in the Board of Directors: *Candidates for BOD must meet the following standards and conditions (according to Article 155 of the Law on Enterprises No. 59/2020/QH14, Decree 155/2020/ND-CP, Decree 245/2025/ND-CP).*

- Have full civil act capacity, not falling under the category of persons prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;
- Have professional qualifications and experience in business management or in the field, industry, or profession of the company and do not necessarily have to be a shareholder of the company;
- Must not have family relations (wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, biological brother-in-law, biological sister-in-law, biological brother of the wife, biological brother of the husband, biological sister of the wife, biological sister of the husband, biological brother-in-law of the wife, biological brother-in-law of the husband) with the General Director and other managers of the company; with the managers, persons authorized to appoint managers of the parent company.
- Members of BOD of the company can only concurrently be members of BOD of a maximum of 5 other companies.

Regulations on Nominations, Candidacies, and Supplementary Elections for Members of the BoD for the Term 2024 – 2029

- Member of the Board of Directors can only concurrently serve as a member of the Board of Directors or Members' Council of a maximum of 5 other companies.

IV. Election Principles:

- Comply with the provisions of the law and the company's charter.
- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of the shareholders attending the meeting.
- In each election, a shareholder delegate can only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the Chairperson and approved by the meeting. Members of the Vote Counting Committee must not be listed among the nominations or candidates for the BoD.

V. Election Methods:

- The list of candidates for the Board of Directors is arranged in alphabetical order by name, with full names recorded on the ballot.
- Implement the Cumulative Voting Method: *(According to Clause 3, Article 148 of the Law on Enterprises 2020)*
 - Votes will be counted using the cumulative voting method, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the BoD.
 - Attendees have the right to allocate all their votes to one or several candidates.
 - Each shareholder attending the meeting is issued a ballot for the BoD. Representatives must check the information recorded on the ballot when it is issued; any errors must be reported immediately to the Vote Counting Committee.
 - In the event that additional candidates arise on the day of the meeting, representatives can contact the Vote Counting Committee to request a new ballot and must return the old ballot (before placing it in the ballot box).
 - How to Fill Out Voting Ballots:
 - ✓ Delegates vote for a maximum number of candidates equal to the number of candidates to be elected;
 - ✓ If casting all votes for one or several candidates, delegates mark the "**Equal Vote Distribution**" box for the corresponding candidates.
 - ✓ If casting an unequal number of votes for multiple candidates, delegates specify the number of votes in the "**Number of Votes**" box for the corresponding candidates.

Note:

In case a delegate marks both the "**Equal Vote Distribution**" box and specifies the number of votes in the "Number of Votes" box, the result will be based on the number of votes in the "**Number of Votes**" box.

Regulations on Nominations, Candidacies, and Supplementary Elections for Members of the BoD for the Term 2024 – 2029

- The ballots will be placed into a sealed ballot box prior to the counting process.
- Valid ballots: are ballots in the pre-printed form issued by the organizers, bearing the company's red seal, without erasures, alterations, or any additional content beyond what is prescribed for the ballot.
- The following ballots will be considered invalid:
 - Adding other content to the ballot;
 - Ballots not in the pre-printed form issued by the organizers, ballots without the company's red seal, or ballots with erasures, alterations, or additional content beyond what is prescribed for the ballot;
 - The number of candidates voted for exceeds the number of members to be elected;
 - Ballots with a total number of votes for candidates exceeding the total number of votes allowed;
 - No signature and full name of the attending delegate.
- After the voting concludes, the ballot counting will be conducted under the supervision of The Vote Counting Committee and representatives of the shareholders (if necessary).
- The Vote Counting Committee is responsible for preparing the ballot counting minutes, announcing the results, and, together with the chairperson, addressing any inquiries or complaints from shareholders (if any).
- The ballots, after being counted, will be stored in accordance with regulations and may be opened upon request by the company's GMS.

VI. Principles for Electing Candidates:

- The candidates winning the election shall be determined by the number of votes received in descending order, starting from the candidates with the largest number of votes until there are enough members to be elected.
- If there are two (02) or more candidates receiving the same number of votes for the last member to be elected, the voting shall be conducted among these candidates.
- If the results of the first election do not meet the required number of members to be elected, the election will continue until the necessary number of members is elected.

VII. Documents of nomination or self-nomination for the members of the BoD:

Documents of nomination or self-nomination for the BoD members include:

- Application form/Nomination form for the BoD members (*using the Template*).
- Curriculum vitae (*using the Template*).
- Copies of the following types of documents: : ID Card/Passport.
- Certificate in cultural studies and certificate of professional qualification (if any).

The nominators for the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content in their application.

Regulations on Nominations, Candidacies, and Supplementary Elections for Members of the BoD for the Term 2024 – 2029

The application documents should be submitted to South Basic Chemicals Joint Stock Company before 4:00 PM on 22nd April, 2026, at the following address:

Office of South Basic Chemicals Joint Stock Company
Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City
Tel: (028) 3829 6620 Fax: (028) 3824 3166

Above is the complete regulation for nominations and elections to the Board of Directors at the Annual General Meeting of Shareholders in 2026 of South Basic Chemicals Joint Stock Company.

We respectfully submit it for the General Meeting of Shareholders to consider and approve.

This regulation will take effect immediately after being approved by the Company's General Meeting of Shareholders./.

Recipients:

- GMS (e-copy);
- Member of BoD, BoM, BoS (e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**



NGUYEN THI MAI



**SOUTH BASIC CHEMICALS JOINT STOCK COMPANY**

Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 Fax: (028) 3824 3166 Website: www.sochemvn.comNo: *418*/BC-HCCBHo Chi Minh City, *03rd* April 2026**REPORT ON THE BOARD OF MANAGEMENT****To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company****1. Assessment of Business Production Operations****1.1. Operational Performance and Business Results****Business Performance in 2025**

Description	Unit	Plan 2025	Actual 2024	Actual 2025	Comparison	
					Actual 2025 / Actual 2024	Actual 2025 / Plan 2025
Industrial Production Value (IPV)	Billion VND	2,185.000	1,966.514	2,240.490	114%	103%
Consolidated Revenue	"	1,741.870	1,855.579	2,160.144 (*)	116%	124%
Consolidated Profit Before Tax	"	262.306	328.293	293.136 (**)	89%	112%
Parent Company Indicators						
Net Revenue	"	1,346.860	1,411.686	1,726.385	122%	128%
Parent Company Profit Before Tax	"	257.282	267.635	259.401 (***)	97%	101%
Average Number of Employees	Persons	634	629	633	101%	100%
Average Monthly Salary per Employee	Million VND/person/month	16.933	18.577	19.761	106%	117%
Dividend/Charter Capital	%	Not lower than 5%	10%	0% (****)	-	-
Major Maintenance Expenses	Billion VND	84.597	10.229	59.703	584%	71%

Description	Unit	Plan 2025	Actual 2024	Actual 2025	Comparison	
					Actual 2025 / Actual 2024	Actual 2025 / Plan 2025
Total Basic Construction Investment	Billion VND	115.312	22.566	70.643	313%	61%

Note: ()(**) Consolidated Revenue, Profit Before Tax, excluding dividends received from Subsidiaries amounting to VND 39.345 (***) Parent Company's Profit Before Tax has included dividends received from Subsidiaries.*

*(****) Dividend for 2025 expected to be proposed and approved at the Annual General Meeting of Shareholders.*

The year 2025 continued to be a period of significant volatility for the global economy, as trade protectionist policies, tariffs, and geopolitical tensions intensified, negatively impacting international trade and capital flows. Although inflation showed signs of cooling and many major central banks began cautious interest rate reduction cycles, the recovery of global production and business activities remained limited.

Domestically, businesses faced a dual challenge from an uncertain external environment and intense competitive pressure from imported goods. Unfavorable business conditions made it difficult for many enterprises to find markets and expand their market share.

Regarding the Company's business performance, the Company faced many difficulties, such as:

- The selling prices of NaOH and HCl products in the market continuously declined, putting pressure on the Company's production, consumption, revenue, and profit plans. The global market price of NaOH dropped sharply due to supply exceeding demand, with selling prices at times falling below production costs. HCl and PAC inventory levels remained high, as current HCl selling prices are very low, only a few hundred thousand VND/ton (lower than production costs), and the market price for powdered PAC is also highly competitive. The Company's products, such as liquid chlorine, HCl, PAC, H₂SO₄, etc., faced intense competition from cheap imports and domestic manufacturers, requiring frequent updates and price reductions.
- The global economic situation continued to evolve in a complex manner. While tariff risks somewhat subsided as many countries reached trade agreements with the U.S., the U.S.-China agreement was only effective for one year, leaving room for trade instability to resurface at any time during the current U.S. administration's term. This context dampened consumer confidence and somewhat constrained demand for the Company's basic chemical products.
- Currently, due to the pressure to cut production costs, most companies are seeking cheap

raw material sources of lower quality than the Company's products; therefore, besides market share competition, the Company's products are constantly subject to price competition.

- The prices of raw materials, fuels, and supplies used in production have tended to rise, affecting production costs and Cost of Goods Sold.
- The issuance and tightening of regulations in the new Law on Chemicals have increased compliance costs and legal requirements.

However, alongside the aforementioned challenges, the Company's business operations still benefited from certain advantages, such as:

- The Board of Management is always attentive, closely monitoring and promptly proposing solutions to adjust production and business strategies in the face of difficulties regarding trade competition and economic factors, with the goal of maintaining growth and operational efficiency.
- The Company's products are of high quality, meeting the diverse needs of customers, and with appropriate pricing and sales policies, the Company has always maintained a stable customer base.
- The Company has a team of highly skilled and experienced staff who are quick to adopt advanced scientific and technical achievements. This workforce has contributed to the Company's growth over the past years.
- Maintenance and repair work were prioritized to ensure the stable capacity of production lines.

Financial Situation

a. Assets

Unit: Million VND

Indicators	31/12/2025		31/12/2024		%YoY
	Value	Proportion	Value	Proportion	
Current Assets	1,678,566	81.54%	1,464,037	78.75%	14.65%
Non-current Assets	380,138	18.46%	394,961	21.25%	-3.75%
Total Assets	2,058,704	100.00%	1,858,998	100.00%	10.74%

As of December 31, 2025, the Company's Total Assets reached VND 2,059 billion, an increase of 10.74% compared to 2024, reflecting a stable growth trend. The asset structure continued to lean towards Current Assets, accounting for 81.54% of Total Assets, an increase compared to the previous year, while the proportion of Non-Current Assets decreased to 18.46% from 21.25% in 2024. This shift is consistent with the strategy of strengthening working capital and maintaining a high liquidity base as the Company implements key projects.

As of December 31, 2025, the Company's Current Assets reached VND 1,679 billion, an increase of 14.65% compared to the same period last year. This increase mainly came from the rise in accounts receivable, reflecting the Company's expansion of sales scale and consumption volume, along with an increase in inventories as the Company proactively stockpiled raw materials to stabilize production costs and ensure continuous production during the factory relocation period.

The Company's Non-Current Assets as of December 31, 2025, reached VND 380 billion, accounting for 18.46% of Total Assets and a decrease of 3.75% compared to 2024. The structure of Non-Current Assets mainly consists of long-term prepaid expenses, accounting for 80.87%, which are land and infrastructure rental costs at Nhon Trach Industrial Zone with a term until 2055. Although most fixed assets have been fully depreciated, they still maintain operational efficiency, reflecting the enterprise's effective asset management and maintenance policy.

b. Liabilities and Owner's equity status:

Unit: Million VND

Indicators	31/12/2025		31/12/2024		%YoY
	Value	Proportion	Value	Proportion	
Total Liabilities	437,085	21.23%	304,982	16.41%	43.32%
- Short-term Liabilities	421,334	96.40%	304,982	100.00%	38.15%
- Long-term Liabilities	15,752	3.60%	-	-	-
Owner's equity	1,621,619	78.77%	1,554,016	83.59%	4.35%
Total Liabilities and Owner's equity	2,058,704	100.00%	1,858,998	100.00%	10.74%

The Company's total capital as of December 31, 2025, reached VND 2,059 billion, an increase of 10.74% compared to 2024, with a stable and prudent financial structure. Owner's equity continued to maintain its dominant position, accounting for 78.77%, equivalent to VND 1,622 billion, an increase of 4.35% compared to the same time at the end of the year, while liabilities accounted for 21.23%, reaching VND 437 billion, an increase of 43.32% compared to the same time at the end of the year; however, the leverage ratio remained lower than the industry average.

The Company's liability structure demonstrates flexibility by focusing mostly on Short Term Debt, mainly from suppliers and domestic bank loans. The Company has no long-term debt, reflecting an independent financial policy and high autonomy in business operations.

This capital structure demonstrates a reasonable balance between financial safety and business efficiency, creating a solid foundation for sustainable development.

Major Financial Indicators

Indicators	Unit	2025	2024
Solvency ratio			
Current ratio	Times	3.98	4.80
Quick ratio	Times	2.83	3.68
Capital structure ratio			
Debt/Total assets ratio	%	21.23	16.41
Debt/Owner's Equity ratio	%	26.95	19.63
Operation capability ratio			
Inventory turnover	Times	3.92	3.83
Total asset turnover	Times	1.10	1.04
Profitability Ratios			
Gross Profit Margin	%	25.04	27.21
Return on Sales (ROS)	%	10.62	13.92
Return on Equity (ROE)	%	14.44	17.28
Return on Total Assets (ROA)	%	11.71	14.43
Operating Profit Margin	%	13.39	17.64

Liquidity Indicators

The Current Ratio and Quick Ratio of the Company in 2025 decreased compared to 2024. Specifically, the Current Ratio and Quick Ratio as of December 31, 2025, reached 3.98 times and 2.83 times, respectively, decreasing from 4.80 times and 3.68 times as of December 31, 2024. This development reflects the trend of increasing Short Term Debt, especially short-term loans to supplement working capital.

The use of short-term loans in the context of the Company maintaining a high level of cash and short-term deposits shows a flexible cash flow management strategy, taking advantage of reasonably priced loans to optimize capital structure while still ensuring liquidity. Although liquidity indicators decreased compared to the previous year, these ratios still remain within the safe threshold and higher than the industry average, reflecting the Company's good ability to meet short-term debt obligations.

Capital structure indicators

The debt-to-total-assets ratio increased from 16.41% to 21.23% and the debt-to-equity ratio increased from 19.63% to 26.95%, mainly because the Company increased short-term borrowing to supplement working capital. Prioritizing the use of short-term loans, including loans with preferential interest rate conditions, helps the Company optimize capital costs while maintaining flexibility in financial management.

Regarding asset structure, Current Assets account for 81.54% of Total Assets, in which cash, cash equivalents, and term deposits account for 42.82%. This proportion reflects good

liquidity, creating room for the Company to be proactive in production and business, stockpiling materials, and ensuring cash flow during the investment period. The Company still maintains a prudent financial policy with a leverage level lower than the industry average and consistent with the orientation approved at the General Meeting of Shareholders.

Operational capacity indicators

In 2025, the Company's operational capacity recorded improvements, reflected in asset efficiency indicators. Specifically, the Inventory Turnover increased slightly from 3.83 to 3.92 times, showing improved inventory management efficiency and the ability to maintain sales growth, even though the Company still faced general market difficulties as well as risks of production disruption during the factory relocation period. Besides that, the asset turnover increased from 1.04 to 1.10 times in 2025, reflecting improved efficiency in using total assets. This result mainly came from the flexible management strategy of the Board of Management, through adjusting selling prices in line with market developments and optimizing production capacity.

Profitability indicators

The Company's profitability indicators in 2025 decreased slightly compared to 2024, reflecting the dual pressure from increased input costs and the slow recovery of selling prices for some core products. The Gross profit margin reached 25.04%, lower than the 27.21% level in 2024, mainly due to increased sulfur costs and electricity prices, along with the Company's proactive increase in raw material reserves as well as increased commercialization activities to maintain stable production during the implementation of investment projects.

The profit margin from business activities and the profit after tax margin also recorded a decline, reaching 13.39% and 10.62% respectively, as selling expenses and General and Administrative (G&A) expenses increased in line with sales volume and market expansion activities; meanwhile, interest expenses rose due to the Company increasing short-term borrowing to finance working capital. Nevertheless, ROE and ROA reached 14.44% and 11.71% respectively, which, while lower than the previous year, remained higher than the industry average, indicating that the Company maintained efficiency in working capital management, investment project selection, and financial structure optimization.

1.2. Improvements In Organizational Structure, Policies, And Management

Regarding human resource development activities:

In 2025, the Company continued to promote a comprehensive human resource development strategy, with a vision of building a professional workforce with strong professional competence and professional ethics. Training programs are designed to be multidimensional and flexible, meeting the development needs of each target group, while aiming to enhance the enterprise's competitiveness in the context of digital transformation and international integration.

- Regarding professional training: The Company implemented synchronized programs ranging from onboarding training for new personnel to professional advancement based on job positions. Special emphasis was placed on organizing thematic seminars, experience sharing, and mentoring programs combined with practical training, helping

employees continuously update their knowledge, technological trends, and industry practices.

- Regarding soft skills development: The Company focused on training essential skills such as leadership and management for staff at all levels, communication, presentation, and negotiation skills. Simultaneously, it emphasized developing teamwork capabilities, situational handling, and innovative thinking to meet the increasingly high requirements of the modern business environment.
- Regarding personal development support: The Company built a diverse learning environment. In parallel, it actively supported employees in participating in external thematic courses, establishing clear career development paths, and closely linking training results with promotion opportunities and remuneration policies.
- The Company not only enhanced its competitiveness but also built an active learning culture, creating a solid foundation for sustainable development in the era of digital and international integration.

Working environment:

The Company prioritizes building a professional, safe, and friendly working environment, aimed at the comprehensive development of employees. Specifically:

- At the Office Block: The Company invested in modern facilities, from scientifically designed workspaces to technological equipment and office utilities. Common areas are reasonably arranged, creating a comfortable and efficient working environment, promoting creativity and interaction among members.
- At the Production Block: The factory system is operated according to modern industrial standards with optimal working conditions regarding lighting, ventilation, and temperature. Employees are fully equipped with high-quality protective gear, combined with regular training on occupational safety and operating procedures, ensuring absolute safety in production.
- Regarding Safety and Health: The Company strictly implemented periodic health check-up programs, accident insurance, and on-site medical services. It regularly evaluates and improves working conditions, creating a healthy, safe, and professional working environment.

Salary, bonuses, benefits, and remuneration policies:

The Company complies with legal regulations in paying salaries and bonuses to employees. The Company builds and applies a variety of remuneration and benefit policies to motivate employees, recognizing the efforts and contributions of individuals and collectives. Remuneration and benefit policies include:

- Salary and bonuses based on capacity and work performance.
- Holiday, Tet, and seniority bonuses, etc.

- Social insurance, health insurance, unemployment insurance, etc.
- Group health and accident insurance, periodic health check-ups, etc.
- Leave, sick leave, maternity leave policies, etc.
- Support for breakfast, lunch, transportation, etc.
- Training, development, and promotion policies, etc.

The Company always creates conditions for employees to enjoy the best welfare policies, aiming to boost employee morale, create long-term attachment to the collective, and maintain the Company's corporate culture.

Evaluation of human resources work:

The Company has successfully built and implemented a comprehensive human resource policy system, meeting the basic requirements of a modern enterprise. To improve the efficiency of human resource management, the Company identified the following focus areas for improvement:

- Regarding Training Strategy: Build detailed career development paths for each position, with specific evaluation milestones and training objectives. Design specialized training programs based on the capacity and potential of each personnel group, combined with periodic evaluations to ensure the effectiveness of training and the development of succession human resources.
- Regarding Corporate Culture: Diversify internal engagement activities through organizing cultural, sports, and teambuilding events periodically. Build a dynamic, creative, and friendly working environment, strengthening cohesion and team spirit among members.
- Regarding Remuneration Policy: Conduct in-depth market research to build a competitive salary and benefit system. Develop special remuneration programs for talent and key positions, ensuring the attraction and retention of high-quality human resources for the sustainable development of the enterprise.

Regarding product quality:

- Currently, product quality inspection is carried out at the laboratories of the factories under the Company. Among them, the laboratory of Bien Hoa Chemical Plant has been certified to meet ISO 17025:2017 standards – General requirements for the competence of testing and calibration laboratories;
- Management systems currently applied at the factories under the Company include ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, ISO 17025:2017, PAS 99:2012, HALAL and KOSHER certificates, and NSF certification for PAC 10% HB, PAC 31% powder, and PAC 30% HB powder products used in drinking water treatment;
- ISO 22000:2018 food safety management system certification, HACCP.

Regarding technical management:

- Production organization:

The Company has monitored and controlled the production activities of technological lines, machinery, and equipment to ensure they always operate in a stable condition, meeting output and product quality requirements. Specifically, the Company has implemented the following activities:

- Developed and implemented processes and regulations on production management to ensure production activities are carried out in accordance with regulations and standards.
- Organized teams of engineers and technicians specializing in production to monitor and control the production activities of technological lines, machinery, and equipment.
- Equipped with devices and tools for product quality inspection and monitoring to ensure produced products meet the required quality.
- Management of norms and product quality:

The management of norms and product quality is carried out regularly and continuously. Recently, norms and product quality have always been built, reviewed, and adjusted flexibly, suitable for the actual conditions and capacity of each production line. At the same time, the Company focuses on promoting technical improvement initiatives and optimizing production processes to reduce costs, save energy, improve productivity, improve working conditions, and enhance competitiveness.

1.3. Investment Activities, Project Implementation

a. Investment project:

❖ Implementation status of construction investment projects

In 2025, the capital construction investment plan was approved with a total value of VND 115,312 million; the implemented value reached VND 70,643 million, equivalent to 61% of the plan.

In 2025, the Company approved and implemented the Key project of Nhon Trach Chemical Plant to relocate 03 existing factories in Bien Hoa 1 Industrial Zone to Nhon Trach VI Industrial Zone according to the policy of the Dong Nai Provincial People's Committee on converting Bien Hoa 1 Industrial Zone into an urban - commercial - service area and improving the environment. The project not only meets the relocation requirements according to the plan but also creates a new infrastructure foundation, expands development space, and promotes the Company's stable and sustainable development in the coming period.

During the year, the Company also invested in, accepted and commissioned, and put into use 05 works serving production and business, contributing to improving operational efficiency, stabilizing production, and supporting the completion of set targets and plans.

For the remaining works, the Company is continuing to implement them according to the approved schedule and plan.

❖ **Implementation status of the “Nhon Trach Chemical Plant” project**

Indicators	Detailed Information
Project Name	Nhon Trach Chemical Plant
Investor Name	South Basic Chemicals Joint Stock Company
Investment Objective	- Implement the policy of functional conversion of Bien Hoa 1 Industrial Zone according to the orientation of the Dong Nai Provincial People's Committee; relocate the Company's existing production lines from Bien Hoa 1 Industrial Zone to Nhon Trach 6 Industrial Zone, while investing in building a integrated and modern production facility at the new location to ensure stable long-term production operations and sustainable development. - Maintain stable supply to the market during the period when Bien Hoa Chemical, Tan Binh 2 Chemical, and Dong Nai Chemical plants temporarily suspend operations to facilitate the relocation, thereby ensuring the stability of the Company's traditional market share. - Create a foundation for the Company to expand production scale, increase output, develop business and production activities, and expand consumption markets when conditions are favorable.
Project Scale	The production capacity scale of the project's products is 307,900 tons of products/year (100% conversion).
Project Implementation Location	Nhon Trach VI Industrial Zone, Phuoc An Commune, Dong Nai Province
Total Project Investment	1,844 billion VND
Project Implementation Time and Progress	Complete the relocation of 03 factories from Bien Hoa 1 Industrial Zone; complete the entire Nhon Trach Chemical Plant Project in December 2031; no investment phasing; operation term of 50 years from February 10, 2017.

The objectives of the Nhon Trach Chemical Plant Project are as follows:

- Enhancing production capacity through expanding production space and optimizing production lines, with a design capacity of 307,900 tons of products per year (100% equivalent), meeting domestic market demand and supporting export expansion orientation.
- Developing and diversifying the product portfolio, focusing on high value-added chemical products such as water treatment chemicals, additives, and products serving industrial and consumer applications, thereby improving profit margins.
- Enhancing production technology through investment in modern technologies, contributing to the optimization of energy and raw material costs, while improving product quality, especially for key product groups.

- Meeting increasingly stringent environmental requirements, as the new plant is invested in and operated in accordance with modern environmental standards, thereby minimizing negative impacts on the environment and surrounding communities.

- Enhancing the supply chain thanks to the strategic location of Nhon Trach VI Industrial Zone, near major seaports and areas with a high concentration of potential partners and customers, thereby supporting the Company in optimizing transportation and raw material costs.

In 2025, the Company organized the selection process and signed contracts for 11 procurement packages, including:

- Package No. 12: Appraisal of cost estimates for consulting services;
- Package No. 13: Consulting services for the preparation of bidding documents and evaluation of bids for consulting packages (Packages No. 14, 15, and 16);
- Package No. 14: Project management consulting;
- Package No. 15: Detailed engineering design consulting (including BIM);
- Package No. 16: Consulting services for appraisal of detailed engineering design and construction cost estimates;
- Package TV-02.01: Consulting services for preparation of bidding documents and evaluation of bids for site leveling, fencing, and guardhouse construction;
- Package TV-03: Geological survey for the detailed engineering design phase;
- Package TV-04: Supervision of geological survey for the detailed engineering design phase;
- Package XL-01: Construction of site leveling, fencing, and guardhouse;
- Package BH-01: Construction works insurance;
- Package TV-08: Preparation of documents for partial adjustment of the detailed construction plan at a scale of 1/500.

❖ Difficulties and challenges arising during the implementation of the Nhon Trach Chemical Plant Project

- Project adjustment:

▪ During the preparation of detailed engineering design (DED), the Company and the project management consulting unit identified several discrepancies compared to the approved basic design (FEED) in the feasibility study report. The primary reason was the requirement to accelerate the relocation schedule and handover of land for three factories in Bien Hoa 1 Industrial Zone before August 1, 2025, as required by the Dong Nai Provincial People's Committee, which is significantly earlier than the schedule approved in the Project (October 2029).

▪ The shortened timeline led to the need to review and reassess the list of equipment for relocation; rationalize and optimize technology and equipment selection; planning

parameters; as well as items related to fire prevention and fighting, construction, and electrical systems. These adjustments resulted in inconsistencies between the basic design and the detailed engineering design compared to the dossier previously appraised by the Vietnam Chemicals Agency – Ministry of Industry and Trade.

- Accordingly, the adjustment of the Nhon Trach Chemical Plant Project is necessary. Currently, the Company is implementing procedures related to project adjustment and partial adjustment of the 1/500 detailed construction planning. However, these procedures involve multiple steps and various state management authorities, leading to prolonged processing time and directly affecting the relocation progress of the factories.

- In addition, the adjustment items are mandatory and must comply with strict appraisal and approval procedures in accordance with legal regulations, continuing to place significant pressure on the Project's timeline at present.

❖ **Increase in prices of raw materials, fuel, and equipment:**

- Conflicts in the Middle East have disrupted oil and gas supply, causing energy prices to surge, thereby increasing transportation costs, prices of construction materials, machinery, and equipment for chemical production.

- This situation has rendered the approved construction cost estimates and package prices inconsistent with market price levels; many packages face the risk of failing to select contractors as bid prices exceed the approved package prices, directly affecting the Project implementation schedule.

- At the same time, disruptions in the global supply chain due to shortages of raw materials and logistics interruptions have increased risks of inflation, economic instability, and declining market demand, thereby negatively affecting the Project's efficiency.

❖ **Difficulties in contractor selection due to changes in legal regulations:**

- The Law on Chemicals 2025 (effective from January 1, 2026) and Decree No. 25/2026/ND-CP (effective from January 17, 2026) stipulate that organizations providing consulting services in the chemical sector (including construction design, design appraisal, construction supervision, equipment installation supervision, and project management) must have at least one individual meeting professional qualification requirements.

- Specifically, such individual must hold at least a bachelor's degree in chemistry (or an equivalent field) and have relevant experience in chemical consulting.

- These regulations have reduced the number of qualified contractors, making contractor selection more difficult and posing risks of prolonged procurement processes, thereby affecting the overall Project schedule.

b. Investment situation at the Company's subsidiaries:

In the overall development strategy, effective management of investments in the Company's subsidiaries is identified as one of the top priorities of the Company. We apply a rigorous investment Governance Model, in which every decision is thoroughly appraised, ensuring consistency with the Development Orientations of the Parent Company and

optimizing investment efficiency.

In 2025, the specialized department implemented a comprehensive monitoring system, including:

- Monitoring key performance indicators.
- Periodic analysis of financial and operational reports.

Through this monitoring system, the Board of Management can quickly grasp the operational situation, timely make strategic decisions, and implement solutions to improve investment efficiency. This is an important foundation ensuring the sustainable development of the entire Company system.

2. Future Development Plan

2.1 Business Production Plan 2026:

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% Charter Capital	0%

Note:

(1), (2) Consolidated Revenues have excluded the expected dividends to be received from the Company's subsidiaries of 19.658 billion VND and financial income of 22.027 billion VND. Consolidated Profit Before Tax has excluded dividends from the Company's subsidiaries of 19.658 billion VND. The total revenue of the Parent Company alone is 1,720.399 billion VND.

2.2 Outlook for 2026

Challenges:

- The global economy in 2026 remains unstable due to geopolitical and trade tensions; demand for basic chemicals is recovering slowly and unevenly across markets, putting pressure on orders and selling prices for domestic enterprises.
- The Chinese market maintains an oversupply situation, causing prices of NaOH, HCl, H₂SO₄, and yellow phosphorus to remain low; imported goods into Vietnam fluctuate strongly and exert competitive pressure on domestic products.
- Domestic competitors are continuously expanding and increasing capacity, thereby competing on selling prices and sharing market share, especially for NaOH, PAC, and Chlorine.

- Exports continue to face difficulties due to fierce competition with low-priced goods from China.
- Input costs are under pressure as domestic raw materials are scarce, forcing enterprises to rely on imports, causing costs to fluctuate according to the international market.
- Industrial salt prices are subject to import quotas, while low-quality apatite ore continues to affect the operations of the Company's subsidiaries.
- Electricity prices, oil prices, and other input factors remain high, affecting production costs and competitiveness.
- Consumer demand is recovering but has not returned to pre-pandemic levels; some downstream industries are growing slowly, affecting consumption demand.
- The demand for Silicate used in the Company's detergent production has decreased by 30% to 40%, mainly because partners in the cosmetic chemical industry have cut back on traditional detergent production and shifted to producing tablets and liquid detergents, which are product lines that hardly use silicate, leading to a decrease in consumption demand.
- The Company must simultaneously maintain production and business activities at existing units while implementing the new factory project, leading to pressure on resources, personnel, and investment costs.
- Bank loan interest rates also tend to rise, potentially affecting investment costs at the Nhon Trach Chemical Plant Project.

Advantages:

- Macro policies in control and yielding good results.
- The supply of the Company's main raw materials such as industrial salt, etc., is maintained stably with appropriate quality. The Company always closely monitors the price situation of materials and raw materials to have reasonable and effective warehousing prices that are beneficial to the Company's production stage. At the same time, the Company always reserves and monitors reasonable inventory levels, ensuring timely raw material sources for production activities.
- The Board of Management is always attentive, concerned, and follows up, timely proposing solutions to adjust production and business strategies in the face of difficulties regarding trade competition and factors affecting the economy, with the goal of maintaining growth and production and business efficiency.
- The products produced by the Company are of good quality, meeting the different needs of customers, and with appropriate pricing and sales policies, the Company always maintains a stable customer base.
- Besides maintaining good relationships with existing customers to keep a stable market share in the context of competitors competing fiercely on price, the Company always proactively seeks potential customers to expand the customer base, increasing Revenues

and profits.

- The Company has a team of staff with high professional skills and practical experience, keenly absorbing advanced scientific and technical achievements. It is this workforce that has contributed to the Company's growth over the past years.
- Maintenance and repair work are prioritized to ensure the stable capacity of production lines.

3.3 Implementation solutions:

- Solutions for organization, personnel, and resource development

- Focus on recruitment, training, and allocation of human resources to meet the requirements of implementing the Nhon Trach Chemical Plant Project.
- Strengthen the recruitment of young, capable, and well-trained staff to focus on implementing the Nhon Trach Chemical Plant Project.
- Organize field training for young engineers at the Factory and production lines; simultaneously implement roadmap-based training for departments and create conditions to participate in external training courses when necessary.

- Solutions for Management:

- Update and amend internal regulations to improve operational efficiency; in 2025, the Company adjusted regulations on labor and wages to comply with regulations and will continue to review and update the remaining regulations in 2026.
- Apply digital transformation by replicating Base technology platforms in centralized database management, cloud data management, and work progress tracking, especially for the Nhon Trach Chemical Plant Project, to optimize performance and support the management of the Board of Management.

- Solutions for production, business, and construction investment

- Closely monitor market prices for NaOH, HCl, PAC, and other products to timely adjust business plans.
- Regularly review floor selling prices and monitor price fluctuations of competitors in the Southern Vietnam region.
- Promote NaOH consumption when selling prices tend to increase and adjust price reductions when necessary to keep market share and support the consumption of chlorine-based products.
- Balance PAC powder production in case HCl faces fierce competition, especially in the rainy season when market demand increases.
- Strengthen product supply for member units in the Group and partners.
- Diversify existing products according to technical standards, concentration, and quality to meet the diverse needs of customers.
- Research and develop new products as well as upgrade the quality of existing products to

expand the market and balance Caustic-Chlorine consumption, such as silica for the rubber and plastic industries and high-quality H₂SO₄.

- Strengthen communication and advertising through traditional channels such as newspapers, magazines, and community sponsorship programs.
- Promote through electronic channels such as websites and social media to reach customers more effectively.
- Collaborate with partners in producing TVCs and new brand identity materials to enhance the Company's image in the market.
- Maintain relationships with existing customers through after-sales service and appropriate commercial policies in the context of fierce price competition in the market.
- Focus on directing the successful implementation of the Nhon Trach Chemical Plant project.

The above is the Report of the BoM on Business and Production Results for the Year 2025 and Plan for 2026.

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

Sincerely./.

Recipients:

- GMS; *Recd*
- Member of BoD (e-copy);
- BoM, BoS (e-copy);
- Professional Dept. (e-copy);
- Business Plan (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.



Le Thanh Binh



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 Fax: (028) 3824 3166 Website: www.sochemvn.com

No: *419* /BC-BOD

Ho Chi Minh City, *03rd* April 2026

REPORT OF THE BOARD OF DIRECTORS

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

I. GENERAL SITUATION

1. Business Performance Effectiveness:

Global Economic Context

The first months of 2025 recorded many complex developments globally as geopolitical tensions, regional conflicts, and trade protectionist measures increased. These factors negatively impacted the global supply chain, directly affecting international trade, investment, and production activities. Additionally, extreme weather events and natural disasters significantly affected socio-economic development.

Nevertheless, the world economy still showed signs of improvement as commodity trade gradually recovered, inflation cooled, and financial conditions were cautiously eased in many countries. These factors contributed to creating a more supportive environment for production and business activities, although the recovery pace remained slow and uneven across industries and regions.

Domestic Market

Domestic industrial production activities recorded a recovery trend in 2025, thereby helping to maintain the sales volume of the Company's basic chemical products. However, selling prices remained under significant pressure due to intense competition. In the final months of the year, consumer demand improved, especially during the Lunar New Year, contributing to the promotion of trade and production, which created additional momentum for business operations.

Company's Business Results

Faced with the intertwined advantages and difficulties of the market economy during the year. The Board of Directors, together with the Board of Management, remained closely involved, researching and applying appropriate sales policies to stabilize production activities and optimize profits. The Company achieved remarkable results in 2025. Specifically, the consolidated net revenue in 2025 reached 2,160 billion VND, an increase of 16.41% compared to 2024; Profit After Tax reached 229 billion VND, a decrease of 11.22% compared to the previous year.

2. Production organization activities:

The Company's NaOH – Chlorine and acid production lines are equipped with modern technology from reputable suppliers in Europe/G7, ensuring high technical standards and



operational stability. Thanks to advanced technology, key products such as NaOH, HCl, H₂SO₄, and related products always achieve stable quality, exceeding national standards (TCVN) and meeting the stringent requirements of the food, pharmaceutical, and electronics industries. Through this, the Company maintains the reputation and trust of high-quality customer segments.

In parallel with stable operations, the Company continuously implements technical improvement initiatives and process optimizations. These efforts contribute to increasing productivity, reducing material consumption, optimizing production costs, and enhancing product competitiveness. At the same time, improvement activities help enhance energy efficiency, ensure operational safety, reduce environmental emissions, and improve production and business efficiency at the plants.

3. Research and Development activities

Faced with intense competitive pressure, the Company chooses a differentiation strategy through product and technology development to meet diverse market needs and expand new customer segments. Focusing on product quality and uniqueness not only helps enhance brand reputation but also creates a sustainable competitive advantage.

- The Company researches and develops production plans for inorganic acids such as HCl, H₂SO₄, and H₃PO₄ according to electronic standards, meeting the stringent technical requirements of the electronics and semiconductor industries.

- The Company focuses on implementing scientific and technological activities, initiatives, and improvements at existing production lines, contributing to enhancing energy efficiency, increasing operational safety, reducing emissions, and improving production and business efficiency at the plants.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Summary of the Meetings of the Board of Directors:

In 2025, the Board of Directors organized 09 direct meetings (combined with online meetings) and several written consultations. The attendance of Board members at these meetings was as follows:

No.	Member of the BoD	Numbers of Meetings attended of the BoD	Attendance Rate	Reasons for absence
1	Mrs. Nguyen Thi Mai	06/09	66.67%	Appointment on 28/02/2025
2	Mr. Le Thanh Binh	09/09	100%	
3	Mr. Le Phuong Dong	09/09	100%	
4	Mr. Vu Minh Ngoc	09/09	100%	
5	Mrs. Le Thi Ngoc Diep	09/09	100%	
6	Mr. Nguyen Huu Tu	03/09	33.33%	Dismissal on 28/02/2025

2. Resolutions and Decisions of the Board of Directors

In 2025, the Board of Directors issued 93 Resolutions and Decisions approving many important plans and adjustments regarding the Company's operations and development (For detailed content of the meetings, please refer to the 2025 Report on Corporate Governance published by the Company on 28th January 2026 at the website: <https://www.sochemvn.com>). All Resolutions and Decisions issued by the Board of Directors achieved the unity and consensus of the members and were in accordance with the Company Charter and relevant laws.

3. Activities of the Independent Board Member and the Evaluation Results of the Independent Member regarding the Board's Activities in 2025:

In 2025, the Independent Member of the Board of Directors continued to promote the role of objective supervision and independent critical review within the Company's governance system. The Independent Member of the Board of Directors always maintained the principles of transparency – neutrality – responsibility, contributing to risk control, improving governance quality, and ensuring harmonious benefits between shareholders and stakeholders.

With professional experience and an independent perspective, the Independent Member of the Board of Directors fully participated in all Board of Directors meetings during the year, proactively researching files and documents before meetings; actively discussing, analyzing, and providing critical reviews on important contents submitted to the Board of Directors for consideration and approval. The focus of the critical reviews and contributions of the Independent Member of the Board of Directors concentrated on the following issue groups:

- Regarding investment – key projects: providing opinions and critical reviews on investment plans, policies, and adjustments to the Company's major investment projects,

especially the Nhon Trach Chemical Plant Project and projects or equipment and technology investment items, to ensure necessity, feasibility, investment efficiency, and risk control.

- Regarding financial management – audit – internal control: providing opinions on financial plans, selection of audit firms, and internal audit results; simultaneously supervising the development, amendment, and implementation of financial regulations, internal management regulations, and thrift practice and anti-waste programs.

- Regarding organization, personnel, and executive management: providing critical reviews on contents related to organizational structure, assignment of Board of Directors duties, appointment, re-appointment, transfer, and dismissal of management titles according to authority, ensuring suitability, transparency, and stability in human resources management.

- Regarding transactions with related parties and public company governance: monitoring and providing opinions on transactions with related parties, ensuring that transactions are submitted to the Board of Directors for consideration with proper authority, complete documentation, and timely information disclosure in accordance with regulations; simultaneously, supervising the implementation of the Board of Supervisors' recommendations according to the recommendation notices in 2025.

Evaluation results of the Independent Member of the Board of Directors regarding the Board's activities during the reporting period:

- The Board of Directors has effectively performed its role in supervising and guiding the development of the Company especially in the implementation of major investment projects such as the Nhon Trach Chemical Plant PAC powder equipment system, liquid Chlorine, etc.;

- Compliance with the law, the Company Charter, and principles of public company governance was ensured. Transactions with related parties were approved by the Board of Directors with proper authority and disclosed fully and timely in accordance with regulations;

- All members of the Board of Directors actively participated in supervising the Company's activities, participating in discussions at quarterly periodic meetings or through written consultations. The Board of Directors was encouraged to propose and recommend anything deemed necessary for the Company without limitations on space, time, or content of discussion;

- All important issues were discussed openly and democratically within the Board of Directors. Issues were thoroughly and carefully evaluated and discussed to reach a unified decision before issuing a Resolution. The Board of Management always closely follows and strictly implements the Resolutions issued by the Board of Directors;

- The Board of Directors complied with regulations on approval authority, monitoring, and disclosure of transactions between the Company and internal persons of the Company; related parties of internal persons with the Company, Company's subsidiaries, and companies which the Company control. These transactions were disclosed in accordance with the provisions of the law;

- The supervision, management, and administration of production and business activities by the Board of Directors were carried out in accordance with the provisions of the law and the Company Charter; at the same time, there was increased attention to the internal control system, internal audit, and the issuance/updating of governance regulations to enhance transparency and governance effectiveness throughout the Company.

4. Supervisory Results of the Board of Directors regarding the General Director and Other Executives:

Based on the Company Charter, the Regulations on Corporate Governance, and current legal regulations, in 2025, the Board of Directors fully performed its inspection and supervision functions regarding the Board of Management and the team of management personnel in managing production and business activities and implementing Resolutions of the General Meeting of Shareholders and the Board of Directors.

Supervision was carried out by the Board of Directors regularly, continuously, and multi-dimensionally through forms: exchanging, discussing, and questioning the Board of Management at periodic and extraordinary meetings of the Board of Directors; reviewing monthly and quarterly periodic reports and thematic reports; exchanging via email, telephone, and direct contact during the process of directing and managing the Company's activities. Besides that, the Board of Directors required the Board of Management to implement a written reporting regime on the performance of assigned duties and powers periodically and upon request.

In 2025, the Board of Management performed its executive functions well, demonstrating a high sense of responsibility to the Board of Directors and shareholders:

- The Board of Management ensured that the Company's production and business activities were maintained continuously, safely, and effectively, proactively responding to fluctuations in input material prices and competitive pressure in the market;

- The Resolutions of the Board of Directors and the General Meeting of Shareholders were implemented promptly and strictly by the Board of Management, especially in organizing and managing key investment projects and investment, procurement, and technical renovation programs during the year;

- Information disclosure was carried out fully and on time; the Board of Management coordinated closely with independent auditors and internal auditors in accordance with regulations;

- Executive decisions were issued with proper authority, in a timely manner, and in compliance with the law and internal regulations;

- The members of the Board of Management fully exercised their assigned rights and duties, effectively utilizing and promoting the Company's resources in terms of capital, assets, labor, and brand. The Decisions of the Board of Management were issued validly, with proper authority, and in a timely manner.

5. Remuneration, Operating Expenses, and Other Benefits of the Board of Directors and each member in 2025:

Unit: VND

No.	Full Name	Position	Salary	Total Remuneration	Bonus	Other Benefits	Notes
1	Nguyen Thi Mai	Chairwoman	0	95,000,000	0	198,208,000	
2	Vu Minh Ngoc	Member of the BoD	0	99,000,000	10,500,000	211,500,000	
3	Le Thanh Binh	Member of the BoD cum General Director	607,331,400	96,000,000	100,405,000	844,271,004	
4	Le Phuong Dong	Member of the BoD	0	96,000,000	10,500,000	130,000,000	
5	Le Thi Ngoc Diep	Member of the BoD	0	96,000,000	7,000,000	196,500,000	
Total			607,331,400	482,000,000	128,405,000	1,580,479,004	

6. Results of the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders

Explanation	Unit	Plan 2025	Actual 2024	Actual 2025	Comparison	
					Actual 2025/ Actual 2024	Actual 2025/ Plan 2025
Industrial Production Value (IPV)	Billio n VND	2,185.000	1,966.514	2,240.490	114%	103%
Consolidated Revenue	”	1,741.870	1,855.579	2,160.144 (*)	116%	124%
Consolidated Profit Before Tax	”	262.306	328.293	293.136 (**)	89%	112%
Parent Company Indicators						
Net Revenue	”	1,346.860	1,411.686	1,726.385	122%	128%
Parent Company Profit Before Tax	”	257.282	267.635	259.401 (***)	97%	101%
Dividend/Charter Capital	%	Not lower than 5%	10%	0% (****)	-	-

Note: ()(**) Revenue and Consolidated Profit Before Tax have excluded dividends received from the Company's subsidiaries of 39.345 billion VND. (***) Parent Company Profit Before Tax has included dividends received from the Company's subsidiaries. (****) The 2025 dividend is expected to be submitted to the Annual General Meeting of Shareholders for approval.*

7. Operating direction of the Board of Directors in 2026

Based on the global economic situation in general and Vietnam in particular, and based on the Company's development plan for 2026, the Board of Directors sets out the production plan

for 2026 and the management and administration direction, including some main contents as follows:

- Consolidated Revenue: 2,103.988 billion VND.
- Consolidated Profit After Tax: 714 million VND.
- Expected dividend payout ratio: 0%.

7.1 Business Production Plan 2026

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% of Charter Capital	0%

(1), (2) Consolidated revenue has excluded expected dividends received from the Company's subsidiaries of 19.658 billion VND and financial revenue of 22.027 billion VND. Consolidated Profit Before Tax has excluded dividends from the Company's subsidiaries of 19.658 billion VND. Total revenue of the Parent Company is 1,720.399 billion VND.

7.2 Regarding the activities of the Board of Directors:

❖ Regarding the activities of the Board of Directors

In 2026, the Board of Directors decides to continue the following management orientation:

- Implement and ensure the activities of the Board of Directors comply with the provisions of the law and the Company Charter.
- Ensure the activities of the Board of Directors are always based on the best interests of shareholders and the Company.
- Fully carry out regular meetings and exchanges, grasp the Company's business activities in a timely manner, and provide timely direction to ensure the completion of the production and business plan assigned by the General Meeting of Shareholders.
- Continue to improve and perfect the Board of Directors apparatus to meet the requirements of legal regulations on corporate governance applicable to public companies as well as moving towards international standards.
- Continue to perfect and implement internal audit work in accordance with the law.
- Ensure the rights of shareholders in accordance with the law.

❖ **Regarding production, business, and construction investment activities**

- Proactively approach many material suppliers, diversify supply sources, and limit the risk of input material shortages.
- The Company closely monitors the market prices of key products and has policies to adjust selling prices appropriately to stabilize and expand market share.
- Continue to promote consumption between units within the same Group and partners.
- Minimize major investment and repair activities; only implement items that are truly necessary to cut costs.
- Diversify existing products with technical standards, concentrations, and quality to serve different customer needs. Currently, products such as NaOH, HCl, MgSO₄, etc., have been researched and produced by the Company according to various standards.
- Research new products and upgrade the quality of existing products.
- Improve internal processes and regulations to enhance operational efficiency.
- Deploy and expand working methods through new technology platforms to support management work.
- Promote communication and advertising; research new advertising tools according to modern trends, in addition to traditional tools.
- Maintain relationships and focus on after-sales service for existing customers, and offer appropriate sales policies in the context of intense price competition from domestic and foreign competitors.
- The Company strives to optimally exploit the capacity of production lines to ensure market demand.
- Focus on directing the successful implementation of the Nhon Trach Chemical Plant project.

III. REPORT ON TRANSACTIONS

Transactions between the Company, Company's subsidiaries, companies controlled by the public company with 50% or more of Charter Capital, and members of the Board of Directors and persons related to those members:

- During the year, the Company had contracts and transactions with related parties, namely Vietnam National Chemical Group subsidiaries/related companies of Vietnam National Chemical Group, and Vietnam Phosphorus Joint Stock Company as follows:



No.	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	NET Detergent Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	3600642822	D4 Street, Loc An – Binh Son Industrial Park, Long Thanh Commune, Dong Nai Province	2025	Resolution No. 1436/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ-HĐQT dated 25/06/2025	24,090,639,300	Selling transaction
2	TPC Vina Plastic and Chemical Company Limited	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	3600248368	Go Dau Industrial Park, Phuoc Thai Commune, Dong Nai Province	2025	Resolution No. 1436/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ-HĐQT dated 25/06/2025	1,629,943,560	Selling transaction
3	Chemical Industry Design Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	0100103520	21A Cat Linh Street, O Cho Dua Ward, Hanoi City	2025	Resolution No. 1110/NQ-HĐQT dated 13/08/2025 and Resolution No. 1139/NQ-HĐQT dated 25/11/2021	4,302,479,370	Buying transaction

No.	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
4	Southern Battery Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	0300405462	321 Tran Hung Dao Street, Cau Ong Lanh Ward, Ho Chi Minh City	2025	Resolution No. 1436/NQ-HDQT dated 25/12/2024 and Resolution No. 873/NQ-HDQT dated 25/06/2025	18,231,695,460	Selling transaction
5	LIX Detergent Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	0301444263	No. 3, Street No. 2, Quarter 1, Linh Xuan Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 1436/NQ-HDQT dated 25/12/2024 and Resolution No. 873/NQ-HDQT dated 25/06/2025	32,433,652,476	Selling transaction
							336,008,331	Buying transaction
6	Can Tho Fertilizer and Chemicals Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	1800155438	Tra Noc 1 Industrial Zone, Thoi An Dong Ward, Can Tho City	2025	Resolution No. 1436/NQ-HDQT dated 25/12/2024 and Resolution No. 873/NQ-HDQT dated 25/06/2025	2,043,068,400	Selling transaction



No.	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
7	Industrial Gas and Welding Electrode Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds less than 50% of charter capital)	0300422482	1-3 Nguyen Truong To Street, Xom Chieu Ward, Ho Chi Minh City	2025	Resolution No. 1436/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ-HĐQT dated 25/06/2025	14,580,000	Selling transaction
							64,026,160	Buying transaction
8	Southern Rubber Industry Joint Stock Company – Branch	Subsidiary of a company under Vietnam National Chemical Group (Vinachem holding more than 50% of charter capital)	0300419930-004	Bien Hoa 1 Industrial Park, Street No. 11, Tran Bien Ward, Dong Nai Province, Vietnam	2025	Resolution No. 1436/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ-HĐQT dated 25/06/2025	34,311,600	Selling transaction
9	Vietnam Phosphorus Joint Stock Company	Subsidiary company	5300433116	Tang Loong Industrial Park, Tang Loong Commune, Lao Cai	2025	Resolution No. 1436/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ-	75,134,449,152	Buying transaction
							39,345,480,000	Dividend



No.	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
				Province, Vietnam		HĐQT dated 25/06/2025		
10	Viet Tri Chemicals Joint Stock Company	Branch of a Related party of Vietnam National Chemical Group (Vinachem holds more than 50% of charter capital)	2600108217	Song Thao Street, Thanh Mieu Ward, Phu Tho Province, Vietnam	2025	Resolution No. 1112/NQ-HĐQT dated 13/08/2025	149,688,000	Buying transaction
11	Southern Fertilizer Joint Stock Company	Related party of Vietnam National Chemical Group (Vinachem holds more than 50% of charter capital)	0300430500	125B Cach Mang Thang 8 Street, Ban Co Ward, Ho Chi Minh City	2025	Resolution No. 1434/NQ-HĐQT dated 25/12/2024 and Resolution No. 873/NQ- HĐQT dated 25/06/2025	2,028,469,500	Goods borrowing
						Resolution No. 1182/NQ-HĐQT dated 29/08/2025	2,972,047,680	Selling transaction

No.	Name of organization/ individual	Relationship with the Company	ID No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
12	Vietnam National Chemical Group	Parent company	0100100061	No. 1A Trang Tien Street, Hoan Kiem Ward, Hanoi City	2025	Resolution No. 1434/NQ-HĐQT dated 25/12/2024 and	924,000,000	Office lease
						Resolution No. 873/NQ- HĐQT dated 25/06/2025	71,827,500,000	Dividend



Above is the summary report of the activities of the Board of Directors regarding the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders and the operating direction for 2026, respectfully submitted to the General Meeting of Shareholders.

We sincerely thank our shareholders for their trust and companionship.

Respectfully./.

Recipients: 

- GMS;
- Member of BoD (e-copy);
- BoM, BoS (e-copy);
- Professional Department (e-copy);
- Business Plan (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN



Nguyen Thi Mai





SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

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No.: 420 /BC-BKS

Ho Chi Minh City, 63rd April 2026

REPORT ON THE BOARD OF SUPERVISORS IN 2025

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

- Pursuant to the functions and duties of the Board of Supervisors as stipulated in the Charter of organization and operation of South Basic Chemicals Joint Stock Company;
- Pursuant to the 2025 Financial Statements audited by FAC Auditing Company Ltd.;
- Pursuant to the results of monitoring activities and appraisal of the Financial Statements of The Board of Supervisors.

The Board of Supervisors reports to the Annual General Meeting of Shareholders 2026 on the following contents:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025

1. Activities of the Board of Supervisors in 2025

The Board of Supervisors of South Basic Chemicals Joint Stock Company for the 2024-2029 term consists of 03 members. In 2025, it organized 02 periodic meetings and simultaneously conducted written consultations to review and approve the tasks of the Board of Supervisors. According to the inspection and supervision plan and the duties assigned to each member, the Board of Supervisors implemented supervision over the Board of Directors and the Board of Management on the following key contents:

- Supervise compliance with the Company's Charter, resolutions of the General Meeting of Shareholders, and internal governance regulations in management and administration activities;
- Supervise compliance with authority, order, and procedures in issuing resolutions and decisions, and submitting to the General Meeting of Shareholders contents under the decision-making authority of the General Meeting of Shareholders;
- Supervise the executive activities of the Board of Management in organizing and implementing resolutions of the General Meeting of Shareholders and the Board of Directors;
- The preparation, presentation, and disclosure of the Company's Financial Statements in accordance with accounting standards and current regulations;
- Supervise the direction and implementation of the investment project to build the Nhon Trach Chemical Plant in accordance with the resolution of the General Meeting of Shareholders;
- Monitor and review transactions between the Company and internal persons and related parties, ensuring compliance with the Charter and relevant regulations;
- Supervise the implementation of periodic and extraordinary information disclosure;
- Attend meetings of the Board of Directors and the Board of Management.



2. General comments on the activities of the Board of Supervisors

In 2025, the Board of Supervisors completed its assigned tasks; through inspection and supervision, it provided opinions to the Board of Directors and the Board of Management in the management and administration of production and business activities, ensuring compliance with the Law on Enterprises and the Company's Charter.

3. Remuneration, operating expenses, and other benefits of the Board of Supervisors

The Board of Supervisors consists of 03 (three) members and receives remuneration as approved by the 2025 Annual General Meeting of Shareholders, specifically:

- For non-executive Supervisors, the remuneration is 6,500,000 VND/person/month.
- The Head of the Board of Supervisors does not receive remuneration (receives a full-time salary in accordance with the Company's regulations and the law).
- Operating budget: Not exceeding 50,000,000 VND/year.
- Operating expenses and other benefits comply with the provisions of the law and the Company.

II. IMPLEMENTATION OF FUNCTIONS AND DUTIES OF THE COMPANY'S BOARD OF SUPERVISORS

1. Results of appraisal of Financial Statements and the Company's financial situation

- The 2025 Financial Statements of the Company were audited by FAC Auditing Company Ltd., one of the three Auditing Firms approved by the 2025 General Meeting of Shareholders.
- Through appraisal, the Board of Supervisors considers that the Company has maintained a solid financial foundation, abundant liquidity, low debt, safe capital structure, and has preserved and developed capital. The Financial Statements were prepared in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and legal regulations related to the preparation and presentation of Financial Statements.
- The Board of Supervisors agrees with the opinions and figures of the independent auditing firm stated in the 2025 Financial Statements.

Some key indicators are as follows:

Unit: Million VND

No	Indicators	Separate Financial Statements	Consolidated Financial Statements
1	- Total Assets	1.891.703	2.058.704
2	- Owners' Equity	1.503.425	1.621.619
3	- Net Revenue	1.726.385	2.160.144
4	- Profit Before Tax	259.401	293.136
5	- Profit After Tax	210.348	229.338

Capital structure, liquidity; efficiency of capital and asset usage:

No.	Indicators	Unit	Separate Financial Statements	Consolidated Financial Statements
1	- Current Assets/Total Assets	%	78,71	81,54
2	- Liabilities/Total Assets	%	20,53	21,23
3	- Liabilities/Owners' Equity	%	25,83	26,95
4	- Current Liquidity Ratio	times	3,99	3,98
5	- Quick Ratio	times	2,93	2,83
6	- Return on Total Assets	%	11,79	11,71
7	- Return on Equity	%	14,36	14,44
8	- Return on Sales	%	12,18	10,62
9	- Operating Profit Margin	%	14,81	13,39
10	- Total asset turnover	turns	0,97	1,10

2. Results of supervision over the Board of Directors

2.1. Supervisory activities regarding the Board of Directors

- Supervise compliance with the Company's Charter, resolutions of the General Meeting of Shareholders, and internal governance regulations in the activities of the Board of Directors;

- Supervise the Board of Directors in complying with the order and procedures when issuing resolutions and decisions and submitting to the General Meeting of Shareholders for consideration and approval of contents under the authority of the General Meeting of Shareholders;

- Supervise the direction of implementing the Nhon Trach Chemical Plant project in accordance with the resolution of the General Meeting of Shareholders;

- Monitor and review transactions between the Company and internal persons and related parties;

- Supervise the implementation of periodic and extraordinary information disclosure;

- Attend meetings of the Board of Directors.

2.2. Results of supervision over the Board of Directors

- During the period, the Board of Directors performed well its role in maintaining operations, organizing meetings, and voting to approve decisions in accordance with the Law on Enterprises, the Charter, and the Company's internal governance regulations;

- Members of the Board of Directors participated or authorized attendance at all meetings, and provided written opinions on matters under their authority with a high sense of responsibility; thereby orienting, directing, and supervising the Company's activities, creating a basis for the Board of Management to organize and manage according to the set goals;

- Regularly directed and supervised the progress of the Nhon Trach Chemical Plant

project; timely reviewed and provided opinions on arising issues, ensuring that project implementation is consistent with the Company's strategic orientation and meets progress requirements under the Company's actual conditions.

3. Results of supervision over the Board of Management and other executives

3.1. Supervisory activities regarding the Board of Management and other executives

- Supervise the organization of implementation of resolutions of the General Meeting of Shareholders and resolutions and decisions of the Board of Directors;
- Supervise production and business management activities, ensuring compliance with the Charter and internal regulations on corporate governance;
- Supervise the implementation of the Nhon Trach Chemical Plant project in accordance with the resolution of the General Meeting of Shareholders and the Board of Directors;
- Monitor the implementation of the production and business plan;
- Appraise the honesty, reasonableness, and consistency of the Financial Statements, along with the disclosure of information related to the Company's financial situation;
- Attend meetings of the Board of Management.

3.2. Results of supervision over the Board of Management and other executives

- The Board of Management and other executives have organized and managed production and business activities in accordance with the Charter and internal regulations of the Company;
- Management and administration work was carried out in a timely and complete manner, ensuring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors;
- Organized the implementation of construction investment projects according to approved plans and resolutions, including the Nhon Trach Chemical Plant project. During the project implementation process, some difficulties and obstacles arose; the Board of Management proactively reviewed and handled matters within its authority; at the same time, it reported and requested direction from the Board of Directors for matters under the authority of the Board of Directors.

III. EVALUATION RESULTS OF THE COORDINATION BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, THE BOARD OF MANAGEMENT, AND SHAREHOLDERS' OPINIONS

1. Evaluation of the coordination between the Board of Supervisors, the Board of Directors, and the Board of Management

- In 2025, the Board of Supervisors closely coordinated with the Board of Directors, the Board of Management, and relevant departments in exchanging and providing information for supervision work. Coordination was carried out based on the functions and duties of each department, thereby contributing to improving the efficiency of the Company's governance and administration.



2. Shareholders' opinions

- By the end of 2025, the Board of Supervisors had not received any requests or complaints from shareholders or groups of shareholders as stipulated in the Company's Charter.

IV. EVALUATION REPORT ON RELATED PARTY TRANSACTIONS

During the year, the Board of Directors approved transactions of buying and selling goods and services with related parties in accordance with the authority stipulated in the Law on Enterprises, the Charter of the Company and disclosed information as prescribed.

V. CONCLUSION AND RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

1. Conclusion

- The Board of Supervisors assesses that the management and administration as well as the direction, inspection, and supervision of production and business activities by the Board of Directors and the Board of Management have generally complied with the provisions of the Law on Enterprises, the Charter, and the Company's internal governance regulations.

- The Company's financial situation is safe, with the ability to pay debts when due is high, and capital is preserved and developed.

2. Recommendations to the Board of Directors and the Board of Management

- Continue to maintain and improve the efficiency of production and business activities, especially focusing on controlling the Cost of Goods Sold and Selling Expenses.

- Actively implement synchronous solutions to maintain continuous production and business activities during the relocation of factories out of Bien Hoa 1 Industrial Zone, minimizing the risk of supply chain disruption, thereby ensuring stable product supply for customers and maintaining market share.

- Continue to review, amend, and issue new internal regulations/policies.

VI. OPERATIONAL DIRECTIONS OF THE BOARD OF SUPERVISORS IN 2026

In 2026, the Board of Supervisors will continue to focus on implementing the following key tasks:

- Supervise the implementation of resolutions of the General Meeting of Shareholders, and resolutions and decisions of the Board of Directors and the Board of Management;

- Continue to strengthen supervision of the direction and organization of the implementation of the Nhon Trach Chemical Plant project in accordance with the resolution of the General Meeting of Shareholders;

- Supervise the management activities of the Board of Directors and the executive activities of the Board of Management;

- Perform appraisal of financial statements and production and business reports;

- Monitor and review transactions with related parties;

- Supervise the amendment and supplementation of the Company's internal regulations and policies.



The above are the main contents regarding the inspection and supervision activities in 2025 and the operational directions for 2026. The Board of Supervisors respectfully reports to the General Meeting of Shareholders of the Company.

Recipients:

- GMS;
- Members of the BoD, Supervisors (e-copy);
- BoM (e-copy);
- Chief Accountant (1b, e-copy);
- Information Disclosure Officer;
- Archived: Admin Dept, BoS.

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



Do Thi Thoa





SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.com

No.: *429*/TTr-HĐQT

Ho Chi Minh City, 03rd April 2026

PROPOSAL

Regarding the Approval of the Audited Financial Statements for the year 2025

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *The Law on Securities dated 26th November, 2019;*
- *The audited financial statement for 2025 of Southern Fundamental Chemicals Joint Stock Company;*
- *Document No. 563/HCVN-TCKT dated 2nd April, 2026, of Vietnam National Chemical Group regarding the Financial Statements and Profit Distribution Plan for 2025 of South Basic Chemicals Joint Stock Company.*

Pursuant to Point e, Clause 1, Article 15 of the Charter of Organization and Operation of South Basic Chemicals Joint Stock Company, which stipulates the rights and obligations of the General Meeting of Shareholders regarding the approval of the Company's annual Audited Financial Statements.

The Board of Directors of South Basic Chemicals Joint Stock Company respectfully submits to the General Meeting of Shareholders for a vote on the approval of the audited Financial Statements for 2025, including the separate financial statement No. 041/2025/BCTC-FAC and the consolidated financial statement No. 041/2025/BCTCHN-FAC, both dated 23rd February, 2026, audited by FAC Auditing Co., Ltd.

(Full text of the 2025 Audited Financial Statements attached on the Company's website: www.sochemvn.com).

Respectfully submitted for consideration and approval.

Sincerely./.

Recipients:

- GMS;
- Member of BoD (e-copy);
- BoM, BoS (e-copy);
- Finance and Accounting (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRWOMAN



Nguyen Thi Mai

**SOUTH BASIC CHEMICALS JOINT STOCK COMPANY****Address:** 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City**Tel.:** (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.com

No.: 430/TTr-HĐQT

Ho Chi Minh City, 03rd April 2026**PROPOSAL*****Regarding the Profit distribution plan, Fund allocation and Dividend payment in 2025*****To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company**

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *The Law on Securities dated 26th November, 2019;*
- *The audited financial statement for 2025 of South Basic Chemicals Joint Stock Company;*
- *Document No. 563/HCVN-TCKT dated 2nd April, 2026, of Vietnam National Chemical Group regarding the Financial Statements and Profit Distribution Plan for 2025 of South Basic Chemicals Joint Stock Company.*

The Board of Directors respectfully presents to the General Meeting of Shareholders for consideration and approval the plan for fund allocation and dividend payment for the year 2025 as follows:

No.	Indicators (*)	Unit	Note	Figures
1	Profit After Tax (PAT)	VND		210,347,735,584
2	Undistributed PAT from Previous Year Carried Forward	VND		76,603,267,536
3	Total Distributed PAT 2025	VND		190,055,795,358
3.1	Provision of Company Funds	VND	= a+b+c	190,055,795,358
a	Investment and Development Fund Appropriation	VND	a = 80% x (1)	168,278,188,467
b	Welfare and Bonus Fund Appropriation	VND	b = 10% x (1)	21,034,773,558
c	Appropriation for Company Management Bonus Fund	VND		742,833,333
3.2	Cash Dividend Payment	VND	0%	-
4	Remaining Undistributed PAT Carried Forward to Next Year	VND	4= (1) + (2) - (3)	96,845,072,762



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.com

Notes:

(*): Indicators taken from the Audited Separate Financial Statements.

Respectfully submitted for consideration and approval.

Sincerely./.

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- Finance and Accounting (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**



Nguyen Thi Mai



**SOUTH BASIC CHEMICALS JOINT STOCK COMPANY****Address:** 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City**Tel.:** (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.comNo.: *h21* /TTr-HĐQTHo Chi Minh City, *03rd* April 2026**PROPOSAL*****The business production plan for 2026*****To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company**

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *The Law on Securities dated 26th November, 2019;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the business and production plan for the year 2026 as follows:

No.	Indicators	Unit	Plan 2026
1	Industrial Production Value (IPV)	Billion VND	1,861.489
2	Consolidated Revenue (1)	Billion VND	2,103.988
3	Consolidated Profit Before Tax (2)	Billion VND	0.893
Parent Company Indicators			
4	Parent Company Net Revenue	Billion VND	1,678.714
5	Parent Company Profit Before Tax	Billion VND	0.217
6	Dividend	% (Charter capital)	0%

Note: (1) and (2) represent consolidated revenue excluding dividend income from subsidiaries of VND 19.658 billion and financial income of VND 22.027 billion. Consolidated profit before tax excludes dividend income from subsidiaries of VND 19.658 billion. The parent company's standalone revenue amounted to VND 1,720.399 billion.

Respectfully submitted for consideration and approval.

Sincerely./.

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- Business Plan (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN****Nguyễn Thi Mai**



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620 **Fax:** (028) 3824 3166 **Website:** www.sochemvn.com

No.: *H22*/TTr-HĐQT

Ho Chi Minh City, *03rd* April 2026

PROPOSAL

Regarding the Interim Dividend for the Year 2026

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *The Law on Securities dated 26th November, 2019;*
- *Business and Production Plan for the year 2026 of the Company.*
- *Document No. 186/HCVN-TCNS dated 9th February, 2026 of Vietnam National Chemical Group regarding the advance dividend payment for 2026 at joint stock companies in which the Group holds equity;*

The Board of Directors of South Basic Chemicals Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the Interim Dividend for the Year 2026, specifically as follows:

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on the Interim Dividend rate for the Year 2026 and to implement dividend payments to shareholders in accordance with the Company's business performance results for the year.

Respectfully submitted for consideration and approval.

Sincerely./.

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- Finance and Accounting (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**



Nguyễn Thi Mai



SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Head Office: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City

Tel.: (028) 3829 6620

Fax: (028) 3824 3166

Website: www.sochemvn.com

No.: *423* /TTr-HĐQT

Ho Chi Minh City, *03rd* April 2026

PROPOSAL

***Regarding the Remuneration of the Board of Directors
and Salary, Remuneration, and Operating Budget of the Supervisory Board for 2026***

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *Business and Production Plan for the year 2026 of the Company.*

The Board of Directors of South Basic Chemicals Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the remuneration of the Board of Directors (BoD) and the salary, remuneration, and operating budget of the Board of Supervisors (BoS) for the Year 2026, specifically as follows:

- Remuneration of the Board of Directors:
 - Chairman of the BoD : 7,000,000 VND/month;
 - Member of the BoD : 6,000,000 VND/person/month.
- Salary, Remuneration, and Operating Budget of the Board of Supervisors:
 - Head of the BoS : Full-time salary;
 - Members of the Board of Supervisors : 5,000,000 VND/person/month;
 - Bonuses and other benefits of the Board of Supervisors: Implemented in accordance with the Company's internal regulations and policies;
 - Operating Budget : 50,000,000 VND/year.

Respectfully submitted for consideration and approval.

Sincerely, *[Signature]*

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- HR (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS**



CHAIRWOMAN

[Signature]
Nguyen Thi Mai



No.: *424* /TTr-BKS

Ho Chi Minh City, *03rd* April 2026

PROPOSAL

Regarding the Proposal of Independent Audit Firms to Perform Audit of Financial Statements for the Year 2026

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

Pursuant to:

- *The Charter of organization and operation of South Basic Chemicals Joint Stock Company;*
- *The Law on Enterprises dated 17th June, 2020;*
- *The Law on Securities dated 26th November, 2019;*
- *The Decree 155/2021/NĐ-CP Elaborating of some articles of the Law on Securities, enacted on 31st December, 2020.*

The Board of Supervisors of South Basic Chemicals Joint Stock Company respectfully submits to the General Meeting of Shareholders the list of independent audit firms proposed to be selected to perform the audit of the Company's financial statements for 2026, being audit firms approved by the State Securities Commission of Vietnam to audit public interest entities in the securities sector for 2026.

Based on the above selection criteria, the Board of Supervisors proposes the following list of Independent Audit Firms:

1. FAC Auditing Company Limited

Address: 64/4 DHT 21 Street, Dong Hung Thuan Ward, HCMC.

2. CPA VIETNAM Auditing Company Limited

Address: Room 408, 4th Floor, Hoang Anh Safomec Building, 7/1 Thanh Thai Street, Dien Hong Ward, HCMC.

3. NVA Auditing Company Limited

Address: 54/3 Nguyen Binh Khiem, Tan Dinh Ward, HCMC.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for consideration and approval the above list of audit firms and proposes to authorize the Board of Directors of South Basic Chemicals Joint Stock Company to select one of the three audit firms to perform the audit of the Company's financial statements for 2026.



Respectfully submitted for consideration and approval.

Sincerely./.

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- Finance and Accounting (1b, e-copy);
- Secretary (1b, e-copy);
- Disclosure;
- Archive: Office, BoS.

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



Do Thi Thoa





SOUTH BASIC CHEMICALS JOINT STOCK COMPANY

Address: 22 Ly Tu Trong Street, Sai Gon Ward, Ho Chi Minh City

Tel: (028) 3829 6620

Fax: (028) 3824 3166

Website: www.sochemvn.com

No: 5/8/TTr-HĐQT

Ho Chi Minh City, 21st April, 2026

PROPOSAL

Regarding Dismissal and Election of additional members of the Board of Directors for the term 2024 – 2029

To: The General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

- Pursuant to the Charter of organization and operation of South Basic Chemicals Joint Stock Company;
- Pursuant to The Law on Enterprises dated 17th June, 2020;
- Pursuant to The Law on Securities dated 26th November, 2019;
- Pursuant to Decree 155/2021/NĐ-CP dated 31st December, 2020.
- Pursuant to Decree No. 245/2025/ND-CP dated 11th September, 2025.

The Board of Directors (“BoD”) respectfully submits the following matters for approval by the General Meeting of Shareholders:

1. Approval of the resignation request of Member of the BoD as follows:

The resignation request of Mrs. Nguyen Thi Mai, resigning from the position of Member of the Board of Directors of the Company (*Resignation letter dated 16th April, 2026 attached*).

2. Election of additional Member of the BoD for the term 2024 – 2029:

- Number of additional members of the BOD to be elected : 01 member.
- Term : 2024 – 2029.
- Maximum number of candidates for the Board of Directors : Unlimited
- Eligibility criteria for candidates for the Board of Directors (*According to Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, and Clause 78, Article 1 of Decree No. 245/2025/ND-CP*).

Other matters related to the election of additional members of the Board of Directors for the term 2024 – 2029 shall be conducted in accordance with the election regulations of the Board of Directors at the Annual General Meeting of Shareholders in 2026.

Respectfully submits this proposal for consideration of the General Meeting of Shareholders. 

Recipients:

- GMS;
- Member of BoD, BoS (e-copy);
- BoM (e-copy);
- HR (1b, e-copy);
- Disclosure;
- Archive: Office, Secretary.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRWOMAN**




Nguyen Thi Mai

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

RESIGNATION LETTER
POSITION OF MEMBER OF THE BOARD OF DIRECTORS

To:

- The General Meeting of Shareholders of South Basic Chemicals Joint Stock Company;
- The Board of Directors of South Basic Chemicals Joint Stock Company.

I am Nguyen Thi Mai, currently a Member of the Board of Directors of South Basic Chemicals Joint Stock Company.

Permanent address: 112A, Mai Hac De, Hai Ba Trung Ward, Hanoi.

Citizen ID No.: 026176002631 Date of issue: 14/10/2022 Place of issue: Police Department for Administrative Management of Social Order.

For personal reasons, I am submitting this letter to resign from the position of Member of the Board of Directors; I hope that the General Meeting of Shareholders and the Board of Directors of South Basic Chemicals Joint Stock Company will approve this request.

I wish the members of the Board of Directors and all shareholders of the Company health, happiness, and success.

I wish South Basic Chemicals Joint Stock Company continued prosperity.

Sincerely./.

Hanoi, 16th April, 2026

APPLICANT



Nguyen Thi Mai



CÔNG TY CỔ PHẦN HÓA CHẤT CƠ BẢN MIỀN NAM

Địa chỉ: 22 Lý Tự Trọng, phường Bến Nghé, quận 1, Thành phố Hồ Chí Minh

ĐT: (028) 3829 6620

Fax: (028) 3824 3166

Website: www.sochemvn.com

No.: *532*/TTr-HĐQT

Ho Chi Minh City, 23rd April, 2026

PROPOSALS

***Regarding the list of candidates for the supplementary election of
the Board of Directors for the 2024-2029 term***

To: General Meeting of Shareholders of South Basic Chemicals Joint Stock Company

- Pursuant to the Charter on organization and operation of South Basic Chemicals Joint Stock Company;
- Pursuant to the Law on Enterprises dated 17th June 2020;
- Pursuant to the Law on Securities dated 26th November 2019;
- Pursuant to the Decree No.155/2021/ND-CP of the Government detailing the implementation of a number of articles of the Law on Securities passed on 31st December 2020;
- Pursuant to Resolution No. 517/NQ-HĐQT dated 21st April 2026 of the Board of Directors of South Basic Chemicals Joint Stock Company regarding the adjustment of the program for the 2026 Annual General Meeting of Shareholders and related documents;
- Pursuant to Resolution No. 531/NQ-HĐQT dated 23rd April 2026 of the Board of Directors of South Basic Chemicals Joint Stock Company regarding the approval of the list of candidates for the supplementary election of the Board of Directors for the 2024-2029 term.

The number of Members of the Board of Directors of South Basic Chemicals Joint Stock Company to be supplementarily elected for the 2024–2029 term is 01 person.

Based on the status of nominations and applications for the position of Member of the Board of Directors as of 16:00 on 22nd April 2026, the Company has received nomination and application dossiers for the position of Member of the Board of Directors for the 2024-2029 term, including 01 candidate for the Board of Directors nominated by the Vietnam National Chemical Group (Nomination Letter and Curriculum Vitae attached):

No.	Full name of candidate	Position nominated/applied for	Note
I	Mr. Khuc Ngoc Giang	Member of the Board of Directors	Vietnam National Chemical Group nominated

Respectfully submitted to the General Meeting of Shareholders for
consideration./.

TM. BOARD OF DIRECTORS

CHAIRWOMAN



Nguyen Thi Mai



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



**NOMINATION FORM FOR MEMBER OF THE BOARD OF DIRECTORS
SOUTH BASIC CHEMICALS JOINT STOCK COMPANY**

**To: Annual General Meeting of Shareholders in 2026
South Basic Chemicals Joint Stock Company**

Shareholder: Vietnam National Chemical Group.

Enterprise Registration No.: 0100100061, first registered on 13/10/2010, 8th amended on 17/9/2025.

Head office: No. 1A Trang Tien Street, Cua Nam Ward, Hanoi City, Vietnam.

Legal representative: Mr. Nguyen Huu Tu.

Position: General Director of Vietnam National Chemical Group.

ID No.: 030077008403, issued on 13/4/2021 by Police Department for Administrative Management of Social Order.

Currently holding 65% of charter capital of South Basic Chemicals Joint Stock Company.

Nominate the following individual for Member of The Board of Directors South Basic Chemicals Joint Stock Company for 2024-2029 term:

1. Mr. Khuc Ngoc Giang – Date of birth: 15/11/1980.

2. ID No.: 034080012978, issued on 01/5/2021 by Police Department for Administrative Management of Social Order.

3. Permanent address: Apartment P1409, Building A, Thong Nhat Complex, No. 82 Nguyen Tuan Street, Thanh Xuan District, Hanoi City.

Vietnam National Chemical Group takes responsibility for the above nomination.

Hanoi, 21st April 2026

LEGAL REPRESENTATIVE

(Signed)

Nguyen Huu Tu

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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CURRICULUM VITAE

1/ Name:	Khuc Ngoc Giang
2/ Gender:	Male
3/ Date of birth:	15/11/1980
4/ Place of birth:	Hung Yen
5/ Citizen ID/Passport: 034080012978	date of issue: 01/05/2021
6/ Nationality:	Vietnam
7/ Ethnicity:	Kinh
8/ Permanent Address:	Room A1409 - Thong Nhat Complex Apartment Building - No. 82 Nguyen Tuan Street - Thanh Xuan Ward - Hanoi City
9/ Company Telephone:	Mobile phone: 0986983399
10/ Email address:	khucngocgiang@gmail.com
11/ Qualification:	Master of Construction Management

12/ Work history:

Title, official position:

- From 7/2003 to 11/2008: Staff, Head of Construction Audit Team: Auditing and Informatics Services Company (AISC) Ho Chi Minh City – Hanoi Branch.
- From 12/2008 to 06/2011: Head of Construction Audit Department: Global Auditing Co., Ltd.
- From 7/2011 to 01/2013: Specialist of Construction Investment Department - Vietnam National Chemical Group.
- From 02/2013 to 11/2015: Deputy Head of Construction Investment Department, Vietnam National Chemical Group.
- From 12/2015 to 01/2018: Deputy Secretary of the Party Committee – Deputy General Director of Vietnam-Laos Chemical and Salt Mining Co., Ltd.
- From 01/2018 to 02/2025: Deputy Head of Construction Investment Department - Vietnam National Chemical Group.
- From 02/2025 to present: Deputy Head in charge of Construction Investment Department - Vietnam National Chemical Group Vietnam

Title, concurrent position

- From 04/2015 to 04/2016: Capital Representative of the Group at Lam Thao Fertilizers and Chemicals joint stock Company; Members of Board of Director of Lam Thao Fertilizers and Chemicals joint stock Company.
- From 04/2018 to 06/2020: Capital Representative of the Group at Vandien Fused Magnesium Phosphate Fertilizer Joint Stock Company; Chairman of the Board of Directors of Vandien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

- From 5/2020 to 3/2022: Capital Representative of the Group at Duc Giang Chemicals Group Joint Stock Company; Members of Board of Director of Duc Giang Chemicals Group Joint Stock Company.
- From 4/2021 - 4/2023: Capital Representative of the Group at Viet Tri Chemicals Joint Stock Company; Members of Board of Director of Viet Tri Chemicals Joint Stock Company.
- From 4/2022 - 4/2025: Capital Representative of the Group at Can Tho Chemicals Joint Stock Company; Chairman of the Board of Directors of Can Tho Chemicals Joint Stock Company.
- From 04/2025 - present: Capital Representative of the Group at Lam Thao Fertilizers and Chemicals joint stock Company; Chairman of the Board of Directors of Lam Thao Fertilizers and Chemicals joint stock Company.
- From 12/2023 – present: Member of the Board of Members of Apatit Vietnam Co., Ltd.

13/ Current positions:	Deputy Head in charge of Construction Investment Department, Vietnam National Chemical Group; Chairman of the Board of Directors of Lam Thao Fertilizers and Chemicals joint stock Company; Member of the Board of Members of Apatit Vietnam Co., Ltd.
14/ Total Shares held:	
+ Capital Representative of Vietnam National Chemical Group	27,627,500 Shares accounting for 25% of Charter Capital
+ Personally owned:	None
15/ Commitments to hold (If any)	None
16/ Related persons holding shares of the company:	None
17/ Related interests in the Company:	None
18/ Conflicting interests with the Company:	None

I certify that the above information is completely true; if false, I am willing to take full responsibility before the law.

Hanoi, 22nd April 2026

Declarant



Khuc Ngoc Giang