

REGULATION

On Organization of the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company

Chapter I General Provisions

Article 1. This Regulation shall apply to the organization of the 2026 Annual General Meeting of Shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company.

Article 2. This Regulation stipulates the rights and obligations of shareholders, authorized representatives of shareholders, and other participants attending the General Meeting of Shareholders; as well as the conditions and procedures for conducting the General Meeting of Shareholders.

Chapter II

Rights and Obligations of Shareholders, Authorized Representatives of Shareholders and Participants Attending the General Meeting of Shareholders

Article 3. Rights of Shareholders and Authorized Representatives of Shareholders Attending the General Meeting of Shareholders:

1. Shareholders and authorized representatives of shareholders of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company whose names are included in the list of shareholders finalized on May 27, 2026 shall be entitled to attend the General Meeting of Shareholders.

2. At the General Meeting of Shareholders, each attendee shall receive a voting card and voting ballot issued by the Company, specifying the registration number, full name of the shareholder, full name of the authorized representative of the shareholder, and the total number of voting shares.

3. Shareholders and authorized representatives of shareholders arriving later than the prescribed meeting time shall be entitled to register immediately at the General Meeting of Shareholders and thereafter participate in voting. However, the Chairman of the Meeting shall not be responsible for suspending the General Meeting of Shareholders for late registration, and the validity of all previous voting results shall remain unchanged.

Article 4. Obligations of Shareholders and Authorized Representatives of Shareholders Attending the General Meeting of Shareholders:

1. To comply with the provisions of this Regulation.

2. To complete the registration procedures for attendance at the General Meeting of Shareholders with the Organizing Committee of the Meeting. Upon registration for attendance, attendees shall present the following documents to the Organizing Committee:

- Citizen identification card/passport of the attendee;
- Power of attorney in the prescribed form (if any).

3. To strictly comply with the direction and administration of the Presidium/Chairman of the Meeting and the Secretary of the Meeting, and to respect the working results of the General Meeting of Shareholders.

4. To bear all expenses incurred for attending the General Meeting of Shareholders.

Article 5. Rights and Obligations of the Committee for Verification of Eligibility of Attending Shareholders and the Vote Counting Committee:

1. The Committee for verification of eligibility of shareholders attending the General Meeting of Shareholders shall be established by the Board of Directors. Duties of the Committee for verification of eligibility of shareholders attending the Meeting:

To verify documents of shareholders and authorized representatives of shareholders attending the General Meeting of Shareholders; report to the General Meeting on the results of verification of eligibility of attending delegates; distribute voting cards and voting ballots; determine voting results for approval of the Vote Counting Committee; promptly notify the Presidium/Chairman of the Meeting of changes in delegates (arriving at or leaving the Meeting) during the course of the General Meeting of Shareholders.

2. The Vote Counting Committee shall be nominated by the Presidium/Chairman of the Meeting and approved by the General Meeting. The Vote Counting Committee shall have the following duties:

- To announce principles, regulations and instructions on voting procedures;
- To collect and count voting cards/voting ballots, prepare minutes of vote counting, announce the results; submit the minutes to the Chairman for approval of voting results;
- To promptly notify the Secretary of the Meeting of voting results;
- To review and report to the General Meeting cases of violations of voting regulations or complaints regarding voting results.

Article 6. Rights and duties of the Presidium/Chairman of the Meeting and the Secretary of the Meeting:

1. Presidium/Chairman of the Meeting

- The Presidium consists of:
 - + Chairman of the Meeting - Chairman of the Board of Directors;
 - + 02 (two) members of the Presidium - Members of the Board of Directors.

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- The Presidium shall conduct the 2026 Annual General Meeting of Shareholders of the Company in accordance with the provisions of law and the Company's regulations.

- The Presidium shall work in accordance with the assignment of the Chairman of the Meeting.

- a. Rights of the Presidium/Chairman:

- The Presidium/Chairman of the General Meeting of Shareholders may carry out necessary activities to conduct the General Meeting of Shareholders in a lawful and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attending delegates;

- The Presidium/Chairman of the General Meeting of Shareholders may postpone the Meeting upon agreement or request of the General Meeting of Shareholders having the required number of attending delegates in accordance with Clause 8, Article 146 of the Law on Enterprises.

- b. Duties of the Presidium/Chairman:

- To conduct activities of the General Meeting of Shareholders of the Company in accordance with the agenda approved by the General Meeting of Shareholders;

- To guide delegates and the General Meeting in discussing matters included in the agenda;

- To present drafts and conclusions on matters necessary for voting by the General Meeting;

- To answer issues raised by the General Meeting;

- To resolve issues arising throughout the course of the General Meeting..

- 2. Secretary of the Meeting:

- a. The Chairman shall appoint 01 (one) person to act as Secretary of the Meeting.

- b. Duties of the Secretary of the Meeting:

- To fully and accurately record the contents of the General Meeting;

- To receive delegates' registration slips for speeches;

- To prepare the Minutes of the Meeting and draft the Resolution of the General Meeting of Shareholders;

- To assist the Presidium/Chairman in disclosing information relating to the General Meeting of Shareholders and notifying shareholders in accordance with the provisions of law and the Company Charter;

- To perform other duties as requested by the Chairman.

Chapter III
Conduct of the General Meeting of Shareholders

Article 7. Pursuant to Clause 1, Article 145 of the Law on Enterprises: The General Meeting of Shareholders shall be conducted when the number of shareholders and authorized representatives of shareholders attending the Meeting represents more than 50% of the total voting shares (for this General Meeting of Shareholders, corresponding to more than 50% of the Company's charter capital).

Article 8. The General Meeting shall discuss and vote for approval of matters included in the agenda of the General Meeting of Shareholders approved by the General Meeting and other matters arising at the Meeting (if any).

Article 9. Voting regulations:

1. Voting cards and voting ballots shall bear the Company's seal in the upper left corner.

2. Voting cards:

a. Voting cards shall be used for voting on the following matters:

- Members of the Vote Counting Committee;
- Regulations on organization of the General Meeting;
- Agenda of the General Meeting;
- Minutes of the General Meeting;
- Resolution of the General Meeting;

- Other matters arising at the General Meeting (if any, except for matters voted on by voting ballot as prescribed in Item 3 of this Article).

b. Shareholders and authorized representatives of shareholders shall vote by raising the Voting Card, with the front side of the Voting Card facing toward the Chairman. In the event that a delegate does not raise the Voting Card in all three rounds of voting "Approve", "Disapprove" or "No Opinion" for a matter, such delegate shall be deemed to have approved such matter. In the event that a delegate raises the Voting Card more than one (01) time when voting "Approve", "Disapprove" or "No Opinion" for a matter, such vote shall be deemed invalid. Under the method of voting by raising Voting Cards, members of the Committee for verification of eligibility of delegates/Vote Counting Committee shall mark the delegate code and corresponding number of voting shares of each shareholder voting "Approve", "Disapprove", "No Opinion" and "Invalid".

3. Voting ballots:

a. Voting ballots shall be used for voting on the following matters:

- Report on the activities of the Board of Directors in 2025.
- Reports of the Board of Supervisors;
- Audited summarized financial statements for 2025;

- Proposal of the Board of Directors on the profit distribution and dividend payment plan for 2025;
- Proposal of the Board of Directors on the production and business plan and dividend payment plan for 2026;
- Proposal of the Board of Directors on the share issuance plan for payment of 2025 dividends;
- Proposal of the Board of Supervisors on the selection of the auditing company for the Company's 2026 financial statements;
- Proposal of the Board of Directors on payment of remuneration to the Board of Directors and the Board of Supervisors in 2025 and the remuneration plan for 2026;
- Proposal of the Board of Directors on amendments and supplements to the Company's registered business lines;
- Proposal of the Board of Directors on amendments and supplements to the Company Charter;
- Proposal of the Board of Directors on amendments and supplements to the Internal Regulations on Corporate Governance;
- Proposal of the Board of Directors on amendments and supplements to the Regulations on Operation of the Board of Directors.
- Other matters falling under the authority of the General Meeting of Shareholders.

b. Shareholders and authorized representatives of shareholders shall vote by filling in the Voting Ballot; for each matter, delegates shall select one of the three options "Approve", "Disapprove", or "No Opinion" pre-printed on the Voting Ballot by marking an "X" or "✓" in the selected box. After completing all matters requiring voting at the General Meeting, delegates shall submit the Voting Ballot into the sealed ballot box at the Meeting in accordance with the instructions of the Vote Counting Committee. The Voting Ballot must bear the signature and full name of the delegate.

4. Voting Cards/Voting Ballots shall be considered invalid if satisfying one or more of the following conditions:

- Voting Cards/Voting Ballots are not in the pre-printed form issued by the Committee for verification of eligibility of attending delegates/Vote Counting Committee and do not bear the red seal of the Company;
- Voting Cards/Voting Ballots are erased, altered, amended or contain additional contents beyond the prescribed contents of the Voting Cards/Voting Ballots;
- The delegate does not mark one (01) of the three voting boxes or marks more than one (01) of the three (03) voting boxes in the Voting Ballot for each matter;
- The delegate does not sign and fully state his/her full name on the Voting Ballot.

In one Voting Ballot, matters requiring opinions shall be voted on independently from one another. The invalidity of the voting result for one matter shall not affect the validity of the voting result for other matters.

5. The Committee for verification of eligibility of attending delegates/Vote Counting Committee shall be responsible for announcing the vote counting results directly at the General Meeting of Shareholders.

Article 10. Conditions for approval of Resolutions of the General Meeting of Shareholders: In accordance with Article 21 of the Company Charter..

A Resolution of the General Meeting of Shareholders shall be approved when it is voted in favor by shareholders and authorized representatives of shareholders representing more than 50% of the total voting shares of the shareholders and authorized representatives of shareholders attending the Meeting.

Article 11. All contents of the General Meeting of Shareholders shall be recorded by the Secretary of the Meeting in the Minutes of the General Meeting of Shareholders. The Secretary of the Meeting shall present the Minutes and the Resolution of the General Meeting of Shareholders before the closing of the Meeting.

Chapter IV Implementation Provisions

Article 12. Shareholders, authorized representatives of shareholders and participants attending the General Meeting of Shareholders shall be responsible for complying with the provisions of this Regulation.

Article 13. This Regulation shall be approved at the General Meeting of Shareholders when it is voted in favor by shareholders and authorized representatives of shareholders representing more than 50% of the total voting shares of shareholders and authorized representatives of shareholders attending the Meeting, and shall take effect immediately at the General Meeting of Shareholders./.

CHAIRMAN OF THE MEETING


[Handwritten Signature]
Phùng Ngọc Bo