



CÔNG TY CỔ PHẦN TẬP ĐOÀN
HÓA CHẤT ĐỨC GIANG
DUC GIANG CHEMICALS GROUP
JOINT STOCK COMPANY

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

Số/No: 655/2026/CV-DGC

Hà Nội, ngày 14 tháng 08 năm 2026

Ha Noi, August 14, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi/To: - Ủy ban Chứng khoán Nhà nước/The State Securities Commission
- Sở Giao dịch Chứng khoán TP. HCM/Ho Chi Minh The Stock Exchange

1. Tên tổ chức: CÔNG TY CỔ PHẦN TẬP ĐOÀN HÓA CHẤT ĐỨC GIANG

- Organization name: DUC GIANG CHEMICALS GROUP JOINT STOCK COMPANY

- Mã chứng khoán/Stock symbol: DGC.

- Địa chỉ: Số 18/44 phố Đức Giang, Việt Hưng, Hà Nội.

- Address: No. 18/44 Duc Giang Street, Viet Hung, Hanoi.

- Điện thoại liên hệ/ Telephone: 024. 38271620; Fax: 024. 38271068

- E-mail: cbtt.dgc@ducgiangchem.vn

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

Biên bản và Nghị quyết ĐHĐCĐ thường niên năm 2026 ngày 13/08/2026 của Công ty cổ phần Tập đoàn Hóa chất Đức Giang.

Minutes and Resolution of the 2026 Annual General Meeting of Shareholders dated August 13, 2026 of Duc Giang Chemical Group Joint Stock Company.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 14/08/2026 tại đường dẫn <https://ducgiangchem.vn/category/quan-he-co-dong/>.

This information was published on the company's website on August 14, 2026 as in the link <https://ducgiangchem.vn/category/quan-he-co-dong/>.

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

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

CTCP TẬP ĐOÀN HÓA CHẤT ĐỨC GIANG
DUC GIANG CHEMICALS GROUP JSC

Tổng giám đốc/ General Director



Phạm Duy Tùng



**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No.: 02 /2026/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, August 13, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DUCGIANG CHEMICALS GROUP JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 promulgated on June 17, 2020 and its amendments and guiding documents;*
- Pursuant to the Securities Law No. 54/2019/QH14 promulgated on November 26, 2019 and its amendments and guiding documents;*
 - Pursuant to the current Charter of Duc Giang Chemicals Group Joint Stock Company (DGC);*
 - Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders (AGM) dated 13/08/2026.*

RESOLVED:

Article 1: Approval of the Report of the Board of Directors (BOD) in accordance with Report No. 01/2026/TT-HĐQT dated 21/07/2026 of the BOD;

Article 2: Approval of the Report of the Supervisory Board in accordance with Report No. 02/2026/BC-BKS dated 21/07/2026 of the Supervisory Board;

Article 3: Approval of the audited financial statements for the fiscal year 2025 in accordance with Submission No. 03/2026/TT-HĐQT dated 21/07/2026 of the BOD;

Article 4: Approval of the 2025 profit distribution plan in accordance with Submission No. 04/2026/TT-HĐQT dated 21/07/2026 of the BOD:

No	Items	2025 Actual (VND)	Notes
1	Net Profit After Tax of Parent Company	2.990.397.053.977	
2	Profit Available for Distribution 2025	2.848.566.900.696	Offset against profits/dividends received from PAT and TSB
3	Appropriations to Funds:	455.770.704.112	
-	Development Investment Fund (10%)	284.856.690.070	
-	Reward and Welfare Fund (6%)	170.914.014.042	
4	Remaining Profit After Fund Appropriations	2.392.796.196.586	

5	Undistributed Profit Carried Forward from 2024	7.010.298.488.960	
6	Profit Available Before Dividend Payment	9.403.094.685.546	
7	Dividend Payment 2025: (80%), including:	3.038.227.304.000	
a	Cash Dividend (30%) – already paid	1.139.335.239.000	
b	Cash Dividend (50%) – to be paid	1.898.892.065.000	
8	Retained Earnings	6.364.867.381.546	

Article 5: Approval of the 2026 business and production plan in accordance with Submission No. 05/2026/TT-HĐQT dated 21/07/2026 of the BOD:

1. Total consolidated revenue: 10.100 VND billion.
2. Net profit after tax: 1.600 VND billion.
3. Dividend payment (expected): 30%.
4. Capital Investment and Construction Plan – 2026:
 - Complete the construction of the Duc Giang Nghi Son Chemical Complex: VND 2,400 billion, with the Duc Giang Nghi Son chemical plant scheduled to commence operations in Q4/2026.
 - Restructure the operations of the Tia Sang Battery Factory, the Alcohol Factory, and the Dac Nong Fertilizer Factory for greater efficiency.
 - Upgrade and repair the Detergent Factory in Hung Yen, while heavily investing in the pure chemicals segment.
 - Finalize the legal documentation and dossiers for the construction of the Duc Giang real estate project.
 - Invest in expanding the Dinh Vu warehouse to support solvent import operations.
 - Upgrade and expand the high-quality phosphorus refining system and the production of electronic/semiconductor-grade pure H_3PO_4 acid.
 - Expand the processing and reuse of phosphogypsum ($CaSO_4$) to improve efficiency

Article 6: Approval of the change of the Legal Representative in accordance with Submission No. 06/2026/TT-HĐQT dated 21/07/2026 of the BOD:

1. Approval of the change of Legal Representative(s) as follows:
 - Amendment to the number of Legal Representatives of the Company: Change from 03 (three) Legal Representatives (pursuant to Article 3 of the current Company Charter) to 01 (one) Legal Representative.
 - The sole Legal Representative of the Company shall be the General Director of the Company.
2. Authorization: Unanimously assign/authorize the Chairman of the Board of Directors and/or person(s) authorized by the Chairman to sign the Notice of Change of Legal

Representative, along with other relevant documents and decisions within their authority, to complete corporate registration updates with the Business Registration Authority in accordance with Section 1 of this Proposal, and to address any related or arising issues (if any) pursuant to applicable laws.

Article 7: Approval of the removal of the position of Vice Chairman of the Board of Directors and the amendments to the Company's Charter in accordance with Submission No. 07/2026/TT-HĐQT dated 21/07/2026 of the BOD;

Article 8: Approval of the remuneration and income paid to the Board of Directors and the Supervisory Board in 2025, and the proposed remuneration for the Board of Directors and the Supervisory Board for 2026 in accordance with Submission No. 08/2026/TT-HĐQT dated 21/07/2026 of the BOD.

Article 9: Approval of the dismissal and additional election of 02 Board Members for the remaining duration of the 2024–2029 term in accordance with Proposal No. 09/2026/TT-HĐQT dated July 27, 2026 of the Board of Directors:

1. Approval of the dismissal of 02 members of the Board of Directors, namely Mr. Luu Bach Dat and Mr. Nguyen Quoc Trung.
2. Approval of the additional election of 02 members of the Board of Directors for the remaining duration of the 2024–2029 term, namely Mr. Do Van Dong and Mr. Dao Duc Manh.

Article 10: Effectiveness

1. This Resolution takes effect from the date of signing.
2. The General Meeting of Shareholders authorizes the Board of Directors and the Company's Executive Board to, based on their functions, tasks and powers, direct and successfully implement the Resolution adopted by the General Meeting of Shareholders./.

Recipients:

- Shareholders (website);
- SSC, HSX;
- BOD, BOS;
- Archives, BOD.

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

(Signed)

Dao Huu Kha





**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No.: 02/2026/BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, August 13th, 2026

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DUCGIANG CHEMICALS GROUP JOINT STOCK COMPANY**

Enterprise Name : DucGiang Chemicals Group Joint Stock Company
Headoffice address : No. 18, Lane 44, Duc Giang Street, Viet Hung Ward, Hanoi, Vietnam
Stock Code : DGC (Exchange: HOSE)
Business Registration Certificate : No. 0101452588, first issued by Hanoi Department of Planning and Investment on March 05, 2004; 26th amendment on July 22, 2025
Meeting Time : Starting at 08:30, August 13, 2026
Meeting Venue : 133 Convention Center, No. 105 Ly Son Street, Bo De Ward, Hanoi City

The 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting" or "AGM") of DucGiang Chemicals Group Joint Stock Company (hereinafter referred to as "DGC" or "Company") proceeded as follows:

I. ATTENDEES:

- Shareholders/Authorized Representatives: Shareholders with voting rights according to the list of securities owners finalized on July 14, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) (hereinafter referred to as "Delegates").
- Members of the Board of Directors (BOD) attending the Meeting include:
 - Mr. Dao Huu Kha – Chairman of the BOD;
 - Mr. Pham Duy Tung – Member of the BOD and Deputy General Director;
 - Mrs. Nguyen Thi Thu Ha – Independent Member of the BOD;
- Members of the Board of Management (BOM) attending the Meeting include:
 - Mr. Pham Duy Tung – Deputy General Director;
- Members of the Board of Supervisory (SOB) attending the Meeting include:
 - Mr. Nguyen Van Kien – Head of the Board;
 - Mr. Vu Van Ngo – Member;
 - Mrs. Pham Thi Thoa – Member;

II. OPENING PROCEDURES

1. **Mr. Quach Kieu Hung, Head of the Delegate Eligibility Verification Committee, reported the results of the verification of the eligibility of delegates attending the 2026 Annual General Meeting of Shareholders of DucGiang Chemicals Group Joint Stock Company as follows:**

At the opening of the General Meeting at 08 hours 30 minutes, there were 310 delegates attending the meeting, representing 215.871.158 voting shares, accounting for 56,8413% of the total voting shares of all shareholders entitled to vote of the Company.

Based on the provisions of current law and the Company's Charter, the 2026 Annual General Meeting of Shareholders is valid and eligible to proceed.

2. **Mr. Quach Kieu Hung, On behalf of the Organizing Committee declared the opening of the General Meeting and introduced the delegates and participants.**
3. **Mr. Quach Kieu Hung – on behalf of the Organizing Committee, introduced the members of the Presidium, the Secretariat, and the Scrutineering Committee for the General Meeting, which includes the following individuals:**

➤ **The Presidium:**

- Mr. Dao Huu Kha – Chairman of the Board of Directors: Chairman of the Presidium
- Mr. Pham Duy Tung – Member of the Board of Directors / Deputy General Director: Member
- Mrs. Nguyen Thi Thu Ha – Independent Member of the Board of Directors: Member

➤ **The Secretariat of the General Meeting:**

- Mrs. Phan Thi Mai Phuong – Title: Head of the Secretariat
- Mrs. Cong Thi Minh Trang – Title: Member

➤ **The Vote Counting Committee for the General Meeting to approve:**

- Mr. Le Ngoc Duong – Title: Head of the Committee
- Mr. Vu Van Ngo – Title: Member
- Ms. Le Thi Khanh Du – Title: Member

4. **Mr. Quach Kieu Hung on behalf of the Organizing Committee, presented the following for the General Meeting's voting and approval: the Agenda of the 2026 Annual General Meeting of Shareholders; the Internal Regulations on the Organization of the 2026 Annual General Meeting of Shareholders; and the Regulations on Nomination, Candidacy, and Election (as supplemented) for members of the Board of Directors (for the remainder of the 2024 - 2029 term).**
5. **Next, the General Meeting voted to approve the List of the Vote Counting Committee, the Agenda of the 2026 Annual General Meeting of Shareholders, the Regulations on the organization of the 2026 Annual General Meeting of Shareholders, and the supplementary Regulations on nomination and election of members of the Board of Directors for the remaining term of 2024–2029, by electronic voting as follows:**

Mr. Le Ngoc Duong – Head of the Vote Counting Committee, announced the voting results as follows:

At 08 hours 48 minutes, the number of delegates attending the meeting was 359 delegates, representing 222.287.978 voting shares, accounting for 58,5310% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total number of ballots issued: 359 representing 222.287.978 voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of ballots collected: 287 representing 216.404.092 voting shares, accounting for 97,3530% of the total voting shares of the attending shareholders.
- Total number of ballots not collected: 72 representing 5.883.886 voting shares, accounting for 2,6470% of the total voting shares of the attending shareholders.

The voting results for each item are as follows:

Content	Total number of votes and corresponding percentages based on the total number of votes cast by shareholders present at the meeting				
	Valid	Approved	Disapproved	Abstain	Invalid
Item 01: Approval of the Presiding Committee	216.404.092	216.404.092	0	0	0
	97,3530%	97,3530%	0%	0%	0%
Item 02: Approval of the Agenda for the 2026 Annual General Meeting of Shareholders.	216.404.092	216.336.592	0	67.500	0
	97,3530%	97,3227%	0%	0,0304%	0%
Item 03: Approval of the Regulations for the organization of the 2026 Annual General Meeting of Shareholders.	216.404.092	216.402.692	0	1.400	0
	97,3530%	97,3524%	0%	0,0006%	0%
Item 04: Approval of the supplementary Regulations on nomination and election of members of the Board of Directors (for the remaining term 2024–2029)	216.404.092	216.402.692	0	1.400	0
	97,3530%	97,3524%	0%	0,0006%	0%

Conclusion:

- The list of the Vote Counting Committee was approved with 97,3530% of the total voting shares of the attending shareholders.
- The Agenda of the 2026 Annual General Meeting of Shareholders was approved with 97,3227% of the total voting shares of the attending shareholders.
- The Regulations on the organization of the 2026 Annual General Meeting of Shareholders were approved with 97,3524% of the total voting shares of the attending shareholders.

- **The supplementary Regulations on nomination and election of members of the Board of Directors (for the remaining term of 2024–2029) were approved with 97,3524% of the total voting shares of the attending shareholders.**

III. Presentation of the contents of the submissions to the General Meeting:

The General Meeting heard the Organizing Committee and the Presidium present the following reports and submissions:

1. Report of the Board of Directors No. 01/2026/TT-HĐQT dated July 21, 2026;
2. Report of the Supervisory Board No. 02/2026/BC-BKS dated July 21, 2026;
3. Submission regarding the approval of the audited Financial Statements for 2025 No. 03/2026/TT-HĐQT dated July 21, 2026;
4. Submission regarding the approval of the Profit Distribution Plan for 2025 No. 04/2026/TT-HĐQT dated July 21, 2026;
5. Submission regarding the approval of the Business Plan for 2026 No. 05/2026/TT-HĐQT dated July 21, 2026;
6. Submission regarding the approval of the change of Legal Representative No. 06/2026/TT-HĐQT dated July 21, 2026;
7. Submission regarding the approval of the removal of the position of Vice Chairman of the Board of Directors and amendment of the Company's Charter No. 07/2026/TT-HĐQT dated July 21, 2026;
8. Submission regarding the approval of remuneration and income of the Board of Directors and Supervisory Board paid in 2025, and the proposed remuneration for 2026 No. 08/2026/TT-HĐQT dated July 21, 2026;
9. Submission regarding the approval of the dismissal and additional election of 02 members of the Board of Directors for the remaining term 2024–2029 No. 09/2026/TT-HĐQT dated July 27, 2026.

(Reports and submissions attached)

IV. MEETING DISCUSSION

Subsequently, the General Meeting proceeded to the discussion and Q&A session on issues of interest to shareholders. The Presidium discussed and addressed shareholder inquiries regarding the operations and business activities of Duc Giang Chemical Group. Specifically, this included: updating current business and operational performance; addressing shareholder feedback regarding the ongoing legal case involving Duc Giang Chemical Group; clarifying the status of raw material supplies (apatite ore and sulfur); providing updates on current investment projects; alongside several other important matters.

V. THE AGM PROCEEDED WITH THE VOTING APPROVAL OF CONFERENCE AGENDA AND VOTING RESULTS

After hearing Mr. Le Ngoc Duong – Head of the Vote Counting Committee – provide instructions on electronic voting, the General Meeting proceeded to exercise its voting rights.

Mr. Le Ngoc Duong – Head of the Vote Counting Committee – announced the voting results as follows:

At 10 hours 36 minutes, the number of delegates attending the meeting was 414 delegates, representing 233.767.980 voting shares, accounting for 61,5538% of the total voting shares of all shareholders entitled to vote. Accordingly:

- Total number of ballots issued: 414 representing 233.767.980 voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of ballots collected: 321 representing 229.327.104 voting shares, accounting for 98,1003% of the total voting shares of the attending shareholders.
- Total number of ballots not collected: 93 representing 4.440.876 voting shares, accounting for 1,8997% of the total voting shares of the attending shareholders.

The voting results for each item are as follows:

Content	Total number of votes and corresponding percentages based on the total number of votes cast by shareholders present at the meeting				
	Valid	Approved	Disapproved	Abstain	Invalid
Item 01: Approval of the Report of the Board of Directors	229.327.104	226.285.826	3.037.276	4.002	0
	98,1003%	96,7993%	1,2993%	0,0017%	0%
Item 02: Approval of the Report of the Supervisory Board	229.327.104	226.285.726	3.037.376	4.002	0
	98,1003%	96,7993%	1,2993%	0,0017%	0%
Item 03: Approval of the audited Financial Statements for 2025	229.327.104	223.594.714	5.728.388	4.002	0
	98,1003%	95,6481%	2,4505%	0,0017%	0%
Item 04: Approval of the Profit Distribution Plan for 2025	229.327.104	229.274.647	44.155	8.302	0
	98,1003%	98,0779%	0,0189%	0,0036%	0%
Item 05: Approval of the Business Plan for 2026	229.327.104	226.203.993	3.109.209	13.902	0
	98,1003%	96,7643%	1,3300%	0,0059%	0%
Item 06: Approval of the change of Legal Representative	229.327.104	229.316.008	0	11.096	0
	98,1003%	98,0956%	0%	0,0047%	0%
Item 07: Approval of the removal of the position of Vice Chairman of the Board of Directors and amendment of the Company's Charter	229.327.104	229.256.008	60.000	11.096	0
	98,1003%	98,0699%	0,0257%	0,0047%	0%
Item 08: Approval of the remuneration and income of the Board of Directors and Supervisory Board paid in 2025, and the	229.327.104	229.290.002	21.000	16.102	0
	98,1003%	98,0844%	0,0090%	0,0069%	0%

Content	Total number of votes and corresponding percentages based on the total number of votes cast by shareholders present at the meeting				
	Valid	Approved	Disapproved	Abstain	Invalid
proposed remuneration for 2026					
Item 09: Approval of the dismissal and additional election of 02 members of the Board of Directors for the remaining term 2024–2029	229.327.104	218.254.514	11.034.988	37.602	0
	98,1003%	93,3637%	4,7205%	0,0161%	0%

Conclusion:

- **The Report of the Board of Directors** (Report No. 01/2026/TT-HĐQT dated July 21, 2026, attached) was approved with **96,7993%** of the total voting shares of the attending shareholders.
- **The Report of the Supervisory Board** (Report No. 02/2026/BC-BKS dated July 21, 2026, attached) was approved with **96,7993%** of the total voting shares of the attending shareholders.
- **The audited Financial Statements for 2025** (Submission No. 03/2026/TT-HĐQT dated July 21, 2026, attached) were approved with **95,6481%** of the total voting shares of the attending shareholders.
- **The Profit Distribution Plan for 2025** (Submission No. 04/2026/TT-HĐQT dated July 21, 2026, attached) was approved with **98,0779%** of the total voting shares of the attending shareholders.
- **The Business Plan for 2026** (Submission No. 05/2026/TT-HĐQT dated July 21, 2026, attached) was approved with **96,7643%** of the total voting shares of the attending shareholders.
- **The change of Legal Representative** (Submission No. 06/2026/TT-HĐQT dated July 21, 2026, attached) was approved with **98,0956%** of the total voting shares of the attending shareholders.
- **The removal of the position of Vice Chairman of the Board of Directors and amendment of the Company's Charter** (Submission No. 07/2026/TT-HĐQT dated July 21, 2026, attached) was approved with **98,0699%** of the total voting shares of the attending shareholders.
- **The remuneration and income of the Board of Directors and Supervisory Board paid in 2025, and the proposed remuneration for 2026** (Submission No. 08/2026/TT-HĐQT dated July 21, 2026, attached) were approved with **98,0844%** of the total voting shares of the attending shareholders.
- **The dismissal and additional election of 02 members of the Board of Directors for the remaining term 2024–2029** (Submission No. 09/2026/TT-HĐQT dated July 27, 2026, attached) were approved with **93,3637%** of the total voting shares of the attending shareholders.

VI. THE CONGRESS CONDUCTED THE VOTING AND THE ELECTION RESULTS WERE ANNOUNCED:

After hearing Mr. Le Ngoc Duong – Head of the Vote Counting Committee – provide instructions on the election process, the General Meeting proceeded to exercise its voting rights to elect 02 additional members of the Board of Directors for the remaining term 2024–2029 by electronic voting.

Mr. Le Ngoc Duong – Head of the Vote Counting Committee – announced the voting results as follows:

At 10 hours 36 minutes, the number of delegates attending the meeting was 414 delegates, representing 233.767.980 voting shares, accounting for 61,5538% of the total voting shares of all shareholders entitled to vote. Accordingly:

Total number of ballots issued: 414 representing 233.767.980 voting shares.

Total number of ballots collected: 248 representing 212.589.294 voting shares.

+ Total number of valid ballots: 248 representing 212.589.294 voting shares.

+ Total number of invalid ballots: 0 representing 0 voting shares.

Total number of ballots not collected: 166 representing 21.178.686 voting shares.

(*) Note: The election of members of the Board of Directors was conducted under the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises 2020, consistent with the Company's Charter and the supplementary Regulations on nomination and election of members of the Board of Directors (for the remaining term 2024–2029). Each delegate attending the meeting had a total number of votes equal to the number of voting shares represented multiplied by the number of Board members to be elected (02 persons).

The specific results are as follows:

No.	Candidate Full Name	Total number of valid votes for each candidate
1	Mr Do Van Dong	212.221.633
2	Mr Dao Duc Manh	212.956.955

Conclusion: Based on the supplementary Regulations on nomination and election of members of the Board of Directors (for the remaining term 2024–2029) as approved by the General Meeting, the General Meeting elected 02 additional members of the Board of Directors for the remaining term 2024–2029, namely:

1. Mr. Do Van Dong
2. Mr. Dao Duc Manh

VII. APPROVAL OF THE DRAFT MINUTES AND RESOLUTION OF THE AGM

1. Mrs. Phan Thi Mai Phuong – Secretary of the General Meeting – presented to the General Meeting the Draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Đức Giang Chemicals Group Joint Stock Company.
2. The General Meeting voted to approve the Resolution of the 2026 Annual General Meeting of Shareholders and the Minutes of the 2026 Annual General Meeting of Shareholders by electronic voting.
3. After the voting, the General Meeting unanimously approved the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

Mr. Le Ngoc Duong – Head of the Vote Counting Committee – announced the voting results as follows:

At 11 hours 16 minutes, the number of delegates attending the meeting was 414 delegates, representing 233.767.980 voting shares, accounting for 61,5538% of the total voting shares of all shareholders entitled to vote. Accordingly:

Total number of ballots issued: 414 representing 233.767.980 voting shares, accounting for 100% of the total voting shares of the attending shareholders.

Total number of ballots collected: 260 representing 218.371.974 voting shares, accounting for 93,4140% of the total voting shares of the attending shareholders.

Total number of ballots not collected: 154 representing 15.396.006 voting shares, accounting for 6,5860% of the total voting shares of the attending shareholders.

The voting results for each item are as follows:

Content	Total number of votes and corresponding percentages based on the total number of votes cast by shareholders present at the meeting				
	Valid	Approved	Disapproved	Abstain	Invalid
Content 01: Approval of the Resolution of The 2026 Annual General Meeting of Shareholder	218.371.974	215.330.196	0	3.041.778	0
	93,4140%	92,1128%	0%	1,3012%	0%
Nội dung 02: Approval of the Minutes of The 2026 Annual General Meeting of Shareholder	218.371.974	215.330.196	0	3.041.778	0
	93,4140%	92,1128%	0%	1,3012%	0%

Conclusion:

- **The Resolution of the 2026 Annual General Meeting of Shareholders** was approved with 92,1128% of the total voting shares of the attending shareholders.
- **The Minutes of the 2026 Annual General Meeting of Shareholders** were approved with 92,1128% of the total voting shares of the attending shareholders.

4. Mr. Dao Huu Kha – Chairman of the General Meeting – declared the closing of the Meeting. The 2026 Annual General Meeting of Shareholders of Đức Giang Chemicals Group Joint Stock Company was adjourned at 11 hours 25 minutes on the same day.

ON BEHALF OF SECRETARIAT

(Signed)

Phan Thi Mai Phuong

CHAIRMAN OF THE MEETING

(Signed)

Dao Huu Kha



REPORT OF THE BOARD OF DIRECTORS

On Production and Business Operations in 2025 and Orientations for 2026

To: The 2026 Annual General Meeting of Shareholders

The Board of Directors (BOD) of Duc Giang Chemicals Group Joint Stock Company (DGC) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for approval the Report on the BOD's Governance Activities, 2025 Production and Business Performance, and Orientations for 2026, with the following key details:

1. BOD's Assessment of Company Performance in 2025

- 2025 was a special year for Duc Giang Chemicals Group. Amid volatile global economic conditions, declining demand for chemical products across major markets, fluctuating raw material prices and logistics costs, and increasingly intense competition, the Group successfully maintained stable operations, sustained business efficiency, and exceeded the targets set by the General Meeting of Shareholders.
- In 2025, Consolidated revenue reached VND 11,262 billion, and profit after tax reached VND 3,153 billion, surpassing the annual plan. These results stem from the unity, dedication, and determination of all management and staff, the ongoing support of Shareholders, customers, and partners, as well as the close direction of the Board of Directors and the Executive Board.
- The Group's plants maintained safe and stable operations; key product lines continued to affirm their strong positioning in both domestic and international markets; financial capacity remained solid with secure cash flows; and key investment projects progressed in line with planned schedules.
- Alongside these notable achievements, 2025 presented significant adversity for the Group, as several key executives were prosecuted for violations related to environmental regulations, ore mining, and accounting practices.
- The BOD considers this a profound lesson in corporate governance, risk management, and legal compliance. Immediately following the incident, the Group acted swiftly to reorganize management, maintain continuous business operations, and secure jobs and incomes for employees. Concurrently, the Group proactively conducted a comprehensive review of its governance system, enhanced internal controls, refined management processes, and actively cooperated with competent authorities in full compliance with applicable laws.

2. Key BOD Activities in 2025

In 2025, the Board of Directors issued 14 Resolutions and approved several critical matters:

- Approved the organization of the 2025 AGM and the appointment of the Group's General Director.
- Approved the production and business plan, as well as capital increase for Duc Giang Real Estate Limited Company.
- Approved the 2025 interim cash dividend payment plan, along with various other key decisions.



Related-Party Transactions Note: All transactions between the Company, its subsidiaries, and BOD members or related parties complied strictly with regulatory approval procedures. These transactions have been fully disclosed in the Corporate Governance Report and published on the Group's website.

3. Plans and Orientations of the BOD for 2026

- Continue full and timely cooperation with competent authorities in resolving ongoing cases in compliance with the law; proactively implement solutions to stabilize organizational structure, maintain uninterrupted business operations, and safeguard the legitimate rights and interests of shareholders, employees, customers, and partners.
- Perform a comprehensive legal system audit for all projects and subsidiaries; focus on completing any outstanding legal procedures.
- Continue investing in and upgrading environmental treatment systems across subsidiaries to ensure safe, green, and sustainable development.
- Invest in building a gypsum processing workshop sourced from industrial gypsum, expanding circular economy models to optimize resource utilization and add value to by-products.
- Build a strategic supply chain securing both domestic and international raw materials by expanding partnerships with domestic mining enterprises; maintain steady imports from Egypt while actively seeking new partners in Kazakhstan, Morocco, and other potential markets to diversify supply and enhance operational autonomy.
- Prioritize completing legal, land, and environmental procedures to accelerate the execution of the Duc Giang Nghi Son Chemical Project.
- Restructure underperforming units; conduct a comprehensive review of governance models, technology, finance, and market strategies at TSB Hai Phong, the Alcohol Plant, Dak Nong Fertilizer Company, and other units to improve capital efficiency and competitiveness.

4. Other Matters

Submit to the AGM for approval the selection of UHY Auditing and Consulting Company Limited as the independent audit firm to review the 2026 Interim Financial Statements and audit the 2026 Financial Statements, pursuant to the Resolution of the 2026 Extraordinary General Meeting of Shareholders and BOD Resolution No. 14/2026/NQ-HĐQT dated May 8, 2026.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Đào Hữu Kha



**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 21, 2026



APPENDIX NO. 01

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

(Attached to the Report of the Board of Directors No. 01/2026/TT-BOD dated July 21, 2026)

I, Nguyen Thi Thu Ha, the undersigned, am an Independent Member of the Board of Directors of DucGiang Chemicals Group Joint Stock Company. In exercising the rights and responsibilities of an Independent Director, and ensuring compliance with corporate governance regulations, I hereby submit my report on my activities and the evaluation of the Board of Directors' performance in 2025 as follows:

1. Activities of the Independent Director in 2025

I attended all meetings of the Board of Directors, maintaining a 100% attendance rate. In every meeting, I acted independently, objectively, and balanced the interests of the Company and its shareholders, particularly in matters of strategic importance and major projects.

I fully performed my functions as prescribed by law, the Company's Charter, and the Board of Directors' Regulations, including:

- Supervising the activities of the Board of Directors through meetings, discussions, and the process of adopting resolutions; and overseeing the Executive Board's compliance with such resolutions.

- Ensuring independence and objectivity in discussions and decision-making of the Board of Directors.

- Maintaining regular communication with members of the Supervisory Board and the Executive Board to monitor the Company's operations; supervising the integrity and objectivity of financial reporting; overseeing the effectiveness of the audit process; and reporting findings to the Board of Directors.

- Voting on resolutions of the Board of Directors in accordance with the Charter and applicable laws. The list of approved resolutions is included in the Corporate Governance Report for 2025, published on the Company's website.

2. Evaluation of the Board of Directors and the Executive Board

- The Board of Directors carried out its work in line with the 2025 operational plan, complying with resolutions of the General Meeting of Shareholders, the Charter, and internal governance regulations. It fulfilled its supervisory role over the Company's management, provided



appropriate direction and ensured effective use of resources to achieve shareholder-approved targets, in compliance with laws and the Charter.

- Responsibilities were clearly assigned to each Board member, including oversight of subsidiaries and affiliated units.

- In 2025, the Board convened regular and extraordinary meetings to promptly address emerging issues and adopt decisions aligned with actual circumstances, safeguarding the interests of the Company and shareholders. Meetings were convened and conducted in accordance with the Charter and legal requirements, with materials prepared and circulated adequately. Discussions were substantive, critical, and thorough.

- Resolutions of the Board of Directors were adopted in compliance with legal requirements, properly disclosed, and systematically archived.

- The Board of Directors fulfilled its role in directing, supporting, and supervising the Executive Board in implementing shareholder and Board-approved matters, ensuring compliance with laws while harmonizing the interests of the Company and shareholders.

- The Board actively guided and engaged in strengthening corporate culture, internal communications, and employee engagement across the Company.

3. Conclusion and Recommendations

As an Independent Director, I have endeavored to fulfill my assigned duties. I reaffirm my commitment to independence and objectivity in performing my responsibilities, safeguarding the legitimate rights and interests of the Company and its shareholders.

**INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS**



Nguyen Thi Thu Ha





**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 21, 2026

No: 02/2026/BC-BKS



**REPORT OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

In accordance with the functions and duties of the Supervisory Board under the Law on Enterprises and the Company's Charter, the Supervisory Board hereby reports to the 2026 Annual General Meeting of Shareholders on the results of inspection and supervision of the Company's activities in 2025 as follows:

I. Activities of the Supervisory Board in 2025

The Supervisory Board convened two regular meetings, with full attendance by all members, to discuss and agree on operational matters and professional tasks. Key activities included:

1. Monitoring the implementation of the 2025 business plan in line with resolutions of the General Meeting of Shareholders and the Board of Directors.
2. Attending all Board of Directors' meetings, providing opinions and recommendations on matters related to production, business, and investment.
3. Reviewing quarterly, semi-annual, and annual financial statements audited by the external auditor, assessing their accuracy, fairness, and compliance.
4. Supervising the implementation of investment projects, evaluating efficiency, and making recommendations to improve governance.
5. Checking legality, prudence, and transparency in financial management, investment, and business operations.
6. Monitoring the Company's information disclosure practices to ensure transparency and shareholder rights.
7. Overseeing the preparation of the 2025 Annual Report and Corporate Governance Report.

II. Remuneration and Operating Expenses of the Supervisory Board

Remuneration, operating expenses, and other benefits of the Supervisory Board and its members complied with legal provisions, the Charter, and resolutions of the 2025 General Meeting of Shareholders. Detailed information is presented in the audited separate and consolidated financial statements of the Company for 2025.

III. Results of Supervision in 2025

1. Supervision of the Board of Directors and Executive Board

- In 2025, the Board of Directors issued 14 resolutions to implement investment and business activities in line with the AGM's resolutions.

- The Executive Board organized and executed the 2025 business plan with a focus on efficiency and cost savings, successfully managing operations despite market challenges.
- The Supervisory Board acknowledges the close cooperation and active support of the Board of Directors and Executive Board, enabling effective supervision. Constructive, objective, and candid feedback was provided during meetings, contributing to improved corporate governance.

2. Business and Financial Performance in 2025

The Supervisory Board reviewed the 2025 audited financial statements prepared by UHY Auditing & Consulting Co., Ltd. and concurs with the independent auditor's opinion.

- The auditor issued qualified opinions regarding:
Inventory: VND 950.9 billion recorded in the consolidated financial statements, as the auditor did not attend the year-end stocktake on December 31, 2025.
Leadership investigation: Certain former key executives of the Group are under prosecution and investigation, and the auditor could not determine whether adjustments to related financial statement items were necessary.
- Except for these qualifications, the 2025 financial statements fairly and reasonably present the Company's financial position as of December 31, 2025, in accordance with Vietnamese Accounting Standards, the Enterprise Accounting Regime, and relevant legal requirements.

Consolidated audited financial results for 2025 are as follows:

No	Indicator	Unit	2024	2025	Change %
1	Net Revenue	VND Billion	9.865	11.262	+14,2%
2	Net Profit after tax	VND Billion	3.107	3.154	+1,5%
3	Total Assets (as of Dec 31)	VND Billion	15.821	19.538	+ 23,5%
4	Equity (as of Dec 31)	VND Billion	13.701	15.371	+12,2%
5	Total Liabilities (as of Dec 31)	VND Billion	2.120	4.167	+ 96,6%
6	Net Profit Margin (NPAT/Revenue)	%	31,5	28,0	
7	Return of Assets (ROA)	%	19,6	16,1	
8	Return of Equity (ROE)	%	22,7	20,5	
9	Debt – to – Equity Ratio	%	15,5	27,1	

(Figures according to the audited consolidated financial statements for 2025)

Overall, in 2025, the Board of Directors and the Executive Board made significant efforts and took proactive measures in managing production and business activities, achieving positive results despite considerable challenges in both domestic and global markets.

3. Evaluation report on related party transactions this covers transactions between the company and its subsidiaries with members of the board of directors, the general director, other executives, and their related parties; as well as transactions between the company and entities in which such individuals were founders or managers within the past three years prior to the transaction.

The Company has complied with all relevant regulations regarding approval authority, monitoring, and disclosure of transactions involving insiders and their related parties with the Company, its subsidiaries, and controlled entities. These transactions were duly disclosed in accordance with the law and listed in the 2025 Corporate Governance Report of the Company.

IV. Directions and Tasks of the Supervisory Board in 2026

Based on the Group's strategic orientation and business plan, and the established coordination mechanism among the Board of Directors, the Executive Board, and the Supervisory Board, the Supervisory Board sets forth its 2026 focus areas as follows:

1. Strengthen compliance monitoring in accordance with the Law on Enterprises, the Law on Securities, and the Company's Charter.
2. Review and evaluate periodic financial statements as required.
3. Conduct regular reviews and timely updates of the Supervisory Board's internal regulations.
4. Carry out other duties as prescribed by law and the Charter.

This is the Supervisory Board's Report, respectfully submitted to the Annual General Meeting of Shareholders for consideration and approval.

Respectfully,

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



Nguyen Van Kien





**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No: 03/2026/TT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 21, 2026

SUBMISSION

Re: Approval of the Audited Financial Statements for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and implementing guidelines;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and implementing guidelines;
- Pursuant to the Charter of DucGiang Chemicals Group Joint Stock Company;
- Pursuant to the audited separate and consolidated financial statements for 2025 of DucGiang Chemicals Group Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the audited financial statements for 2025 (separate and consolidated) as follows:

The separate and consolidated financial statements for 2025 of DucGiang Chemicals Group Joint Stock Company were independently audited by UHY Auditing & Consulting Co., Ltd., signed on June 20, 2026, and publicly disclosed in accordance with regulations.

We respectfully request the Annual General Meeting of Shareholders to approve.

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



Đào Hữu Kha



**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No: 05 /2026/TT- HĐQT

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, July 21, 2026

2026 BUSINESS PLAN

I. Production and Business Plan for 2026

1. Total consolidated revenue: 10.100 VND billion.
2. Net profit after tax: 1.600 VND billion.
3. Dividend payment (expected): 30%.

II. Capital Investment and Construction Plan – 2026

1. Complete the construction of the Duc Giang Nghi Son Chemical Complex: VND 2,400 billion, with the Duc Giang Nghi Son chemical plant scheduled to commence operations in Q4/2026.
2. Restructure the operations of the Tia Sang Battery Factory, the Alcohol Factory, and the Dac Nong Fertilizer Factory for greater efficiency.
3. Upgrade and repair the Detergent Factory in Hung Yen, while heavily investing in the pure chemicals segment.
4. Finalize the legal documentation and dossiers for the construction of the Duc Giang real estate project.
5. Invest in expanding the Dinh Vu warehouse to support solvent import operations.
6. Upgrade and expand the high-quality phosphorus refining system and the production of electronic/semiconductor-grade pure H_3PO_4 acid.
7. Expand the processing and reuse of phosphogypsum ($CaSO_4$) to improve efficiency.

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

Đào Hữu Kha



**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No: 06 /2026/TT- HĐQT

SOCIALIST REPUBLIC OF VIETNAM
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Hanoi, July 21, 2026

SUBMISSION

(Re: Approval of the Change of Legal Representatives)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Duc Giang Chemicals Group Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following specific matters:

1. Approval of the change of Legal Representative(s) as follows:

- Amendment to the number of Legal Representatives of the Company: Change from 03 (three) Legal Representatives (pursuant to Article 3 of the current Company Charter) to 01 (one) Legal Representative.
- The sole Legal Representative of the Company shall be the General Director of the Company.

2. Authorization

- Unanimously assign/authorize the Chairman of the Board of Directors and/or person(s) authorized by the Chairman to sign the Notice of Change of Legal Representative, along with other relevant documents and decisions within their authority, to complete corporate registration updates with the Business Registration Authority in accordance with Section 1 of this Proposal, and to address any related or arising issues (if any) pursuant to applicable laws.
- Respectfully submitted to the General Meeting of Shareholders for approval.

We respectfully request the Annual General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Dao Hieu Kha



**DUCGIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No: 07 /2026/TT- HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 21, 2026

SUBMISSION

(Re: Approval of the Abolition of the Position of Vice Chairman of the Board of Directors and Amendments to the Company Charter)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Duc Giang Chemicals Group Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following specific matters:

1. Abolition of Management Position

Approve the abolition of the position of Standing Vice Chairman of the Board of Directors (pursuant to Article 11 of the current Company Charter) from the organizational, managerial, governance, and supervisory structure of the Company.

2. Amendments to the Company Charter

Approve the amendments and supplements to certain provisions of the Company Charter based on the proposal in Section 1 above and the results of the review and updates by the Board of Directors, ensuring consistency, compliance with current legal regulations, and alignment with operational practices and corporate governance requirements of the Company (*details in the attached Appendix*).

3. Authorization

Authorize the Legal Representative of the Company to sign and issue the amended and supplemented Charter in accordance with the approved contents.

We respectfully request the Annual General Meeting of Shareholders to approve.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Đào Hữu Kha

Hanoi, July 21, 2026

DETAILS OF CHARTER AMENDMENTS

(Attached to Submission No. 07/2026/TT-HĐQT dated July 21, 2026 of the Board of Directors of DucGiang Chemicals Group JSC)

- Notes:
- Articles not specified in this appendix remain unchanged.
 - Proposed changes in the "Current Charter" column are shown in **bold and underlined** text.
 - Amendments in the "Revised Charter" column are shown in **bold and underlined** text.

Provisions in the Current Charter	Provisions in the Amended Charter
PREAMBLE This Charter was approved pursuant to the Resolution of the General Meeting of Shareholders held on March 31, 2025 of DucGiang Chemicals Group Joint Stock Company. Article 1: Definitions g) "Executives of the enterprise" are the General Director, Deputy General Directors, Chief Accountant, and other executives as stipulated in the Company Charter. h) "Managers of the enterprise" are those who manage the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, and individuals holding other managerial positions as stipulated in the Company Charter.	PREAMBLE This Charter was approved pursuant to the Resolution of the General Meeting of Shareholders held on August 13, 2026 of DucGiang Chemicals Group Joint Stock Company. Article 1: Definitions g) "Executives of the enterprise" are the General Director, Deputy General Directors, Chief Accountant, and other executives appointed by the Board of Directors. h) "Managers of the enterprise" are those who manage the company, including the Chairman of the Board of Directors, members of the Board of Directors, the General Director, the Chief Accountant, and individuals holding other managerial positions appointed by the Board of Directors.

Article 2: Name, Form, Head Office, Branches, Representative Offices, and Duration of Operation of the Company 3. The registered head office of the Company is: Main office address: No. 18, Alley 44, Duc Giang Street, <u>Thuong Thanh Ward, Long Bien District</u>, Hanoi City.	<i>Amendment to Clause 3, Article 2</i> Article 2: Name, Form, Head Office, Branches, Representative Offices, and Duration of Operation of the Company 3. The registered head office of the Company is: Main office address: No. 18, Alley 44, Duc Giang Street, <u>Viet Hung Ward</u>, Hanoi City.
Article 3: Legal Representative of the Company <u>The Company has three (03) legal representatives: the Chairman of the Board of Directors, the Standing Vice Chairman of the Board of Directors, and the General Director.</u> - <u>The Chairman of the Board of Directors is the first legal representative, with the functions, duties, and powers of a legal representative in all activities of the Company.</u> - <u>The Standing Vice Chairman of the Board of Directors – Executive (“Standing Vice Chairman”) is the second legal representative, with the functions, duties, and powers of a legal representative as stipulated in Clause 6, Article 29 of this Charter.</u> <u>The General Director is the third legal representative, with the functions, duties, and powers of a legal representative as stipulated in Clause 4, Article 35 of this Charter</u>	<i>Amendment to Article 3</i> Article 3: Legal Representative of the Company <u>The Company has one (01) legal representative, who is the General Director. The General Director is the legal representative with the rights and obligations stipulated in this Charter.</u>
Article 11: Organizational Structure, Governance, and Supervision The organizational structure for management, governance, and supervision of the Company includes:	<i>Amendment to Article 11</i> Article 11: Organizational Structure, Governance, and Supervision The organizational structure for management, governance, and supervision of the Company includes:

1. General Meeting of Shareholders: Comprising all shareholders with voting rights, this is the highest decision-making body of DucGiang Chemicals Group Joint Stock Company. 2. Board of Directors (BOD): The BOD is the Company's management body, with full authority to act on behalf of the Company to decide and implement its rights and obligations, except for matters under the authority of the General Meeting of Shareholders. The BOD consists of: - Chairman of the Board of Directors; - <u>Standing Vice Chairman of the Board of Directors;</u> - Other members of the Board of Directors. 3. Supervisory Board: The Supervisory Board monitors the Board of Directors and the Executive Board in managing and operating the Company in accordance with the Law on Enterprises, the Charter, and the Company's internal regulations. The Supervisory Board consists of: - Head of the Supervisory Board; - Other members of the Supervisory Board. 4. Executive Board: The Executive Board is the body that executes and is accountable to the Board of Directors, exercising authority in management and handling day-to-day business operations of the Company. The Executive Board consists of: - <u>A member of the Board of Directors assigned to act in a standing, executive role at the Company;</u> - The General Director and Deputy General Directors; - The Chief Accountant.	1. General Meeting of Shareholders: Comprising all shareholders with voting rights, this is the highest decision-making body of DucGiang Chemicals Group Joint Stock Company. 2. Board of Directors (BOD): The BOD is the Company's management body, with full authority to act on behalf of the Company to decide and implement its rights and obligations, except for matters under the authority of the General Meeting of Shareholders. The BOD consists of: - Chairman of the Board of Directors; - Other members of the Board of Directors. 3. Supervisory Board: The Supervisory Board monitors the Board of Directors and the Executive Board in managing and operating the Company in accordance with the Law on Enterprises, the Charter, and the Company's internal regulations. The Supervisory Board consists of: - Head of the Supervisory Board; - Other members of the Supervisory Board. 4. Executive Board: The Executive Board is the body that executes and is accountable to the Board of Directors, exercising authority in management and handling day-to-day business operations of the Company. The Executive Board consists of: - The General Director and Deputy General Directors; - The Chief Accountant.
	<i>Amendment to point d, clause 1, Article 15</i>

Article 15: Rights and Obligations of the General Meeting of Shareholders d) To decide on investment or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's <u>most recent financial statements</u>.	Article 15: Rights and Obligations of the General Meeting of Shareholders d) To decide on investment or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the Company's <u>most recent consolidated financial statements</u>.
Article 27: Powers and Duties of the Board of Directors i) To elect, dismiss, and remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts, and terminate contracts with the General Director and other key managers <u>as stipulated in the Company Charter</u>; to decide on the salaries, remuneration, bonuses, and other benefits of such managers; to designate authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and to determine the remuneration and other benefits of such representatives.	<i>Amendment to point i, clause 2, Article 27</i> Điều 27. Quyền hạn và nghĩa vụ của Hội đồng quản trị i) To elect, dismiss, and remove the Chairman of the Board of Directors; to appoint, dismiss, enter into contracts, and terminate contracts with the General Director, the Chief Accountant, and other key managers <u>appointed by the Board of Directors</u>; to decide on the salaries, remuneration, bonuses, and other benefits of such managers; to designate authorized representatives to participate in the Members' Council or General Meeting of Shareholders of other companies, and to determine the remuneration and other benefits of such representatives.
Article 29: Chairman of the Board of Directors, Standing Vice Chairman of the Board of Directors 1. The Chairman of the Board of Directors and the <u>Standing Vice Chairman of the Board of Directors</u> shall be elected, dismissed, and removed by the Board of Directors from among its members.	<i>Change of name to Article 29 and amendment to Clause 1 Article 29</i> Article 29: Chairman of the Board of Directors 1. The Chairman of the Board of Directors shall be elected, dismissed, and removed by the Board of Directors from among its members.
Article 29: Chairman of the Board of Directors, Standing Vice Chairman of the Board of Directors 5. <u>In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, the Chairman may</u>	<i>Amendment to clause 5 Article 29 and remove clause 6 Article 29</i> Article 29: Chairman of the Board of Directors 5. <u>In the event that the Chairman of the Board of Directors is absent or unable to perform his/her duties, the Chairman may delegate, assign, or authorize another member of the Board of</u>

delegate, assign, or authorize the Standing Vice Chairman of the Board of Directors to exercise the powers, functions, and obligations of the Chairman, including but not limited to: convening and chairing meetings of the Board of Directors; directing discussions and voting at Board meetings; and signing, on behalf of the Board of Directors, its Resolutions and Decisions. Such delegation or assignment shall be expressed in the form of a Resolution of the Board of Directors or a written document signed and issued by the Chairman.

6. The Standing Vice Chairman of the Board of Directors shall have the following duties and powers:

- a. To serve as the standing member of the Board of Directors, representing the Board and the Chairman to exercise the authority of the Board and the Chairman in accordance with Resolutions or Decisions of the Board of Directors, or written documents signed and issued by the Chairman.
- b. To coordinate and handle the daily affairs of the Board of Directors in accordance with the law, the Company Charter, internal regulations, and assignments from the Chairman.
- c. To exercise governance and executive authority delegated by the Chairman of the Board of Directors, including but not limited to:
 - Acting as the leader of the Company's Executive Board, exercising leadership, direction, management, and decision-making authority over matters relating to the Executive Board's activities.
 - Bearing responsibility before the Board of Directors, the Chairman of the Board of Directors, and before the law for the delegated authorities as stipulated in the Charter, Resolutions of the Board of Directors, and written authorizations of the Chairman.

Directors to exercise the powers, functions, and obligations of the Chairman, including but not limited to: convening and chairing meetings of the Board of Directors; directing discussions and voting at Board meetings; and signing, on behalf of the Board of Directors, its Resolutions and Decisions. Such delegation or assignment shall be expressed in the form of a Resolution of the Board of Directors or a written document signed and issued by the Chairman.

<i>Amendment to Article 33</i> Article 33: Organizational Management Structure The Company's management system must ensure that the management apparatus is accountable to the Board of Directors and subject to the supervision and direction of the Board of Directors in the Company's daily business operations. <u>The Company shall have an Executive Board consisting of the General Director, the Deputy General Directors, the Chief Accountant, and other managerial positions appointed by the Board of Directors.</u> The appointment, dismissal, and removal of the above positions must be approved by resolutions or decisions of the Board of Directors. The Executive Board is the body that executes the directives of the Board of Directors, directly accountable to the Board of Directors, and exercises the highest executive and managerial authority over the Company's daily business operations.	<i>Amendment to Article 34</i> Article 34: Company Executives 1. <u>The Company's executives include the General Director, the Deputy General Directors, and the Chief Accountant.</u> 2. At the proposal of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in numbers and qualifications appropriate to the Company's organizational structure and management regulations as prescribed by the Board of Directors. Executives must be responsible for supporting the Company in achieving its operational and organizational objectives. 3. <u>The General Director shall receive salary and bonuses. The salary and bonuses of the General Director shall be decided by the Board of Directors.</u>
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organizational structure and management regulations as prescribed by the Board of Directors. Executives must be responsible for supporting the Company in achieving its operational and organizational objectives. <u>3. Executives shall receive salaries and bonuses. The salaries and bonuses of executives shall be decided by the Board of Directors.</u> 4. Executives' salaries shall be accounted as business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.	4. Executives' salaries shall be accounted as business expenses of the Company in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.
Article 35: Appointment, Dismissal, Duties and Powers of the General Director 4. The General Director shall have the following rights and obligations: a) To decide on matters relating to the Company's daily business operations that do not fall within the authority of the Board of Directors; b) To organize the implementation of resolutions and decisions of the Board of Directors; c) To organize the implementation of the Company's business plans and investment projects; d) To propose organizational structure plans and internal management regulations of the Company; đ) To appoint, dismiss, and remove managerial positions within the Company, except for positions under the authority of the Board of Directors;	<i>Adding points j,k to Clause 4, Article 35</i> Article 35: Appointment, Dismissal, Duties and Powers of the General Director (Amended) 4. The General Director shall have the following rights and obligations: a) To decide on matters relating to the Company's daily business operations that do not fall within the authority of the Board of Directors; b) To organize the implementation of resolutions and decisions of the Board of Directors; c) To organize the implementation of the Company's business plans and investment projects; d) To propose organizational structure plans and internal management regulations of the Company; đ) To appoint, dismiss, and remove managerial positions within the Company, except for positions under the authority of the Board of Directors; e) To decide on salaries and other benefits for employees of the Company, including managers under the appointment authority of the General Director;

e) To decide on salaries and other benefits for employees of the Company, including managers under the appointment authority of the General Director; g) To recruit employees; h) To propose plans for dividend distribution or handling of business losses; i) To exercise other rights and obligations as prescribed by law, the Company Charter, and resolutions or decisions of the Board of Directors.	g) To recruit employees; h) To propose plans for dividend distribution or handling of business losses; i) To exercise other rights and obligations as prescribed by law, the Company Charter, and resolutions or decisions of the Board of Directors; j) To approve contracts for purchase, sale, borrowing, lending, pledging, accepting pledges, mortgaging, accepting mortgages, guarantees, receiving guarantees, indemnities, and other contracts or transactions of the Company with a value of less than 35% of the total asset value recorded in the Company's most recent consolidated financial statements, except for contracts or transactions under the authority of the General Meeting of Shareholders and the Board of Directors; k) To delegate to subordinates or other persons the performance of one or several tasks within his/her authority, and to bear responsibility before the law and before the Board of Directors for such delegation.
Article 59: Effective Date 1. This Charter, consisting of 59 Articles, was unanimously approved by the General Meeting of Shareholders of DucGiang Chemicals Group Joint Stock Company pursuant to the Resolution of the General Meeting of the General Meeting of Shareholders held on March 31, 2025. 2. The Charter is made in 2 copies of equal validity and must be kept at the Company's head office.	<i>Amendment to Article 59</i> Article 59: Effective Date 1. This Charter, consisting of 59 Articles, was unanimously approved by the General Meeting of Shareholders of DucGiang Chemicals Group Joint Stock Company pursuant to the Resolution of the General Meeting of Shareholders held on August 13, 2026. 2. The Charter is made in 10 copies of equal validity and must be kept at the Company's head office.



**DUCCIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No: 08/2026/TT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 21, 2026

PROPOSAL

(Re: Approval of remuneration and income of the Board of Directors (BOD) and Supervisory Board (SB) paid in 2025, and proposal for remuneration of the BOD and SB in 2026)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted on June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of DucGiang Chemicals Group Joint Stock Company;

1. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration, bonuses, and other benefits of the members of the Board of Directors and the Supervisory Board for the year 2025.

No	Position	Remuneration	Other Income	Total
1	Board of Directors	504.000.000	7.985.627.967	8.489.627.967
2	Supervisory Board	240.000.000	1.408.479.277	1.648.479.277

2. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration, bonuses, and other benefits of the Board of Directors and the Supervisory Board for the year 2026:

The Board of Directors proposes that the General Meeting of Shareholders approve the remuneration for 2026 as follows:

No	Position	Remuneration	Note
1	Chairman of the BOD	VND 10 million / month	
2	Member of the BOD	VND 8 million / month	
3	Head of the Supervisory Board	VND 8 million / month	
4	Member of the Supervisory Board	VND 6 million / month	

Regarding bonuses and other benefits, the Board of Directors submits to the General Meeting of Shareholders to authorize the Board of Directors to decide the specific allocation for each member of the Board of Directors and the Supervisory Board based on the business results achieved in 2026, and to report at the nearest annual General Meeting of Shareholders.

Respectfully submitted for the approval of the General Meeting of Shareholders.

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



Đào Hữu Kha



**DUCCIANG CHEMICALS
GROUP JOINT STOCK
COMPANY**

No. 09: /2026/TT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, July 27, 2026

PROPOSAL

Re: Approval of the dismissal and the supplementary election of 02 members of the Board of Directors for the remaining period of the 2024–2029 term

- Pursuant to the Enterprise Law No. 59/2020/QH14 promulgated on June 17, 2020 and its amendments and guiding documents;
- Pursuant to the current Charter of DucGiang Chemicals Group Joint Stock Company;

The Board of Directors of Duc Giang Chemicals Group Joint Stock Company respectfully submits to the Company's General Meeting of Shareholders the following proposals for consideration and approval:

I. Dismissal of 02 members of the Board of Directors for the 2024–2029 term

List of Board members of the 2024–2029 term proposed for dismissal:

No.	Full Name	Position	Reason for dismissal
1	Mr. Luu Bach Dat	Member of the Board, General Director	Currently prosecuted under the Decision of the Investigation Police Agency — Ministry of Public Security
2	Mr. Nguyen Quoc Trung	Member of the Board	

II. Supplementary election of 02 members of the Board of Directors for the remaining period of the 2024–2029 term:

To ensure the Board of Directors meets the required number of members under the Enterprise Law and the Company Charter, and in accordance with the conditions and criteria set out in the Regulations on candidacy, nomination and (supplementary) election of members of the Board of Directors (for the remaining period of the 2024–2029 term), the BOD proposes that the General Meeting approve the number of additional Board members to be elected for the remainder of the 2024–2029 term: 02 persons.

Based on the results of nominations and candidacies by shareholders and shareholder groups, the list of valid candidates will be announced by the Board of Directors prior to the Meeting.

The Board respectfully submits this proposal to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Dao Huu Kha