

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

*TP. Hồ Chí Minh, ngày 04 tháng 04 năm 2025
Ho Chi Minh City, April 04, 2025*

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

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

1. Tên tổ chức: **CÔNG TY CỔ PHẦN PHÂN BÓN BÌNH ĐIỀN**
Name of organization: BINH DIEN FERTILIZER JOINT STOCK COMPANY

- Mã chứng khoán/ Stock code: **BFC**

- Địa chỉ: C12/21 Quốc lộ 1A, xã Tân Kiên, huyện Bình Chánh, Tp. Hồ Chí Minh
Address: C12/21, National Road 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City

- Điện thoại liên hệ/ Tel.: (84-28) 3756 0110 Fax: (84-28) 3756 0799

- E-mail: phanbon@binhdien.com

Website: www.binhdien.com



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

Thư mời họp và Tài liệu họp Đại hội đồng cổ đông thường niên năm 2025 của Công ty cổ phần Phân bón Bình Điền.

Invitation letter và Documents for the 2025 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 04/04/2025 tại đường dẫn www.binhdien.com.

This information was published on the company's website on April 04, 2025, as in the link www.binhdien.com.

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

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

Tài liệu đính kèm/Attached documents:

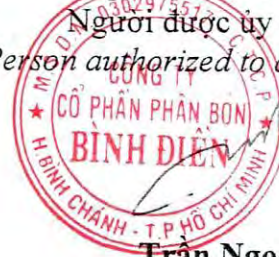
- Nghị quyết HĐQT số 29/NQ-HĐQT ký ngày 03/04/2025;
- BOD Resolution No. 29/NQ-BOD dated April 3, 2025;
- Thư mời họp và Tài liệu họp ĐHĐCĐ thường niên năm 2025 của Công ty cổ phần Phân bón Bình Điền.
- Invitation letter và Documents for the 2025 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company.

Đại diện tổ chức

Organization representative

Người được ủy quyền CBTT

Person authorized to disclose information



Trần Ngọc Hùng

Tran Ngoc Hung



No: 31/TM-HĐQT

Ho Chi Minh City, April 03, 2025

MEETING INVITATION
The 2025 Annual General Meeting of Shareholders
Binh Dien Fertilizer Joint Stock Company

To: Dear Shareholders of Binh Dien Fertilizer Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;

The Board of Directors of Binh Dien Fertilizer Joint Stock Company respectfully invites shareholders to attend the 2025 Annual General Meeting of Shareholders with the following Content:

- 1. Opening time:** 08:30, April 29, 2025.
- 2. Venue:** White Palace Convention Center, 194 Hoang Van Thu Street, Ward 9, Phu Nhuan District, Ho Chi Minh City.
- 3. Main Content of the General Meeting of Shareholders:**
 - Approval of the Report of the Board of Directors on the performance of duties in 2024, 2020-2025 term; orientations, tasks for 2025, 2025-2030 term.
 - Approval of the Report of General Director on business performance in 2024 and the plan for 2025.
 - Approval of the audited financial statements for 2024.
 - Approval of the Report of Supervisory Board on the performance of duties in 2024, 2020–2025 term; orientations and tasks for 2025, 2025–2030 term.
 - Approval of the submission on the selection of the auditor for the 2025 financial statements.
 - Approval of the profit distribution plan for 2024.
 - Approval of remuneration for the Board of Directors and the Supervisory Board for 2024 and the proposed remuneration for 2025.
 - Approval of the business plan for 2025.
 - Election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term.



Content and documents of the General Meeting of Shareholders will be posted on the Company's website www.binhdien.com , shareholder relations section.

4. Shareholders or their representatives are requested to bring the following documents when attending the General Meeting of Shareholders:

- Invitation letter issued by the Company (original).
- Citizen Identity Card or Passport (original).
- Power of Attorney in case of authorization (original).

5. Registration to attend the General Meeting of Shareholders:

For the convenience of organizing the General Meeting of Shareholders, shareholders are requested to confirm their direct attendance or authorize (according to the attached confirmation/authorization form) and send it to Binh Dien Fertilizer Joint Stock Company, address C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City by the following means: direct delivery, postal mail, fax number 0272.3726644 or email: tonghop@binhdien.com **before 10:00 on April 25, 2025.**

6. For any information related to the General Meeting of Shareholders, please contact:

Binh Dien Fertilizer Joint Stock Company, address C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City.

- Telephone:
- 028.37561191 (General Department - extension: 34).
 - 0272.3726627 (General Department - extension: 34).

All expenses for meals, accommodation, transportation, and other related costs are to be covered by the shareholders themselves.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Member of the Board of Supervisors;
- General Director;
- Website posting, information disclosure;
- Archived Secretary/Board of Directors.

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



Nguyen Van Thieu



**BINH DIEN FERTILIZER
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness



CONFIRMATION OF ATTENDANCE
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BINH DIEN FERTILIZER JOINT STOCK COMPANY

Name of organization/individual: Code:

ID/Passport/Business Registration Number:

Date of issue: place of issue:

Address:

Phone number:

Currently holding: shares of Binh Dien Fertilizer Joint Stock Company

(In words: shares)

We hereby confirm our attendance at the 2025 Annual General Meeting of Shareholders to be held on April 29, 2025, as follows:

☐: Will attend

☐: Will not attend

☐: Authorize another person to attend

....., April, 2025

Shareholder

(Signature, full name)

Note: Kindly send this Confirmation of Attendance form to the General Administration Department of Binh Dien Fertilizer Joint Stock Company (Address: C12/21, National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City) or via fax: 0272.3726644 or email: tonghop@binhdien.com before 9:00 AM on April 27, 2025, so the Organizing Committee can prepare for the 2025 Annual General Meeting of Shareholders.

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

-----o0o-----

**LETTER OF AUTHORIZATION
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

To: BINH DIEN FERTILIZER JOINT STOCK COMPANY

Name of individual/organization: Code:

(Hereinafter referred to as the “**Authorizing Party**”)

ID/Passport/Business Registration Number:

Date of issue: place of issue:

Address:

Phone number:

Currently holding:shares of Binh Dien Fertilizer Joint Stock Company.

(In words: shares)

Hereby authorize:

Mr./Ms./Organization: Code (if any):

ID/Passport/Business Registration Number:

Date of issue: place of issue:

Address:

Phone number:

To attend the 2025 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company on my behalf and vote on matters under the authority of the General Meeting of Shareholders with voting rights corresponding to the number of shares represented.

I take full legal responsibility for this authorization and commit not to raise any claims regarding this authorization in the future.

....., April, 2025

AUTHORIZED PERSON

(Signature, full name)

AUTHORIZING PARTY

(Signature, full name)



BINH DIEN FERTILIZER JOINT STOCK COMPANY

**C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh
District, Ho Chi Minh City**

Telephone: 028. 37560110; Fax: 028. 37560686

Website: www.binhdien.com ; Email: phanbon@binhdien.com

AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 (April 29, 2025)

Opening Time: 08:30, April 29, 2025;

Shareholder Registration from 07:00, April 29, 2025

NO.	MEETING CONTENT
1	Shareholder registration, distribution of ballot papers
2	Declaration of reasons, introduction of delegates
3	Introduction of the Chairman, appointment of the Secretary, election of the Ballot Counting Board cum Election Committee
4	Report on verification of shareholder eligibility to attend the meeting
5	Approval on Working Regulation
6	Approval on the meeting agenda
7	Reporting operation of the Board of Directors on the performance of duties in 2024, 2020-2025 term; orientations, tasks for 2025, 2025-2030 term
8	Reporting of the General Director's Report on business performance in 2024 and the plan for 2025
9	Approval on the audited financial statements for 2024
10	Summary report on the results of the implementation of the tasks of the Member of the Board of Supervisors in 2024, the 2020-2025 term; direction of tasks in 2025 and the 2025-2030 term
11	Approval on the selection of the audit company for the fiscal year 2025
12	Approval on the 2024 profit distribution plan
13	Approval on the remuneration of the Member of the Board of Directors, Member of the Board of Supervisors in 2024, the level of remuneration in 2025
14	Approval on the 2025 business plan Proposal
15	Discussion and answering shareholders' questions
16	Voting to approve the contents of the meeting
17	Approval on the list of candidates for the Member of the Board of Directors, Board of Supervisors for the 2025-2030 term
18	Approval on the Regulations for the Election of Members of the Board of Directors, Board of Supervisors

19	Election on Members of the Board of Directors, Board of Supervisors for the 2025-2030 term
20	Break
21	Announcement of the results of the election of Members of the Board of Directors, Board of Supervisors
22	The Board of Directors, Board of Supervisors for the 2025-2030 term introduces themselves to the meeting
23	Approval on the Meeting Minutes and AGM Resolution
24	Closing of the General Meeting



No: 32/TT-HĐQT

Ho Chi Minh City, April 03, 2025

SUBMISSION

**Re: Approving the Regulations on the organization of the 2025 Annual
General Meeting of Shareholders
Binh Dien Fertilizer Joint Stock Company**

To: The General Meeting of Shareholders

- Pursuant to the Enterprise Law No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No. 29/NQ-HĐQT dated April 03, 2025 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company on agreeing on the contents of the organization of the 2025 Annual General Meeting of Shareholders.

The Board of Directors of Binh Dien Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the draft Rules of Procedure for the 2025 Annual General Meeting of Shareholders of the Company (draft Rules of Procedure attached).

Respectfully request the General Meeting of Shareholders to consider and approve.

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



Nguyen Van Thieu

DRAFT

REGULATIONS

Organization of the 2025 Annual General Meeting of Shareholders Binh Dien Fertilizer Joint Stock Company

*(Attached to Proposal No.32/TT-HĐQT, dated April 03, 2025 of the Board of
Directors of Binh Dien Fertilizer Joint Stock Company)*

Chapter I

GENERAL PROVISIONS

Article 1. Scope of Application

These Rules of Procedure apply to the organization of the 2025 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company (hereinafter referred to as the "Company").

Article 2. These Rules of Procedure specifically stipulate the rights and obligations of shareholders and other participants in the General Meeting, conditions, and procedures for conducting the General Meeting.

Article 3. Shareholders and other participants in the General Meeting are responsible for complying with the provisions of these Rules of Procedure.

Chapter II

RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 4. Conditions for Participation in the General Meeting

All shareholders holding shares of the Company whose names are on the list of shareholders as of March 25, 2025 (the record date for shareholders entitled to attend the General Meeting) or their duly authorized representatives have the right to attend the 2025 Annual General Meeting of Shareholders.

Article 5. Rights and Obligations of Shareholders Attending the General Meeting

1. Shareholders or their authorized representatives, when attending the General Meeting, must bring the following documents:

- a) Invitation to the General Meeting issued by the Company (original);
- b) Citizen Identity Card or Passport (original);
- c) Original Power of Attorney (in case of authorized attendance). The Power of Attorney must be signed by the authorizing shareholder and the authorized representative. In case the authorizing shareholder is a legal entity/organization, the Power of Attorney must be stamped by the legal entity/organization and signed by the legal representative of such legal entity/organization.

After presenting the above documents to the Shareholder Eligibility Verification Committee, shareholders or their authorized representatives attending the General Meeting will receive Voting Cards and Voting Slip. The value of the Voting Card that a shareholder or authorized representative attending the General Meeting receives corresponds to the percentage of voting shares held or represented by that shareholder.

2. Be authorized in writing to appoint a proxy to attend and vote at the General Meeting of Shareholders on their behalf. The authorized attendee may not re-authorize another individual.

3. Shareholders attending the General Meeting of Shareholders who wish to speak must obtain the Chairman's consent; remarks should be concise and focused on the agenda items, aligning with the approved program. Shareholders should avoid repetitive statements to prevent redundancy and prolonging the meeting. Shareholders may also submit written comments to the Secretariat.

4. Be entitled to vote on all matters within the jurisdiction of the General Meeting of Shareholders through direct voting at the meeting.

5. Shareholders and their representatives, after hearing the reports on matters requiring approval, will discuss and vote on them.

6. During the General Meeting of Shareholders, shareholders and proxies must comply with the Chairman's guidance and conduct themselves in a civilized and polite manner, refraining from causing disorder.

7. Shareholders or their proxies arriving after the commencement of the General Meeting of Shareholders, upon completing registration, are still permitted to attend and vote on the remaining agenda items. In this instance, the results of previously voted matters shall not be affected.

Article 6. Rights and Obligations of the Chairman of the General Meeting of Shareholders

1. The Chairman of the Board of Directors shall serve as the Chairman of the General Meeting of Shareholders as stipulated by the Law on Enterprises and the Company's Charter. The Chairman of the General Meeting of Shareholders may appoint additional members to participate in managing the meeting.

2. Duties of the Chairman of the General Meeting of Shareholders:

a) Conduct the meeting according to the agenda approved by the General Meeting of Shareholders. Undertake necessary actions to ensure order and reflect the wishes of the majority of shareholders or their representatives in attendance.

b) Guide shareholders and proxies in discussing matters within the decision-making authority of the General Meeting of Shareholders.

c) Respond to questions posed by shareholders and their proxies.

d) Present draft resolutions for approval by the General Meeting of Shareholders.

e) Other duties as prescribed by the current Law on Enterprises and the Company's Charter.

3. Rights of the Chairman of the General Meeting of Shareholders:

a) Request all attendees to undergo security checks or other security measures.

b) Request competent authorities to maintain order; expel individuals who disregard the Chairman's authority, deliberately disrupt order, obstruct the normal proceedings of the meeting, or fail to comply with security requirements from the General Meeting of Shareholders.

c) Postpone the General Meeting of Shareholders, even if the maximum registered attendees are present, for a period not exceeding 03 working days from the intended commencement date, solely under the following circumstances:

- Insufficient seating at the venue to accommodate all attendees comfortably.

- Inadequate communication facilities at the venue to enable shareholders to participate, discuss, and vote effectively.

- Disruptive behavior by attendees, posing a risk to the fair and lawful conduct of the meeting.

d) Other rights as prescribed by the Law on Enterprises and the Company's Charter.

Article 7. Rights and Obligations of the Shareholder Eligibility Verification Board

1. The Shareholder Eligibility Verification Board attending the General Meeting of Shareholders is established by the decision of the Company's Board of Directors.

2. The Shareholder Eligibility Verification Board is responsible for receiving documents of shareholders or authorized representatives attending the general meeting; checking the legality and validity of those documents and

comparing them with the list of shareholders eligible to attend the meeting; distributing documents and voting cards to shareholders or authorized representatives; preparing minutes and reporting to the general meeting the results of the shareholder eligibility verification before the official opening of the general meeting.

Article 8. Rights and Obligations of the Secretariat of the General Meeting

1. The Secretariat is appointed by the Chairman of the General Meeting.
2. The Secretariat has the following duties:
 - a) Fully and truthfully record the contents of the general meeting;
 - b) Support the Chairman of the general meeting in announcing draft resolutions, draft minutes of the general meeting and notifying the opinions of the Chairman to the shareholders upon request;
 - c) Receive shareholders' feedback forms.

Article 9. Rights and Obligations of the Vote Verification and Supervisory Board, concurrently the Election Committee

1. The Vote Verification and Supervisory Board, concurrently the Election Committee, is elected by the general meeting at the suggestion of the Chairman of the general meeting.

2. The Vote Verification and Supervisory Board, concurrently the Election Committee, has the following duties:

- Verify and supervise the voting of shareholders or their authorized representatives on each issue to be voted on at the general meeting, record the voting results for each item, and report the results to the Chairman of the general meeting for announcement to the general meeting.

- Guide the general meeting on how to vote for Members of the Board of Directors and the Supervisory Board in accordance with the Law on Enterprises and the company's charter; distribute and collect ballot papers.

- Check ballot papers, summarize election results, prepare ballot counting minutes, and announce election results to the general meeting.

3. The Vote Verification and Supervisory Board, concurrently the Election Committee, is responsible to the general meeting for the results of supervising the voting and the results of counting votes for Members of the Board of Directors and the Supervisory Board.

Chapter III

CONDUCT OF THE GENERAL MEETING

Article 10. Conditions for Conducting the General Meeting

1. The 2025 Annual General Meeting of Shareholders shall be held when the number of shareholders present represents more than 50% of the total voting shares of the Company.

2. If the first meeting does not meet the conditions for conducting as prescribed in Clause 1 of this Article, a second meeting shall be convened within thirty days from the date of the intended first meeting. The General Meeting of Shareholders convened for the second time shall be held when the number of shareholders present represents 33% or more of the total voting shares.

3. If the second meeting does not meet the conditions for conducting as prescribed in Clause 2 of this Article, a third meeting shall be convened within twenty days from the date of the intended second meeting. In this case, the General Meeting of Shareholders shall be held regardless of the number of shareholders present and the percentage of voting shares of the shareholders present.

Article 11. Order of the General Meeting

1. All shareholders and authorized representatives attending the meeting must dress formally and respect the meeting's rules.

2. Sit in the designated seats or areas as directed by the Organizing Committee.

3. Refrain from smoking in the meeting room.

4. Refrain from private conversations and using mobile phones during the meeting. Mobile phones must be switched off or set to silent mode.

5. Comply with the directions of the Chairperson of the meeting.

Article 12. Voting Procedures and Resolution Adoption

1. The issues to be discussed at the meeting must be approved by a vote of the shareholders as stipulated by the regulations. Each shareholder or their authorized representative will be provided with a Voting Card and a Voting Slip, which will include the shareholder's name, voting code, and the number of shares entitled to vote.

2. Voting procedures at the meeting:

a) Voting Card: Printed in yellow cardboard, this card is used to vote on the following matters:

- Approval of the regulations for organizing the meeting and the election rules.
- Approval of the meeting agenda.
- Election of the vote counting committee and the election committee.

- Approval of the list of candidates for the Board of Directors and the Supervisory Board for the 2025-2030 term.
- Approval of resolutions and minutes of the meeting.
- Other matters (if any), except for the issues specified in point b of this section.

Voting procedure: Shareholders or their authorized representatives vote on whether to agree, disagree, or have other opinions on an issue raised at the meeting by raising the Voting Card. When voting, the front side of the Voting Card (with the voting code) must be raised facing the Presidium.

b) Voting Slip: Printed in pink cardboard, this slip is used for voting on the following matters:

- Reports from the Board of Directors.
- Report of the General Director.
- Report of the Supervisory Board.
- Audited financial statements for the year 2024.
- Selection of an auditing firm.
- Profit distribution and dividend proposal for 2024.
- Remuneration for the Board of Directors and Supervisory Board.
- Business plan for 2025.

Voting procedure: In addition to the information specified in Section 1 of this article, the Voting Slip will have pre-printed matters to be voted on at the meeting. For each matter, there will be boxes marked "Agree," "Disagree," and "No opinion." When voting on each matter, shareholders or their representatives must mark an "X" in one of the boxes: "Agree," "Disagree," or "No opinion" for each corresponding matter and submit the slip to the vote counting committee. The vote counting committee is responsible for counting the votes, preparing the minutes of the vote count, and sending the results to the Chairperson for announcement before the meeting.

Chapter IV

CONCLUSION OF THE MEETING

Article 13. Minutes and Resolution of the Meeting

1. The minutes and Resolution of the meeting must be completed and approved at the meeting before its adjournment.

2. The minutes and Resolution of the meeting must be archived at the headquarters of Binh Dien Fertilizer Joint Stock Company and sent to shareholders via the Company's website.

Article 14. Effectiveness of the Regulations

These Regulations, comprising 4 chapters and 14 articles, are sent along with other documents to shareholders via the Company's website and publicly announced at the 2025 Annual General Meeting of Shareholders for approval.

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

Nguyen Van Thieu



BINH DIEN FERTILIZER JOINT STOCK COMPANY

DRAFT

VOTING SLIP

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder's full name:

Shareholder code:

Number of shares owned/represented:

VOTING CONTENT	Agree	Disagree	No Opinion
Item 1: Approval of the Report of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 2: Approval of the Report of the General Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 3: Approval of the audited financial statements for 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 4: Approval of the Report of the Supervisory Board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 5: Approval of the submission on the selection of the auditor for the 2025 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 6: Approval of the profit distribution plan for 2024	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 7: Approval of remuneration for the Board of Directors and the Supervisory Board for 2024 and the proposed remuneration for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 8: Approval of the business plan for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: Shareholders are only allowed to mark an "X" in one of the boxes — either "Agree", "Disagree", or "No Opinion".

No: 33/BC-HĐQT

Ho Chi Minh City, April 03, 2025

REPORT OF THE BOARD OF DIRECTORS
On the results of performing the 2024 mission, term 2020-2025;
orientations, tasks for 2025 and the 2025-2030 term

Respectfully submitted to: the General Meeting of Shareholders

The Board of Directors of Binh Dien Fertilizer Joint Stock Company reports to the General Meeting of Shareholders on the results of performing the 2024 mission, the 2020-2025 term and the orientations, tasks for 2025 and the 2025-2030 term as follows:

I. RESULTS OF IMPLEMENTING THE 2024 MISSION AND THE 2020-2025 TERM:

1. Personnel of the Board of Directors for the 2020-2025 term:

The Board of Directors of Binh Dien Fertilizer Joint Stock Company for the 2020-2025 term was elected by the 2020 Annual General Meeting of Shareholders, consisting of the following 05 members:

1. Mr. Bui The Chuyen, Chairman of the Board of Directors;
2. Mr. Ngo Van Dong, Member of the Board of Directors;
3. Mr. Le Quoc Phong, Member of the Board of Directors;
4. Mr. Do Quang Huy, Member of the Board of Directors;
5. Mr. Mai Thanh Phung, Independent Member of the Board of Directors.

At the 2022 Annual General Meeting of Shareholders, the General Meeting and the Board of Directors elected Mr. Nguyen Van Thieu to join the Board of Directors and hold the position of chairman of the board of directors, replacing Mr. Bui The Chuyen from April 29, 2022.

At the 2023 Annual General Meeting of Shareholders, the General Meeting and the Board of Directors elected Mr. Nguyen Bao Ve as an Independent Member of the Board of Directors, replacing Mr. Mai Thanh Phung, from April 28, 2023.

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

During the term, the Board of Directors held 38 meetings, consulted the members of the Board of Directors 32 times; issued 126 resolutions, 97 decisions, 19 regulations and rules to manage and direct the Company's operations in various fields (specific contents have been reported by the Board of Directors at the Company's Annual General Meeting of Shareholders). In



2024 alone, the Board of Directors held 06 meetings, consulted members of the Board of Directors 05 times, issued 19 resolutions, 37 decisions, and 05 management regulations to adjust the Company's operating aspects. The main issues approved include:

Resolution/ Decision No.	Date	Content
04/NQ-HĐQT	January 26, 2024	Approval of production-business results for Quarter IV and the whole year 2023; production-business plan for 2024 and Quarter I of 2024
05/NQ-HĐQT	January 26, 2024	Approval of the 2024 Business and Marketing Operating Expense Plan; the 2024 Raw Materials, Supplies, and Goods Procurement Plan; the 2024 Raw Material and Supply Norms; the 2024 Major Repair and Construction Investment Plan; the 2024 Labor and Salary Plan; the 2024 Overseas Business Trip Plan; Review and evaluation of the implementation of the high-tower technology NPK project; approval of the 2023 Internal Audit Report and the 2024 Internal Audit Plan.
06/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Business and Marketing Operating Expense Plan
07/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Raw Materials, Supplies, and Goods Procurement Plan
08/QĐ-HĐQT	January 26, 2024	Issuance of the 2024 Raw Material and Supply Norms
09/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Major Repair Plan
10/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Construction Investment Plan
11/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Labor and Salary Plan
12/QĐ-HĐQT	January 26, 2024	Approval of the 2024 Overseas Business Trip Plan
13/QĐ-HĐQT	January 26, 2024	Appointing personnel for overseas business trips
16/NQ-HĐQT	March 1, 2024	Finalization of the list of shareholders eligible to attend the 2024 Annual General Meeting of Shareholders
18/NQ-HĐQT	March 1, 2024	Approval of the 2023 Financial Statements and key contents to be presented at the 2024 Annual General Meeting of Shareholders of member companies; appointing personnel for overseas business trips; approval of the Regulations on Management and Use of Fixed Assets; approval of the 2023 payroll fund settlement.

Resolution/ Decision No.	Date	Content
19/QĐ-HĐQT	March 1, 2024	Reappointment of the Representative of Binh Dien Fertilizer Joint Stock Company's capital contribution in Binh Dien - Lam Dong Joint Stock Company
24/QĐ-HĐQT	March 1, 2024	Appointing personnel for overseas business trips
25/QĐ-HĐQT	March 1, 2024	Issuance of the Regulations on Management and Use of Fixed Assets
26/QĐ-HĐQT	March 1, 2024	Approval of the 2023 payroll fund settlement
27/QĐ-HĐQT	March 22, 2024	Appointing personnel for overseas business trips
30/NQ-HĐQT	April 3, 2024	Resolution on the organization of the 2024 Annual General Meeting of Shareholders; approval of the estimated results of the Q1/2024 production and business plan and the Q2/2024 production and business plan
31/NQ-HĐQT	April 3, 2024	Approval of the Financial Statements, profit distribution plan, fund allocations for 2023, and remuneration for the Members' Council and Supervisory Board of Binh Dien Long An Sport One Member Limited Liability Company; approval of the 2023 Financial Statements and the key contents to be presented at the 2024 Annual General Meeting of Shareholders of Binh Dien Ninh Binh; appointing personnel for overseas business trips; approval of the Plan to review and supplement the leadership and management personnel planning for the 2021-2026 and 2026-2031 periods.
40/QĐ-HĐQT	April 3, 2024	Approval of Financial Statements, Business Plan, Fund Appropriations for 2023, and Remuneration for Board of Directors' members and Supervisory Board of Binh Dien Long An Sports Co., Ltd.
42/QĐ-HĐQT	April 3, 2024	Assigning personnel for overseas business trips
43/QĐ-HĐQT	April 3, 2024	Issuance of the Plan for reviewing and supplementing the planning of leadership and management personnel for the period 2021-2026 and the period 2026-2031
44/NQ-HĐQT	April 3, 2024	Approval of the regular supervision plan for Binh Dien Ninh Binh Joint Stock Company
47/NQ-HĐQT	April 12, 2024	Approval of the assignment of duties for Board of Directors' members, term 2020-2025
48/QĐ-HĐQT	April 12, 2024	Decision on assigning tasks to Board of Directors' members, term 2020-2025

Resolution/ Decision No.	Date	Content
52/NQ-HĐQT	May 24, 2024	Approval of the final dividend payment for 2023
53/NQ-HĐQT	June 21, 2024	Selection of an audit firm for 2024
54/NQ-HĐQT	June 26, 2024	Approval of the Regulations on management of fixed asset repair work and Regulations on management of outbound and inbound delegations
55/QĐ-HĐQT	June 26, 2024	Issuance of Regulations on the management of fixed asset repair work
56/QĐ-HĐQT	June 26, 2024	Issuance of Regulations on the management of outbound and inbound delegations
61/NQ-HĐQT	July 16, 2024	Approval of the estimated results of the production-business plan for Quarter II, 6 months of 2024, and the production-business plan for Quarter III/2024
63/NQ-HĐQT	July 16, 2024	Approving the classification of the Company's Capital Representatives at member units in 2023
65/QĐ-HĐQT	July 16, 2024	Decision on classifying the Company's Capital Representatives at member units in 2023
70/NQ-HĐQT	August 01, 2024	Approving personnel matters of the Sports Company; Approving the Debt Management Regulations and Sales Management Regulations; Assigning personnel for business trips abroad
71/QĐ-HĐQT	August 01, 2024	Issuance of Debt Management Regulations
72/QĐ-HĐQT	August 01, 2024	Issuance of Sales Management Regulations
73/QĐ-HĐQT	August 01, 2024	Assigning personnel for overseas business trips
74/QĐ-HĐQT	August 01, 2024	Decision approving the resignation letter of a Board of Directors' members of Binh Dien Long An Sports Co., Ltd.
75/QĐ-HĐQT	August 01, 2024	Decision approving the resignation letter of a Board of Directors' members of Binh Dien Long An Sports Co., Ltd.
76/QĐ-HĐQT	August 01, 2024	Decision to appoint a Board of Directors' members of Binh Dien Long An Sports Co., Ltd.
77/QĐ-HĐQT	August 01, 2024	Decision to receive and appoint a Board of Directors' members of Binh Dien Long An Sports Co., Ltd.
79/QĐ-HĐQT	August 16, 2024	Sending personnel on business trips abroad

Resolution/ Decision No.	Date	Content
80/QĐ-HĐQT	August 27, 2024	Sending personnel on business trips abroad
81/QĐ-HĐQT	September 06, 2024	Sending personnel on business trips abroad
82/QĐ-HĐQT	September 06, 2024	Sending personnel on business trips abroad
83/QĐ-HĐQT	September 16, 2024	Sending personnel on business trips abroad
84/QĐ-HĐQT	October 04, 2024	Sending personnel on business trips abroad
86/QĐ-HĐQT	October 22, 2024	Sending personnel on business trips abroad
89/NQ-HĐQT	October 29, 2024	Approving the results of the Q3 production-business plan and the production-business plan for Q3/2024
90/NQ-HĐQT	October 29, 2024	Approving the remuneration regulations for Company Managers; approving the review and supplementation of the leadership and management personnel plan for the period 2021-2026 and 2026-2031
91/QĐ-HĐQT	October 29, 2024	Issuing the remuneration regulations for Company Managers
92/QĐ-HĐQT	October 29, 2024	Approving the review and supplementation results of the leadership and management personnel plan for the period 2021-2026
93/QĐ-HĐQT	October 29, 2024	Approving the review and supplementation results of the leadership and management personnel plan for the period 2026-2031
94/NQ-HĐQT	November 27, 2024	Approving the amendment and supplementation of the salary scale for employees in the enterprise
95/NQ-HĐQT	November 27, 2024	Approving the interim dividend payment for the first phase of 2024
96/QĐ-HĐQT	November 27, 2024	Issuing the enterprise salary scale

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

During the term, the management and direction of the Board of Directors have always complied with the provisions of law, the Company's Charter, and the Board of Directors' working regulations; effectively implemented resolutions of the Annual General Meeting of Shareholders, respected and

ensured the rights of shareholders; well performed the rights and obligations of the Company, as demonstrated in the following main areas:

a) In the field of production and business:

In the 2020-2024 period, the operation of fertilizer production and business enterprises, including the Company, faced many difficulties and challenges due to the impact of the Covid-19 pandemic, high transportation costs; complicated weather developments, floods, droughts, saltwater intrusion, serious epidemics; unstable prices of some agricultural products and input materials; the Russia-Ukraine conflict and the Middle East region have had a profound, comprehensive, and negative impact on the world's as well as Vietnam's economy, trade, finance, production chains, and global supply, affecting supply sources and prices, etc.

In the face of these difficulties and challenges, the Board of Directors, along with the Company's Executive Board, proactively grasped the situation, provided close direction, promptly adjusted planning targets to align with the actual situation, established appropriate business directions, policies, markets, and products, coupled with the tradition of unity and striving to overcome difficulties of the Company's staff and employees, and the support of agents, partners, and shareholders, which contributed significantly to the Company's gradual overcoming of difficulties, accomplishing the 5-year development orientation and the key annual targets set by the Company's General Meeting of Shareholders.

(Details are provided in the accompanying data table).

b) In the financial domain:

- During the 2020-2024 period, the Company's financial situation was very sound, receivables and payables were strictly controlled, with no occurrence of bad debts; the total credit limit of the Company did not exceed the permitted limit as prescribed by law, and all loan payments were made on time as regulated, thereby reducing interest expenses.

- The Board of Directors issued, amended, and supplemented regulations and rules to manage finances and control expenses, such as: financial regulations, internal spending regulations, regular procurement management regulations, maximum inventory limits, etc., thereby limiting and reducing unreasonable expenses.

- The quarterly, semi-annual, and annual financial reports were carefully reviewed by the Board of Directors, ensuring the objectivity and transparency of the financial reports before disclosing information or submitting them to the General Meeting of Shareholders for review and approval.

c) In the investment and construction domain:

During the term, the Company implemented 16 investment projects, mainly those serving the production of the Binh Dien Long An Fertilizer Factory, such as: upgrading production lines, steam stations, compressed air stations, upgrading internal roads, expanding workshops, upgrading

laboratories, purchasing machinery and vehicles, investing in digital transformation software, etc., with a total implemented value of 70.5 billion VND. All implemented projects fell under the approval authority of the General Director as delegated by the Board of Directors. In 2024, there were no new investment projects approved by the Board of Directors.

The implementation of the aforementioned investment and construction projects was carefully considered and evaluated by the Board of Directors before approving the annual plan. The Board of Directors only decided to invest in projects that were truly essential for the Company's production and business activities, and therefore, the projects, upon completion and commissioning, brought about high economic efficiency; the implementation procedures and processes complied with current legal regulations and the Investment and Construction Management Regulations issued by the Board of Directors.

d) In the domain of internal governance and management apparatus organization:

- Regarding internal governance: during the term, the Board of Directors issued, amended, and supplemented 19 regulations and rules in accordance with legal regulations and operational realities as a basis for managing the Company's operating areas. The Board of Directors also submitted to the General Meeting of Shareholders for approval the internal regulations on corporate governance and amended and supplemented the Company's Charter as prescribed by law. In 2024, the Board of Directors issued the following regulations:

- + Regulations on the Management and Use of Fixed Assets;
- + Regulations on Fixed Asset Repair Management;
- + Regulations on Management of Overseas Delegations and Foreign Delegations Working;
- + Regulations on Business Operations Management (amended and supplemented);
- + Debt Management Regulations (amended and supplemented).
- + Maximum inventory norms for main raw materials; norms for auxiliary fuels.

- Regarding organizational structure and management apparatus: during the term, the Company's management apparatus continued to be consolidated, meeting corporate governance requirements. The functions, tasks, and powers of the Board of Directors and its affiliated departments and units are clearly defined. The Company's management apparatus is tightly organized, with each position suitably arranged according to professional expertise, resulting in high work efficiency.

d) In the field of personnel organization, labor and salary:

- Regarding personnel organization: during the term, the Board of Directors decided on important matters related to personnel work, such as:

approving the leadership and management personnel plan for the 2021-2026 and 2026-2031 periods; appointing 01 Deputy Director and Chief Accountant, reappointing the Director and 01 Deputy Director; appointing and authorizing the Company's Capital Representative at other enterprises. Procedures were carried out in accordance with the law and the Personnel Appointment Regulations issued by the Board of Directors. Specifically in 2024, the Board of Directors decided on the following:

- + Reappointing and authorizing the Company's Capital Representative at Binh Dien – Lam Dong Joint Stock Company;

- + Appointing a Member of the Members' Council and approving the appointment of the Director of Binh Dien - Long An Sports Company LTD;

- + Supplementing the Company's leadership and management personnel plan for the 2021-2026 and 2026-2031 periods;

- + Classifying the Company's Capital Representatives at subsidiary units.

- Regarding labor and salary: The Board of Directors issued the Labor Recruitment Regulations and the Salary Regulations; reviewed, amended, and supplemented the salary scale as a basis for salary payment and settlement of regimes for employees in accordance with legal regulations and the Company's operational reality.

e) In the field of capital investment management in other enterprises:

- The management of the Company's capital invested in other enterprises has been focused on. The Company's Board of Directors issued the Representative Management Regulations and the Financial Supervision Regulations at enterprises with the Company's capital contribution as a basis for managing capital investment in other enterprises; appointed and authorized capital representatives to participate in the Board of Directors at enterprises with the Company's capital contribution to exercise the rights and obligations of contributing shareholders.

- During the term and in 2024, the Board of Directors implemented financial inspection and supervision at enterprises with the Company's capital contribution according to the Financial Supervision Regulations and the Representative Management Regulations. Through the supervision reports of the direct inspection and supervision team and the reports of the representatives, the Board of Directors promptly grasped the operational situation of the member companies and directed the representatives to guide the member companies to follow the direction set by the Company, thereby enhancing the effectiveness of the Company's capital management invested in outside enterprises.

- The Board of Directors reviewed, amended, and supplemented the Regulations on Product Quality Inspection and Trademark Use to apply generally to the Parent Company - Subsidiary Company system using the "Buffalo Head Fertilizer" trademark. Based on the implementation of the Regulations and through the activities of the Product Quality and Trademark

Inspection Board, it has actively supported member companies in the field of product quality control and brand development, therefore, in recent years and in 2024, the product quality of the Parent Company - Subsidiary Company system has been assured, and the brand's prestige continues to be maintained.

During the term and in 2024, the Company did not make any external investments.

f) Results of implementing the tasks authorized by the General Meeting of Shareholders:

During the term, the Board of Directors has performed the authorized tasks in accordance with the resolutions of the Annual General Meeting of Shareholders, such as: interim dividend payment, selection of an audit unit, etc. Specifically in 2024, the Board of Directors decided on the following authorized contents:

- Decision to select Viet Values Audit and Consulting Co., Ltd. to audit the Company's 2024 Financial Statements.

- Decision to pay an interim dividend of 5% in cash to existing shareholders.

4. Results of the Board of Directors' supervision:

Besides management and direction, the Board of Directors' supervision of the General Director and other management officials was also strengthened, ensuring that the Company's operations comply with legal regulations, the Company's Charter, and are implemented in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors.

The inspection and supervision of the Board of Directors was within its authority, not causing obstruction or overlap with the General Director's executive work. The results of the Board of Directors' supervision are as follows:

a) Regarding the General Director of the Company:

During the term and in 2024, the General Director's executive work was carried out in accordance with the Resolutions of the General Meeting of Shareholders and the Board of Directors, complying with legal regulations, the Charter, and the Company's rules and regulations; in performing their duties, they always demonstrated a high sense of responsibility, dynamism, creativity, and unity to overcome difficulties and achieve the highest results, specifically:

- The General Director has introduced reasonable business mechanisms and market policies, step by step overcoming difficulties and challenges, basically achieving the targets set by the General Meeting of Shareholders annually, and the Company's market share continues to be maintained.

- The Company's products are always stable and of high quality, trusted by domestic and foreign users.



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

- The financial situation and expenses were well controlled by the General Director, preventing any loss of capital and assets of the Company.

- Good implementation of salary and bonus policies and care for the lives of employees in many aspects; the working environment of employees continues to be improved.

b) Regarding the management officials of affiliated departments and units:

- Leaders of affiliated departments and units have fully performed their assigned functions, duties, and powers; the tasks assigned by the General Director were well implemented by the affiliated departments and units.

- The collective of employees in the Company always uphold the spirit of unity, implement the policy of practicing thrift and combating waste; striving to overcome all difficulties to complete assigned tasks, contributing to the overall results of the Company.

c) Regarding the capital representative at other enterprises:

- The capital representative of the Company investing in other enterprises has complied with legal regulations, the enterprise's Charter, and the Company's representative management regulations during the performance of their duties.

- In the role of leading Subsidiary companies, the capital representative has led the Subsidiary companies in the right direction set by the parent company, contributing to the overall results of Binh Dien Fertilizer Joint Stock Company in recent years and in 2024.

5. Performance Results of the Board of Directors Members:

In 2024 and throughout the term, most members of the Board of Directors fully attended Board meetings, provided written opinions, and jointly approved resolutions and decisions of the Board of Directors with a high sense of responsibility, for the benefit of shareholders and the sustainable development of the Company. Besides completing the general tasks of the Board of Directors, each member has successfully fulfilled their duties in their assigned areas, specifically:

- Mr. Nguyen Van Thieu: has fulfilled the duties and responsibilities of the Chairman of the Board of Directors:

- + Organized the approval of general meeting documents, chaired and successfully organized the Company's Annual General Meeting of Shareholders.

- + Established the operational program and plan, organized Board of Directors meetings, obtained opinions from Board members, and organized the approval of resolutions and decisions of the Board of Directors.

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

- + Organized the review of the Company's regulations and rules; organized personnel work to ensure quality, in accordance with processes and legal regulations.

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

- Mr. Ngo Van Dong:

- + As a member of the Board of Directors and General Director, Mr. Ngo Van Dong directly directed the formulation of development policies, business mechanisms and policies, product policies, financial control, salary policies, and effective investment work; organized the implementation of resolutions of the Board of Directors, managed and supervised the implementation of Board resolutions across all operational aspects; collaborated with the Chairman of the Board of Directors in personnel work and completed other tasks, contributing significantly to the Company's operational results during the term and in 2024.

- + As the representative of the Company's capital in other enterprises: Mr. Ngo Van Dong led the following joint-stock companies: Binh Dien - Lam Dong, Binh Dien - Quang Tri, Binh Dien - Mekong, Binh Dien - Ninh Binh to complete the assigned planned targets, contributing to the overall results of the Company.

- Mr. Le Quoc Phong, member of the Board of Directors: actively participated in the Board of Directors' direction and supervision; contributed many ideas to the Board of Directors for approving important issues, contributing to the Company's operational results during the term and in 2024.

- Mr. Do Quang Huy, member of the Board of Directors: actively participated in the Board of Directors' direction and supervision; contributed many ideas to the Board of Directors for approving important issues, contributing to the Company's operational results during the term and in 2024.

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

- + Actively participated in the direction and supervision of the Board of Directors; contributed many ideas to the Board of Directors for approving important issues.

- + Coordinated with the General Director to develop effective mechanisms and policies in the field of product research and development; participated in the transfer of scientific and technical advances to farmers in programs organized by the Company, thereby contributing significantly to promoting products and the image of the Buffalo Head Fertilizer Brand to farmers domestically and internationally.

The completion of tasks by each member of the Board of Directors has significantly contributed to the results of the Board of Directors' tasks during the term and in 2024.

6. Independent Board of Directors' members' assessment of the Board of Directors' activities:

- During the term and in 2024, the Board of Directors' operations consistently adhered to legal regulations, the Company's Charter, and the Board of Directors' operational regulations; effectively implemented resolutions of the Annual General Meeting of Shareholders, respecting and ensuring shareholder rights; and diligently fulfilled the Company's rights and obligations.

- The Board of Directors held regular meetings and obtained written opinions to pass resolutions and decisions within its authority; the sequence and procedures complied with legal regulations, the Company's Charter, and the Company's internal governance regulations.

- The Board of Directors assigned tasks to each Board of Directors' members, linking the individual responsibilities of each member in their assigned areas, contributing to enhancing the effectiveness of the Board of Directors' operations.

- The Board of Directors' mechanisms, policies, and resolutions were meticulously reviewed before issuance, closely aligned with the Company's actual operational situation, yielding high efficiency.

- The Board of Directors strengthened supervision across all aspects of the Company's operations and enhanced internal governance, contributing significantly to the Company's operational results.

7. Regarding transactions between the Company and internal persons:

During the term and in 2024, no transactions occurred between the Company and internal persons.

8. Regarding the Board of Directors' remuneration:

During the term, the Board of Directors received remuneration from the Company at the rate approved by the Annual General Meeting of Shareholders. Specifically, in 2024, the Board of Directors received the following remuneration:

- Chairman of the Board of Directors: 9,500,000 VND/month x 12 months = 114,000,000 VND.

- Board of Directors' members:
8,000,000 VND/person/month x 4 people x 12 months = 384,000,000 VND.

Total remuneration of the Board of Directors in 2024: 498,000,000 VND.

II. DIRECTION AND TASKS FOR THE 2025-2030 TERM:

A. FORECAST FOR THE NEXT 5 YEARS:

In addition to the advantages of Brand prestige, market position, a stable dealer network, and the spirit of unity and striving to overcome difficulties and challenges of the collective of officials, employees, and workers in the Company, along with the support of scientists and shareholders, the Company's production and business activities are forecasted to face numerous difficulties and challenges in the coming years, such as:

- Increasing political and military conflicts and trade wars among major countries globally and regionally will continue to negatively impact the global economy, including Vietnam, causing unstable prices and supply sources, and increasing transportation costs, thereby affecting businesses' operations.

- Due to the impact of climate change, weather patterns are forecasted to remain complex in the coming years, with increased droughts, saltwater intrusion, and natural disasters like storms and floods, posing challenges to agricultural production and affecting the operations of fertilizer production and business enterprises.

- The competition among fertilizer production and business enterprises is becoming increasingly fierce, with a growing trend of unfair competition; the situation of low-quality fertilizers, counterfeit goods, and imitations not being completely addressed will continue to affect legitimate fertilizer production and business activities, including those of the Company.

B. OBJECTIVES FOR 2025:

No.	Indicators	Unit	2025 Plan
1	Consumption Output	Ton	605,000
	<i>- In which: Parent Company only</i>	Ton	<i>310,000</i>
2	Industrial production value at current prices	Billion VND	9,023.7
3	Consolidated Total Revenue	Billion VND	7,438.3
	<i>- In which: Parent Company only</i>	<i>Billion VND</i>	<i>4,260.1</i>
4	Consolidated Pre-tax Profit	Billion VND	281
5	Parent Company Pre-tax Profit	Billion VND	195
6	Expected dividend rate/charter capital	20%	

C. RESPONSIBILITIES OF THE Board of Directors IN 2025 AND FOR THE 2025-2030 TERM:

1. Closely monitor market developments to provide accurate development orientations, business policies, market approaches, and product strategies, ensuring the completion of the 2025 plan targets and the development orientation for the 2025-2030 period approved by the General Meeting of Shareholders.

2. Organize market development strategy planning, focusing on solutions to maintain key markets and develop foreign markets; research mechanisms to segment the market and product segments within the Parent Company -

Subsidiary system using the "Buffalo Head Fertilizer" brand, avoiding mutual competition in the market.

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

4. Closely monitor monetary policy developments to develop effective and safe capital circulation and utilization plans. Strengthen the inspection and supervision of the Company's financial situation, review and reduce unreasonable expenses and items to reduce costs, lower product prices, and enhance market competitiveness. Strengthen the inspection and supervision of the Company's capital management at other enterprises.

5. Carefully review and evaluate investment and construction projects before making investment decisions to ensure project effectiveness and optimize capital utilization.

6. Enhance science and technology development, and research and develop new products to better meet the needs of farmers, in line with the Government's agricultural development orientation and legal regulations on mitigating greenhouse gas emissions.

7. Continue to consolidate the management apparatus; review and complete the system of regulations and rules as a basis for managing the Company's activities, promote digital transformation to meet corporate governance requirements in the new situation; focus on training and human resource development to meet development needs.

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

This is the Board of Directors' report on the results of the implementation of the tasks in 2024, the 2020-2025 term, and the direction and tasks for 2025, the 2025-2030 term.

We report to the General Meeting of Shareholders.

Sincere thanks!

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



Nguyen Van Thieu



PRODUCTION-BUSINESS RESULTS FOR THE PERIOD 2020 - 2024

No.	INDICATORS	Unit	Year 2020			Year 2021			Year 2022			Year 2023			Year 2024			Period 2020-2024		
			Plan	Impleme nted	Imple mente d/Plan (%)	Plan	Implem ented	Imple mented /Plan (%)	Plan	Impleme nted	Imple mente d/Plan (%)	Plan	Implem ented	Imple mente d/Plan (%)	Plan	Implem ented	Imple mente d/Plan (%)	Plan	Implement ed	Implement ed/Plan (%)
1	Production Output	Ton	635,495	597,791	94.1	602,000	744,809	123.7	602,750	520,671	86.4	585,570	582,115	99.4	568,000	731,352	128.8	2,993,815	3,176,738	106.1
2	Consumption Output	Ton	630,871	581,332	92.1	602,000	728,552	121.0	602,750	510,040	84.6	585,570	579,505	99.0	568,000	728,923	128.3	2,989,191	3,128,352	104.7
3	Total Revenue	Billion VND	6,023	5,522	91.7	5,690	7,889	138.7	6,428	8,721	135.7	7,477	8,727	116.7	7,371	9,489	128.7	32,988	40,348	122.3
4	Consolidated Profit Before Tax	Billion VND	153	200	130.6	166	372	223.9	200	234	117.2	220	196	89.2	210	531	252.6	949	1,533	161.5
5	Parent Company's Profit before tax	Billion VND	102	144	140.9	115	205	178.3	145	155	107.1	155	237	153.2	160	376	235.1	677	1,118	165.1

Ho Chi Minh City, April 03, 2025

SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS

Re: Selection of an audit firm for the 2025 financial statements

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

The Board of Supervisors submits to the General Meeting of Shareholders the list of independent audit firms proposed for the audit of the 2025 financial statements of Binh Dien Fertilizer Joint Stock Company, specifically as follows:

TT	Audit Firm Name	Address	Approved by the SSC to audit public interest entities in the Securities field in 2025
1	Vietvalues Audit and Consulting Company Limited	No. 33 Phan Van Khoe, Ward 13, District 5, Ho Chi Minh City.	Yes
2	AFC Vietnam Auditing Company Limited	No. 04 Nguyen Dinh Chieu, Da Kao Ward, District 1, Ho Chi Minh City.	Yes
3	RSM Vietnam Auditing Consulting Company Limited	No. 147-147Bis Hai Ba Trung, Ward Vo Thi Sau, District 3, Ho Chi Minh City	Yes

The Board of Supervisors respectfully requests the General Meeting of Shareholders to consider and approve the list and authorize the Board of Directors to select one firm from the above list as the auditor for the 2025 financial statements of Binh Dien Fertilizer Joint Stock Company./.

FOR THE BOARD OF SUPERVISORS
CHAIRMAN OF THE BOARD



Trương Minh Phú

Ho Chi Minh City, April 03, 2025

**REPORT OF THE GENERAL DIRECTOR
ON BUSINESS PERFORMANCE RESULTS IN 2024
AND ORIENTATIONS, TASKS FOR 2025**

To the General Meeting of Shareholders

**PART ONE:
RESULTS OF TASK IMPLEMENTATION IN 2024**

I- DIFFICULTIES AND ADVANTAGES:

1. Difficulties:

In 2024, the general economic situation and the fertilizer production and business sector in particular faced many difficulties and challenges, such as:

- The Russia-Ukraine conflict, the Middle East region, and the trade war between major powers have evolved complexly, negatively impacting the global economy and trade, including Vietnam. High inflationary pressure, shrinking export markets, unstable input material prices, rising transportation costs, and signs of crisis in the financial and monetary system, fluctuations in exchange rates... have caused difficulties for production management and product consumption.

- Due to the impact of climate change, in 2024, the weather was complicated, with drought, saltwater intrusion, and increasing natural disasters and floods, which were unfavorable for agricultural production and affected the operations of fertilizer production and business enterprises.

- Although the legal regulations on fertilizer production and business management have had a positive impact, the production and business activities of small and medium-sized fertilizer establishments and enterprises in reality have not been strictly controlled. Poor quality fertilizer products, counterfeits, and imitations are still rampant but have not been dealt with strictly, continuing



to disrupt the fertilizer market and affecting legitimate fertilizer producers and traders, including the Company.

2. Advantages:

- Prices of some agricultural products, such as rice, coffee, pepper, and durian, were high, and export output increased, leading to an increase in farmers' demand for fertilizer investment.

- The brand and prestige of "Buffalo Head Fertilizer" continued to be trusted by farmers domestically and internationally.

- With a wide distribution system, traditional agents and partners have always stood side by side with the Company during difficult times, contributing to helping the Company overcome difficulties and challenges.

- The care and support from sectors, levels, scientists, and the spirit of unity, striving to overcome difficulties and challenges of the workforce have made significant contributions to the Company's production and business results in 2024.

II- RESULTS OF 2024 IMPLEMENTATION:

- Production output: 731,352 tons, achieving 129% of the plan.

- Sales volume: 728,923 tons, reaching 128% of the plan.

- Total revenue: 9,489,136 million VND, achieving 133% of the plan.

- Consolidated profit before tax: 530,563 billion VND, achieving 253% of the plan.

- Profit before tax of the Parent Company alone: 376,214 billion VND, achieving 235% of the plan.

III- ASSESSMENT OF 2024 TASK IMPLEMENTATION RESULTS:

1. Regarding sales and business performance results:

2024 was a year full of difficulties and challenges, especially the impact of the Russia-Ukraine conflict, unstable prices, and fierce market competition. However, by formulating and effectively implementing business, market, product, and material supply policies, along with the prestige of the brand, the Company overcame difficulties and exceeded the targets approved by the General Meeting of Shareholders.

2. Regarding market development and scientific and technological advancement transfer:

- In 2024, the Company continued to effectively implement Marketing programs associated with consulting and transferring scientific and technical advances to farmers both domestically and in export markets, notably the smart farming program in response to climate change, which has been highly appreciated by specialized agencies, scientists, and farmers for its effectiveness.

The program has been recognized as a "Scientific and Technological Advancement" by the Ministry of Agriculture and Rural Development. The Company organized seminars, discussions, and created video clips to address farmers' concerns related to farming techniques and the effective use of new fertilizers in extreme weather conditions, thereby helping farmers acquire scientific knowledge and apply it to production under climate change conditions.

3. Regarding scientific activities, technology, environment, and product quality control:

- Research and improvement of automatic dosing systems to enhance uniformity, stability, and product quality, while reducing dust emissions in the production environment.

- Research and improvement of existing machinery and equipment, modification of technological parameters, and application to the production of products. Production processes are regularly updated and adjusted to comply with State quality control regulations and the facility's quality standards.

- Strengthening input quality control, direct on-line control, ensuring quality, system analysis, output quality control, product quality stability research, and management of the ISO 9001:2015; ISO 14001:2015; and ISO 17025:2017 systems.

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

4. Regarding product research and development:

- Researching, evaluating, and testing new materials and incorporating them into the production of new products with high nutrient content, suitable for each type of soil, crop, and climate change adaptation.

- Organizing trials and experiments of the Company's new fertilizers for various crops in key areas nationwide and implementing some State-level projects, thereby providing recommendations and guidance to farmers on effective farming techniques and fertilizer use.

5. Regarding financial management:

The Company's financial situation is well-controlled, with debts and receivables closely managed, and no bad debts arising (including receivables and payables); the total limit of loans and receivables does not exceed the permitted limit as prescribed by law, and loan repayments are made on time as regulated. The Company also minimizes inventory, thereby reducing interest expenses. The Company's expenses are strictly controlled, thereby reducing unreasonable costs. Due to good compliance with legal regulations and Company regulations in financial management, in recent years and in 2024, the Company has not incurred any loss of capital or assets.

6. Regarding capital construction investment:

In 2024, capital construction investment mainly focused on small-scale investment and procurement items directly serving production, including the purchase of forklifts with a total value of 1.57 billion VND. Procedures were carried out in accordance with the regulations issued by the Company's Board of Directors.

7. Regarding digital transformation:

Implementing Decision No. 749/QĐ-TTg of the Prime Minister and the direction of Vietnam Chemicals Group on the National Digital Transformation Program to 2020, with an orientation to 2030, the Company has been and is implementing digital transformation, having completed and put into use the "Smart Farming" software, helping farmers easily access scientific knowledge to respond to climate change, while serving the Company's sales and market development.

8. Regarding taking care of employees' lives:

Along with ensuring the interests of shareholders, the Company always pays attention to improving the material and spiritual life of its employees. In 2024, the average income of employees was 24.15 million VND, reaching 183.4% of the plan. Regimes such as social insurance, health insurance, unemployment insurance, and other employee regimes are fully implemented by the Company in accordance with the provisions of law and collective labor agreements.

9. Community-oriented activities:

- Continue to carry out the twinning program with Buon Eana, located in Krong Ana district, Dak Lak province, and Bon Rlong Phe in Dak Glong district, Dak Nong province, helping ethnic minorities to have conditions for economic development, poverty reduction, contributing to maintaining social order and safety in the locality. In particular, the Company successfully organized the 20th anniversary of the twinning between the Company and Buon Eana, creating a widespread impact and bringing the image of the Buffalo Head Fertilizer Brand closer to the ethnic minority communities in the Central Highlands.

- Maintain social security and charity programs, such as: supporting gratitude houses, Binh Dien shelters for policy families, wounded soldiers and martyrs; supporting the poor, implementing the livelihood program for compatriots in the Northern flood region, the scholarship fund to support going to school, etc., with an amount of over 13 billion VND.

- Accompanying the Company in working for the poor, the collective of employees has voluntarily deducted from their income to contribute to the poor fund at the rate of 20,000 VND/person/month and 2% of the money of each bonus period/person, contributing to the Group's social security fund at the rate of 01 actual average working day.

PART TWO:
OBJECTIVES, TASKS AND PLAN FOR 2025

I- OBJECTIVES FOR 2025:

In 2025, it is forecasted that the international and domestic situation will still have many unfavorable factors, agricultural product and fertilizer prices will be unstable, the weather will be complicated; trade protectionism, trade wars between major countries are increasingly fierce, especially the impact of the Russia-Ukraine conflict, etc., will continue to affect the operations of domestic fertilizer production and trading enterprises.

From the above assessments, the General Director of the Company proposes the objectives, tasks, and plans for 2025 as follows:

NO	INDICATORS	UNIT	Plan 2025
1	Production Output	Ton	605,000
2	Sales Volume	Ton	605,000
3	Industrial production value at current prices	Billion VND	9,023.7
4	Total Revenue	Billion VND	7,438.3
5	Consolidated Profit Before Tax	Billion VND	281
6	PBT performed separately by Parent Company	Billion VND	195

II – MAIN TASKS AND SOLUTIONS:

1. Regarding business activities:

- Continue to implement the sales mechanisms and policies that have been effectively applied in 2024, while researching, issuing, and implementing new business policies suitable to the situation of each specific market, in which continuing to implement mechanisms and policies aimed at developing new markets abroad, ensuring the growth and profit targets for 2025 that the General Meeting of Shareholders has approved.

- Regularly focus on customer care to harmoniously resolve interests and strengthen relationships between the Company, agents, partners, and farmers.

2. Regarding Marketing Activities:

- Continue implementing effective programs from 2024, prioritizing those related to transferring scientific and technical advancements to farmers.

- Focus on consolidating and developing target markets, establish reasonable policies for developing new markets lacking distribution channels;

prioritize maintaining and expanding domestic and Cambodian markets, develop the Lao market, and implement programs for Philippines market development.

3. Regarding Production Management:

- Enhance production management, minimize product defects, focus on rigorously controlling the production process, strictly inspect input material quality and finished product output, and absolutely refrain from releasing substandard products in terms of quality, appearance, and design.

- Continue consolidating and improving production management capacity, focusing on streamlining production stages to minimize production costs and reduce product prices.

4. Regarding Product Strategy:

- Focus on developing high-nutrient product lines; research and produce new products adaptable to climate change, crop restructuring, and the Government's agricultural development orientation. In addition to current key products, the Company will consider producing new products successfully tested in 2024.

- Enhance consulting and recommendation activities to increase product value; continue improving and perfecting packaging designs to create uniformity and enhance brand value.

5. Regarding Science, Technology, Environment, and Construction Investment:

- Continue researching fertilizer production technology conversion to serve the new product development strategy, reduce production costs, enhance market competitiveness, and comply with legal policies on reducing greenhouse gas emissions.

- Continue improving the working environment; strengthen occupational safety, industrial hygiene, and fire prevention.

- Continue implementing unfinished projects and investment items carried over from 2024.

6. Regarding Financial Matters:

- Continue strictly managing expenditures, review and reduce unreasonable expenses; focus on controlling debts, especially receivables, preventing bad debts.

- Strengthen management, inspection, and control of procurement activities, plan reasonable inventory reserves aligned with the Company's production and business plan to minimize inventory and borrowing costs.

7. Regarding Management Apparatus Organization:

- Continue consolidating the management apparatus, focus on training and developing human resources to meet the Company's development needs in the

new situation; continue perfecting the Company's regulations in accordance with legal changes and the Company's operational realities.

- Rationally rearrange production stages, limiting the hiring of external labor to reduce costs and avoid impacting the payroll.

8. Regarding Digital Transformation:

Continue effectively implementing digital transformation to continuously improve work efficiency and management capacity, contributing to enhanced corporate governance.

9. Regarding the salary regime:

Continue improving the salary regime to ensure that employees are paid commensurate with their efforts and qualifications, ensuring the attraction and retention of highly skilled and qualified personnel.

10. Regarding charitable and social activities:

Continue implementing community-oriented, social, and charitable activities in conjunction with brand building and market development efforts of the Company.

11. Regarding the emulation movement:

Promote the emulation movement "Promoting technical & managerial innovation initiatives, practicing thrift and combating waste" in carrying out production and business tasks, contributing to exceeding the planned targets for the year 2025.

The above is the report of the General Director of the Company on the production and business results of 2024 and the objectives and tasks of the Company for 2025.

Reported to the General Meeting of Shareholders.

GENERAL DIRECTOR



Ngô Văn Đông

C. P. * H. H. P.

Ho Chi Minh City, April 03, 2025

SUBMISSION

**Proposal for approval of remuneration for the Board of Directors and the
Board of Supervisors**

To: The General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No. 29/NQ-HĐQT dated April 03, 2025 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company on agreeing on the contents to be submitted to the 2025 Annual General Meeting of Shareholders.

The Board of Directors of Binh Dien Fertilizer Joint Stock Company reports to the General Meeting of Shareholders on the remuneration of the Board of Directors and the Board of Supervisors in 2024 and the proposed remuneration for 2025 as follows:

1. Remuneration of the Board of Directors and the Board of Supervisors in 2024: paid according to the Resolution of the 2024 Annual General Meeting of Shareholders, specifically:

No.	Title	Remuneration/month/person	Payment (VND)
I	Board of Directors' Remuneration		
1	Chairman of the board of directors	9,500,000 x 12 months	114,000,000
2	Board of Directors' members	8,000,000 x 4 people x 12 months	384,000,000
	Total		498,000,000
II	Board of Supervisors' Remuneration		
1	Head of the Board of Supervisors	8,000,000 x 12 months	96,000,000
2	Supervisor	6,500,000 x 2 people x 12 months	156,000,000
	Total		252,000,000
	Total: I+II		750,000,000



2. Proposed remuneration for 2025:

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

Respectfully request the General Meeting of Shareholders to consider and approve.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Van Thieu



Ho Chi Minh City, April 03, 2025

SUBMISSION

Proposal for approval of the 2025 Business Plan

To: The General Meeting of Shareholders

- Pursuant to Enterprise Law No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No. 29/NQ-HĐQT dated April 03, 2025 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company on agreeing on the contents to be submitted to the 2025 Annual General Meeting of Shareholders.

The Board of Directors submits to the General Meeting of Shareholders the Company's business plan for 2025, including the following main Indicators:

No.	Indicators	Unit	2025 Plan
1	Consumption Output	Ton	605,000
	- <i>In which: Parent Company only</i>	Ton	310,000
2	Industrial production value at current prices	Billion VND	9,023.7
3	Consolidated Total Revenue	Billion VND	7,438.3
	- <i>In which: Parent Company only</i>	Billion VND	4,260.1
4	Consolidated Pre-tax Profit	Billion VND	281
5	Parent Company Pre-tax Profit	Billion VND	195
6	Expected dividend rate/charter capital	20%	

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to decide the interim dividend level and make interim dividend payments to shareholders in accordance with the Company's production and business results in 2025.

Respectfully request the General Meeting of Shareholders to consider and approve.

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



Nguyen Van Thieu

No.: 36/TT-HĐQT

Ho Chi Minh City, April 03, 2025

SUBMISSION

**Regarding: Approval of the Regulation on the Election of Members of
the Board of Directors and the Supervisory Board of Binh Dien Fertilizer
Joint Stock Company, term 2025-2030**

To: The General Meeting of Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Charter of Binh Dien Fertilizer Joint Stock Company;
- Pursuant to Resolution No. 29/NQ-HĐQT dated April 03, 2025 of the Board of Directors of Binh Dien Fertilizer Joint Stock Company on the organization of the 2025 Annual General Meeting of Shareholders.

The Board of Directors of Binh Dien Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the draft Regulation on the Election of Members of the Board of Directors and the Supervisory Board of Binh Dien Fertilizer Joint Stock Company, term 2025-2030 (draft Regulation attached).

Respectfully request the General Meeting of Shareholders to consider and approve.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Nguyen Van Thieu



DRAFT

Ho Chi Minh City, April..., 2025

REGULATION
ON THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND
SUPERVISORY BOARD
BINH DIEN FERTILIZER JOINT STOCK COMPANY
TERM 2025-2030

*(Attached to Submission No.: 36/TT-HĐQT dated April 03, 2025 of
the Board of Directors of Binh Dien Fertilizer Joint Stock Company)*

Article 1. Scope of Regulation

This Regulation stipulates the procedures for electing members of the Board of Directors and the Supervisory Board of Binh Dien Fertilizer Joint Stock Company, term 2025-2030.

Article 2. Subjects of Application

This Regulation applies to the 2025 Annual General Meeting of Shareholders of Binh Dien Fertilizer Joint Stock Company (hereinafter referred to as the "Company").

Article 3. Voting Rights

Shareholders and authorized representatives of shareholders holding voting shares present at the meeting have the right to elect Members of the Board of Directors, and the Supervisory Board in accordance with the provisions of the Law on Enterprises, the Company's Charter, the Internal Regulations on Corporate Governance, and this Regulation.

Article 4. Number of Members of the Board of Directors and Supervisory Board to be elected for the 2025-2030 term

1. The number of members of the Board of Directors to be elected for the 2025-2030 term according to the Company's Charter is 05 (five) people.
2. The number of Supervisory Board members to be elected for the 2025-2030 term according to the Company's Charter is 03 (three) people.

Article 5. List of Candidates for the Board of Directors and Supervisory Board

The list of candidates for the Board of Directors and Supervisory Board nominated by shareholders shall be compiled and arranged in alphabetical order by the Board of Directors and submitted to the General Meeting of Shareholders for approval before the election.

Article 6. Voting Method

1. The election of members of the Board of Directors and the Supervisory Board shall be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned or represented multiplied by the number of members of the Board of Directors and the Supervisory Board to be elected, specifically:

a) The number of Members of the Board of Directors to be elected is 05 (five) people, accordingly, the total number of votes for each shareholder for the Board of Directors equals the total number of shares owned or represented by the shareholder multiplied (x) by 05 (five);

For example: a shareholder with 1,000 shares:

The number of votes for members of the Board of Directors is: $1,000 \times 5 = 5,000$ votes.

b) The number of Supervisors to be elected is 03 (three), accordingly, the total number of votes for Supervisors of each shareholder is equal to the total number of shares held by the shareholder, represented by multiplying (x) by 03 (three).

For example: a shareholder with 1,000 shares:

The number of votes for Supervisor is: $1,000 \times 3 = 3,000$ votes.

2. Voting method: Shareholders have the right to cast all their votes for one candidate or divide their votes among several candidates in the ratio decided by the shareholder. The total number of votes for the candidates of a shareholder does not exceed the total number of votes of that shareholder.

3. The specific method of casting votes will be directly instructed to shareholders at the General Meeting of Shareholders by the Head of the Vote Verification and Supervision Committee, who is also the Election Committee (elected by the General Meeting of Shareholders), before shareholders proceed to vote.

4. Voting is conducted by secret ballot directly at the General Meeting of Shareholders; starting from the completion of the distribution of ballot papers and ending when the last shareholder casts their ballot into the ballot box.

Article 7. Vote Counting and Announcement of Election Results

1. Vote counting is carried out immediately after the voting ends.

2. The Vote Verification and Supervision Committee, who is also the Election Committee, is responsible for counting the votes, preparing the vote counting minutes, and publicly announcing them before the General Meeting of Shareholders; and is responsible to the General Meeting of Shareholders for the vote counting results.

Article 8. Principles for Determining Elected Candidates

1. Elected members of the Board of Directors and the Supervisory Board are determined based on the number of votes from highest to lowest,

starting from the candidate with the highest number of votes until the required number of members is reached.

2. In the event that two (02) or more candidates receive the same number of votes for the last member, a re-election will be held among the candidates with the same number of votes.

3. If the first election does not result in the required number of elected members, the election will be continued until the required number of members is elected.

Article 9. Regulations on Ballots

1. Valid ballots:

a) Are ballot papers issued by the Company, bearing the Company's seal;

b) Ballots for candidates whose names are on the list and within the required number of members;

c) The total number of votes for the candidates must be equal to or less than the total number of votes of that shareholder;

d) Do not fall under any of the provisions on invalid ballots specified in Clause 2 of this Article.

2. Invalid ballots in any of the following cases:

a) Ballots with the name of a candidate not on the nomination list approved by the General Meeting of Shareholders;

b) Ballots exceeding the total number of votes;

c) Ballots without the shareholder's signature and/or full name;

d) Ballots not cast for any candidate;

dd) Ballots not issued by the Organizing Committee;

e) Ballots that have been altered or erased.

Article 10. Effect

1. These Regulations, consisting of 10 Articles, are publicly announced at the 2025 Annual General Meeting of Shareholders for approval.

2. Cases arising in connection with the election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders that are not specified in these Regulations will be applied according to the provisions of the Enterprise Law, the Company Charter, and the Company's internal regulations on corporate governance.

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

Nguyen Van Thieu



No.: 37/TB-HĐQT

Ho Chi Minh City, April 03, 2025

ANNOUNCEMENT

Regarding: Election of members of the Board of Directors, Supervisory Board Binh Dien Fertilizer Joint Stock Company, term 2025-2030

To: Shareholders of Binh Dien Fertilizer Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14;

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

The Board of Directors of Binh Dien Fertilizer Joint Stock Company would like to inform shareholders about the election of members of the Board of Directors, Supervisory Board of the Company for the term 2025-2030, specifically as follows:

- The number of members of the Board of Directors for the term 2025-2030 to be elected according to the Company's Charter is 05 (five) people.

- The number of Supervisory Board members for the term 2025-2030 to be elected according to the Company's Charter is 03 (three) people.

- Time and place of election: direct election at the 2025 Annual General Meeting of Shareholders, held on April 29, 2025.

- Method and time for nomination and candidacy: implemented according to the **“Guidelines on the nomination and candidacy of candidates for election as members of the Board of Directors, Supervisory Board, term 2025-2030”** issued by the Board of Directors of the Company attached to the announcement and posted on the Company's website (www.binhdien.com). Shareholders, please carefully review the Guidelines to exercise the right to nominate and stand as candidates for the Board of Directors, Supervisory Board in accordance with the provisions of law and the Charter of Binh Dien Fertilizer Joint Stock Company.

- The draft Regulation on the election of members of the Board of Directors and Supervisory Board is announced by the Board of Directors of



the Company and posted on the Company's website and will be approved at the 2025 Annual General Meeting of Shareholders before conducting the election.

Sincerely.

Recipients:

- As above;
- Company website;
- Archived Secretary/
Board of Directors.

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



Nguyen Van Thieu



GUIDANCE

NOMINATION AND APPLICATION FOR MEMBERSHIP OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD OF BINH DIEN FERTILIZER JOINT STOCK COMPANY, TERM 2025-2030

***(Attached to Notification No.: 37/TB-HĐQT dated April 03, 2025
of the Board of Directors of Binh Dien Fertilizer Joint Stock Company)***

The Board of Directors of Binh Dien Fertilizer Joint Stock Company guides the Company's shareholders on nominating and applying for membership of the Board of Directors and Supervisory Board for the 2025-2030 term, specifically as follows:

I. RIGHT TO NOMINATE AND APPLY:

Shareholders, authorized representatives of shareholders owning voting shares of Binh Dien Fertilizer Joint Stock Company whose names are on the list of shareholders entitled to attend the meeting closed on March 25, 2025, have the right to nominate and apply for membership of the Board of Directors and Supervisory Board in accordance with the provisions of the Enterprise Law and the Company's Charter.

II. STANDARDS FOR MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD MEMBERS

1. Standards for Members of the Board of Directors:

Members of the Board of Directors must meet the following standards and conditions:

- Have full civil act capacity, not belonging to the subjects specified in Clause 2, Article 17 of the Enterprise Law.

- Have professional qualifications and experience in the Company's business management and are not necessarily shareholders of the Company.

- Only be a member of the Board of Directors at a maximum of 05 other companies at the same time.

- Not be the spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological brother, biological sister, brother-in-law, sister-in-law, wife's biological brother, husband's biological brother, wife's biological sister, husband's biological sister, wife's biological brother, husband's biological brother of the General Director and



other managers of the Company; not be a related person of the manager, the person authorized to appoint the manager of the parent company, Vietnam Chemical Group.

- Independent members of the Board of Directors must meet the following standards and conditions:

+ Not be a person currently working for the Company, the Company's subsidiaries;

+ Not be a person who has worked for the Company, the Company's subsidiaries for at least 03 consecutive years prior;

+ Not be a person receiving salary, remuneration from the Company, except for allowances that members of the Board of Directors are entitled to as regulated;

+ Not be a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, or biological sister is a major shareholder of the Company; is a manager of the Company or the Company's subsidiaries;

+ Not be a person directly or indirectly owning at least 1% of the total voting shares of the Company;

+ Not be a person who has been a member of the Board of Directors, Supervisory Board of the Company for at least 05 consecutive years prior, unless appointed for 02 consecutive terms.

2. Standards for Supervisory Board Members:

Supervisory Board members must meet the following standards and conditions:

- Have full civil act capacity, not belonging to the subjects specified in Clause 2, Article 17 of the Enterprise Law.

- Be trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's business activities.

- Not a family member of a Member of the Board of Directors, General Director, or other manager.

- Not a manager of the Company; not necessarily a shareholder or employee of the Company.

- Not a family member of the enterprise manager of the Company and the Parent company Vietnam Chemicals Group; representative of the Company's capital, representative of the state capital at the Parent company and at the Company.

- Not a member of the Company's finance and accounting department; not a member or employee of the independent audit firm that audited the Company's financial statements for the three (03) preceding years.

III. REGULATIONS ON NOMINATION AND RECOMMENDATION OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS

1. Nomination and recommendation of Members of the Board of Directors:

- A shareholder or a group of shareholders owning at least 10% of the total common shares has the right to nominate candidates for the Board of Directors in accordance with the Enterprise Law and the Company's Charter. Shareholders holding common shares have the right to combine voting rights to nominate candidates for the Board of Directors.

- A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares has the right to nominate one (01) candidate; from 20% to less than 30% can nominate up to two (02) candidates; from 30% to less than 40% can nominate up to three (03) candidates; from 40% to less than 50% can nominate up to four (04) candidates; from 50% to less than 60% can nominate up to five (05) candidates; from 60% to less than 70% can nominate up to six (06) candidates; from 70% to 80% can nominate up to seven (07) candidates; and from 80% to less than 90% can nominate up to eight (08) candidates.

- In the event that the number of candidates for the Board of Directors through nomination and recommendation is still insufficient as prescribed in the Company's Charter, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter, Internal Regulations on Corporate Governance, and Regulations on the Operation of the Board of Directors. The incumbent Board of Directors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Members of the Board of Directors as prescribed by law.

2. Nomination and recommendation of Supervisors:

- Implemented as prescribed for the nomination and recommendation of Members of the Board of Directors.

- In the event that the number of Supervisor candidates through nomination and application is still insufficient, the incumbent Board of Supervisors may introduce additional candidates to meet the required number as stipulated in the Company's Charter, provided that the candidates introduced by the Board of Supervisors meet the standards and conditions for being a Supervisor. The Board of Supervisors' introduction of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect Supervisors as prescribed by law.

IV. APPLICATION AND NOMINATION DOSSIER:

1. Application and nomination dossier for candidates for Members of the Board of Directors, Board of Supervisors, including:

- Application and nomination form (as per template): 01 original;
- Minutes of the group meeting (in case shareholders meet in groups to combine votes for nomination): 01 original;
- Curriculum Vitae self-declared by the candidate (as per template): 01 original;
- Notarized copy of Citizen Identity Card: 01 copy;
- Notarized copy of diplomas and certificates demonstrating the candidate's professional qualifications: 01 copy.

2. Shareholders and nominees are legally responsible to and accountable to the General Meeting of Shareholders for the authenticity of the nomination documents.

3. Nomination Deadline: Shareholders are requested to submit their nomination documents to the "Organizing Committee of the Annual General Meeting of Shareholders, Binh Dien Fertilizer Joint Stock Company, address C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City" **no later than 09:00 on April 26, 2025**, via express mail or direct submission.

V. CANDIDATE SELECTION:

Based on the nomination documents from shareholders and shareholder groups, along with the accompanying documents of the candidates, the Board of Directors will compile a list of qualified candidates to be submitted to the General Meeting of Shareholders for approval and election of members of the Board of Directors and the Supervisory Board for the 2025-2030 term.

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

A red circular stamp is positioned behind the signature. The text within the stamp includes "CÔNG TY CỔ PHẦN PHÂN BÓN BÌNH DIỆN" and "T. PH. BÌNH CHÁNH". A handwritten signature in black ink is written over the stamp.

Nguyen Van Thieu

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

-----o0o-----



**APPLICATION FOR CANDIDACY
MEMBER OF THE BOARD OF DIRECTORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

To: Binh Dien Fertilizer Joint Stock Company

My name is: Shareholder code:.....
Identity card/Passport No.:..... Date of issue:
Place of issue:
Permanent address:
Qualification: Major:
Currently owning:shares (In words:shares)
Corresponding to the total par value of: VND.

I request Binh Dien Fertilizer Joint Stock Company to allow me to be nominated as a member of the Board of Directors of Binh Dien Fertilizer Joint Stock Company for the term 2025 - 2030 at the Annual General Meeting of Shareholders held on April 29, 2025.

I commit that I am not subject to the prohibition from being a member of the Board of Directors as prescribed by the Law on Enterprises.

If I am elected as a member of the Board of Directors by the shareholders, I will devote all my capacity and enthusiasm to contribute to the development of the Company.

Thank you sincerely./.

....., April ..., 2025

SHAREHOLDER

(Sign and full name)

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

-----o0o-----



**APPLICATION FOR CANDIDACY
MEMBER OF THE SUPERVISORY BOARD
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

To: Binh Dien Fertilizer Joint Stock Company

My name is: Shareholder code:.....

Identity card/Passport No.:Date of issue:

Place of issue:

Permanent address:

Qualification: Major:

Currently owning:shares (In words:shares)

Corresponding to the total par value of:VND.

I request Binh Dien Fertilizer Joint Stock Company to allow me to be nominated as an Auditor of Binh Dien Fertilizer Joint Stock Company for the term 2025 - 2030 at the Annual General Meeting of Shareholders held on April 29, 2025.

I commit that I am not subject to the prohibition from being an Auditor as prescribed by the Law on Enterprises.

If I am elected as an Auditor by the shareholders, I will devote all my capacity and enthusiasm to contribute to the development of the Company.

Thank you sincerely./.

....., April ..., 2025

SHAREHOLDER

(Sign and full name)

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

-----o0o-----



**APPLICATION FOR NOMINATION
CANDIDATE FOR THE BOARD OF DIRECTORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

To: Binh Dien Fertilizer Joint Stock Company

We/I, as shareholders of Binh Dien Fertilizer Joint Stock Company, representing..... shares, equivalent to.....% of the charter capital of Binh Dien Fertilizer Joint Stock Company (List attached on the next page), propose that Binh Dien Fertilizer Joint Stock Company allow us/me to nominate:

My name is: Shareholder code:.....

Identity card/Passport No.:Date of issue:

Place of issue:

Permanent address:

Qualification: Major:

Currently owning:shares (In words:shares)

Corresponding to the total par value of:VND

As a candidate for the Board of Directors of Binh Dien Fertilizer Joint Stock Company for the term 2025 - 2030 at the Annual General Meeting of Shareholders held on April 29, 2025.

Sincerely thank you./.

NOMINEE
(Sign and full name)

....., April..., 2025
**REPRESENTATIVE OF THE
NOMINATING SHAREHOLDER
GROUP /NOMINATING
SHAREHOLDER**
(Sign and full name)

**LIST OF SHAREHOLDERS NOMINATING CANDIDATES FOR THE BOARD OF
DIRECTORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

No.	Shareholder's name	Indentity card/ Passport number, place of issue, date of issue	Address	Total shares owned	Signature confirmation
01					
02					
03					
04					
05					
06					
07					
08					
09					
10					
11					
12					
13					
14					
15					
Total					



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

-----o0o-----

**APPLICATION FOR NOMINATION
CANDIDATE FOR THE BOARD OF SUPERVISORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

To: Binh Dien Fertilizer Joint Stock Company

We/I, as shareholders of Binh Dien Fertilizer Joint Stock Company, representing..... shares, equivalent to.....% of the charter capital of Binh Dien Fertilizer Joint Stock Company (list attached on the next page), request Binh Dien Fertilizer Joint Stock Company to nominate us/me:

My name is: Shareholder code:.....

Identity card/Passport No.:Date of issue:

Place of issue:

Permanent address:

Qualification: Major:

Currently owning:shares (In words:shares)

Corresponding to the total par value of: VND

As a candidate for the Board of Supervisors of Binh Dien Fertilizer Joint Stock Company for the term 2025 - 2030 at the Annual General Meeting of Shareholders held on April 29, 2025.

Sincerely thank you./.

NOMINEE
(Signature and full name)

....., April, 2025
**REPRESENTATIVE OF THE NOMINATING
SHAREHOLDER GROUP /NOMINATING
SHAREHOLDER**
(Signature and full name)

**LIST OF SHAREHOLDERS NOMINATING CANDIDATES FOR THE BOARD OF
SUPERVISORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY**

No.	Shareholder's name	Indentity card/ Passport number, place of issue, date of issue	Address	Total shares owned	Signature confirmation
01					
02					
03					
04					
05					
06					
07					
08					
09					
10					
11					
12					
13					
14					
15					
Total					

Picture
3x4

CURRICULUM VITAE SUMMARY
DATES FOR THE BOARD OF DIRECTORS/BOARD OF SUPERVISORS
BINH DIEN FERTILIZER JOINT STOCK COMPANY
TERM 2025–2030

1. Full Name:
2. Gender:
3. Identity Card No. (Passport):.....date of issue place of issue:
4. Date of Birth:
5. Place of Birth: Nationality:
6. Ethnicity: Domicile:
7. Permanent Address:
8. Contact Phone Number:
9. Educational Qualification:
10. Qualification:
11. Work Experience (summarize previous workplaces, positions, and occupations):
 - From month to:
 - From month to:
 - From month to:
12. Current Position:
13. Positions currently held in other organizations/companies:
14. Number of shares held:shares.
15. Total shares of the nominating shareholder group:.....
16. Related benefits to the company (If any):.....
17. Other information (If any):.....

I hereby certify that the above declarations are completely true, and I take legal responsibility for my declarations.

....., April..., 2025

Declarant

(Signature and full name)