

**VIETNAM DAIRY PRODUCTS JOINT STOCK  
COMPANY**  
(Stock code: VNM)

**Meeting Documents**  
**ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**  
**2026**

**Ho Chi Minh City, April 22, 2026**

**MEETING AGENDA**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS ("AGM")**  
**April 22, 2026**

TT	Contents	Time
<b>I. PROCEDURE</b>		
1	- Opening	9:00 a.m.
2	- Announcement of conditions for holding the General Meeting (percentage of shareholders attending)	9:05 – 9:15
3	- Introducing the Chairman of the Meeting	
4	- Introduction of the Secretary of the Meeting	
5	- Approval of the Agenda of the Meeting	
6	- Election of the Vote Counting Committee	
<b>II. AGENDA</b>		
7	Board of Directors (“ <b>BoD</b> ”) Report for 2025 - Report on general activities of the BoD. - Report of the Audit Committee and independent member of the Audit Committee in 2025. - Report on activities of independent member of the BoD	9:15 a.m.
8	The Board of Directors reports on issues to be submitted to shareholders for voting	9:30 a.m. – 11:30 a.m.
	1 Audited 2025 Financial Statements	
	2 Report of the Board of Directors in 2025 (presented in Section 7 above)	
	3 Dividend payout for fiscal year 2025	
	4 Revenue – profit plan in 2026	
	5 Dividend Payment Plan for Fiscal Year 2026	
	6 Selection of an independent auditing firm for the fiscal year 2026	
	7 Total remuneration and other benefits of the Board of Directors in 2026	
	8 Adjustment and addition of business lines	
	9 Amendment of the Company's Charter	
	10 Amendment to the Internal Regulations on Corporate Governance	
	11 Dismissal as a member of the Board of Directors – Mr. Alain Xavier Cany	
	12 Election of additional member of the BoD	
9	Discussion	
<b>III. VOTE</b>		
10	Announcement of voting and election results	
<b>IV. CLOSING</b>		
11	Approving the Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders	11h45
12	Closing Statement	12h00

## PROCEDURAL ISSUES

### ISSUE 1: AGENDA OF THE GENERAL MEETING OF SHAREHOLDERS

The BoD respectfully submits to the 2026 AGM to approve the content and agenda of the AGM as stated above.

### ISSUE 2: COMPOSITION OF THE VOTE COUNTING COMMITTEE

To support the meeting organizer in counting votes and elections, the BoD respectfully submits to the AGM for approval of the personnel composition of the Vote Counting Committee as follows:

- Mr. Diep Hong Khun	<i>Legal Senior Manager</i>	Head of Committee
- Ms. Tran Thai Thoai Tran	<i>Internal Control &amp; Operations Senior Manager</i>	Member
- Ms. Nguyen Thi My Nuong	<i>Individual Minority Shareholder</i>	Independent Member

## DETAILED CONTENTS TO BE SUBMITTED TO THE AGM FOR APPROVAL

### ISSUE 3: AUDITED 2025 FINANCIAL STATEMENTS

Please see [the audited 2025 Financial Statements](#) published on the Company's website.

### ISSUE 4: REPORT OF BOARD OF DIRECTORS 2025

- Report on the activities of the BoD.
- Report of the Audit Committee and independent member of the Audit Committee in 2025.
- Report on the activities of independent members of the BoD in 2025.

Please see the details of the [2025 Annual Report](#) published on the Company's website.

### ISSUE 5: DIVIDEND PAYOUT FOR FISCAL YEAR 2025

The 2025 AGM approved the 2025 cash dividend plan with a minimum payout of 50% of the consolidated after-tax profit plan for 2025, and authorized the BoD to decide on the dividend amount and timing for each interim dividend payment in accordance with this dividend plan.

Based on this approved 2025 dividend payment plan, the BoD has made the interim dividend payment for the 2025 fiscal year as follows:

Interpretation	Dividend Level (VND/share)	Total dividend (billion VND)	Closing date/last registration date	Payment Date
Advance 1st installment	2,500	5,224	17/10/2025	24/10/2025

Based on the current financial situation of the Company, the BoD respectfully submits to the AGM for approval the official cash dividend payment in 2025 of 43.5% of the par value, equivalent to 4,350 VND/share. Accordingly, the remaining dividend of 2025 is 18.5% of the par value (equivalent to 1,850 VND/share). Furthermore, regarding this remaining dividend for 2025, the AGM authorizes the BoD to decide on the specific dividend amount and payment schedule for each installment within 6 months from the date of the end of the 2026 AGM (April 22, 2026). The source of payment will be from the "Undistributed Profit After Tax" on the Company's financial statements published on the latest quarter before the payment date.

#### **ISSUE 6: REVENUE AND PROFIT PLAN IN 2026 (CONSOLIDATED)**

Based on the actual situation in 2025 and the forecast for 2026, the BoD respectfully submits to the AGM for approval the revenue and profit plan for 2026 (consolidated) according to Vietnam Accounting Standards as follows:

<b>CONSOLIDATION</b> <i>(Billion VND)</i>	<b>Plan 2026</b>	<b>Implementation</b> <b>2025</b>	<b>Changes</b>	
			Values	%
Total Revenue	66,477	63,724	2,753	4.3%
Profit before tax	12,197	11,650	547	4.7%
Profit after tax	9,828	9,414	414	4.4%

#### **ISSUE 7: DIVIDEND PAYMENT PLAN FOR FISCAL YEAR 2026**

The BoD respectfully submits to the AGM for approval the cash dividend payment plan for the fiscal year of 2026 as follows:

- The cash dividend in 2026 is at least equal to 50% of the 2026 consolidated profit after tax plan.
- The source of payment will be taken from the "Undistributed Profit After Tax" on the Company's financial statements published on the latest quarter before the payment date.
- Assign the BoD to decide on the dividend level and dividend advance time for each installment in accordance with the above dividend plan.
- Based on the 2026 business results, the BoD will submit to the AGM the total official cash dividend of 2026 at the 2027 AGM.

#### **ISSUE 8: SELECTION OF AN INDEPENDENT AUDITOR FOR THE FISCAL YEAR 2026**

The BoD respectfully submits to the AGM to assign the BoD to select an independent audit unit for the fiscal year 2026 as one of the four auditing firms (Big 4) operating in Vietnam according to the following list:

- KPMG Vietnam Co., Ltd. (KPMG)
- PwC Vietnam Co., Ltd.
- Ernst & Young Vietnam Co., Ltd. (E&Y).
- Deloitte Vietnam Co., Ltd.

## **ISSUE 9: TOTAL REMUNERATION AND OTHER BENEFITS FOR THE BOARD OF DIRECTORS IN 2026**

The BoD respectfully submits to the AGM for approval the total remuneration and benefits in 2026 for the BoD of VND 25 billion with a structure of 11 members. This level has been maintained from 2018 to now.

Remuneration and benefits for the BoD will be calculated and paid in proportion to the actual number of members.

In addition, the BoD would also like to report to the AGM that the Company continues to implement the content of Resolution No. 01/NQ-CTS.ĐHDHD/2023 dated 25/04/2023 of the AGM on approving other benefits for the BoD, namely manager's liability insurance, accident and health insurance, and annual health check-up according to the Company's general policy.

## **ISSUE 10: ADJUSTMENT, SUPPLEMENTATION OF BUSINESS LINES OF THE COMPANY**

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QĐ-TTg on the system of Vietnam's economic sectors, effective from November 15, 2025 (hereinafter referred to as "Decision 36/2025/QĐ-TTg"). Accordingly, some of Vinamilk's current business lines are subject to adjustment and elimination according to this Decision. Therefore, Vinamilk needs to review and update the list of its business lines to be consistent with Decision 36/2025/QĐ-TTg mentioned above.

In addition, Vinamilk has also added a number of new business lines to be able to deploy our potential business activities, expand business activities and maximize available resources through the provision of information technology services and the distribution of more other typical items, products that Vinamilk designs to aim for covering and increasing Vinamilk's brand recognition with consumers.

For the above reasons, the BoD respectfully submits to the AGM for approval the adjustment and supplementation of the Company's business lines. For details, please see the attached appendix

The AGM authorizes the Chief Executive Officer – the legal representative of the Company – to carry out and/or direct the implementation of necessary procedures as prescribed by law and/or as guided by competent state agencies regarding the adjustment and supplementation of the Company's business lines.

## **ISSUE 11: ADJUSTMENT OF THE COMPANY'S CHARTER**

The BoD submits to the AGM for approval the amendment and supplementation of the contents of the Charter of the Company. Details are as shown in the attached appendix.

At the same time, the BoD respectfully submits to the AGM for approval the updated Charter to replace the Charter approved by the AGM on 25/04/2025 (please see the attached appendix).

## **ISSUE 12: ADJUSTMENT OF THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE**

The BoD submits to the AGM for approval the adjustment of the Internal Regulation on corporate governance in order to fully update changes in the law, in accordance with good governance practices and effectively support operating activities. Details as shown in the attached appendix

## **ISSUE 13: DISMISSAL OF MEMBERSHIP OF THE BOARD OF DIRECTORS - MR. ALAIN XAVIER CANY**

Mr. Alain Xavier Cany - a member of the BoD of the Company has submitted his resignation letter to the Company and has been disclosed by the Company according to Official Letter No. 176/CV-CTS. TC/2026 dated 02/02/2026. Therefore, the BoD respectfully submits to the AGM to approve the resignation of Mr. Alain Xavier Cany starting from April 22, 2026.

## **ISSUE 14: ELECTION OF ADDITIONAL MEMBER OF THE BOARD OF DIRECTORS**

The BoD for the term 2022 - 2026 currently has nine members out of a maximum total of 11 members. Shareholders or groups of shareholders who meet the requirements as prescribed in Clause 4, Article 9 of the Company's Charter may exercise the right to nominate members of the BoD of the Company.

Procedures for nomination and candidacy of members of the BoD will be carried out according to Notice No. 441/TB-CTS.HDQT/2026 date 31 March 2026 on the nomination and candidacy for the election of additional member of the BoD.

The list of candidates (if any) will be disclosed by us no later than ten (10) days before the date of the AGM.

## **APPENDIXES**

1. Draft Charter of the Company
2. Explanation on amendments and supplements to the business lines of the company
3. Explanation on the amendments to the charter
4. Explanation on the amendments to the corporate governance regulations
5. Corporate governance regulations

*On behalf of*  
**the Board of Directors**  
**Vietnam Dairy Products Joint Stock Company**



**Nguyen Hanh Phuc**  
**Chairman**