

Số: 53 /2025/NQ-ĐHCD-SPLT

Phu Tho, April 22th, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

- *Pursuant to the Enterprise Law No. 59/2020/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;*
- *Pursuant to the Securities Law No. 54/2019/QH14, adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding documents;*
- *Pursuant to the Charter on the organization and operation of Lam Thao Fertilizers and Chemicals Joint Stock Company;*
- *Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company.*

DECIDES:

Article 1. Approves the summary report on the production and business activities for the year 2024 and the production and business plan for 2025 (detailed content in the attached report).

Article 2. Approves the report from the Board of Directors on the activities in 2024 and the operational direction for the Board of Directors in 2025 (detailed content in the attached report).

Article 3. Approves the report on the activities of the Supervisory Board in 2024 (detailed content in the attached report).

Article 4. Approves the selection of an independent auditing firm to review the financial report for the first half of the year and audit the 2025 annual financial report (detailed content in the attached proposal).

The General Meeting of Shareholders approves the selection criteria and the list of auditing firms as follows:

- Vietnam Auditing and Valuation Co., Ltd. (VAE).
- AFC Vietnam Auditing Co., Ltd. - Ha Thanh Branch.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to select one of the two above auditing firms to review the financial report for the first half of 2025, audit the 2025 annual financial report, and report to the Annual

General Meeting of Shareholders within the prescribed time frame.

ARTICLE 5. Approves the audited financial report for the year 2024, audited by Vietnam Auditing and Valuation Co., Ltd. (VAE).

The financial report for the year 2024 was audited by Vietnam Auditing and Valuation Co., Ltd. (VAE) in accordance with the prescribed standards, reviewed by the Company's Supervisory Board, and approved by Vietnam Chemicals Group. The Company has published the financial report in accordance with regulations, and it is also available on the website: www.supelamthao.vn.

Some key indicators of the production and business results are as follows:

No.	Indicators	Year 2024 (VND)
1	Sales revenue and service provision	3,599,953,347,991
2	Net sales revenue and service provision	3,465,765,583,539
3	Profit before tax	216,185,854,338
4	Profit after tax	168,674,268,388
5	Basic earnings per share	1,345.1
6	Tax contribution	85,758,470,588

Article 6. Approves the profit distribution plan, allocation of funds, and dividend payment for the year 2024

(detailed content in Proposal No. 30/TTr-HĐQT-SPLT attached).

No.	Indicators	Year 2024 (VND)
1	The undistributed profit from the previous year carried forward to this year.	23,506,630,056
2	Profit after tax for 2024.	168,674,268,388
3	Total undistributed profit after tax (=1+2).	192,180,898,444
4	Allocation to funds:	33,734,853,678
	- Reserve fund for additional charter capital: 0%.	0
	- Reward and welfare fund: 10% of 2024 profit.	16,867,426,839
	- Development investment fund: 10% of 2024 profit.	16,867,426,839
5	Management bonus.	482,400,000
6	Remuneration for the Board of Directors not involved in management.	252,000,000
7	Dividend payment for 2024:	135,427,680,000
	- Cash dividend of 12%.	135,427,680,000
8	Undistributed profit carried forward to the next year.	22,283,964,766

The General Meeting of Shareholders authorizes and assigns the Board of Directors of the company to instruct the Executive Board and relevant departments to carry out the procedures for profit distribution, fund allocation, and the payment of dividends for 2024 to shareholders in accordance with the law and the company's charter.

Article 7. Approves the production and business plan for the year 2025.

(detailed content in Proposal No. 30/TTr-HĐQT-SPLT attached).

No.	Indicators	Value
1.	Industrial production value (at actual prices)	3,801 billion VND
2.	Fertilizer production output	833,000 tons
3.	Acid production output	145,000 tons
4.	Sales revenue and service provision	3,545 billion VND
5.	Profit before tax	205 billion VND
6.	Tax contribution	63.431 billion VND
7.	Dividend (%)	The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend for 2025 and to make the interim dividend payments to shareholders in accordance with the company's production and business results for the year.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to instruct the Executive Board and relevant departments to carry out production and business activities; decide on the interim dividend for 2025 and implement the procedures for paying the interim dividend to shareholders in accordance with the company's production and business results for the year 2025.

ARTICLE 8. Approves the content regarding the addition of production and business activities for the Company

(detailed content in Proposal No. 37/TTr-HĐQT-SPLT attached).

The General Meeting of Shareholders assigns and authorizes the Chairman of the Board of Directors, the legal representative of the Company, to instruct the relevant departments to implement the tasks related to the addition of production and business activities for the Company in compliance with the law and the Company's charter.

Article 9. Approves the remuneration for the Board of Directors, the Supervisory Board, the person responsible for corporate governance, and the company secretary team for the year 2024, as well as the remuneration plan for the Board of Directors and

the Supervisory Board for the year 2025.

(detailed content in Proposal No. 30/TTr-HDQT-SPLT attached)

1. Remuneration for the Board of Directors, Supervisory Board, the person responsible for corporate governance, and the company secretary team for the year 2024:

No.	Full name	Total annual remuneration (VND)
1	Board of Directors	408,000,000
2	Supervisory Board	132,000,000
3	Person responsible for Corporate Governance, Company Secretary Team	95,332,000
	Total	635,332,000

2. The remuneration plan for the Board of Directors and the Supervisory Board for the year 2025:

2.1. The remuneration plan for the Board of Directors and the Supervisory Board of the Company for the year 2025:

No.	Title	Remuneration level (VND/month)
1	Chairman of the Board of Directors	8,000,000
2	Board of Directors Member	6,500,000
3	Head of the Supervisory Board	Full-time remuneration
4	Supervisor	5,500,000

2.2. Implementation period: From January 1, 2025.

Article 10. Approval of the election of members for the Board of Directors and the Supervisory Board for the term 2025-2030

1. The General Meeting of Shareholders approves the Proposal for the election of members to the Board of Directors and the Supervisory Board for the term 2025-2030:

(Proposal No. 29/TTr-HDQT-SPLT attached).

- Number of members for the Board of Directors and Supervisory Board for the term 2025-2030:
 - + Number of Board of Directors members: 05 members.
 - + Number of Supervisory Board members: 03 members.
- Term duration: 05 years (from 2025 to 2030);

- Approves the Election Regulations for the Board of Directors and Supervisory Board members for the term 2025-2030.
- Approves the list of candidates for election to the Board of Directors and the Supervisory Board:

+ *List of candidates for the Board of Directors:*

No.	Full name
1	Mr. Khuc Ngoc Giang
2	Mr. Pham Thanh Tung
3	Mr. Bui Son Hai
4	Mr. Tran Dai Nghia
5	Ms. Nguyen Thi Thuy Duong

+ *List of candidates for election to the Supervisory Board:*

No.	Full name
1	Mr. Do Van Tao
2	Mr. Vi Hoang Son
3	Mr. Le Vinh Quang

2. Election results for members of the Board of Directors and the Supervisory Board for the term 2025-2030:

Based on the Election Regulations and the results of the vote counting for the Board of Directors and Supervisory Board for the term 2025-2030, the following individuals have been elected to the Board of Directors and Supervisory Board for the term 2025-2030:

+ *Board of Directors members for the term 2025-2030:*

No.	Full name
1	Mr. Khuc Ngoc Giang
2	Mr. Pham Thanh Tung
3	Mr. Bui Son Hai
4	Mr. Tran Dai Nghia
5	Ms. Nguyen Thi Thuy Duong

+ *Members of the Supervisory Board for the term 2025-2030:*

No.	Full name
1	Mr. Do Van Tao
2	Mr. Vi Hoang Son
3	Mr. Le Vinh Quang

3. The Board of Directors and the Supervisory Board of the Company for the term 2025-2030 have held a meeting to elect the Chairman of the Board of Directors and the Head of the Supervisory Board as follows:

- Mr. Khuc Ngoc Giang was elected as the Chairman of the Board of Directors of the Company for the term 2025-2030.
- Mr. Do Van Tao was elected as the Head of the Supervisory Board of the Company for the term 2025-2030.

Article 11. This resolution shall take effect from the date of signing.

The General Assembly of Shareholders authorizes and assigns the Board of Directors of Lam Thao Fertilizers and Chemicals Joint Stock Company, based on the actual operational situation of the Company, to set goals and solutions to effectively implement the contents approved by the General Assembly of Shareholders, ensuring the highest benefits for the Company and its shareholders, in compliance with legal regulations and the Company's Charter.

Recipients:

- Shareholders;
- State Securities Commission / Hanoi Stock Exchange;
- Board of Directors, General Director, Supervisory Board;
- File: Office, Secretary's Office.

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



NGUYEN QUOC ANH