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Province on December 29, 2009, amended for the 9th time
on November 2, 2020.

Phu Tho, March 21, 2025

MEETING AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Meeting time: 7:30 AM on April 22, 2025

Place: Hall of the Worker Area, Lam Thao Fertilizers and Chemicals JSC – Hung Son Town, Lam
Thao District, Phu Tho Province (3 km from the company's headquarters).

Time	Content
7:30 – 8:30	Welcoming delegates and company shareholders: <ul style="list-style-type: none">- Welcome delegates and company shareholders.- Register, verify shareholder eligibility, and distribute AGM documents to shareholders
8:30 – 9:00	Opening of the General Meeting: <ul style="list-style-type: none">- Lag salute and declaration of the opening;- Approval of the shareholder eligibility verification report and announcement of the conditions for conducting the General Meeting of Shareholders in accordance with the Law and the Company's Charter;- Introduction of the Presidium, Secretariat, and Vote Counting Committee, followed by seeking approval from the General Meeting of Shareholders;- Approval of the AGM agenda and working regulations of the General Meeting;
9:00 -10:00	The Board of Directors, the Supervisory Board, and the Executive Board present the following contents: <ul style="list-style-type: none">- Report of the Executive Board on the business performance in 2024 and the business plan for 2025.- Report of the Board of Directors on activities in 2024 and orientations for 2025- Report on the activities of the Supervisory Board.- Summary presentation of the Company's audited financial statements.- Presentation of proposals seeking shareholder approval on agenda items at the General Meeting.- Election of the Board of Directors and the Supervisory Board for the 2025-2030 term (including the election proposal, candidate list, election regulations, etc.)
10:00 – 10:15	Conducting the Election of the Board of Directors and the Supervisory Board for <ul style="list-style-type: none">- Instructions on voting procedures and ballot marking.- Shareholders cast their votes for the election of the Board of Directors and the Supervisory Board.- Vote counting process
Break: 15 minutes	
10:30 – 10:45	Discussion on the agenda items submitted for approval at the General Meeting of Shareholders and responses to shareholder inquiries

Lưu ý: Tất cả tài liệu liên quan đến Đại hội đồng cổ đông thường niên 2025 sẽ được phát tại cuộc họp cho cổ đông, đồng thời công bố trên website công ty tại địa chỉ <https://supelamthao.vn>.

10:45 – 11:00	<p>The Chairman of the General Meeting requests voting opinions from the General Meeting of Shareholders on the presented matters:</p> <ul style="list-style-type: none"> - Report of the Executive Board on the business performance in 2024 and the business plan for 2025; - Report of the Board of Directors on activities in 2024 and orientation for 2025; - Report on the activities of the Supervisory Board; - Proposal for selecting an audit firm to conduct the financial statement audit for 2025; - Proposal on other matters of the General Meeting: Proposal for approval of the audited financial statements for 2024; Profit distribution plan for 2024; Business plan for 2025; Remuneration for the Board of Directors, Supervisory Board, Corporate Governance Officer, and Secretariat Team in 2024, and the remuneration plan for these positions in 2025; - Other related matters under the authority of the General Meeting of Shareholders
11:00 – 11:15	<p>Announcement of the Election Results for the Board of Directors and Supervisory Board for the 2025-2030 Term; Newly Elected Members of the Board of Directors and Supervisory Board Introduce Themselves to the General Meeting.</p>
11:15 – 11:30	<p>Closing of the General Meeting</p> <ul style="list-style-type: none"> - Approval of the Minutes and Resolutions of the General Meeting of Shareholders; - Declaration of the Closing of the General Meeting; - Flag Salute

Phu Tho, 21th March, 2025

**WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and guiding documents;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and guiding documents;
- Pursuant to the Charter on the Organization and Operation of Lam Thao Fertilizers and Chemicals Joint Stock Company

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the Working Regulations at the 2025 Annual General Meeting as follows:

I. GENERAL PROVISIONS

- This regulation stipulates the procedures for organizing the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals JSC; the rights and obligations of shareholders attending the Meeting. Shareholders owning the Company's shares and participants in the Meeting are responsible for complying with the provisions of this Regulation.
- The General Meeting Organizing Committee will send the meeting invitation and related documents to the shareholders' registered addresses with the Company. At the same time, all meeting materials will be uploaded to the Company's website (<https://supelamthao.vn>). Shareholders are encouraged to visit the website to download and review the documents in advance. They may submit written feedback to the Organizing Committee for compilation or discuss their input directly during the General Meeting of Shareholders.
- The Annual General Meeting of Shareholders shall proceed when shareholders representing more than 50% of the total voting shares are present.
- Shareholders and their representatives attending the meeting must sit in the

designated positions or areas assigned by the Meeting Organizing Committee.

- Smoking is prohibited in the meeting hall; private conversations are not allowed, and mobile phones must be set to silent mode during the meeting.

II. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE GENERAL MEETING

1. Rights of Shareholders Attending the Meeting:

- Shareholders and shareholder representatives listed in the shareholder registry as of March 14, 2025, are entitled to attend the General Meeting of Shareholders (GMS).
- Shareholders who are unable to attend the GMS may authorize another individual to represent them at the meeting. However, the authorized representative is not permitted to delegate this authority to a third party.
- Shareholders and shareholder representatives arriving late to the meeting may still register upon arrival and exercise their voting rights thereafter. However, any voting rights exercised prior to their arrival will remain unaffected.

2. Obligations of Shareholders Attending the Meeting:

- Shareholders attending the General Meeting must bring their meeting invitation, identity card or citizen identification card, and a power of attorney (if authorized) to present to the Shareholder Eligibility Verification Committee. Each shareholder will receive a voting card containing their full name, shareholder ID, and the number of shares they own or represent.
- Comply with the regulations outlined in this working protocol, adhere to the directives of the Chairperson, and respect the outcomes of the meeting;
- Cover their own travel, accommodation, and other personal expenses during the meeting;
- Complete and submit voting ballots for the matters discussed at the General Meeting to the Vote Counting Committee.

III. VOTING ON MATTERS AT THE GENERAL MEETING

1. Principles:

- All matters on the agenda of the General Meeting must be discussed and voted on openly by raising the Voting Card.
- The Voting Card is issued by the Company, stamped with the official seal, and distributed to shareholders or their representatives attending the General

Meeting. The Voting Card clearly states the shareholder's full name, shareholder ID, and the number of shares with voting rights they hold.

2. Voting Method:

- Shareholders or their representatives shall vote (Agree, Disagree, or No Opinion) on each matter by directly raising their Voting Card at the General Meeting.
- During the voting process, shareholders who agree will raise their Voting Cards high. The Vote Counting Committee members will record the shareholder ID and corresponding number of votes in favor. Similarly, under the Chairperson's direction, shareholders who disagree or have no opinion will raise their Voting Cards accordingly.
- Immediately after completing the voting process for the presented matters, the Vote Counting Committee will proceed with vote counting and announce the results before the General Meeting.
- Shareholders must fully complete, sign, and clearly write their names on the Voting Ballot before submitting it to the Vote Counting Committee for processing.

3. Voting Rules:

3.1. Each common share corresponds to one voting right. As of the shareholder record date (March 14, 2025), the total number of voting shares of the company is 112,856,400 common shares.

3.2. The following matters shall be approved if they receive the affirmative votes of shareholders representing at least 65% of the total voting rights of all shareholders present and voting at the meeting, including:

- The type of shares and the total number of shares of each type;
- Changes in the company's business lines and operational sectors;
- Changes in the company's management structure;
- Investment projects or asset sales valued at 35% or more of the company's total assets, as recorded in the latest financial report;
- Reorganization or dissolution of the company.

3.3. Other matters shall be approved if they receive the affirmative votes of shareholders representing **more than 50% of the total voting rights of all**

shareholders present and voting at the meeting.

- 3.4. The election of Board of Directors (BOD) and Supervisory Board (SB) members shall be conducted by secret ballot using the cumulative voting method, as stipulated in Clause 3, Article 148 of the Enterprise Law, and guided by the Election Regulations.

IV. DISCUSSIONS AT THE GENERAL MEETING

- Discussions shall only take place within the designated time frame and must be limited to matters outlined in the agenda of the Annual General Meeting of Shareholders.
- Shareholders or shareholder representatives wishing to speak must register their comments or questions by filling out the Feedback Form and submitting it to the Meeting Secretariat.
- The Meeting Secretariat will organize shareholder questions in the order of registration and forward them to the Chairing Panel.
- Based on the compiled and arranged questions from the Meeting Secretariat, the Chairperson or a designated panel member will respond to shareholders' inquiries.

V. RESPONSIBILITIES OF THE CHAIRPERSON

1. Conduct the meeting in accordance with the approved agenda, rules, and regulations adopted by the General Meeting of Shareholders. The Chairperson shall operate based on the principle of democratic centralism and make decisions by majority vote.
2. Guide the meeting discussions, collect votes on matters within the agenda, and address any related issues that arise during the meeting.
3. The Chairperson has the authority to take necessary measures to ensure the meeting proceeds in an orderly, structured, and effective manner, in alignment with the approved agenda and reflecting the majority's views.
4. The Chairperson's decisions on procedural matters, order of discussion, or any unexpected situations arising outside the agenda shall be final and binding.

The Chairperson has the right to:

- Require all attendees to undergo security checks or follow other necessary security measures.
- Request law enforcement or authorized personnel to maintain order and expel individuals who disrupt the meeting, obstruct proceedings, or refuse to comply

with security checks.

- Postpone the meeting—even if a quorum is present—or change the venue under the following circumstances:
 - + The venue does not have enough seats for all attendees.
 - + Communication equipment at the venue is insufficient for effective participation, discussion, or voting.
 - + A participant engages in disruptive behavior that prevents the meeting from proceeding fairly and lawfully.
- The postponement period must not exceed 3 days from the originally scheduled meeting date.

VI. RESPONSIBILITIES OF THE MEETING SECRETARIAT

1. Accurately and truthfully record the entire proceedings of the General Meeting, including discussions, decisions, and any matters approved or noted by shareholders and shareholder representatives in the Meeting Minutes.
2. Draft and finalize the Resolutions on matters approved during the General Meeting.

VII. RESPONSIBILITIES OF THE VOTING COMMITTEE

1. Count and verify shareholder votes on matters presented at the General Meeting and report the results to the Secretariat.
2. Guide shareholders on the election procedures for the Board of Directors (BOD) and the Supervisory Board (SB), and oversee the vote counting process.
3. Ensure the accuracy of voting results and election ballots during the 2025 Annual General Meeting of Shareholders
4. Instruct shareholders on completing voting ballots, collect them, and compile the results to provide a basis for the Secretariat to finalize the Meeting Minutes.
5. Review and report any violations of voting regulations or complaints regarding voting results to the General Meeting.
6. Maintain honesty, transparency, and accountability throughout the vote counting process and take full responsibility for the final results.

VIII. HANDLING CASES WHERE THE GENERAL MEETING OF SHAREHOLDERS (GMS) IS UNSUCCESSFUL

1. If the required number of shareholders is not met within thirty (30) minutes from the scheduled opening time of the General Meeting of Shareholders (GMS), as

stipulated in Section I of this Regulation, the convener shall announce the cancellation of the meeting.

2. The GMS must be reconvened within thirty (30) days from the date of the first meeting. The second meeting shall only proceed if shareholders attending represent at least 33% of the total voting shares.
3. If the second meeting fails to proceed due to an insufficient number of attendees within thirty (30) minutes from the scheduled opening time, a third meeting may be convened within twenty (20) days from the scheduled date of the second meeting. In this case, the meeting shall proceed regardless of the total number of voting shares represented by attending shareholders, and it shall be considered valid with the authority to decide on all matters proposed for approval at the GMS.

IX. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

All contents of the General Meeting of Shareholders must be recorded in the Meeting Minutes by the Secretariat. The Meeting Minutes must be read by the Secretariat and approved by the shareholders and their representatives before the closing of the meeting.

The Meeting Minutes, the appendix listing the registered shareholders attending the meeting, the approved resolutions, and related documents must be kept at the company's headquarters.

The above constitutes the full Working Regulations of the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company, submitted for shareholders' and representatives' consideration and approval.

Respectfully./.

Recipients:

- *Company shareholders;*
- *Members of the Board of Directors,
Executive Board, and Supervisory
Board;*
- *Archived at the Office, Human
Resources Department, and
Secretariat.*

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

(Signed)

NGUYEN QUOC ANH

No: 21/BC-SPLT

Phu Tho, 11th March, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON 2024 ACTIVITIES AND 2025 ORIENTATION**
(At the 2025 Annual General Meeting of Shareholders)

I. REPORT ON ACTIVITIES IN 2024

1. Characteristics of the situation in 2024

A. Advantages:

The company's management and administration in 2024 were effective and efficient. With financial resources and comprehensive business strategy oriented toward specific goals, the company achieved impressive results in revenue and profit.

Through unity and determination from the entire staff and employees, the company's leadership focused its intelligence and maximized all resources and competitive advantages to overcome difficulties and enhance business performance.

The company's products have maintained their brand reputation, continuously improving quality, diversifying types, packaging designs, aligning with consumer trends, and fitting the current green, environmentally friendly industry.

The company has built a fair, healthy, and competitive business environment; implemented flexible policies and mechanisms to attract increasingly effective sales, meeting market demand and earning the trust and love of farmers.

B. Disadvantages:

Political instability and armed conflicts in several countries have negatively affected all aspects of business operations for companies in general and the company in particular.

Climate change, natural disasters, storms, floods, and other events occurring frequently in the country have caused severe damage to people and property in many Northern provinces, significantly impacting the company's fertilizer consumption.

The prices and supply of raw materials used in fertilizer production have been highly volatile and unpredictable (particularly the main materials for NPK production). Additionally, the supply of Apatite is increasingly scarce, with declining quality (the

average P_2O_5 nutrient content decreased by 0.68% in 2024), leading to reduced production output, significantly affecting the company's business performance.

2. Achieved results

Business Results in 2024 Compared to the Shareholders' Meeting Plan (Summary):

Unit: Billion VND

No.	Categories	Plan assigned by the General Meeting of Shareholders	Implementation	Percentage (%) compared to AGM Plan
1	Sales revenue and service provision	3.400	3.599,95	105,8
2	Pre-tax profit	136	216,19	158,9
3	State budget contribution	49,505	85,89	173,5

3. Assessment of the performance of the Board of Directors; meetings and decisions of the Board of Directors in 2024

With the goal of determinedly implementing the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors (BOD) actively and comprehensively carried out activities across all areas to ensure effectiveness and compliance with the Company's Charter and the BOD's Operational Regulations.

The BOD held 6 direct meetings and regularly sought opinions from BOD members to promptly address tasks according to assigned progress. All discussion topics and requests for opinions fell under the BOD's authority. All BOD members participated, providing direct feedback, with the presence of the Supervisory Board. All meetings resulted in resolutions and decisions issued promptly according to regulations, effectively enhancing the Company's operations while safeguarding shareholders' legal rights and interests.

The Company's Secretariat successfully advised and assisted the BOD in receiving, processing documents, information, and coordinating work between the BOD and the Executive Board, the BOD and the Supervisory Board, as well as between individuals, departments, and related functional units, ensuring timely and high-quality task fulfillment.

The Secretariat collaborated with functional departments to continue reviewing,

drafting, issuing new documents, supplementing, and amending internal management documents to create a legal framework for implementation; preparing all content, programs, and documents for the 2024 Annual General Meeting of Shareholders accurately and promptly. It also coordinated the planning and organization of BOD meetings according to the practical requirements of each meeting's content.

The Secretariat closely coordinated with the Company's Information Disclosure Officer to implement the publication of information according to legal regulations, effectively fulfilling the tasks of preparing annual reports, governance reports, and periodic reports as required.

Shareholder Relations: The company maintained good relations with shareholders, ensuring timely and accurate information disclosure.

4. Evaluation of the Board of Directors on the activities of the Executive Board

In 2024, the Executive Board demonstrated a high sense of responsibility and decisiveness in implementing the business production plan and effectively executing the strategic direction set by the Board of Directors, helping the Company achieve impressive business results and exceed all assigned targets.

Areas such as investment and construction, equipment lines, technology, products, production, finance, procurement of raw materials, environment, occupational safety, and wages were all prioritized and addressed to meet work requirements at each stage.

Throughout 2024, the Executive Board made significant efforts to regulate policies, especially in sales and product development, to meet the demand for transitioning from inorganic fertilizers to organic ones. Management and operational measures were strengthened to achieve the highest efficiency in business production. Alongside adjustments in sales mechanisms, product marketing, and promotion, the Company maintained stable production, effectively managed production standards, controlled inventory levels of raw materials, minimized costs, created jobs, increased employee income, and ensured safety in terms of personnel, assets, environment, and labor hygiene.

The Board of Directors acknowledges and commends the Executive Board for its outstanding performance, providing fundamental solutions with core value to stabilize and promote the Company's sustainable growth and development.

II. ORIENTATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Business production tasks for 2025:

- Industrial production value (at current prices): 3,489 billion VND
- Sales revenue and service provision: 3,545 billion VND
- Pre-tax profit: 205 billion VND
- State budget contribution: 63.431 billion VND
- Basic construction investment: 124.141 billion VND

2. General development strategy

With the overarching goal of comprehensively focusing on a sustainable development strategy oriented towards green agriculture that is environmentally friendly, the Company continues to strengthen research and development of organic fertilizer products of natural origin, while applying and improving advanced manufacturing technologies to enhance product quality, while minimizing negative impacts on the ecological environment, meeting the needs of farmers and both domestic and international markets.

Priority is given to enhancing the marketing of Lam Thao fertilizer products, particularly ensuring effective market development for new product lines; Focusing on developing a line of microbial products to penetrate the market alongside the Company's traditional fertilizer products effectively.

Consolidating and developing the Company's brand through various channels, digital platforms, media agencies, public communication, agencies, specialized agricultural organizations, farmers, rural areas, and the Company's distribution and consumption customer system.

Strengthening management work, increasing the support of scientists, regularly researching, and applying scientific and technical topics to practical production to reduce the consumption of raw materials, lower product costs, and adapt to market trends.

Continuing to improve the Company's internal regulations and procedures. Strengthening business management and debt management to enhance business efficiency.

3. Solutions

In 2025, the Board of Directors and Executive Board will continue to direct and lead the company to leverage its existing strengths while overcoming difficulties and

shortcomings to promptly meet market demands and trends, further promoting effective production and business operations. Some specific directive solutions include:

3.1. Regarding Production, Business, and Market

Improve the management of all aspects of production and business activities, with special attention to production management at units to ensure compliance with current standards and procedures; implement product-specific specialization for each unit.

Inspect and closely monitor efficiency, minimize costs, reduce product costs, use energy efficiently, optimize processes, and collaborate with other businesses to support product consumption under mutually beneficial models to maintain existing markets and expand new domestic and export markets.

Research and develop new fertilizer product lines suitable for different crop characteristics from K_2SO_4 -based materials; Continue to research high-quality fertilizers to meet market competition and help farmers use fertilizers effectively, selecting authentic, safe products to achieve high farming efficiency and protect soil resources and ecological environments.

Regularly and intensively inspect and monitor the implementation of safety, industrial hygiene, fire prevention, environmental protection, and asset and human protection regulations.

Strengthen market forecasting and predictions to develop reasonable reserve plans, reduce inventory, minimize capital stagnation, and ensure sufficient products for market needs at each stage.

Promote and standardize communication, advertising, branding, and brand positioning activities to enhance competitiveness, cooperation, and connectivity between the Company and its customers. Accurately capture and analyze market demands to develop highly effective key products. Implement advertising, exhibitions, fairs, conferences, and product introductions to reach a broad audience of consumers, partners, and investors both domestically and internationally.

Focus on reviewing, adjusting, and supplementing policies, regulations, and internal procedures to align with current legal provisions and the Company's business strategy.

Perfect appropriate sales policies, develop a professional sales system and distribution network. Seek domestic and international partners to cooperate in the production and business of products manufactured and exported by the Company.

3.2. Regarding Human Resources and Workforce Training

Comprehensive and synchronized human resource management based on consolidating core corporate cultural values; aiming to build a high-quality workforce that encompasses all valuable factors to meet the requirements of tasks in the new situation.

Standardizing training work towards consistency, quality, and efficiency based on reviewing and updating training programs suitable for business operation requirements; Focusing on innovating training, fostering, and recruiting high-quality personnel in industries the Company needs and lacks to promptly meet the requirements of each stage and promote the Company's development. Ensuring improved quality in training, balancing between basic training and specific specialized training, linking training with application and usage.

Researching, considering, and developing policies on labor, wages, bonuses, and welfare towards linking business performance with productivity and employee contributions through evaluation standards currently applied effectively at various companies.

3.3. Regarding Development Investment

Effectively exploit the projects that have been completed and handed over for use in 2024 (Renovation of the exhaust gas treatment system of Acid Line No. 1 - Acid Enterprise; Investment in renovating Absorption Tower 1 of Acid Line No. 2 - Acid Enterprise; Investment in purchasing a 10-ton Crane - Supe 1 Enterprise; Investment in building Raw Material and Product Storage Warehouse at the Company...); accelerate the progress of projects currently undergoing contractor selection, contract signing, and implementation of procurement and on-site construction (Investment in building a SOP production line with a capacity of 20,000 tons/year; Renovation of the circulating pond; Construction of sales areas and product introduction centers; Procurement of gas storage tanks) and projects that are in the investment preparation stage (Construction of the Company's office building; Renovation of the Sulfur Burner of Acid 1 - Acid Enterprise; Construction of an aluminum sulfate (PAC) production line with a capacity of 10,000 tons/year;...).

3.4. In terms of financial work

- Standardize the financial accounting and management accounting information system to create a solid foundation for making business decisions, along with preparing financial reports that comply with advanced, modern financial accounting standards in the region and internationally.

- Define and classify cost analysis, set norms for material consumption to tightly control expenses, thereby developing appropriate financial regulations and plans that closely align with actual requirements. Strictly manage assets, capital sources, and utilize and develop capital effectively and transparently.

3.5. Shareholder Relations and Labor Production Emulation Movements

Maintain close relationships and ensure the legitimate rights of shareholders; Continue to enhance the reputation, image, and brand value of the Company. Launch and spread powerful messages about innovation throughout the entire Company's staff and employees to boost morale, foster a sense of collective responsibility, encourage creative labor, and propel the Company forward.

CONCLUSION

The economy in 2025 is expected to experience significant improvement, and the Vietnamese fertilizer market is anticipated to maintain stability in supply thanks to increasingly improved domestic production capacity. However, alongside these opportunities and the heavy tasks ahead, the Company's staff and employees must continue to make even greater efforts to successfully accomplish the Company's business and production objectives in 2025.

The Company's Board of Directors respectfully reports to the General Meeting and sincerely hopes to continue receiving contributions and support from esteemed shareholders, providing the Company with new motivation and resources for sustainable development.

Wishing all of you good health, happiness, and much success.

Sincerely thank you./.

OH BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(signed)

Nguyen Quoc Anh

**REPORT
SUMMARY OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024
ORIENTATION AND TASKS FOR 2025**

*(Documents for the General Meeting of Shareholders
Lam Thao Fertilizers and Chemicals Joint Stock Company)*

**PART I
SUMMARY OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024**

I- General Situation

In 2024, the production and business activities of Lam Thao Fertilizers and Chemicals Joint Stock Company experienced the following advantages and difficulties:

1. Advantages

- The leadership, along with all employees of the Company, have shown unity, solidarity, and consensus, continuing to maintain stable production and business operations, ensuring steady employment and improving income for workers. The employees trust in the sustainable development of the Company.

- The Company's products have maintained their brand reputation, are diverse in types, and the Company continues to invest in research to bring new products to the market, maintaining and enhancing quality, which is trusted by consumers.

- The Company regularly receives close leadership and guidance from the Vietnam National Chemical Group, as well as support and favorable conditions from various departments, agencies, and authorities of Phu Tho Province and Lam Thao District. It also enjoys strong support from farmers nationwide for the Company's products.

2. Difficulties

2.1. Difficulties Due to the Impact of Global Economic Factors

2024 was affected by various complex factors such as:

- Political developments (the war between Russia and Ukraine, the conflict between Israel and Hamas, armed conflicts in the Red Sea, trade wars between the U.S. and countries like China, Canada, Mexico, etc.) impacted the socio-economic development of many countries, continuing to cause unpredictable

and complicated fluctuations in the prices and supply of raw materials used in fertilizer production.

- Climate change developments: Natural disasters, storms (such as Typhoon No. 3 Yagi), floods, etc., occurred more frequently and with greater destructive power, causing severe damage to people and property in many northern localities and the economy. This has significantly affected the Company's fertilizer consumption.

2.2. Difficulties Regarding Raw Materials and Production Costs

- The prices of key raw materials for NPK fertilizer production fluctuated continuously with large margins, significantly affecting customer sentiment and demand for fertilizers.

- The shortage and declining quality of apatite ore (the P_2O_5 nutrient content in 2024 decreased by an average of 0.68%) used for producing superphosphate led to reduced production output, negatively impacting the Company's production and business results.

Thanks to the attention and guidance from various authorities, from the Central Government to local levels, the Vietnam National Chemical Group, and the trust of partners and consumers; along with comprehensive management solutions, the application of science and technology, and the streamlining of product

II- Results of Production and Business Activities and Basic Construction Investment in 2024

1. Business and Production Activities

1.1. Industrial Production Value at Current Prices: 3,380 billion VND, reaching 102% of the annual plan, a decrease of 4% compared to the same period. The total fertilizer production output reached 823,929 tons, equivalent to 101% of the annual plan, an increase of 4% compared to the same period. Main products produced include:

- Superphosphate: 425,319 tons (including 6,312 tons of bio-superphosphate)
- NPK: 391,643 tons (including 17,208 tons of high-content, bio-fertilizer)
- Organic Mineral Fertilizer: 6,967 tons (including 866 tons of bio-organic mineral fertilizer)
- Sulfuric Acid: 145,790 tons

1.2. Revenue from Sales and Service Provision: 3,600 billion VND, reaching 106% of the annual plan, equivalent to 102% of the same period. The total fertilizer sales volume reached 603,230 tons, equivalent to 97% of the

annual plan, an increase of 3% compared to the same period. Main products sold include:

- Superphosphate: 215,240 tons (including 5,406 tons of bio-superphosphate)
- Various NPK Types: 382,186 tons (including 14,052 tons of high-content, bio-fertilizer)
- Organic Mineral Fertilizer: 5,804 tons (including 837 tons of bio-organic mineral fertilizer)
- Sulfuric Acid: 2,055 tons

Other chemical products such as single alum, double alum, sodium bisulfite, sodium fluoride, etc., were produced and supplied adequately to meet customer demand.

1.3. Pre-Tax Profit: Reached 216.19 billion VND, equivalent to 159% of the annual plan, an increase of 16% compared to the same period.

1.4. Amount Contributed to the State Budget: Reached 85.89 billion VND, equivalent to 170% of the annual plan, an increase of 136% compared to the same period.

1.5. Total Average Number of Employees: 1,836 people, with an average monthly income of 17.25 million VND per worker. The Company continues to arrange labor in reasonable positions, enabling workers to maximize their capabilities and improve labor productivity.

2. Basic Construction Investment

2.1. The value of basic construction investment in 2024 reached: 71.114 billion VND (85% of the annual plan), including:

- Construction value: 15.886 billion VND.
- Equipment value: 42.433 billion VND.

2.2. The Company's basic construction investment activities in 2024 primarily focused on implementing projects carried over from 2023, preparing investment procedures, approving projects, selecting contractors, and signing contracts for several new projects under the 2024 investment plan approved by the Group, specifically:

- Projects completed, accepted, handed over, and put into use in 2024: Renovation of the exhaust gas treatment system for Acid Line No.1 - Acid Enterprise; Investment in renovating Absorption Tower 1 of Acid Line No.2 - Acid Enterprise; Investment in purchasing a 10-ton crane - Supe 1 Enterprise;

Construction of raw material and product storage at the Company; Purchase of 02 passenger cars; Purchase of an ambulance and a fire truck.

- Projects in the process of contractor selection, contract signing, procurement, and on-site construction: Construction of SOP production line with a capacity of 20,000 tons/year; Renovation of the circulation pond; Construction of a sales and product display area; Purchase of gas storage tanks.

- Projects in the preparation phase for investment: Construction of the Company's office building; Renovation of the sulfur-burning furnace for Acid Line 1 - Acid Enterprise; Construction of the aluminum sulfate (PAC) production line with a capacity of 10,000 tons/year; ...

3. Sales Operations

- Organized the launch of specialized fertilizers for Coffee plants, Forestry plants, and Urban Agricultural Fertilizers, and announced new packaging designs for Lam Thao fertilizer products.

- Effectively implemented sales operations, offering flexible policies and customer care tailored to specific stages and business conditions, gaining consensus from distributors; organized special promotional programs, particularly the "Scan the code to win money, gold,..." program when purchasing Lam Thao fertilizers (Organic Mineral Fertilizer, Bio-Organic Mineral Fertilizer, Bio-Superphosphate, High-Content NPK, Bio-NPK).

- Held Customer Conferences; organized customer appreciation programs in Phu Quoc and arranged learning tours for customers to the United States and Indonesia, promoting the Company's brand to partners and consumers.

- Collaborated with the Department of Culture, Sports, and Tourism of Phu Tho Province to organize the Hung Vuong Supe Lam Thao Volleyball Cup - the main sponsor for the period 2025-2030.

4. Production, Science and Technology, Research and Development, Quality Management

- Implemented solutions to maintain and improve the quality of the Company's fertilizer products.

- Promoted the application of scientific and technical advancements to enhance product quality, management efficiency, and process control effectiveness: Notably, the Company successfully organized production and launched new products designed for Coffee plants, Forestry plants, and Urban Agricultural Fertilizers.

5. Organization and Employee Welfare

- Arranged and allocated labor reasonably to meet the requirements of production and business activities.

- Effectively took care of employees' health, improved working conditions, and enhanced their quality of life to build trust and commitment to the Company:

- The average income reached 17.25 million VND/person/month, achieving 136% of the annual plan and increasing by 19% compared to the same period last year.

- Paid special attention to improving healthcare services for employees by organizing regular health check-ups, in-depth medical examinations, and ensuring quality healthcare. Provided health insurance for 100% of employees working at the Company.

- Additionally, employees were provided with nutritious drinks such as Bird's Nest, Cordyceps, etc., to improve health, restore labor capacity, and received gifts in kind during holidays and festivals.

6. Safety Assurance and Fire Prevention

Effectively organized the management and protection of assets; implemented occupational safety, industrial hygiene, and fire prevention measures; ensured the safety of warehouses, equipment, and products; and maintained food safety and hygiene across units.

7. Financial Operations

- Units completed financial settlement procedures on schedule as required.
- Effectively managed cost control, debt recovery, and ensured cash flow for the Company's production and business activities.

8. Procurement of Materials for Production and Business Activities

Purchased and stored raw materials at reasonable prices, reduced costs, and contributed to improving the Company's production and business efficiency.

9. Other Activities

- Successfully organized the Annual General Meeting of Shareholders and the Employee Conference in 2024.

- Successfully organized programs commemorating the 62nd anniversary of President Ho Chi Minh's visit to the Company and the Company's production anniversary.

- Fulfilled national defense and security duties: The Company's Military Command carried out military-defense tasks and provided military training for the self-defense force in strict compliance with the regulations of higher-level military authorities.

- Completed all reporting requirements on production, business, construction investment, finance, and science and technology in accordance with the requirements of the Vietnam National Chemical Group and state management agencies.

- Cooperation between units within the Group has been favorable and gradually become a cultural characteristic of the enterprise. In 2024, transactions between Lam Thao Fertilizers and Chemicals Joint Stock Company and other units within the Group exceeded 730 billion VND, contributing to the internal consumption of the Group's products.

PART II**DIRECTIONS AND TASKS FOR PRODUCTION AND BUSINESS
OPERATIONS IN 2025****I. Situation Assessment**

It is forecasted that in 2025, the global and domestic fertilizer market will become increasingly complex. To stabilize production and business activities under the new circumstances, the Company will base its business plan on the actual market situation. Priority will be given to enhancing the marketing of new Lam Thao fertilizer products and focusing on developing a range of microbiological products and products containing Potassium sulfate (K_2SO_4) to penetrate the market and gain the trust of farmers, alongside the Company's traditional fertilizers for maximum effectiveness. The Company will strengthen and develop its brand through communication agencies, mass media, agricultural specialty agencies, farmers, rural areas, and its distribution network. Management efforts will be intensified, with ongoing research and application of scientific and technological solutions in production to reduce material consumption rates and lower product costs.

II- Business Production and Basic Construction Investment Plan for 2025**1. Business Production Plan**

Based on the results of the 2024 business production plan, fluctuations in the fertilizer market, and weather forecasts for 2025, the Company's Executive Board directs departments to build the 2025 business production plan as follows:

1.1. Industrial production value (at actual prices): 3,489 billion VND, with a total fertilizer output of 833,000 tons.

- Supe phosphate: 425,000 tons.
- NPK fertilizers: 400,000 tons.
- Organic-mineral fertilizers: 8,000 tons.
- Sulfuric acid: 145,000 tons.

1.2. Sales revenue and service provision: 3,545 billion VND, with a total fertilizer consumption of 628,000 tons.

- Supe phosphate: 220,000 tons.
- NPK fertilizers: 400,000 tons.
- Organic-mineral fertilizers: 8,000 tons.
- Sulfuric acid: 1,500 tons.

1.3. Budget contribution: 63.431 billion VND.

1.4. Pre-tax profit: 205 billion VND.

1.5. Basic construction investment: 124.141 billion VND.

1.6. Ensure sufficient employment for employees with stable income.

2. Basic Construction Investment: 124.141 billion VND

In which:

- Construction: 38.459 billion VND
- Equipment: 71.212 billion VND
- Other costs: 14.470 billion VND

Key Projects:

+ Ongoing Projects: SOP Production Line Project (20,000 tons/year); Sales and Product Display Area Project; Circulating Pond Renovation Project; Gas Storage Tank Procurement Project.

+ New Investment Projects: Office Building Construction Project; PAC Production Line Project (10,000 tons/year); Sulfur Burning Furnace Renovation (Axit Production Line 1); Contact Process Improvement Project; Flue Gas Treatment System Renovation for Acid Production Lines; Electrical System Renovation Project (110KV Substation); Technology Upgrading and Super Phosphate Production Line Renovation Project; Various Equipment Procurement Projects.

III- Solutions for Implementing the 2025 Plan

III- Solutions for Implementing the 2025 Plan

1. Develop new fertilizer products suitable for various crops, derived from K_2SO_4 , which helps crops bloom and ripen early, enhances fruit sweetness and color, and increases productivity and efficiency.

2. Manage and operate production activities at units according to current standards, regulations, and procedures. Strengthen management, reduce costs, ensure safe business operations, integrate environmental protection, and move towards adopting modern, eco-friendly technologies.

3. Implement specialized production based on product lines at units to increase labor productivity, improve product quality and appearance, and enhance market competitiveness.

4. Organize market development and product consumption: expand markets for new fertilizers, high-nutrient NPK fertilizers, organic mineral fertilizers, and fertilizers containing microorganisms in Central, Central Highlands, and Southern regions; gradually promote direct fertilizer export.

5. Effectively implement investment programs: invest in the K_2SO_4 production line, develop science and technology to meet the Company's growth needs, ensure safety in production and business operations (capital safety, food safety, fire and explosion prevention, etc.); mechanize loading, unloading, and

transportation of raw materials and products to save time and labor; complete experimental garden construction; build new sales stations.

6. Organize workforce training and arrangement: streamline and optimize labor force allocation to be suitable and efficient. Implement electronic timekeeping to ensure transparency, stabilize employment, and improve both the material and spiritual well-being of employees.

7. Strengthen asset, material, and product management; maintain inventory at reasonable levels to reduce costs; actively recover debts to ensure cash flow for business operations.

8. Promote emulation movements in production labor; encourage and motivate all Company staff and employees to work enthusiastically, creatively, and responsibly, contributing to the Company's sustainable growth.

9. Based on the 2024 business results and the 2025 objectives, employees of Lam Thao Fertilizers and Chemicals Joint Stock Company will focus their efforts on business production, investment development, and market expansion to achieve the highest possible results and exceed the annual targets for 2025.

Recipients:

- Company's Board of Directors
- General Director (e-copy)
- Filed: KHVT, VT

GENERAL DIRECTOR

(Signed)

Pham Thanh Tung

Phu Tho, 25th February, 2025

REPORT OF THE SUPERVISORY BOARD

Submitted to the Annual General Meeting of Shareholders on April 22, 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the functions, duties, and powers of the Supervisory Board as stipulated in the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company;

- The Supervisory Board respectfully reports to the Annual General Meeting of Shareholders on the inspection and supervision activities of Lam Thao Fertilizers and Chemicals Joint Stock Company in 2024 as follows:

1. Activities of the Supervisory Board

Implementing the 2024 supervision and inspection plan of the Company's Supervisory Board, the Supervisory Board held meetings, assigned tasks, and carried out activities related to the establishment and implementation of supervision and inspection of the management and operation of the Company's production and business activities in 2024.

Specifically:

- Supervising the activities of the Board of Directors through the implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, and the Regulations and Decisions of the Company issued by the Board of Directors. Reviewing the legality and procedural order of issuing Resolutions and Decisions of the Company's Board of Directors;

- Supervising the activities of the Executive Board through the implementation of the Resolutions of the General Meeting of Shareholders, the Resolutions of the Board of Directors, the implementation of the 2024 production and business plan, and the Decisions of the General Director within the scope of the General Director's authority to manage production and business activities of the Company;

Regularly monitoring production and business activities through documents, files, attending meetings of the Board of Directors, the Executive Board, and providing the Supervisory Board's opinions on policies, plans, and the implementation of production and business plans, as well as the publication

of information as prescribed. Monitoring the implementation of quarterly and annual production and business plans for 2024. Assessing the semi-annual and annual financial statements for 2024;

Specialized supervision: Implementing the 2024 Supervision Plan of the Supervisory Board of Lam Thao Fertilizers and Chemicals Joint Stock Company. The Supervisory Board has conducted inspections related to the conclusions and recommendations of the State Audit (KTNN) regarding the management and use of state capital and assets in 2022 of the Company.

Implementation Content:

- The leadership and direction of the leadership team and the head of the company in directing and managing the implementation of the State Audit's recommendations; compliance with the reporting timeline for the results of implementing the State Audit's recommendations.

- Inspection of the implementation of the State Audit's recommendations as stated in the Audit Report No. 53/TB-KTNN dated January 8, 2024.

Results:

- The leadership and direction of the leadership team and the head of the company in directing and managing the implementation of the State Audit's recommendations.

- + The General Director of the Company has directed relevant departments, divisions, and individuals to implement the State Audit's recommendations and reported the results to the Board of Directors.

- + The Board of Directors of the Company issued Resolution No. 26/NQ-SPLT dated February 21, 2024 (Article 3) approving the contents of the Proposal No. 22/TTr-TCKT dated February 20, 2024, regarding the implementation of the State Audit's recommendations.

- + Regarding compliance with the reporting timeline for the results of implementing the State Audit's recommendations, the Company issued Official Letter No. 144/SPLT-TCKT dated February 21, 2024, to the State Audit and the Vietnam National Chemical Group, reporting the implementation of the State Audit's recommendations as required in Audit Report No. 53/TB-KTNN dated January 8, 2024.

- Inspection of the implementation of the State Audit's recommendations as stated in the Audit Report No. 53/TB-KTNN dated January 8, 2024.

The Company has recorded adjustment entries according to the conclusions of the State Audit, retroactively applied to the 2022 accounting period, and the adjusted figures are reflected in the 2022 Financial Statements. The contents of the Audit Report No. 53/TB-KTNN dated January 8, 2024, have been strictly implemented by the Company.

- During the process of inspection and supervision, the Supervisory Board

has made observations, evaluations, and recommendations to the Board of Directors and the Executive Board to avoid risks, improve the efficiency of production and business activities, and ensure compliance with legal regulations.

2. Monitoring Results of the Company's Production and Business Activities

Through the monitoring of the Company's production and business activities and the verification of the Company's consolidated audited Financial Statements for the fiscal year 2024, the Supervisory Board has the following assessments:

2.1. Regarding Production and Business Activities

- Challenges:

In 2024, the Company's production and business activities faced many difficulties such as: Complex global political developments, wars and instability in international relations, natural disasters like storms and floods, insufficient supply of Apatite ore, and declining quality... all of which negatively affected production and business operations.

- Advantages:

Thanks to the guidance and direction from various levels and sectors from central to local authorities, the Vietnam National Chemical Group, and the trust and loyalty of business partners. Additionally, the Company proactively implemented solutions to flexibly manage production and business activities. It carried out reasonable procurement of materials and supplies, actively and decisively recovered debts, ensured asset safety, and maintained balanced cash flow for production and business operations. Strict control over the production process was enforced to ensure product quality. Investment in research and production was made to launch new product lines to the market... thereby gradually overcoming difficulties and maintaining the product consumption market.

With its decisive and flexible management in production and business operations, the Company's leadership successfully completed its production and business tasks for 2024.

2.2. Appraisal of the Consolidated Financial Statements for 2024

+ *Results of the Appraisal of the 2024 Financial Statements*

Through the appraisal of the 2024 consolidated financial statements (which have been audited), the Supervisory Board finds that the Company has fully complied with the regulations in preparing the 2024 consolidated financial statements. The consolidated financial statements accurately and reasonably reflect, in all material aspects, the Company's financial position, business performance, and cash flow situation for the year, in accordance with Vietnamese accounting standards, corporate accounting regulations, and legal

provisions related to the preparation and presentation of consolidated financial statements.

The Company applies the Vietnamese Accounting Standards and the Corporate Accounting System issued under Circular No. 200/2014/TT-BTC dated December 22, 2014, by the Ministry of Finance guiding the Corporate Accounting System, and Circular No. 53/2016/TT-BTC dated March 21, 2016, by the Ministry of Finance amending and supplementing certain provisions of Circular No. 200/2014/TT-BTC dated December 22, 2014.

The Company's Board of Management is responsible for ensuring that accounting records are properly maintained to reasonably reflect the Company's financial position at any given time and ensuring that the consolidated financial statements comply with accounting standards, the Vietnamese corporate accounting system, and relevant legal regulations concerning the preparation and presentation of consolidated financial statements. The Board of Management is also responsible for safeguarding the Company's assets and implementing appropriate measures to prevent and detect fraud and other irregularities.

- After appraisal, the Supervisory Board agrees with the results of the audited consolidated financial statements.

+ 2024 Business Production Results

- Some Key Financial Indicators:

No.	Content	Unit	Result
1	Revenue from Sales and Service Provision	VND	3,599,953,347,991
2	Profit After Corporate Income Tax	VND	168,674,268,388
3	Net Profit/Total Assets Ratio	%	6.4
4	Net Profit/Equity Ratio	%	11.5
5	Net Profit/Net Revenue Ratio	%	4.8
6	Basic Earnings per Share	VND	1,345

3. Monitoring Results for the Board of Directors and Executive Management

3.1. The Company's Board of Directors

The Board of Directors has fully fulfilled its management responsibilities by complying with the Enterprise Law, the Securities Law, the Company's Charter, the Resolutions of the General Meeting of Shareholders, and other legal regulations. It has closely followed the strategic direction and, based on the actual situation, provided accurate and timely decisions.

The Board of Directors has held meetings and issued Resolutions,

Regulations, and Decisions in accordance with the Resolutions of the General Meeting of Shareholders and the Company's management and governance requirements.

The Board's Resolutions focus on directing the implementation of the Company's business production plans and basic construction investment plans. The procedures, content of meetings, and the Minutes, Resolutions, and Decisions of the Board of Directors comply with the Enterprise Law and the Company's Charter.

The Supervisory Board agrees with the assessment of the 2024 work results as stated in the Board of Directors' report.

3.2. CEO and Executive Board

+ *The direction of implementing the production and business plan targets.*

- Despite facing many difficulties in production and business, the CEO and Executive Board have implemented various solutions to direct and manage production and business activities, effectively carrying out the resolutions of the General Shareholders' Meeting, the resolutions of the Board of Directors, successfully completing the 2024 production and business plan, and ensuring stable employment and income for employees.

Some key performance indicators of production and business activities:

No	Indicator	Year 2024 (million VND)	Year 2023 (million VND)	Increase/Decrease	
				Amount (million VND)	Rate (%)
1	Net revenue from sales and services	3,465,765	3,440,291	25,474	0.7
2	Revenue from financial activities	31,694	14,399	17,295	120.1
3	Financial operating costs	17,637	20,436	-2,799	-13.7
4	Selling expenses	186,515	159,500	27,015	16.9
5	Administrative expenses	246,560	210,303	36,257	17.2
6	Total profit before tax	216,185	186,315	29,870	16.0
7	Corporate income tax expenses	47,511	37,777	9,734	25.7
8	Profit after corporate income tax	168,674	148,538	20,136	13.6

Thus, based on the data of the key financial indicators, it can be seen that in 2024, despite facing many difficulties, the company's leadership managed production and business activities very effectively, exceeding the production and business plan targets, and successfully implementing the resolutions set by the company's General Shareholders' Meeting.

+ Accounting and financial work

- In 2024, with the direct guidance from the Executive Board and the efforts of the staff and specialists in the Finance and Accounting Department, in coordination with the company's Business Department, the operational units have effectively carried out the task of debt collection, with no bad debts or overdue debts. The working capital loan repayment was smooth, ensuring sufficient capital for production and business activities, and even generating idle funds for short-term financial investments, contributing to increased profits for the company.

- With its functions and responsibilities, the Finance and Accounting Department has provided timely advice to the Executive Board on business management decisions, prepared quarterly and annual financial reports on time, in accordance with Vietnamese accounting standards and other regulations of Vietnamese law;

- The management of revenue and expenditure complies with the financial regulations. The data in the company's financial reports accurately and reasonably reflects the company's financial situation as of December 31, 2024, on key aspects.

+ Implementation of policies and benefits for employees

The company has ensured full compliance with the policies, rights, and legal benefits for employees. Employees are cared for by the company in all aspects of their physical and mental well-being (such as building spacious, clean, modern dining rooms, bathrooms, and changing rooms; organizing annual summer trips for employees; giving gifts in money and materials during holidays, New Year, and birthdays...). Through these specific and practical actions, the company has strongly motivated and encouraged employees' sense of responsibility and creative labor spirit in their work. Activities related to emulation, rewards, as well as sports, cultural, and artistic movements, have always been supported by the leadership, creating a joyful and energetic atmosphere in production, which has contributed to improving labor efficiency and productivity across the company.

+ Implementation of the audit regime

Based on the list of auditing companies approved at the 2024 Annual General Shareholders' Meeting, the company has selected Vietnam Auditing and Valuation Co., Ltd. (VAE) as the unit approved by the State Securities Commission to conduct the 2024 audit for public-interest organizations in the securities field, including the audit of the company's semi-annual and annual financial statements for 2024.

4. The coordination between the Supervisory Board, the Board of Directors, and the Executive Board

With a high sense of responsibility in their work, the Supervisory Board always coordinates closely, exchanges, and contributes ideas with the Board of Directors and the CEO regarding matters within their authority during meetings.

The Supervisory Board is provided with all resolutions, decisions of the Board of Directors, regulations, and decisions from the CEO, and always receives support and facilitation from the units and functional departments within the company in providing documents and materials for audit and control work.

5. Shareholders' opinions

In 2024, the Supervisory Board did not receive any opinions or feedback from the shareholders regarding the company's production and business activities.

6. The Supervisory Board comments and makes recommendations

6.1. Comments:

- Through monitoring the company's governance and business activities, and reviewing the company's semi-annual and annual financial reports, the Supervisory Board evaluates as follows:

The company's production and business situation in 2024 showed good growth.

+ The revenue from sales and services in 2024 was VND 3,599.95 billion, reaching 105.9% of the plan and 100.7% compared to 2023.

+ Revenue from financial activities continued to achieve high levels, with VND 31.69 billion in 2024, an increase of VND 17.29 billion, equivalent to a 120.1% increase compared to 2023, while financial operating costs were VND 17.63 billion, a decrease of VND 2.79 billion, equivalent to a 13.7% reduction compared to 2023.

+ Selling expenses and administrative expenses increased compared to 2023 by 16.9% and 17.2%, respectively. The main reason is that the company increased expenses for customer appreciation activities and bonuses to encourage customers to meet and exceed the registered consumption target, raise wages, and increase administrative costs to achieve high business efficiency.

+ The profit before tax in 2024 was VND 216.19 billion, achieving 158.9% of the plan and increasing by 16.0% compared to 2023.

- The Supervisory Board did not find any irregularities in the company's business management activities. All activities of the Board of Directors and the Executive Board throughout the year complied with the Law on Enterprises, the Securities Law, the company's charter, relevant regulations, and adhered to the resolutions of the General Shareholders' Meeting;

- The company's information disclosure activities also complied with current regulations applicable to listed companies.

6.2. Proposals:

The Supervisory Board recommends that the Board of Directors and the Executive Board of the company:

- Continue to monitor the collection of bad debts (existing from previous periods).

- Continue to strengthen management measures to ensure safety in production and the environment.

- Accelerate the progress of projects according to the approved plan, and complete the final settlement in accordance with regulations for projects that have been completed, as well as for projects that are stopped or not being implemented.

The above is the content of the Supervisory Board's report on monitoring the company's production and business activities in 2024, presented to the 2025 Annual General Shareholders' Meeting.

On behalf of the Supervisory Board, I sincerely thank the Board of Directors, the Executive Board, the relevant departments, and our valued shareholders for their continued support, which has enabled the Supervisory Board to successfully carry out its duties.

Thank you, respectfully!

Recipients:

- Shareholders of the company;
- Board of Directors, Executive Board of the company;
- Filed: Supervisory Board of the company;

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD
(Signed)**

DO VAN TAO

Phu Tho, March 21,, 2025

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Regarding the approval of the audited financial statements for 2024; the profit distribution plan for 2024; the business plan for 2025; and the remuneration for the Board of Directors and the Supervisory Board of the Company.

To: Annual General Meeting of Shareholders 2025
Lam Thao Fertilizers and Chemicals JSC

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed 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 JSC.

The Board of Directors of Lam Thao Fertilizers and Chemicals JSC respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the following matters:

I. AUDITED FINANCIAL STATEMENTS FOR 2024, PROFIT DISTRIBUTION PLAN, AND FUND ALLOCATION FOR 2024

1. Audited Financial Statements for 2024:

The 2024 financial statements have been audited by Vietnam Auditing and Valuation Company Limited (VAE) in accordance with applicable standards. They have been reviewed by the Company's Supervisory Board and approved by the Vietnam National Chemical Group. The Company has published the financial statements in compliance with regulations, and they are also available on the website: www.supelamthao.vn.

The 2024 Consolidated Financial Statements include:

- (1) Report of the Board of General Directors;
- (2) Independent Auditor's Report;
- (3) Consolidated Balance Sheet as of December 31, 2024;
- (4) Consolidated Income Statement for the accounting period from January 1, 2024, to December 31, 2024;
- (5) Consolidated Cash Flow Statement for the accounting period from January 1, 2024, to December 31, 2024;
- (6) Notes to the Consolidated Financial Statements for the fiscal year ending

December 31, 2024.

Including a summary of key indicators on business performance as follows:

Number	Indicator	Year 2024 (dong)
1	Revenue from sales of goods and services	3.599.953.347.991
2	Net revenue from sales of goods and services	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	Contribution to the state budge	85.758.470.588

2. Plan for Profit Distribution, Fund Allocation, and Dividend Payment in 2024:

Number	Indicator	Year 2024 (dong)
1	Undistributed profit from the previous year carried forward	23.506.630.056
2	Profit after corporate income tax in 2024	168.674.268.388
3	Total undistributed profit (=1+2)	192.180.898.444
4	Fund allocations	33.734.853.678
	Plan for Profit Distribution, Fund Allocation, and Dividend Payment in 2024- Charter capital reserve fund: 0%	0
	- Reward and welfare fund: 10% of 2024 net profit	16.867.426.839
	- Development investment fund: 10% of 2024 net profit	16.867.426.839
5	Executive management bonus	482.400.000
6	Remuneration for non-executive Board of Directors	252.000.000
7	Dividend distribution for 2024	135.427.680.000
	- Cash dividend at 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 Company's Board of Directors to direct the Executive Board and relevant departments to carry out the procedures for profit distribution, fund allocation, and dividend payment for 2024 to shareholders in accordance with legal regulations and the Company's Charter.

II. BUSINESS PRODUCTION PLAN FOR 2025

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval of key indicators of the 2025 business production plan as follows:

Number	Indicator	Value
1	Fertilizer Production Output	833.000 ton
2	Acid Production Output	145.000 ton
3	Revenue from Sales and Services	3.545 billion dong
4	Profit Before Tax	205 billion dong
5	Tax Payment to State Budget	63,431 billion dong
6	Dividend (%)	The General Meeting of Shareholders authorizes the Board of Directors to determine and implement the interim dividend payment for 2025 based on the company's business performance throughout the year.

The General Meeting of Shareholders authorizes the Company's Board of Directors to direct the Executive Board and relevant departments to implement business operations; determine the interim dividend payment rate for 2025 and carry out the procedures for interim dividend payment to shareholders in accordance with the Company's business performance in 2025.

III. REMUNERATION FOR THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, CORPORATE GOVERNANCE OFFICER, AND SECRETARIAT TEAM IN 2024, AND REMUNERATION PLAN FOR THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS IN 2025..

1. According to the resolution of the 2024 Annual General Meeting of Shareholders, the remuneration paid to members of the Board of Directors, Board of Supervisors, Corporate Governance Officer, and Secretariat Team in 2024 was as follows:

Number	Full name	Position	Remuneration for 2024 (VND/month)	Total remuneration for 2024 (VND)
I	BOD			408.000.000
1	Mr. Nguyen Quoc Anh	Chairman	8.000.000	96.000.000
2	Mr. Pham Thanh Tung	Member	6.500.000	78.000.000
3	Mr. Tran Dai Nghia	Member	6.500.000	78.000.000
4	Mr. Bui Son Hai	Member	6.500.000	78.000.000
5	Ms. Nguyen Thuy Duong	Member	6.500.000	78.000.000

II	<i>Supervisory Board</i>			132.000.000
1	Mr. Do Van Tao	Head of the Supervisory Board	Position-based allowance	
2	Mr. Nguyen Van Tho	Supervisor	5.500.000	66.000.000
3	Mr. Vi Hoang Son	Supervisor	5.500.000	66.000.000
III	<i>Company Secretary, Corporate Governance Officer</i>			95.332.000
1	Mr. Nguyen Quoc An (Dismissed from August 1, 2024)	Corporate Governance Officer; Head of the Secretariat Team	4.000.000 (from 01/01/2024 to 10/7/2024) 5.000.000 (from 11/7/2024 to 31/7/2024)	28.666.000
2	Mr. Nguyen Viet Hung (Appointed from August 1, 2024)	Corporate Governance Officer; Head of the Secretariat Team	5.000.000 (from 8/2024 to 12/2024)	25.000.000
3	Mrs. Nguyen Thi Thuy Ha	Member	3.000.000 (from 01/01/2024 to 10/7/2024) 4.000.000 (from 11/7/2024 to 31/12/2024)	41.666.000
	Total			635.332.000

2. The remuneration plan for members of the Board of Directors and the Supervisory Board in 2025 is as follows

Number	Position	Salary (dong/month)
1	Chairman of BOD	8.000.000
2	Member of BOD	6.500.000
3	Head of Supervisory Board	Position-based allowance
4	Member of Supervisory Board	5.500.000

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for approval.

Sincerely./.

To:

- Shareholders;
- BOD, SB, Executive Board
- For file: office, TTK.

**ON BEHALF OF BOD
CHAIRMAN**

(signed)

NGUYEN QUOC ANH

Phu Tho, 11th March, 2025

PROPOSAL

Regarding the selection of an independent auditing firm to audit the company's financial statements for the year 2025.

To: The 2025 Annual General Shareholders' Meeting
Lam Thao Fertilizers and Chemicals joint stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on the Organization and Operations of Lam Thao Fertilizers and Chemicals Joint Stock Company;
- Pursuant to the Operational Regulations of the Supervisory Board of Lam Thao Fertilizers and Chemicals Joint Stock Company;

The Supervisory Board respectfully submits to the General Shareholders' Meeting for approval the selection of an independent auditing firm to review the financial statements for the first 6 months and audit the financial statements for the year 2025 of the company as follows:

1. Criteria for selecting an independent auditing firm

- The auditing firm must be an independent auditing company approved by the State Securities Commission and the Ministry of Finance to audit public-interest entities in the securities field for the year 2025.
- The auditing firm must be reputable, with a team of honest auditors who uphold professional ethics, possess high qualifications, and have extensive experience to ensure the quality, scope, and progress of the financial statement audit.
- The auditing firm must offer reasonable audit fees that align with the content, scope, and schedule of the audit.

2. List of proposed independent auditing firms for selection

The Supervisory Board proposes selecting two independent auditing firms to review the financial statements for the first 6 months and audit the financial statements for the year 2025 of the company as follows:

- Vietnam Auditing and Valuation Co., Ltd.
Address: 11th Floor, Song Da Building, No. 165, Cau Giay Street, Cau Giay District, Hanoi City, Vietnam;
Phone: 0246 267 0491;

Approved by the State Securities Commission in Decision No. 1262/QD-UBCK dated November 19, 2024, of the Chairman of the State Securities Commission, to be an auditing organization and have licensed auditors to audit public-interest entities in the securities field for the year 2025.

- AFC Vietnam Auditing Co., Ltd.

Address: 4th Floor, No. 44 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District, Hanoi City, Vietnam;

Phone: 02438373666;

Approved by the State Securities Commission in Decision No. 1265/QD-UBCK dated November 19, 2024, of the Chairman of the State Securities Commission, to be an auditing organization and have licensed auditors to audit public-interest entities in the securities field for the year 2025.

3. The Supervisory Board presents to the General Shareholders' Meeting

- Approve the criteria and the list of the two auditing firms mentioned above;

- Authorize the Board of Directors of the company to select one of the two auditing firms to review the financial statements for the first 6 months of 2025 and audit the financial statements for the year 2025 of the company, and report to the Annual General Shareholders' Meeting within the specified time frame.

We respectfully submit this to the 2025 Annual General Shareholders' Meeting for approval.

Sincerely thank you./.

Recipients:

- Shareholders;
- Members of the Board of Directors, Supervisory Board, Executive Board
- Filed: Supervisory Board, Company Secretary.

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

(signed)

Do Van Tao

Phu Tho, March 28, 2025

PROPOSAL
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

(Re: Election of Board of Directors and Supervisory Board members for the 2025 - 2030 term)

- *Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;*
- *Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;*
- *Pursuant to the Guidelines on candidacy and nomination of candidates for the election of Board of Directors and Supervisory Board members for the 2025-2030 term;*
- *Pursuant to Official Document No./HCVN-HĐTV dated/.../2025 of Vietnam National Chemical Group regarding the nomination of personnel for the election of the Board of Directors and the Supervisory Board for the 2025-2030 term;*
- *Pursuant to the Charter on the organization and operation of the Company*

Dear Shareholders.

The Board of Directors and the Supervisory Board of Lam Thao Fertilizers and Chemicals JSC have completed their 2020 - 2025 term. To meet the requirements of corporate governance and the management and operation of the company's business activities in accordance with the law and the company's charter, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders (AGM) for approval of the election of the Board of Directors and the Supervisory Board for the 2025 - 2030 term, with the following details:

1. Number of members of the Board of Directors and the Supervisory Board for the 2025 - 2030 term:
 - o *- Number of Board of Directors members: 05 members*
 - o *- Number of Supervisory Board members: 03 members*
2. Term duration: 05 years (from 2025 - 2030)
3. Approval of the list of candidates for election to the Board of Directors and the Supervisory Board for the 2025 - 2030 term

To implement the election procedures for members of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2025 - 2030 term, the Company has sent official documents requesting opinions on personnel for election to the BOD and SB, while also

disclosing information related to the election of the BOD and SB for the 2025 - 2030 term to the Company's shareholders. On .../.../2025, Vietnam National Chemical Group issued and sent official document No. .../HCVN-HĐTV regarding personnel matters at Lam Thao Fertilizers and Chemicals JSC, thereby nominating personnel to participate in the election for the BOD and SB for the 2025 - 2030 term.

The AGM Organizing Committee of Lam Thao Fertilizers and Chemicals JSC has compiled the list of candidates for the election of the BOD and SB for the 2025 - 2030 term as follows:

- List of Candidates for the Election of the BOD:

No.	Full name	Address	Professional Qualification	Workplace, position
1				
2				
3				
4				
5				

- List of candidates for the Supervisory Board:

No.	Full name	Address	Professional Qualification	Workplace, position
1				
2				
3				

The information of candidates for election to the Board of Directors (BOD) and the Supervisory Board (SB) for the 2025-2030 term has been publicly disclosed in accordance with legal regulations and the company's charter.

The election regulations for the BOD and SB for the 2025-2030 term have been published and sent to the company's shareholders as required.

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

**ON BEHALF OF BOD
CHAIRMAN**

Recipients:

- Shareholders;
- members of BOD, SB, Executive Board.
- Save at Office, Human Resources Dept., General Admin.

(signed)

NGUYEN QUOC ANH

Phu Tho, 21st March 2025

ELECTION REGULATIONS
BOARD OF DIRECTORS AND SUPERVISORY BOARD TERM 2025-2030
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities;
- Pursuant to the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company.

To guide shareholders in exercising their voting rights to elect members of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2025-2030 term of the Company, the Board of Directors submits the Election Regulations to the General Meeting of Shareholders for approval with the following contents:

ARTICLE 1: ELIGIBLE VOTERS

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares as of the Company's shareholder record date (according to the shareholder list finalized on March 14, 2025, by the Vietnam Securities Depository and Clearing Corporation).

ARTICLE 2: CRITERIA AND CONDITIONS FOR MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE SUPERVISORY BOARD

1. Criteria and Conditions for Members of the Board of Directors

As stipulated in Article 155 of the 2020 Law on Enterprises, Article 275 of Decree 155/2020/ND-CP, and Clause 4, Article 25 of the Company's Charter.

- Must have full civil capacity and not be prohibited from establishing or managing enterprises as prescribed by the Law on Enterprises.
- Must not simultaneously serve as a member of the Board of Directors in more than five other companies.

- Must have foresight, strategic planning capabilities, and management expertise. Preference is given to candidates with experience in the company's field of operation.
- Must possess professional ethics, good health, strong moral character, honesty, and legal knowledge.
- Must not have family relationships with the Director, General Director, or other managers of the company, nor with managers or appointing authorities of the parent company.

2. Independent Members of the Board of Directors

As stipulated in Clause 4, Article 276 of Decree 155/2020/ND-CP and Clause 3, Article 26 of the Company's Charter.

The number of independent members of the Board of Directors of a listed company must comply with the following regulations:

- At least one independent member if the Board of Directors has 3 to 5 members.
- At least two independent members if the Board of Directors has 6 to 8 members.
- At least three independent members if the Board of Directors has 9 to 11 members.

Conditions for Independent Members of the Board of Directors (as stipulated in Clause 2, Article 155 of the 2020 Law on Enterprises):

- Must not be currently working for the company or its subsidiaries, and must not have worked for the company, its parent company, or its subsidiaries for at least the past three consecutive years.
- Must not receive a salary or remuneration from the company, except for allowances granted to Board members as per regulations.
- Must not have a spouse, biological or adoptive parents, biological or adoptive children, or siblings who are major shareholders of the company or who are managers of the company or its subsidiaries.
- Must not directly or indirectly own at least 1% of the total voting shares of the company.
- Must not have been a member of the Board of Directors or the Supervisory Board of the company for at least the past five consecutive years, except in cases of continuous appointment for two consecutive terms.

3. Criteria and Conditions for Members of the Supervisory Board

As stipulated in Article 169 of the 2020 Law on Enterprises and Article 37 of the Company's Charter:

- Must have full civil capacity and not be prohibited from establishing or managing enterprises as prescribed by the Law on Enterprises.
- Must have training in one of the following fields: economics, finance, accounting,

auditing, law, business administration, or a discipline relevant to the company's business activities.

- Must not have family relationships with members of the Board of Directors, the Director or General Director, or other managers.
- Must not be a company manager and is not required to be a shareholder or an employee of the company.
- Must not have family relationships with managers of the company or its parent company, representatives of enterprise capital, or representatives of state capital in the parent company and the company.
- Must not work in the company's accounting or finance department.
- Must not be a member or employee of an independent auditing firm that audited the company's financial statements in the past three consecutive years.

ARTICLE 3: NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD, AND THE NUMBER OF ELECTED MEMBERS

1. Nomination and Candidacy for the Board of Directors and the Supervisory Board

(As stipulated in Clause 2, Article 25 and Clause 1, Article 36 of the Company's Charter of Operations):

- Shareholders or groups of shareholders holding at least 10% of the total common shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. Shareholders holding common shares may combine their voting rights to nominate candidates for the Board of Directors and the Supervisory Board.
- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; from 80% to less than 90% may nominate up to eight (08) candidates.
- If the number of candidates for the Board of Directors/Supervisory Board nominated and self-nominated remains insufficient, the incumbent Board of Directors and Supervisory Board shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Corporate Governance Regulations, and the Board of Directors' Operating Regulations. The nomination of additional candidates by the incumbent Board of Directors and Supervisory Board must be clearly announced before the

General Meeting of Shareholders votes to elect members of the Board of Directors and the Supervisory Board, as required by law.

2. Number of Elected Members of the Board of Directors and the Supervisory Board

The Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company stipulates that the Board of Directors consists of five (5) members, and the Supervisory Board consists of three (3) members. The term of office for members of the Board of Directors and the Supervisory Board is five years. Members of the Board of Directors and the Supervisory Board may be re-elected for an unlimited number of terms.

The number of independent members of the Board of Directors must comply with the provisions of Clause 3, Article 26 of the Company's Charter. Members of the Board of Directors are not required to hold shares in the Company.

The Board of Directors proposes the number of members for the Board of Directors and the Supervisory Board for the 2025-2030 term for approval by the General Meeting of Shareholders, followed by the election process in accordance with:

- Number of Board of Directors members: 05 members
- Number of Supervisory Board members: 03 members
- Term of the Board of Directors and Supervisory Board: 05 years (2025-2030)

ARTICLE 4: NOMINATION AND CANDIDACY DOCUMENTS AND LIST COMPILATION

1. Nomination and Candidacy Documents

The nomination and candidacy documents for election to the Board of Directors and the Supervisory Board include:

- Application for candidacy or nomination to the Board of Directors or Supervisory Board (as per the attached form); or a meeting minutes document (if a group of shareholders is nominating a candidate);
- Self-declared information form.
- A copy of the ID card/Citizen ID card and any diplomas or certificates proving educational and professional qualifications (if applicable);

2. Deadline and Submission Address for Nomination and Candidacy Documents

Shareholders or groups of shareholders eligible for candidacy and nomination must submit written nominations and applications for candidates who meet the qualifications for the Board of Directors and the Supervisory Board to the company by 4:00 PM on April 17, 2025, to complete the necessary procedures as required.

Documents should be submitted to the following address:

- **Lam Thao Fertilizers and Chemicals Joint Stock Company**
- Address: Phuong Lai 6 Area, Lam Thao Town, Lam Thao District, Phu Tho Province.
- Phone: 0210.3825.139 (Ext: 3246) Fax: 0210.3825.126

3. **Compilation of the List of Candidates**

- Based on the candidacy and nomination applications submitted by shareholders and shareholder groups, along with the accompanying documents, the Board of Directors will compile and approve a list of candidates who meet the required qualifications. This list will be presented to the General Meeting of Shareholders for approval before the election of the Board of Directors and the Supervisory Board.
- Only nomination or candidacy documents that meet all requirements, and candidates who fulfill the necessary qualifications for Board of Directors and Supervisory Board membership, will be included in the official list announced at the General Meeting.

ARTICLE 5: ELECTION METHOD

- The election of members to the Board of Directors and the Supervisory Board shall be conducted by secret ballot using the cumulative voting method, as stipulated in Clause 3, Article 148 of the 2020 Enterprise Law:

"3. Unless otherwise stipulated in the company's charter, the election of members to the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method. Accordingly, each shareholder has a total number of voting rights equal to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board. Shareholders may allocate all or part of their total votes to one or multiple candidates. Candidates elected to the Board of Directors or as Supervisors are determined based on the number of votes received, ranked from highest to lowest, until the required number of members specified in the company's charter is reached. If two or more candidates receive the same number of votes for the final available position on the Board of Directors or the Supervisory Board, a re-election will be held among the tied candidates, or the selection will be made based on the criteria specified in the election regulations or the company's charter."

- Each shareholder has a total number of voting rights equal to the number of voting shares they own (including shares held directly and those authorized) multiplied (X) by the number of Board of Directors/Supervisory Board members approved by the General Meeting of Shareholders. Shareholders may choose one of the following two voting methods:

- + Direct Voting Method: Shareholders write the number of voting rights directly in the "Number of Votes" column corresponding to the candidates they choose. The number of votes allocated to each candidate may vary depending on the shareholder's or authorized representative's preference for each candidate. The total number of votes cast for all candidates must not exceed the shareholder's or representative's total voting rights.
- + Marking Method: Shareholders mark (X or V) in the "Equal Distribution" box. In this case, the shareholder's total voting rights will be evenly distributed among the selected candidates.

Note: Shareholders may choose only one of the two methods to complete their ballot for electing members of the Board of Directors and the Supervisory Board. If a shareholder or authorized representative uses both methods simultaneously, the ballot will be deemed invalid.

ARTICLE 6: CASES OF INVALID BALLOTS

- Ballots that do not follow the company's prescribed format.
- Ballots that are altered or include names of individuals outside the list of candidates approved by the General Meeting of Shareholders before voting.
- Ballots in which the total number of votes cast for candidates exceeds the total number of votes the shareholder owns/is authorized to vote.
- Ballots that vote for more candidates than the number of Board of Directors or Supervisory Board members approved by the General Meeting.
- Ballots where the shareholder uses both voting methods.
- Ballots with erasures or corrections that do not bear the signature of the shareholder/authorized representative next to the corrected section.
- Ballots submitted to the Vote Counting Committee after voting has ended and the ballot box has been sealed.

ARTICLE 7: VOTE COUNTING COMMITTEE, VOTING PRINCIPLES, AND VOTE COUNTING

❖ Vote Counting Committee

- The Vote Counting Committee is nominated by the Presidium and approved by the General Meeting of Shareholders;
- Responsibilities of the Vote Counting Committee:
 - + Distribute election ballots for the Board of Directors (BOD) and the Supervisory Board (SB) to shareholders;
 - + Guide shareholders on the voting process, how to fill out the ballots, and how to cast

their votes;

- + Conduct the vote counting for the BOD and SB elections;
- + Prepare the vote counting report and announce the election results to the General Meeting.
- Members of the Vote Counting Committee must not be listed as nominees or candidates for the BOD and SB for the 2025-2030 term.

❖ **Principles of Voting and Vote Counting**

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- The voting process begins once all ballots have been distributed and ends when the last shareholder casts their vote into the ballot box;
- Vote counting must commence immediately after the voting process concludes;
- The vote count results must be documented in writing and announced by the Head of the Vote Counting Committee at the General Meeting;

ARTICLE 8: PRINCIPLES FOR ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS

- Elected members of the Board of Directors and Supervisory Board are determined based on the number of voting rights from highest to lowest, starting with the candidate receiving the most votes until the approved number of members is reached;
- In case two or more candidates for the Board of Directors or Supervisory Board receive the same number of votes for the final position, a runoff election will be held among those candidates to determine the winner.

ARTICLE 9: PREPARATION AND ANNOUNCEMENT OF THE VOTE COUNTING RECORD

- After the vote counting, the Vote Counting Committee must prepare the Vote Counting Record.
- The content of the Vote Counting Record includes: the total number of shareholders attending the meeting, the total number of shareholders participating in the voting, the percentage of total votes cast by shareholders compared to the total voting rights of attending shareholders, the number and percentage of valid votes, invalid votes, and abstentions, as well as the total number of votes for each candidate for the Board of Directors and the Supervisory Board.
- The full text of the Vote Counting Record must be announced before the General Meeting of Shareholders.

ĐIỀU 10: IMPLEMENTATION PROVISIONS

- Complaints regarding the election and vote counting will be resolved by the Chairperson of the General Meeting of Shareholders and recorded in the minutes of the meeting.
- This regulation consists of 10 articles and will be publicly read before the General Meeting of Shareholders for voting approval. It takes effect immediately upon approval and applies only to the election of the Board of Directors and the Supervisory Board for the 2025-2030 term.

Recipients:

- *Company shareholders;*
- *Members of the Board of Directors, Executive Board, and Supervisory Board (for information);*
- *Filed at Office, Human Resources & Administration Department, and Secretariat.*

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

(Signed)

NGUYEN QUOC ANH

Phu Tho, 21st March 2025

ELECTION REGULATIONS
BOARD OF DIRECTORS AND SUPERVISORY BOARD TERM 2025-2030
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Law on Securities;
- Pursuant to the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company.

To guide shareholders in exercising their voting rights to elect members of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2025-2030 term of the Company, the Board of Directors submits the Election Regulations to the General Meeting of Shareholders for approval with the following contents:

ARTICLE 1: ELIGIBLE VOTERS

Shareholders holding voting shares and authorized representatives of shareholders holding voting shares as of the Company's shareholder record date (according to the shareholder list finalized on March 14, 2025, by the Vietnam Securities Depository and Clearing Corporation).

ARTICLE 2: CRITERIA AND CONDITIONS FOR MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE SUPERVISORY BOARD

1. Criteria and Conditions for Members of the Board of Directors

As stipulated in Article 155 of the 2020 Law on Enterprises, Article 275 of Decree 155/2020/ND-CP, and Clause 4, Article 25 of the Company's Charter.

- Must have full civil capacity and not be prohibited from establishing or managing enterprises as prescribed by the Law on Enterprises.
- Must not simultaneously serve as a member of the Board of Directors in more than five other companies.

- Must have foresight, strategic planning capabilities, and management expertise. Preference is given to candidates with experience in the company's field of operation.
- Must possess professional ethics, good health, strong moral character, honesty, and legal knowledge.
- Must not have family relationships with the Director, General Director, or other managers of the company, nor with managers or appointing authorities of the parent company.

2. Independent Members of the Board of Directors

As stipulated in Clause 4, Article 276 of Decree 155/2020/ND-CP and Clause 3, Article 26 of the Company's Charter.

The number of independent members of the Board of Directors of a listed company must comply with the following regulations:

- At least one independent member if the Board of Directors has 3 to 5 members.
- At least two independent members if the Board of Directors has 6 to 8 members.
- At least three independent members if the Board of Directors has 9 to 11 members.

Conditions for Independent Members of the Board of Directors (as stipulated in Clause 2, Article 155 of the 2020 Law on Enterprises):

- Must not be currently working for the company or its subsidiaries, and must not have worked for the company, its parent company, or its subsidiaries for at least the past three consecutive years.
- Must not receive a salary or remuneration from the company, except for allowances granted to Board members as per regulations.
- Must not have a spouse, biological or adoptive parents, biological or adoptive children, or siblings who are major shareholders of the company or who are managers of the company or its subsidiaries.
- Must not directly or indirectly own at least 1% of the total voting shares of the company.
- Must not have been a member of the Board of Directors or the Supervisory Board of the company for at least the past five consecutive years, except in cases of continuous appointment for two consecutive terms.

3. Criteria and Conditions for Members of the Supervisory Board

As stipulated in Article 169 of the 2020 Law on Enterprises and Article 37 of the Company's Charter:

- Must have full civil capacity and not be prohibited from establishing or managing enterprises as prescribed by the Law on Enterprises.
- Must have training in one of the following fields: economics, finance, accounting,

auditing, law, business administration, or a discipline relevant to the company's business activities.

- Must not have family relationships with members of the Board of Directors, the Director or General Director, or other managers.
- Must not be a company manager and is not required to be a shareholder or an employee of the company.
- Must not have family relationships with managers of the company or its parent company, representatives of enterprise capital, or representatives of state capital in the parent company and the company.
- Must not work in the company's accounting or finance department.
- Must not be a member or employee of an independent auditing firm that audited the company's financial statements in the past three consecutive years.

ARTICLE 3: NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD, AND THE NUMBER OF ELECTED MEMBERS

1. Nomination and Candidacy for the Board of Directors and the Supervisory Board

(As stipulated in Clause 2, Article 25 and Clause 1, Article 36 of the Company's Charter of Operations):

- Shareholders or groups of shareholders holding at least 10% of the total common shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. Shareholders holding common shares may combine their voting rights to nominate candidates for the Board of Directors and the Supervisory Board.
- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; from 80% to less than 90% may nominate up to eight (08) candidates.
- If the number of candidates for the Board of Directors/Supervisory Board nominated and self-nominated remains insufficient, the incumbent Board of Directors and Supervisory Board shall introduce additional candidates or organize nominations in accordance with the Company's Charter, the Internal Corporate Governance Regulations, and the Board of Directors' Operating Regulations. The nomination of additional candidates by the incumbent Board of Directors and Supervisory Board must be clearly announced before the

General Meeting of Shareholders votes to elect members of the Board of Directors and the Supervisory Board, as required by law.

2. Number of Elected Members of the Board of Directors and the Supervisory Board

The Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company stipulates that the Board of Directors consists of five (5) members, and the Supervisory Board consists of three (3) members. The term of office for members of the Board of Directors and the Supervisory Board is five years. Members of the Board of Directors and the Supervisory Board may be re-elected for an unlimited number of terms.

The number of independent members of the Board of Directors must comply with the provisions of Clause 3, Article 26 of the Company's Charter. Members of the Board of Directors are not required to hold shares in the Company.

The Board of Directors proposes the number of members for the Board of Directors and the Supervisory Board for the 2025-2030 term for approval by the General Meeting of Shareholders, followed by the election process in accordance with:

- Number of Board of Directors members: 05 members
- Number of Supervisory Board members: 03 members
- Term of the Board of Directors and Supervisory Board: 05 years (2025-2030)

ARTICLE 4: NOMINATION AND CANDIDACY DOCUMENTS AND LIST COMPILATION

1. Nomination and Candidacy Documents

The nomination and candidacy documents for election to the Board of Directors and the Supervisory Board include:

- Application for candidacy or nomination to the Board of Directors or Supervisory Board (as per the attached form); or a meeting minutes document (if a group of shareholders is nominating a candidate);
- Self-declared information form.
- A copy of the ID card/Citizen ID card and any diplomas or certificates proving educational and professional qualifications (if applicable);

2. Deadline and Submission Address for Nomination and Candidacy Documents

Shareholders or groups of shareholders eligible for candidacy and nomination must submit written nominations and applications for candidates who meet the qualifications for the Board of Directors and the Supervisory Board to the company by 4:00 PM on April 17, 2025, to complete the necessary procedures as required.

Documents should be submitted to the following address:

- **Lam Thao Fertilizers and Chemicals Joint Stock Company**
- Address: Phuong Lai 6 Area, Lam Thao Town, Lam Thao District, Phu Tho Province.
- Phone: 0210.3825.139 (Ext: 3246) Fax: 0210.3825.126

3. Compilation of the List of Candidates

- Based on the candidacy and nomination applications submitted by shareholders and shareholder groups, along with the accompanying documents, the Board of Directors will compile and approve a list of candidates who meet the required qualifications. This list will be presented to the General Meeting of Shareholders for approval before the election of the Board of Directors and the Supervisory Board.
- Only nomination or candidacy documents that meet all requirements, and candidates who fulfill the necessary qualifications for Board of Directors and Supervisory Board membership, will be included in the official list announced at the General Meeting.

ARTICLE 5: ELECTION METHOD

- The election of members to the Board of Directors and the Supervisory Board shall be conducted by secret ballot using the cumulative voting method, as stipulated in Clause 3, Article 148 of the 2020 Enterprise Law:

"3. Unless otherwise stipulated in the company's charter, the election of members to the Board of Directors and the Supervisory Board must be conducted using the cumulative voting method. Accordingly, each shareholder has a total number of voting rights equal to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board. Shareholders may allocate all or part of their total votes to one or multiple candidates. Candidates elected to the Board of Directors or as Supervisors are determined based on the number of votes received, ranked from highest to lowest, until the required number of members specified in the company's charter is reached. If two or more candidates receive the same number of votes for the final available position on the Board of Directors or the Supervisory Board, a re-election will be held among the tied candidates, or the selection will be made based on the criteria specified in the election regulations or the company's charter."

- Each shareholder has a total number of voting rights equal to the number of voting shares they own (including shares held directly and those authorized) multiplied (X) by the number of Board of Directors/Supervisory Board members approved by the General Meeting of Shareholders. Shareholders may choose one of the following two voting methods:

- + Direct Voting Method: Shareholders write the number of voting rights directly in the "Number of Votes" column corresponding to the candidates they choose. The number of votes allocated to each candidate may vary depending on the shareholder's or authorized representative's preference for each candidate. The total number of votes cast for all candidates must not exceed the shareholder's or representative's total voting rights.
- + Marking Method: Shareholders mark (X or V) in the "Equal Distribution" box. In this case, the shareholder's total voting rights will be evenly distributed among the selected candidates.

Note: Shareholders may choose only one of the two methods to complete their ballot for electing members of the Board of Directors and the Supervisory Board. If a shareholder or authorized representative uses both methods simultaneously, the ballot will be deemed invalid.

ARTICLE 6: CASES OF INVALID BALLOTS

- Ballots that do not follow the company's prescribed format.
- Ballots that are altered or include names of individuals outside the list of candidates approved by the General Meeting of Shareholders before voting.
- Ballots in which the total number of votes cast for candidates exceeds the total number of votes the shareholder owns/is authorized to vote.
- Ballots that vote for more candidates than the number of Board of Directors or Supervisory Board members approved by the General Meeting.
- Ballots where the shareholder uses both voting methods.
- Ballots with erasures or corrections that do not bear the signature of the shareholder/authorized representative next to the corrected section.
- Ballots submitted to the Vote Counting Committee after voting has ended and the ballot box has been sealed.

ARTICLE 7: VOTE COUNTING COMMITTEE, VOTING PRINCIPLES, AND VOTE COUNTING

❖ Vote Counting Committee

- The Vote Counting Committee is nominated by the Presidium and approved by the General Meeting of Shareholders;
- Responsibilities of the Vote Counting Committee:
 - + Distribute election ballots for the Board of Directors (BOD) and the Supervisory Board (SB) to shareholders;
 - + Guide shareholders on the voting process, how to fill out the ballots, and how to cast

their votes;

- + Conduct the vote counting for the BOD and SB elections;
- + Prepare the vote counting report and announce the election results to the General Meeting.
- Members of the Vote Counting Committee must not be listed as nominees or candidates for the BOD and SB for the 2025-2030 term.

❖ **Principles of Voting and Vote Counting**

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- The voting process begins once all ballots have been distributed and ends when the last shareholder casts their vote into the ballot box;
- Vote counting must commence immediately after the voting process concludes;
- The vote count results must be documented in writing and announced by the Head of the Vote Counting Committee at the General Meeting;

ARTICLE 8: PRINCIPLES FOR ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS

- Elected members of the Board of Directors and Supervisory Board are determined based on the number of voting rights from highest to lowest, starting with the candidate receiving the most votes until the approved number of members is reached;
- In case two or more candidates for the Board of Directors or Supervisory Board receive the same number of votes for the final position, a runoff election will be held among those candidates to determine the winner.

ARTICLE 9: PREPARATION AND ANNOUNCEMENT OF THE VOTE COUNTING RECORD

- After the vote counting, the Vote Counting Committee must prepare the Vote Counting Record.
- The content of the Vote Counting Record includes: the total number of shareholders attending the meeting, the total number of shareholders participating in the voting, the percentage of total votes cast by shareholders compared to the total voting rights of attending shareholders, the number and percentage of valid votes, invalid votes, and abstentions, as well as the total number of votes for each candidate for the Board of Directors and the Supervisory Board.
- The full text of the Vote Counting Record must be announced before the General Meeting of Shareholders.

ĐIỀU 10: IMPLEMENTATION PROVISIONS

- Complaints regarding the election and vote counting will be resolved by the Chairperson of the General Meeting of Shareholders and recorded in the minutes of the meeting.
- This regulation consists of 10 articles and will be publicly read before the General Meeting of Shareholders for voting approval. It takes effect immediately upon approval and applies only to the election of the Board of Directors and the Supervisory Board for the 2025-2030 term.

Recipients:

- *Company shareholders;*
- *Members of the Board of Directors, Executive Board, and Supervisory Board (for information);*
- *Filed at Office, Human Resources & Administration Department, and Secretariat.*

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

(Signed)

NGUYEN QUOC ANH

**AUTHORIZATION LETTER
FOR ATTENDING THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

To: LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

Shareholder's Name:.....
ID Card/Citizen ID/Passport/Business Registration No.:
issued on:.....at:
Representative (for the organization):.....
Business Registration Number.....
issued on:.....at:
Address:.....Phone number:.....Fax:.....
Number of Shares Owned ⁽¹⁾:.....

⁽¹⁾: Number of Shares Owned According to the Shareholder List as of the Closing Date on March 14, 2025.

I/We agree to authorize the person named below to attend and vote on my/our behalf on matters related to the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company (the shareholder authorizes another individual or a member of the Board of Directors or Supervisory Board of the Company).

Authorized Person's Information:

- Full name:
- ID Card/Citizen ID/Passport/Business Registration No.:
issued on:.....at:
- Address: Phone number:

This authorization letter is only valid for the duration of the 2025 Annual General Meeting of Shareholders.

I/We take full responsibility for this authorization and commit to strictly complying with the applicable laws and the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company. Additionally, I/we pledge not to make any claims against the Company.

Note: *The authorized person attending the Meeting is not allowed to delegate the authorization to a third party.*

....., 2025

Authorizing Shareholder
(sign, full name, and seal (if applicable))

Authorized Person
(Sign and full name)

Notes:

The authorized shareholder must bring the Authorization Letter when attending the General Meeting of Shareholders or send it to the Organizing Committee by 14:00 on April 17, 2025 (three working days before the opening date of the Meeting) via postal mail to the following address:
Ms. Nguyen Thi Thuy Ha – Labor Organization Department – Lam Thao Fertilizers and Chemicals Joint Stock Company – Phuong Lai Area, Lam Thao Town, Lam Thao District, Phu Tho Province.
Alternatively, it can be sent via fax to (0210) 3825 126.



LIST OF MEMBERS OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY
AUTHORIZED TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

No.	FULL NAME	POSITION	ID NUMBER	DATE OF ISSUE	PLACE OF ISSUE
1.	Mr. Nguyen Quoc Anh	Chairman of the Board of Directors	001064005790	04/07/2024	Ministry of Public Security
2.	Mr. Pham Thanh Tung	Board Member and CEO	001073023372	02/03/2020	Department of Administrative Management on Social Order Police
3.	Mr. Tran Dai Nghia	Board Member and Deputy CEO	002078000354	29/03/2021	Department of Administrative Management on Social Order Police
4.	Mr. Bui Son Hai	Board Member	025073000270	25/04/2021	Department of Administrative Management on Social Order Police
5.	Mrs. Nguyen Thi Thuy Duong	Board Member	038183041651	23/6/2021	Department of Administrative Management on Social Order Police
6.	Mr. Do Van Tao	Head of Supervisory Board	025071001391	15/04/2022	Department of Administrative Management on Social Order Police
7.	Mr. Vi Hoang Son	Supervisor	25088000155	16/6/2016	Department of Criminal Record & National Immigration Police for Population
8.	Mr. Nguyen Van Tho	Supervisor	0330640004471	25/7/2024	Ministry of Public Security

**LAM THAO FERTILIZERS AND
CHEMICALS JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

CONFIRMATION OF ATTENDANCE
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(For individual/organization shareholders attending the Meeting in person)

Full name:

ID Card/Citizen ID/Business

Registration Number:

Address:

Representative of the shareholder (for the organization):

.....

Number of Shares Owned (*):

Based on the invitation to attend the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company, I/We hereby confirm my/our direct attendance at the 2025 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company.

....., 2025

Notes:

Shareholder / Shareholder Representative

(Sign and full name)

Shareholder sends the Attendance Confirmation Letter to the Organizing Committee **before 14:00 on April 17, 2025 (three working days before the opening of the Meeting)** via postal mail to the following address:

Ms. Nguyen Thi Thuy Ha – Labor Organization Department – Lam Thao Fertilizers and Chemicals Joint Stock Company – Phuong Lai Area, Lam Thao Town, Lam Thao District, Phu Tho Province.

Alternatively, by fax at (0210) 3825 126.

() Number of Shares Owned According to the Shareholder List as of the Closing Date on March 14, 2025.*