**LAS: Annual General Mandate 2024**

On April 11, 2024, Lam Thao Fertilizers & Chemicals Joint Stock Company announced General Mandate No. 42/2024/NQ-DHCD-SPLT as follows:

‎‎Article 1. Approve the Report on production and business results in 2023 and the production and business plan for 2024.

‎‎Article 2. Approve the Report of the Board of Directors on activities in 2023 and operational orientation for 2024.

‎‎Article 3. Approve the Report on activities of the Supervisory Board in 2023.

‎‎Article 4. Approve the selection of an independent audit company to review the Financial Statements of the first 6 months of the year and audit the Financial Statements 2024.

The General Meeting of Shareholders approves the selection criteria and list of audit companies as follows:

* Vietnam Auditing and Evaluation Co., Ltd. (VAE).
* AFC Vietnam Auditing Company Limited - Ha Noi Branch.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to select 1 of the 2 above audit companies to review the Financial Statements of the first 6 months of 2024 and audit the Financial Statements 2024 of the Company. The Company reports to the Annual General Meeting of Shareholders on time.

‎‎Article 5. Approve the Financial Statements 2023 audited by Vietnam Auditing and Evaluation Co., Ltd. (VAE).

The Financial Statements 2023 have been audited by Vietnam Auditing and Evaluation Co., Ltd. (VAE) in accordance with prescribed standards, inspected by the Company's Supervisory Board and approved by the Board of Directors of the Lam Thao Fertilizers & Chemicals Joint Stock Company, section announced according to regulations is also posted on the website: https://supelamthao.vn/ and approved by Vietnam National Chemical Group.

Some key targets on production and business results are as follows:

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| --- | --- | --- |
| No. | Target | 2023 (VND) |
| 1 | Revenue from goods sales and service provision | 3,567,874,263,018 |
| 2 | Net revenue from goods sales and service provision | 3,440,291,813,598 |
| 3 | Net profit from business activities | 181,042,348,031 |
| 4 | Profit before tax | 186,315,795,390 |
| 5 | Profit after tax | 148,538,242,312 |
| 6 | Basic earnings per share | 1,185 |
| 7 | Payable to state budget | 35,243,017,500 |

‎‎Article 6. Approve profit distribution, appropriation for funds and dividend payment plans in 2023.

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| --- | --- | --- |
| No. | Target | 2023 (VND) |
| 1 | Undistributed profits from the previous year transferred to this year | 13,999,916,998 |
| 2 | Total undistributed profit | 153,717,485,073 |
| a | Profit after tax in 2023 | 148,538,242,312 |
| b | Profit after tax according to the State’s tax inspection record | 5,179,242,761 |
| 3 | Total profit distributed during the year | 144,210,772,014 |
| a | Appropriation for funds | 30,743,497,014 |
|  | - Bonus and welfare fund: 10% of profit after tax in 2023 | 15,371,748,507 |
|  | - Investment and development fund: 10% of profit after tax in 2023 | 15,371,748,507 |
| b | Remuneration of the non-executive Board of Directors | 204,000,000 |
| c | Pay dividends of 2023 in cash with the rate of 10% | 112,856,400,000 |
| d | Bonus for the Executive Board | 406,875,000 |
| 4 | Undistributed profits (=1+2-3) | 23,506,630,057 |

The General Meeting of Shareholders authorizes and assigns the Board of Directors of the Company to direct the implementation of profit distribution, appropriation for funds, and carry out procedures for paying dividends in 2023 to shareholders in accordance with the provisions of law and the Charter of the Company.

‎‎Article 7. Approve the production and business plan for 2024:

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| --- | --- | --- |
| No. | Target | Value |
| 1 | Fertilizer production output | 820,000 tons |
| 2 | Acid production output | 143,000 tons |
| 3 | Revenue from goods sales and service provision | VND 3,400 billion |
| 4 | Profit before tax | VND 136 billion |
| 5 | Payable to the state budget | VND 49.505 billion |
| 6 | Dividends (%) | * The dividend rate in 2024 will not be lower than 6%.
* The General Meeting of Shareholders agrees on authorizing the Board of Directors of the Company to decide the dividend prepayment in 2024 and make the dividend prepayment to shareholders in accordance with the Company's production and business results in the year.
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The General Meeting of Shareholders authorizes the Board of Directors of the Company to direct the implementation of production and business activities, decide on the dividend prepayment rate in 2024 and carry out procedures for prepaying dividends to shareholders in accordance the Company's production and business results for the year.

‎‎Article 8. Approve the remuneration of the Board of Directors, the Supervisory Board, the person in charge of corporate governance, and the Company’s Secretariat in 2023 and the Remuneration Plan for the Board of Directors and the Supervisory Board of the Company in 2024 as follows:

1. Remuneration for the Board of Directors, the Supervisory Board, Person in charge of Corporate Governance, and the Company’s Secretariat in 2023 (detailed content in the attached Proposal):

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| --- | --- | --- |
| No. | Full name | Total annual remuneration (VND) |
| 1 | The Board of Directors | 324,000,000 |
| 2 | The Supervisory Board | 96,000,000 |
| 3 | Person in charge of corporate governance and the Company’s Secretariat | 84,000,000 |
|  | Total | 504,000,000 |

1. Remuneration plan for the Board of Directors and the Supervisory Board of the Company in 2024:

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| --- | --- | --- |
| No. | Position | Remuneration (VND/month) |
| 1 | Chair of the Board of Directors | 8,000,000 |
| 2 | Member of the Board of Directors | 6,500,000 |
| 3 | Chief of the Supervisory Board | Pay executive salaries  |
| 4 | Supervisor | 5,500,000 |

‎‎Article 9. This General Mandate takes effect from April 11, 2024.

The General Meeting of Shareholders authorizes and assigns the Board of Directors of Lam Thao Fertilizers & Chemicals Joint Stock Company, based on the actual situation of the Company's operations, to set out goals and measures to organize implementation. Effectively implement the contents approved by the Meeting on the basis of ensuring the highest benefits for the Company, its shareholders and in accordance with the Company's Charter of Organization and Operation and the provisions of law.