

No.: 11/BCQT-SPLT

Phu Tho, January 27th, 2026

**REPORT ON CORPORATE GOVERNANCE OF THE LISTED COMPANY
(The Year 2025)**

To: **- STATE SECURITIES COMMISSION OF VIETNAM
- HANOI STOCK EXCHANGE**

Name of the listed company: **Lam Thao Fertilizers and Chemicals Joint Stock Company**

Head office address: Phuong Lai Area, Lam Thao Commune, Phu Tho Province

Telephone: 0210-3825 135 – Fax: 0210-3825 126

Charter capital: VND 1,128,564,000,000 (*In words: One trillion one hundred twenty-eight billion five hundred sixty-four million Vietnamese dong*)

Stock code: **LAS**

Corporate governance model: The company follows the governance model as stipulated in Point a, Clause 1, Article 137 of the Law on Enterprises: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

Regarding the implementation of internal audit function: Not yet implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

No.	Resolution Number	Date	Content
1	Resolution No. 53/2025/NQ-ĐHĐCĐ-SPLT	22/4/2025	1- Approved the summary report on production and business activities in 2024 and the plan for 2025. 2- Approved the report of the Board of Directors on activities in 2024 and orientation for 2025. 3- Approved the report of the Supervisory Board for 2024. 4- Approved the selection of an independent auditing firm to review the semi-annual financial statements and audit the 2025 annual financial statements. 5- Approved the 2024 financial statements audited by Vietnam Auditing and Valuation Company Limited (VAE). 6- Approved the profit distribution plan, appropriation of funds, and dividend payment for

		2024. 7- Approved the 2025 production and business plan. 8- Approved the addition of business lines to the company's operation. 9- Approved remuneration for members of the Board of Directors, Supervisory Board, Corporate Governance Officer, and Secretariat in 2024, and the remuneration plan for 2025. 10- Approved the election of members to the Board of Directors and Supervisory Board for the 2025–2030 term.
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II. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Information on Members of the Board of Directors (BOD):

No.	BOD Member	Position	Start/End Date of BOD/Independent BOD Membership	
			Appointment Date	Dismissal Date
1	Mr. Khuc Ngoc Giang <i>(Elected as Chairman of the BOD from 22/04/2025)</i>	Chairman	22/04/2025	
2	Mr. Nguyen Quoc Anh <i>(Resigned as Chairman of the BOD from 22/04/2025 - end of term)</i>	Chairman	19/04/2022	22/04/2025
3	Mr. Pham Thanh Tung	Member	09/06/2020	
4	Mr. Tran Dai Nghia	Member	12/04/2023	
5	Mr. Bui Son Hai	Member	26/04/2018	
6	Ms. Nguyen Thi Thuy Duong	Member	09/06/2020	

2. Meetings of the Board of Directors:

No.	BOD Member	Number of BOD Meetings Attended (In-Person)	Attendance Rate	Reason for Not Attending
1	Mr. Khuc Ngoc Giang	5/8	63%	(Elected as Chairman of the BOD from 22/04/2025)
2	Mr. Nguyen Quoc Anh	3/8	37%	(Resigned as Chairman of the BOD from 22/04/2025 - end of term)

3	Mr. Pham Thanh Tung	8/8	100%	
4	Mr. Tran Dai Nghia	8/8	100%	
5	Mr. Bui Son Hai	8/8	100%	
6	Ms. Nguyen Thi Thuy Duong	8/8	100%	

3. Supervisory Activities of the Board of Directors over the Executive Board:

In 2025, the Company concentrated its resources and implemented its production and business plan in line with the established objectives, ensuring the timely and sufficient supply, in both quantity and quality, of fertilizer products to meet the agricultural production needs of farmers.

Prices and supplies of raw materials used in fertilizer production fluctuated in a complex and unpredictable manner, causing disruptions to supply and transportation. At the same time, extreme weather conditions, including prolonged heat waves, widespread heavy rains and thunderstorms, and unusual storms, adversely affected factory facilities as well as crops and livestock over large areas.

The supply of apatite ore for superphosphate production became increasingly scarce, forcing the Company to reduce the operating load of its superphosphate and acid production lines. This led to higher overhead costs and reduced production and business efficiency. In addition, the P₂O₅ content in apatite ore declined, requiring the Company to adjust and increase raw material consumption norms in the superphosphate production process, thereby increasing production costs.

In response to these circumstances, the Board of Directors and the Executive Management identified the situation as presenting both opportunities and challenges in the current management and operation of production and business activities. The Company proactively and flexibly directed and managed its operations based on actual conditions, implementing optimal governance solutions across all areas of activity. Particular emphasis was placed on maintaining inventory at reasonable levels, executing annual production strategies, and introducing new products of the highest quality to the market. At the same time, the Company continued to receive strong support from suppliers and distributors, as well as trust and confidence from farmers. As a result, in 2025 the Company successfully and excellently fulfilled the tasks assigned by the General Meeting of Shareholders. These achievements are reflected in the specific production and business performance indicators as follows:

a. Business Performance in the Year 2025

- Industrial production value reached VND 3,925 billion, equivalent to 103.3% of the

annual plan and 116.1% compared to the same period last year.

- Revenue from sales and service provision reached VND 3,891 billion, equivalent to 109.8% of the annual plan and 108.1% compared to the same period last year.

- Accounting profit before tax reached VND 206 billion, equivalent to 100.5% of the annual plan and 95.4% compared to the same period last year.

b. Maintenance and Capital Construction Investment Activities

In 2025, the Company's capital investment and construction activities mainly focused on the implementation of projects carried over from 2024. This included the acceptance, handover, and commissioning of several projects, as well as investment preparation and progression to the next investment phase for certain projects under the 2025 investment and construction plan approved by the Group, specifically as follows:

+ Ongoing projects: Investment project for the construction of a SOP production line with a capacity of 20,000 tons per year; Investment project for the construction of a sales area and product showroom; Project for the renovation of the circulating pond.

+ New investment projects: Project for upgrading the sulfur furnace of Acid Line 1; Project for repairing the fire-fighting water supply pipeline.

+ Other projects: Project for upgrading the exhaust gas treatment systems of the acid production lines; Project for technological innovation and renovation of the superphosphate production line to adapt to apatite ore feedstock; Project for procurement of other equipment; etc.

The total value of capital investment and construction in 2025 reached VND 126,816 million, including:

- + Construction value: VND 47,193 million
- + Equipment value: VND 64,135 million
- + Other costs: VND 15,488 million

c. Results of Performing Other Key Tasks

- Successfully implemented sales activities, introduced flexible policies and mechanisms, and provided customer care tailored to specific periods and business conditions, which received consensus from distributors; organized promotional programs, especially the scratch-and-win program when purchasing Lam Thao fertilizer products (Organic-mineral, Organic-mineral microbiological, Microbiological superphosphate, High-content NPK, Microbiological NPK).

- Coordinated, arranged, and allocated labor reasonably to meet production and business requirements.

- Effectively implemented organizational streamlining, workforce planning, headcount reduction, cost control, and productivity improvements, meeting the requirements

for innovation and the development of a high-quality human resources base.

- Strengthened digital transformation efforts, applying technology software to management and other functional areas in order to reduce manual, time-consuming tasks and improve labor efficiency.

- Effectively organized asset management and protection; ensured occupational safety, industrial hygiene, and fire and explosion prevention; safeguarded warehouses, equipment, and products; ensured food hygiene and safety at units.

- Successfully managed costs, debt recovery, and ensured cash flow for the Company's production and business operations.

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

These achievements resulted from the continuous efforts of the Company's leadership and all officers and employees, through strong determination, unity, and the full use of collective and individual capabilities and intelligence, helping the Company overcome difficulties and achieve commendable results in production and business.

The Board of Directors consistently paid close attention and provided guidance to the Executive Board to maintain and create favorable conditions for social activities, improve working conditions, and enhance both the material and spiritual life of employees. The Company focused on healthcare and improving working and living conditions for employees so that they remain loyal and committed to the Company: the average income reached over VND 17.25 million/person/month. Efforts were made to improve healthcare quality for staff and workers, including periodic and in-depth health examinations for employees to ensure quality. Health insurance was purchased for 100% of employees working at the Company. Additionally, employees were provided with nutritious beverages such as bird's nest drinks and cordyceps to support health and restore labor capacity, along with in-kind gifts during holidays and festivals.

The Board of Directors provided direction and created favorable conditions for the Executive Board to effectively carry out social welfare activities, participate in and support community-oriented programs, and show care through outreach, visits, and gift-giving on holidays and festive occasions.

d. Main Reasons for Achieving such Business Results in 2025

- At the beginning of 2025, the Company launched a new line of fertilizer products: Neutral Superphosphate (Supe lan*M1; Microbial Superphosphate P18), and NPK fertilizers supplemented with 100% Potassium Sulphate (K_2SO_4) to enhance metabolism, help plants resist pests, drought, and cold, improve crop yields, and promote soil health.

- By applying various management solutions, the Company actively and flexibly

managed all stages from production and consumption to inventory, ensuring the highest business efficiency, in combination with flexible sales policies tailored to each specific period. The Company always received consensus and support from distributors; it also optimized stages in the production process to enhance business efficiency.

- Successfully carried out debt collection, ensuring effective cash flow for the Company's production and business activities.

- Procured materials and raw materials at competitive prices, especially by organizing bulk purchases directly from manufacturers..

- All officers and employees of the Company showed unity, consensus, and strong determination to effectively implement the solutions oriented and directed by the Company's leadership.

f. Factors Affecting the Company's Operations in the Coming Period

- Extreme weather conditions, especially prolonged heat waves and the widespread impact of storms No. 9, 10, and 11 across the Northern and Central provinces, which are the Company's key markets. Many farmers did not plant winter crops, or did so only on a very limited scale, making fertilizer consumption in the third and fourth quarters extremely difficult.

- Volatile and unpredictable prices and supplies of raw materials used in fertilizer production. Sharp increases in input prices (sulfur, urea, potash, ammonium sulfate, etc.) have driven up material costs, transportation costs, and overall fertilizer production costs.

- Shortages of raw materials for fertilizer production (including limited apatite ore supply and declining nutrient content) have forced the Company to reduce the operating load of its superphosphate and acid production lines, increasing overhead costs and reducing production and business efficiency. In addition, the decline in P₂O₅ content in apatite ore has required adjustments to superphosphate production technology, further increasing production costs.

- As of July 1, 2025, when Law No. 48/2024/QH15 (Law on Value-Added Tax) came into effect, the Company chose to support and share difficulties with consumers during a period of volatility by maintaining existing fertilizer selling prices. The current prices were used as settlement prices (inclusive of VAT), resulting in an immediate 5% reduction in the Company's revenue.

- Intense competition from both domestically produced and imported fertilizers of the same type in the market.

The Company will continue to adapt to domestic and global changes and implement appropriate solutions and products to meet market demand.

4. Activities of the Subcommittees under the Board of Directors

In 2025, the Company Secretariat consistently performed its advisory and support role to the Board of Directors by receiving and processing documents and information, and by coordinating communication and task resolution between the Board of Directors and the Executive Board, between the Board of Directors and the Supervisory Board, as well as among relevant individuals, departments, and functional units. These activities ensured timely and high-quality fulfillment of assigned tasks.

The Secretariat prepared all agendas and documents for the 2025 Annual General Meeting of Shareholders in a complete, accurate, and timely manner, in strict accordance with the direction of the Company's leadership and in compliance with applicable laws and the Company's Charter.

As the central coordinating unit working with functional departments across the Company, the Secretariat developed agendas and plans for meetings of the Board of Directors under the direction of the Chairperson, ensuring that each meeting was aligned with practical requirements and that outstanding or newly arising issues were addressed promptly.

The Secretariat also worked closely with the Company's Information Disclosure Officer to ensure proper and timely disclosure of information in accordance with legal requirements, and effectively supported the preparation of corporate governance reports and other mandatory reports as prescribed by regulations.

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/ Decision Number	Date	Content	Approval Rate
1	01/QĐ-SPLT (*)	08/01/2025	Approved the contractor selection result for the package: "Construction of Sales and Product Introduction Area".	100%
2	02 02/QĐ- SPLT (*)	10/01/2025	Acceptance and handover of the project "Renovation of the gas treatment system of Acid Line No. 1 – Acid Enterprise".	100%
3	03/QĐ- SPLT (*)	10/01/2025	Acceptance and handover of the project "Investment to renovate Absorption Tower 1, Acid Line No. 2 – Acid Enterprise".	100%
4	04/QĐ- SPLT (*)	14/01/2025	Approved the 2025 fixed asset repair expense plan of the Company.	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
5	05/NQ-SPLT (*)	15/01/2025	Approved several contents in the submission No. 185/TTr-SPLT-TCLĐ dated 13/01/2025 from the General Director regarding staff discipline and task assignment, personnel transfer.	
6	06/QĐ- SPLT (*)	20/01/2025	Issued consumption norms for raw/fuel/materials for some key products of the Company in 2025 and authorized the General Director to issue production norms for various types of NPK, organic-mineral fertilizers, microbial superphosphate, Tecmo superphosphate, M1 superphosphate, organic-mineral-microbial fertilizers, microbial NPK, and by-products (Sulfit, Bisulfit, NaF, Na ₂ SiF ₆ , NPK additives, etc.).	100%
7	08/NQ-SPLT (*)	03/02/2025	Approved the policy on signing contracts and transactions between the Company and insiders, related persons in 2025.	100%
8	09/QĐ- SPLT (*)	07/02/2025	Approved the 2025 supplier list.	100%
9	10/QĐ-SPLT (*)	10/02/2025	Approved the actual payroll fund of the Company in 2024.	
10	11/NQ-SPLT (*)	10/02/2025	Approved the preparation plan for organizing the 2025 Annual General Meeting of Shareholders.	
11	14/NQ- SPLT (*)	12/02/2025	Approved the plan for handling slow-moving materials.	100%
12	16/QĐ-SPLT (*)	14/02/2025	Established the Steering Committee for organizational restructuring at the Company and for developing policies for surplus staff and employees.	
13	17/QĐ- SPLT (*)	14/02/2025	Approved the Company's short-term loan limit in 2025.	100%
14	19/QĐ- SPLT	25/02/2025	Meeting of the Board of Directors, term 2020–2025.	100%
15	27/BB-SPLT	17/3/2025	Minutes of the meeting of the Steering Committee for organizational restructuring and settlement of policies for surplus labor in units and departments of the Company.	100%
16	28/QĐ- SPLT (*)	20/03/2025	Approved the contractor selection result for the package: Design, supply of goods, and installation of the SOP production line with a capacity of 20,000 tons/year (EPC).	100%
17	36/NQ-SPLT (*)	09/04/2025	Approved the handling plan for the fused phosphate production line with a capacity of 300,000 tons/year.	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
18	39/QĐ-SPLT (*)	10/04/2025	Re-appointed Mr. Nguyen Manh Thang – Born 17/02/1966 – Degree: Mechanical Engineering, currently Deputy Head of Electromechanical – Investment Department of Lam Thao Fertilizers and Chemicals Joint Stock Company (Supe Company) as the capital representative of Supe Company at Lâm Thao Packaging and Trading Joint Stock Company (Packaging Company) (representing 20% of charter capital of the Packaging Company).	100%
19	40/QĐ-SPLT (*)	10/04/2025	Re-appointed Mr. Quan Viet Binh – Born 25/03/1966 – Degree: Master of Inorganic Chemistry; Head of Technical Department of Supe Company as the capital representative of Supe Company at Packaging Company (representing 10% of charter capital of the Packaging Company).	100%
20	43/NQ-SPLT (*)	18/04/2025	Agreed to nominate Ms. Nguyen Thi Thuy Duong – Member of the Board of Directors of the Company for the term 2020–2025, Deputy Head of Finance – Accounting Committee of Vietnam Chemical Group to the list of candidates for the Board of Directors for the term 2025–2030 at the 2025 Annual General Meeting of Shareholders.	100%
21	44/NQ-SPLT (*)	18/04/2025	Agreed to nominate the following two candidates to the list of candidates for the Board of Supervisors for the term 2025–2030 at the 2025 Annual General Meeting of Shareholders: Mr. Do Van Tao – Born 21/08/1971. – Educational qualification: Bachelor of Economics – Current position: Head of the Company's Board of Supervisors. Mr. Le Vinh Quang – Born 23/01/1977. – Educational qualification: Engineer in Technical Cybernetics, Master of Economic Management. – Current position: Officer of Planning – Procurement Department.	100%
22	56/QĐ- SPLT (*)	21/04/2025	Approved the final settlement of the completed project: Investment to renovate Absorption Tower 1, Acid Line 2 – Acid Enterprise.	100%
23	57/NQ-SPLT (*)	21/04/2025	Approved the final settlement of the completed project: Renovation of the gas treatment system of Acid Line No. 1 – Acid Enterprise.	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
24	58/QĐ-SPLT (*)	21/04/2025	Approved the final investment capital settlement of the completed project: Construction and renovation of the production water supply and wastewater treatment system with a capacity of 1900m ³ /h.	100%
25	59/NQ-SPLT	21/04/2025	Meeting of the Board of Directors, term 2020–2025.	100%
26	61/NQ-SPLT (*)	06/05/2025	Approved the policy to initiate the reappointment process of Mr. Pham Thanh Tung as General Director of Lam Thao Fertilizers and Chemicals Joint Stock Company.	100%
27	65/NQ-SPLT (*)	02/06/2025	Approved the cash dividend payment for 2024 at a rate of 12% and the record date for finalizing the list of shareholders eligible for dividend payment.	100%
28	66/NQ-SPLT (*)	10/06/2025	Approved the plan for handling recovered FO oil after production.	100%
29	67/NQ-SPLT (*)	13/06/2025	Selected an independent audit company to review the financial report for the first 6 months and audit the 2025 annual financial report.	100%
30	68/NQ-SPLT (*)	17/06/2025	Unanimously reappointed Mr. Pham Thanh Tung – Born 31/08/1973 – Educational qualification: Engineer in Chemical Economics, Master of Business Administration, currently General Director of the Company to continue holding the position of General Director from 19/06/2025.	100%
31	72/NQ-SPLT (*)	17-6-2025	Decision on the reappointment for a fixed term of Mr. Pham Thanh Tung to continue holding the position of General Director of Lam Thao Fertilizers and Chemicals Joint Stock Company.	100%
32	73/NQ-SPLT (*)	01-7-2025	Resolution approving the policy to implement the “Plan for rearranging and reorganizing the Company’s laboratory system.”	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
33	75/QĐ-SPLT (*)	14-7-2025	Decision on the establishment of the Executive Board and assignment of duties and authority for positions within the Executive Board of the investment project for construction of the SOP production line with a capacity of 20,000 tons per year.	100%
34	79/BB+NQ	21-7-2025	Minutes of the Board of Directors' meeting and Resolution of the Board of Directors' meeting dated July 21, 2025.	100%
35	80/QĐ-SPLT	21-7-2025	Decision of the Board of Directors on the establishment of a Steering Committee for production reorganization, review, restructuring, and streamlining of the organizational structure; labor reduction and policies for redundant employees (if any) at Hai Duong NPK Factory.	100%
36	81/QĐ-SPLT	21-7-2025	Decision of the Board of Directors on the promulgation of the Internal Expenditure Regulations of Lam Thao Fertilizers and Chemicals Joint Stock Company (Decision No. 72 dated August 30, 2023 of the Board of Directors).	100%
37	82/NQ-SPLT (*)	30-7-2025	Resolution approving the fixed-term appointment of Mr. Ha Van Thang to the position of Director of Supe 2 Factory, effective from August 1, 2025.	100%
38	83/NQ-SPLT (*)	01-8-2025	Resolution of the Board of Directors agreeing on the policy to supplement and implement the appointment process for one Deputy General Director of the Company.	100%
39	88NQ-HĐQT	06-8-2025	Resolution of the Board of Directors' meeting dated August 6, 2025.	100%
40	89/QĐ-SPLT	07-8-2025	Decision of the Board of Directors on production reorganization, review, restructuring, streamlining of the organizational structure, labor reduction and related policies; handling of redundant labor, assets, equipment, tools, instruments, materials, fuels, and raw materials at Hai Duong NPK Factory.	100%
41	90/QĐ-SPLT (*)	14-8-2025	Handling of fixed assets belonging to the fused phosphate production line.	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
42	91/QĐ-SPLT (*)	15-8-2025	Decision on sending a delegation of staff on a business trip to Tibet, China, from September 15 to September 22, 2025.	100%
43	92/QĐ-SPLT (*)	15-8-2025	Decision on sending staff on a business trip to the Russian Federation and the Republic of Belarus from August 20 to August 29, 2025.	100%
44	93/QĐ-SPLT (*)	22-8-2025	Decision on asset liquidation.	100%
45	94/QĐ-SPLT (*)	22-8-2025	Decision on liquidation of fixed assets.	100%
46	95/QĐ-SPLT (*)	26-8-2025	Decision on sending a delegation of staff on a business trip to Dubai (UAE) from October 10 to October 15, 2025.	100%
47	96/QĐ-SPLT (*)	29-8-2025	Decision approving the policy for reappointment of the Chief Accountant of Lam Thao Fertilizers and Chemicals Joint Stock Company.	100%
48	97/QĐ-SPLT (*)	24-9-2025	Decision approving adjustments to the 2025 plan and costs for repair of the Company's fixed assets.	100%
49	98/NQ-SPLT (*)	29-9-2025	Resolution approving the policy for appointment of one Deputy General Director of the Company.	100%
50	101/NQ-SPLT	02-10-2025	Resolution on disciplinary actions and task assignment and reassignment of personnel (NPK3 Factory, Acid Factory).	100%
51	102/NQ-SPLT	02-10-2025	Resolution on reappointment and appointment of personnel.	100%
52	105/NQ-SPLT (*)	13-10-2025	Resolution approving the policy to implement planning for reappointment of personnel.	100%
53	106/QĐ-SPLT (*)	14-10-2025	Decision approving the project "Repair of the Firefighting Water Supply Pipeline."	100%
54	107/QĐ-SPLT (*)	16-10-2025	Decision approving the project "Renovation of the exhaust gas treatment system of Acid Production Line 2 – Acid Factory."	100%
55	108/QĐ-SPLT (*)	16-10-2025	Decision approving the contractor selection plan for the project "Repair of the Firefighting Water Supply Pipeline."	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
56	109/QĐ-SPLT (*)	24-10-2025	Decision approving the contractor selection plan for the project “Renovation of the exhaust gas treatment system of Acid Production Line 2 – Acid Factory.”	100%
57	112/NQ-SPLT	31-10-2025	Resolution of the Board of Directors' meeting dated October 31, 2025.	100%
58	113/QĐ-SPLT	31-10-2025	Decision on liquidation of fixed assets.	100%
59	114/QĐ-SPLT	31-10-2025	Decision on liquidation of fixed assets.	100%
60	115/NQ-SPLT	31-10-2025	Resolution of the Board of Directors' meeting (establishment of Potassium Sulphate Factory).	100%
61	116/QĐ-SPLT (*)	19-11-2025	Decision on suspension of implementation of investment preparation activities for the project “Gas Storage Tank.”	100%
62	117/QĐ-SPLT (*)	19-11-2025	Decision on sending staff on a short-term business trip to China from December 2 to December 7, 2025.	100%
63	120/NQ-SPLT	27-11-2025	Resolution of the Board of Directors' meeting dated November 27, 2025.	100%
64	123/NQ-SPLT	28-11-2025	Resolution approving the reappointment of the Company's Chief Accountant and the appointment of one Deputy General Director.	100%
65	125/NQ-SPLT	28-11-2025	Decision on establishment of the Company Office through the merger of the existing Company Office and the current Personnel and Labor Department, effective from December 1, 2025.	100%
66	126/QĐ-SPLT	28-11-2025	Decision on fixed-term reappointment of Mr. Le Hong Thang to the position of Chief Accountant of the Company, effective from December 9, 2025.	100%
67	128/QĐ-SPLT	28-11-2025	Decision on fixed-term appointment of Mr. Nguyen Duc Manh to the position of Deputy General Director of the Company, effective from December 28, 2025.	100%
68	129/NQ-SPLT (*)	11-12-2025	Resolution on reorganization of the Quality Management Department of Lam Thao Fertilizers and Chemicals Joint Stock Company.	100%

No.	Resolution/ Decision Number	Date	Content	Approval Rate
69	130/QĐ-SPLT (*)	11-12-2025	Decision on reorganization of the Quality Management Department of Lam Thao Fertilizers and Chemicals Joint Stock Company.	100%
70	131/QĐ-SPLT (*)	15-12-2025	Decision approving the results of contractor selection: Package: Construction and installation of the firefighting water supply pipeline system; Project: Repair of the Firefighting Water Supply Pipeline.	100%
71	132/QĐ-SPLT (*)	16-12-2025	Decision approving final settlement of the completed project: Project "Construction of Sales Area and Product Display Center."	100%
72	133/NQ-SPLT (*)	25-12-2025	Resolution on establishment of the Potassium Sulphate Factory.	100%
73	134/QĐ-SPLT (*)	25-12-2025	Decision on establishment of the Potassium Sulphate Factory.	100%
74	135/QĐ-SPLT (*)	25-12-2025	Resolution approving the policy to implement the plan for providing supplementary meals for all employees of the Company.	100%
75	136/NQ-SPLT (*)	29-12-2025	Resolution approving the policy for signing contracts and conducting transactions between the Company and internal persons and related parties in 2026.	100%
76	137/NQ-SPLT (*)	30-12-2025	Resolution on amendments and supplements to Article 20 and Article 25 of the Internal Expenditure Regulations (under Decision No. 81/QĐ-SPLT dated July 21, 2025 of the Board of Directors).	100%
77	138/QĐ-SPLT (*)	30-12-2025	Quyết định về việc sửa đổi, bổ sung Điều 20, Điều 25 Quy chế chi tiêu nội bộ (tại Quyết định số 81/QĐ-SPLT ngày 21/7/2025 của Hội đồng quản trị Công ty)	100%

Note: (*) indicates Resolutions and Decisions that were submitted to the Board of Directors for written consultation.

III. SUPERVISORY BOARD

1. Information on members of the Supervisory Board

No.	Member of the Supervisory Board	Position	Date of commencement/ cessation of membership in the Supervisory Board	Professional qualifications
1	Mr. Do Van Tao	Head of Supervisory Board	04/01/2022	Bachelor of Economics, major in Accounting
2	Mr. Vi Hoang Son	Supervisory Officer	26/04/2018	Bachelor of Economics, major in Accounting – Auditing
3	Mr. Le Vinh Quang (Elected as Member of the Supervisory Board from April 22, 2025)	Supervisory Officer	22/04/2025	Engineer in Technical Cybernetics, Master of Economic Management
4	Mr. Nguyen Van Tho (No longer Member of the Supervisory Board from April 22, 2025)	Supervisory Officer	24/04/2013 22/04/2025	Mechanical Engineer, Inorganic Chemistry Engineer

2. Meetings of the Supervisory Board

No.	Member of the Supervisory Board	Number of meetings attended	Attendance rate	Voting rate	Reason for not attending
1	Mr. Do Van Tao	03/03	100%	100%	
2	Mr. Vi Hoang Son	03/03	100%	100%	
3	Mr. Le Vinh Quang	02/03	67%	100%	Newly appointed
4	Mr. Nguyen Van Tho	01/03	33%	100%	Term ended

3. Supervisory Activities of the Supervisory Board Regarding the Board of Directors, the Executive Board, and Shareholders

* Regarding the Execution of Functions and Duties of the Company's Supervisory Board

Pursuant to Article 170 of the Law on Enterprises 2020 regarding the rights and duties of the Supervisory Board.

Pursuant to the functions and duties of the Supervisory Board as prescribed in the Charter of Lam Thao Fertilizers and Chemicals JSC approved by the General Meeting of Shareholders.

The Supervisory Board has actively carried out its tasks, regularly overseeing

business operations through documents, records, attending meetings of the Board of Directors, executive planning meetings, and providing opinions on the policies, plans, implementation of business strategies, and disclosure of information as required.

Specifically:

- Monitoring the company's financial status;
- Supervising the resolutions and decisions of the Board of Directors;
- Monitoring the activities of the Executive Board;
- Handling feedback and recommendations from shareholders;
- Conducting thematic audits based on planned subjects.

*** Results of Financial Supervision**

- Based on the review and inspection activities in the year 2025, the Supervisory Board finds that:

The Company's financial statements have fairly and reasonably reflected, in all material respects, the changes in assets and the existing assets of the Company as of December 31, 2025, and the results of business operations and cash flows for the accounting year 2025; the preparation and presentation of the reports are in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime, and fully comply with applicable current legal regulations relating to the preparation and presentation of consolidated financial statements; accounting books and supporting documents are maintained in a scientific and careful manner.

*** Monitoring the Resolutions and Decisions of the Board of Directors**

- The Board of Directors has held regular and ad-hoc meetings in various formats (in-person, online, and written consultations) to address issues promptly. They regularly review and issue appropriate regulations and decisions, facilitating effective management and governance.

- The Board's resolutions focused on reviewing and issuing regulations, assigning tasks, monitoring the implementation of business and capital investment plans, personnel management, and other operational areas.

- The meeting procedures, contents, minutes, resolutions, decisions, and documents issued by the Board are consistent with the Law on Enterprises, the Company Charter, and resolutions of the General Meeting of Shareholders.

*** Monitoring the Activities of the Executive Board**

- The Company's Board of General Directors implemented and carried out production and business management strictly in accordance with the resolutions of the

General Meeting of Shareholders and the resolutions and decisions of the Board of Directors.

+ Production activities: Production was stable and complied strictly with established procedures; operations were carried out in accordance with approved consumption norms for supplies and raw materials, ensuring product quality, safety, and compliance with environmental standards; inventory levels were maintained at a reasonable level, ensuring sufficient stock at distributors' warehouses and timely supply for the agricultural production seasons. Fertilizer production output reached 843,312 tons, equal to 101.2% of the annual plan and 102.4% compared to the same period.

+ Sales activities: Market share was maintained, and product promotion was effectively conducted through mass media channels. The Company coordinated with customers to review and evaluate market share and sales performance by assigned regions. Debt collection of receivables due was effectively implemented, ensuring cash flow for the Company's production and business operations. Revenue from sales and service provision reached VND 3,891 billion.

+ Maintenance and repair activities: Regular maintenance and repair of equipment and workshops were carried out to ensure safe and stable production.

+ Construction investment activities in 2025: The Company mainly focused on implementing projects carried forward from 2024; organizing commencement and on-site construction of the SOP project; acceptance and commissioning of the sales center and product introduction project; settlement of completed projects during the period in accordance with regulations, particularly the settlement of projects that had existed for many years.

- The Company successfully completed the key production and business targets in 2025, specifically:

+ Industrial production value reached VND 3,925 billion, equal to 103.3% of the annual plan and 116.1% compared to the same period.

+ Revenue from sales and service provision reached VND 3,891 billion, equal to 109.8% of the annual plan and 108.1% compared to the same period.

+ Accounting profit before tax reached VND 206 billion, equal to 100.5% of the annual plan and 95.4% compared to the same period.

- Other activities of the Company:

+ Successfully organized the 2025 Annual General Meeting of Shareholders and the Company's Employee Representative Conference.

+ Reorganized the Company's workforce in a streamlined, effective, and efficient

manner to meet the requirements of production operations.

Many other activities continued to be maintained, such as sports and cultural activities, serving as positive motivation to encourage employees to successfully fulfill the Company's production and business tasks.

*** Shareholder Feedback**

During the Year 2025, the Supervisory Board did not receive any comments, feedback, or proposals from shareholders regarding the Company's business operations.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and other management personnel.

With a spirit of responsibility, cooperation, and constructive engagement during operations:

The Supervisory Board consistently coordinated, communicated, and provided candid feedback to the Board of Directors and the Executive Board during meetings.

The Resolutions and Decisions of the Board of Directors and the Executive Board were aligned with the Resolutions of the General Meeting of Shareholders, the objectives of the Board of Directors, and the applicable policies and regulations.

The Supervisory Board was provided with complete and timely information regarding the Resolutions and Decisions of the Board of Directors and the Executive Board.

The Supervisory Board always received full support from the functional departments within the Company in supplying documents and materials necessary for inspection and supervision activities.

5. Supervisory Board's Remarks and Recommendations

*** Remarks:**

In the Year 2025, despite numerous difficulties and challenges in production and business operations, the Company successfully achieved its set objectives. The material and spiritual well-being of employees continued to improve. The Company fulfilled its obligations to the State.

The Supervisory Board agrees with the contents of the management report of the Company's Board of Directors and the Company's Executive Management.

*** Recommendations:**

To the Board of Directors and the Executive Board:

- Continue to expedite the recovery of bad debts (carried over from previous periods).
- Continue to strengthen management measures to ensure safety in production and environmental protection.

- Ensure the implementation progress of the projects in accordance with the approved plan.

IV. EXECUTIVE BOARD

No.	Member of Executive Board	Date of Birth	Professional Qualification	Date of First Appointment
1	Mr. Pham Thanh Tung	31/08/1973	Chemical Economics Engineer, Master of Business Administration	19/06/2020
2	Mr. Tran Dai Nghia	15/05/1978	Master of Inorganic Chemistry	03/11/2023
3	Mr. Nguyen Quoc An	31/5/1976	Master of Economic Management	01/9/2024
4	Mr. Nguyen Duc Manh	06/12/1973	Bachelor of Economics	28/11/2025
5	Mr. Le Hong Thang	16/07/1966	Bachelor of Economics, majoring in Finance and Accounting	16/03/2003

V. KẾ TOÁN TRƯỞNG

Full name	Date of Birth	Professional Qualification	Date of First Appointment
Mr. Le Hong Thang	16/07/1966	Bachelor of Economics, majoring in Finance and Accounting	16/03/2003

VI. CORPORATE GOVERNANCE TRAINING

The Company always creates favorable conditions to nominate responsible officers and employees to participate in courses and training sessions to enhance their qualifications, knowledge, and capabilities in corporate governance, effectively serving the management and operation of the Company's business activities.

VII. LIST OF RELATED PERSONS OF THE COMPANY AND TRANSACTIONS BETWEEN RELATED PERSONS AND THE COMPANY:

1. List of related persons of the Company: Attached in Appendix 01.
2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders: Attached in Appendix 02.
3. Transactions between insiders of the Company, related persons of insiders with

subsidiaries or companies controlled by the Company: None.

4. Transactions between the Company and other parties: None.

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers have been or are currently founding members or members of the Board of Directors or General Directors within the past three (03) years (as of the reporting date): None.

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the General Director, or other managers are members of the Board of Directors or General Directors: None.

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers: None.

VIII. TRANSACTIONS OF SHARES BY INSIDERS AND RELATED PERSONS OF INSIDERS:

1. List of insiders and related persons of insiders: Attached in Appendix 03.
2. Transactions of insiders and related persons involving the Company's shares: None.

IX. OTHER NOTABLE ISSUES: None.

Recipients:

- As addressed;
- Members of the Board of Directors, Supervisory Board, and General Director;
- To be archived: Office, Secretariat.



Khuc Ngoc Giang

APPENDIX 01: LIST OF RELATED PARTIES OF THE COMPANY

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	NSH Certificate No., Date of Issue, Place of Issue	Registered/Contact Address	Start Date of Related-Party Status	End Date of Related-Party Status	Reason	Nature of Affiliation with the Company
I	BOARD OF DIRECTORS								
1	Mr. Khuc Ngoc Giang		Chairman of the Board of Directors			22/4/2025		Elected as Chairman of the Board of Directors from April 22, 2025	
2	Mr. Pham Thanh Tung		Member of the Board of Directors, General Director of the Company			09/06/2020	-	Elected to the Board of Directors from June 9, 2020	
3	Mr. Bui Son Hai		Member of the Board of Directors			26/04/2018	-	Elected to the Board of Directors from April 26, 2018	
4	Mr. Tran Dai Nghia		Member of the Board of Directors			12/04/2023	-	Elected to the Board of Directors from April 12, 2023	
5	Ms. Nguyen Thi Thuy Duong		Member of the Board of Directors			09/06/2020		Elected to the Board of Directors from June 9, 2020	

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	NSH Certificate No., Date of Issue, Place of Issue	Registered/Contact Address	Start Date of Related-Party Status	End Date of Related-Party Status	Reason	Nature of Affiliation with the Company
II	SUPERVISORY BOARD								
1	Mr. Do Van Tao		Head of the Supervisory Board			04/01/2022		Elected to the Supervisory Board on January 4, 2022	
2	Mr. Vi Hoang Son	007C458146.01	Supervisory Officer			26/04/2018		Elected to the Supervisory Board on April 26, 2018	
3	Mr. Le Vinh Quang		Supervisory Officer			22/4/2025		Elected to the Supervisory Board on April 22, 2025	
III	EXECUTIVE BOARD AND CHIEF ACCOUNTANT								
1	Mr. Pham Thanh Tung	<i>As presented above</i>							
2	Mr. Tran Dai Nghia	<i>As presented above</i>							
3	Mr. Nguyen Quoc An		Deputy General Director of the Company			01/9/2024		Appointed as Deputy General Director of the Company from September 1, 2024.	

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	NSH Certificate No., Date of Issue, Place of Issue	Registered/Contact Address	Start Date of Related-Party Status	End Date of Related-Party Status	Reason	Nature of Affiliation with the Company
4	Mr. Nguyen Duc Manh		Deputy General Director of the Company			28/11/2025	-	Appointed as Deputy General Director of the Company from November 28, 2025.	
5	Mr. Le Hong Thang		Chief Accountant of the Company			16/03/2003	-	Appointed (initially) as Chief Accountant of the Company from March 16, 2003.	
IV	SECRETARY AND PERSON IN CHARGE OF CORPORATE GOVERNANCE								
1	Mr. Nguyen Viet Hung		Head of the Secretariat Team cum Person in Charge of Corporate Governance			01/8/2024	-	Appointed as Head of the Secretariat Team and Secretary and Person in Charge of Corporate Governance from August 1, 2024	
2	Ms. Nguyen Thi Thuy Ha		Member of the Secretariat Team			27/04/2012	-	Appointed as a Member of the Secretariat Team from April 27, 2012	

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS

No.	Name of Organization/ Individual	Nature of Relationship with the Company	NSH Certificate No., Date of Issue, Place of Issue	Registered Office/ Contact Address	Time of Transaction with the Company	Resolution/ Decision No. of the GMS/BOD (if applicable), Date of Issuance	Transaction Details, Quantity, Total Value Notes	Notes
1	Lam Thao Packaging and Trading Joint Stock Company	Organization related to an internal person			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 67.69 billion	
2	Lam Thao Mechanic Supe Joint Stock Company	Organization related to an internal person			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 29.86 billion	
3	Apatit Vietnam One Member Limited Liability Company	Subsidiary of Vietnam National Chemical Group			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 567.63 billion	
4	DAP - VINACHEM Joint Stock Company	Subsidiary of Vietnam National Chemical Group			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 65.77 billion	
5	Hanoi Soap Joint Stock Company	Subsidiary of Vietnam National Chemical Group			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 6.16 billion	
6	South Chemicals Import-Export Joint Stock Company	Subsidiary of Vietnam National Chemical Group			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 63.36 billion	

No.	Name of Organization/ Individual	Nature of Relationship with the Company	NSH Certificate No., Date of Issue, Place of Issue	Registered Office/ Contact Address	Time of Transaction with the Company	Resolution/ Decision No. of the GMS/BOD (if applicable), Date of Issuance	Transaction Details, Quantity, Total Value Notes	Notes
7	College of Chemical Industry	Subsidiary of Vietnam National Chemical Group			The Year 2025	08/NQ-SPLT dated February 3, 2025, of the Board of Directors	VND 1.21 billion	

APPENDIX 03: LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
I	BOARD OF DIRECTORS									
1	KHUC NGOC GIANG	Chairman of the Board of Directors								Capital Representative
1.1	<i>Related organizations</i>									
a	Vietnam National Chemical Group	Related organization						78,791,985	69.82	
b	Vietnam Apatit Limited Company	Related organization								
1.2	<i>Related individuals</i>									
a	Khuc Van Giao	Related individual						0	0	
b	Vu Thi Mien	Related individual						0	0	
c	Nguyen Kim Oanh	Related individual						0	0	
d	Khuc Nguyen Binh	Related individual						0	0	
e	Khuc Nguyen Vu	Related individual						0	0	
f	Khuc Thi Bich	Related individual						0	0	
g	Khuc Thi Dien	Related individual						0	0	
h	Nguyen Xuan Lang	Related individual								
i	Doan Song Thao	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
2	PHAM THANH TUNG	Member of the Board of Directors cum General Director of the Company						22,571,280 shares – Capital representative of the Vietnam Chemical Group		
2.1	<i>Related organizations:</i>									
	Vietnam National Chemical Group	Related organization						78,791,985	69.82	
2.2	<i>Related individuals</i>									
a	Pham Toan	Related individual						0	0	
b	Nguyen Thi Phung	Related individual						0	0	
c	Tran Thi My Thanh	Related individual						0	0	
d	Pham Quang Long	Related individual						0	0	
e	Pham My An	Related individual						0	0	
f	Pham Ngoc Thuy	Related individual						0	0	
g	Nguyen Hung Dung	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
h	Pham Ngoc Quang	Related individual						0	0	
i	Do Thi Minh Khanh	Related individual						0	0	
k	Pham Quang Nam	Related individual						0	0	
l	Nguyen Thi Thanh Huong	Related individual						0	0	
m	Tran Quang	Related individual						0	0	
n	Vu Hong My	Related individual								
3	BUI SON HAI	Member of the Board of Directors						16.928.460 shares – Capital representative of the Vietnam Chemical Group		
3.1	<i>Related organizations:</i>									
	Vietnam National Chemical Group	Related organization						78.791.985	69.82	
3.2	<i>Related individuals:</i>									
a	Bui Quang Chinh							0	0	
b	Pham Thi Lan							0	0	
c	Bui Hieu							0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
a	Tran Kim Trong	Related individual						0	0	
b	Le Thi Dan	Related individual						0	0	
c	Le Thi Hong Tuyen	Related individual						0	0	
d	Tran Thu Huyen	Related individual						0	0	
e	Tran Ngoc Mai	Related individual						0	0	
f	Tran Duy Hung	Related individual						0	0	
g	Tran Anh Khiem	Related individual						0	0	
h	Pham Thi Lan Thanh	Related individual						0	0	
i	Tran Khanh Toan	Related individual						0	0	
k	Nguyen Thi Thu Ha	Related individual						0	0	
l	Tran Thu Thuy	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
m	Ta Duy Binh	Related individual						0	0	
n	Le Van Bach	Related individual						0	0	
o	Hoang Thi Tuc	Related individual						0	0	
5	NGUYEN THI THUY DUONG	Member of the Board of Directors						0	0	
5.1	<i>Related organizations</i>									
	Vietnam National Chemical Group	Related organization						78,791,985	69.82	
	Apatit Vietnam One Member Limited Liability Company	Related organization								
5.2	<i>Related individuals</i>									
a	Nguyen Van Viet	Related individual						0	0	
b	Bui Thi Tam	Related individual						0	0	
c	Nguyen Dac	Related						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
b	Nguyen Thi Hao	Related individual						0	0	
c	Do Kim Tan	Related individual						0	0	
d	Tran Thi Thu Van	Related individual						0	0	
e	Do Thi Kim Hoa	Related individual						0	0	
f	Pham Minh Tuan	Related individual						0	0	
g	Ta Mai Thom	Related individual						0	0	
h	Do Viet Hoang	Related individual						0	0	
i	Do Bao Quyen	Related individual						0	0	
k	Ta Xuan Huy	Related individual								
l	Nguyen Thi Thuy	Related individual						0	0	
2	VI HOANG SON	Supervisory Officer						0	0	
2.1	<i>Related organizations</i>									
a	Vietnam National Chemical Group	Related organization						78,791,985	69.82	
b	DAP2 – JOINT STOCK COMPANY	Related organization						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
e	Le Khanh Ly									
f	Le Thi Thanh Nhan									
g	Le Chung Hieu									
h	Le Minh Hai									
i	Luu Van Dong									
k	Ha Thi Khoa									
III	BOARD OF GENERAL DIRECTORS AND CHIEF ACCOUNTANT – PERSON DISCLOSING INFORMATION									
1	PHAM THANH TUNG	General Director of the Company					(As stated above)			
2	TRAN DAI NGHIA	Deputy General Director of the Company					(As stated above)			
3	NGUYEN QUOC AN	Deputy General Director of the Company						1,445	0.0013	
3.1	<i>Related organizations:</i> <i>None</i>									
3.2	<i>Related individuals:</i>									
a	Nguyen Duc Thuc	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
b	Ngo Thi Nhuong	Related individual								
c	Khuat Thi Thom	Related individual						0	0	
d	Nguyen Thi Nam Tien	Related individual						0	0	
e	Nguyen Dinh Loi	Related individual						0	0	
f	Nguyen Quoc Chi	Related individual						0	0	
g	Hoang Thi Kim Anh	Related individual						0	0	
h	Nguyen Thi Ngoc Tuyen	Related individual						0	0	
i	Tran Dinh Tung	Related individual						0	0	
k	Le Thi My	Related individual						0	0	
l	Tran Thi Hue	Related individual						0	0	
m	Nguyen Thuy Duong	Related individual						0	0	
n	Nguyen Hoang Dao	Related individual						0	0	
4	NGUYEN DUC MANH	Deputy General Director of the Company						1,445	0.0013	
4.1	<i>Related organizations:</i>									
	<i>Lam Thao</i>	Chairman of						Represents	15	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
o	Nguyen Trong Ha	Related individual								
p	Nguyen Dinh Luan	Related individual								
q	Nguyen Thi Tron	Related individual								
4	LE HONG THANG	Chief Accountant, Authorized Disclosure Representative						5,220	0.0046	
4.1	<i>Related organizations: None</i>									
4.2	<i>Related individuals</i>									
a	Le Hoai Ngoc	Related individual								
b	Nguyen Thi Thanh Xuan	Related individual						0	0	
c	Le Hong Son	Related individual						4,698	0.0042	
d	Nguyen Thi Le Hang	Related individual						0	0	
e	Le Huong Ngan	Related individual						0	0	
f	Le Huong Thao	Related individual						0	0	
g	Le Khanh Duyen	Related individual						0	0	
h	Nguyen Trong Nha	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
i	Nguyen Thi Loan	Related individual						0	0	
IV	SECRETARY AND PERSON IN CHARGE OF CORPORATE GOVERNANCE									
1	Individuals/ Organizations related to Mr. Nguyen Viet Hung	Head of the Secretariat cum Person in Charge of Corporate Governance						0	0	
1.1	<i>Related organizations:</i> None									
1.2	<i>Related individuals:</i>									
a	Nguyen Hong Quan	Related individual								
b	Nguyen Thi Hai	Related individual						0	0	
c	Nguyen Thi Nga	Related individual						0	0	

No.	Name of Organization/ Individual	Position at the Company	Securities Trading Account (if any)	Citizen ID /Business Registration No.			Address	Number of Shares Held at Period-End	Shareholding Ratio at Period-End (%)	Notes
				Number	Date of Issuance	Place of Issuance				
a	Nguyen Manh Hung	Related individual						0	0	
b	Han Thi Hong	Related individual						0	0	
c	Nguyen Thi Bich Hanh	Related individual						0	0	
d	Nguyen Thi Thiem	Related individual						0	0	
f	Nguyen Trung Hieu	Related individual						0	0	
h	Nguyen Manh Hung	Related individual						4,437	0.0039	
i	Nguyen Ha Yen Linh	Related individual						0	0	
k	Nguyen Ha Ngoc Huyen	Related individual						0	0	
l	Nguyen Van Mon	Related individual						0	0	
m	Vu Thi Hung	Related individual						0	0	