

**SUBMISSION
TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

(Re: Election of Members to the Board of Directors and Supervisory Board for the 2025–2030 Term)

- 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 guiding the implementation of a number of provisions of the Law on Securities;

- Pursuant to the Guidelines on the nomination and self-nomination of candidates for the Board of Directors and Supervisory Board for the 2025–2030 term;

- Pursuant to Document No. 611/HCVN-HĐTV dated April 10, 2025 from Vietnam Chemical Group on nomination of personnel for election to the Board of Directors and Supervisory Board for the 2025–2030 term;

- Pursuant to Resolution No. 43/NQ-SPLT dated April 18, 2025 of the Board of Directors on personnel for election to the Board of Directors for the 2025–2030 term;

- Pursuant to Resolution No. 44/NQ-SPLT dated April 18, 2025 of the Board of Directors on personnel for election to the Supervisory Board for the 2025–2030 term;

- Pursuant to the Company's Charter.

Dear Shareholders.

The term of the current Board of Directors and Supervisory Board of Lam Thao Fertilizers and Chemicals Joint Stock Company (2020–2025) has ended. In accordance with legal regulations and the Company's Charter, the Board of Directors submits for approval by the Annual General Meeting of Shareholders 2025 the election of a new Board of Directors and Supervisory Board for the 2025–2030 term as follows:

1. Number of members of the Board of Directors (BOD) and Supervisory Board (SB) for the 2025–2030 term:
 - *Number of BOD members: 05.*
 - *Number of SB members: 03.*

2. Term duration: 05 years (2025–2030);
3. Approval of the list of candidates for election to the BOD and SB for the 2025–2030 term:

Based on Document No. 611/HCVN-HĐTV dated April 10, 2025 from Vietnam Chemical Group; Resolution No. 43/NQ-SPLT and Resolution No. 44/NQ-SPLT dated April 18, 2025 by the Board of Directors of Lam Thao Fertilizers and Chemicals Joint Stock Company;

The AGM Organizing Committee has consolidated the list of candidates for election as follows:

- List of candidates for election to the Board of Directors:

| No. | Full name | Address | Professional qualifications | Place of work, position |
|------------|------------------|---|--|---|
| 1 | Khuc Ngoc Giang | Apartment A1409 – Building A – No. 82 Nguyen Tuan, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi City | Hydraulic Engineer, Master of Construction Management | Deputy Head of the Investment and Construction Department of the Vietnam Chemical Group; Representative of the Group's capital at Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 2 | Pham Thanh Tung | House 1 Lot C, Chemical Area, Alley 34, Nghia Do Street, Xuan La Ward, Tay Ho District, Hanoi City. | Chemical Economics Engineer, Master of Business Administration | Member of the Board of Directors, Representative of the Group's capital at the Company, General Director of Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 3 | Bui Son Hai | TDP No. 12 Nhan My, My Dinh 1 Ward, Nam Tu Liem District, Hanoi City | Bachelor of Economics | Permanent Deputy Head of the Inspection Committee of the Party Committee of the Vietnam Chemical Group; Member of the Board of Directors, Representative of the Group's capital at the Company, Deputy General Director of Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 4 | Tran Dai Nghia | House No. 25, Nguyen Quang Thanh Street, Lam Thao Area, Lam Thao Town, Lam Thao District, Phu | Master of Chemical Technology | Deputy Head of the Finance and Accounting Department of the Vietnam Chemical Group; Member of the Board of Directors, Representative of the Group's capital at the Company, |

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|---|-----------------------|--|-----------------------|--|
| | | Tho Province | | Deputy General Director of Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 5 | Nguyen Thi Thuy Duong | Group 4, Ngoc Thuy Ward, Long Bien District, Hanoi | Bachelor of Economics | Deputy Head of the Investment and Construction Department of the Vietnam Chemical Group; Representative of the Group's capital at Lam Thao Fertilizers and Chemicals Joint Stock Company |

- List of candidates for election to the Board of Supervisors:

| No. | Full name | Address | Professional qualifications | Place of work, position |
|------------|------------------|---|--|---|
| 1 | Do Van Tao | Zone 5, Hung Son Town, Lam Thao District, Phu Tho Province | Bachelor of Economics, major in Accounting | Head of the Board of Supervisors of Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 2 | Vi Hoang Son | Room 742, VP5 Apartment Building, Linh Dam Peninsula, Hoang Liet Ward, Hoang Mai District, Hanoi City | Bachelor of Economics, major in Accounting - Auditing | Deputy Head of Accounting Department, Finance - Accounting Department of Vietnam Chemical Group; Member of the Board of Supervisors of Lam Thao Fertilizers and Chemicals Joint Stock Company |
| 3 | Le Vinh Quang | Tho Son Town, Viet Tri City, Phu Tho Province | Engineer in Technical Control, Master of Business Administration | Specialist of Planning - Materials Department of Lam Thao Fertilizers and Chemicals Joint Stock Company |

Information on candidates for election to the Board of Directors and Supervisory Board of the Company for the 2025-2030 term is disclosed in accordance with the provisions of law and the Company's Charter.

The Company has published the regulations for the election of the Board of Directors and Supervisory Board for the 2025-2030 term and sent them to the Company's shareholders in accordance with the regulations.

The Company's Board of Directors respectfully submits them to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- BOD, SB, Executive Board;
- Filing: Admin Office, HR Department, Secretariat.

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

(signed)

NGUYEN QUOC ANH