

**GUIDELINES FOR NOMINATION AND CANDIDACY FOR THE ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD
TERM 2025-2030**

- *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;*
- *Based on the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company.*

The Board of Directors of Lam Thao Fertilizers and Chemicals Joint Stock Company hereby notifies the esteemed shareholders of the regulations on nomination and candidacy for the election of Members of the Board of Directors and Members of the Supervisory Board for the 2025-2030 term as follows:

I. STRUCTURE OF BOD AND THE SB FOR THE TERM:

- Number of Board of Directors members: **05 members**
- Number of Supervisory Board members: **03 members**
- Term duration of BOD and SB: **05 years, since 2025 to 2030.**

**II. CRITERIA AND CONDITIONS FOR NOMINATION AND CANDIDACY
FOR THE BOARD OF DIRECTORS (BOD)**

1. Criteria for Members of the Board of Directors (BOD):

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

A member of the Board of Directors must:

- Have full civil capacity and not be prohibited from establishing or managing enterprises under the Law on Enterprises.
- Not concurrently serve as a member of the Board of Directors of more than five

other companies.

- Have a long-term vision, strategic planning ability, and management expertise. Preference will be given to candidates with experience in the company's industry.
- Possess professional ethics, good health, integrity, and knowledge of the law.
- Not have family relations with the Director, General Director, or other company managers, as well as with managers or appointing authorities of the parent company

2. Independent Members of the Board of Directors (BOD):

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 BOD members in a listed company must comply with the following requirements:

- At least one (01) independent member if the BOD has 03 to 05 members.
- At least **two (02)** independent members if the BOD has **06 to 08 members**.
- At least **three (03)** independent members if the BOD has **09 to 11 members**.

Conditions to be an Independent BOD Member (as per Clause 2, Article 155 of the Law on Enterprises 2020):

- Must not currently work for the company or its subsidiaries and must not have worked for the company, its parent company, or its subsidiaries for at least the last three (03) consecutive years.
- Must not receive salaries or remuneration from the company, except for allowances received as per BOD regulations.
- Must not have a spouse, father, mother, child, sibling who is a major shareholder, manager of the company, or a manager of the company's subsidiaries.
- Must not directly or indirectly own at least 1% of the total voting shares of the company.
- Must not have been a BOD member or a Supervisory Board member of the company for at least the last five (05) consecutive years, except in the case of continuous appointment for two consecutive terms

3. Criteria for Members of the Supervisory Board (SB):

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

A member of the Supervisory Board must:

- Having full civil capacity and not be prohibited from establishing or managing enterprises under the Law on Enterprises.
- Having a background in economics, finance, accounting, auditing, law, business administration, or another field relevant to the company's business activities.
- Not having family relations with members of the Board of Directors (BOD), the Director or General Director, or other managers.
- Not being a company manager; not necessarily a shareholder or an employee of the company.
- Not having family relations with business managers of the company and its parent company; representatives of state capital at the parent company and at the company.
- Not working in the accounting or finance department of the company.
- Not being a member or employee of an independent auditing firm that has audited the company's financial statements in the last three (03) consecutive years

4. Conditions for Candidacy and Nomination of Candidates for Election to the Board of Directors (BOD) / Supervisory Board (SB)

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

- Shareholders or groups of shareholders holding 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors and the Supervisory Board. Shareholders holding ordinary shares have the right to combine their voting rights to nominate candidates for the BOD and SB.
- 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
- In cases where the number of nominated and self-nominated candidates for the BOD/SB is still insufficient, the current 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 operational regulations of the Board of Directors. The introduction of additional candidates by the current BOD and SB must be clearly announced before the General Meeting of Shareholders votes to elect members of the BOD and SB, in accordance with legal regulations.

III. NOMINATION AND CANDIDACY DOCUMENTS FOR ELECTION TO THE BOD AND SB

The nomination and candidacy documents for election to the Board of Directors (BOD) and the Supervisory Board (SB) include:

- Application for candidacy or nomination for the BOD or SB (*as per the attached template*); or Meeting minutes (if a group of shareholders nominates a candidate);
- Self-declared information form;
- A copy of the ID card/Citizen Identification Card and diplomas, certificates proving educational background and professional qualifications (if applicable).

IV. SELECTION OF CANDIDATES

Based on the candidacy and nomination applications submitted by shareholders, shareholder groups, and the accompanying documents of the candidates, the Board of Directors (BOD) will compile and approve a list of candidates who meet the required qualifications as per the regulations. This list will be presented to the General Meeting of Shareholders for approval and election to the BOD and Supervisory Board (SB)

Only nomination or candidacy applications that meet all conditions, and candidates who fully satisfy the requirements for BOD and SB membership, will be included in the official list of candidates announced at the General Meeting of Shareholders.

V. DEADLINE AND ADDRESS FOR SUBMISSION OF NOMINATION AND CANDIDACY DOCUMENTS:

The Board of Directors respectfully requests that eligible shareholders or shareholder groups submit nomination or candidacy documents for individuals who meet the qualifications for BOD and SB membership. The documents must be submitted to the company before **4:00 PM on April 17, 2025**, to complete the necessary procedures in accordance with regulations to the Submission address:

- **Lam Thao Fertilizers and Chemicals Joint Stock Company**
- Address: Khu Phương Lai, Lam Thao Town, Lam Thao District, Phu Tho Province, Vietnam
- Phone: 0210. 3825 139 (Ext: 3246) Fax: 0210. 3825 126

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

(Signed)

NGUYEN QUOC ANH

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**CANDIDACY APPLICATION
BOARD OF DIRECTORS / SUPERVISORY BOARD TERM 2025-2030
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY**

To: Lam Thao Fertilizers and Chemicals Joint Stock Company

Full name:

ID Card/Citizen ID No.: Date of Issue: Place of Issue:

Address:

Phone:

Education Level: Major:

Currently holding: shares

I hereby request to apply for candidacy for the position of at Lam Thao Fertilizers and Chemicals Joint Stock Company for the 2025-2030 term during the 2025 Annual General Meeting of Shareholders.

If being elected as a member of..... by the shareholders, I pledge to devote my full capabilities and commitment to contributing to the development of Lam Thao Fertilizers and Chemicals Joint Stock Company.

Sincerely./.

....., date monthg year 2025

Candidate

(Signature and Full name)

Attachec documnets:

- Bản cung cấp thông tin tự khai Self-declared information form;
- Copy of ID Card/Citizen Identification Card.

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NOMINATION FORM FOR CANDIDATE

BOARD OF DIRECTORS / SUPERVISORY BOARD TERM 2025-2030

LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

To: Lam Thao Fertilizers and Chemicals Joint Stock Company

Individual/Organization:

ID Card/Citizen ID/Business Registration No.: Date of Issue: Place of Issue:

Address:.....

Phone:

Currently owning: shares

Requesting Lam Thao Fertilizers and Chemicals Joint Stock Company to nominate:

Mr. (Ms.):

ID Card/Citizen ID No.: Date of Issue: Place of Issue:

Permanent Address:.....

Education Level: Major:.....

Currently owning: shares

(In words:)

As a candidate for Lam Thao Fertilizers and Chemicals Joint Stock Company for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders.

Sincerely./.

....., date month year 2025

Nominee

(Sign and write full name)

Shareholder

(Sign and write full name, stamp if applicable)

Attached document:

- Self-declared information form;
- Copy of ID Card/Citizen ID.

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NOMINATION APPLICATION BY GROUP
BOARD OF DIRECTORS / SUPERVISORY BOARD TERM 2025-2030
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

Today, dated / /2025, at

Group Shareholder Representative Name:

ID Card/Citizen ID/Business Registration No.: Date of Issue:....Place of Issue:

Address:.....

Phone:

Being the authorized representative of the group of shareholders of **Lam Thao Fertilizers and Chemicals Joint Stock Company**, currently holding: shares, with a total number of voting shares of **LAS**, as listed below:

Shareholders	ID Card/Citizen ID/Business Registration No.	Address	Number of shares owned
		Total	

Agreeded to nominate:

Mr. (Ms.):

ID Card/Citizen ID No.: Date of Issue:....Place of Issue.....

Permanent Address :.....

Permanent Address:.....

Education Level: Major:.....

Currently owning: shares

(In words:)

As a candidate for Lam Thao Fertilizers and Chemicals Joint Stock Company for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders.

Sincerely./.

Nominee
(Sign and write full name)

Representative of Shareholder Group
(Sign and write full name, stamp if applicable)

Attached document:

- Self-declared information form;
- Copy of ID Card/Citizen ID.

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

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....., ngày tháng năm 2025

....., day.... month.... year.....

BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE

(Ban hành kèm theo Thông tư 96/2020/TT-BTC ngày 16/11/2020 của Bộ Trưởng Bộ tài chính)

(Promulgated with the Circular No 96/2020/TT-BTC on November !6, 2020

of the Minister of Finance)

1. Họ và tên/Full name:
2. Giới tính/Sex:
3. Ngày tháng năm sinh/Date of birth:
4. Nơi sinh/Place of birth:
5. Số CMND (hoặc số hộ chiếu)/ID card No. (or Passport No.):..... Ngày cấp/Date of issue..... Nơi cấp/Place of issue.....
6. Quốc tịch/Nationality:
7. Dân tộc/Ethnic:
8. Địa chỉ thường trú/Permanent residence:
9. Số điện thoại/Telephone number:
10. Địa chỉ email/Email:
11. Tên tổ chức là đối tượng công bố thông tin/Organisation's name subject to information disclosure rules:
12. Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/Current position in an organization subject to information disclosure:
13. Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies:
14. Số CP nắm giữ:....., chiếm.....% vốn điều lệ, trong đó:/Number of owning shares....., accounting for....% of charter capital, of which:
 - + Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu:/Owning on behalf of (the State/strategic investor/other organisation):
 - + Cá nhân sở hữu/Owning by individual:
15. Các cam kết nắm giữ (nếu có)/Other owning commitments (if any):
16. Danh sách người có liên quan của người khai*/List of affiliated persons of declarant:

* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019/
Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019.

[illegible]

15.25		Nguyễn Thị D			Con Child										No ID Card
15.26		Công ty Cổ phần ABC			Tổ chức có liên quan <i>Related organisation</i>	GCNĐKDN <i>Business Registration Certificate</i>	30123456	15/10/2014					15/4/2020	Bổ nhiệm <i>Appointed</i>	Nguyễn Văn C là thành viên HĐQT CTCP ABC <i>Board member</i>

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/*Related interest with public company, public fund (if any):*

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/*Interest in conflict with public company, public fund (if any):*

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/*I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.*

NGƯỜI KHAI/

DECLARANT

(Ký, ghi rõ họ tên)

(Signature, full name)