

Phu Tho, April 24, 2026

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY**

Company Name: **Lam Thao Fertilizers and Chemicals Joint Stock Company**

Enterprise Registration Certificate No.: 2600108471, initially issued on December 29, 2009 by the Department of Planning and Investment of Phu Tho Province (now the Department of Finance of Phu Tho Province), with the 10th amendment issued on October 9, 2025.

Address: Phuong Lai Area, Lam Thao Commune, Phu Tho Province.

I. TIME AND VENUE:

At 08:30 a.m. on April 24, 2026, at the Workers' Hall of Lam Thao Fertilizers and Chemicals Joint Stock Company – Lam Thao Commune, Phu Tho Province.

Lam Thao Fertilizers and Chemicals Joint Stock Company convened the 2026 Annual General Meeting of Shareholders with the following agenda:

II. PROCEEDINGS OF THE MEETING:

A. Opening of the Meeting

1. Mr. Nguyen Viet Hung – Head of the Secretariat and Deputy Head of the Planning and Materials Department – declared the reason for the meeting, introduced the delegates, and presented the Shareholder Eligibility Verification Committee.
2. Mr. Le Van Hoang – Chairman of the Company's Trade Union and Head of the Shareholder Eligibility Verification Committee – reported the results of the verification of shareholders attending the Meeting as follows:
 - Total number of shares of the Company: **112,856,400 shares**;
 - Total number of shareholders invited to attend the Meeting: **8,271 shareholders**, representing **112,856,400 voting shares**;
 - Number of attending shareholders and/or authorized representatives (as of 8:30 a.m.): **91 shareholders**, representing **81,480,078 shares**, accounting for **72.20%** of the total voting shares of the Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and the Charter on Organization

and Operation of the Company, the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company is duly convened, valid, and qualified to proceed.

3. Mr. Nguyen Viet Hung – Head of the Secretariat and Deputy Head of the Planning and Materials Department introduced the Chairman of the Meeting as Mr. Khuc Ngoc Giang – Chairman of the Board of Directors of the Company, and invited him to preside over the Meeting.
4. Mr. Khuc Ngoc Giang – Chairman of the Meeting introduced and proposed the appointment of Mr. Pham Thanh Tung – Member of the Board of Directors and General Director of the Company, and Mr. Tran Dai Nghia – Member of the Board of Directors and Deputy General Director of the Company, to join the Presidium; appointed the Secretariat of the Meeting; and presented for approval the list of the Vote Counting Committee as follows:
 - a. Presidium of the Meeting:
 - Mr. Khuc Ngoc Giang – Chairman of the Board of Directors
 - Mr. Pham Thanh Tung – Member of the Board of Directors, General Director
 - Mr. Tran Dai Nghia – Member of the Board of Directors, Deputy General Director
 - b. Secretariat of the Meeting:
 - Mr. Chu Hong Quang – Deputy Chief of Office – Head
 - Ms. Nguyen Thi Hai Yen – Deputy Head of Finance and Accounting Department – Member
 - c. Vote Counting Committee:
 - Mr. Le Minh Tuan – Vice Chairman of the Company’s Trade Union – Head
 - Mr. Nguyen Viet Hung – Deputy Head of Planning and Materials Department – Member
 - Ms. Nguyen Thi Thuy Ha – Deputy Chief of Office – Member

Shareholders representing 100% of the total voting shares at the Meeting voted to approve the list of the Presidium, the Secretariat of the Meeting, and the Vote Counting Committee.

The General Meeting of Shareholders approved with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,480,078	100%
Against	0	0%
No opinion	0	0%

5. Mr. Tran Dai Nghia – Member of the Board of Directors and Deputy General Director of the Company – presented the Meeting Agenda and the Working Regulations of the Meeting

for approval.

The General Meeting of Shareholders approved the Meeting Agenda and the Working Regulations of the Meeting with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,480,078	100%
Against	0	0%
No opinion	0	0%

B. Meeting Agenda:

1. Mr. Khuc Ngoc Giang – Chairman of the Board of Directors – presented the Report of the Board of Directors on 2025 performance and the orientation for 2026;
2. Mr. Pham Thanh Tung – Member of the Board of Directors and General Director – presented the Report on 2025 production and business performance and the 2026 production and business plan;
3. Mr. Do Van Tao – Head of the Board of Supervisors – presented the Report of the Board of Supervisors for 2025 and the Submission on the selection of an auditing firm for the audit of the 2026 financial statements;
4. Mr. Le Hong Thang – Chief Accountant – presented: the Submission on approval of the audited financial statements for 2025; the profit distribution plan, appropriation of funds, and dividend payment for 2025; the production and business plan for 2026; and the remuneration of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Secretariat for 2025, as well as the remuneration plan for the Board of Directors and the Board of Supervisors for 2026.

C. The General Meeting of Shareholders proceeded to discuss the matters submitted for consideration.

D. Voting at the Meeting:

At the time of voting on the agenda items (10:15 a.m.), the number of attending shareholders and/or their authorized representatives was: 95 shareholders, representing 81,640,837 shares, accounting for 72.34% of the total voting shares of the Company.

Mr. Khuc Ngoc Giang – Chairman of the Board of Directors and Chairman of the Meeting – sequentially presented the matters for voting. The items were approved by the Meeting with the following results:

1. Report of the Board of Directors on 2025 performance and the orientation for 2026

The detailed contents of the Report of the Board of Directors on 2025 performance and the orientation for 2026 had been provided to shareholders and their authorized representatives attending the Meeting.

The General Meeting of Shareholders approved the report with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

2. Report on 2025 Production and Business Performance and the 2026 Production and Business Plan

The detailed contents of the Report on 2025 production and business performance and the 2026 production and business plan had been provided to shareholders and their authorized representatives attending the Meeting.

Accordingly, the Board of Management has set out the Company's production and business plan for 2026 as follows:

No.	Indicator	Value
1	Industrial production value (at actual prices)	VND 4,191 billion
2	Fertilizer production volume	859,000 tons
3	Acid production volume	155,000 tons
4	Revenue from sales and service provision	VND 4,260 billion
5	Profit before tax	VND 125 billion
6	State budget contribution	VND 55 billion
7	Dividend (%)	The General Meeting of Shareholders authorizes the Board of Directors to determine the interim dividend rate for 2026 and to make interim dividend payments to shareholders in accordance with the Company's business performance during the year.

The General Meeting of Shareholders authorizes the Board of Directors to direct the Board of Management and relevant departments to implement the Company's production and business activities; to determine the interim dividend rate for 2026; and to carry out procedures for interim dividend payment to shareholders in accordance with the Company's business performance during 2026.

The General Meeting of Shareholders approved the report with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%

Against	0	0%
No opinion	0	0%

3. *Report of the Board of Supervisors for 2025*

The detailed contents of the Report of the Board of Supervisors for 2025 had been provided to shareholders and their authorized representatives attending the Meeting.

The General Meeting of Shareholders approved the report with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

4. *Approval of the Submission on the Selection of an Independent Auditing Firm to Perform the Review of the Semi-Annual Financial Statements and the Audit of the 2026 Annual Financial Statements*

The General Meeting of Shareholders approved the selection of an independent auditing firm to perform the review of the semi-annual financial statements and the audit of the Company's 2026 annual financial statements as follows:

4.1. Selection criteria for the independent auditing firm:

- The auditing firm must be an independent audit firm approved by the State Securities Commission and the Ministry of Finance to audit public interest entities in the securities sector for 2026;
- The auditing firm must be reputable, with a team of auditors who demonstrate integrity, uphold professional ethics, possess high qualifications, and have extensive experience to ensure the quality, scope, and timeline of the financial statement audit;
- The audit fee must be reasonable and commensurate with the scope, content, and schedule of the audit.

4.2. Proposed List of Independent Auditing Firms for Selection

The Board of Supervisors proposes the selection of the following two independent auditing firms to perform the review of the semi-annual financial statements and the audit of the Company's 2026 annual financial statements:

- Vietnam Auditing and Valuation Company Limited (VAE)
Address: 11th Floor, Song Da Building, No. 165 Cau Giay Street, Cau Giay Ward, Hanoi
Tel: (+84) 246 267 0491
- AFC Vietnam Auditing Company Limited (AFC) – Ha Thanh Branch
Address: 5th Floor, No. 559 Kim Ma Building, Giang Vo Ward, Hanoi

Tel: (+84) 2438 373 666

Both of the above auditing firms have been approved by the State Securities Commission under Decision No. 902/QĐ-UBCK dated November 19, 2025 of the Chairman of the State Securities Commission, authorizing them, along with their practicing auditors, to audit public interest entities in the securities sector for 2026.

4.3. Submission by the Board of Supervisors to the General Meeting of Shareholders

- Approval of the selection criteria and the list of the two aforementioned auditing firms;
- Authorization of the Board of Directors to select one of the two auditing firms to perform the review of the semi-annual financial statements for 2026 and the audit of the annual financial statements for 2026 of the Company, and to report to the Annual General Meeting of Shareholders within the prescribed timeframe.

The General Meeting of Shareholders approved the proposal on the selection of the auditing firm for the audit of the 2026 financial statements with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

5. Approval of the audited financial statements for 2025

The 2025 financial statements, audited by Vietnam Auditing and Valuation Company Limited (VAE) in accordance with applicable auditing standards, reviewed by the Company's Board of Supervisors, and approved by the Vietnam National Chemical Group, were presented for approval. The Company has disclosed the financial statements in compliance with regulations and published them on its website: www.supelamthao.vn.

Key financial and operating indicators are summarized as follows:

No.	Indicator	2025 (VND)
1	Revenue from sales and service provision	3,890,566,267,244
2	Net revenue from sales and service provision	3,743,841,149,352
3	Profit before tax	207,467,465,788
4	Profit after tax	164,226,967,082
5	Basic earnings per share (EPS)	1,310
6	State budget contribution	68,800,233,351

The General Meeting of Shareholders approved the audited financial statements for 2025 with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
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In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

6. ***Profit Distribution Plan, Appropriation of Funds, and Dividend Payment for 2025***

The detailed contents are set out in the Submission on the profit distribution plan, appropriation of funds, and dividend payment for 2025. The key contents are as follows:

No.	Indicator	2025 (VND)
1	Retained earnings brought forward from previous year	22,283,964,767
2	Profit after corporate income tax for 2025	164,226,967,082
3	Total undistributed profit after tax (=1+2)	186,510,931,849
4	Appropriation to funds	49,268,090,124
	- Reserve fund for charter capital supplementation: 0%	
	- Bonus and welfare fund: 10% of 2025 NPAT	16,422,696,708
	- Investment and development fund: 20% of 2025 NPAT	32,845,393,416
5	Bonus for Executive Management	716,750,000
6	Dividend distribution for 2025	112,856,400,000
	- Cash dividend (10%)	112,856,400,000
7	Retained earnings carried forward to next year	23,669,691,725

The General Meeting of Shareholders authorizes and assigns the Board of Directors to direct the Board of Management and relevant departments to carry out the procedures for profit distribution, appropriation of funds, and dividend payment for 2025 to shareholders in accordance with applicable laws and the Company's Charter.

The General Meeting of Shareholders approved the profit distribution plan, appropriation of funds, and dividend payment for 2025 with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

7. ***Approval of the remuneration of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Company's Secretariat for 2025, and the remuneration plan for the Board of Directors and the Board of Supervisors for 2026***

(Details as set out in Submission No. 473/TTr-HĐQT-SPLT attached)

7.1. Remuneration of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Company's Secretariat for 2025:

No.	Position	Total Annual Remuneration (VND)
1	Board of Directors	408,000,000
2	Board of Supervisors	132,000,000
3	Person in charge of corporate governance and Company Secretariat	108,000,000
	Total	648,000,000

7.2. Remuneration Plan for the Board of Directors and the Board of Supervisors for 2026:

7.2.1. Proposed remuneration plan for the Board of Directors and the Board of Supervisors for 2026:

No.	Position	Monthly Remuneration (VND)
1	Chairman of the Board of Directors	8,000,000
2	Member of the Board of Directors	6,500,000
3	Head of the Board of Supervisors	Full-time salaried position
4	Supervisor	5,500,000

7.2.2. Effective period: From January 1, 2026.

The General Meeting of Shareholders approved the above contents (Item 7) with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

E. Approval of the Minutes and the Resolution of the Meeting

Mr. Chu Hong Quang – Deputy Chief of Office and Head of the Secretariat – presented the full draft of the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.

Mr. Khuc Ngoc Giang – Chairman of the Board of Directors – requested the General Meeting of Shareholders to vote on the approval of the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

- The General Meeting of Shareholders approved the Minutes of the Meeting with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

- The General Meeting of Shareholders approved the Resolution of the Meeting with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	81,640,837	100%
Against	0	0%
No opinion	0	0%

The Minutes of the Meeting were fully and accurately recorded by the Secretariat, read out before the 2026 Annual General Meeting of Shareholders, disclosed in accordance with regulations, and published on the Company's website to inform all shareholders.

The 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company was concluded at 11:30 a.m. on the same day.

ON BEHALF OF THE
SECRETARIAT
HEAD OF THE SECRETARIAT



CHU HONG QUANG

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING



KHUC NGOC GIANG

Recipients:

- Shareholders (via the Company's website);
- Hanoi Stock Exchange (HNX);
- Board of Directors, Board of Supervisors, Board of Management;
- Filed at: Administration Office, Secretariat.