

Phu Tho, April 24, 2026

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its amendments and implementing regulations;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its amendments and implementing regulations;
- Pursuant to the Charter on Organization and Operation of Lam Thao Fertilizers and Chemicals Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company.

**RESOLVES:**

**Article 1.** To approve the Report of the Board of Directors on the 2025 performance and the orientation for 2026 (*details as set out in the attached report*).

**Article 2.** To approve the Report on the 2025 production and business performance and the 2026 production and business plan (*details as set out in the attached report*).

**Article 3.** To approve the Report of the Board of Supervisors for 2025 (*details as set out in the attached report*).

**Article 4.** To approve 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 (*details as set out in the attached submission*).

The General Meeting of Shareholders approves the selection criteria and the list of auditing firms as follows:

- Vietnam Auditing and Valuation Company Limited (VAE);
- AFC Vietnam Auditing Company Limited – Ha Thanh Branch.

The General Meeting of Shareholders authorizes the Board of Directors to select one of the above auditing firms to perform the review of the semi-annual financial

statements for 2026 and the audit of the Company's 2026 annual financial statements, and to report to the Annual General Meeting of Shareholders within the prescribed timeframe.

**Article 5.** To approve the audited financial statements for 2025 audited by Vietnam Auditing and Valuation Company Limited (VAE).

The 2025 financial statements have been 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. The Company has disclosed the financial statements in compliance with regulations and published them on its website: [www.supelamthao.vn](http://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

**Article 6.** To approve the profit distribution plan, appropriation of funds, and dividend payment for 2025

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

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
<b>3</b>	<b>Total undistributed profit after tax (=1+2)</b>	<b>186,510,931,849</b>
<b>4</b>	<b>Appropriation to funds</b>	<b>49,268,090,124</b>
	- 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
<b>7</b>	<b>Retained earnings carried forward to next year</b>	<b>23,669,691,725</b>

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.

**Article 7.** To approve the 2026 production and business plan  
(details as set out in Submission No. 473/TTr-HĐQT-SPLT attached).

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.

**Article 8.** To approve 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).

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
	<b>Total</b>	<b>648,000,000</b>

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

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

2.2. Effective period: From January 1, 2026.

**Article 9.** This Resolution shall take effect from the date of signing.

The General Meeting of Shareholders authorizes and assigns the Board of Directors of Lam Thao Fertilizers and Chemicals Joint Stock Company, based on the Company's actual operating conditions, to formulate objectives and solutions to effectively implement the contents approved by the General Meeting of Shareholders, ensuring the highest interests of the Company and its shareholders, in compliance with applicable laws and the Company's Charter.

**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.

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



**KHUC NGOC GIANG**