



LAM THAO FERTILIZERS AND
CHEMICALS JOINT STOCK COMPANY
Enterprise Registration Certificate No. 2600108471
issued by the Department of Planning and Investment
of Phu Tho Province (currently the Department of
Finance of Phu Tho Province) on December 29, 2009,
amended for the 10th time on October 9, 2025

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Phu Tho, March ..., 2026

MEETING AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time: 07:30 AM, April 24, 2026

Venue: Workers' Hall – Lam Thao Fertilizers and Chemicals Joint Stock Company, Lam Thao Commune, Phu Tho Province (approximately 3 km from the Company's head office).

Time	Agenda
7h30 - 8h30	Registration and Reception <ul style="list-style-type: none">- Welcome delegates and shareholders;- Registration, verification of shareholder eligibility, and distribution of AGM materials to shareholders.
8h30 - 9h00	Opening of the Meeting <ul style="list-style-type: none">- Flag salute and declaration of opening;- Approval of the minutes of verification of shareholder eligibility and confirmation of quorum in accordance with applicable laws and the Company's Charter;- Introduction of the Presidium, Secretariat, and Vote Counting Committee and submission for AGM approval;- Approval of the AGM agenda and the Meeting Regulations.
9h00 - 10h00	The Board of Directors, Board of Supervisors, and Executive Management present: <ul style="list-style-type: none">- Report of the Board of Directors on 2025 performance and 2026 strategic orientation;- Report of the Board of Management on 2025 business performance and 2026 business plan;- Report of the Board of Supervisors on its 2025 activities;- Presentation of a summary of the Company's audited financial statements;- Presentation of submissions/proposals for AGM consideration and approval.
10h00 - 10h15	Discussion of agenda items and responses to shareholders' questions.

Note: All documents relating to the 2026 Annual General Meeting of Shareholders will be distributed to shareholders at the meeting and simultaneously disclosed on the Company's website at: <https://supelamthao.vn>.

Break: 15 minutes

10h30 – 10h45	<p>The Chair requests the AGM to vote on the following matters:</p> <ul style="list-style-type: none">- Report of the Board of Directors on 2025 performance and 2026 orientation;- Report of the Board of Management on 2025 business results and 2026 business plan;- Report of the Board of Supervisors on 2025 activities;- Proposal on the selection of an independent audit firm for the 2026 financial statements;- Other submissions, including:<ul style="list-style-type: none">+ Approval of audited financial statements for 2025;+ Profit distribution plan for 2025;+ Business plan for 2026;+ Remuneration for the Board of Directors, Board of Supervisors, Company Secretary (or Person in charge of corporate governance), and Secretariat in 2025 and proposed remuneration plan for 2026;- Other matters within the authority of the General Meeting of Shareholders.
10h45 – 11h00	<p>Closing</p> <ul style="list-style-type: none">- Adoption of the Minutes and Resolution of the AGM;- Declaration of closing of the Meeting.

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Phu Tho, March 13, 2026

REPORT OF THE BOARD OF DIRECTORS ON PERFORMANCE IN 2025 AND ORIENTATION FOR 2026

(Presented at the 2026 Annual General Meeting of Shareholders)

I. REPORT ON OPERATIONS IN 2025

1. Overview of the Operating Environment in 2025

1.1. Challenges

- In 2025, the Company faced numerous difficulties and challenges. Extreme weather conditions, including prolonged heatwaves and particularly the impact of storms in the Northern and Central regions, led to reduced or halted winter crop cultivation, significantly affecting the consumption of the Company's fertilizer products.
- Prices and supply of raw materials used in fertilizer production fluctuated unpredictably, with sharp increases in input costs (including sulfur, urea, potassium, ammonium sulfate, etc.), resulting in higher material and transportation costs for fertilizer products.
- The shortage of apatite ore and declining nutrient content in the ore forced the Company to reduce production capacity at certain production lines, thereby increasing costs and reducing operational efficiency.
- Following the implementation of the Value-Added Tax Law No. 48/2024/QH15, effective from July 1, 2025, the Company committed to maintaining stable selling prices for fertilizer products, using existing prices as final prices (inclusive of VAT), which led to a decrease in the Company's revenue.

1.2. Advantages

- In 2025, the Company's leadership proactively monitored market developments and regularly updated fluctuations in raw material prices in order to make timely adjustments to sales policies and pricing in line with market conditions, thereby ensuring capital efficiency and maintaining competitiveness.
- The Company decisively implemented new business solutions focused on efficiency to address challenges and capture market opportunities, while actively promoting and enhancing the brand image of its high-quality, effective, and reputable fertilizer products through marketing campaigns combined with attractive and practical promotional programs. The Company also launched new fertilizer product lines with superior features aimed at enhancing plant metabolism, improving resistance to pests, drought, and cold weather, increasing crop yields, and improving soil health.

2. Achieved Results

The Company's business performance in 2025 compared with the targets assigned by the General Meeting of Shareholders is summarized as follows:

Unit: VND billion

No.	Indicator	Plan approved by the GMS	Actual	% vs. GMS Plan
1	Revenue from sales and service provision	3,545	3,891	109.8%
2	Profit before tax	205	207	101%
3	State budget contribution	63	69	110%

3. Evaluation of the Performance of the Board of Directors; Meetings and Resolutions of the Board of Directors in 2025

In 2025, the Board of Directors of the Company fully and properly performed its functions, duties, and powers in accordance with applicable laws, the Company's Charter, and the Resolutions of the General Meeting of Shareholders. The activities of the Board of Directors were consistently conducted in line with the principles of transparency and accountability, with a focus on innovation and enhancing corporate governance efficiency in a modern direction.

To ensure the successful fulfillment of business performance targets as set out in the Resolution of the 2025 Annual General Meeting of Shareholders, immediately after the Meeting, the Board of Directors closely coordinated with the Executive Management to conduct a comprehensive review of all operational areas, thoroughly analyzing factors directly affecting business performance such as product quality, pricing, competition, and risks, thereby implementing synchronized and appropriate management solutions aligned with actual operational requirements.

In 2025, the Board of Directors conducted in-person meetings and obtained written opinions from its members, and issued numerous resolutions and decisions across various areas of operation, providing a basis for the Executive Management to implement activities in a timely and effective manner. All meeting agendas and consultation matters fell within the authority of the Board of Directors. All meetings were attended by the Board of Supervisors. Members of the Board of Directors participated fully in meetings, actively engaged in discussions, and contributed valuable opinions closely aligned with the requirements of the matters under consideration.

The Board of Directors demonstrated a strong spirit of unity, high responsibility, and proactiveness in promptly addressing matters. Its resolutions were issued on the basis of democratic discussions, careful consideration, and comprehensive evaluation of all relevant factors. The resolutions focused on key issues aligned with the Company's actual conditions, aiming to optimize corporate value while ensuring a balanced alignment of interests among

shareholders, employees, and the Company, thereby contributing to improved operational efficiency.

The Board of Directors effectively fulfilled its role in formulating and directing the Company's development strategy amid the volatile fertilizer market. Its decisions focused on maintaining stable business operations, enhancing competitiveness, developing high value-added product lines, as well as expanding market reach and strengthening the distribution and sales system. These strategic orientations have established a solid foundation for the Company to adapt to market fluctuations while maintaining and strengthening its position in the fertilizer and chemical manufacturing and trading industry.

In parallel with the above activities, the Board of Directors also placed strong emphasis on risk identification and control, particularly risks related to fluctuations in input material prices, competition in the fertilizer market, safety and environmental factors, and government regulatory policies. The Board of Directors directed the Board of Management to strengthen internal controls and cost management, thereby helping to mitigate risks and minimize potential adverse impacts on the Company's business performance.

4. Evaluation by the Board of Directors on the Performance of the Board of Management

In 2025, the Board of Directors directed, guided, and supervised the operations of the Company's Executive Management in compliance with applicable laws and the Company's Charter by reviewing and assessing the implementation of the Board's resolutions and decisions, while also considering the opinions of the Board of Supervisors to enhance governance effectiveness. This enabled the Executive Management to closely adhere to the assigned business performance targets, thereby achieving the objectives of promoting corporate development, ensuring financial safety, and maintaining compliance with legal regulations.

Operational areas including construction investment; production lines and equipment; technical and technological processes; products; manufacturing; finance; procurement of materials and raw inputs; environmental management; occupational safety; remuneration; and human resources were effectively implemented by the Board of Management in accordance with their assigned functions and responsibilities, meeting operational requirements at each stage.

In 2025, under the direction of the Board of Directors, the Board of Management made significant and determined efforts to review and restructure the Company's organizational and management structure by streamlining organizational units, optimizing staffing levels, and reducing the workforce (particularly within indirect labor functions), while improving work quality and productivity. This ensured that the Company's management structure became increasingly lean, streamlined, and robust, with enhanced effectiveness, efficiency, and performance. This represents a significant and timely achievement of the Company's workforce, especially reflecting the effective leadership of the Board of Management in implementing organizational reform and enterprise development in line with the policies of the Party and the State.

In 2025, the Board of Management flexibly implemented and adjusted sales policies, while continuing to research and develop new product lines to meet the demand for green transformation, shifting from inorganic fertilizers to environmentally friendly organic fertilizers. It also strengthened management and operational measures to achieve the highest efficiency in production and business activities. Alongside adjustments in sales mechanisms and product marketing and promotion, the Board of Management maintained stable production, effectively managed production norms and optimal inventory levels, controlled risks, and reduced costs across all areas. These efforts contributed to job creation and stable income for employees, while ensuring safety in terms of personnel, assets, environment, and occupational health and safety.

The Board of Directors acknowledges and highly appreciates the Board of Management for its outstanding performance of assigned duties, demonstrating strong responsibility, proactiveness, and creativity in effectively directing and managing the Company's operations, and in developing fundamental solutions to stabilize and drive the Company toward increasingly robust and sustainable growth.

II. ORIENTATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2026

1. Business and Production Targets for 2026:

- Industrial production value (at actual prices): **VND 4,191 billion;**
- Revenue from sales and service provision: **VND 4,260 billion;**
- Profit before tax: **VND 125 billion;**
- State budget contribution: **VND 55 billion;**
- Capital expenditure (CAPEX): **VND 55.193 billion.**

2. Overall Development Strategy

With the overarching objective of focusing comprehensively on a sustainable development strategy oriented toward green and environmentally friendly agriculture, the Company will continue to strengthen research and development of organic fertilizer product lines derived from natural sources. At the same time, the Company will apply and improve advanced production technologies to enhance product quality while minimizing negative impacts on the ecosystem, thereby meeting the needs of farmers and both domestic and international markets.

Strengthen and develop the Company's brand through digital platforms and channels, media and mass communication outlets, specialized agricultural institutions and organizations, as well as the Company's customer and distribution network.

Strengthen management practices and leverage greater support from scientific experts; continuously conduct research and apply scientific and technological initiatives in production to reduce raw material consumption norms, lower production costs, and enhance adaptability to market trends.

3. Key Focused Solutions:

In 2026, the Board of Directors and the Executive Management will continue to direct and lead efforts to leverage the Company's existing strengths, while addressing shortcomings and overcoming challenges in order to promptly meet market demands and trends, thereby further

enhancing the efficiency of production and business activities. Key solutions include the following:

- Proactively and promptly adapt to market fluctuations to minimize risks and capitalize on development opportunities. Actively forecast market trends, develop flexible management plans, and timely adjust business and production plans in line with each specific stage.
- Continue to enhance the quality of strategic planning and governance, particularly in orienting the development of high value-added fertilizer products, investing in technological innovation, and expanding markets in a sustainable and efficient manner, thereby enabling the Company to maintain its competitive advantages and strengthen its market position.
- Continue to comprehensively review the organizational structure, as well as the functions and responsibilities of departments and units across the Company. Develop a modern governance model based on the principles of centralization, professionalism, and efficiency, aimed at reducing administrative costs, improving decision-making speed, enhancing organizational flexibility, and strengthening individual accountability, thereby ensuring a lean yet highly effective organizational structure.
- Strengthen cost management (particularly raw material and production costs) and ensure efficient utilization of resources. Closely control material consumption norms, optimize production processes and equipment operations, and enhance the efficiency of capital and asset utilization of the Company.
- Strengthen internal control systems, enhance transparency, and improve accountability at all management levels, which are key factors for ensuring stable and efficient operations of the Company.
- Develop high-quality human resources in key business areas through specific training programs to build a strong management team, enhance employees' professional qualifications, and identify and nurture successor personnel. Foster a corporate culture characterized by unity, discipline, and responsibility.
- Invest in upgrading production technologies, automate critical stages in the production lines, and implement digital transformation in corporate governance, including production management, human resource management, data analytics and management, digital reporting, financial management, and supply chain management, thereby improving labor productivity, reducing costs, and enhancing market competitiveness.

It can be affirmed that in 2025, the Board of Directors successfully fulfilled the duties assigned by the General Meeting of Shareholders, clearly demonstrating its central role within the Company's corporate governance system. The Board's activities made significant contributions to ensuring stable production and business operations, enhancing governance effectiveness, and improving the efficient utilization of resources.

However, in light of increasingly complex market fluctuations and the requirements for sustainable development in the agricultural sector in the current and coming periods, the Board of Directors recognizes the need to further accelerate technological innovation and digital transformation, enhance market competitiveness, and continue improving the corporate governance system, thereby strengthening the Company's position and reputation.

The Board of Directors would like to express its sincere appreciation for the trust and continued support of our valued shareholders, customers, and all employees over the past year.

The Board of Directors is committed to continuing to uphold a strong sense of responsibility, innovation, and creativity in driving the Company toward sustainable development, enhancing corporate value, and maximizing shareholders' interests.

We wish our esteemed shareholders and their representatives good health, happiness, and continued success.

Thank you very much to the General Meeting of Shareholders.

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

(Signed)

Khuc Ngoc Giang





Phu Tho, March 12, 2026

**REPORT
ON THE SUMMARY OF PRODUCTION AND BUSINESS PERFORMANCE
IN 2025 AND THE ORIENTATION AND KEY TASKS FOR 2026**

*(Document for the Annual General Meeting of Shareholders of Lam Thao Fertilizers
and Chemicals Joint Stock Company.)*

**PART I:
SUMMARY OF PRODUCTION AND BUSINESS PERFORMANCE IN 2025**

I. OVERVIEW OF THE OPERATING ENVIRONMENT

In 2025, the production and business operations of Lam Thao Fertilizers and Chemicals Joint Stock Company (the “Company”) were characterized by the following advantages and challenges:

1. Advantages

- The Company proactively monitored market developments and regularly updated fluctuations in raw material prices in order to make timely adjustments to sales policies and pricing in line with actual conditions, thereby ensuring capital efficiency and maintaining competitiveness. The Company also actively adjusted fertilizer product prices with a slower adjustment range compared to raw material price fluctuations, aiming to balance three key objectives: contributions to the State budget, business efficiency, and price stability for consumers.
- The Company implemented effective new business solutions to address challenges and capture market opportunities, while actively promoting and strengthening the brand of high-quality, efficient, and reputable fertilizer products through robust marketing campaigns and promotional programs with valuable incentives (e.g., gold palm-leaf badges). The Company launched new fertilizer product lines, including neutral superphosphate (Supe Phosphate M1; microbial superphosphate P18) and NPK fertilizers supplemented with 100% potassium sulfate (K_2SO_4), aimed at enhancing plant metabolism, improving

resistance to pests, drought, and cold weather, increasing crop yields, and improving soil health.

- The Company has leveraged its existing strengths while addressing challenges in order to promptly meet market demands and trends, thereby further promoting production and business activities to achieve optimal efficiency.

2. Challenges

- Extreme weather conditions, including prolonged heatwaves and particularly the widespread impact of storms No. 9, 10, and 11 across Northern and Central provinces-key markets for the Company's products-resulted in farmers either not cultivating winter crops or doing so on a very limited scale. This significantly affected the consumption of the Company's fertilizer products, especially in the third and fourth quarters.
- Prices and supply of raw materials used in fertilizer production fluctuated unpredictably, with sharp increases in input costs (including sulfur, urea, potassium, ammonium sulfate, etc.), leading to higher material and transportation costs for fertilizer products.
- The shortage of raw materials for fertilizer production (particularly the scarcity of apatite ore and the decline in its nutrient content) forced the Company to reduce production capacity of superphosphate and acid production lines, thereby increasing overhead costs and reducing operational efficiency. In addition, the decline in P₂O₅ content in apatite ore required the Company to make adjustments to the superphosphate production process, resulting in increased production costs.
- On July 1, 2025, when Law No. 48/2024/QH15 (Law on Value-Added Tax) came into effect, the Company shared difficulties with consumers during a period of volatility by committing to maintain stable selling prices for fertilizer products, using prevailing prices as final prices (inclusive of VAT), which resulted in a 5% decrease in revenue at that time.
- Intense and fierce competition from both domestically produced and imported fertilizers of similar types in the market.

II. RESULTS OF PRODUCTION AND BUSINESS PERFORMANCE IN 2025

With a high level of unity among all employees, the Company proactively and flexibly managed all aspects of its production and business operations. It consistently stayed close to actual conditions and implemented comprehensive management solutions, with particular emphasis on maintaining optimal inventory levels to ensure the timely introduction of high-quality new products to the market.

At the same time, the Company secured strong cooperation from suppliers, thereby ensuring that its production and business performance achieved the highest possible efficiency, specifically as follows:

1. Business Performance Results

1.1. Industrial Production Value (at actual prices): VND 3,925 billion, equivalent to 103.3% of the annual plan and an increase of 16.1% compared to the same period.

Total fertilizer production output reached 843,312 tons, including key products as follows:

- Superphosphate: 434,529 tons (including 5,826 tons of microbial superphosphate);
- NPK fertilizers: 397,607 tons (including 33,484 tons of high-grade and microbial NPK);
- Organo-mineral fertilizers: 11,176 tons (including 1,109 tons of microbial organo-mineral fertilizers);
- Sulfuric acid: 155,604 tons.

1.2. Revenue from Sales and Service Provision: VND 3,891 billion, equivalent to 109.8% of the annual plan and an increase of 8.1% compared to the same period.

Total fertilizer sales volume reached 594,093 tons, including key products as follows:

- Superphosphate: 177,936 tons (including 6,133 tons of microbial superphosphate);
- NPK fertilizers: 404,973 tons (including 29,696 tons of high-grade and microbial NPK);
- Organo-mineral fertilizers: 11,184 tons (including 949 tons of microbial organo-mineral fertilizers);
- Sulfuric acid: 6,391 tons.

Notably, organo-mineral fertilizer products recorded a 93% increase compared to the same period, representing a significant breakthrough that has helped new products establish a stable position in the market.

1.3. State Budget Contribution: VND 69 billion, equivalent to 110% of the annual plan.

1.4. Profit Before Tax: VND 207 billion, equivalent to 101% of the annual plan.

1.5. Average Number of Employees: 1,757 employees, with an average monthly income of VND 17.25 million per employee. The Company continued to appropriately allocate and arrange personnel across positions, enabling employees to maximize their capabilities and enhance labor productivity.

2. Capital Investment and Construction Results

2.1. Total value of capital construction investment implemented: VND 126,816 million in 2025, including:

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

2.2. Key Projects and Major Works:

- Ongoing projects: Investment project for the construction of an SOP production line with a capacity of 20,000 tons/year; project for the construction of a sales and product display area; project for the renovation of the circulation pond system;
- New investment projects: Construction project of the Company's office building; project for upgrading the sulfur furnace of Acid Plant No. 1; project for repairing the fire water supply pipeline system;
- Projects for upgrading the flue gas treatment system of acid production lines; investment project for technological innovation and upgrading of the superphosphate production line to adapt to apatite ore input; procurement of other equipment; etc.

The implementation of investment projects has been carried out in compliance with applicable legal regulations, the Group's Investment Project Management Regulations, and the Company's Investment and Construction Management Regulations.

3. Results of Task Implementation

3.1. Sales Activities

- Organized the launch of new fertilizer products, including neutral superphosphate (Supe Phosphate M1; microbial superphosphate P18) and NPK fertilizers supplemented with 100% potassium sulfate (K_2SO_4), aimed at enhancing plant metabolism, improving resistance to pests, drought, and cold weather, increasing crop yields, and improving soil health.
- Effectively implemented sales activities by adopting flexible sales mechanisms and policies, and providing customer care tailored to each specific stage and aligned with actual business conditions, which gained strong support from distributors. Organized special promotional programs, including scratch-and-win campaigns offering cash prizes for customers purchasing Lam Thao fertilizer products (organo-mineral fertilizers, microbial organo-mineral fertilizers, microbial superphosphate, high-grade NPK, and microbial NPK).

- Organized customer conferences and appreciation programs in Tibet (China) and Dubai, thereby promoting and enhancing the Company's brand among partners and consumers.
- Cooperated with the Department of Culture, Sports and Tourism of Phu Tho Province to organize the Hung Vuong Cup Volleyball Tournament- Supe Lam Thao as the main sponsor for the period 2025-2030.

3.2. Production, Technology, R&D, and Quality Management

- Implemented solutions to maintain stability and improve the quality of the Company's fertilizer products;
- Promoted the application of scientific and technological advancements to enhance product quality, management efficiency, and control effectiveness of production processes;
- Actively and decisively implemented digital transformation initiatives to improve operational and market efficiency, aiming toward sustainable development in the digital era, as demonstrated by the application of technology and the digitalization of processes (initially focusing on the digital transformation of the ISO quality management system).

3.3. Organizational Management and Employee Welfare

- Conducted a comprehensive review and restructuring of the organizational apparatus; streamlined staffing levels and reallocated workforce in alignment with the Company's production and business conditions, specifically:
 - + Completed the restructuring plan for indirect labor, including 212 employees reassigned internally or whose employment contracts were terminated;
 - + Reviewed and reorganized the entire laboratory system and staffing structure across the Company;
 - + Merged the Human Resources Department and the Company Office into a unified Company Office, thereby reducing organizational units, lowering costs, consolidating resources, and creating a leaner and more streamlined organizational structure.
- Effectively implemented employee welfare programs, including healthcare, working conditions, and overall well-being, thereby enhancing employee trust and long-term commitment to the Company:
 - + Average income exceeded VND 17.25 million per employee per month;
 - + Placed strong emphasis on improving healthcare quality for employees by organizing periodic and specialized health check-ups; and provided

health insurance coverage for 100% of employees currently working at the Company.

In addition, employees were provided with nutritious supplements such as bird's nest drinks and cordyceps, to support health recovery and work capacity, and received in-kind gifts on holidays and festive occasions.

3.4. Occupational Safety and Fire Prevention

Effectively organized asset management and protection; ensured occupational safety, industrial hygiene, and fire prevention and firefighting measures; maintained safety of warehouses, equipment, and products; and ensured food safety and hygiene across all units.

3.5. Financial Management

- Units completed financial settlements in accordance with prescribed timelines and regulations;
- Effectively managed costs and receivables collection, ensuring sufficient cash flow for the Company's production and business operations.

3.6. Procurement of Materials for Production and Business Operations

Procured and maintained inventory of raw materials at reasonable prices, optimizing costs and contributing to improved efficiency of the Company's production and business operations.

3.7. Other Activities

- Successfully organized the 2025 Annual General Meeting of Shareholders and the Employees' Conference;
- Effectively organized commemorative programs marking the 63rd anniversary of President Ho Chi Minh's visit to the Company and the anniversary of the Company's commencement of operations;
- Fulfilled national defense and security duties: the Company's Military Command organized and implemented military and defense tasks and provided training for the self-defense force in strict compliance with regulations of higher-level military authorities;
- Fully complied with reporting obligations on production and business performance, investment and construction, finance, science and technology, etc., in accordance with the requirements of the Vietnam National Chemical Group and relevant state management authorities;
- Cooperation among units within the Group continued to strengthen and gradually became part of the corporate culture. In 2025, internal transactions between Lam Thao Fertilizers and Chemicals Joint Stock Company and other

Group entities exceeded VND 870 billion, contributing to internal product consumption within the Group.

PART II: ORIENTATION AND KEY TASKS FOR PRODUCTION AND BUSINESS IN 2026

I. Situation Assessment

It is forecast that in 2026, developments in both the global and domestic fertilizer markets will become increasingly complex. Escalating tensions in the Middle East, particularly with the United States and Israel conducting large-scale military operations targeting Iran, have led to a sharp increase in oil and energy prices, mainly due to concerns over potential disruptions to oil transportation through the Strait of Hormuz, a route accounting for approximately 20% of global oil shipments. As supply shortage concerns intensified, the market reacted by pushing crude oil prices significantly higher, increasing from USD 65.46/barrel (February 26, 2026) to USD 115.03/barrel (March 9, 2026), representing an increase of approximately 76%. This has consequently driven up transportation costs and raw material prices rapidly. To stabilize production and business operations under the new conditions, the Company will base its plans on actual market developments to formulate appropriate production and business strategies. Priority will be given to strengthening marketing activities for new Lam Thao fertilizer products, while consolidating and developing the Company's brand through media channels, mass communication platforms, agricultural institutions, farmers, rural communities, and the Company's distribution network. In addition, the Company will enhance management practices and continuously research and apply scientific and technological solutions in production to reduce raw material consumption norms and lower product costs.

II. Production and Business Plan for 2026

- Industrial production value (at actual prices): VND 4,191 billion, with total fertilizer production output of 859,000 tons, including key products as follows:
 - + Superphosphate: 425,000 tons;
 - + NPK fertilizers (all types): 410,000 tons;
 - + Organo-mineral fertilizers: 12,000 tons;
 - + Potassium sulfate (K_2SO_4): 12,000 tons;
 - + Sulfuric acid: 155,000 tons.
- Revenue from sales and service provision: VND 4,260 billion, with total fertilizer sales volume (external sales) of 632,000 tons, including key products as follows:

- + Superphosphate: 200,000 tons;
- + NPK fertilizers (all types): 410,000 tons;
- + Organo-mineral fertilizers: 12,000 tons;
- + Potassium sulfate (K_2SO_4): 10,000 tons;
- + Sulfuric acid: 2,000 tons.
- Profit before tax: VND 125 billion;
- State budget contribution: VND 55 billion;
- Total payroll fund: VND 320.432 billion (of which employees and Executive Management: VND 320 billion);
- Capital expenditure (CAPEX): VND 55.193 billion.

III. Key Solutions for 2026

1. Gradually introduce potassium sulfate (K_2SO_4) products to the market and build consumer trust and acceptance.
2. Develop a portfolio of new fertilizer products tailored to specific crop characteristics, based on K_2SO_4 raw materials, to promote flowering and early ripening, enhance fruit taste and appearance, and improve crop yields and efficiency.
3. Manage and operate production activities across units in compliance with established norms, standards, and procedures; strengthen governance and cost optimization; ensure safe production and business operations; integrate environmental protection into operations, and move toward adopting modern, environmentally friendly technologies.
4. Implement production specialization by product lines across units to enhance labor productivity, improve product quality and presentation, and strengthen market competitiveness.
5. Strengthen market development and product distribution: expand markets for new fertilizers, high-nutrient NPK fertilizers, organo-mineral fertilizers, and bio-fertilizers in the Central, Central Highlands, and Southern regions; and gradually promote direct fertilizer exports.
6. Effectively implement investment and construction programs: invest in science and technology development to meet the Company's growth needs; ensure operational safety (including capital safety, food safety and hygiene, and fire prevention and firefighting); and promote mechanization in loading, unloading, and transportation of materials and products to reduce time and labor intensity.
7. Optimize human resource management: arrange and develop a workforce that is lean, efficient, and aligned with operational requirements.

8. Effectively implement digital transformation in data governance and management on digital platforms (including automated attendance systems, ISO systems, sales management software, and office management systems) to reduce costs and improve labor productivity.
9. Strengthen management of assets, materials, and products; maintain optimal inventory levels to reduce costs; and enhance receivables collection to ensure sufficient cash flow for production and business operations.
10. Encourage and motivate all employees to actively engage in production activities, promote innovation and creativity, and uphold a strong sense of responsibility, contributing to the Company's sustainable development.

Based on the results of production and business operations in 2025 and the orientation and tasks for 2026, the employees of Lam Thao Fertilizers and Chemicals Joint Stock Company. will focus their utmost efforts on production and business activities, investment and development, and market expansion to achieve the best possible results, thereby contributing to the fulfillment of the Company's 2026 annual targets./.

Recipients:

- Board of Directors;
- Chief Executive Officer (e-copy);
- Filed at the Planning and Materials Department and Administration Office.

GENERAL DIRECTOR

(Signed)

Phạm Thanh Tùng

REPORT OF THE BOARD OF SUPERVISORS FOR 2025

- 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;
- Pursuant to the Charter on Organization and Operation of Lam Thao Fertilizers and Chemicals Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Supervisors of Lam Thao Fertilizers and Chemicals Joint Stock Company;
- Pursuant to the consolidated audited financial statements for the fiscal year ended December 31, 2025, prepared by Vietnam Auditing and Valuation Company Limited and agreed with the Company on February 26, 2026;

1. Board of Supervisors

1.1. Composition of the Board of Supervisors and Supervisors

List of members of the Board of Supervisors

No.	Full Name	Position	Shareholding (%)	Notes
1	Mr. Do Van Tao	Head of the Board of Supervisors	0%	
2	Mr. Vi Hoang Son	Supervisor	0%	
3	Mr. Nguyen Van Tho (<i>Resigned as member of the Board of Supervisors from April 22, 2025</i>)	Supervisor	0.01226%	
4	Mr. Le Vinh Quang (<i>Elected as member of the Board of Supervisors from April 22, 2025</i>)	Supervisor	0.00185%	

1.2. Activities of the Board of Supervisors

In accordance with the supervisory plan for 2025, the Board of Supervisors conducted meetings, assigned responsibilities, and implemented tasks related to the planning and execution of inspections and supervision over the management and operation of the Company's production and business activities in 2025. The Board also monitored the implementation of the Resolutions of the 2025 General Meeting of Shareholders, with

particular focus on green transformation projects and the development of microbial fertilizer product lines.

Specifically:

- Supervised the activities of the Board of Directors through the implementation of Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, and the Company's regulations and decisions issued by the Board of Directors; reviewed the legality, procedures, and issuance process of the Board of Directors' resolutions and decisions;
- Supervised the activities of the Executive Management through the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors, the execution of the 2025 production and business plan, and decisions of the General Director in relation to the management and operation of production and business activities within his/her authority.

Conducted ongoing supervision of production and business activities through review of records and documents, participation in meetings of the Board of Directors and the Board of Management, and providing opinions on policies, plans, implementation of business plans, and disclosure of information in accordance with regulations; monitored the implementation of quarterly and full-year 2025 business plans; appraised the semi-annual and annual 2025 financial statements; supervised information disclosure on the stock market; and performed thematic supervision in accordance with the approved plans.

During the inspection and supervision process, the Board of Supervisors provided comments and recommendations to the Board of Directors and the Executive Management to mitigate risks, enhance operational efficiency, and ensure compliance with applicable laws and regulations.

2. Business and Financial Performance

2.1. Production and Business Operations

- **Challenges:** In 2025, the Company's production and business activities faced numerous challenges, including complex global geopolitical developments, wars and instability in international relations, natural disasters such as storms and floods, shortages and declining quality of apatite ore supply, fluctuations in sulfur and apatite ore prices, and increasing competitive pressure from imported fertilizers.
- **Advantages:** The Company benefited from the guidance and support of authorities at both central and local levels, the Vietnam National Chemical Group, and the continued trust and loyalty of its partners. At the same time, the Company proactively implemented flexible management solutions for production and business operations; carried out procurement of materials and raw inputs efficiently; and took decisive actions in receivables collection, ensuring asset safety and maintaining stable cash flow for operations. The Company also strictly controlled

production processes to ensure product quality, invested in research and development to introduce new product lines to the market, mastered microbial fertilizer production technology, optimized operating costs, and maintained a stable base of traditional customers. Leveraging its internal capabilities, the Company gradually overcame challenges and successfully fulfilled its production and business objectives for 2025.

2.2. Review of the Consolidated Financial Statements for 2025

+ Results of the review of the 2025 financial statements:

Based on the review of the audited 2025 financial statements, the Board of Supervisors is of the opinion that the Company has complied with applicable regulations in the preparation of the consolidated financial statements for 2025. The consolidated financial statements present fairly, in all material respects, the financial position, results of operations, and cash flows of the Company for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and relevant legal regulations governing the preparation and presentation of consolidated financial statements.

The Company applies Vietnamese Accounting Standards and the Corporate Accounting Regime issued under Circular No. 200/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance, as well as Circular No. 53/2016/TT-BTC dated March 21, 2016, which amends and supplements certain provisions of Circular No. 200/2014/TT-BTC.

The Board of Management is responsible for ensuring that accounting records are properly maintained so as to fairly reflect the Company's financial position at any point in time, and that the consolidated financial statements comply with Vietnamese Accounting Standards, the Vietnamese Accounting Regime, and relevant legal regulations governing the preparation and presentation of consolidated financial statements. The Board of Management is also responsible for safeguarding the Company's assets and for implementing appropriate measures to prevent and detect fraud and other irregularities.

Following its review, the Board of Supervisors concurs with the audited consolidated financial statements.

Key financial indicators for 2025 are as follows:

No.	Indicator	Unit	Result
1	Revenue from sales and service provision	VND	3,890,566,267,244
2	Profit after corporate income tax	VND	164,226,967,082
3	Return on total assets (ROA)	%	6.53
4	Return on equity (ROE)	%	11.15
5	Net profit margin (Net profit/Net revenue)	%	4.39
6	Basic earnings per share (EPS)	VND	1,310

2.3. Supervisory Results over the Board of Directors and Executive Management

2.3.1. Board of Directors

The Board of Directors has fully performed its management responsibilities in compliance with the Law on Enterprises, the Law on Securities, the Company's Charter, the Resolutions of the General Meeting of Shareholders, and other applicable legal regulations. Based on strategic orientations and actual conditions, the Board issued timely and appropriate decisions and directions.

- The Board of Directors held meetings and issued regulations and decisions in line with the Resolutions of the General Meeting of Shareholders, and in accordance with the Company's governance and management requirements;
- The resolutions of the Board of Directors focused on directing the implementation of the Company's production and business plan and capital investment plan;
- The procedures, contents of meetings, and the Minutes, Resolutions, and Decisions of the Board of Directors were in compliance with the Law on Enterprises and the Company's Charter.

The Board of Supervisors agrees with the assessment of the 2025 performance results as presented in the report of the Board of Directors.

2.3.2. General Director and Executive Management

- The Board of Management implemented and managed production and business operations 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 maintained in a stable manner, in compliance with established processes and approved consumption norms for materials and raw inputs; product quality, safety, and environmental standards were ensured. Inventory levels were maintained at appropriate levels, ensuring sufficient stock at distributors' warehouses and timely supply for agricultural production seasons.
- + Sales activities: The Company maintained its market share and effectively promoted its products through mass media channels. It coordinated with customers to review and assess market share and sales performance by assigned regions. Receivables collection was carried out effectively, ensuring adequate cash flow for production and business operations.
- + Maintenance and repair of equipment: Implemented upgrades and repairs of production water collection and treatment systems, and invested in fire protection water supply pipelines across the Company. Regular maintenance and repair of equipment and facilities were conducted to ensure safe and stable operations.

- + Investment and construction activities: In 2025, the Company continued implementing projects carried forward from 2024 and initiated new investment projects, including:
- Investment in a potassium sulfate (SOP) production line with a capacity of 20,000 tons/year; Projects for upgrading the circulation pond system and procuring gas storage tanks; Flue gas treatment project for acid production lines – Acid Plant;
 - Completion and commissioning of the sales and product display area; Procurement of passenger vehicles, an ambulance, and a fire truck;
 - Preparation for investment projects such as the Company’s office building, canteen, aluminum sulfate (PAC) production line with a capacity of 10,000 tons/year, upgrading of the contact process in acid production lines, technological innovation and upgrading of the superphosphate production line to adapt to apatite ore input, and construction of Warehouse No. 2 for raw materials and finished products. Final settlement of completed projects during the period was conducted in accordance with applicable regulations.
- The Company successfully achieved its key production and business targets in 2025, specifically as follows:

Key Production and Business Performance Indicators:

No	Indicator	2025 (VND million)	2024 (VND million)	Change	
				Variance (VND million)	Ratio (%)
1	Net revenue from sales and service provision	3,890,566	3,599,953	290,613	8.07%
2	Financial income	37,317	31,694	5,623	17.74%
3	Financial expenses	31,741	17,637	14,104	79.96%
4	Selling expenses	179,128	186,516	(7,388)	(3.96%)
5	General and administrative expenses	234,781	246,560	(11,779)	(4.78%)
6	Total profit before tax	207,467	216,186	(8,719)	(4.03%)
7	Corporate income tax expense	43,240	47,512	(4,272)	(8.98%)
8	Profit after corporate income tax	164,227	168,674	(4,447)	(2.64%)

Based on the above key financial indicators, it can be seen that despite facing numerous challenges in 2025, the Company’s Management effectively operated production and business activities, exceeded the assigned business targets, and successfully implemented the Resolutions of the General Meeting of Shareholders.

2.4. Coordination between the Board of Supervisors, the Board of Directors, and the Executive Management

With a strong sense of responsibility, the Board of Supervisors has consistently maintained close coordination, actively exchanging views and providing input to the Board of Directors and the Board of Management on matters within its authority during meetings.

The Board of Supervisors has been fully provided with the Resolutions and Decisions of the Board of Directors, as well as the regulations and decisions of the Board of Management, and has received full cooperation from the Company's departments and functional units in providing records and documents to support its inspection and supervisory activities.

2.5. Shareholders' Opinions

In 2025, the Board of Supervisors did not receive any feedback, comments, or complaints from shareholders regarding the Company's production and business activities.

2.6. Opinions and Recommendations of the Board of Supervisors

2.6.1. Evaluation:

- Based on the supervision of the Company's governance and business activities, as well as the review of the semi-annual and annual financial statements, the Board of Supervisors makes the following assessment:

The Company successfully achieved its key production and business targets in 2025, specifically as follows:

- + Industrial production value reached VND 3,925 billion, equivalent to 103.3% of the annual plan and an increase of 16.1% compared to 2024.
- + Revenue from sales and service provision in 2025 amounted to VND 3,891 billion, equivalent to 109.8% of the annual plan and an increase of 8.07% compared to 2024.
- + Financial income remained at a high level, reaching VND 37.317 billion in 2025, an increase of VND 5.623 billion (up 17.74%) compared to 2024. Financial expenses were VND 31.741 billion, an increase of VND 14.104 billion (up 79.96%) compared to 2024, mainly due to higher capital demand and increased borrowing interest rates.
- + Selling expenses and general and administrative expenses decreased compared to 2024 by 3.96% and 4.78%, respectively.
- + Profit before tax in 2025 was VND 207.46 billion, equivalent to 101.2% of the annual plan, and decreased by 4.03% compared to 2024.

Other activities of the Company:

- + Successfully organized the 2025 Annual General Meeting of Shareholders and the Employees' Conference;
- + Implemented workforce restructuring toward a leaner, more efficient, and effective structure in line with the Company's production requirements;

- + Maintained various cultural and sports activities, which served as positive motivation to encourage employees to effectively fulfill their production and business tasks.
- The Board of Supervisors did not identify any unusual signs in the Company's governance and business operations. All activities of the Board of Directors and the Executive Management during the year complied with the Law on Enterprises, the Law on Securities, the Company's Charter, and relevant regulations, and were in accordance with the Resolutions of the General Meeting of Shareholders;
- The Company's information disclosure activities were carried out in compliance with applicable regulations for listed companies.

2.6.2. Recommendations:

The Board of Supervisors recommends that the Board of Directors and the Executive Management:

- Continue to accelerate the recovery of outstanding bad debts (including legacy receivables);
- Further strengthen management measures to ensure safety in production and environmental protection;
- Expedite the implementation of projects in accordance with approved plans, including the SOP production line project (20,000 tons/year), the staff canteen project, and the office building project; and ensure proper final settlement of completed projects in compliance with regulations;
- Enhance internal controls at distribution agents to ensure timely collection of receivables.

The Board of Supervisors would like to express its sincere appreciation to the Board of Directors, the Executive Management, and the Finance and Accounting Department for their cooperation and support in enabling the Board of Supervisors to fulfill its duties.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

(Signed)

Do Van Tao

Phu Tho, March 13, 2026

SUBMISSION

*Re: Selection of an Independent Auditing Firm to Audit
the Company's Financial Statements for 2026*

**To: 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 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter on Organization and Operation of Lam Thao Fertilizers and Chemicals Joint Stock Company;
- Pursuant to the Operating Regulations of the Board of Supervisors of Lam Thao Fertilizers and Chemicals Joint Stock Company;

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm to perform the review of the semi-annual financial statements and the audit of the annual financial statements for 2026 of the Company, as follows:

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.

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.

3. Submission 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.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval.

Sincerely.

Recipients:

- Shareholders;
- Board of Directors, Board of Supervisors, Board of Management;
- Filed at: Board of Supervisors, Secretariat.

ON BEHALF OF
THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS

(Signed)

Do Van Tao





Phu Tho, March 16, 2026

**SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Re: Approval of the audited financial statements for 2025; profit distribution plan for 2025; production and business plan for 2026; and remuneration of the Board of Directors and the Board of Supervisors.

**To: 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.

The Board of Directors of Lam Thao Fertilizers and Chemicals Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following matters:

I. AUDITED FINANCIAL STATEMENTS FOR 2025; PROFIT DISTRIBUTION PLAN AND APPROPRIATION OF FUNDS FOR 2026

1. Audited Financial Statements for 2025:

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 its financial statements in compliance with regulations and published them on its website: www.supelamthao.vn.

The consolidated financial statements for 2025 include:

- (1) Report of the Board of Management;
- (2) Independent Auditor's Report;

- (3) Consolidated Balance Sheet as at December 31, 2025;
- (4) Consolidated Statement of Income for the accounting period from January 1, 2025 to December 31, 2025;
- (5) Consolidated Statement of Cash Flows for the accounting period from January 1, 2025 to December 31, 2025;
- (6) Notes to the consolidated financial statements for the fiscal year ended December 31, 2025.

The 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

2. Profit Distribution Plan, Appropriation of Funds, and Dividend Payment for 2025:

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.

II. PRODUCTION AND BUSINESS PLAN FOR 2026

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval the following key targets of the 2026 production and business plan:

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 the procedures for interim dividend payment to shareholders in accordance with the Company's business performance during 2026.

III. REMUNERATION OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, COMPANY SECRETARY (PERSON IN CHARGE OF CORPORATE GOVERNANCE), AND SECRETARIAT IN 2025 AND REMUNERATION PLAN FOR 2026

1. Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the remuneration paid to members of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Company's Secretariat in 2025 is as follows:

No.	Full Name	Position	Monthly Remuneration 2025 (VND)	Total Remuneration 2025 (VND)
I	Board of Directors			408,000,000
1	Mr. Khuc Ngoc Giang (<i>appointed as Chairman from April 22, 2025</i>)	Chairman	8,000,000 (Apr 23–Dec 31, 2025)	66,133,334
2	Mr. Nguyen Quoc Anh (<i>dismissed due to end of term 2020–2025</i>)	Chairman	8,000,000 (Jan 1–Apr 22, 2025)	29,866,666
3	Mr. Pham Thanh Tung	Member	6,500,000	78,000,000
4	Mr. Tran Dai Nghia	Member	6,500,000	78,000,000
5	Mr. Bui Son Hai	Member	6,500,000	78,000,000
6	Ms. Nguyen Thuy Duong	Member	6,500,000	78,000,000
II	Board of Supervisors			132,000,000
1	Mr. Do Van Tao	Head of Board of Supervisors	Full-time salary basis	
2	Mr. Nguyen Van Tho (<i>dismissed due to end of term 2020–2025</i>)	Supervisor	5,500,000 (Jan 1–Apr 22, 2025)	20,533,333
3	Mr. Le Vinh Quang (<i>elected for term 2025–2030</i>)	Supervisor	5,500,000 (Apr 23–Dec 31, 2025)	45,466,667
3	Mr. Vi Hoang Son	Supervisor	5,500,000	66,000,000

III	<i>Company Secretary and Person in Charge of Corporate Governance</i>			108,000,000
1	Mr. Nguyen Viet Hung	Person in charge of corporate governance; Head of Secretariat	5,000,000	60,000,000
2	Ms. Nguyen Thi Thuy Ha	Member	4,000,000	48,000,000
	TOTAL			648,000,000

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

2.1. Proposed remuneration plan for members of the Board of Directors and the Board of Supervisors in 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.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for approval.

Respectfully.

Recipients:

- Shareholders of the Company;
- Board of Directors, Board of Supervisors, Board of Management;
- Filed at: Administration Office, Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Khuc Ngoc Giang



Phu Tho, March ..., 2026

REGULATIONS ON ORGANIZATION AND OPERATION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- 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.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Regulations on organization and operation of the 2026 Annual General Meeting of Shareholders as follows:

I. GENERAL PROVISIONS

- These Regulations govern the organization and conduct of the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company, as well as the rights and obligations of attending shareholders. Shareholders and all participants attending the Meeting are responsible for complying with these Regulations.
- The Organizing Committee shall send the Meeting Invitation and AGM materials to shareholders at their registered addresses and simultaneously publish such materials on the Company's website (<https://supelamthao.vn>). Shareholders may access the website to download and review the materials in advance and submit written comments to the Organizing Committee for consolidation or raise them directly at the General Meeting of Shareholders.
- The General Meeting of Shareholders shall be validly convened when **attending shareholders represent more than 50% of the total voting shares.**
- Shareholders and their representatives attending the Meeting must sit in the designated seats or areas as arranged by the Organizing Committee.
- Smoking in the meeting hall, private conversations, and use of mobile phones (not set to silent mode) are prohibited during the Meeting.

II. RIGHTS AND OBLIGATIONS OF SHAREHOLDERS ATTENDING THE MEETING

1. Rights of Attending Shareholders:

- Shareholders and their authorized representatives whose names are included in the list of shareholders entitled to attend the AGM as of the record date (**March 25, 2026**) shall have the right to attend the Meeting.
- Shareholders who are unable to attend the General Meeting of Shareholders may authorize another individual to attend on their behalf. Such proxy shall not be permitted to re-authorize a third party to attend the Meeting.
- Shareholders and their representatives arriving after the prescribed time may register at the Meeting and subsequently participate in voting; however, the validity of votes cast prior to their arrival shall remain unaffected.

2. Obligations of Attending Shareholders:

- Shareholders attending the Meeting must present the Meeting Invitation, Citizen Identification Card/Passport, and Proxy Authorization (if applicable) to the Shareholder Eligibility Verification Committee. Each shareholder will be provided with: A Voting Card indicating full name, shareholder ID, and number of shares owned or represented; and A Ballot for voting on the matters of the General Meeting of Shareholders.
- Comply with the provisions of these Regulations, follow the direction of the Chairperson of the Meeting, and respect the outcomes of the Meeting;
- Bear their own travel and accommodation expenses during the Meeting;
- Complete the voting ballot and submit it to the Vote Counting Committee at the Meeting.

III. VOTING ON MATTERS AT THE GENERAL MEETING

1. Principles:

- All matters included in the Meeting agenda must be discussed and voted on publicly by the General Meeting of Shareholders through the raising of Voting Cards.
- Voting Cards are issued by the Company, duly stamped, and distributed to shareholders and their representatives at the AGM. Each Voting Card clearly states the shareholder's full name, shareholder ID, and the number of voting shares owned or represented.

2. Voting Procedures:

- Shareholders and their representatives shall cast their votes (**Agree / Disagree / No Opinion**) on each matter by directly raising their Voting Cards at the Meeting.

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- During the voting process, shareholders voting in favor shall raise their Voting Cards. Members of the Vote Counting Committee will record the shareholder ID and the corresponding number of voting shares for each approving shareholder. Similarly, under the direction of the Chairperson, shareholders voting against or expressing no opinion shall raise their Voting Cards accordingly.
- Immediately after the voting on all agenda items is completed, the Vote Counting Committee shall conduct vote counting and announce the voting results to the General Meeting.
- Shareholders shall fully complete, sign, and clearly state their full name on the Voting Ballot and submit it to the Vote Counting Committee.

3. Voting Rules:

3.1. Each (01) ordinary share shall carry one (01) voting right. As of the record date (March 25, 2026), the total number of voting shares of the Company is **112,856,400 ordinary shares**.

3.2. The following matters shall be approved when they are agreed upon by shareholders representing **65% or more of the total voting shares** of all shareholders attending and voting at the Meeting, including:

- Classes of shares and the total number of shares of each class;
- Changes in business lines, sectors, or industries;
- Changes in the Company's management and organizational structure;
- Investment projects or asset disposals with a value of **35% or more of the total assets** as stated in the most recent financial statements of the Company;
- Reorganization or dissolution of the Company.

3.3. Other matters shall be approved when they are agreed upon by shareholders representing **more than 50% of the total voting shares** of all shareholders attending and voting at the Meeting.

IV. DISCUSSION AT THE GENERAL MEETING

- Discussions shall only be conducted within the prescribed time and within the scope of matters presented in the AGM agenda;
- Shareholders and their representatives wishing to speak must register their comments or questions in the Comment Form and submit it to the Secretariat of the Meeting;
- The Secretariat shall arrange shareholders' questions in the order of registration and submit them to the Presidium;
- Based on the questions compiled, arranged, and submitted by the Secretariat, the Chairperson or a person authorized by the Chairperson shall respond to the questions raised by shareholders and their representatives.

V. RESPONSIBILITIES OF THE CHAIRPERSON

1. To preside over and conduct the Meeting in accordance with the approved agenda, rules, and regulations adopted by the General Meeting of Shareholders. The Chairperson shall operate under the principles of collective decision-making and majority rule.
2. To guide the Meeting in discussions and organize voting on matters included in the Meeting agenda as well as other issues arising during the course of the Meeting.
3. The Chairperson has the authority to take necessary measures to ensure the Meeting is conducted in a proper, orderly manner, in accordance with the approved agenda, and reflective of the will of the majority of attendees.
4. Decisions of the Chairperson regarding procedural matters shall be effective and binding at the Meeting unless otherwise decided by the General Meeting of Shareholders.

Powers of the Chairperson:

- To require all attendees to undergo security checks or comply with other necessary security measures;
- To request competent authorities to maintain order at the Meeting; and to remove from the Meeting any individuals who fail to comply with the Chairperson's authority, intentionally disrupt order, obstruct the normal conduct of the Meeting, or fail to comply with security requirements;
- The Chairperson shall have the right to adjourn the General Meeting of Shareholders, even where the required quorum is present, to another time or to change the venue in the following cases:
 - + The meeting venue does not have sufficient seating capacity for all attendees;
 - + The communication or technical facilities at the venue do not ensure that attending shareholders can participate in discussions and voting;
 - + There are individuals whose conduct disrupts order or poses a risk of preventing the Meeting from being conducted in a fair and lawful manner.
- The adjournment period shall not exceed **03 days** from the originally scheduled opening date of the Meeting.

VI. RESPONSIBILITIES OF THE SECRETARIAT

1. To fully and accurately record all proceedings of the Meeting and all matters approved or noted by shareholders and their representatives in the Minutes of the General Meeting of Shareholders;
2. To draft and finalize the Resolution on matters approved at the Meeting.

VII. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

1. To count votes cast by shareholders and their representatives on matters submitted for approval at the Meeting and report the results to the Secretariat;
2. To be responsible for the accuracy of the vote counting results at the 2026 Annual General Meeting of Shareholders;
3. To guide shareholders in completing voting ballots and collect such ballots as a basis for aggregating voting results, and to report such results to the Secretariat for completion of the Meeting Minutes;
4. To review and report to the Meeting any violations of voting procedures or complaints regarding voting results;
5. During the performance of its duties, the Vote Counting Committee must act with integrity and accuracy and shall be responsible for the voting results.

VIII. HANDLING OF UNSUCCESSFUL GENERAL MEETINGS OF SHAREHOLDERS

1. In the event that the required quorum is not met within thirty (30) minutes from the scheduled opening time of the General Meeting of Shareholders as stipulated in Section I of these Regulations, the convener shall announce the cancellation of the Meeting.
2. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first scheduled Meeting. The second Meeting shall only be validly convened when attending shareholders represent at least **33% of the total voting shares**.
3. In the event that the second Meeting cannot be convened due to insufficient quorum within thirty (30) minutes from the scheduled opening time, a third Meeting may be convened within twenty (20) days from the date of the second scheduled Meeting. In this case, the Meeting shall be conducted regardless of the number of voting shares represented by attending shareholders, shall be deemed valid, and shall have the authority to decide on all matters submitted for approval at the General Meeting of Shareholders.

IX. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

All matters discussed at the General Meeting of Shareholders must be recorded by the Secretariat in the Minutes of the Meeting. The Minutes of the General Meeting of Shareholders must be read by the Secretariat and approved by the shareholders and their representatives prior to the closing of the Meeting.

The Minutes of the General Meeting of Shareholders, the appendix containing the list of attending shareholders, the approved Resolution, and all relevant documents shall be kept at the Company's head office.

The above constitutes the full text of the Regulations on organization and operation of the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company. The Board respectfully submits to the shareholders and their representatives for consideration and approval.

Respectfully submitted./.

Recipients:

- Shareholders of the Company;
- Members of the Board of Directors, Board of Management, and Board of Supervisors;
- Filed at the Administration Department, Office, and Secretariat.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Khuc Ngoc Giang