



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	Company Secretary and Person in Charge of Corporate Governance			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



**LAM THAO FERTILIZERS AND
CHEMICALS JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Phu Tho, April 24, 2026

VOTING BALLOT FOR AGENDA ITEMS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder / Proxy:

Number of shares owned: **Shareholder Code:**

No.	Voting Items	In favor	Against	No opinion
1.	Approval of the Report of the Board of Directors on its activities in 2025 and orientation for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Approval of the Report on 2025 business performance and the 2026 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Approval of the Report of the Board of Supervisors for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Approval of the selection of an independent auditing firm for the 2026 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Approval of the audited Financial Statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approval of the profit distribution plan, appropriation of funds and dividend payment for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Approval of the 2026 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Approval of remuneration for the Board of Directors, Board of Supervisors, Company Secretary/Person in charge of corporate governance, and Secretariat in 2025 and the remuneration plan for the Board of Directors and Board of Supervisors in 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shareholder / Authorized Representative
(Signature and full name)

Notes:

- Shareholders are requested to tick (✓) the appropriate box (In favor, Against, No opinion);
- This voting ballot is valid only at the 2026 Annual General Meeting of Shareholders;
- Shareholders shall return this ballot to the Organizing Committee after completing all voting information;
- The following ballots shall be deemed invalid:
 - + Ballots not issued by the Company;
 - + Ballots without the signature of the shareholder/proxy;
 - + Ballots that are altered/erased or contain additional content not subject to voting at the Meeting.