

No.: 07/BCQT-SPLT

*Phu Tho, dated January 23, 2025*

**REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANY  
(YEAR 2024)**

**Kindly sent to:**     - **STATE SECURITIES COMMISSION**  
                              - **HANOI STOCK EXCHANGE**

Name of the listed company:     **Lam Thao Fertilizers And Chemicals JSC**  
Headquarter address:     Phuong Lai Area, Lam Thao Town, Lam Thao District, Phu Tho  
Province  
Tel:                                 0210-3825 135     - Fax: 0210-3825 126  
Charter capital:                 1.128.564.000.000 đồng (*In words: One trillion, one  
hundred twenty-eight billion, five hundred sixty-four million VND*).  
Stock code:                    **LAS**

Corporate governance model: The company follows the corporate governance model as stipulated in Point a, Clause 1, Article 137 of the Law on Enterprises: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

On the implementation of internal audit functions: Not yet implemented.

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:**

No.	Resolution No.	Date	Content
1	Resolution No. 42/NQ- ĐHĐCĐ-SPLT	11/4/2024	1- Approval of the 2023 production and business performance summary report and the 2024 production and business plan. 2- Approval of the 2023 activity report of the Board of Directors and the 2024 operational directions. 3- Approval of the Supervisory Board's activity report for 2023. 4- Approval of the selection of an independent auditing company to review the semi-annual financial statements and audit the annual financial statements for 2024. 5- Approval of the audited 2023 financial statements by Vietnam Auditing and Valuation

No.	Resolution No.	Date	Content
			<p>Company Limited (VAE).</p> <p>6- Approval of the profit distribution plan and fund allocation for 2023.</p> <p>7- Approval of the 2024 production and business activity plan.</p> <p>8- Approval of remuneration for members of the Board of Directors, Supervisory Board, Corporate Governance Officer, and Company Secretariat for 2023, along with the remuneration plan for the Board of Directors and Supervisory Board for 2024.</p>

## II. ACTIVITIES OF THE BOARD OF DIRECTORS

### 1. Information about Board of Directors (BOD) members:

No.	Board of Directors member	Position	Start Date/End Date as a Member of the Board of Directors (BOD)/ Independent BOD	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Quoc Anh	President	19/04/2022	
2	Mr. Pham Thanh Tung	Member	09/06/2020	
3	Mr. Tran Dai Nghia	Member	12/04/2023	
4	Mr. Bui Son Hai	Member	26/04/2018	
5	Mrs. Nguyen Thi Thuy Duong	Member	09/06/2020	

### 2. Board of Directors Meetings:

No.	Board of Directors member	BOD meetings attended (in person)	Meeting attendance rate	Reasons for not attending meetings
1	Mr. Nguyen Quoc Anh	6/6	100%	
2	Mr. Pham Thanh Tung	6/6	100%	
3	Mr. Tran Dai Nghia	5/6	83,3%	Business trip
4	Mr. Bui Son Hai	6/6	100%	
5	Mrs. Nguyen Thi Thuy Duong	5/6	83,3%	Business trip

### **3. Supervision Activities of the BOD Over the Executive Board**

In 2024, the Company's production and business activities encountered both opportunities and challenges.

Advantages: (1) The leadership team, along with all employees of the Company, has consistently demonstrated solidarity and unity, ensuring the continuation of production and business operations. This has secured employment and improved income for workers, thereby strengthening the trust of staff and workers in the Company's sustainable development. (2) The Company's products have maintained their strong brand reputation, with a diverse range of offerings. Continuous investment in research has introduced new products to the market, while maintaining and enhancing quality, earning the trust and loyalty of consumers. (3) The Company regularly receives close guidance and support from the Vietnam National Chemical Group, as well as favorable conditions created by provincial and district authorities in Phu Tho and Lam Thao. Additionally, the Company's products enjoy strong support from farmers nationwide.

Regarding difficulties: (1) The conflict between Russia and Ukraine, as well as between Hamas and Israel, continues to escalate in complexity and intensity, significantly impacting the global economy. This has caused unpredictable fluctuations in the prices and supply of raw materials used for fertilizer production. (2) Unpredictable weather patterns, particularly the impact of Typhoon No. 3 (Yagi), have caused severe damage to people and property in many areas of the Northern region, significantly affecting the Company's fertilizer consumption. (3) The prices of main raw materials for NPK production have fluctuated continuously with large margins, adversely affecting customer sentiment and demand for fertilizers. (4) Notably, in recent years, there has been a shortage in the quantity and a decline in the quality of  $P_2O_5$  content in apatite ore. Consequently, the Company has had to purchase additional materials to supplement production, specialize production at two Supe Factories, and procure more Type 2 apatite ore to meet the Company's and the market's requirements. This has led to increased costs for technology modifications, affecting the efficiency of production and business activities.

Recognizing this situation, the Board of Directors and the Executive Board have

identified this as both an opportunity and a challenge in managing production and business operations during the current phase. The Company has proactively and flexibly managed its operations, closely monitoring the actual situation and implementing comprehensive management solutions. Particular attention has been given to maintaining reasonable inventory levels to consistently introduce high-quality new products to the market. The Company has also secured consensus from suppliers to ensure the highest production and business efficiency, specifically:

**a. Regarding the production and business results in 2024**

- Industrial production value at current prices: 3,380 billion VND, achieving 101.5% of the annual plan, a decrease of 4.4% compared to the same period.
- Revenue from sales and service provision: 3,599.9 billion VND, achieving 105.8% of the annual plan, 100.8% compared to the same period.
- Amount paid to the State budget: 86 billion VND, achieving 172% of the annual plan, an increase of 138.9% compared to the same period.
- Profit before tax: 216.2 billion VND, achieving 158.9% of the annual plan, an increase of 16% compared to the same period.

**b. Repairs and Basic Construction Investment Activities**

In 2024, the Company's construction investment activities primarily focused on completing projects carried over from 2023, preparing investments, approving projects, selecting contractors, and signing contracts for several new projects within the 2024 construction investment plan approved by the Group. Details are as follows:

- Projects completed, accepted and put into use in 2024: Renovation of the exhaust gas treatment system of Acid Line No. 1 - Acid Enterprise; Investment in renovation of Absorption Tower 1 of Acid Line No. 2 - Acid Enterprise; Investment in purchasing 10-ton bridge crane - Super Enterprise 1; Investment in construction of a warehouse for storing raw materials and products at the Company; Purchase of 02 cars; Purchase of ambulances and fire trucks.
- Projects are in the process of selecting contractors, signing contracts and implementing procurement and construction at the site: Investing in the construction of an

SOP production line with a capacity of 20,000 tons/year; Renovating a circulating lake; Building a sales and product introduction area; Purchasing gas tanks.

- Projects currently in the process of investment preparation: Investment in the construction of the Company's office building; Renovation of Acid Sulfur Furnace 1 - Acid Factory; Investment in the construction of alum production line (PAC) with a capacity of 10,000 tons/year; Renovation of Acid Sulfur Furnace 1 - Acid Factory,...

- Construction investment value in 2024: 71.114 million VND (achieving 85% of the annual plan), including:

+ Construction value:	15.886 million VND
+ Equipment value:	42.433 million VND
+ Other values:	12.795 million VND.

### **c. Other main task implementation results**

- Implement sales activities well, propose flexible policies and mechanisms, take care of customers in each specific stage suitable for each production and business condition agreed by distributors; organize special promotion programs, scan stamps to win money when buying Lam Thao fertilizer products (Organic minerals, Organic minerals and microorganisms, Microbial superphosphate, high content NPK, Microbial NPK).

- Organize customer conferences; customer appreciation programs in Phu Quoc and organize for customers to visit and study in the United States of America and Indonesia, spreading the Company's brand to customers and consumers.

- Cooperate with the Department of Culture, Sports and Tourism of Phu Tho province to organize the Hung Vuong Super Lam Thao Cup volleyball tournament - Main sponsor, period 2025-2030.

- Coordinate, arrange and organize labor reasonably, meeting the requirements of production and business activities.

- Well organize the management and protection of assets; industrial safety and hygiene, fire prevention and fighting, ensure the safety of warehouses, equipment and products; food safety and hygiene in units.

- Well implement cost management, debt collection, ensure cash flow for the

Company's production and business activities.

- Purchase and reserve raw materials at reasonable prices, reduce costs, contribute to improving the Company's production and business efficiency.

This is the result of the continuous efforts of the Board of Directors and all officers and employees of the Company, with high determination, with all the abilities and intelligence of the collective and individuals, the Company has overcome difficulties and obstacles and achieved encouraging achievements in production and business.

The Board of Directors of the Company always pays close attention to and directs the Board of Directors to maintain and create all conditions to do well in social work, improve working conditions, and enhance the material and spiritual life of officers and employees. Do a good job of taking care of health, improving working conditions and living conditions for employees so that employees trust and stick with the Company: Average income reaches over 17.35 million VND/person/month, equal to 136% of the annual plan and increases by 19% over the same period. Pay attention to and direct the improvement of the quality of health care for officers and employees, direct periodic health check-ups, in-depth examinations for officers and employees to ensure quality. Purchase health insurance for 100% of employees working at the Company. In addition, employees are also provided with nutritious drinks such as bird's nest, cordyceps... to improve their health, restore their labor force and receive gifts in kind on holidays and Tet.

The Board of Directors always performs well in social security work, continues to support and create all conditions for the Board of Directors to direct and coordinate with units and departments to participate in supporting community programs, care, share, visit, and give gifts on holidays and Tet....

#### **d. Main Reasons for Achieving the Company's Production and Business Results in 2024**

- At the beginning of 2024, the Company introduced a new product line to the market: specialized fertilizers for coffee trees, forestry trees, and urban agriculture; and announced new packaging for Lam Thao fertilizers. This provided farmers with more options to select high-quality and efficient fertilizers suitable for various crops, soil types,

and living environments.

- By applying multiple management solutions, the Company proactively and flexibly managed production, sales, and inventory processes to ensure the highest business efficiency. This was combined with flexible sales policies tailored to each phase. The Company consistently received support and cooperation from distributors and optimized production processes to enhance production and business efficiency.

- Successfully implemented debt collection, ensuring efficient cash flow for the Company's production and business activities.

- Procured materials and raw materials at competitive prices, particularly by organizing bulk purchases directly from manufacturers.

- The entire staff and workforce of the Company showed unity, determination, and strong commitment to effectively implement the solutions directed and outlined by the Company's leadership.

#### **f. Factors affecting the Company's operations in the coming time**

The shortage of Apatite ore for Superphosphate production has put a lot of pressure on the Company in operating its production and business activities. The Company is forced to reduce the load on production lines, which has increased costs and affected production and business efficiency.

With China restricting fertilizer exports to prioritize domestic demand, the international supply of urea and DAP fertilizers is tightening. Europe faces an energy crisis in 2024, which continues to affect fertilizer production due to rising natural gas costs. Climate change: floods and droughts disrupt the fertilizer supply chain in major producing countries such as Russia and Brazil.

Domestically, according to the Ministry of Industry and Trade, in 2024, urea fertilizer output will reach more than 2.5 million tons (up 6.5% compared to 2023) thanks to the stability of Ca Mau and Phu My Fertilizer Plants. NPK fertilizer output increased by 11.7% due to increased demand for rice and vegetable cultivation. The Ministry of Agriculture aims to increase the proportion of organic fertilizer from 13% (2024) to 25% (2025). The imposition of a 5% VAT allows domestic enterprises to deduct input tax,

reduce production costs and compete better with imported goods.

The company will adapt to fluctuations in the domestic and international situation to have solutions and products suitable to market needs.

#### **4. Activities of the subcommittees of the Board of Directors**

In 2024, the Company's Secretariat has always done a good job of advising and assisting the Board of Directors in receiving and processing documents, information, exchanging and resolving work between the Board of Directors and the Executive Board and between the Board of Directors and the Supervisory Board and between individuals, departments, and related functional units... to promptly and qualitatively meet the requirements of the tasks.

The Secretariat fully, accurately and promptly prepared the agenda and documents of the 2024 Annual General Meeting of Shareholders in accordance with the direction of the Company's leaders and in accordance with the provisions of law and the Company's Charter.

As the focal point connecting with the departments and functional divisions in the Company to coordinate in completing assigned tasks, the Secretariat has prepared programs and plans for organizing Board of Directors meetings under the direction of the Chairman of the Board of Directors to ensure that they are consistent with the actual requirements of each meeting content, promptly resolving outstanding or newly arising issues of the Company.

The Secretariat regularly coordinates closely with the Company's Information Disclosure Officer to effectively implement the disclosure of the Company's information in accordance with the provisions of law, and participates in effectively implementing management reporting and other reports in accordance with regulations.

#### **5. Resolutions/Decisions of the Board of Directors**

<b>No.</b>	<b>Resolution/Decision No.</b>	<b>Date</b>	<b>Content</b>	<b>Passage Rate</b>
1	02/QĐ-SPLT (*)	03/01/2024	Approval of the contractor selection results for the Package: "Procurement, manufacturing, installation of the exhaust gas treatment system - Acid Line 1".	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
2	03/QĐ- SPLT (*)	09/01/2024	1. Allow the Council to liquidate the Company's slow-moving inventory to continue handling the tools and materials of Acid Line 3 along with the slow-moving inventory of other units in the Company (Implementing Resolution No. 77/NQ-SPLT dated August 30, 2023). 2. Liquidate 50 fixed assets of Acid Line 3 - Acid Enterprise, Expected recovery value: VND 4,728,324,000.	100%
3	04/QĐ- SPLT (*)	09/01/2024	Assign Mr. Tran Dai Nghia - Member of the Board of Directors, Deputy General Director of the Company to go on a short-term business trip to Taiwan from January 16, 2024 to January 19, 2024.	100%
4	05/QĐ- SPLT (*)	10/01/2024	Adjust the content of the "Construction supervision" package in Decision No. 78/QĐ-SPLT dated August 31, 2023 of the Board of Directors of the Company on approving the Contractor Selection Plan.	100%
5	06/QĐ- SPLT (*)	11/01/2024	1. Issue the consumption norms of raw materials, fuels, and materials for some of the Company's main products in 2024 2. Authorize the General Director of the Company to sign and issue the production norms of various types of NPK, Organic minerals, Microbial superphosphate, Organic minerals, Microbial NPK and other by-products such as: Sulfite, Bisulfite, NaF, Na <sub>2</sub> SiF <sub>6</sub> , NPK production additives... in 2024.	100%
6	08/NQ- SPLT (*)	16/01/2024	Approve the provision for inventory price reduction of slow-moving materials that are not in use as of December 31, 2023, which is VND 25,819,804,988.	100%
7	09/QĐ- SPLT (*)	23/01/2024	Approving the fixed asset repair cost in 2024 of Lam Thao Fertilizers And Chemicals JSC with a value of VND 150,000,000,000. In which: - Major repair cost: VND 65,000,000,000. - TX repair cost: VND 85,000,000,000.	100%
8	10/QĐ- SPLT (*)	29/01/2024	Approving the Contractor Selection Plan for the project "Investment in construction of warehouses for storing raw materials and products at the Company".	100%
9	11/QĐ- SPLT (*)	30/01/2024	Approving the Company's short-term loan limit in 2024 with the balance at any time not exceeding VND 1,000 billion. During the implementation process, if the loan	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			balance at any time exceeds 35% (thirty-five percent) of the total asset value recorded in the Company's most recent financial report, the Company's General Director is requested to report to the Board of Directors for consideration. The Board of Directors unanimously authorized the General Director to sign a Credit Limit Contract with the Banks to ensure sufficient capital for the Company's production and business activities.	
10	12/QĐ- SPLT (*)	02/02/2024	Approving the 2023 Salary Fund of Lam Thao Fertilizers And Chemicals JSC as follows: 1. Employee salary fund: VND 320,000 million. 2. Manager salary fund: VND 3,255 million.	100%
11	13/NQ- SPLT	05/02/2024	Approving the plan and preparation for the 2024 General Meeting of Shareholders	100%
12	19/NQ-SPLT (*)	19/02/2024	Approving the price adjustment of the "Construction of raw material and product warehouse" package for the investment project to build a warehouse for storing raw materials and products at the Company (in Decision No. 10/QĐ-SPLT dated January 29, 2024 of the Board of Directors of the Company on approving the Plan for selecting contractors for the investment project to build a warehouse for storing raw materials and products at the Company.	100%
13	26/NQ-SPLT	21/02/2024	1. Acknowledge the contents of the 2023 Business Performance Report, the 2024 Business Performance Plan and the First Quarter of 2024 (in the General Director's Report submitted to the Board of Directors on February 20, 2024). 2. Approval of the audited 2023 Financial Statement in Submission No. 23/TTr-TCKT dated February 20, 2024 and the Plan for 2023 profit distribution in Submission No. 24/TTr-TCKT dated February 20, 2024. 3. Approve the contents in Submission No. 22/TTr-TCKT dated February 20, 2024 on the implementation of the State Audit's recommendations on the Company's 2022 financial statements. Request the Company's General Director to direct relevant units to complete the dossier, make full reports, and within the time limit specified in Audit Result Notice No. 53/TB-	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			<p>KTNN dated January 8, 2024.</p> <p>4. Agree on the contents in Submission No. 184/TTr-SPLT-CDDT dated February 20, 2024 on approving the renovation and repair policy for the Experimental Garden, Sales Station, and Circulation Lake projects.</p> <p>5. Acknowledge the contents of Report No. 25/BC-SPLT-CDDT dated February 19, 2024 on the implementation of construction investment work in 2024.</p> <p>6. Agree on the contents of Submission No. 158/TTr-TCLD dated January 30, 2024 on the plan and preparation for the 2024 Annual General Meeting of Shareholders. Assign the General Director to direct the implementation of the plan to organize the 2024 Annual General Meeting of Shareholders of the Company in accordance with the law.</p>	
14	27/NQ- SPLT (*)	26/02/2024	Adjusting Decision No. 03/QD-SPLT dated January 9, 2024 of the Board of Directors of the Company	100%
15	28/NQ-SPLT (*)	26/02/2024	Approving the List of 14 suppliers of materials and raw materials in 2024 of Lam Thao Fertilizers And Chemicals JSC	100%
16	30/NQ-SPLT (*)	05/03/2024	Stipulating the Internal Work Responsibility Coefficient ( $K_{TN}$ ) for the positions of specialized leaders and managers of the Advisory and Support Boards of the Company's Party Committee.	100%
17	31/NQ-SPLT (*)	08/03/2024	<p>Assigning the following persons to join the delegation on a short-term business trip to Taiwan:</p> <p>1- Mr. Pham Thanh Tung - General Director - Head of the delegation</p> <p>2- Mr. Nguyen Quoc Anh - Chairman of the Board of Directors</p> <p>3- Mr. Le Hong Thang - Chief Accountant</p> <p>* Time of travel: 27/3/2024 ÷ 31/3/2024</p>	100%
18	33/NQ-SPLT (*)	12/03/2024	<p>Canceling the bid for the package: "Construction of a warehouse for raw materials and products" under the project "Investment in the construction of a warehouse for raw materials and products at the Company" due to the lack of E-HSDT meeting the requirements of E-HSMT according to item a, clause 1, Article 17 - Cancel the bid - Law on Bidding No. 22/2023/QH15 [the bid price of the Bidder is 10,238,201,612 VND, higher (exceeding)</p>	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			the approved estimated price of the bid package (9,229,821,000 VND)]. * Assign the Inviting Party to re-organize the bidding in accordance with the regulations.	
19	37/NQ-SPLT (*)	27/03/2024	Issuing norms for consumption of raw materials, fuels and materials for some main products to apply in the Company's production management from March 1, 2024 and authorize the General Director of the Company to sign and issue norms for the production of various types of NPK, Organic minerals, Microbial superphosphate, Organic minerals, Techmo phosphate, Microbial NPK and other by-products such as: Sulfite, Bisulfite, NaF, Na <sub>2</sub> SiF <sub>6</sub> , NPK production additives, etc. from March 1, 2024 until a new document replaces it.	100%
20	38/NQ-SPLT (*)	27/03/2024	Approving the plan for handling slow-moving materials in Resolution No. 77/NQ-SPLT dated August 30, 2023 of the Company's Board of Directors.	100%
21	39/NQ-SPLT (*)	27/03/2024	Approving the plan to transfer the status quo of the premises, facilities, equipment, machinery, assets... of the Circulation Lake and the labor to operate and repair the Circulation Lake from the Electricity and Water Enterprise to the Acid Enterprise for management and operation.	100%
22	40/NQ-SPLT	10/04/2024	1. Approving the addition and amendment of the content of Section 6 (serial number 6, Part II in the 2024 Business and Production Plan) in the Submission No. 36/TTr-HĐQT-LAS dated March 19, 2024 on the approval of the audited financial statements for 2023; the 2023 profit distribution plan; the 2024 Business and Production Plan; Remuneration of the Board of Directors and the Board of Supervisors of the Company 2. Approving the documents at the 2024 Annual General Meeting of Shareholders.	100%
23	47/NQ-SPLT (*)	25/04/2024	Mr. Quan Viet Binh - Date of birth: March 25, 1966 - Qualification: Master of Inorganic Chemistry; Head of Technical Department of Lam Thao Fertilizers And Chemicals JSC (Supe Company) acts as the Representative of Supe Company's capital at Lam Thao Packaging and Trading Joint Stock Company (Packaging Company)	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			(representing 10% of the charter capital of Packaging Company) to exercise the rights, responsibilities and obligations of Super Company for the capital invested by the Company at Packaging Company.	
24	48/NQ-SPLT (*)	25/04/2024	Decision Mr. Vu Xuan Hong - Born on August 2, 1963 - Qualification: Inorganic chemical engineer - Deputy General Director of Lam Thao Fertilizers And Chemicals JSC ceases to be the Capital Representative of Lam Thao Fertilizers And Chemicals JSC at Lam Thao Packaging and Trading Joint Stock Company (representing 10% of the Charter Capital of Lam Thao Packaging and Trading Joint Stock Company) from April 25, 2024.	100%
25	50/NQ-SPLT (*)	25/04/2024	Approving the proposal of the General Director of the Company on the transfer of Mr. Chu Quang Tuyen - Born on September 15, 1969, professional training qualification: Inorganic chemical engineer, currently Director of Supe Factory 2 to take on the task of Director of Supe Factory 1.	100%
26	51/NQ- SPLT	25/04/2024	Approving the policy to implement the appointment process of 01 Deputy General Director of the Company (Expected to assign a Deputy General Director of the Company when appointed: Deputy General Director in charge of standards and receive)	100%
27	55/QĐ-SPLT (*)	13/05/2024	Decision to liquidate 08 fixed assets at Acid Factory of Lam Thao Fertilizers And Chemicals JSC	100%
28	56/QĐ-SPLT (*)	13/05/2024	Decision to liquidate 02 fixed assets at NPK3 Factory of Lam Thao Fertilizers And Chemicals JSC	100%
29	59/NQ-SPLT (*)	14/05/2024	Approval of the results of selecting contractors for the package "Construction of raw material and product warehouse" under the project "Investment in construction of raw material and product warehouse at the Company".	100%
30	60/NQ-SPLT (*)	14/05/2024	Approval of the implementation of the project "Investment in purchasing ambulances and fire trucks".	100%
31	63/NQ-SPLT (*)	22/05/2024	Issuing a decision on remuneration payment for members of the Board of Directors and non-professional Controllers working at Lam Thao Fertilizers And Chemicals JSC.	100%
32	66/NQ-SPLT	24/05/2024	Approval of the policy of ceasing operations	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
	(*)		and liquidating assets of the wet grinding department of Super Phosphate Factory 1 to recover capital and clear the site according to regulations.	
33	72/NQ-SPLT (*)	30/05/2024	Approval of the list of additional planning for leaders and managers of the Company for the period 2021 - 2026 and the period 2026 - 2031.	100%
34	82/NQ-SPLT (*)	27/05/2024	Approval of the content of the Draft Regulation on the working relationship between the Party Committee, the Board of Directors, and the General Director of the Company	100%
35	30/QC-SPLT (*)	27/05/2024	Regulations on working relationship between the Party Committee, Board of Directors, General Director of Lam Thao Fertilizers And Chemicals JSC	100%
36	74/QĐ-SPLT (*)	11/06/2024	Liquidation of fixed assets of Super 1 Enterprise to recover part of capital and clear the land for production.	100%
37	76/NQ-SPLT (*)	18/06/2024	Approval of the selection of Vietnam Auditing and Valuation Company Limited (VAE). Address: 11th Floor, Song Da Building, No. 165, Cau Giay Street, Cau Giay District, Hanoi City to conduct audit and review of the Financial Statements for the first 6 months of the year and audit the Financial Statements for 2024 of Lam Thao Fertilizer and Chemical Joint Stock Company.	100%
38	77/NQ-SPLT (*)	18/06/2024	Approval of the results of the selection of contractors for the Bidding Package "Procurement of ambulances and fire trucks" under the Project "Investment in procurement of ambulances and fire trucks".	100%
39	78/QĐ-SPLT (*)	21/06/2024	Appoint Mr. Pham Thanh Tung - Representative of Vietnam Chemical Group's capital at the Company, Member of the Board of Directors, General Director of Lam Thao Fertilizers And Chemicals JSC to attend the Conference in China from June 25, 2024 to June 28, 2024.	100%
40	83/QĐ-SPLT (*)	26/06/2024	Issuing the consumption norms of Raw - Fuel - Materials to be applied in the production of Superphosphate of the Company from June 1, 2024.	100%
41	85/QĐ-SPLT (*)	08/07/2024	Appointing the following gentlemen to join the delegation of officials on a short-term business trip to the US:	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			1- Mr. Pham Thanh Tung - General Director 2- Mr. Le Hong Thang - Chief Accountant * Time of travel 31/8/2024 ÷ 09/9/2024	
42	86/QĐ-SPLT (*)	08/07/2024	Decision on approving the adjustment of the implementation progress and total investment structure in Decision No. 67 dated August 21, 2023 approving the technical economic report of the project to invest in building a warehouse for storing raw materials and products at the Company	100%
43	87/QĐ-SPLT (*)	08/07/2024	Decision on approving the "Plan to select outstanding employees for the period 2023-2024 for the Company to reward".	100%
44	90/QĐ-SPLT (*)	15/07/2024	Decision on sending the following officers to work in Indonesia from September 19 to September 23, 2024: Mr. Pham Thanh Tung - General Director of the Company, Mr. Vu Xuan Hong - Deputy General Director of the Company, Mr. Do Van Tao - Head of the Company's Supervisory Board.	100%
45	92/NQ-SPLT	11/07/2024	Resolution + Minutes of the Board of Directors meeting on July 11, 2024	100%
46	94/NQ-SPLT	17/07/2024	Resolution + Minutes of the Board of Directors meeting on July 17, 2024	100%
47	95/QĐ-SPLT	17/07/2024	Decision on Issuing the Regulations on Management of Purchase and Sale of Materials of Lam Thao Fertilizers And Chemicals JSC	100%
48	96/NQ-SPLT	17/07/2024	Approving the list of units with contracts and transactions signed between the Company and related persons of the Company	100%
49	94a/QĐ-SPLT	17/07/2024	Decision on approving the cost of major repairs of fixed assets in 2024 of Lam Thao Fertilizers And Chemicals JSC	100%
50	98/QĐ-SPLT (*)	24/07/2024	Decision on promulgating the Table of norms for consumption of raw materials and fuels used in the production of Super Phosphate with the addition of MAP of the Company from July 15, 2024	100%
51	102/NQ-SPLT (*)	31/7/2024	1. Resolution approving Mr. Nguyen Quoc An to cease holding the positions of Company Secretary, Head of the Secretariat, and Person in charge of Company Administration from August 1, 2024. 2. Appointing Mr. Nguyen Viet Hung as a member of the Secretariat to hold the positions of Head of the Secretariat, Person in charge of Company Administration from	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			August 1, 2024.	
52	103/NQ-SPLT (*)	31/7/2024	Decision appointing Mr. Nguyen Viet Hung to hold the position of Person in charge of Company Administration and Head of the Secretariat from August 1, 2024.	100%
53	110/NQ-SPLT (*)	20/08/2024	Resolution approving the payment of cash dividends in 2023 and the last registration date to close the list of shareholders exercising the right to pay dividends	100%
54	116/NQ-SPLT (*)	20/08/2024	Decision approving the Project "Investment in construction of SOP production line with capacity of 20,000 tons/year"	100%
55	117/NQ-SPLT (*)	20/08/2024	Decision approving the contractor selection plan for the Project "Investment in construction of SOP production line with capacity of 20,000 tons/year"	100%
56	118/NQ-SPLT	29/08/2024	Resolution of the Board of Directors meeting on August 29, 2024	100%
57	123/QĐ-SPLT	29/08/2024	Decision to appoint Mr. Nguyen Quoc An, currently the Chief of the Company Office, to assume the position of Deputy General Director of the Company from 01/9/2024	100%
58	122/QĐ-SPLT (*)	30/08/2024	Appointing the following persons to join the delegation on a business trip abroad: 1- Mr. Nguyen Quoc Anh - Chairman of the Board of Directors 2- Mr. Tran Dai Nghia - Member of the Board of Directors - Deputy General Director	100%
59	124/QĐ-SPLT (*)	10/09/2024	Decision to assign Mr. Nguyen Quoc An - Deputy General Director of the Company on a short-term business trip to Indonesia from 19/9/2024 – 23/9/2024	100%
60	114/NQ-SPLT (*)	16/09/2024	Resolution approving the issuance of the draft Regulation on management of investment and construction activities of Lam Thao Fertilizers and Chemicals JSC	100%
61	115/NQ-SPLT (*)	16/09/2024	Decision to issue the Regulation on management of investment and construction activities of Lam Thao Fertilizers and Chemicals JSC	100%
62	125/NQ-SPLT (*)	20/09/2024	Resolution approving the issuance of the draft Regulations on deposit management at credit institutions of Lam Thao Fertilizers and Chemicals JSC	100%
63	125/NQ-SPLT (*)	20/9/2024	Approving the draft content of "Regulations on deposit management at credit institutions of Lam Thao Fertilizers and Chemicals JSC"	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
64	126/QĐ-SPLT (*)	20/9/2024	Decision on promulgating “Regulations on deposit management at credit institutions of Lam Thao Fertilizers and Chemicals JSC”	100%
65	127/QĐ-SPLT (*)	30/9/2024	Decision on approving the Project on renovating the Circulating Lake.	100%
66	128/QĐ-SPLT (*)	30/9/2024	Decision on promulgating the Table of raw material consumption norms applied in the production of Super Phosphate of the Company from September 1, 2024	100%
67	128/QĐ-SPLT (*)	30/09/2024	Decision on promulgating the table of raw material consumption norms applied in the production of Superphosphate of Lam Thao Fertilizers and Chemicals JSC	100%
68	129/QĐ-SPLT (*)	03/10/2024	Decision on approving the contractor selection plan for the Circulating Lake Renovation Project	100%
69	132/QĐ- SPLT (*)	11/10/2024	Sending the following persons to join the delegation on a short-term business trip to China: 1- Mr. Pham Thanh Tung - General Director 2- Mr. Le Hong Thang - Chief Accountant * Time of travel 23/10/2024 ÷ 27/10/2024	100%
70	131/QĐ-SPLT (*)	14/10/2024	Decision on approving the Project of Building a sales and product introduction area	100%
71	133/NQ-SPLT	17/10/2024	1. Approve the production and business results of the third quarter of 2024, the first 9 months of 2024 and the plan for the fourth quarter of 2024 according to the content of the report dated October 14, 2024 of the General Director of the Company. 2. Approve the Financial Report of the third quarter of 2024 in the Document signed by the General Director of the Company on October 17, 2024. 3. Record the contents of the report on investment and construction work, progress of project implementation and the report on the settlement of the PMC contract, the settlement of the 300,000 tons/year Acid project. 4. Agreed to approve the plan for determining payroll and distributing salaries to employees in departments under the Company's indirect sector (according to the content of the submission No. 1362/TTr-SPLT-TCLĐ dated October 14, 2024 of the Company's General Director)	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
72	134/QĐ-SPLT	17/10/2024	Decision to issue "Plan for determining payroll and distributing salaries to employees in some departments under the Company's indirect sector"	100%
73	135/QĐ-SPLT (*)	21/10/2024	Decision to approve the plan for selecting contractors for the Project of building sales and product introduction areas	100%
74	135/QĐ-SPLT (*)	21/10/2024	Decision to approve the plan for selecting contractors for the Project of building sales and product introduction areas	100%
75	136/QĐ-SPLT (*)	29/10/2024	Decision on finalizing the PMC Contract for the Acid project	100%
76	137/QĐ-SPLT (*)	01/11/2024	Decision on Liquidation of Fixed Assets (02 cars belonging to the Company's Office)	100%
77	138/QĐ-SPLT (*)	01/11/2024	Decision on Liquidation of Fixed Assets (Supe 1 Service Station and Crane)	100%
78	139/QĐ-SPLT (*)	06/11/2024	Resolution on Approval of the Draft Regulations on Management of Savings Initiative Activities of Lam Thao Fertilizers and Chemicals JSC	100%
79	140/QĐ-SPLT (*)	06/11/2024	Decision on Promulgation of Regulations on Management of Savings Initiative Activities of Lam Thao Fertilizers and Chemicals JSC	100%
80	141/QĐ-SPLT (*)	12/11/2024	Decision on Approval of the plan to handle slow-moving materials in Resolution No. 77/NQ-SPLT dated August 30, 2023 of the Board of Directors of the Company	100%
81	142/QĐ-SPLT (*)	19/11/2024	Decision on handling the situation of opening the bid for the Package: Design, supply of goods and construction of SOP production line with a capacity of 20,000 tons/year (EPC) Project: Investment in construction of SOP production line with a capacity of 20,000 tons/year	100%
82	143/NQ-SPLT (*)	25/11/2024	Resolution on approving the policy of implementing the settlement of the 300,000T/year Acid Project.	100%
83	145/QĐ-SPLT (*)	29/11/2024	Decision on approving the results of contractor selection, Package: Construction and renovation of the Circulation Lake, Belonging to the project: Renovation of the Circulation Lake	100%
84	146/QĐ-SPLT (*)	29/11/2024	Decision on approving the final settlement of investment capital for the completed project, Project "Investment in construction of a Sulfuric Acid production plant with a capacity of 300,000 tons/year, combined	100%

No.	Resolution/Decision No.	Date	Content	Passage Rate
			with a generator" ( <i>The project has stopped implementation</i> )	
85	144/NQ- SPLT (*)	26/11/2024	Resolution on personnel work in December 2024	100%
86	147/NQ- SPLT (*)	06/12/2024	Resolution on agreeing to allow the Company to transfer the salary fund implemented in the year to the salary reserve fund of the following year after paying full salary for 12 months in the year to the Company's officers and employees. The salary fund transferred is a maximum of 17% of the salary fund implemented in the year and is included in the total salary fund approved by the Vietnam Chemical Group	100%
87	148/NQ- SPLT (*)	18/12/2024	Resolution on approving the appointment of staff and noting some contents of the General Director's report on staff work	100%
88	149/NQ- SPLT (*)	19/12/2024	Resolution on approving the draft Regulation on salary transfer from CV, KS salary scale to CVC, KSC salary scale of Lam Thao Fertilizers and Chemicals JSC	100%
89	150/NQ- SPLT (*)	19/12/2024	Decision on promulgating the Regulation on salary transfer from CV, KS salary scale to CVC, KSC salary scale of Lam Thao Fertilizers and Chemicals JSC	100%
90	151/NQ-SPLT (*)	19/12/2024	Resolution on approving the Sales Code of Lam Thao Fertilizers and Chemicals JSC	100%
91	152/NQ-SPLT (*)	19/12/2024	Decision on promulgating the Sales Code of Lam Thao Fertilizers and Chemicals JSC	100%

**Note:** (\*) are Resolutions and Decisions for which the Board of Directors' opinions are requested in writing.

### III. BOARD OF SUPERVISORS

#### 1. Information about the members of the Board of Supervisors

No	Supervisory Board member	Position	Start Date/End Date as a Member of Board of Supervisors	Qualifications
1	Mr. Do Van Tao	Head	04/01/2022	Bachelor of Economics in Accounting
2	Mr. Nguyen Van Tho	Supervisor	24/04/2013	Mechanical Engineer, Inorganic Chemical Engineer

No	Supervisory Board member	Position	Start Date/End Date as a Member of Board of Supervisors	Qualifications
4	Mr. Vi Hoang Son	Supervisor	26/04/2018	Bachelor of Economics in Accounting and Auditing

## 2. Board of Supervisors Meetings

No	Member of Board of Supervisors	Meetings attended	Attendance rate	Voting rate	Reasons for absent
1	Mr. Do Van Tao	03/03	100%	100%	
2	Mr. Nguyen Van Tho	03/03	100%	100%	
3	Mr. Vi Hoang Son	03/03	100%	100%	

## 3. Supervisory activities of the Board of Supervisors over the Board of Directors, the Board of Management and shareholders

### \* Regarding the performance of the functions and duties of the Company's Supervisory Board

Based on the provisions of Article 170 of the 2020 Enterprise Law on the rights and obligations of the Supervisory Board.

Based on the functions and duties of the Supervisory Board stipulated in the Charter of Lam Thao Fertilizers And Chemicals JSC approved by the General Meeting of Shareholders.

The Supervisory Board has carried out tasks, regularly controlled production and business activities through records and documents, attended meetings of the Board of Directors, planning meetings of the Executive Board and provided the Supervisory Board's opinions on policies, plans and implementation of production and business plans, and disclosed information according to regulations.

Specifically:

- Monitor the financial situation of the Company;
- Control the Resolutions and Decisions of the Company's Board of Directors;
- Control the activities of the Board of Directors;
- Handle shareholders' opinions and recommendations.
- Control by thematic plan.

**\* Results of Monitoring the Company's Financial Situation**

- Through the review and inspection activities in 2024, the Supervisory Board found that the consolidated financial statements for the fiscal year 2024 comply with Vietnam's accounting system and standards as well as relevant current regulations.

- The Company's financial statements fairly and reasonably reflect, in all material respects, the changes in assets and the existing assets of the Company as of December 31, 2024, as well as the results of its business operations and cash flows for the 2024 fiscal year. The preparation and presentation of the financial statements are in accordance with accounting standards, Vietnam's enterprise accounting system, and relevant legal regulations on the preparation and presentation of consolidated financial statements. Accounting records and documents are maintained systematically and carefully.

**\* Monitoring the Resolutions and Decisions of the Company's Board of Directors**

- The Board of Directors has conducted periodic and extraordinary meetings through various methods, including in-person meetings, online meetings, or collecting written opinions, to address tasks promptly. They regularly review and promptly issue regulations and decisions suitable to facilitate effective governance and operation of the Company.

- The Board's resolutions focus on reviewing and issuing regulations, task assignments, and monitoring the implementation of production and business plans, basic construction investment plans, personnel matters, and other operational areas of the Company.

- The procedures for meetings, contents, minutes, resolutions, decisions, and documents issued by the Board of Directors comply with the Law on Enterprises, the Company's Charter, and the Resolutions of the Company's General Meeting of Shareholders.

**\* Monitoring the activities of the Board of Directors**

- The Board of Directors has implemented the production and business management in accordance with the Resolution of the General Meeting of Shareholders and the Resolution and Decision of the Board of Directors.

+ Production: Stable production, strictly following the process, implementing the approved consumption norms of materials and raw materials, ensuring product quality, safety and environmental standards; maintaining reasonable inventory levels, ensuring sufficient stock at distributors' warehouses, timely supply for agricultural production seasons.

+ Sales: Maintaining market share, doing a good job of promoting products on mass

media. Cooperating with customers to review and evaluate market share and sales results in assigned areas. Performing well the collection of overdue debts, ensuring cash flow for the Company's production and business activities.

+ Equipment maintenance and repair work: Implement the renovation and repair of the circulating water supply system, the collection and treatment system for production water throughout the Company, complete the construction of experimental gardens and laundry rooms for workers. Regularly carry out maintenance and repair of equipment and workshops to ensure safe and stable production.

+ Investment and construction work: In 2024, the Company will mainly focus on implementing projects transferred from 2023; Organize on-site construction and acceptance of the project to renovate the exhaust gas treatment system of Acid Line No. 1 - Acid Factory. Invest in renovating Absorption Tower 1 of Acid Line No. 2 - Acid Factory. Purchase 10-ton crane - Super Factory 1. Invest in warehouses for raw materials and products at the Company. Complete the project to purchase 02 cars, ambulances, and fire trucks. Continue to carry out the work of the project to invest in building a SOP production line with a capacity of 20,000 tons/year. Renovate the circulation lake. Build a sales area and introduce products. Finalize projects completed during the period according to regulations.

- Successfully complete the main targets in production and business in 2024, specifically:

+ Sales revenue and service provision reached: 3,599,956,447,991 VND, equal to 100.8% over the same period, equal to 105.8% compared to the plan.

+ Accounting profit before tax reached: 216,207,267,894 VND, equal to 116.0% over the same period, equal to 158.9% compared to the plan.

- Other tasks of the Company.

+ In recent times, with the attention and direction from the Board of Directors, the coordination of the Trade Union and related units, the work of caring for the material life, health and spirit of workers has been implemented and fundamentally changed. Ensuring stable income and employment for workers. Workers' income is increasingly improving. In addition to income in cash, workers also receive many types of gifts in kind, diverse in types and good in quality. The company has organized domestic and foreign vacations for workers. Many other activities such as cultural sports have been focused on, which have been a positive source of motivation to encourage workers to complete the Company's labor, production and business tasks.

**\* Shareholders' opinions**

In 2024, the Board of Supervisors did not receive any opinions, feedback or suggestions from shareholders regarding the Company's production and business activities.

**4. Coordination of activities between the Board of Supervisors and the Board of Directors, the Executive Board and other management staff.**

With a sense of responsibility, constructiveness and cooperation in the process of operation:

The Board of Supervisors always coordinates, exchanges and contributes frank opinions with the Board of Directors and the Board of Directors in meetings.

The Resolutions and Decisions of the Board of Directors and the Board of Directors are consistent with the Resolutions of the General Meeting of Shareholders, the goals of the Board of Directors and the policies and regimes as prescribed.

The Board of Supervisors has been provided with full and timely information on the Resolutions and Decisions of the Board of Directors and the Board of Directors.

The Board of Supervisors always receives favorable conditions from the functional departments in the Company in providing documents and records for inspection and control work.

**5. Other activities of the Board of Supervisors**

Implementing the 2024 Control Plan of the Board of Supervisors of Lam Thao Fertilizers And Chemicals JSC; The Board of Supervisors has inspected the implementation of the conclusions and recommendations of the State Audit (SA) related to the management and use of State capital and assets in 2022 of the Company.

Implementation content:

- Leadership and direction of the collective leadership and heads in directing and implementing the SA's recommendations; compliance with the time limit for reporting the results of implementing the SA's recommendations.

- Inspecting the implementation status of the SA's audit recommendations in the Audit Result Notice No. 53/TB-KTNN dated January 8, 2024.

Results:

- Leadership and direction of the leadership team and the head in directing and implementing the recommendations of the State Audit

- + The General Director of the Company has directed the relevant functional departments, divisions and individuals to implement the recommendations of the State Audit, and report the implementation results to the Board of Directors.

+ The Board of Directors of the Company has issued Resolution No. 26/NQ-SPLT dated February 21, 2024 (Article 3. Resolution) on approving the contents of the submission No. 22/TTr-TCKT dated February 20, 2024 on implementing the recommendations of the State Audit.

- Compliance with the time limit for reporting the results of implementing the recommendations of the State Audit

The Company has sent Document No. 144/SPLT-TCKT dated February 21, 2024 to the State Audit and the Vietnam Chemical Group regarding the reporting of the implementation of the recommendations of the State Audit within the time limit required in the Audit Result Notice No. 53/TB-KTNN dated January 8, 2024.

- Check the implementation status of the State Audit's recommendations in the Audit Result Notice No. 53/TB-KTNN dated January 8, 2024

The Company has accounted for the adjustment entries according to the conclusions of the State Audit retroactively in the 2022 accounting year and the adjusted figures are shown in the 2022 Financial Statement. The Company has strictly implemented the contents of the Audit Result Notice No. 53/TB-KTNN dated January 8, 2024.

## **6. Board of Supervisors comments and recommendations**

### **\* Comments:**

In 2024, in the context of many difficulties and challenges in production and business. However, with the close direction of the Board of Directors, the determination in production and business management of the Board of Directors, and the solidarity efforts of the employees. The Company has successfully completed the set goals. Profits increased compared to the same period, the material and spiritual life of employees has continuously improved. The Company has fulfilled its obligations to the State.

### **\* Recommendations:**

Board of Directors and Board of Management

- Continue to urge the recovery of bad debts (existing from before).
- Continue to strengthen management solutions to ensure safety in production and the environment.
- Further accelerate the progress of implementing projects according to the approved plan, carry out the final settlement in accordance with regulations for completed projects and projects that have not been implemented.
- Continue to handle slow-moving inventory.

#### IV. BOARD OF MANAGEMENT

No	Members of Board of Management	Date of birth	Qualifications	Date of first appointment
1	Mr. Pham Thanh Tung	31/08/1973	Chemical Economics Engineer, MBA	19/06/2020
2	Mr. Tran Dai Nghia	15/05/1978	Master of Inorganic Chemistry	03/11/2023
3	Mr. Vu Xuan Hong (Retirement from 01/9/2024)	02/08/1963	Inorganic Chemistry Engineer	13/01/2014
4	Mr. Nguyen Quoc An	31/5/1976	Master of Economic Management	01/9/2024
5	Mr. Le Hong Thang	16/07/1966	Bachelor of Economics in Finance and Accounting	16/03/2003

#### V. CHIEF ACCOUNTANT

Full name	Date of birth	Qualifications	Date of first appointment
Mr. Le Hong Thang	16/07/1966	Bachelor of Economics in Finance and Accounting	16/03/2003

#### VI. CORPORATE MANAGEMENT TRAINING

The Company always creates favorable conditions for sending responsible officers and employees to participate in courses and training sessions to improve their qualifications, knowledge and capacity in corporate governance, effectively serving the management and operation of the Company's production and business activities.

#### VII. LIST OF RELATED PARTIES OF THE COMPANY AND TRANSACTIONS BETWEEN RELATED PARTIES AND THE COMPANY

1. List of related persons of the company: Appendix 01 attached.
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders:

Appendix 02 attached.

3. Transactions between insiders of the company, related persons of insiders and subsidiaries, companies controlled by the company: None.

4. Transactions between the company and other entities: None.

4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers have been or are founding members or members of the Board of Directors or executive General Directors within the last three (03) years (as of the reporting date): None.

4.2. Transactions between the company and companies in which related parties of members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers are members of the Board of Directors or executive General Directors: None.

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers: None.

#### **VIII. TRADING IN STOCKS OF INSIDERS AND RELATED PERSONS OF INSIDERS:**

1. List of insiders and related persons of insiders: Appendix 03 attached.

2. Transactions of insiders and related persons on company shares: None.

#### **IX. OTHER CONSIDERATIONS: None.**

***Recipient:***

- As addressed;
- Members of the BOD, Supervisory Board, and General Director;
- Archived: Office, Secretary to the Board.

#### **REPRESENTATIVE OF BOARD OF DIRECTORS**



**PRESIDENT**

**Nguyễn Quốc Anh**

## APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Head office address/ Contact address	Time of becoming a related person	Time of ceasing to be a related person	Reason	Relationship with the Company
<b>I</b>	<b>BOARD OF DIRECTORS</b>							
1	Mr. Nguyen Quoc Anh		President of BOD		19/04/2022	-	Mr. Nguyen Quoc Anh was elected to the position of Chairman of the BOD from 19/04/2022	
2	Mr. Pham Thanh Tung		Member of BOD, General Director		09/06/2020	-	Mr. Pham Thanh Tung was elected to the BOD from 09/06/2020	
3	Mr. Bui Son Hai		Member of BOD		26/04/2018	-	Mr. Bui Son Hai was elected to the BOD from 26/04/2018	
4	Mr. Tran Dai Nghia		Member of BOD		12/04/2023	-	Mr. Tran Dai Nghia was elected to the BOD from 12/04/2023	
5	Mrs. Nguyen Thi Thuy Duong		Member of BOD		09/06/2020	-	Mrs. Nguyen Thi Thuy Duong was elected to the BOD from 09/06/2020	
<b>II</b>	<b>BOARD OF SUPERVISORS</b>							
1	Mr. Do Van Tao		Head		04/01/2022	-	Mr. Do Van Tao was elected to the Board of Supervisors from 04/01/2022	
2	Mr. Nguyen Van Tho		Supervisor		24/04/2013	-	Mr. Nguyen Van Tho was elected to the Board of Supervisors from 24/04/2013	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Head office address/ Contact address	Time of becoming a related person	Time of ceasing to be a related person	Reason	Relationship with the Company
3	Mr. Vi Hoang Son	007C4581 46.01	Supervisor		26/04/2018	-	Mr. Vi Hoang Son was elected to the Board of Supervisors from 26/04/2018	
<b>III</b>	<b>BOARD OF DIRECTORS AND CHIEF ACCOUNTANT</b>							
1	Mr. Pham Thanh Tung	<i>As above</i>						
2	Mr. Tran Dai Nghia	<i>As above</i>						
3	Mr. Vu Xuan Hong		Deputy General Director of the Company		13/01/2014	01/9/2024	Mr. Vu Xuan Hong was appointed (for the first time) as Deputy General Director of the Company from 13/01/2014	Retired from 01/9/2024
4	Mr. Nguyen Quoc An		Deputy General Director of the Company		01/9/2024		Mr. Nguyen Quoc An was appointed (for the first time) as Deputy General Director of the Company from 01/09/2024	
5	Mr. Le Hong Thang		Chief Accountant		16/03/2003	-	Mr. Le Hong Thang was appointed (for the first time) as Chief Accountant of the Company from 16/03/2003	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Head office address/ Contact address	Time of becoming a related person	Time of ceasing to be a related person	Reason	Relationship with the Company
<b>IV</b>	<b>SECRETARY AND CORPORATE ADMINISTRATOR</b>							
1	Mr. Nguyen Quoc An		Head of the Secretariat and Head of Corporate Governance		18/06/2018	01/8/2024	Mr. Nguyen Quoc An was appointed as Company Secretary, Head of the Secretariat from 27/04/2012; Appointed as the Person in charge of Company Administration from 18/6/2018	Resigned as Head of the Secretariat and Person in charge of Company Administration from 01/8/2024
2	Mr. Nguyen Viet Hung		Head of the Secretariat and Head of Corporate Governance		01/8/2024	-	Mr. Nguyen Viet Hung was appointed as Head of the Secretariat; Person in charge of Company Administration from 01/8/2024	
3	Ms. Nguyen Thi Thuy Ha		Member of the Secretariat		27/04/2012	-	Ms. Nguyen Thi Thuy Ha was appointed as a member of the Secretariat from 27/04/2012	

**APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS**

No.	Name of organization/ individual	Relationship with the company	Head office address/ Contact address	Time of transaction with the company	Resolution number/ Decision approved by the General Meeting of Shareholders/ BOD (if any), date of issue	Content, quantity, total transaction value	Note
1	Lam Thao Packaging and Trading JSC	Internal related organization		In 2024	-	LAS currently owns 435,000 Shares (30% of Charter Capital) of Lam Thao Packaging and Trading JSC	<p>1- Cooking service contract No. 269/HĐ-SPLT dated December 29, 2023.</p> <p>2- Contract for checking and pulling sample bags No. 263/HĐ dated December 20, 2023.</p> <p>3- Contract for loading and unloading, transporting raw materials and goods 2024 No. 259 dated December 29, 2023.</p> <p>4- Contract for purchasing and selling packaging for product packaging 2024, No. 09 dated January 4, 2024.</p>
2	Lam Thao Mechanic Supe JSC	Internal related organization		In 2024	-	LAS currently owns 249,400 shares (29% of Charter Capital) of Lam Thao Supe Mechanical JSC	<p>1- Service contract for catering No. 270/HĐ-SPLT dated December 29, 2023.</p> <p>2- Material purchase contracts: No. 87 dated April 9, 2024; No. 149 dated June 20, 2024; No. 111 dated May 10, 2024; No. 192 dated August 7, 2024; No. 193 dated August 7, 2024; No. 165 dated July 11, 2024; No. 201 dated August 14, 2024; No. 194 dated August 7, 2024; No. 256 dated October 21, 2024; No. 271 dated November 7, 2024.</p> <p>3- Contract No. 01/24 HĐ/CĐ-ĐT-SPLT dated December 22, 2023, for the supply of materials and spare parts for regular equipment and facility maintenance in 2024.</p> <p>4- Contract No. 02/24 HĐ/CĐ-ĐT-SPLT dated December 22, 2023, on regular maintenance and repair of construction equipment in 2024.</p>

No.	Name of organization/ individual	Relationship with the company	Head office address/ Contact address	Time of transaction with the company	Resolution number/ Decision approved by the General Meeting of Shareholders/ BOD (if any), date of issue	Content, quantity, total transaction value	Note
3	Vietnam Chemical Group	Parent Company, Major Shareholder		-	-	Currently owns 78,791,985 Shares (69.82% of Charter Capital) of LAS	

## APPENDIX 03: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
<b>I</b>	<b>BOARD OF DIRECTORS</b>						
<b>1</b>	<b>NGUYEN QUOC ANH</b>	<b>President of BOD</b>			2,504 shares - individual; 28,006,605 shares - Capital representative of Vietnam Chemical Group		<b>Capital representative</b>
<b>1.1</b>	<b>Related organizations</b>						
a	Vietnam Chemical Group	Related organizations			78,791,985	69.82	
<b>1.2</b>	<b>Related individuals</b>						
a	Nguyen Trong Quy	Related individuals			0	0	
b	Le Thi Tinh				0	0	
c	Do Thi Thu Giang	Related individuals			0	0	
d	Nguyen My Anh	Related individuals			0	0	
e	Nguyen Bao Anh	Related individuals			0	0	
f	Nguyen Duc Minh	Related individuals			0	0	
g	Nguyen Thi Thuy Anh	Related individuals			0	0	
h	Tran Anh Tu	Related individuals			0	0	
i	Nguyen Tuan Anh	Related individuals			0	0	
k	Nguyen Thi Le Ha	Related individuals			0	0	
l	Nguyen Lan Anh	Related individuals			0	0	
m	Nguyen Quoc Dung	Related individuals			0	0	
n	Nguyen Le Anh	Related individuals			0	0	
o	Le Bao Ngoc	Related individuals			0	0	
p	Nguyen Le Phuong Anh	Related individuals			0	0	
q	Pham The Son	Related individuals			0	0	
r	Do Tri Thanh	Related individuals					
s	Phan Thi Oanh	Related individuals			0	0	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
2	PHAM THANH TUNG	Member of the BOD and General Director of the Company			22,571,280 shares - Capital representative of Vietnam Chemical Group		
2.1	<i>Related Organization:</i>						
	Vietnam Chemical Group	Related organization			78,791,985	69.82	
2.2	<i>Related individuals</i>						
a	Pham Toan	Related individuals			0	0	
b	Nguyen Thi Phung	Related individuals			0	0	
c	Tran Thi My Thanh	Related individuals			0	0	
d	Pham Quang Long	Related individuals			0	0	
e	Pham My An	Related individuals			0	0	
f	Pham Ngoc Thuy	Related individuals			0	0	
g	Nguyen Hung Dung	Related individuals			0	0	
h	Pham Ngoc Quang	Related individuals			0	0	
i	Do Thi Minh Khanh	Related individuals			0	0	
k	Phạm Quang Nam	Related individuals			0	0	
l	Nguyen Thi Thanh Huong	Related individuals			0	0	
m	Tran Quang	Related individuals			0	0	
n	Vu Hong My	Related individuals					

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
3	BUI SON HAI	Member of the Board of Directors			16,928,460 shares - Capital representative of Vietnam Chemical Group		
3.1	<i>Related Organization:</i>						
	Vietnam Chemical Group	Related organization			78,791,985	69.82	
3.2	<i>Related individuals:</i>						
a	Bui Quang Chinh				0	0	
b	Pham Thi Lan				0	0	
c	Bui Hieu				0	0	
d	Nguyen Thi Le My				0	0	
e	Bui Nguyen Long				0	0	
f	Nguyen Huong Trang				0	0	
g	Nguyen Dinh Bach				0	0	
h	Tran Thi Ngoan				0	0	
i	Nguyen Thi Thanh Huyen				0	0	
k	Bui Minh Duc				0	0	
l	Bui Quoc Viet				0	0	
4	TRAN DAI NGHIA	Member of the Board of Directors			156 - Individual shares 11,285,640 shares - Capital representative of Vietnam Chemical Group	<i>Appointed as a member of the BOD from 12/4/2023</i>	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
<b>4.1</b>	<b>Related Organization:</b>						
a	Vietnam Chemical Group	Related organization			78,791,985	69.82	
<b>4.2</b>	<b>Related individuals</b>						
a	Tran Kim Trong	Related individuals			0	0	
b	Le Thi Dan	Related individuals			0	0	
c	Le Thi Hong Tuyen	Related individuals			0	0	
d	Tran Thu Huyen	Related individuals			0	0	
e	Tran Ngoc Mai	Related individuals			0	0	
f	Tran Duy Hung	Related individuals			0	0	
g	Tran Anh Khiem	Related individuals			0	0	
h	Pham Thi Lan Thanh	Related individuals			0	0	
i	Tran Khanh Toan	Related individuals			0	0	
k	Nguyen Thi Thu Ha	Related individuals			0	0	
l	Tran Thu Thuy	Related individuals			0	0	
m	Ta Duy Binh	Related individuals			0	0	
n	Le Van Bach	Related individuals			0	0	
o	Hoang Thi Tuc	Related individuals			0	0	
<b>5</b>	<b>NGUYEN THI THUY DUONG</b>	<b>Member of BOD</b>			<b>0</b>	<b>0</b>	
<b>5.1</b>	<b>Related Organization:</b>						
	Vietnam Chemical Group	Related organization			78,791,985	69.82	
<b>5.2</b>	<b>Related individuals</b>						
a	Nguyen Van Viet	Related individuals			0	0	
b	Bui Thi Tam	Related individuals			0	0	
c	Nguyen Dac Truong	Related individuals			0	0	
d	Nguyen Dac Luong	Related individuals			0	0	
e	Nguyen Dac Minh Quang	Related individuals			0	0	
f	Nguyen Van Truong	Related individuals			0	0	
g	Nguyen Thi Sen	Related individuals			0	0	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
h	Nguyen Dac Cuong	Related individuals			0	0	
i	Phan Thi Thu Huong	Related individuals			0	0	
<b>II</b>	<b>BOARD OF SUPERVISORS</b>						
<b>1</b>	<b>DO VAN TAO</b>	<b>Head</b>			<b>0</b>	<b>0</b>	
<b>1.1</b>	<b>Related organizations:</b>						
	<i>Lam Thao Mechanic Supe Joint Stock Company</i>	Related organization					
<b>1.2</b>	<b>Related individuals</b>						
a	Do Van Tap	Related individuals					
b	Nguyen Thi Hao	Related individuals			0	0	
c	Do Kim Tan	Related individuals			0	0	
d	Tran Thi Thu Van	Related individuals			0	0	
e	Do Thi Kim Hoa	Related individuals			0	0	
f	Pham Minh Tuan	Related individuals			0	0	
g	Ta Mai Thom	Related individuals			0	0	
h	Do Viet Hoang	Related individuals			0	0	
i	Do Bao Quyen	Related individuals			0	0	
k	Ta Xuan Huy	Related individuals					
l	Nguyen Thi Thuy	Related individuals			0	0	
<b>2</b>	<b>NGUYEN VAN THO</b>	<b>Supervisor</b>			<b>13,833</b>	<b>0.012</b>	
<b>2.1</b>	<b>Related organization: none</b>						
<b>2.2</b>	<b>Related individuals</b>						
a	Nguyen Thi Miet	Related individuals			0	0	
b	Vu Thi Bich Nga	Related individuals			33,930	0.03	
c	Nguyen Dinh Tri	Related individuals			0	0	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
d	Dinh Nhu Quynh	Related individuals			0	0	
e	Nguyen Thi Binh	Related individuals			0	0	
f	Nguyen Van Ngoc	Related individuals			0	0	
g	Chu Thi Xuyen	Related individuals					
h	Nguyen Van Bai	Related individuals			0	0	
i	Ha Thi Thuy	Related individuals			0	0	
k	Nguyen Thi Lien	Related individuals			0	0	
<b>3</b>	<b>VI HOANG SON</b>	<b>Supervisor</b>			<b>0</b>	<b>0</b>	
<b>3.1</b>	<b>Related organization:</b>						
a	Vietnam Chemical Group	Related organization			78,791,985	69.82	
b	DAP 2 JSC	Related organization			0	0	
<b>3.2</b>	<b>Related individuals</b>						
a	Vi Quoc Hung	Related individuals			0	0	
b	Tran Thi Mai Hong	Related individuals			0	0	
c	Nguyen Anh	Related individuals			0	0	
d	Khong Thi Thanh Ha	Related individuals			0	0	
e	Nguyen Khanh Ly	Related individuals			0	0	
f	Vi Chi Kien	Related individuals			0	0	
<b>III</b>	<b>BOARD OF DIRECTORS AND CHIEF ACCOUNTANT – DISCLOSURE PERSON</b>						
<b>1</b>	<b>PHAM THANH TUNG</b>	<b>General Director</b>					
<b>2</b>	<b>TRAN DAI NGHIA</b>	<b>Deputy Director</b>					

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
3	VU XUAN HONG	Deputy Director			0	0	Retired from 01/09/2024
3.1	<i>Related organization:</i>						
a	Lam Thao Packaging and Trading JSC	Related organization			0	0	
3.2	<i>Related individuals</i>						
a	Ta Thi Thin	Related individuals			0	0	
b	Vu Thi Phuong	Related individuals			0	0	
c	Vu Thi Khoa	Related individuals			0	0	
d	Ngo Thi Hai Yen	Related individuals			7,511	0.0067	
e	Vu Thi Khanh Huyen	Related individuals			0	0	
f	Le Anh Dung	Related individuals			0	0	
g	Vu Thi Thanh Hoai	Related individuals			0	0	
h	Hoang Ngoc Son	Related individuals			0	0	
i	Ta Dinh Tien	Related individuals			0	0	
k	Nguyen Kim Chung	Related individuals			0	0	
l	Ngo Quoc Tuan	Related individuals			0	0	
m	Ta Thi Vuong	Related individuals			0	0	
4	NGUYEN QUOC AN	Deputy Director			1,445	0.0013	Appointed as Deputy Director from 01/9/2024
4.1	<i>Related Organizations: None</i>						
4.2	<i>Related individuals:</i>						

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
a	Nguyen Duc Thuc	Related individuals			0	0	
b	Ngo Thi Nhung	Related individuals					
c	Khuat Thi Thom	Related individuals			0	0	
d	Nguyen Thi Nam Tien	Related individuals			0	0	
e	Nguyen Dinh Loi	Related individuals			0	0	
f	Nguyen Quoc Chi	Related individuals			0	0	
g	Hoang Thi Kim Anh	Related individuals			0	0	
h	Nguyen Thi Ngoc Tuyen	Related individuals			0	0	
i	Tran Dinh Tung	Related individuals			0	0	
k	Le Thi My	Related individuals			0	0	
l	Tran Thi Hue	Related individuals			0	0	
m	Nguyen Thuy Duong	Related individuals			0	0	
n	Nguyen Hoang Dao	Related individuals			0	0	
5	<b>LE HONG THANG</b>	<b>Chief Accountant, Disclosure Representative</b>			<b>5,220</b>	<b>0.0046</b>	
5.1	<i>Related Organizations: None</i>						
5.2	<i>Related individuals:</i>						
a	Le Hoai Ngoc	Related individuals					
b	Nguyen Thi Thanh Xuan	Related individuals			0	0	
c	Le Hong Son	Related individuals			4,698	0.0042	
d	Nguyen Thi Le Hang	Related individuals			0	0	
e	Le Huong Ngan	Related individuals			0	0	
f	Le Huong Thao	Related individuals			0	0	
g	Le Khanh Duyen	Related individuals			0	0	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
h	Nguyen Trong Nha	Related individuals			0	0	
i	Nguyen Thi Loan	Related individuals			0	0	
IV	<b>SECRETARY AND CORPORATE ADMINISTRATOR</b>						
1	Related individuals/organizations of Mr. Nguyen Quoc An	Chief Secretary and Corporate Administrator	<i>As above</i>		1,445	0.0013	Retired from Chief Secretary and Corporate Administrator from 01/8/2024
2	Related Individual/Organization of Mr. Nguyen Viet Hung	Chief Secretary and Corporate Administrator			0	0	Appointed as Chief Secretary and Corporate Administrator from 01/8/2024
2.1	<i>Related Organizations: None</i>						
2.2	<i>Related individuals:</i>						
a	Nguyen Hong Quan	Related individuals					
b	Nguyen Thi Hai	Related individuals	-		0	0	
c	Nguyen Thi Nga	Related individuals	-		0	0	
d	Nguyen Quang Minh	Related individuals	-		0	0	
e	Nguyen Hoang Bach	Related individuals	-		0	0	
f	Nguyen Thi Hoa	Related individuals	-		0	0	
g	Le Minh Ngoc	Related individuals	-		0	0	

No	NAME OF ORGANIZATION/ INDIVIDUAL	Position at the Company	Securities trading account (if any)	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period (%)	Note
h	Nguyen Kim Hanh	Related individuals	-				
i	Nguyen Thi Tuyet	Related individuals	-		0	0	
2	Related Individual/Organization of Ms. Nguyen Thi Thuy Ha	Member of the Secretariat			12,354	0.011	
2.1	<i>Related Organizations: None</i>						
2.2	<i>Related individuals:</i>						
a	Nguyen Manh Hung	Related individuals			0	0	
b	Han Thi Hong	Related individuals			0	0	
c	Nguyen Thi Bich Hanh	Related individuals			0	0	
d	Nguyen Thi Thiem	Related individuals			0	0	
f	Nguyen Trung Hieu	Related individuals			0	0	
h	Nguyen Manh Hung	Related individuals			4,437	0.0039	
i	Nguyen Ha Yen Linh	Related individuals			0	0	
k	Nguyen Ha Ngoc Huyen	Related individuals			0	0	
l	Nguyen Van Mon	Related individuals			0	0	
m	Vu Thi Hung	Related individuals			0	0	