

LAM THAO FERTILIZERS AND CHEMICALS JSC
AUDITED COMBINED FINANCIAL STATEMENTS

For the year ended December 31, 2025



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STATEMENT OF THE BOARD OF MANAGEMENT

We, members of Board of Management of Lam Thao Fertilizers and Chemicals JSC (hereinafter referred to as "the Company") presents this report together with the Company's audited Combined Financial Statements for the year ended December 31, 2025.

Board of Directors and Board of Management

The members of Board of Directors and Board of Management who held the Company during the year ended December 31, 2025 and to the date of this report, include:

Board of Directors

Mr. Khuc Ngoc Giang	Chairman (Appointed from April 22, 2025)
Mr. Nguyen Quoc Anh	Chairman (Term ends April 22, 2025)
Mr. Pham Thanh Tung	Member
Mr. Bui Son Hai	Member
Mr. Tran Dai Nghia	Member
Ms. Nguyen Thi Thuy Duong	Member

Board of Management

Mr. Pham Thanh Tung	General Director
Mr. Tran Dai Nghia	Deputy General Director
Mr. Nguyen Quoc An	Deputy General Director
Mr. Nguyen Duc Manh	Deputy General Director (Appointed on November 28, 2025)

Respective responsibilities of Board of Management

Board of Management of the Company is responsible for preparing Combined Financial Statements which give a true and fair view of the financial position, business operation results and cash flows of the Company in the year, in accordance with Vietnamese Accounting Standards, Vietnamese Accounting regime for enterprises and legal regulations relating to the preparation and presentation of the Combined Financial Statements. In the preparation of these Combined Financial Statements, Board of Management is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether appropriate accounting standards are respected or any application of material misstatements needs to be disclosed and justified in Combined Financial Statements;
- Prepare the Combined Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business; and
- Design and implement an effective internal control system for the purpose of properly preparing and presenting the Combined Financial Statements so as to minimize risks and frauds.

The Board of Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Company and that the Combined Financial Statements comply with Vietnamese Accounting Standards, Vietnamese Accounting regime for enterprises and legal regulations relating to the preparation and presentation of the Combined Financial Statements. Board of Management is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

LAM THAO FERTILIZERS AND CHEMICALS JSC

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

STATEMENT OF THE BOARD OF MANAGEMENT

attached to the Combined Financial Statements

For the year ended December 31, 2025

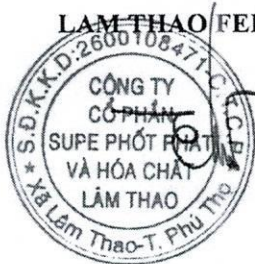
STATEMENT OF THE BOARD OF MANAGEMENT

(continued)

The Board of Management confirms that the Company has complied with the above requirements in preparing these Combined Financial Statements.

For and on behalf of Board of Management,

LAM THAO FERTILIZERS AND CHEMICALS JSC



Pham Thanh Tung

General Director

Phu Tho, February 25, 2026



VIET NAM AUDITING AND EVALUATION COMPANY LIMITED
INDEPENDENT MEMBER OF LEA GLOBAL
Specialized in Auditing, Evaluation, Consultancy on Finance, Accounting and Tax

No. 2602.02-25/BC-TC/VAE

Hanoi, February 26, 2025

INDEPENDENT AUDITORS' REPORT

**To: The Shareholders
The Board of Directors and Board of Management
Lam Thao Fertilizers and Chemicals JSC**

We have audited the accompanying Combined Financial Statements of Lam Thao Fertilizers and Chemicals JSC (the "Company"), prepared on February 25, 2026 as set out from page 06 to page 37, which comprise: Combined Balance sheet as at December 31, 2025, Combined Income Statement and Combined Cash Flow Statement for the year then ended and Notes to the Combined Financial Statements.

Management's Responsibility

Management is responsible for the preparation and fair presentation of these Combined Financial Statements in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these Combined Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Combined Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Combined Financial Statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the Combined Financial Statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Company's preparation and fair presentation of the Combined Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the Combined Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(continued)

In our opinion, the Combined Financial Statements give a true and fair view of, in all material respects, the financial position of the Company as at December 31, 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.



Has

Dang Thi Thu Hang
Auditor
Audit Practising Registration Certificate
No. 3744-2026-034-1

31202
CÔNG
CH NHIỆ
TOÁN V
VIỆT
GIẤY

LAM THAO FERTILIZERS AND CHEMICALS JSC

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

COMBINED FINANCIAL STATEMENTS

For the year ended December 31, 2025

Form B 01 - DN

COMBINED BALANCE SHEET

As at December 31, 2025

				Unit: VND
ASSETS	Codes	Notes	31/12/2025	01/01/2025
A CURRENT ASSETS	100		2,092,968,472,768	2,271,310,188,354
I Cash and cash equivalents	110	V.1.	26,076,427,320	21,620,022,703
1 Cash	111		16,076,427,320	21,620,022,703
2 Cash equivalents	112		10,000,000,000	-
II Short-term financial investments	120		235,000,000,000	815,000,000,000
1 Held-to-maturity investments	123	V.2.	235,000,000,000	815,000,000,000
III Short-term receivables	130		68,048,398,558	95,247,805,687
1 Short-term trade receivables	131	V.3.	56,121,688,883	117,967,224,067
2 Short-term advances to suppliers	132	V.4.	35,259,669,960	2,310,443,728
3 Other short-term receivables	136	V.5.	2,068,829,013	471,927,190
4 Provision for short-term doubtful debts	137		(25,401,789,298)	(25,501,789,298)
IV Inventories	140	V.7.	1,705,276,519,592	1,335,844,035,666
1 Inventories	141		1,705,276,519,592	1,335,844,035,666
2 Provision for devaluation of inventories	149		-	-
V Other short-term assets	150		58,567,127,298	3,598,324,298
1 Short-term prepayments	151	V.11.	5,521,158,996	3,568,358,903
2 Value added tax deductibles	152		49,365,315,142	-
3 Taxes and other receivables from the State budget	153	V.14.	3,680,653,160	29,965,395
B NON-CURRENT ASSETS	200		421,229,421,724	371,438,988,753
I Long-term receivables	210		-	-
II Fixed assets	220		371,746,735,933	329,666,900,399
1 Tangible fixed assets	221	V.9.	371,348,069,266	329,221,940,976
- Cost	222		1,744,094,823,592	1,740,004,705,545
- Accumulated depreciation	223		(1,372,746,754,326)	(1,410,782,764,569)
2 Intangible fixed assets	227	V.8.	398,666,667	444,959,423
- Cost	228		3,987,306,268	3,507,306,268
- Accumulated amortization	229		(3,588,639,601)	(3,062,346,845)
IV Long-term assets in progress	240		32,586,980,985	23,078,816,119
1 Construction in progress	242	V.10.	32,586,980,985	23,078,816,119
V Long-term financial investments	250	V.2.	6,844,000,000	6,844,000,000
1 Investment in joint-ventures, associates	252		6,844,000,000	6,844,000,000
VI Other long-term assets	260		10,051,704,806	11,849,272,235
1 Long-term prepayments	261	V.11.	10,051,704,806	11,849,272,235
TOTAL ASSETS (270=100+200)	270		2,514,197,894,492	2,642,749,177,107

(Notes from page 11 to page 37 are an integral part of these Combined Financial Statements)

LAM THAO FERTILIZERS AND CHEMICALS JSC

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

COMBINED FINANCIAL STATEMENTS

For the year ended December 31, 2025

Form B 01 - DN

COMBINED BALANCE SHEET

As at December 31, 2025

(continued)

RESOURCES			31/12/2025	01/01/2025
			Unit: VND	
	Codes	Notes		
C LIABILITIES	300		1,041,251,952,451	1,181,252,695,309
I Current liabilities	310		1,041,251,952,451	1,181,252,695,309
1 Short - term trade payables	311	V.12.	175,225,977,365	265,261,443,415
2 Short - term advances from customers	312	V.13.	14,571,948,428	11,465,311,004
3 Taxes and amounts payable to the State budget	313	V.14.	13,070,339,989	15,302,098,534
4 Payables to employees	314		77,922,026,331	116,365,775,501
5 Short-term accrued expenses	315	V.15.	12,552,011,869	26,302,448,484
6 Other current payables	319	V.16.	18,952,253,503	20,925,234,161
7 Short-term loans and obligations under finance leases	320	V.17.	712,680,254,070	715,769,216,303
8 Bonus and welfare funds	322		16,277,140,896	9,861,167,907
II Long-term liabilities	330		-	-
D EQUITY	400		1,472,945,942,041	1,461,496,481,798
I Owner's equity	410	V.18.	1,472,945,942,041	1,461,496,481,798
1 Owners' contributed capital	411		1,128,564,000,000	1,128,564,000,000
- Ordinary shares with voting rights	411a		1,128,564,000,000	1,128,564,000,000
2 Investment and Development Fund	418		142,528,747,417	125,661,320,578
3 Other owners' funds	420		15,342,262,775	15,342,262,775
4 Retained earnings	421		186,510,931,849	191,928,898,445
-Retained earnings accumulated to the prior year-end	421a		22,283,964,767	23,506,630,057
- Retained earnings of the current year	421b		164,226,967,082	168,422,268,388
TOTAL RESOURCES (440=300+400)	440		2,514,197,894,492	2,642,749,177,107

Phu Tho, February 25, 2026

LAM THAO FERTILIZERS AND CHEMICALS JSC

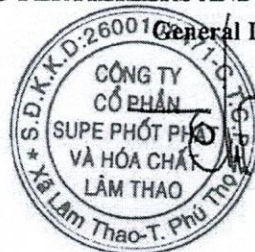
Prepared by

Nguyen Thi Hai Yen

Chief Accountant

Le Hong Thang

General Director



Pham Thanh Tung

(Notes from page 11 to page 37 are an integral part of these Combined Financial Statements)

LAM THAO FERTILIZERS AND CHEMICALS JSC

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

COMBINED FINANCIAL STATEMENTS

For the year ended December 31, 2025

Form B 02- DN

COMBINED INCOME STATEMENT

For the year ended December 31, 2025

Items	Codes	Notes	Unit: VND	
			Year 2025	Year 2024
1 Gross revenue from goods sold and services rendered	01	VI.1.	3,890,566,267,244	3,599,953,347,991
2 Deductions	02	VI.2.	146,725,117,892	134,187,764,452
3 Net revenue from goods sold and services rendered (10=01-02)	10		3,743,841,149,352	3,465,765,583,539
4 Cost of sales	11	VI.3.	3,139,156,033,616	2,827,456,562,119
5 Gross profit from goods sold and services rendered (20=10-11)	20		604,685,115,736	638,309,021,420
6 Financial income	21	VI.4.	37,317,534,162	31,694,360,070
7 Financial expenses	22	VI.5.	31,741,724,034	17,637,126,657
In which: Interest expense	23		31,119,336,762	15,116,567,549
8 Selling expenses	25	VI.6.	179,128,074,434	186,515,846,472
9 General and administration expenses	26	VI.6.	234,780,771,911	246,560,118,402
10 Operating profit {30=20+(21-22)-(25+26)}	30		196,352,079,519	219,290,289,959
11 Other income	31	VI.7.	11,607,338,238	13,674,258,149
12 Other expenses	32	VI.8.	491,951,969	16,778,693,770
13 Profit from other activities (40=31-32)	40		11,115,386,269	(3,104,435,621)
14 Accounting profit before tax (50=30+40)	50		207,467,465,788	216,185,854,338
15 Current corporate income tax expense	51	VI.10.	43,240,498,706	47,511,585,950
16 Deferred corporate tax (income)/expense	52		-	-
17 Net profit after corporate income tax (60=50-51-52)	60		164,226,967,082	168,674,268,388
18 Basic earnings per share	70	VI.11.	1,310	1,341

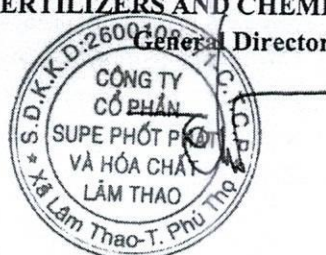
Phu Tho, February 25, 2026

LAM THAO FERTILIZERS AND CHEMICALS JSC

Prepared by

Chief Accountant

General Director



Nguyen Thi Hai Yen

Le Hong Thang

Pham Thanh Tung

(Notes from page 11 to page 37 are an integral part of these Combined Financial Statements)

LAM THAO FERTILIZERS AND CHEMICALS JSCAddress: Phuong Lai Area, Lam Thao Commune,
Phu Tho Province, Vietnam**COMBINED FINANCIAL STATEMENTS**

For the year ended December 31, 2025

Form B 03 - DN

COMBINED CASH FLOWS STATEMENT

(Under indirect method)

For the year ended December 31, 2025

Items	Codes	Notes	Unit: VND	
			Year 2025	Year 2024
I. Cash flows from operating activities				
1. Profit before tax	01		207,467,465,788	216,185,854,338
2. Adjustments for				
- Depreciation and amortisation of fixed assets and investment properties	02		81,290,657,365	62,855,938,084
- Provisions	03		(100,000,000)	(26,056,554,988)
- Foreign exchange loss/(gain) arising from translating foreign currency items	04		(4,538,739)	(13,537,799)
- Gain, loss from investing activities	05		(46,994,685,423)	(44,423,870,239)
- Interest expense	06		31,119,336,762	15,116,567,549
3. Operating profit before movements in working capital	08		272,778,235,753	223,664,396,945
- Increase, decrease in receivables	09		(23,924,686,189)	179,863,943,469
- Increase, decrease in inventories	10		(369,432,483,926)	(272,271,944,899)
- Increase, decrease in payables (excluding accrued loan interest and corporate income tax payable)	11		(147,511,088,932)	(119,345,540,412)
- Increase, decrease in prepaid expense	12		(155,232,664)	(5,095,995,112)
- Interest paid	14		(30,960,429,988)	(14,910,871,796)
- Corporate income tax paid	15		(44,017,574,769)	(66,785,976,696)
- Other cash outflows	17		(10,451,453,850)	(12,765,060,055)
Net cash flows from operating activities	20		(353,674,714,565)	(87,647,048,556)
II. Cash flows from investing activities				
1. Acquisition and construction of fixed assets and other long-term assets	21		(128,559,553,158)	(56,212,852,462)
2. Proceeds from liquidation, disposal of fixed assets and other non-current assets	22		9,681,690,000	12,743,047,968
3. Cash outflow for lending, buying debt instruments of other entities	23		(1,000,000,000,000)	(1,675,000,000,000)
4. Cash recovered from lending, selling debt instruments of other entities	24		1,580,000,000,000	1,570,000,000,000
5. Interest earned, dividends and profits received	27		35,521,085,834	31,826,161,996
Net cash flows used in investing activities	30		496,643,222,676	(116,643,642,498)
III Cash flows from financing activities				
1. Proceeds from borrowings	33		3,030,655,325,680	2,595,954,756,820
2. Repayment of borrowings	34		(3,033,744,287,913)	(2,279,846,342,781)
3. Dividends and profits paid	36		(135,427,680,000)	(112,856,400,000)

(Notes from page 11 to page 37 are an integral part of these Combined Financial Statements)

COMBINED CASH FLOWS STATEMENT

(Under indirect method)

For the year ended December 31, 2025

(continued)

Items	Codes	Notes	Year 2025	Unit: VND
				Year 2024
Net cash flows from financing activities	40		(138,516,642,233)	203,252,014,039
Net cash flows during the year (50 = 20+30+40)	50		4,451,865,878	(1,038,677,015)
Cash and cash equivalents at the beginning of the year	60		21,620,022,703	22,645,161,919
Effects of changes in foreign exchange rates	61		4,538,739	13,537,799
Cash and cash equivalents at the end of the year (70=50+60+61)	70	V.1.	26,076,427,320	21,620,022,703

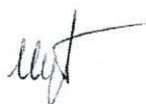
Phu Tho, February 25, 2026

LAM THAO FERTILIZERS AND CHEMICALS JSC

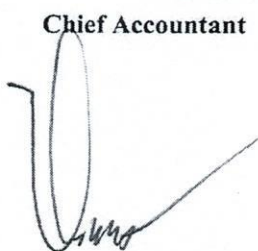
Prepared by

Chief Accountant

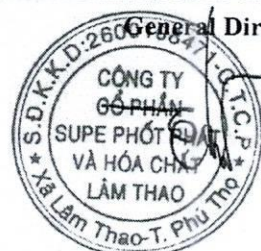
General Director



Nguyen Thi Hai Yen



Le Hong Thang



Pham Thanh Tung

(Notes from page 11 to page 37 are an integral part of these Combined Financial Statements)

Phu Tho, April 24, 2026

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

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

RESOLVES:

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

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

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

Article 4. To approve the selection of an independent auditing firm to perform the review of the semi-annual financial statements and the audit of the 2026 annual financial statements (*details as set out in the attached submission*).

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

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

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

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

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

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

Key financial and operating indicators are summarized as follows:

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

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

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

No.	Indicator	2025 (VND)
1	Retained earnings brought forward from previous year	22,283,964,767
2	Profit after corporate income tax for 2025	164,226,967,082
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.

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

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

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

Article 8. To approve the remuneration of the Board of Directors, the Board of Supervisors, the Person in charge of corporate governance, and the Company's Secretariat for 2025, and the remuneration plan for the Board of Directors and the Board of Supervisors for 2026

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

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

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

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

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

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

2.2. Effective period: From January 1, 2026.

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

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

Recipients:

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

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

KHUC NGOC GIANG

Phu Tho, April 24, 2026

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

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

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

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

I. TIME AND VENUE:

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

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

II. PROCEEDINGS OF THE MEETING:

A. Opening of the Meeting

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

Pursuant to the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15, and the Charter on Organization and Operation of the Company, the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company is duly convened, valid, and qualified to proceed.

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

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

The General Meeting of Shareholders approved with the following results:

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

B. Meeting Agenda:

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

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

D. Voting at the Meeting:

At the time of voting on the agenda items (11:00 a.m.), the number of attending shareholders and/or their authorized representatives was: ... shareholders, representing ... shares, accounting for ...% of the total voting shares of the Company.

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

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

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

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

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

The General Meeting of Shareholders authorizes the Board of Directors to direct the Board of Management and relevant departments to implement the Company's production and business activities; to determine the interim dividend rate for 2026; and to carry out

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

4.1. **Selection criteria for the independent auditing firm:**

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

4.2. **Proposed List of Independent Auditing Firms for Selection**

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

- Vietnam Auditing and Valuation Company Limited (VAE)
Address: 11th Floor, Song Da Building, No. 165 Cau Giay Street, Cau Giay Ward, Hanoi
Tel: (+84) 246 267 0491
- AFC Vietnam Auditing Company Limited (AFC) – Ha Thanh Branch
Address: 5th Floor, No. 559 Kim Ma Building, Giang Vo Ward, Hanoi
Tel: (+84) 2438 373 666

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

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

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

5. Approval of the audited financial statements for 2025

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

Key financial and operating indicators are summarized as follows:

No.	Indicator	2025 (VND)
1	Revenue from sales and service provision	3,890,566,267,244
2	Net revenue from sales and service provision	3,743,841,149,352
3	Profit before tax	207,467,465,788
4	Profit after tax	164,226,967,082

5	Basic earnings per share (EPS)	1,310
6	State budget contribution	68,800,233,351

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

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

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

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

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

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

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

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

7.2.2. Effective period: From January 1, 2026.

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

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

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

Voting Opinion	Number of Shares	Percentage of Total Voting Shares at the Meeting
In favor	...	100%
Against	0	0%
No opinion	0	0%

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

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

ON BEHALF OF THE
SECRETARIAT
HEAD OF THE SECRETARIAT

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

CHU HONG QUANG

KHUC NGOC GIANG

Recipients:

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



FEEDBACK FORM

Regarding the organization and agenda items of the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company

I. SHAREHOLDER INFORMATION:

Full Name: Shareholder Code:

ID/Passport/Business Registration No.:

Legal Representative (for organizations):

Address:

Telephone:

Email:

II. FEEDBACK CONTENT:

Subject of Feedback:

.....

Details of Feedback:

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Shareholder

(Signature and full name)

Note:

Shareholders who wish to provide feedback or speak at the Meeting are required to submit this Feedback Form to the Meeting Secretariat prior to the discussion session.



LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

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

Tel: (0210) 3825 139 Fax: (0210) 3825 126



2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING CARD

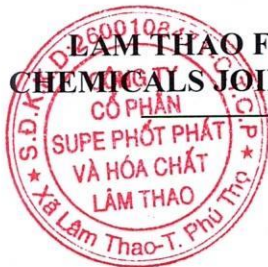
Shareholder Name : ...
ID Card/Passport/Enterprise Registration No : ...
Number of shares owned / represented : Shares

SHAREHOLDER
CODE

.....

Note:

- Each ordinary share carries one (01) voting right;
- The total number of shares held is equal to the total number of voting rights in accordance with the shareholder list finalized on March 25, 2026.



**LÂM THẢO 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 audited Financial Statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Approval of the profit distribution plan, appropriation of funds and dividend payment for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approval of the 2026 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Approval of the selection of an independent auditing firm for the 2026 financial statements	<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.



SOCIALIST REPUBLIC OF VIETNAM
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CONFIRMATION OF ATTENDANCE
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(For individual/institutional shareholders attending the Meeting in person)

Full Name:.....

ID Card/Passport/Enterprise Registration No:.....

Address:.....

Authorized Representative *(for institutional shareholders)*:

Number of shares owned ()*:

Pursuant to the Invitation to the 2026 Annual General Meeting of Shareholders of Lam Thao Superphosphate and Chemicals Joint Stock Company, I/We hereby confirm our attendance in person at the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company.

....., day month 2026

Shareholder / Authorized Representative
(Signature and full name)

Note:

Shareholders are requested to submit the Confirmation of Attendance to the Organizing Committee **no later than 2:00 PM on April 21, 2026 (03 working days prior to the opening date of the Meeting)**, by post to the following address: Ms. Nguyen Thi Thuy Ha – Office of Lam Thao Fertilizers and Chemicals Joint Stock Company - Phuong Lai Area, Lam Thao Commune, Phu Tho Province. Or by fax to: (+84) 210 3825 126.

() Number of shares held as per the shareholder list finalized on March 25, 2026.*

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POWER OF ATTORNEY

FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY

Shareholder's Name:.....

ID Card/Passport/Enterprise Registration No.: issued on: at:.....

Authorized Representative (for institutional shareholders):

Enterprise Registration No.: issued on: at:.....

Address:.....Telephone: Fax:

Number of shares owned ⁽¹⁾:

⁽¹⁾: Number of shares owned as per the shareholder list finalized as of March 25, 2026.

We hereby authorize the person named below to represent us to attend and vote on matters at the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company (the shareholder may authorize another individual or a member of the Board of Directors/Board of Supervisors of the Company).

Details of the Proxy:

- Full name:.....
- ID Card/Passport/Enterprise Registration No.: issued on: at:
- Address:..... Telephone:

This Power of Attorney shall be valid only during the 2026 Annual General Meeting of Shareholders.

We shall be fully responsible for this authorization and commit to strictly comply with all applicable laws and the Charter of Lam Thao Fertilizers and Chemicals Joint Stock Company, and undertake not to raise any claims against the Company.

Note: The proxy is not allowed to re-authorize a third party to attend the Meeting.

....., date month year 2026

Authorizing Shareholder

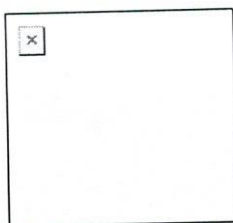
(Signature, full name, and seal (if any))

Authorized Representative

(Signature and full name)

Note:

The proxy holder must present the Power of Attorney when attending the General Meeting of Shareholders or send it to the Organizing Committee no later than **2:00 p.m., April 21, 2026** (03 working days prior to the opening date of the Meeting) by post to the following address: Ms. Nguyen Thi Thuy Ha – Office of Lam Thao Fertilizers and Chemicals Joint Stock Company - Phuong Lai Area, Lam Thao Commune, Phu Tho Province. Or by fax to: (+84) 210 3825 126.



**LIST OF MEMBERS OF THE BOARD OF DIRECTORS / BOARD OF SUPERVISORS
LAM THAO FERTILIZERS AND CHEMICALS JOINT STOCK COMPANY
AUTHORIZED TO REPRESENT SHAREHOLDERS AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

No.	Full Name	Position	ID No.	Date of Issue	Place of Issue
1	Mr. Khuc Ngoc Giang	Chairman of the Board of Directors	034080012978	May 1, 2021	Police Department for Administrative Management of Social Order
2	Mr. Pham Thanh Tung	Member of the Board of Directors cum General Director	001073023372	May 18, 2023	Police Department for Administrative Management of Social Order
3	Mr. Tran Dai Nghia	Member of the Board of Directors cum Deputy General Director	002078000354	March 29, 2021	Police Department for Administrative Management of Social Order
4	Mr. Bui Son Hai	Member of the Board of Directors	025073000270	April 25, 2021	Police Department for Administrative Management of Social Order
5	Ms. Nguyen Thi Thuy Duong	Member of the Board of Directors	038183041651	June 23, 2021	Police Department for Administrative Management of Social Order
6	Mr. Do Van Tao	Head of the Board of Supervisors	025071001391	April 15, 2022	Police Department for Administrative Management of Social Order
7	Mr. Vi Hoang Son	Supervisor	25088000155	June 16, 2016	Police Department for Administrative Management of Social Order & National Population Database
8	Mr. Le Vinh Quang	Supervisor	025077008050	August 13, 2021	Police Department for Administrative Management of Social Order

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

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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

Phu Tho, March..., 2026

INVITATION LETTER
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Dear Shareholder: ...

- ID Card/Passport/Enterprise Registration No.: ...
- Address: ...
- Number of shares owned: ... shares
- Telephone: ...
- Shareholder Code: ...

The Board of Directors (“BOD”) respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders of Lam Thao Fertilizers and Chemicals Joint Stock Company (Ticker: LAS) with the following details:

1. **Time:** 7:30 a.m., April 24, 2026
2. **Venue:** Workers’ Hall of Lam Thao Fertilizers and Chemicals Joint Stock Company – Lam Thao Commune, Phu Tho Province (*approximately 3 km from the Company’s head office*).
3. **Attendees:** Shareholders holding shares of Lam Thao Fertilizers and Chemicals Joint Stock Company as per the shareholder list finalized as of March 25, 2026.
4. **Meeting Agenda:** Shareholders are kindly requested to review the agenda and meeting documents for the 2026 Annual General Meeting of Shareholders on the Company’s website: <https://supelamthao.vn>.

5. Registration for Attendance:

To ensure proper preparation for the Meeting, shareholders are kindly requested to confirm their attendance (or authorization of a proxy) no later than **2:00 p.m., April 21, 2026**. For any inquiries or further information, please contact:
Ms. Nguyen Thi Thuy Ha - Office of Lam Thao Fertilizers and Chemicals Joint Stock Company. Address: Phuong Lai Area, Lam Thao Commune, Phu Tho Province
Tel: 0917 626 889 Fax: (+84) 210 3825 126

6. Required documents for attending shareholders/proxies:

- (1) ID Card/Passport/Copy of Enterprise Registration Certificate (*for institutional shareholders*);
- (2) Valid Power of Attorney (*in case of proxy attendance*).

Shareholders attending the Meeting shall bear their own travel and accommodation expenses during the Meeting period. Your presence, punctuality, and full participation are highly appreciated to ensure the success of the Meeting.

Respectfully.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Attachments:

- Agenda of the General Meeting of Shareholders;
- Meeting documents of the General Meeting of Shareholders published on the Company's website: <https://supelamthao.vn>.

Khuc Ngoc Giang

