

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**HA BAC NITROGENOUS FERTILIZER & CHEMICALS JOINT STOCK**  
**COMPANY**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*

*Pursuant to the Charter on Organization and Operation of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company;*

*Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company dated April 29, 2026.*

**DECISIONS**

**Article 1.** Approval of the Report of the Board of Directors regarding the results of the performance of duties in 2025 and the 2021–2026 term; and the directions and tasks for the 2026–2031 term.

*(Attached report)*

**Article 2.** Approval of the Report of the General Director on production and business performance in 2025 and key tasks for 2026.

*(Attached report)*

**Article 3.** Approval of the Report on operational results of the Board of Supervisors in 2025 and the term 2021–2026.

*(Attached report)*

**Article 4.** Approval of the audited Financial Statements for 2025

*(Attached financial statements)*

**Article 5.** Approval of the 2026 Production and Business Plan, with the following key targets:

No.	Indicators	Unit	2026
1	Industrial production value (at actual prices)	Million VND	4,846,458
2	Main production targets		
-	Urea output	Tons	448,430



No.	Indicators	Unit	2026
-	NH <sub>3</sub> TP output	Tons	
-	Electricity generation output	MWh	145,830
<b>3</b>	<b>Total revenue</b>	Million VND	4,875,374
<b>4</b>	<b>Profit</b>	Million VND	242,036

Urea and NH<sub>3</sub> output may be adjusted in line with market conditions to ensure overall efficiency of the Company.

**Regarding dividend advance and payment for 2026:**

The General Meeting of Shareholders authorizes the Board of Directors to determine the dividend advance rate for 2026 and to implement the payment of such dividend advances to shareholders in accordance with the Company's business performance during the year.

**Article 6.** Approval of the proposal regarding the Approval of the Selection of an Auditing Firm.

1. Approval of the list of 05 eligible auditing firms:

- AASC Auditing Firm Company Limited.

Address: No. 1 Le Phung Hieu, Hoan Kiem Ward, Hanoi.

- Moore AISC Auditing And Informatics Services Company Limited (AISC).

Address: No. 389A Dien Bien Phu, Ban Co Ward, Ho Chi Minh City.

- Viet Nam Auditing & Evaluation Company Limited (VAE).

Address: 11th Floor, Song Da Building, Alley 165 Cau Giay, Cau Giay Ward, Hanoi.

- UHY Auditing And Consulting Company Limited

Address: 5th Floor, Tower B2, Roman Plaza Building, To Huu Street, Dai Mo Ward, Hanoi.

- Nhan Tam Viet Auditing Company Limited.

Address: 2nd Floor, Platinum Residences Building, No 6 Nguyen Cong Hoan Street, Giang Vo Ward, Hanoi.

2. Approval of the Authorization of the Board of Directors to select one of the audit firms listed above to audit the Financial Statement audit for the year 2026 and assign the General Director to sign and implement the audit contract.

*(Details as stated in the attached Proposal)*

**Article 7.** Approval of the remuneration for the Board of Directors and the Board of Supervisors in 2026 as follows:

1. Monthly remuneration for the Board of Directors:



- Chairman of the BOD: 10,000,000 VND/month;
- Members of the BOD: 8,000,000 VND/person/month.
- 2. Monthly remuneration for the Board of Supervisors:
  - Head of the BOS: 8,000,000 VND/month.
  - Member of the BOS: 6,500,000 VND/person/month.

Total: 756,000,000 VND (Seven hundred fifty-six million VND).

**Article 8.** Approval of the amendments and supplements to the Company's Charter on organization and operation.

*(Details as stated in the attached Proposal)*

**Article 9.** Approval of the election results of members of the Board of Directors and the Board of Supervisors for the term 2026–2031:

1. Board of Directors:

- Mr. Dao Trong Cuong;
- Mr. Nguyen Van Dung;
- Mr. Pham Van Trung;
- Mr. Nguyen Dinh Hong;
- Ms. Nguyen Tuyen Anh.

Mr. Dao Trong Cuong is approved as Chairman of the Board of Directors for the term 2026–2031.

2. Board of Supervisors:

- Ms. Hoang Thi Linh Giang;
- Ms. Dang Thi Minh Ly;
- Mr. Mai The Hanh.

Ms. Hoang Thi Linh Giang is approved as Head of the Board of Supervisors for the term 2026–2031.

**Article 10.** Implementation

This Resolution is approved by the Annual General Meeting of Shareholders 2026 and takes effect from April 29, 2026.

ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN



Nguyen Van Thieu