

No: 109/TB-HĐQT

Bac Ninh, October 08, 2026

**INVITATION LETTER
TO THE 2026 EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS
HA BAC NITROGENOUS FERTILIZER & CHEMICALS JOINT STOCK
COMPANY**

To: Shareholders of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company respectfully invites all shareholders to attend the 2026 Extraordinary General Meeting of Shareholders with the following details:

1. Time and Location:

Time: 8:30 a.m., November 06, 2026 (*Reception and Shareholder Eligibility Verification starting from 7:30 a.m.*)

Location: 3rd Floor Hall, Guest House of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company, Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh City.

2. Meeting Agenda: As attached.

3. Meeting Documents: Shareholders are kindly requested to review the AGM documents on the website: www.damhabac.com.vn

4. Meeting Participants:

- All shareholders of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company whose names are included in the list of securities holders prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of the record date of **October 5, 2026** (the record date for determining shareholders entitled to attend the General Meeting) are eligible to attend.

- In case shareholders are unable to attend, they may authorize another individual or organization to attend and vote at the Meeting. The authorization must be in writing as per civil law, clearly stating the name of the authorizing shareholder; the name of the authorized person/organization; the number of shares authorized; scope, content, and duration of the authorization; and signatures of both parties.

- When attending, shareholders or authorized representatives are kindly requested to bring this Invitation and the Letter of Authorization to complete the registration procedures.

5. Confirmation of Attendance:

To ensure smooth organization of the Meeting, shareholders or authorized representatives are kindly requested to confirm their attendance **before 9:00 a.m.**

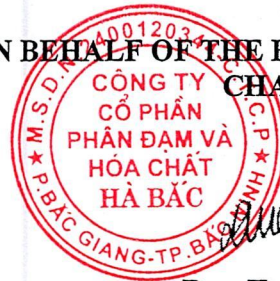
on November 03, 2026, by contacting, faxing, or sending the Confirmation of Attendance/Letter of Authorization to the following address: **Human Resources Department, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company;**

Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh City.

Fax: 0204.3855018. Mr. Nguyen Dinh Kien, Telephone: 0982753666 or Ms. Nguyen Thi Thang, Telephone: 0366482677.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Dao Trong Cuong

CÔNG TY CỔ PHẦN
PHÂN ĐẠM VÀ HÓA
CHẤT HÀ BẮC

Digitally signed by CÔNG TY CỔ PHẦN PHÂN ĐẠM VÀ HÓA CHẤT
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