

Bac Ninh, April 24, 2026

INFORMATION DISCLOSURE

To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange.

Name of organization: Ha Bac Nitrogenous Fertilizer & Chemicals
Joint Stock Company

Stock code: DHB

Address: Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh
Province.

Tel: 0204. 3854.538;

Fax: 0204.3855.018;

Email: damhabac.vt@gmail.com;

Website: www.damhabac.com.vn

Person authorized to disclose information: Mr. Dang Xuan Thuy –
Company Secretary.

Tel: 0373896666

Contents of disclosure:

On April 22, 2026, the Board of Directors and the Board of Supervisors
of the Company convened and agreed on the list of candidates for election to
the Board of Directors and the Board of Supervisors of Ha Bac Nitrogenous
Fertilizer & Chemicals Joint Stock Company for the 2026–2031 term..

(Attached: Submission of the BOD, BOS and summary profiles of the
candidates)

Website for disclosure: www.damhabac.com.vn

We hereby certify that the information provided is true and correct and
we bear the full responsibility to the law./.

Respectfully!

Recipients:

- As above;
- Website: www.damhabac.com.vn;
- Archived Documents, BOD.

Person authorized to disclose information



Dang Xuan Thuy

No.: 50/TTr - HDQT

Bac Ninh, April 22, 2026

PROPOSAL

Re: Approval of the list of nominees for election to the Board of Directors and the Board of Supervisors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for the 2026–2031 term

To: 2026 Annual General Meeting of Shareholders
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 of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company approved by the General Meeting of Shareholders on April 26, 2022;

Pursuant to the nomination and self-nomination results for members of the Board of Directors and the Board of Supervisors by shareholders in accordance with applicable regulations;

Pursuant to Resolution No. 49/NQ-HDQT dated April 22, 2026 of the Board of Directors of the Company;

The Board of Directors of *Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company* respectfully submits to the 2026 Annual General Meeting of Shareholders the list of nominees for election to the Board of Directors and the Board of Supervisors of the Company for the 2026–2031 term, as follows:

1. List of candidates for the Board of Directors:
 - Number of members to be elected in accordance with the Company's Charter: 05 members;
 - Total number of nominees: 05 candidates, including: 04 candidates nominated by shareholders and 01 candidate nominated by the incumbent Board of Directors, as follows:
 - 1.1. Mr. Dao Trong Cuong;
 - 1.2. Mr. Nguyen Van Dung;
 - 1.3. Mr. Pham Van Trung;
 - 1.4. Mr. Nguyen Dinh Hong;
 - 1.5. Ms. Nguyen Tuyen Anh.

2. List of candidates for the Board of Supervisors:

- Number of members to be elected in accordance with the Company's Charter: 03 members;

- Total number of nominees: 03 candidates, including: 02 candidates nominated by shareholders and 01 candidate nominated by the incumbent Board of Supervisors, as follows::

2.1. Ms. Hoang Thi Linh Giang;

2.2. Ms. Dang Thi Minh Ly;

2.3. Mr. Mai The Hanh.

(Brief profiles of the nominees are attached. Detailed curricula vitae of the candidates are publicly posted at the venue of the General Meeting of Shareholders.).

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve the above list in order to proceed with the election of members of the Board of Directors and the Board of Supervisors for the 2026–2031 term.

Respectfully submitted./.

Recipients:

- As above;
- Members of the BOD and the BOS;
- Archived BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Van Thieu

**PROFILES OF FIVE (05) CANDIDATES
FOR THE BOARD OF DIRECTORS
HA BAC NITROGENOUS FERTILIZER & CHEMICALS JOINT STOCK
COMPANY
TERM 2026-2031**

1. Mr. Dao Trong Cuong Nationality: Vietnamese
Date of birth: 09/3/1982 Ethnicity: Kinh
Place of origin: Phu Duc Commune, Hung Yen Province
Citizen ID No.: 034082014582 Date of issue: 21/4/2021
Place of issue: Police Department for Administrative Management of Social Order
Permanent residence: Xuan Dinh Ward, Hanoi
Current address: Apartment 2804, Building N01T4, Diplomatic Corps Area, Xuan Dinh Ward, Hanoi
General education: 12/12
Professional qualification: PhD in Engineering

***. Working Experience**

Period	Position / Organization
8/2005 - 14/12/2007	Officer, Safety Engineering Department, Investment, Trading and Services JSC – Vietnam National Coal and Mineral Industries Group
15/12/2007 - 30/7/2008	Deputy Head, Safety and Environment Department, Investment, Trading and Services JSC – Vietnam National Coal and Mineral Industries Group
01/8/2008 - 30/8/2008	Deputy Head, Technical–Mechanical Department, Investment, Trading and Services JSC – Vietnam National Coal and Mineral Industries Group
01/9/2008 - 19/4/2010	Officer, Mine and Petroleum Safety Division, Department of Industrial Safety Techniques and Environment, Ministry of Industry and Trade
20/4/2010 - 30/7/2014	Officer, Science and Technology Department, Ministry of Industry and Trade
01/8/2014 - 29/11/2019	Deputy Head, Standards, Metrology, Quality and Intellectual Property Division, Science and Technology Department, Ministry of Industry and Trade
29/11/2019 - 24/4/2024	Deputy Party Secretary; Deputy Director General, Science and Technology Department, Ministry of Industry and Trade
24/4/2024 to present	Deputy General Director, Vietnam National Chemical Group; Member of the Party Executive Committee

***. Shareholding in the Company:** 102.511.000 shares

- Personal ownership: None
- Representative ownership: 102.511.000 shares (37,66%).

***. Other positions:**

- Deputy General Director, Vietnam National Chemical Group, Member of the Party Executive Committee of Vietnam National Chemical Group
- Capital representative of Vietnam National Chemical Group at the Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

2. Mr. Nguyen Van Dung Nationality: Vietnamese

Date of birth: 12/02/1968 Ethnicity: Kinh

Place of origin: Nhan Hoa Commune, Bac Ninh Province

Citizen ID No.: 027068013883 Date of issue: 15/01/2023

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Bac Giang Ward, Bac Ninh Province

Current address: Group 6, Bac Giang Ward, Bac Ninh Province

General education: 12/12

Professional qualification: Master of Business Administration

***. Working Experience**

Period	Position / Organization
12/2001 - 4/2007	Trainee Engineer; Technician; Shift Supervisor, Ammonia Workshop, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
5/2007 - 15/4/2008	Deputy Director, Ammonia Workshop, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company
4/2008- 8/2008	Acting Deputy Director, Ammonia Workshop, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company
9/2008 - 10/2012	Director, Ammonia Workshop, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company
10/2012 -10/2024	Deputy General Director, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company (now Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company)
11/2024 - present	General Director Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
4/2018 - present	Member of the Board of Directors, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.

10/2008 - 7/2010	Member of the Party Executive Committee of Ha Bac Fertilizer and Chemicals One Member Limited Liability Company; Party Secretary of the Ammonia Workshop
8/2010 -10/2012	Member of the Standing Committee of the Party Committee of Ha Bac Fertilizer and Chemicals One Member Limited Liability Company; Party Secretary of the Ammonia Workshop
11/2012 - present	Member of the Standing Committee of the Party Committee of Ha Bac Fertilizer and Chemicals One Member Limited Liability Company (since January 2016: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company)
3/2024 – 10/2024	Deputy Secretary of the Party Committee of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
11/2024 - present	Secretary of the Party Committee of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

***. Shareholding in the Company:** 54.444.600 shares

- Personal ownership: 4.600 shares
- Representative ownership: 54.440.000 shares (20%).

***. Other positions:**

- Member of the Board of Directors (Term 2021–2026);
- Capital representative of Vietnam National Chemical Group at the Company;
- Party Secretary and General Director of the Company.

3. Mr. Pham Van Trung Nationality: Vietnamese

Date of birth: 12/12/1967 Ethnicity: Kinh

Place of origin: Kinh Bac Ward, Bac Ninh Province

Citizen ID No.: 024067017858 Date of issue: 09/01/2022

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Bac Giang Ward, Bac Ninh Province

Current address: No. 03, Alley ½, Tran Nguyen Han Street, Bac Giang Ward, Bac Ninh Province

General education: 12/12

Professional qualification: Master of Economics (Major in Business Administration)

***.Working Experience**

Period	Position / Organization
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8/1992 - 11/1994	Trainee Transport Economics Engineer, Transport Team, Ha Bac Fertilizer and Chemicals Enterprise (from 02/1993: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company).
12/1994 - 3/2005	Officer, Materials and Transportation Department, Ha Bac Fertilizer and Chemicals Company.
4/2005 - 11/2006	Officer, Planning Department Ha Bac Fertilizer and Chemicals Company. (from 10/2006: Ha Bac Fertilizer and Chemicals One Member Limited Liability Company).
12/2006 - 4/2007	Officer, Office Division, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
5/2007 - 6/2008	Deputy Chief of Office, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
7/2008 - 12/2008	Acting Chief of Office, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
01/2009 - 3/2013	Chief of Office, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
8/2010 - present	Member of the Party Executive Committee, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company (from 01/2016: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company).
4/2013 - 12/2015	Member of Members' Council; Deputy General Director Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
01/2016 - present	Deputy General Director, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.
4/2017 - present	Member of the Board of Directors, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
08/12/2020 - present	Member of the Standing Committee of the Party Committee Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.

***. Shareholding in the Company:** 54.444.300 shares

- Personal ownership: 4.300 shares
- Representative ownership: 54.440.000 shares

***. Other positions:**

- Member of the Board of Directors (Term 2021–2026);
- Capital representative of Vietnam National Chemical Group at the Company;
- Deputy General Director of the Company.

4. Mr. Nguyen Dinh Hong Nationality: Vietnamese

Date of birth: 22/02/1978

Place of origin: Tu Son Ward, Bac Ninh Province

Citizen ID No.: 027078004834 Date of issue: 05/01/2023

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Tu Son Ward, Bac Ninh Province

Current address: Rich Gao Area, Tu Son Ward, Bac Ninh Province

General education: 12/12

Professional qualification: Master of Business Administration

***. Working Experience**

Period	Position / Organization
11/2001-12/2002	Trainee Technician, Technology Department, Ha Bac Fertilizer and Chemicals Company
01/2003-6/2007	Technician, Technology Department – Ha Bac Fertilizer and Chemicals Company (now: Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company)
6/2007-4/2008	Technician, NH3 Workshop – Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
4/2008-4/2011	Technology Technician, Technical Department – Expansion Project Management Board, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
5/2011 -01/2013	Deputy Head, Technical Department – Project Management Board, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
02/2013 - 9/2014	Acting Head, Technical Department – Project Management Board, Ha Bac Fertilizer and Chemicals One Member Limited Liability Company.
10/2014 -7/2017.	Director, Shell Coal Gasification Workshop; concurrent technical role, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
8/2017 -02/2023	Director, Gas Production Workshop; Head of Technical Department, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.
02/2023-5/2023	Deputy General Director (in charge of Gas Workshop), Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.
6/2023 -4/2024	Deputy General Director (in charge of Technical and Production Department), Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
4/2024 -7/2024	Member of the Board of Directors; Deputy General Director (in charge of Technical and Production Department), Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company

From 8/2024 to present	Member of the Board of Directors, Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company
01/2023- 02/2025	Member of the Party Executive Committee of the Company
02/2025- present	Deputy Secretary of the Party Committee of the Company

***. Shareholding in the Company:** 54.441.900 shares

- Personal ownership: 1.900 shares
- Representative ownership: 54.440.000 shares

***. Other positions:**

- Member of the Board of Directors (Term 2021–2026);
- Capital representative of Vietnam National Chemical Group at the Company;
- Deputy General Director of the Company.

5. Ms. Nguyen Tuyen Anh Nationality: Vietnamese

Date of birth: 30/9/1968

Place of origin: Tho Van Commune, Phu Tho Province

Citizen ID No.: 019168007289 Date of issue: 31/8/2021

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Group 80, Phan Dinh Phung Ward, Thai Nguyen Province

Current address: Group 80, Phan Dinh Phung Ward, Thai Nguyen Province

General education: 12/12

Professional qualification: Bachelor of Economics

***.Working Experience**

Period	Position / Organization
12/1989 - 4/2003	Staff member, Bac Thai Agricultural Materials Company; Thai Nguyen Irrigation Agro-Forestry Materials Company; Thai Nguyen Agricultural Materials Joint Stock Company,
5/2003 - 02/2006	Business Officer, Business Department, Thai Nguyen Agricultural Materials Joint Stock Company.
3/2006 – 6/2007	Deputy Head of Business Department, Thai Nguyen Agricultural Materials Joint Stock Company.
7/2007- 10/2007	Head of Administration and Human Resources Department, Thai Nguyen Agricultural Materials Joint Stock Company.
11/2007 – 11/2009	Head of Planning and Market Department, Thai Nguyen Agricultural Materials Joint Stock Company.

12/2009 – 10/2013	Deputy General Director cum Head of Planning and Market Department, Thai Nguyen Agricultural Materials Joint Stock Company.
11/2013 - 4/2014	Deputy General Director, Thai Nguyen Agricultural Materials Joint Stock Company.
5/2014 - 12/2014	General Director, Thai Nguyen Agricultural Materials Joint Stock Company
1/2015 - 5/2019	Deputy General Director, Thai Nguyen Agricultural Materials Joint Stock Company
6/2019-8/2020	Staff member, Business Department, Ha Anh Import-Export Joint Stock Company
9/2020	Head of Market and Transportation Department, Ha Anh Import-Export Joint Stock Company
11/2020	Deputy General Director, Ha Anh Import-Export Joint Stock Company

***. Số cổ phần đang nắm giữ tại Công ty:** None

- Personal ownership: None
- Representative ownership: None

***. Other positions:**

- Member of the Board of Directors (Term 2021–2026);
- Deputy General Director, Ha Anh Import-Export Joint Stock Company.

**PROFILES OF THREE (03) CANDIDATES
FOR THE BOARD OF SUPERVISORS
HA BAC NITROGENOUS FERTILIZER & CHEMICALS JOINT STOCK
COMPANY
TERM 2026-2031**

1. Ms. Hoang Thi Linh Giang Nationality: Vietnamese
Date of birth: September 25, 1990 Ethnicity: Kinh
Place of birth: Cat Thanh Commune, Ninh Binh Province
ID card No: 010190000015 Date of issue: 02/8/2022
Place of issue: Police Department for Administrative Management of Social Order
Permanent residence: Vinh Tuy Ward, Hanoi
Current address: Apartment 25.12B – Building T7, Vinhomes Times City Urban Area,
458 Minh Khai Street, Vinh Tuy Ward, Hanoi
General education: 12/12
Professional qualification: Master's degree in Economics (Major in Accounting)

***. Working Experience**

Period	Position / Organization
5/2013 - 9/2013	Officer, General Department, Vietnam Chemical Finance JSC
10/2013 - 02/2015	Officer, Finance and Accounting Department, Vietnam Chemical Finance JSC
3/2015 - 6/2018	Officer, Finance Department, Vietnam Institute of Industrial Chemistry
7/2018 - 9/2018	Deputy Head, Finance Department, Vietnam Institute of Industrial Chemistry
10/2018 - 12/2021	Head/Deputy Head, Finance Department, Vietnam Institute of Industrial Chemistry
01/2022 - 6/2022	Head of Finance Department, Vietnam Institute of Industrial Chemistry
7/2022 – 18/9/2024	Chief Accountant, Vietnam Institute of Industrial Chemistry
From 19/9/2024 to present	Deputy Head, Project Financial Management Division – Finance & Accounting Department, Vietnam National Chemical Group

***. Shareholding in the Company:** None

- Personal ownership: None
- Representative ownership: None

***. Other positions:**

Head of the Board of Supervisors, Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company (Term 2021–2026)

2. Ms. Dang Thi Minh Ly Nationality: Vietnamese

Date of birth: 21/8/1994; Ethnicity: Kinh

Place of origin: Hiep Hoa Commune, Bac Ninh Province

ID/Passport No.: 024194006255; Date of issue: 13/01/2025;

Place of issue: Ministry of Public Security

Permanent residence: Hamlet No. 2, Hiep Hoa Commune, Bac Ninh Province

Current address: Hamlet No. 2, Hiep Hoa Commune, Bac Ninh Province

General education: 12/12

Professional qualification: Bachelor of Laws

***. Working Experience**

Period	Position / Organization
4/2017 - 4/2018	Officer, Office of People's Committee of Doan Bai Commune, Hiep Hoa District, Bac Giang Province
5/2018 - 2/2020	Officer, Project Management Board, EVN Investment and Technology (Vietnam Electricity)
2-2020-3/2023	Officer, Inspection and Legal Department, Vietnam National Chemical Group
4/2021- 4/2025	Concurrent Member of the Board of Supervisors, Ha Bac Nitrogenous Fertilizer & Chemicals JSC
3/2023 - present	Officer, Inspection Committee Office of the Party Committee, Vietnam National Chemical Group

***. Shareholding in the Company:** None

***. Other positions:**

- Member of the Board of Supervisors, Ha Bac Nitrogenous Fertilizer & Chemicals JSC (Term 2021–2026).

3. Mr. Mai The Hanh Nationality: Vietnamese

Full name: Mai The Hanh Gender: Male Nationality: Vietnamese

Date of birth: 01/08/1968

Place of origin: Cat Tien Commune, Gia Lai Province

Citizen ID No.: 035068008618 Date of issue: 07/01/2021

Place of issue: Police Department for Administrative Management of Social Order

Permanent residence: Bac Giang Ward, Bac Ninh Province

Current address: No. 3, Alley 4, Group 6, Bac Giang Ward, Bac Ninh Province

General education: 10/10

Professional qualification: Bachelor of Chemistry

***. Working Experience**

Period	Position / Organization
3/1997 – 10/2009	Shift Supervisor, Production Dispatch Department, Ha Bac Nitrogenous Fertilizer & Chemicals Company (now Ha Bac Nitrogenous Fertilizer & Chemicals One Member Limited Liability Company)
11/2009- 9/2010	Deputy Head, Production Dispatch Department, Ha Bac Nitrogenous Fertilizer & Chemicals One Member Limited Liability Company.
9/2010- 10/4/2013	Deputy Director, Ammonia Workshop, Ha Bac Nitrogenous Fertilizer & Chemicals One Member Limited Liability Company
10/4/2013-30/6/2024	Director, Ammonia Workshop, Ha Bac Nitrogenous Fertilizer & Chemicals One Member Limited Liability Company
27/5/2013- 30/6/2024	Party Secretary, Ammonia Workshop
01/7/2024 - nay	Head of Technical Production Department and Party Cell Secretary, Ha Bac Nitrogenous Fertilizer & Chemicals JSC

***. Shareholding in the Company:** Personal ownership: 4,300 shares

***. Other positions:** None