

MINUTES
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HA BAC NITROGENOUS FERTILIZER & CHEMICALS JOINT STOCK
COMPANY

At 08:30 on April 29, 2026, at the Company's Guest House, the Annual General Meeting of Shareholders 2026 of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company was duly convened.

I. MEETING PROCEDURES

1. Opening and introduction of participants

Mr. Nguyen Dinh Kien, on behalf of the Organizing Committee, declared the reason for the meeting, introduced the participants and invited Mr. Nguyen Van Thieu to chairman of the Meeting.

2. Report on verification of shareholders' eligibility

Mr. Nguyen Van Giang, Head of the Shareholder Eligibility Verification Committee, reported:

- Total number of shareholders as of March 23, 2026: 1,390 shareholders, holding 272,200,000 voting shares.

- Number of attending shareholders (in person and by proxy): 69, representing 269.389.239 shares, equivalent to 98,96% of total voting shares.

In accordance with the Law on Enterprises and the Company's Charter, the Meeting satisfied the conditions to proceed.

3. Approval of the Presidium, appointment of the Secretariat, and approval of the Vote Counting and Supervisory Committee cum Election Committee

Mr. Nguyen Van Thieu, the Chairman of the BOD - Chairman of the Meeting invited the following members of the Board of Directors to join the Presidium:

- Mr. Nguyen Van Dung – Member of the Board of Directors, General Director;

- Mr. Pham Van Trung – Member of the Board of Directors, Deputy General Director.

Mr. Nguyen Van Thieu - Chairman of the Meeting appointed the Secretariat:

- Mr. Dang Xuan Thuy	-	Deputy Chief of Office, Company Secretary – Head
- Ms. Nguyen Thi Hong Nhung	-	Finance and Accounting Department – Member

Mr. Nguyen Van Thieu - Chairman of the Meeting approved the Vote Counting and Supervisory Committee cum Election Committee comprising 08 members:

- Mr. Nguyen Van Giang	-	Chief of Office, Head;
- Mr. Nguyen Dinh Kien	-	Head of Organization and Human Resources Department;
- Mr. Nguyen Van Hiep	-	Deputy Head of KCS Department, Member;
- Mr. Lai Hong Duong	-	Director of Power Workshop;
- Mr. Pham Xuan Hung	-	Technician, Mechanical Department, Member;
- Mr. Giang Thanh Trung	-	Technician, Mechanical Department, Member;
- Mr. Nguyen Thai Doanh	-	Office Staff, Member;
- Mr. Nguyen Van Dang	-	Technician, Mechanical Department, Member;

The Vote Counting Committee cum Voting Supervision Committee was **approved** by the General Meeting of Shareholders by show of voting cards, with an approval rate of 100% of the voting shares present at the Meeting.

4. Approval of the Meeting Agenda and the Regulations on Organization of the Meeting

Mr. Pham Van Trung – Member of the Board of Directors, presented the Regulations and the Meeting Agenda n Organization of the Meeting.

The General Meeting of Shareholders approved the Regulations and the Meeting Agenda on Organization of the Meeting by show of voting cards, with an approval rate of 100% of the voting shares present at the Meeting.

II. MEETING CONTENT AND PROCEEDINGS

1. Reports and Proposals submitted to the GMS

1.1. Mr. Nguyen Van Thieu – Chairman of the Board of Directors, presented 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)

1.2. Mr. Nguyen Van Dung – Member of the Board of Directors and General Director, presented:

- Report of the General Director on production and business performance in 2025 and key tasks for 2026.

(Attached report)

- The audited Financial Statements for 2025.

(Attached report)

1.3. Ms. Hoang Thi Linh Giang – Head of the Board of Supervisors, presented:

- Report on operational results of the Board of Supervisors in 2025 and the term 2021–2026.

(Attached report)

- Proposal regarding the Approval of the Selection of an Auditing Firm;

(Attached proposal)

1.4. Ms. Nguyen Tuyen Anh – Member of the Board of Directors, presented:

- Proposal regarding the 2026 Production and Business Plan;

(Attached proposal)

- Proposal regarding approval of remuneration payment for the Board of Directors and the Board of Supervisors in 2025 and the proposed remuneration for 2026.

(Attached proposal)

- Proposal regarding the amendments and supplements to the Company's Charter on organization and operation.

(Attached proposal)

2. Discussion

No opinions or questions were raised by shareholders..

3. Voting and approval of Reports and Proposals

The Meeting heard Mr. Nguyen Van Thieu announce that, at the time of voting, the attending shareholders 69 and their proxies represented 269.389.239 shares, accounting for 98,96% of the total voting shares of the Company.

3.1. 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.

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

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

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

3.3. Approval of the audited Financial Statements for 2025.

The Financial Statements for 2025 have been disclosed in accordance with applicable regulations and published on the Company's website at www.damhabac.com.vn, including:

- ✓ Independent Auditor's Report;;
- ✓ Statement of Financial Position as at December 31, 2025;
- ✓ Statement of Profit or Loss for 2025;
- ✓ Statement of Cash Flows;
- ✓ Notes to the Financial Statements.

Key financial indicators are summarized as follows:

No.	Key indicators	Unit	2025
1	Total assets	VND billion	5,786,151
2	Net revenue	VND billion	4,330,490
3	Profit before tax	VND billion	10,855
4	Profit after tax	VND billion	10,855

(Attached Financial Statements)

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

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

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

3.5. Approval of the proposal regarding the Approval of the Selection of an Auditing Firm:

- 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.

- 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.

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

3.6. 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
-	NH ₃ TP output	Tons	
-	Electricity generation output	MWh	145,830
3	Total revenue	Million VND	4,875,374
4	Profit	Million VND	242,036

Urea and NH₃ 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.

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

3.7. Approval of the Proposal regarding the payment of remuneration for the Board of Directors and the Board of Supervisors in 2025 and the proposed remuneration for 2026, details as follows:

3.7.1 Remuneration of the Board of Directors and the Board of Supervisors in 2025:

Remuneration for the Board of Directors: (including the Chairman and 04 Members).

- Chairman of the BOD: 10,000,000 VND/month.
- Members of the BOD: 8,000,000 VND/person/month.

Remuneration for the Board of Supervisors: (including the Head and 02 Members)

- Head of the BOS:
- + From January ÷ April: Receiving a full-time salary; therefore, no remuneration is paid

+ From May ÷ December (non-executive): VND 8,000,000/month

- Members of the BOS: 6,500,000 VND/person/month.

Total: 724,000,000 VND (Seven hundred twenty-four million VND).

3.7.2. Proposed Remuneration for the Board of Directors and the Board of Supervisors in 2026:

- 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.

- 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).

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

3.8. Approval of the amendments and supplements to the Company's Charter on organization and operation

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

4. Approval of the election results of members of the Board of Directors and the Board of Supervisors for the term 2026–2031.

Mr. Nguyen Dinh Hong, on behalf of the Board of Directors, presented for approval the Proposal, the list of candidates for election to the Board of Directors and the Board of Supervisors for the term 2026–2031, and the Election Regulations.

4.1. Approval of the Proposal and the list of candidates for election to the Board of Directors and the Board of Supervisors for the term 2026–2031.

4.1.1. Candidates for the Board of Directors (term 2026–2031):

- Mr. Dao Trong Cuong;
- Mr. Nguyen Van Dung;
- Mr. Pham Van Trung;

- Mr. Nguyen Dinh Hong;
- Ms. Nguyen Tuyen Anh.

4.1.2. Candidates for the Board of Supervisors (term 2026–2031):

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

(Summary resumes attached)

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

4.2. Approval of the Election Regulations for members of the Board of Directors and members of the Board of Supervisors of the Company for the term 2026–2031.

(The Election Regulations for members of the Board of Directors and the Board of Supervisors for the term 2026–2031 are attached)

Voting results:

Voting opinion	Number of shares	Percentage (%) of total voting shares at the Meeting
Approval	269.389.239	100
Disapproval	0	0
Abstention	0	0

5. Election of members of the Board of Directors and the Board of Supervisors for the term 2026–2031

Mr. Nguyen Van Giang, Head of the Vote Counting and Voting Supervision Committee cum Election Committee, presided over the election of members of the Board of Directors and the Board of Supervisors for the term 2026–2031. The General Meeting of Shareholders proceeded with the election of

members of the Board of Directors and the Board of Supervisors for the term 2026–2031.

6. Break

7. Announcement of election results of members of the Board of Directors and the Board of Supervisors for the term 2026–2031.

Mr. Nguyen Van Giang, Head of the Vote Counting and Voting Supervision Committee cum Election Committee, announced the election results as follows:

7.1. Election results of the Board of Directors for the term 2026–2031

Candidate name	Number of votes	Percentage %
Mr. Dao Trong Cuong	268.588.350	99,88
Mr. Nguyen Van Dung	268.582.400	99,88
Mr. Pham Van Trung	268.643.800	99,89
Mr. Nguyen Dinh Hong	268.592.600	99,88
Ms. Nguyen Tuyen Anh	268.573.150	99,87

Based on the Election Regulations for members of the Board of Directors and the Board of Supervisors of the Company for the term 2026–2031 and the vote counting results, the following individuals were duly elected as members of the Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for the term 2026–2031.

Mr. Dao Trong Cuong was elected by the Board of Directors as Chairman of the Board of Directors for the term 2026–2031.

7.2. Election results of the Board of Supervisors for the term 2026–2031

Candidate name	Number of votes	Percentage %
Ms. Hoang Thi Linh Giang	268.589.450	99,88
Ms. Dang Thi Minh Ly	268.573.430	99,87
Mr. Mai The Hanh	268.652.320	99,9

Based on the Election Regulations for members of the Board of Directors and the Board of Supervisors of the Company for the term 2026–2031 and the vote counting results, the following individuals were duly elected as members of the Board of Supervisors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for the term 2026–2031.

Ms. Hoang Thi Linh Giang was elected by the Board of Supervisors as Head of the Board of Supervisors for the term 2026–2031.

8. Approval of the draft Resolution of the General Meeting of Shareholders:

Mr. Dang Xuan Thuy, on behalf of the Secretariat, presented the draft Resolution of the General Meeting of Shareholders.

The General Meeting of Shareholders approved the Resolution of the Annual General Meeting of Shareholders 2026 by show of voting cards, with an approval rate of 100% of the voting shares present at the Meeting.

The Minutes of the Annual General Meeting of Shareholders 2026 were completed at 11:30 on the same day, immediately after the Meeting concluded its agenda.

These Minutes were read to the Meeting and approved by show of voting cards, with an approval rate of 100% of the voting shares present at the Meeting.

The Minutes and the Resolution of the Annual General Meeting of Shareholders 2026 of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for the term 2026–2031 shall be sent to shareholders via the Company's website and disclosed in accordance with applicable laws and regulations.

THE SECRETARIAT



Dang Xuan Thuy



Nguyen Thi Hong Nhung



THE CHAIRMAN



Nguyen Van Thieu