

Bac Giang, April 02, 2025

REPORT OF THE BOARD OF DIRECTORS

**Regarding the 2024 Performance Results
and 2025 Orientations and Key Tasks**

To: The General Meeting of Shareholders

The Board of Directors (BOD) reports to the General Meeting of Shareholders on the 2024 Performance Results and the 2025 Orientations and Key Tasks as follows:

I. THE 2024 PERFORMANCE RESULTS

1. Members of the Board of Directors in 2024:

The Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company in 2024 consists of the members as follows:

No.	Full name	Position	Notes	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Van Thieu	Chairman of the BOD		
2	Mr. Nguyen Van Dung	Member of the BOD		24/4/2024
3	Mr. Pham Van Trung	Member of the BOD		
4	Mr. Nguyen Dinh Hong	Member of the BOD		
5	Ms. Nguyen Tuyen Anh	Member of the BOD		24/4/2024
6	Mr. Nguyen Van Thieu	Member of the BOD	24/4/2024	
7	Mr. Nguyen Van Dung	Independent Member of the BOD	24/4/2024	

2. Resolutions/Decisions of the Board of Directors:

In 2024, the Board of Directors held 12 meetings and conducted 17 rounds of opinion collection from its members. The Board issued 15 resolutions and 27 decisions to regulate the Company's activities. The key matters approved are presented in the appendix attached to this report.

3. Performance of the Board of Directors' Management and Monitor:

The Board of Directors has consistently adhered to legal regulations, the Company's Charter, and internal policies. The BOD has effectively implemented the resolutions of the General Meeting of Shareholders, respected and ensured the rights of shareholders, and properly exercised the Company's rights and obligations, as demonstrated in the following key areas:

a) In Business and Production Operations

- Advantages:

+ The decision by the Vietnam Development Bank (VDB) to write off 243 billion VND in interest on late payment interest incurred in 2024 has significantly reduced the Company's financial burden.

+ The National Assembly's approval of a 2% reduction in VAT for 2024 has helped businesses lower costs, thereby increasing the Company's competitiveness in the market.

- Challenges:

+ The fertilizer market faced fierce competition between domestic and imported products. The selling price of NH₃ has decreased compared to the beginning of the year and remains at a low level.

+ Unpredictable weather conditions, especially Typhoon No. 3 and its aftermath disrupted material supply chains and caused unstable power supply. + Vietnam National Coal And Mineral Industries Holding Corporation Limited (VINACOMIN) supplied 5a.10 coal instead of 5a.1 coal at a higher price, increasing production costs.

Faced with both challenges and opportunities, the Board of Directors, in collaboration with the Board of Management, has proactively assessed the situation, provided close guidance, and promptly adjusted key targets to align with actual conditions. By setting clear strategic directions and sound policies in business, market development, and product strategy alongside the Company's strong tradition of unity and perseverance these efforts, supported by our valued distributors, partners, and shareholders, have played a crucial role in helping the

Company gradually overcome difficulties and largely achieve the targets set by the General Meeting of Shareholders. The specific results are as follows:

2024 Production and Business Results

No .	Indicator	Unit	2024 AGM's Resolution	2024 Actual	Completion rate (%)
1	Key Production Indicators				
*	Key Production Indicators	tons	440,160	434,268	98.7
-	Total Urea-equivalent volume (calculated based on liquid NH3 production)	tons	367,440	397,658	108.2
-	Urea production volume	tons	40,000	19,486	48.7
2	Key Sales Indicators				
*	Total Urea-equivalent volume (calculated based on commercial product volume)	tons	439,444	440,882	100.3
-	Urea sales volume	tons	370,000	407,052	110.0
-	NH3 commercial products volume	tons	40,000	19,486	48.7
3	Total revenue	<i>billion VND</i>	4,720.4	4,466.4	94.6
4	Profit before tax	<i>billion VND</i>	168.3	6.8	4.1

The company is still incurring cumulative losses, so the Board of Management does not present the profit distribution plan to the General Shareholders' Meeting.

b) In the finance:

- Asset management situation: The total assets of the Company as of December 31, 2024, amounted to 6,247.1 billion VND, including 1,280.7 billion VND in current assets and 4,967.0 billion VND in long-term assets.

- Receivables management situation: The total receivables as of December 31, 2024, amounted to 988.1 billion VND (including 247.3 billion VND in short-term receivables and 740.8 billion VND in long-term receivables).

+ Regarding the Company's short-term receivables, mainly trade receivables arising from the sale of goods and services. The 54 billion VND receivable from Ngu Hoan Company arose when the Company supplied electricity, water, and

other services during the trial operation of the Ha Bac Nitrogenous Fertilizer and Chemicals Factory Expansion and Renovation Project. As the Project has not yet undergone A-B settlement, the Company has been unable to collect this outstanding receivable.

+ An important long-term receivable is the receivable from Ngu Hoan Company, amounting to 740.8 billion VND, as from the Company's self-settlement of the EPC contract according to the Ministry of Finance's Circular, however, the contractor has refused, asserting that the EPC contract follows a fixed lump-sum price model.

+ Provision for doubtful receivables The Company has made provisions for doubtful debts, including a 5.2 billion VND provision for the receivable from Constrexim - Meco Company.

- Payables management situation: The total liabilities as of December 31, 2024, amounted to 5,629.2 billion VND (including short-term liabilities of 1,173.6 billion VND and long-term liabilities of 4,455.6 billion VND).

- Debt repayment capability: The Company's financial situation in 2024 has improved and is better than in previous years; however, the debt repayment ratio remains at a low level.

- Quarterly, semi-annual, and annual financial statements are disclosed in accordance with regulations or presented to the General Meeting of Shareholders for approval.

c) In Construction and Investment:

- The total value of construction investment in 2024 reached 9,959 billion VND. In which: equipment costs accounted for 9.171 billion VND; other costs accounted for 0.788 billion VND.

+ 06 projects have been completed, including: 3-ton KOMASU forklifts (02 units); 29-seat passenger vehicle; 11-seat electric Bus; 3-bowl Vibrating grinder; 7-seat passenger vehicle; automated and continuous environmental monitoring system at the outlet of the A/O wastewater treatment station.

+ Ongoing investment project (01 project): Sulfur analyzer for coal (purchase contract signed).

+ Investment preparation stage (03 projects): Investment in a 130-ton/h boiler for the Thermal workshop; Investment in a Bag handling system (02 Bag-stacking robots); wheel loader (bucket capacity ~0.167 m³).

+ The limestone grinding system project has been shifted towards upgrading and improving the existing system and has been classified as a scientific and technical research project instead.

d) In Organizational structure and management system:

Internal governance: The Company's regulations, rules, and decisions governing various aspects of its operations continue to be reviewed and revised as a basis for directing and managing the Company's activities. During the year, the Board of Directors reviewed and revised the functions and responsibilities of the Human Resources department and the Company Office.

Organizational structure and management system: The Company's management system continues to be reorganized and streamlined, ensuring greater efficiency and effectiveness

đ) In Personnel organization and Salary policy:

- About personnel organization: The Board of Directors has made important decisions regarding personnel matters within its authority; ensuring that procedures and processes are carried out in accordance with the Personnel Management Regulations issued by the Board of Directors, specifically:

+ Decision on approving the planning list of Company leadership and management personnel for the 2021-2026 period (reviewed and supplemented in 2024).

+ Decision on approving the planning list of Company leadership and management personnel for the 2026-2031 period (reviewed and supplemented in 2024).

+ Decision on the fixed-term appointment of Mr. Nguyen Van Dung, Member of the Board of Directors and Deputy General Director of Ha Bac Nitrogenous Fertilizer and Chemicals Joint Stock Company, as General Director of Ha Bac Nitrogenous Fertilizer and Chemicals Joint Stock Company, effective from November 1, 2024.

+ Decision on retirement under pension benefits for Mr. Nguyen Duc Ninh, General Director of the Company, effective from November 1, 2024.

- About salary policy: The Board of Directors has reviewed, revised, and supplemented the Salary Payment Regulations to serve as a basis for salary payments and employee benefits, ensuring compliance with legal regulations and employee retention.

e) Management of invested capital in other enterprises

Currently, the Company has two long-term investments: investment in one associate company, Ha Bac Liquefied Gas Joint Stock Company, with a capital contribution of 8.6 billion VND (accounting for 36% of its charter capital), and investment in Hung Phat Chemicals Joint Stock Company, with a capital contribution of 4 billion VND, representing 4.7% ownership of its charter capital. In 2024, Ha Bac Liquefied Gas Joint Stock Company achieved a profit before tax of 8.9 billion VND and is expected to distribute a 30% dividend.

In 2024, the Company did not make any additional external investments.

g) Results of the implementation of tasks authorized by the General Meeting of Shareholders:

The Board of Directors has carried out the tasks authorized according to the resolution of the Annual General Meeting of Shareholders. Specifically, in 2024, the Board of Directors decided on the following authorized content:

The decision to select Moore AISC Auditing and Informatics Services Co., Ltd. to review the 6-month financial statement and audit the 2024 annual financial statement of the Company.

4. Results of the supervision by the Board of Directors:

In addition to management and monitoring, the supervision activities of the Board of Directors over the Board of Management and other Managers have been strengthened, ensuring that the Company's operations comply with legal regulations, the Company's Charter, and are implemented according to the resolutions of the General Meeting of Shareholders and the Board of Directors.

The supervision and inspection by the Board of Directors are within their authority, not cause obstruction or overlap with the General Director's management work. The results of the Board of Directors supervision are as follows:

a) For the Company's Board of Management:

In 2024, the Board of Management carried out its executive duties in strict compliance with the Resolutions of the General Meeting of Shareholders and the Board of Directors, adhering to legal regulations, the Company's Charter, and internal policies. Throughout their work, they demonstrated a high sense of responsibility, dynamism, creativity, and solidarity, striving to overcome difficulties and achieve the best possible results, specifically:

- The Board of Management introduced appropriate business mechanisms and market policies.

- The Company's products remained stable and of high quality, earning trust from both domestic and international customers.

- The implementation of resolutions and decisions of the Board of Directors was carried out rigorously by the Board of Management.

- The Board of Management exercised strict control over the Company's financial situation and expenditures, ensuring no financial losses.

- Effectively implemented wage and bonus policies while ensuring comprehensive care for employees' well-being; the working environment for employees continued to improve.

b) For the Company's managers of departments and subordinate units:

- The managers of departments and subordinate units have fully performed their assigned responsibilities, duties, and powers; the tasks deployed by the General Director were well executed by the departments and subordinate units.

- The collective workforce in the company always upholds the spirit of unity, implements policies of practicing thrift and preventing waste; strives to overcome all difficulties to complete assigned tasks, contributing to the overall results of the company.

c) For the representatives of the Company's capital at other enterprises:

The representative of the company's capital investing in other enterprises has complied with the legal regulations, the company's charter, and the regulations on the management of capital representatives in other enterprises during the execution of their duties.

5. Performance results of the Board of Directors members:

In 2024, the members of the Board of Directors mostly participated in all Board meetings, as follows:

No.	Member of the Board of Directors	Number of Director Board meetings attended by the member	Attendance rate	Reasons for absence
1	Mr. Nguyen Van Thieu	12/12	100%	
2	Mr. Nguyen Van Dung	5/5	100%	From 01/01/2024 to 24/4/2024, the Board of Directors held 05 meetings

No.	Member of the Board of Directors	Number of Director Board meetings attended by the member	Attendance rate	Reasons for absence
3	Mr. Pham Van Trung	11/12	92%	Due to urgent work, absent with permission
4	Mr. Nguyen Dinh Hong	12/12	100%	
5	Ms. Nguyen Tuyen Anh	3/5	60%	Due to urgent work, absent with permission
6	Mr. Nguyen Van Thieu	7/7	100%	From 24/4/2024 to 31/12/2024, the Board of Directors held 07 meetings
7	Mr. Nguyen Van Dung	6/7	86%	From 24/4/2024 to 30/6/2024, the Board of Directors held 07 meetings

The members of the Board of Directors provided written opinions and collectively approved the resolutions and decisions of the Board with a high sense of responsibility, for the benefit of shareholders and the sustainable development of the company. In addition to fulfilling the collective duties of the Board of Directors, each member completed their responsibilities in the assigned areas, specifically:

- Mr. Nguyen Van Thieu: completed the duties and responsibilities of the Chairman of the Board of Directors:

- + Organized the approval of the documents for the shareholders' meeting, chaired, and successfully organized the company's annual General Shareholders' Meeting.

- + Developed the program and activity plan, organized Board meetings, gathered opinions from Board members, and organized the approval of the resolutions and decisions of the Board.

+ Directed and supervised the implementation of the Board's resolutions in various operational aspects of the company.

+ Organized a review of the company's regulations and procedures; ensured the implementation of personnel work in compliance with quality standards, legal procedures, and regulations.

+ Completed other tasks as required by law and the company's charter.

- Mr. Nguyen Duc Ninh, a member of the Board of Directors (served as Board member until April 24, 2024, and as General Director until October 31, 2024), performed well, directly leading the formulation of development policies, business mechanisms, product policies, financial control, salary policies, and effective investment activities; organized the implementation of the Board's resolutions, managed, and supervised the execution of these resolutions in various operational areas; worked alongside the Chairman of the Board to implement personnel tasks and completed other duties, making a significant contribution to the company's results in 2024.

- Mr. Pham Van Trung, a member of the Board of Directors, fulfilled the duties and responsibilities of a Board member:

+ Collaborated with the General Director in the areas of construction investment; military defence; healthcare; living conditions; culture and sports, contributing significantly to the company's performance.

- Mr. Nguyen Van Dung, a member of the Board of Directors (served as General Director from November 1, 2024), completed the assigned tasks well, specifically:

+ Monitored and supervised the implementation of the Board's resolutions and decisions regarding: Strategy, corporate restructuring; plans; market; science and technology; machinery and equipment repair; initiatives; economic-technical norms; contractor selection in areas such as machinery and equipment repair, procurement of materials, goods, and services; emulation and reward; inspection; labor and wages.

+ Together with the Chairman of the Board of Directors, directed the implementation of organizational and personnel work, including staff planning and human resource training;

+ Represented the Board of Directors in resolving complaints and denunciations regarding issues within the Board's jurisdiction.

- Mr. Nguyen Phung Hung, a member of the Board of Directors (served as a Board member until April 24, 2024), completed his duties and responsibilities as a Board member:

+ Collaborated with the CEO in the areas of organization and personnel work; labor and wage management; policies and benefits for employees within the company.

- Mr. Nguyen Dinh Hong, a member of the Board of Directors (served as a Board member from April 24, 2024), completed his duties and responsibilities as a Board member:

Monitored and supervised the implementation of the Board's resolutions and decisions regarding: the production of the company's products; safety and environmental work; labor hygiene; fire prevention; flood prevention; training activities; and product quality.

- Mrs. Nguyen Tuyen Anh, a member of the Board of Directors (served as a Board member from April 24, 2024), completed her duties and responsibilities as a Board member:

+ Responsible for overseeing and supervising the implementation of the Board's resolutions and decisions in the role as an independent member of the Board, covering various operational aspects of the company.

6. Transactions between the Company and internal persons:

In 2024, the company had transactions between the company and its related parties, or between the company and major shareholders, internal persons, or related parties of internal persons, specifically:

No.	Institution / Individual Name	Relationship with the company	NSH No*, Date of Issue, Issuing Authority	Address/ Head office address	Transaction Timing with the Company	Resolution/ Decision No. of the AGMS/ BOD (if applicable, specify issue date)	Transaction details, quantity, and total value	Note
1	Ha Anh Export Import Joint Stock Company	Affiliated person of an internal party of the Company	0101328911	Group 3 Dong Anh Town, Dong Anh District, Ha Noi	From 04/6/2024 to 31/12/2024	51/NQ-HDQT on 10/6/2024	Approving the transaction contract between Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company and Ha Anh Import-Export Joint Stock Company. The time for signing and implementing the transaction contracts is from 04/6/2024 to 31/12/2024	

7. Remuneration of the Board of Directors:

In 2024, the Board of Directors was paid remuneration by the Company according to the level approved by the Annual General Meeting of Shareholders in 2024, specifically as follows:

- 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.

The total remuneration paid to the BOD in 2024: 504,000,000 VND.

II. 2025 ORIENTATIONS AND KEY TASKS

A. FORECAST FOR 2025:

1. Advantages:

- The Company's restructuring plan, approved by the Politburo in 2023, will contribute to reducing financial costs for the Company.
- The Value-Added Tax (VAT) Law, passed by the National Assembly, will classify fertilizers as taxable goods with a 5% VAT rate, effective from July 2025, helping ease difficulties for fertilizer manufacturers.
- The brand and reputation of "HANICHEMCO" continue to earn trust and support from domestic farmers.

- The Company's strong network of loyal customers, who have always stood by the Company, will help it overcome difficulties and challenges.

2. Challenges and difficulties:

In 2025, the Company is expected to face multiple challenges and difficulties, including:

1. Global and regional political conflicts remain unpredictable, causing volatile raw material prices, with coal prices expected to stay high

2. Unstable power grid systems affect production scheduling and operational efficiency.

3. The Renovation - Expansion Project, after more than 10 years of operation, has experienced equipment-related issues, leading to production disruptions..

4. The price of NH3 is currently very low and is not expected to increase soon, so the company is unable to sell NH3, which impacts the operation of the production line and the effectiveness of business operations.

These difficulties and challenges also present an opportunity for the Company to enhance management efficiency, reduce costs, stabilize and strengthen market position, and improve overall production and business efficiency.

B. ORIENTATIONS FOR 2025:

The key indicators of the 2025 Production and Business Plan

No.	Indicator	Unit	2025 Production and Business Plan
1	Industrial production value index (according to actual prices)	<i>Billion VND</i>	4,651,000
2	Key Production Indicators		
-	Urea production volume	tons	390,430
-	NH3 commercial products volume	tons	32,000
3	Total revenue	<i>Billion VND</i>	4,607,060
4	Profit before tax	<i>Billion VND</i>	123,320

C. TASKS OF THE BOARD OF DIRECTORS IN 2025

1. Strengthen management, direction, and supervision of the Company's operations in all fields;

2. Enhance financial oversight, review and cut unnecessary expenditures, aiming to reduce costs, lower production expenses, and improve market competitiveness.

3. Supervise and direct the Board of Management to ensure safe, stable, and high-load production operations with efficiency, while implementing synchronized measures to reduce costs and consumption norms, contributing to improving production and business efficiency.

4. Maintain traditional markets while expanding into new ones, boost sales of raw material Urea, premium Urea, and liquid NH₃; continue researching differentiated new products to increase sales volume and business efficiency.

5. Continue refining regulations and policies as a foundation for directing, managing, and overseeing all aspects of the Company's operations to strengthen management, reduce costs, especially for input materials used in production.

6. Continue restructuring and reorganizing production and production management towards a streamlined approach, reducing subordinate units, and enhancing operational effectiveness and efficiency.

7. Strengthen training programs, review personnel planning, and develop a high-quality workforce to meet future demands.

8. Ensure occupational safety, fire prevention, and environmental protection, while maintaining industrial hygiene, waste management, and landscape improvement.

This report presents the 2024 Performance Results and 2025 Orientations and Key Tasks.

Respectfully submit to the General Shareholders' Meeting.

Sincerely!

Recipients:

- As above;
- Archived: Documents, the Board of Directors.

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



Nguyen Van Thieu

Resolutions/Decisions of the Board of Directors:

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
I. Resolutions				
1	02/NQ-HDQT	17/01/2024	<p>1. Agreed to appoint Mr. Pham Quoc Hung - Deputy Director of Automation Measurement Workshop to hold the position of Director of Automation Measurement Workshop</p> <p>2. Approving the 2024 production and business plan.</p> <p>3. Approving the major repair plan for 2024.</p> <p>4. Approving the 2024 construction investment plan.</p> <p>5. Approving the plan for overseas business trips and foreign delegations working at the Company in 2024.</p> <p>6. Approving the 2024 labor and salary plan.</p> <p>7. Approving the official technical norms in 2024, provisional in 2025.</p> <p>8. Approving the production and business plan for the first quarter of 2024 with some key targets</p>	100%
2	14/NQ-HDQT	01/3/2024	The final registration date for the list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders is agreed to be March 22, 2024.	100%
3	24/NQ-HDQT	28/3/2024	<p>1. Approving the time and venue for the 2024 General Meeting of Shareholders</p> <p>2. Agree on the draft program and regulations for organizing the 2024 General Meeting of Shareholders.</p>	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			<p>3. Approving the notice of election of additional members of the Board of Directors; Draft of the election regulations instructions on nomination and election of additional members of the Board of Directors.</p> <p>4. Agree to establish a Shareholder Qualification Inspection Committee.</p> <p>5. Approving of documents submitted to the 2024 Shareholders' Meeting</p>	
4	25/NQ-HDQT	29/3/2024	<p>1. Approving the plan to review and supplement the Company's leadership and management staff planning for the period 2021-2026 (review and supplement in 2024).</p> <p>2. Approving the plan to review and supplement the Company's leadership and management staff planning for the period 2026-2031.</p> <p>3. Regarding the appointment and authorization to act as the Company's capital representative at Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>- Agreed to terminate the appointment of Mr. Pham Van Trung and Mr. Le Anh Tuan as representatives of the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>- Agreed to appoint and authorize Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department as the representative of the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company (Ms. Nguyen Thi Mong Dung represents</p>	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			<p>20% of the charter capital of Ha Bac Liquefied Petroleum Gas Joint Stock Company);</p> <p>- Agreed to appoint and authorize Mr. Dang Xuan Thuy Company Secretary, Deputy Chief of Office to represent the Company's capital contribution at Ha Bac Liquefied Petroleum Gas Joint Stock Company (Mr. Dang Xuan Thuy represents 16% of the charter capital of Ha Bac Liquefied Petroleum Gas Joint Stock Company);</p> <p>4. Regarding the personnel participating in the Board of Directors of Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>- Proposing the 2024 Annual General Meeting of Shareholders of Ha Bac Liquefied Petroleum Gas Joint Stock Company consider dismissing Mr. Pham Van Trung and Mr. Le Anh Tuan from the positions of members of the Board of Directors;</p> <p>- Introducing Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department and Mr. Dang Xuan Thuy Company Secretary, Deputy Chief of Office of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to the General Meeting of Shareholders of Ha Bac Liquefied Petroleum Gas Joint Stock Company to elect to the Board of Directors of Ha Bac Liquefied Petroleum Gas Joint Stock Company;</p> <p>- Introducing Ms. Nguyen Thi Mong Dung - Head of Planning and Investment Department to the Board of Directors of</p>	

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			<p>Ha Bac Liquefied Gas Joint Stock Company to elect to hold the position of Chairwoman of the Board of Directors of the Company.</p> <p>5. Regarding the content of requesting opinions from the representative of the Company's capital at Ha Bac Liquefied Petroleum Gas Joint Stock Company</p> <p>6. Approving the internal audit plan for 2024</p> <p>7. Agree to change the investment phase for the 29-seat car and 11-seat electric car projects.</p>	
5	41/NQ-HDQT	15/4/2024	<p>1. Agree on the policy of appointing the Director of the Gas Generation Workshop and the Director of the Thermal Workshop from the Company's human resources, in the Company's planning list</p> <p>2. Approving the production and business plan for the second quarter of 2024 with some key targets.</p> <p>3. Authorizing the General Director of the Company to decide on the establishment of the Organizing Committee for the 2024 Annual General Meeting of Shareholders.</p>	100%
6	44/NQ-HDQT	22/4/2024	<p>1. Agree on personnel to elect additional members of the Company's Board of Directors for the 2021-2026 term as independent members of the Board of Directors.</p> <p>2. Agree to introduce personnel to elect additional members of the Company's Board of Directors for the 2021-2026 term for Ms. Nguyen Tuyen Anh.</p>	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
7	47/NQ-HDQT	24/4/2024	<p>Unanimously approving the Proposal for the 2024 Annual General Meeting of Shareholders and the personnel proposed to elect additional members of the Company's Board of Directors for the 2021-2026 term.</p> <p>2. Unanimously approve the Proposal for the 2024 Annual General Meeting of Shareholders together with the Draft Regulations for the election of additional members of the Company's Board of Directors.</p>	100%
8	56/NQ-HDQT	19/6/2024	<p>1. Agreed to temporarily appoint Mr. Doan Quang Hung, Deputy Director, in charge of the Gas Generation factory, to hold the position of Director of the Gas Generation factory.</p> <p>2. Agreed to temporarily appoint Mr. Than Van Nghi, Deputy Director, in charge of the Thermal factory, to hold the position of Director of the Thermal factory.</p> <p>3. Agreed to complete the Price Council, Appraisal Council and Appraisal Board in the field of investment projects.</p> <p>4. Agreed to select Moore AISC Auditing and Informatics Services LLC to review the Company's 6-month Financial Statements and audit the Company's 2024 Financial Statements.</p> <p>5. Adding the Project "Investment in 7-seat 2-wheel drive cars" to the investment preparation list in the Company's 2024 Construction Investment plan.</p> <p>6. Adjustment of allowance for the</p>	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			concurrent position of the Company Secretary and the Corporate Governance Officer.	
9	62/NQ-HDQT	26/6/2024	<p>1. Agreed to let Mr. Nguyen Dinh Hong, Deputy General Director of the Company, stop holding the position of Head of Production Engineering Department.</p> <p>2. Agreed to temporarily transfer and appoint Mr. Mai The Hanh, Director of Ammonia Factory, to work at the Production Engineering Department, holding the position of Head of Production Engineering Department.</p> <p>3. Agreed to transfer Mr. Duong Nhu Son, Member of the Party Committee of the Company, Head of the Organization and Personnel Department to work at the Party Union Organization Office</p> <p>4. Agreed to temporarily transfer and appoint Mr. Nguyen Dinh Kien, Chief of the Company Office, to work at the Human Resources Department, holding the position of Head of Human Resources Department (replacing Mr. Duong Nhu Son who has transferred to another job).</p> <p>5. Agreed to temporarily transfer and appoint Mr. Nguyen Van Giang, Head of Security - Military Department, to work at the Company Office, holding the position of Chief of the Company Office (replacing Mr. Nguyen Dinh Kien who has transferred to another job).</p> <p>6. Assigning the task to Mr. Than Trong Duong, Deputy Director of Ammonia Factory, in charge of Ammonia</p>	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			Workshop (replacing Mr. Mai The Hanh who has transferred). 7. Agreed to temporarily transfer and appoint Mr. Nguyen Van Huu, Deputy Head of Production Engineering Department, to work at the Security - Military Department to hold the position of Deputy Head of Security Military Department and assign him the task of being in charge of the Security - Military Department.	
10	65/NQ-HDQT	11/7/2024	1. Approving the production and business plan for the third quarter of 2024. 2. Adding Thahusa Group Joint Stock Company to the list of units participating in supplying 4a.1 coal dust for Shell coal gasifier.	100%
11	73/NQ-HDQT	20/8/2024	1. Agreed to let Mr. Nguyen Duc Ninh resign from the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to retire according to the regime from November 1, 2024. 2. Unify the functions, tasks and powers of the Company Office and the Human Resources Department.	100%
12	80/NQ-HDQT	30/9/2024	1. Approving the policy on appointing the Company's General Director. 2. Approving the review and supplementation of the Company's leadership and management staff planning for the 2021-2026 and 2026-2031 periods 3 Approving the investment transition from the "investment preparation" phase	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
			to the "investment implementation" phase for the project "Investment in 7-seat, 2-wheel drive cars".	
13	88/NQ-HDQT	21/10/2024	Approving the production and business plan for the fourth quarter of 2024	100%
14	91/NQ-HDQT	31/10/2024	Agreed to appoint Mr. Nguyen Van Dung, Member of the Board of Directors, Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company, to hold the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for a fixed term	100%
15	101/NQ-HDQT	10/12/2024	Agreed on the assessment and classification of the Board of Directors in 2024: Successfully completed the task.	
II. Decisions				
1	03/QD-HDQT	18/01/2024	Decision on issuing the 2024 construction investment plan of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company	100%
2	04/QD-HDQT	18/01/2024	Decision on issuing the labor and wage plan for 2024	100%
3	05/QD-HDQT	18/01/2024	Decision on issuing the 2024 major repair plan of Ha Bac Nitrogenous Fertilizer & 100% Chemicals Joint Stock Company	100%
4	06/QD-HDQT	18/01/2024	Decision on approving the plan for delegations to go on business trips abroad and foreign delegations to work at the Company in 2024	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
5	09/QD-HDQT	26/01/2024	Decision on official technical norms in 2024, provisional in 2025	100%
6	22/QD-HDQT	08/3/2024	Decision on approving the settlement of the implemented salary fund of employees and the salary and remuneration fund of the Company Manager in 2023	100%
7	31/QD-HDQT	29/3/2024	Decision on establishing a Shareholder Qualification Inspection Committee in 2024	100%
8	32/QD-HDQT	29/3/2024	Decision on approving the internal audit plan for 2024	100%
9	35/QD-HDQT	29/3/2024	Decision on approving the transfer of investment from the "investment preparation" phase to the "investment implementation" phase for the 29-seat car and 11-seat electric car projects	100%
10	37/QD-HDQT	29/3/2024	Decision on termination of Mr. Pham Van Trung and Mr. Le Anh Tuan as the capital representatives of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company at Ha Bac Liquefied Petroleum Gas Joint Stock Company.	100%
11	38/QD-HDQT	29/3/2024	Decision on appointing and authorizing the following persons as representatives of the capital of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company at Ha Bac Liquefied Petroleum Gas Joint Stock Company for Ms. Nguyen Thi Mong Dung and Mr. Dang Xuan Thuy.	100%
12	49/QD-HDQT	23/5/2024	Decision on assigning tasks to members of the Board of Directors.	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
13	58/QD-HDQT	19/6/2024	Decision on strengthening the personnel of the Appraisal Team in the field of investment projects	100%
14	59/QD-HDQT	19/6/2024	Decision on strengthening the personnel of the Price Council and Appraisal Council.	100%
15	60/QD-HDQT	19/6/2024	Decision on payment of allowance for the concurrent position of the Company Secretary and the Corporate Governance Officer.	100%
16	61/QD-HDQT	19/6/2024	Decision to approve the addition of the project to the investment preparation list in the 2024 Construction Investment Plan: adding 7-seat 2-wheel drive cars.	100%
17	70/QD-HDQT	09/8/2024	Decision on sending Mr. Nguyen Duc Ninh and Mr. Nguyen Van Dung on business trips abroad.	100%
18	74/QD-HDQT	20/8/2024	Decision on promulgating the functions and tasks of the Human Resources Department.	100%
19	75/QD-HDQT	20/8/2024	Decision on issuing the functions and tasks of the Company Office	100%
20	76/QD-HDQT	20/8/2024	Decision on retirement to receive salary according to the regime of Mr. Nguyen Duc Ninh - General Director of the Company	100%
21	82/QD-HDQT	30/9/2024	Decision on approving the investment transition from the "investment preparation" phase to the "investment implementation" phase for the project "Investment in 7-seat, 2-wheel drive cars".	100%

No.	Resolutions/ Decisions No.	Date	Content	Approval rate
22	85/QD-HDQT	30/9/2024	Decision on approving the list of planning for the Company's leaders and managers for the period 2021-2026 (reviewed and supplemented in 2024).	100%
23	86/QD-HDQT	30/9/2024	Decision on approving the list of planning. for Company leaders and managers for the period 2026-2031 (reviewed and supplemented in 2024).	100%
24	92/QD-HDQT	31/10/2024	Decision on temporary appointment of Mr. Nguyen Van Dung, Member of the Board of Directors, Deputy General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company to hold the position of General Director of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company.	100%
25	95/QD-HDQT	15/11/2024	Decision on completing the personnel of the Bidding Team in the field of equipment repair and detailed processing	100%
26	96/QD-HDQT	15/11/2024	Decision on completing the Bidding Expert Group in the field of investment projects and repair of architectural works	100%
27	97/QD-HDQT	15/11/2024	Decision on completing suing the personnel of the Appraisal Team in the field of investment projects	100%

