

**HA BAC NITROGENOUS
FERTILIZER & CHEMICALS JOINT
STOCK COMPANY**

No: 28/TB-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Bac Giang, April 02, 2025

NOTICE

**Regarding: Additional Election of a Member of the Board of Supervisors
Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company,
Term 2021–2026**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14;

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

Pursuant to the Letter of Resignation from the Member of the Board of Supervisors dated February 25, 2025, submitted by Mr. Ha Xuan Han;

The Board of Directors of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company hereby notifies all shareholders of the additional election of a Member of the Board of Supervisors for the term 2021–2026 as follows:

- The number of additional Members of the Board of Supervisors to be elected: 01 (one) person.

- Time and location of the election: to be held directly at the 2025 Annual General Meeting of Shareholders on April 25, 2025.

- Nomination and self-nomination procedures and timeline: to be carried out in accordance with the **“Guidelines on Nomination and Self-Nomination of Candidates for the Additional Election of a Member of the Board of Supervisors, Term 2021–2026”** issued by the Board of Directors and posted on the Company’s website (www.damhabac.com.vn). Shareholders are kindly requested to carefully review the Guidelines to exercise their nomination and self-nomination rights properly and in compliance with the provisions of law and the Company’s Charter.

- **The draft Regulation on the additional election of a Member of the Board of Supervisors** will be published and posted on the Company’s website by the Board of Directors, and will be submitted to the General Meeting of Shareholders for approval prior to the voting process at the 2025 Annual General Meeting of Shareholders.

Respectfully announced.

Recipients:

- As above;
- Company Website;
- Archived at Office,
BOD.

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Nguyen Van Thieu