

No: 25/TB-HĐQT

Bac Giang, April 02, 2025

INVITATION LETTER

**TO THE 2025 ANNUAL 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 2025 Annual General Meeting of Shareholders with the following details:

1. Time and Location:

Time: 9:00 a.m., April 25, 2025 (Reception and Shareholder Eligibility Verification starting from 8:00 a.m.)

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

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 on the List of Shareholders entitled to participate in the General Meeting of Shareholders as of March 24, 2025 (the record date) 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 April 22, 2025**, 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, Tho Xuong Ward, Bac Giang City, Bac Giang Province.

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
Nguyen Van Thieu