

Bac Giang, April 02, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Regarding the Approval of the 2025 Production and Business Plan

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval of the main contents of the 2025 Production and Business Plan as follows:

1. Indicators

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

2. Interim Dividend Advance and Payment in 2025:

The General Meeting of Shareholders authorizes the Board of Directors to decide the interim dividend rate for 2025 and to proceed with the interim dividend payment to shareholders in accordance with the Company's production and business performance during the year.

Respectfully submitted to the General Meeting of Shareholders of Ha Bac Nitrogenous Fertilizer & Chemicals Joint Stock Company for consideration and approval./.

Recipients::

- General Meeting of Shareholders;
- Board of Directors of the Company;
- Archived at Office, BOD.

**ON BEHALF OF THE BOARD OF
DIRECTORS**



Nguyen Van Thieu