



**HAI AGROCHEM JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Ho Chi Minh City, July 12, 2025

**NOTICE OF INVITATION TO THE EXTRAORDINARY
GENERAL MEETING OF SHAREHOLDERS IN 2025**

To: Shareholders of HAI Agrochem Joint Stock Company

The Board of Directors ("BOD") of HAI Agrochem Joint Stock Company ("the Company") (Enterprise Registration Certificate No. 0301242080 issued for the first time by the Ho Chi Minh City Department of Planning and Investment on February 7, 2005; Head office: 28 Mac Dinh Chi Street, Da Kao Ward, District 1, Ho Chi Minh City) respectfully invites our esteemed shareholders to attend the Extraordinary General Meeting of Shareholders in 2025 ("EGM") with the following details:

1. Estimated Time: 08:30 AM, Tuesday, August 5, 2025
2. Estimated location: Hall at 5th Floor, FLC Landmark Tower, 5 Le Duc Tho Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City
3. Conditions for attending the meeting: All shareholders holding the Company's shares (or legally authorized representatives) as listed by the Vietnam Securities Depository and Clearing Corporation – Ho Chi Minh City Branch as of June 30, 2025
4. Documents required for attending the EGM:
 - 4.1. For individual shareholders:
 - If attending in person: Original and valid National ID card, Passport, or Citizen ID
 - If authorizing another person to attend:
 - + Original and valid ID card, Passport, or Citizen ID of the authorized person
 - + Valid authorization letter in accordance with the Company's prescribed form
 - 4.2. For institutional shareholders:
 - If the legal representative attends in person:
 - + Certified copy of the Enterprise Registration Certificate/Establishment Decision
 - + Original and valid ID card, Passport, or Citizen ID of the legal representative
 - If authorizing another person to attend:

- + Original and valid ID card, Passport, or Citizen ID of the authorized person
- + Certified copy of the Enterprise Registration Certificate/Establishment Decision
- + Valid authorization letter in accordance with the Company's prescribed form

5. Meeting documents:

The meeting materials are published on the Company's website at: www.congtyhai.com, under the "Shareholders" section

6. Registration and Contact Information:

To facilitate the organization of the General Meeting, shareholders or their authorized representatives are kindly requested to confirm attendance by calling: (028) 38294676 (Ms. Dang Thi Hang – Company Office) before 12:00 PM on July 30, 2025, or contact us via:

HAI Agrochem Joint Stock Company:

- Address: 28 Mac Dinh Chi Street, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam
- Phone: (028) 38294676 Fax: (028) 38221484
- Website: www.congtyhai.com

All travel and accommodation expenses shall be borne by the shareholders.

We sincerely look forward to your attendance to ensure the success of the General Meeting.

Best regards!

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**

**EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS IN 2025**

PROGRAM OF THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

Estimated Time: 08:30 AM, Tuesday, August 5, 2025

Estimated location: Hall at 5th Floor, FLC Landmark Tower, 5 Le Duc Tho Street, My Dinh 2 Ward,
Nam Tu Liem District, Hanoi City.

TIME	PROGRAM	HOST
08:30 – 09:00	Welcoming and registering delegates to attend the General Meeting Checking shareholder qualifications, making a list of shareholders attending the General Meeting Distributing documents and Voting Forms, Election Forms	Organizing Committee Shareholder Status Verification Committee Organizing Committee
09:00 – 09:15	Reporting the results of checking shareholder qualifications Introducing the Presidium and the Chairman of the General Meeting	Shareholder Status Verification Committee Organizing Committee
09:15 – 09:30	Opening the General Meeting, appointing the Secretariat Approving the General Meeting Program; Regulations on organizing the General Meeting; Voting rules; Regulations on electing members of the Board of Directors and Supervisory Board for the term 2023 - 2028; List of candidates and members of the Ballot Counting Committee	Presidium
09:30 – 09:45	Submission on the election of members of the Board of Directors and Supervisory Board of the Company for the term 2023 - 2028; Report on other issues in 2025	Presidium
09:45 – 10:15	Discuss the Reports at the General Meeting	All Shareholders
10:15 – 10:40	Instructions on how to vote on the contents of the General Meeting and elect members of the Board of Directors and Supervisory Board Voting to approve the contents of the General Meeting and elect members of the Board of Directors and Supervisory Board	Vote Counting Committee All Shareholders
10:40 – 11:20	Counting votes and ballots - General Meeting breaks Announcing the results of counting votes and ballots	Vote Counting Committee
11:20 – 12:00	Approving the Minutes and Resolution of the General Meeting Closing the General Meeting	Secretary Team Presidium

Note: The meeting program is subject to change depending on actual events during the Meeting.



SOCIALIST REPUBLIC OF VIETNAM

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LETTER OF AUTHORIZATION

TO ATTEND THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS IN 2025

To: Board of Directors of HAI Agrochem Joint Stock Company

1. AUTHORIZER

Shareholder name:.....
ID card/Passport/Citizen identification card/Business registration certificate number:
Date of issue:Place of issue:
Address:.....
Full name of Legal representative (if shareholder is an organization):.....
No. ID card/Passport/Citizen identification card of the Legal Representative:
Date of issue:Place of issue:
Number of shares owned (as of June 30, 2025):(In words:
.....) shares.

2. AUTHORIZED PARTY

Full name:
ID card/Passport/Citizen identification card number:.....
Date of issue:Place of issue:
Permanent address:Telephone:.....

3. AUTHORIZATION CONTENT

- Attend the 2025 Extraordinary General Meeting of Shareholders of HAI Agrochem Joint Stock Company on August 5, 2025.
- Exercise the right to speak and vote on all contents at the above General Meeting corresponding to the number of shares that I/we are entitled to exercise the rights of shareholders according to the provisions of law and the Charter of HAI Agrochem Joint Stock Company.

4. AUTHORIZATION TERM

This authorization is only valid during the 2025 Extraordinary General Meeting of Shareholders of HAI Agrochem Joint Stock Company.

5. RESPONSIBILITIES OF THE AUTHORIZER AND THE AUTHORIZED PARTY

I/we are fully responsible for this authorization and commit to strictly comply with the current provisions of law and the Charter of HAI Agrochem Joint Stock Company.

Note: The authorized party is not allowed to re-authorize to a third party to perform the tasks stated in this Authorization.

....., date month year 2025

AUTHORIZER

Signature, full name, and seal (if any)

AUTHORIZED PARTY

Signature and full name

HCMC, date month year 2025

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**REGULATIONS ON
ORGANIZING OF THE EXTRAORDINARY GENERAL MEETING OF
SHAREHOLDERS IN 2025**

HAI AGROCHEM JOINT STOCK COMPANY

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of regulation

These Regulations stipulate the rights and obligations of the parties participating in the 2025 Extraordinary General Meeting of Shareholders (“the General Meeting”) of HAI Agrochem Joint Stock Company (“the Company”), the conditions and procedures for conducting the General Meeting.

Article 2. Subjects of application

Shareholders, persons authorized by shareholders to attend the General Meeting and parties participating in the General Meeting are responsible for implementing the provisions of this Charter.

CHAPTER II

**RIGHTS AND OBLIGATIONS OF THE PARTIES ATTENDING THE GENERAL
MEETING**

**Article 3. Rights and obligations of shareholders or authorized representatives of
shareholders attending the General Meeting**

3.1. Conditions for participation:

Being a shareholder whose name is on the Company's list of shareholders at the date of preparing the List of shareholders attending the General Meeting or being an authorized representative of this shareholder attending the General Meeting.

3.2. Rights of shareholders eligible to attend the General Meeting:

- a) Shareholders are authorized in writing for another person to attend and vote at the General Meeting on their behalf;
- b) The Organizing Committee of the General Meeting has publicly announced the entire content of the General Meeting agenda. Shareholders/groups of shareholders who are eligible have the right to propose issues to be included in the agenda of the General Meeting in accordance with the provisions of law and the Company's Charter;
- c) Shareholders or authorized representatives of shareholders have the right to raise their questions about the contents of the General Meeting. Shareholders' discussion questions

must be recorded on paper (issued by the Organizing Committee), then the Secretary of the General Meeting is responsible for collecting questions by topic for the Chairman and members of the Presidium to select and answer at the discussion section of the General Meeting.

d) Shareholders or authorized representatives of shareholders attending the General Meeting are entitled to vote on all issues under the authority of the General Meeting in accordance with the provisions of the Company's Charter, each common share corresponds to one voting right;

e) Each shareholder or authorized representative of a shareholder attending the General Meeting shall receive a Voting Form, a Voting Form for the Board of Directors, a Voting Form for the Board of Supervisors and a set of documents for the General Meeting of Shareholders upon completing the registration procedures for attending the General Meeting with the Shareholders' Qualifications Verification Committee. In the case of electing members of the Board of Directors and members of the Board of Supervisors, the number of votes allowed by a shareholder is equal to the number of shares with voting rights multiplied by the number of members of the Board of Directors and the Board of Supervisors to be elected. For other issues requiring voting, the number of shares with voting rights is equal to the total number of shares owned and/or the number of shares that the shareholder is represented by proxy (if any).

f) At the General Meeting, after hearing the report on the contents to be approved, the shareholders and authorized representatives of shareholders attending the General Meeting shall discuss and approve each content by voting under the direction of the Presidium and the Vote Counting Committee. The election of members of the Board of Directors and members of the Supervisory Board will be conducted by secret ballot and the cumulative voting method will be applied.

g) Shareholders or authorized representatives of shareholders attending the General Meeting who arrive after the General Meeting has opened, after completing the registration procedures, are allowed to attend and vote on the remaining unvoted contents according to the approved General Meeting agenda. In this case, the Chairman of the General Meeting is not responsible for stopping the General Meeting for shareholders to register and the validity of the contents voted by the General Meeting before the arrival of this shareholder will not be affected.

3.3. Obligations of shareholders when attending the General Meeting:

a) Shareholders attending the meeting must bring the following documents:

- For individual shareholders:

- + ID card/Citizen identification card/Passport (original) with valid term of use.

- In case an individual shareholder authorizes another person to attend the General Meeting of Shareholders, the authorized person must bring:

- + ID card/Citizen identification card/Passport (original) with valid term of use; and

+ Valid authorization letter in accordance with the Company's form or according to another decision of the Chairman of the Board of Directors of the Company.

- For organizational shareholders:

+ Copy of Business Registration Certificate/Establishment Decision (valid notarized copy); and

+ ID card/Citizen identification card/Passport of the legal representative (original) with valid term of use.

- In case the shareholder is an organization whose legal representative or authorized representative has authorized another person to attend the General Meeting, the authorized person must bring:

+ ID card/Citizen identification card/Passport (original) with valid term of use of the authorized person;

+ Copy of Business Registration Certificate/Establishment Decision (notarized copy); and

+ Valid authorization letter in accordance with the Company's form or according to another decision of the Chairman of the Board of Directors of the Company.

b) Present all the above documents to the Shareholders' Qualification Examination Board and complete the registration procedures to attend the General Meeting.

c) During the General Meeting, shareholders must comply with the direction of the Chairman of the General Meeting, dress and behave in a civilized and polite manner, not cause disturbances or disrupt the order of the General Meeting.

d) Strictly comply with these Regulations, respect the results of the work at the General Meeting.

e) Shareholders are strictly prohibited from committing acts that violate security and order regulations that affect the organization of the General Meeting, including but not limited to the following acts:

Wearing costumes, using objects, identifying and/or having rude, provocative gestures and words that offend the honor, dignity and reputation of individuals and organizations;

Causing disorder in the area where the General Meeting is held, in the Company's headquarters;

Causing disturbance or obstructing the normal operation of the General Meeting;

Inciting or inciting others to cause disturbance, disrupt order or obstruct the normal operation of the General Meeting;

Deliberately expressing opinions and exchanging without the approval of the Chairman;

Talking privately with other shareholders during the General Meeting;

Other acts according to the Chairman's assessment and judgment that affect the Chairman's management of the General Meeting.

Article 4. Rights and obligations of the Chairman of the General Meeting

4.1. The Chairman of the Board of Directors shall preside over the General Meeting.

4.2. The decision of the Chairman of the General Meeting on matters of order, procedures or events arising outside the agenda of the General Meeting shall be of the highest validity.

4.3. The Chairman of the General Meeting may postpone the General Meeting when there is a consensus or request from the General Meeting that has the necessary number of delegates present.

4.4. The Chairman of the General Meeting and the Secretary of the General Meeting may conduct necessary activities to conduct the General Meeting in a valid and orderly manner in accordance with the approved agenda or to allow the General Meeting to reflect the wishes of the majority of shareholders attending.

4.5. The Chairman has the right to request shareholders or authorized representatives attending the General Meeting to submit to inspection or security measures that the Chairman deems appropriate. In case a shareholder or authorized representative does not comply with the inspection regulations or the above security measures, intentionally performing prohibited acts according to Point e, Clause 3.3, Article 3 of these Regulations, the Chairman has the full right to refuse or expel the shareholder or authorized representative of the shareholder from the General Meeting immediately. The shareholder expelled from the General Meeting is considered not present at the General Meeting, and does not have the right to participate in voting at the General Meeting.

4.6. The Chairman, after careful consideration, may take measures deemed appropriate by the Chairman to:

- a) Arrange seating at the General Meeting location;
- b) Ensure safety for those present at the meeting location;
- c) Create conditions for shareholders to attend (or continue to attend) the General Meeting;
- d) The Chairman has the full right to change the above measures and apply all measures if deemed necessary by the Chairman.

4.7. Without consulting the General Meeting, the Chairman of the General Meeting may at any time postpone the General Meeting to another time and another place decided by the Chairman if he finds that:

- a) The meeting location does not have enough convenient seats for all attendees;
- b) The means of communication at the meeting location do not ensure that shareholders attending the meeting can participate, discuss and vote;
- c) There are attendees who obstruct or disrupt the order, causing a risk that the meeting will not be conducted fairly and legally;
- d) The maximum postponement period shall not exceed three (03) working days from the date of the intended opening of the General Meeting.

4.8. The Chairman has the right not to respond or only acknowledge the shareholders' contributions if the contributions and recommendations are outside the content of the General Meeting's request for opinions.

Article 5. Rights and obligations of the Secretariat/Secretary of the General Meeting

5.1. The General Meeting Secretariat is appointed by the Chairman.

5.2. The General Meeting Secretariat shall perform the following tasks as assigned by the General Meeting Chairman:

- a) Record all the proceedings of the General Meeting in the Minutes of the General Meeting fully and truthfully;
- b) Receive the shareholders' questionnaires and forward them to the Chairman/Presidium;
- c) Read the Minutes of the General Meeting and the Resolution of the General Meeting before the closing of the General Meeting;

Article 6. Rights and obligations of the Shareholders' Qualifications Examination Committee

6.1. The Shareholders' Qualifications Examination Committee shall be appointed by the General Meeting Organizing Committee.

6.2. The Shareholders' Qualifications Examination Committee shall examine the qualifications of shareholders or their authorized representatives attending the General Meeting, issue voting ballots, election ballots and documents related to the General Meeting, and report to the General Meeting on the results of the examination of shareholders' qualifications attending the General Meeting before the General Meeting is officially held.

Article 7. Rights and obligations of the Ballot Counting Committee

7.1. The Chairman of the General Meeting introduces the members of the Ballot Counting Committee and collects their opinions by raising voting cards at the General Meeting and is approved by a majority of more than half.

7.2. The Ballot Counting Committee has the following tasks:

- a) Supervising the voting and election of shareholders and authorized representatives of shareholders attending the General Meeting;
- b) Summarizing the number of voting ballots corresponding to the number of shares voting for each content; the number of voting ballots corresponding to each candidate.
- c) Counting voting ballots, election ballots and making minutes of the vote counting and announcing the vote counting and election results before the General Meeting.

CHAPTER III

CONDUCTING THE GENERAL MEETING

Article 8. Conditions for holding a General Meeting

The General Meeting shall be held when the number of shareholders/authorized representatives of shareholders attending the meeting represents more than 50% of the total number of voting shares of the Company according to the List of Shareholders of HAI Agrochem Joint Stock Company established on the date of preparing the List of Shareholders attending the General Meeting.

Article 9. How to conduct the General Meeting

9.1. The General Meeting shall proceed to approve the General Meeting program.

9.2. The General Meeting shall discuss and approve the contents of the approved General Meeting program.

9.3. Except for the case specified in Article 9.4 of this Charter, the decisions of the General Meeting shall be approved when 50% or more of the total number of shares of shareholders with voting rights present in person or through authorized representatives present at the General Meeting approve.

9.4. Voting to elect members of the Board of Directors and members of the Supervisory Board shall be carried out by cumulative voting. The elected members of the Board of Directors and members of the Supervisory Board shall be determined by the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members specified in the Company Charter and the Regulations on the election of members of the Board of Directors and members of the Supervisory Board is sufficient. In case there are 02 or more candidates with the same number of votes for the last member of the Board of Directors or members of the Supervisory Board, a re-election shall be conducted among the candidates with the same number of votes or selection shall be made according to the criteria of the Regulations on the election of members of the Board of Directors and members of the Supervisory Board.

CHAPTER IV

OTHER PROVISIONS

Article 10. In case the General Meeting fails to convene

10.1. In case the first General Meeting does not meet the conditions for holding a meeting as prescribed in Article 8 of this Charter within thirty (30) minutes from the time of the scheduled opening of the General Meeting, the convening of the second General Meeting shall be carried out within thirty (30) days from the date of the first General Meeting scheduled to open. The second General Meeting shall be held when the number of shareholders and authorized representatives of shareholders attending the meeting represents at least 33% of the total number of shares with voting rights.

10.2. In case the extraordinary General Meeting of Shareholders is convened for the second time but still fails to meet the conditions for holding a meeting as prescribed in Clause 1 of this Article, the convening of the third General Meeting shall be carried out within twenty (20) days from the date of the scheduled opening of the second General Meeting. In this case, the General Meeting is held regardless of the number of shareholders and authorized representatives of shareholders attending the meeting and the percentage of shares with voting rights of shareholders attending the meeting.

CHAPTER V
IMPLEMENTATION PROVISIONS

Article 11. Implementation provisions

11.1. This Charter consists of 5 Chapters and 11 Articles, is read publicly before the General Meeting and takes effect immediately after being voted and approved by the General Meeting.

11.2. This Charter may be amended and supplemented as appropriate and submitted to the General Meeting of Shareholders for consideration and decision at the General Meeting.

ON BEHALF OF GENERAL MEETING

OF SHAREHOLDERS

CHAIRMAN

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
HCMC, date month year 2025

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REGULATIONS ON ELECTION OF

MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD OF HAI AGROCHEM JOINT STOCK COMPANY FOR THE TERM 2023 - 2028

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020 and documents guiding its implementation;*
- Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019 and documents guiding its implementation;*
- Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- Pursuant to the Charter of organization and operation of HAI Agrochem Joint Stock Company.*

CHAPTER I

GENERAL PROVISIONS

Article 1. Scope of regulation and subjects of election

1.1. These regulations are used for the election of members of the Board of Directors (“BOD”) and members of the Supervisory Board (“BOS”) of HAI Agrochem Joint Stock Company (“Company”) for the term 2023 – 2028 at the Extraordinary General Meeting of Shareholders in 2025 (“GMS” or “General Meeting”).

1.2. Subjects of election: Shareholders owning voting shares or authorized persons attending the meeting with voting rights (according to the list of Company shareholders established by Vietnam Securities Depository and Clearing Corporation - Ho Chi Minh City Branch on June 30, 2025) present at the General Meeting.

CHAPTER II

NOMINATION, CANDIDATES FOR MEMBERS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

Article 2. Standards and conditions for membership of the Board of Directors and Supervisory Board

2.1 Standards and conditions for membership of the Board of Directors

- a) Having full civil act capacity, not being a subject not allowed to manage an enterprise as prescribed in Clause 2, Article 17 of the Law on Enterprises 2020.
- b) Having professional qualifications and experience in business management of the company and not necessarily being a shareholder of the company.
- c) A member of the Board of Directors of the company must not concurrently be a member of the Board of Directors of more than 05 other companies;
- d) Other standards and conditions as prescribed by law.

2.2 Standards and conditions for membership in the Board of Supervisors:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises 2020;
- b) Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;
- c) Not being a relative of a member of the Board of Directors, Director or General Director and other managers;
- d) Not being a company manager; not necessarily a shareholder or employee of the company, unless otherwise provided for in the Company Charter;
- e) Other standards and conditions as prescribed by other relevant laws.

Article 3. Nomination, candidacy for membership in the Board of Directors and number of elected members

3.1. Nominations and candidacy for members of the Board of Directors for the 2023-2028 term:

- a) Shareholders or groups of shareholders have the right to aggregate the voting rights of each person to reach at least 10% of the total number of shares with voting rights to nominate candidates for members of the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the shares with voting rights may nominate one (01) candidate; Shareholders or groups of shareholders holding from 20% to 50% of the shares with voting rights may nominate one (02) candidates; Shareholders or groups of shareholders holding more than 50% of the total number of shares with voting rights or more may nominate enough candidates as prescribed in Clause 3.2, Article 3 of this Regulation.
- b) In case no shareholder/group of shareholders nominates or the number of candidates for the Board of Directors through nomination is still not enough in number and structure as prescribed by the Company Charter and the law, the current Board of Directors has the right to nominate candidates for the required number of candidates. The list of candidates nominated by the current Board of Directors shall be clearly announced at the General Meeting of Shareholders before the election.

3.2. The number of elected members of the Board of Directors is: 05 people.

Article 4. Nomination, candidacy for members of the Supervisory Board and the number of elected members

4.1. Nomination of candidates for the Supervisory Board for the term 2023 - 2028:

a) Shareholders or groups of shareholders have the right to aggregate the voting rights of each person together to reach at least 10% of the total number of shares with voting rights to nominate candidates for members of the Supervisory Board. A shareholder or group of shareholders holding from 10% to less than 20% of the voting shares may nominate one (01) candidate; A shareholder or group of shareholders holding from 20% to 50% of the voting shares may nominate one (02) candidates; A shareholder or group of shareholders holding more than 50% of the total voting shares may nominate the full number of candidates as prescribed in Clause 4.2, Article 4 of this Regulation.

b) In case no shareholder/group of shareholders nominates or the number of candidates for the Board of Supervisors through nomination is still not sufficient in number and structure as prescribed by the Company's Charter and the law, the incumbent Board of Supervisors has the right to nominate candidates for the required number of candidates. The list of candidates nominated by the incumbent Board of Supervisors shall be clearly announced at the General Meeting of Shareholders before the election.

4.2. The number of elected members of the Board of Supervisors shall be: 03 people.

Article 5. Application documents for nomination and candidacy for members of the Board of Directors and Supervisory Board

5.1. Application documents for nomination and candidacy for members of the Board of Directors and Supervisory Board include:

- a) Application form for nomination and candidacy for members of the Board of Directors and Supervisory Board (according to the form);
- b) Curriculum vitae declared by the candidate (according to the form);
- c) Copy of ID card/citizen identification card/passport and certificates certifying educational qualifications;
- d) Valid authorization letter for nomination (in case shareholders authorize another person to nominate);

5.2. To ensure the work of checking the documents and preparing documents for the Congress by the Organizing Committee, the candidacy/nomination dossier must be sent to the Company's Congress Organizing Committee before 12:00 on July 25, 2025 at the following address:

HAI AgroChem Joint Stock Company:

- Company Headquarters: 28 Mac Dinh Chi, Dakao Ward, District 1, Ho Chi Minh City, Vietnam.
- Phone: (028) 38294676 Fax: (028) 38221484

- Website: www.congtyhai.com

Only nomination/candidate dossiers that meet the nomination/candidate conditions and candidates who meet the qualifications of members of the Board of Directors and Supervisory Board according to the provisions of law, the Company's Charter and this Election Regulation will be included in the list of candidates announced at the Congress.

CHAPTER III

ELECTION OF MEMBERS OF THE BOARD OF MANAGEMENT AND THE BOARD OF SUPERVISORS

Article 6. Election method and principles of election

6.1. The election of members of the Board of Directors and the Board of Supervisors is carried out through secret ballot using the cumulative voting method.

6.2. Each shareholder has a total number of votes corresponding to the total number of shares with voting rights (including owned and authorized) multiplied by the number of members to be elected;

6.3. Shareholders may accumulate all their total votes for one or several candidates;

6.4. The total number of votes for candidates of a shareholder shall not exceed the total number of votes permitted by that shareholder.

Article 7. Ballots and ballot recording

7.1. Each shareholder/authorized person attending the meeting will be given a ballot for the election of members of the Board of Directors and the Supervisory Board, on which is written the shareholder code, number of shares and total number of votes of the shareholder corresponding to the number of elected members, and the list of nominated candidates. The ballot is stamped by the Company.

7.2. The ballot is valid when it meets the following conditions:

a) The ballot is for the candidate whose name is on the list and within the number of members to be elected as approved by the General Meeting of Shareholders before the voting.

b) The total number of votes is less than or equal to (\leq) the total number of votes allowed by that shareholder (the total number of votes allowed is equal to the number of shares with voting rights multiplied by the number of elected members).

c) Not falling under the cases specified in Section 7.3 of this Article.

7.3. The ballot is invalid if it falls under one of the following cases:

a) The ballot is not issued by the Organizing Committee of the General Meeting;

b) The ballot paper does not have the Company's seal;

- c) The ballot paper is torn, crossed out, erased, modified, or contains additional names of candidates not on the list of candidates announced at the General Meeting before the voting;
- d) The ballot paper contains additional information or inappropriate symbols;
- e) The ballot paper has a total number of votes for candidates exceeding the total number of votes of that shareholder entitled to vote;
- f) The ballot paper has a total number of candidates exceeding the number of members to be elected;
- g) The ballot paper does not have the signature of the shareholder or the shareholder's authorized representative;
- h) The ballot paper is submitted to the Vote Counting Committee after the voting has ended and the ballot box has been sealed.

7.4. Invalid ballot papers shall not be counted in the election results.

7.5. How to fill in the ballot:

a) Shareholders have the right to choose the following ways to fill in the ballot:

- Fill in the number of votes they want to vote in the column Number of votes:

+ When agreeing to vote for a candidate, shareholders write the number of votes they want to vote in the column "Number of votes" in the line corresponding to that candidate's name. This number of votes must not exceed the total number of votes allowed by the shareholder.

+ If they do not vote for any candidate, shareholders fill in the number "0" or leave the column "Number of votes" blank in the line corresponding to that candidate's name.

b) Check the (x) or (✓) box in the column Number of votes:

+ When agreeing to vote all votes for one candidate: check the column Number of votes in the line corresponding to that candidate's name.

+ When voting equally for all candidates: check the column Number of votes in the line corresponding to the names of the candidates elected.

c) Shareholders/authorized representatives of shareholders attending the meeting can vote for one or several candidates or not vote for any candidate.

7.6. In case a shareholder makes a mistake in the process of filling out the ballot, provided that the ballot has not been put into the ballot box, he/she has the right to directly meet the Head of the Ballot Counting Committee to exchange the ballot to ensure the rights of the shareholder.

Article 8. Principles of voting for the election of members of the Board of Directors and the Supervisory Board

8.1. The Ballot Counting Committee will set up a Ballot Box for the election of members of the Board of Directors and the Supervisory Board. The Ballot Counting Committee will check the Ballot Box in the presence of the shareholders.

8.2. Voting will begin when the Chairman of the meeting or the Head of the Ballot Counting Committee gives the signal and ends when the last shareholder puts his/her ballot in the Ballot Box or 15 minutes after the start time, depending on whichever comes first. After the end of the voting, the ballot box will be sealed by the Ballot Counting Committee in the presence of the shareholders.

8.3. The counting of votes will be conducted immediately after the voting ends and the Ballot Box is sealed.

8.4. The vote counting results are recorded in writing and announced by the Head of the Vote Counting Committee before the Congress.

Article 9. Principles for election of members of the Board of Directors and Supervisory Board

9.1. Elected members of the Board of Directors and Supervisory Board are determined based on the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members required for election is sufficient.

9.2. In case there are two (02) or more candidates with the same highest number of votes, the General Meeting of Shareholders will conduct a re-election among the candidates with the same number of votes.

Article 10. Announcement of vote counting results

10.1. Based on the vote counting minutes, the election results must be announced by the Vote Counting Committee immediately at the General Meeting.

10.2. The contents of the vote counting minutes include: Total number of shareholders attending and authorized to attend the meeting, total number of shareholders participating in voting, number of valid votes, number of invalid votes, number of votes for each candidate for the Board of Directors and Supervisory Board.

10.3. The election results will be recorded in the Resolution of the General Meeting.

Article 11. Complaints about the election and vote counting:

Complaints about the election and vote counting at the General Meeting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 12. Effectiveness

These election regulations consist of 03 Chapters, 12 Articles, take effect after being approved by the General Meeting of Shareholders and only apply to the election of members of the Board of Directors

and the Board of Supervisors for the term 2023 - 2028 at the Company's Extraordinary General Meeting of Shareholders in 2025.

**ON BEHALF OF GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN**

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, date month year 2025

DRAFT

VOTING RULES

The voting to approve the Proposals and the contents of the General Meeting of Shareholders (“General Meeting”) of HAI Agrochem Joint Stock Company (“Company”) at the extraordinary meeting in 2025 shall be conducted according to the following rules:

1. The voting to approve the Program of the General Meeting, the Regulations on organizing the General Meeting, the Voting Rules, the Regulations on the election of members of the Board of Directors, members of the Supervisory Board for the term 2023-2028, the List of candidates for election of members of the Board of Directors, members of the Supervisory Board and the members of the Ballot Counting Committee shall be conducted by raising voting cards directly at the General Meeting and shall be approved by a majority of more than half.
2. The voting to approve the Proposals for the General Meeting of Shareholders shall be conducted by secret ballot and using voting cards issued by the Organizing Committee of the General Meeting.
3. The voting ballot is a pre-printed ballot containing the following information: name of shareholder, name of authorized representative of shareholder, number of shares owned/authorized representative, voting content according to the form of the Organizing Committee of the General Meeting and stamped with the seal of HAI Agrochem Joint Stock Company, issued to shareholders/authorized representatives of shareholders when shareholders/authorized representatives of shareholders register to check shareholder status and meet the conditions to attend the General Meeting.
4. Shareholders will fill in the voting ballot by marking X or ✓ in one of the corresponding boxes: Agree, Disagree, No opinion on each issue presented to the General Meeting. The counting of votes is carried out by the Vote Counting Committee. The counting results are announced publicly at the General Meeting. The voting results of Approval, Disapproval, No opinion are the total number of voting shares attending the General Meeting owned by shareholders (or authorized) and are added from the valid Voting Forms received.
5. Voting Forms are considered valid when meeting the following conditions:
 - Voting Forms issued by the General Meeting Organizing Committee, with the seal of HAI Agrochem Joint Stock Company;

- Signed and confirmed by the shareholder/authorized representative of the shareholder;
- Voting Forms are not torn, erased, or edited;
- Voting Forms do not fall under any of the cases specified in Section 6 below.

6. The ballot is considered invalid in one of the following cases:

- The ballot is not issued by the Organizing Committee of the General Meeting;
- The ballot does not have the seal of HAI Agrochem Joint Stock Company;
- The ballot is torn, crossed out, erased, or modified;
- The ballot contains additional information or inappropriate symbols;
- The ballot does not have the signature of the shareholder or the shareholder's authorized representative;
- The ballot is filled in by the shareholder or the shareholder's authorized representative with contents that are not in accordance with the instructions on the ballot and these voting rules;
- The ballot is submitted to the Ballot Counting Committee after the voting has ended and the Ballot Box has been sealed.

Invalid ballots shall not be counted in the vote counting results.

7. These voting rules shall take effect immediately after being approved by the General Meeting.

ON BEHALF OF GENERAL MEETING

OF SHAREHOLDERS

CHAIRMAN

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**
No.:/2025/TTr-HĐQT-HAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
HCMC, July 12, 2025

STATEMENT

Re: Approval of the election of members of the Board of Directors for the 2023-2028 term

To: GENERAL MEETING OF SHAREHOLDERS OF THE COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020 and documents guiding its implementation;*
- *Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019 and documents guiding its implementation;*
- *Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Pursuant to the Charter of organization and operation of HAI Agrochem Joint Stock Company ("Company");*
- *Pursuant to the term of office of the members of the Board of Directors of the Company.*

The Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and approval of the election of members of the Board of Directors ("BOD") of the Company for the term 2023-2028, as follows:

1. Election of members of the Board of Directors of the Company for the term 2023 - 2028 as follows:

1.1. Number of members:

Pursuant to the provisions of the Company's Charter, the Board of Directors of the Company respectfully submits that the number of members of the Board of Directors for the 2023-2028 term is 05 members.

1.2. Criteria and conditions for candidates for members of the Company's Board of Directors

Criteria and conditions for becoming a member of the Board of Directors

- a) Having full civil act capacity, not being a subject not allowed to manage an enterprise according to the provisions of Clause 2, Article 17 of the Law on Enterprises 2020.
- b) Having professional qualifications and experience in business management of the Company and not necessarily being a shareholder of the Company.
- c) A member of the Board of Directors of the Company must not concurrently be a member of the Board of Directors of more than 05 other companies;
- d) Other criteria and conditions as prescribed by law.

2. List of candidates elected to the Board of Directors for the 2023 - 2028 term

The list of candidates is compiled from those who meet the above criteria and conditions and have complete documents as prescribed in the Notice on nomination and candidacy for members of the Board of Directors of HAI Agrochem Joint Stock Company for the 2028 - 2028 term. This list will be clearly announced at the General Meeting of Shareholders before the election.

Regards, the General Meeting of Shareholders consideration and approval.

Thank you very much!

Recipients:

- As to;

- Archived: Office....

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**
No.: 02/2025/TTr-HĐQT-HAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
HCMC, July 12, 2025

STATEMENT

Re: Approval of the election of members of the Board of Supervisors for the 2023-2028 term

To: GENERAL MEETING OF SHAREHOLDERS OF THE COMPANY

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020 and documents guiding its implementation;*
- *Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019 and documents guiding its implementation;*
- *Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Pursuant to the Charter of HAI Agrochem Joint Stock Company ("Company");*
- *Pursuant to the term of office of the members of the Company's Supervisory Board.*

The Board of Directors respectfully submits to the General Meeting of Shareholders ("GMS") for consideration and approval of the election of members of the Company's Supervisory Board ("BOS") for the term 2023-2028, as follows:

1. Election of members of the Company's Supervisory Board for the term 2023 - 2028 as follows:

1.1. Number of members:

Pursuant to the provisions of the Company's Charter, the Board of Directors of the Company respectfully submits that the number of members of the Supervisory Board for the 2023-2028 term is 03 members.

1.2. Criteria and conditions for candidates for the Company's Supervisory Board

Criteria s and conditions for becoming a member of the Supervisory Board

- a) Not being subject to the provisions of Clause 2, Article 17 of the 2020 Enterprise Law;
- b) Having been trained in one of the majors of economics, finance, accounting, auditing, law, business administration or a major suitable to the business activities of the enterprise;
- c) Not being a relative of a member of the Board of Directors, Director or General Director and other managers;
- d) Not being a company manager; not necessarily being a shareholder or employee of the company, unless otherwise provided for in the Company's Charter;
- e) Other criteria and conditions as prescribed by other relevant laws.

2. List of candidates elected to the Board of Supervisors for the 2023 - 2028 term

The list of candidates is compiled from those who meet the above criteria and conditions and have complete documents as prescribed in the Notice on nomination and candidacy for members of the Board of Supervisors of HAI Agrochem Joint Stock Company for the 2023 - 2028 term. This list will be clearly announced at the General Meeting of Shareholders before the election.

Regards, the General Meeting of Shareholders consideration and approval.

Thank you very much!

Recipients:

- As to;

- Archived: Office....

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**
No.:/2025/TB-HĐQT-HAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCMC, July 12, 2025

NOTICE

**Re: Nomination and candidacy for members of the Board of Directors and members of
the Supervisory Board of the Company**

Term 2023 - 2028

The Board of Directors of HAI Agrochem Joint Stock Company ("Company") respectfully informs Shareholders about the nomination and candidacy for members of the Board of Directors ("BOD") and members of the Supervisory Board ("BOS") of the Company for the term 2023 - 2028, as follows:

1. Criteria, conditions, number of members of the Board of Directors and Supervisory Board:

1.1. Nominees and candidates for election as members of the Board of Directors and Supervisory Board of the Company must meet the criteria and conditions for members of the Board of Directors and Supervisory Board as prescribed in the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and relevant legal provisions;

1.2. Number of members of the Board of Directors elected for the 2023 - 2028 term: 05 members.

1.3. Number of members of the Supervisory Board elected for the 2023 - 2028 term: 03 members.

2. Conditions for nomination and candidacy as members of the Board of Directors and Supervisory Board:

2.1. Shareholders or groups of shareholders have the right to combine the voting rights of each person to reach at least 10% of the total number of shares with voting rights to nominate candidates for members of the Board of Directors and members of the Supervisory Board;

2.2. Shareholders or groups of shareholders holding from 10% to less than 20% of the shares with voting rights may nominate one (01) candidate; Shareholders or groups of shareholders holding from 20% to 50% of the shares with voting rights may nominate one (02) candidates; Shareholders or groups of shareholders holding more than 50% of the total shares with voting

rights may nominate the full number of candidates in Clauses 1.2 and 1.3, Section 1 of this Notice. In case the number of candidates for the Board of Directors and the Supervisory Board through nomination and candidacy is still not enough as required in Clauses 1.2 and 1.3, Section 1 above, the incumbent Board of Directors has the right to nominate the full number of candidates.

3. Components of nomination and candidacy documents

- Application for nomination and candidacy for membership in the Board of Directors and Supervisory Board (according to the form);
- Curriculum vitae declared by the candidate (according to the form);
- Certified copy of valid ID card/citizen identification card/passport and certificates certifying educational qualifications;

4. Deadline for submitting documents:

- To ensure the work of checking documents and preparing documents for the Congress by the Organizing Committee, nomination and candidacy documents must be sent to the Organizing Committee of the Company's Congress before 12:00 on July 25, 2025 at the following address:

HAI Agrochem Joint Stock Company

Company headquarters: 28 Mac Dinh Chi, Dakao Ward, District 1, Ho Chi Minh City, Vietnam.

Phone: (028) 38294676 Fax: (028) 38221484

Only candidates who meet the criteria and conditions of the Board of Directors and Supervisory Board members as stated above, nominated and run for election by shareholders/groups of shareholders with the right to nominate and run for election, and have complete and valid documents submitted to the Company within the time limit as per this Notice, will be included in the list of candidates announced at the General Meeting.

Best regards!

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN
(Signed)
Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**
No.:/2025/TTr-HĐQT-HAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
HCMC, July 12, 2025

STATEMENT

Re: Approval of general issues under the authority of the General Meeting of Shareholders

To: GENERAL MEETING OF SHAREHOLDERS

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020 and documents guiding its implementation;*
- *Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019 and documents guiding its implementation;*
- *Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Pursuant to the Charter of HAI Agrochem Joint Stock Company;*
- *Pursuant to the business performance of the Company.*

The Board of Directors (“BOD”) of HAI Agrochem Joint Stock Company (“Company”) respectfully submits to the General Meeting of Shareholders (“GMS”) of the Company to vote to approve the following contents:

1. Approval of the 2025 Business Plan

The Board of Directors agrees to submit to the General Meeting of Shareholders for consideration and approval of a number of specific business plan targets for 2025 as follows:

Unit: VND

Target	Value
Total revenue	230,000,000,000
Profit before corporate income tax	18,000,000,000
Profit after corporate income tax	14,400,000,000

2. Approval of authorization for the Board of Directors for the term 2023-2028 to carry out all the selection of auditing units for annual financial statements and semi-annual review from the fiscal year 2022, 2023, 2024 and 2025.

3. Remuneration and operating expenses of members of the Board of Directors and the Board of Supervisors of the Company in 2025:

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration for members of the Board of Directors and the Board of Supervisors in the fiscal year 2025 as follows:

- Remuneration for the Chairman, Vice Chairman and members of the Board of Directors is VND 5 million/person/month.
- Remuneration for the Head of the Board of Supervisors and members of the Board of Supervisors is VND 5 million/person/month.

4. Approval of transactions between the Company and related parties of the Company

In order to enhance the coordination between the Company and its subsidiaries, affiliates and other related parties to bring maximum economic benefits to the Company and its shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of transactions between the Company and related parties of the Company arising in 2025, specifically as follows:

4.1 Approval of transactions between the Company and related parties of the Company in accordance with the provisions of law ("Related Transactions"), including but not limited to the transactions listed below between the Company and (i) the Company's subsidiaries/affiliates; and (ii) other related parties of the Company:

- a. Transactions for the purchase and sale of goods;
- b. Transactions for the transfer of ownership, granting of rights to use trademarks, innovations, technical improvements, copyrights and other intellectual property objects, whether registered for protection or not;
- c. Cost sharing transactions; whereby the shared costs include but are not limited to information technology service costs, management costs, other service costs, and actual operating costs, in accordance with market prices and allocated on the basis of an agreement between the above companies in accordance with the principles of transparency, equality, reasonableness, in accordance with market practices and legal regulations; and
- d. Loan, lending, guarantee, pledge and mortgage transactions on the basis of optimizing cash flow and financial activities of the parties; and
- e. Other transactions as decided by the Board of Directors/General Director of the Company from time to time.

4.2 Authorizing the Chairman of the Board of Directors or General Director of the Company and/or the person authorized by the Chairman of the Board of Directors/General Director of the Company:

- a. Decide on the specific terms and conditions of the Related Transactions and the contracts, agreements, documents related to the Related Transactions, including agreements to amend, supplement, terminate, replace the Related Transactions (if any); and

b. Sign and perform the Related Transactions and the contracts, agreements, documents related to the Related Transactions, including agreements to amend, supplement, terminate, replace the Related Transactions (if any).

5. Through the authorization for the Board of Directors to consider and approve the implementation of financial transactions between the Company and related individuals and organizations

In order to create initiative and flexibility for the Board of Directors in managing, formulating policies and implementing the Company's financial plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the authorization for the Board of Directors to consider and approve the implementation of financial transactions (granting loans or guarantees) of the Company to related individuals and organizations in accordance with the provisions of Article 293 of Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law.

6. Through the authorization to the Board of Directors

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and authorization to the Board of Directors to carry out the tasks approved by the General Meeting of Shareholders (including the implementation of procedures, working with competent State agencies to achieve the goals and plans set out in 2025 in accordance with the provisions of law) and to continue implementing other issues approved by previous General Meetings. In case any issues arise related to the Resolutions approved by the General Meeting of Shareholders, including issues under the authority of the General Meeting of Shareholders, the Board of Directors has full authority to decide and handle without having to convene a General Meeting of Shareholders.

Respectfully submits to the General Meeting of Shareholders for consideration and approval

Thank you very much!

Recipients:

- As to;

- Archived: Office....

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Chi Cong



**HAI AGROCHEM JOINT
STOCK COMPANY**
No.: 04/TTr-HDQT-HAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Ho Chi Minh City, July 12, 2025

STATEMENT

Re: Continuing to propose the General Meeting of Shareholders to approve the policy on restructuring, handling existing and arising issues in the financial activities of HAI Agrochem Joint Stock Company and authorizing the implementation of tasks under the authority of the General Meeting of Shareholders to the Board of Directors and the Board of General Directors

To: GENERAL MEETING OF SHAREHOLDERS OF THE COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020 and documents guiding its implementation;
- Pursuant to the Charter of HAI Agrochem Joint Stock Company;
- Pursuant to the actual situation of the Company's production and business activities;
- Pursuant to the Submission No./2025/TTr-TGD dated .../.../2025 of the Company's Board of Directors on continuing to propose to the General Meeting of Shareholders to approve the policy of comprehensive restructuring of HAI Agrochem Joint Stock Company, handling outstanding and/or arising issues in the Company's financial activities and authorizing the implementation of tasks under the authority of the General Meeting of Shareholders to the Board of Directors and the Board of Directors.

In order to ensure flexibility and timeliness in the management and operation of the Company, the Board of Directors (“BOD”) of HAI Agrochem Joint Stock Company (“HAI Company”) respectfully submits to the General Meeting of Shareholders for approval of the policy on restructuring, handling existing and arising issues in the financial activities of HAI and authorizing the implementation of tasks under the authority of the General Meeting of Shareholders to the Board of Directors and the Board of General Directors, as follows:

I. BASIS FOR THE PROPOSAL:

1. During the period of 2020 - 2025, HAI Company has been affected and impacted by a series of force majeure events (the impact of the Covid 19 pandemic, the recession of the world and domestic economy, other objective issues related to the former leader of FLC Group). With these events, HAI's business operations and financial situation have been seriously affected:

- Since March 2022, following information related to the case of the former leader of FLC Group, banks have simultaneously stopped disbursing approved loans and stopped granting new limits and loans to HAI due to the assessment that HAI is related to FLC Group & the former leader of the Group. The banks' suspension of disbursement has caused HAI's capital flow to decline, causing

all business activities to stagnate. The above situation has caused the cash flow to be reinvested in production and business as well as payment of obligations to banks and credit institutions to stop, leading to overdue debt at most banks and credit institutions.

- Not only stopping at temporarily suspending disbursement, banks and credit institutions have also simultaneously implemented measures to recover debts before the due date. Even measures to seize collateral are also implemented by banks and credit institutions. Information about banks and credit institutions stepping up debt collection and asset handling spreading in the market has also negatively affected the image and reputation of HAI, causing confusion among customers, authorities, investors, etc. or putting pressure on the business itself. This situation seriously affects the business operations as well as cash flow from HAI's business operations. On the other hand, companies supplying HAI's operations have also increased their requests for payment to reduce outstanding debt and are requesting consideration to terminate contracts if they do not meet payment requirements, causing HAI's financial operations to be seriously affected.

- In fact, after the above incident, for a long time HAI could not find an auditing company that agreed to audit the Financial Statements for the years 2021 and 2022 for HAI. After finding an Auditing Company (March 2023), due to the specific characteristics of the operation, the accounting data and the fact that there is a lot of information and documents that the Board of Directors of HAI and the Auditing Company could not agree on the content of the adjustment, so far, HAI has not been able to have the 2021 Financial Statements issued by the Auditing Company.

- The lack of an audit report has directly led to HAI not being able to make the Information Disclosure for the 2021 Audited Financial Statements, the 2021 Annual Report, and not having the basis and documents to organize the Annual General Meeting of Shareholders.

2. Faced with the above difficulties, HAI has quickly changed its business and management plans such as: debt restructuring, restructuring production and business activities, streamlining the apparatus to the maximum, reducing the workforce; temporarily suspending investment to increase factory capacity... to cope with the current difficult conditions. In addition, due to the serious impact on the economy after the pandemic, many partners and customers are in a very difficult situation, unable to pay, unable to continue operating and even unable to contact in many cases. This reality has seriously affected HAI's debt collection and investment activities.

3. In that context, HAI needs to carry out a comprehensive restructuring (including financial restructuring, loan restructuring, personnel restructuring, investment and business activities restructuring, etc.). The implementation of a comprehensive restructuring will generate many issues under the authority of the General Meeting of Shareholders, directly affecting the interests of shareholders. Therefore, the necessary comprehensive restructuring needs to be supported and approved by the General Meeting of Shareholders of HAI.

4. The Company's current financial statements still have some problems, which if not resolved completely will affect the issuance of audited financial statements and the ability to resume trading of HAI shares. These issues can be resolved completely if approved by the General Meeting of Shareholders.

5. The Board of Directors continues to respectfully request the Extraordinary General Meeting of Shareholders to approve the policy of restructuring HAI. Details of the proposed approval and authorization are presented in Section II of this Proposal.

II. CONTINUE RESTRUCTURING EXISTING PROBLEMS ARISING IN THE FINANCIAL ACTIVITIES OF THE TWO:

Problems exist and arise	Content to be processed
2.1. Issues related to loans, receivables, prepayments to vendors, payables, investment cooperation, other receivables and payables:	
<p>The total value of loans, receivables, investment cooperation, and prepayments to sellers, in addition to the figures approved by the 2023 General Meeting of Shareholders, which need to be supplemented as of June 30, 2025, is VND 233 billion for HAI Company and VND 1,138 billion for HAI Real Estate Investment and Development Company Limited.</p> <p>Regarding the above debt: HAI has sent letters confirming the debt many times and sent specialized personnel to contact and work. However, except for some cases with confirmation and a plan for recovery:</p> <ul style="list-style-type: none"> - Some cases do not have confirmation information or feedback for HAI. - Some cases cannot contact the legal representative, there are no personnel and/or business activities at the business registration facility. - Many cases were contacted but HAI was proposed to allow debt extension, recalculate debt repayment plan due to the impact of economic downturn, businesses are currently losing their ability to pay. - Some units/organizations even said that they are facing the risk of dissolution and bankruptcy. - With the above situation, objectively, HAI is facing the situation of being unable to recover some debts. And it may be 	<p>Propose that the General Meeting of Shareholders consider and approve the final settlement plan on the 2021 financial statements and subsequent years, if any, as follows:</p> <ul style="list-style-type: none"> - HAI Company VND 233 billion included in one-time expenses and off-balance sheet monitoring (make adjustments to write off debt/adjust on account 421 undistributed profit after tax) - HAI Real Estate VND 1,138 billion (361 billion VND provisioned) included in one-time expenses and off-balance sheet monitoring (make adjustments to write off debt/adjust on account 421 undistributed profit after tax) - Propose to establish a working group to continue debt collection for these amounts. In case of possible collection, record it in extraordinary income in the collection period.

necessary to make adjustments to loans, investment cooperation and investments in other units according to regulations and opinions of the auditing unit (if any). However, continuing to record and monitor in accounting books will not accurately reflect the actual operating status of the business, so it is necessary to have a solution.	
2.2. Issues related to HAI's investments in subsidiaries, affiliates and other entities:	
<ul style="list-style-type: none"> - HAI Agrochem Joint Stock Company has invested VND 1,345 billion in subsidiaries and other units. - HAI Real Estate Investment and Development Company Limited has invested VND 845 billion in other units. - However, in the context of the market being severely affected after the pandemic and many other force majeure events, business activities are frozen. Accordingly, in order to comply with the provisions of the law on provisioning, it is necessary to make provisions according to the regulations and opinions of the auditing unit (if any) in 2021. 	Respectfully submit to the General Meeting of Shareholders for approval the final settlement plan on the 2021 Financial Statements and subsequent years, if any, of HAI Agrochem Joint Stock Company and HAI Real Estate Investment and Development Company Limited (to make full provisions according to regulations and opinions of the auditing unit, if any).

III. CONTENT OF PROPOSED APPROVAL AND AUTHORIZATION:

With the current status of existing and arising problems in HAI's financial activities to date (as reported in Section II), the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval:

1. Acknowledge and accept the existing and arising problems in HAI's financial activities to date (as reported in Section II) as objective problems, arising from the impact and influence of the economy and the market and beyond the expectations of the Board of Directors and the Board of General Directors. Accordingly, exclude the joint and related responsibilities of personnel over the periods for these problems (if any).

2. Assign and fully authorize the Board of Directors to decide and approve solutions to handle the existing problems that are under the authority of the Board of Directors, in accordance with the provisions of the Law and the operating situation of HAI. For issues that do not have a solution and are not under the authority of the Board of Directors, the Board of Directors and the Board of Management are responsible for working with the auditing unit to analyze and clarify (in detail) existing and arising issues (if any), develop a specific solution, and submit it to the nearest General Meeting of Shareholders for approval.

Thank you very much!

Recipients:

- *As to;*

- *Archived: Office...*

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

(Signed)

Nguyen Chi Cong



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

....., date month 2025

CANDIDACY FORM

MEMBER OF THE SUPERVISORY BOARD

**To: Organizing Committee of the 2025 Extraordinary General Meeting of
Shareholders**

HAI Agrochem Joint Stock Company

I am:

Date of birth:.....Place of birth.....

Permanent address:.....

ID card/Passport/CCCD card number:.....Date of issue.....at.....

Education level:.....Major.....

Number of shares owned at the time of preparing the Shareholder List (June 30, 2025):.....shares, corresponding to:% of the charter capital of HAI Agrochem Joint Stock Company.

I hereby apply for the position of member of the Board of Supervisors of HAI Agrochem Joint Stock Company for the term 2023 - 2028.

I hereby certify that I am qualified to apply for the position of member of the Board of Supervisors according to the provisions of the Charter of HAI Agrochem Joint Stock Company and relevant legal provisions.

Thank you for your consideration!

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Sign and specify full name/Legal representative signs and seals)

Enclose dossiers:

- Curriculum vitae declared by the candidate (according to the form);
- Copy of ID card/Passport/Citizen identification card and certificates certifying educational qualifications;
- Documents proving that the shareholder has the right to nominate candidates to elect additional members of the Board of Supervisors according to regulations.



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

....., date month 2025

CANDIDACY FORM

MEMBER OF THE BOARD OF DIRECTORS

**To: Organizing Committee of the 2025 Extraordinary General Meeting of
Shareholders**

HAI Agrochem Joint Stock Company

I am:

Date of birth:.....Place of birth.....

Permanent address:.....

ID card/Passport/CCCD card number:.....Date of issue.....at.....

Education level:.....Major.....

Number of shares owned at the time of preparing the Shareholder List (June 30, 2025):.....shares, corresponding to:% of the charter capital of HAI Agrochem Joint Stock Company.

I hereby apply for the position of member of the Board of Directors of HAI Agrochem Joint Stock Company for the term 2023 - 2028.

I hereby certify that I am qualified to apply for the position of member of the Board of Directors according to the provisions of the Charter of HAI Agrochem Joint Stock Company and relevant legal provisions.

Thank you for your consideration!

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Sign and specify full name/Legal representative signs and seals)

Enclose dossiers:

- Curriculum vitae self-declared by the candidate (according to the form);
- Copy of ID card/Passport/Citizen identification card and certificates certifying educational qualifications;
- Documents proving that the shareholder has the right to nominate candidates to elect additional members of the Board of Directors according to regulations.



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

....., date ... month ... year 2025

CURRICULUM VITAE

(For members nomination, candidacy for the Board of Directors)

1. Full name:.....

2. Gender:

3. Date of birth:

4. Place of birth:

5. ID card number/CCCD card/Passport: Date of issue: Place of issue:.....

6. Nationality: Vietnam

7. Ethnicity: Kinh.....

8. Permanent address:.....

9. Phone number:.....

10. Email address:

11. Education level:

12. Work history:.....

13. Current position at the Company (if any):

14. Current positions held at other organizations:.....

15. Number of shares held holds:, accounting for% of charter capital, of which:

+ Representative (name of organization is State/strategic shareholder/other organization) owns: shares

+ Individual owns: shares

16. Commitments to holding (if any):

17. List of related persons of the declarant (including: biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, biological children, adopted children, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, brother-in-law, sister-in-law, and related enterprises as prescribed in Clause 46, Article 4 of the Securities Law 2019):

No	Name of individual/organization	Securities account number (if any)	ID card number/CCCD card/Passport (for individuals) or Business Registration Certificate/Business License or equivalent legal documents (for organizations), date of issue, place of issue	Date, month, year of birth	Number of shares held, ownership ratio on charter capital of public company, public fund (if any)	Relationship

18. Related interests to public company, public fund (if any):

19. Conflicting interests with public companies, public funds (if any):

I certify that the above statements are true. If they are false, I will take full responsibility before the law.

Declarant

(Signature, full name)



SOCIALIST REPUBLIC OF VIETNAM

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....., date ... month ... year 2025

CURRICULUM VITAE

(For members nomination, candidacy for the Board of Supervisors)

1. Full name:

2. Gender:

3. Date of birth:

4. Place of birth:

5. ID card number/CCCD card/Passport: Date of issue: Place of issue:

6. Nationality: Vietnam

7. Ethnicity: Kinh

8. Permanent address:

9. Phone number:

10. Email address:

11. Education level:

12. Work history:

13. Current position at the Company (if any):

14. Current positions held at other organizations:

15. Number of shares held holds:, accounting for% of charter capital, of which:

+ Representative (name of organization is State/strategic shareholder/other organization) owns: shares

+ Individual owns: shares

16. Commitments to holding (if any):

17. List of related persons of the declarant (including: biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, biological children, adopted children, daughter-in-law, son-in-law, biological brother, biological sister, biological sibling, brother-in-law, brother-in-law, sister-in-law, and related enterprises as prescribed in Clause 46, Article 4 of the Securities Law 2019):

No	Name of individual/organization	Securities account number (if any)	ID card number/CCCD card/Passport (for individuals) or Business Registration Certificate/Business License or equivalent legal documents (for organizations), date of issue, place of issue	Date, month, year of birth	Number of shares held, ownership ratio on charter capital of public company, public fund (if any)	Relationship

18. Related interests to public company, public fund (if any):

19. Conflicting interests with public companies, public funds (if any):

I certify that the above statements are true. If they are false, I will take full responsibility before the law.

Declarant

(Signature, full name)



**HAI AGROCHEM JOINT STOCK
COMPANY**

No.:/2025/NQ-ĐHĐCĐBT-HAI

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Ha Noi, date month year 2025

RESOLUTION

OF 2025 EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS

OF HAI AGROCHEM JOINT STOCK COMPANY

- *Pursuant to the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020 and implementing documents;*
- *Pursuant to the Securities Law No. 54/2019/QH14 issued on November 26, 2019 and documents guiding its implementation;*
- *Pursuant to Decree No. 155/2020/ND-CP issued on December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Pursuant to the Charter of HAI Agrochem Joint Stock Company;*
- *Pursuant to the Record of the 2025 Extraordinary General Meeting of Shareholders of HAI Agrochem Joint Stock Company dated/...../2025.*

HEREBY RESOLVES:

Article 1. To elect the following Mr./Ms. to hold the positions of members of the Company's Board of Directors for the 2023 - 2028 term from/..../2025:

1. Mr./Ms.
2. Mr./Ms.
3. Mr./Ms.
4. Mr./Ms.
5. Mr./Ms.

After electing the members of the Company's Board of Directors, including the following Mr./Ms.:

1.
2.
3.
4.
5.

Article 2. To elect the following Mr./Ms. to hold the positions of members of the Company's Supervisory Board for the 2023 - 2028 term from/....../2025:

1. Mr./Ms.
2.
3.
4.
5.

After electing members of the Company's Board of Supervisors, including the following:

1.
2.
3.

Article 3. Approval of the business plan targets for 2025 (According to the content of Statement No.: 03/TTr-HĐQT-HAI dated July 12, 2025).

Article 4. Approval of authorization for the Board of Directors for the term 2023-2024 to carry out all the selection of auditing units for annual financial statements and semi-annual reviews from fiscal years 2022, 2023, 2024, 2025 (According to the content of Statement No.: 03/TTr-HĐQT-HAI dated July 12, 2025).

Article 5. Approval of remuneration and operating expenses of members of the Board of Directors and the Board of Supervisors of the Company in 2025 (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025).

Article 6. Approval of transactions between the Company and related parties of the Company (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025).

Article 7. Approval of authorization for the Board of Directors to review and approve the implementation of financial transactions between the Company and related individuals and organizations (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025).

Article 8. Approving the policy of continuing to restructure and handle existing issues in the financial and accounting activities of HAI Agrochem Joint Stock Company to date and authorizing the implementation of tasks under the authority of the General Meeting of Shareholders to the Board of Directors and the Board of General Directors (According to the content of the Statement No. 04/TTr-HĐQT-HAI dated July 12, 2025).

Article 9. Approving the authorization for the Board of Directors to carry out tasks approved by the General Meeting of Shareholders (including implementing procedures, working with competent State agencies to achieve the goals and plans set out in 2025 in accordance with the provisions of law) and continuing to implement other issues approved by previous General

Meetings. In case any issues arise related to the Resolutions approved by the General Meeting of Shareholders, including issues under the authority of the General Meeting of Shareholders, the Board of Directors has full authority to decide and handle them without having to convene a General Meeting of Shareholders.

Article 10. This Resolution takes effect from the date of signing.

The Board of Directors, the Supervisory Board, the General Director, departments/divisions, units in the Company and relevant persons shall be responsible for the implementation this Resolution./.

Recipients:

- As in Article 10;
- State Securities Commission, Hanoi Stock Exchange, VSDC;
- Company shareholders;
- Archived: Office..

**ON BEHALF OF GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN**

Nguyen Chi Cong



EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS IN 2025

VOTING

PART I – SHAREHOLDER INFORMATION

Shareholder Name:.....

ID card/CCCD/Passport/Business Registration Certificate No.: Date of issue Place of issue

Full name of legal representative/authorized person of Shareholder (if any):.....

ID card/CCCD/Passport No.: Date of issue: Place of issue:

Number of shares with voting rights:(In words:) shares

PART II – VOTING CONTENT

No	Voting content	Approve	Disapprove	No comments
1	Approval of the business plan targets for 2025 (According to the content of Statement No.: 03/TTr-HĐQT-HAI dated July 12, 2025)			
2	Approval of authorization for the Board of Directors for the term 2023-2024 to carry out all the selection of auditing units for annual financial statements and semi-annual reviews from fiscal years 2022, 2023, 2024, 2025 (According to the content of Statement No.: 03/TTr-HĐQT-HAI dated July 12, 2025)			
3	Approval of remuneration and operating expenses of members of the Board of Directors and the Board of Supervisors of the Company in 2025 (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025)			
4	Approval of transactions between the Company and related parties of the Company (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025)			
5	Approval of authorization for the Board of Directors to review and approve the implementation of financial transactions between the Company and related individuals and organizations (According to the content of Statement No. 03/TTr-HĐQT-HAI dated July 12, 2025)			
6	Approving the policy of continuing to restructure and handle existing issues in the financial and accounting activities of HAI Agrochem Joint Stock Company to date and authorizing the implementation of tasks under the authority of the General Meeting of Shareholders to the Board of Directors and the Board of General Directors (According to the content of the Statement No. 04/TTr-HĐQT-HAI dated July 12, 2025)			
7	Approving the authorization for the Board of Directors to carry out tasks approved by the General Meeting of Shareholders (including implementing procedures, working with competent State agencies to achieve the goals and plans set out in 2025 in			

	accordance with the provisions of law) and continuing to implement other issues approved by previous General Meetings. In case any issues arise related to the Resolutions approved by the General Meeting of Shareholders, including issues under the authority of the General Meeting of Shareholders, the Board of Directors has full authority to decide and handle them without having to convene a General Meeting of Shareholders			
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Shareholders mark x or ✓ in the box corresponding to their opinion

Shareholder/Shareholder's Representative
(Sign and full name)



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....., date month year 2025

NOMINATION FORM

MEMBERS OF OF BOARD OF DIRECTORS

To: Organizing Committee of the 2025 Extraordinary General Meeting of Shareholders

HAI Agrochem Joint Stock Company

Shareholder/Group of shareholders:

No.	Name of shareholder	ID card number/CCCD card/Passport/Business registration certificate, Place of issue, Date of issue	Number of shares owned as of June 30, 2025	Ratio %/Charter capital	Signature/Signature of legal representative and seal for shareholders who are organizations
1					
2					
3					
4					
5					

Based on the provisions of the Law on Enterprises 2020 and the Company Charter HAI Agrochem Joint Stock Company, I/We nominate:

Mr./Ms.....

Date of birth.....Place of birth.....

Permanent address.....

ID card/Passport/CCCD card number:.....Date of issue.....at.....

Educational level.....Major.....

To be a candidate for the position of member of the Board of Directors of HAI Agrochem Joint Stock Company for the term 2023 - 2028.

I/We hereby certify that Mr./Ms..... is qualified to be nominated for the position of member of the Board of Directors according to the provisions of the Charter of HAI Agrochem Joint Stock Company and relevant legal provisions.

Thank you for your consideration!

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Sign and specify full name/Legal representative signs and seals)

Enclose dossiers:

- *Curriculum vitae declared of the nominee (according to the form);*
- *Copy of ID card/Passport/Citizen identification card and certificates certifying educational qualifications;*
- *Authorization letter (in case the shareholder authorizes another person to nominate);*
- *Documents proving that the shareholder or group of shareholders has the right to nominate candidates to elect additional members of the Board of Supervisors according to regulations.*



SOCIALIST REPUBLIC OF VIETNAM

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....., date month year 2025

NOMINATION FORM
MEMBERS OF THE SUPERVISORY BOARD

To: Organizing Committee of the 2025 Extraordinary General Meeting of Shareholders

HAI Agrochem Joint Stock Company

Shareholder/Group of shareholders:

No.	Name of shareholder	ID card number/CCCD card/Passport/Business registration certificate, Place of issue, Date of issue	Number of shares owned as of June 30, 2025	Ratio %/Charter capital	Signature/Signature of legal representative and seal for shareholders who are organizations
1					
2					
3					

Based on the provisions of the Law on Enterprises 2020 and the Company Charter HAI Agrochem Joint Stock Company, I/We nominate:

Mr./Ms.....

Date of birth.....Place of birth.....

Permanent address.....

ID card/Passport/CCCD card number:.....Date of issue.....at.....

Educational level.....Major.....

To be a candidate for the position of member of the Board of Supervisors of HAI Agrochem Joint Stock Company for the term 2023 - 2028.

I/We hereby certify that Mr./Ms..... is qualified to be nominated for the position of member of the Board of Supervisors according to the provisions of the Charter of HAI Agrochem Joint Stock Company and relevant legal provisions.

Thank you for your consideration!

SHAREHOLDER/GROUP OF SHAREHOLDERS

(Sign and specify full name/Legal representative signs and seals)

Enclose dossiers:

- *Curriculum vitae declared of the nominee (according to the form);*
- *Copy of ID card/Passport/Citizen identification card and certificates certifying educational qualifications;*
- *Authorization letter (in case the shareholder authorizes another person to nominate);*
- *Documents proving that the shareholder or group of shareholders has the right to nominate candidates to elect additional members of the Board of Supervisors according to regulations.*