

Bac Giang, April 02, 2025

PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS
Regarding the Approval of Remuneration for the Board of Directors and the
Board of Supervisors in 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter on Organization and Operation of Ha Bac Nitrogenous
Fertilizer & Chemicals Joint Stock Company,

The Board of Directors hereby reports the actual remuneration paid to the
Board of Directors (BOD) and the Board of Supervisors (BOS) in 2024, and
proposes the remuneration levels for 2025 as follows:

**I. Remuneration of the Board of Directors and the Board of Supervisors
in 2024**

1. Remuneration for the Board of Directors: *(including the Chairman and 04
Members)*

- Chairman of the BOD: 10,000,000 VND/month
- Members of the BOD: 8,000,000 VND/person/month

2. Remuneration for the Board of Supervisors: *(including the Head and 02
Members)*

- Head of the BOS: received dedicated salary according to the Company's
salary scale, equal to the salary of the Chief Accountant.
- Members of the BOS: 6,500,000 VND/person/month

Total remuneration paid to the BOD and BOS in 2024: 660,000,000 VND (Six
hundred sixty million VND)

**II. Proposed Remuneration for the Board of Directors and the Board of
Supervisors in 2025**

Based on the Company's 2025 production and business plan, the
remuneration for the Board of Directors and the Board of Supervisors in 2025 is
determined as follows:

1. Monthly remuneration for the Board of Directors:

- + Chairman of the BOD: 10,000,000 VND/month;
- + Members of the BOD: 8,000,000 VND/person/month.

2. Monthly remuneration for the Board of Supervisors:

+ Head of the BOS:

From January to April 2025: received dedicated salary according to the Company's salary scale, equal to the Chief Accountant's salary, no remuneration applied;

From May to December 2025 (non-dedicated): 8,000,000 VND/month.

+ Member of the BOS: 6,500,000 VND/person/month.

Total remuneration estimated for the BOD and BOS in 2025: 724,000,000 VND (Seven hundred twenty-four million VND).

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- General Meeting of Shareholders;
- Board of Directors of the Company;
- Archive: Office, HR Department.

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



Nguyen Van Thieu