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NOTICE

Re: Nomination and Self-nomination of candidates for the Board of Directors and the Supervisory Board

To: Shareholders of Hoang Anh Gia Lai Agricultural International Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; and the Law amending and supplementing a number of articles of the Enterprise Law No. 76/2025/QH15 dated June 17, 2025;
- Based on Article 276 of Decree 155/2020/ND-CP and Clause 79, Article 1 of Decree 245/2025/ND-CP regarding the number of Board of Directors members ("**BOD**"): "The number of Board of Directors members of a public company shall be at least 3 and at most 11. The number of non-executive Board of Directors members of a public company shall be at least 1 in cases where the company has between 3 and 5 Board of Directors members";
- Based on Clause 1, Article 36 of the Company Charter regarding the number of members of the Supervisory Board ("**SB**"): "The number of members of the Supervisory Board must be from three (03) to five (05) members";
- Based on the resignation letter of Ms. Vo Thi My Hanh as a member of the Board of Directors dated 01 April 2026 and the resignation letter of Mr. Bui Minh Khoa and Mr. Dang Cong Truc as a member of the Supervisory Board dated 01 April 2026 2026.

According to Resolution No. 01/2025/NQ-ĐHĐCĐ/HAGL AGRICO approved by the General Meeting of Shareholders on April 25, 2025, the list of members of the Board of Directors and Supervisory Board for the 2025-2030 term of the Company is as follows:

- **Board of Directors:**

1. Mr. Tran Ba Duong - Chairman of the Board of Directors;
2. Mr. Tran Bao Son - Member of the Board of Directors;
3. Ms. Vo Thi My Hanh - Member of the Board of Directors.

- **Supervisory Board:**

1. Mr. Bui Minh Khoa - Head of the Supervisory Board;
2. Mr. Dang Cong Truc - Member of the Supervisory Board;
3. Ms. Bui Thi Lieu - Member of the Supervisory Board.



On April 01 2026, the Company received the resignation letters of Ms. Vo Thi My Hanh - Member of the Board of Directors, Mr. Bui Minh Khoa - Head of the Supervisory Board, and Mr. Dang Cong Truc - Member of the Supervisory Board. Consequently, after their resignations, the number of Board of Directors and Supervisory Board members of the Company no longer meets the minimum requirements stipulated by law and the Company's Charter.

For the above reason, the Board of Directors hereby informs the Shareholders that the Company will conduct supplementary elections for Board of Directors and Supervisory Board members at the 2026 Annual General Meeting of Shareholders, scheduled to be held at 8:00 AM on April 24, 2026. The nomination and election process will be as follows:

I. Number of Board of Directors and Supervisory Board Members

1. Number of Board of Directors Members

The current number of Board of Directors members is 2, and there are no non-executive Board members. Therefore, we respectfully propose that the General Meeting proceed with the election of 1 additional non-executive Board member to ensure that the Board of Directors has 3 members as required by law.

2. Number of Supervisory Board Members

The current number of Supervisory Board members is 1. Therefore, the Board of Directors respectfully proposes that the General Meeting proceed with the election of 2 additional Supervisory Board members to ensure that the Supervisory Board has 3 members as required by law.

II. Regulations on Nomination and Candidacy of Board of Directors and Supervisory Board Members

Based on the 2020 Enterprise Law (*amended and supplemented in 2025*) and the Company's current Charter, the nomination and candidacy of Board of Directors and Supervisory Board members must comply with the following conditions:

1. Nomination and Candidacy of Board of Directors Members

1.1 Standards and Conditions for Board of Directors Members (Independent Members)

According to the 2020 Enterprise Law (amended and supplemented in 2025), the 2019 Securities Law, and the Company's Charter, Board of Directors Members (Independent Members) must meet the following standards and conditions:

- Not be subject to the prohibition on establishing and managing enterprises in Vietnam as stipulated in the 2020 Enterprise Law;
- Possess professional qualifications and experience in business administration or in the company's business field, industry, or profession, and are not necessarily shareholders of the company, unless otherwise stipulated in the company's charter;
- Members of the Company's Board of Directors may also be members of the Board of Directors of another company;

- Not currently employed by the Company, its parent company, or its subsidiary; not previously employed by the Company, its parent company, or its subsidiary for at least three consecutive years prior to the appointment;
- Not currently receiving salary or remuneration from the Company;
- Not having a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling who is a major shareholder of the Company; or who is a manager of the Company or its subsidiary;
- Not a person who has served as a member of the Board of Directors or Supervisory Board of the Company for at least 05 consecutive years prior to the appointment, except in the case of being appointed continuously for 02 terms;
- Meets other standards and conditions as prescribed by relevant laws and the Company's Charter.

1.2 Right to nominate Board of Directors candidates

According to Clause 5, Article 115 of the 2020 Enterprise Law (*amended and supplemented in 2025*) and Clause 4, Article 23 of the Company's Charter, the right to nominate Board of Directors candidates is exercised as follows::

- Shareholders or groups of shareholders holding from **10%** to less than **20%** of the total voting shares may nominate **one (01)** candidate;
- Shareholders or groups of shareholders holding from **20%** to less than **30%** are allowed to nominate a maximum of **two (02)** candidates;
- Shareholders or groups of shareholders holding from **30%** to less than **40%** are allowed to nominate a maximum of **three (03)** candidates;
- Shareholders or groups of shareholders holding from **40%** to less than **50%** are allowed to nominate a maximum of **four (04)** candidates;
- Shareholders or groups of shareholders holding from **50%** to less than **60%** are allowed to nominate a maximum of **five (05)** candidates;
- Shareholders or groups of shareholders holding from **60%** to less than **70%** are allowed to nominate a maximum of **six (06)** candidates;
- Shareholders or groups of shareholders holding from **70%** to less than **80%** are allowed to nominate a maximum of **seven (07)** candidates;
- Shareholders or groups of shareholders holding from **80%** to less than **90%** are allowed to nominate a maximum of **eight (08)** candidates.

2. Nomination and Candidacy of Supervisory Board Members

2.1 Standards and Conditions for Supervisory Board Members

According to the provisions of the 2020 Enterprise Law (*amended and supplemented in 2025*), members of the Supervisory Board must meet the following standards and conditions:

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- Not be among those prohibited from establishing and managing enterprises in Vietnam according to the provisions of the 2020 Enterprise Law;
- Be trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major suitable to the business activities of the enterprise;
- Not be a family member of a member of the Board of Directors, Director or General Director, or other managers;
- Not be a company manager; not necessarily a shareholder or employee of the company;
- Not be a family member of a business manager of the company and the parent company; or a representative of the company's capital share;
- Members of the Supervisory Board must not be employees of the Company's accounting or finance department;
- Must not be members or employees of an independent auditing firm that audited the Company's financial statements for the three consecutive years prior;
- The Head of the Supervisory Board must be a professional auditor or accountant and must work full-time at the Company;
- Other standards and conditions as prescribed by relevant laws and the Company's Charter.

2.2 Nomination of Supervisory Board Candidates

According to Clause 5, Article 115 of the 2020 Enterprise Law (amended and supplemented in 2025) and Clause 2, Article 35 of the Company's Charter, the right to nominate Supervisory Board candidates is exercised as follows:

- Shareholders or groups of shareholders holding from **10%** to less than **20%** may nominate a maximum of one (01) candidate;
- Shareholders or groups of shareholders holding from **20%** to less than **30%** may nominate a maximum of two (02) candidates;
- Shareholders or groups of shareholders holding from **30%** to less than **40%** may nominate a maximum of three (03) candidates;
- Shareholders or groups of shareholders holding from **40%** to less than **50%** may nominate a maximum of four (04) candidates;
- Shareholders or groups of shareholders holding from **50%** to less than **60%** may nominate a maximum of five (05) candidates.

3. Nomination and Candidacy Information

3.1 Where to Submit Nomination and Candidacy Documents

Based on the contents stated in this Notice, eligible shareholders or groups of shareholders wishing to nominate or elect personnel to the Board of Directors and Supervisory Board of the Company are requested to send their nomination and candidacy documents (*using the attached form*) to the following address:

- **HOANG ANH GIA LAI INTERNATIONAL AGRICULTURE JOINT STOCK COMPANY**
- No. 15 Truong Chinh Street, Pleiku Ward, Gia Lai Province
- Phone: (+84) 269 656 7567
- Email: haglagrico@thagrico.vn
- Deadline for receiving documents: Before 5:00 PM on April 23, 2026

3.2 Components of Nomination and Candidacy Documents

Nomination and candidacy documents include:

1. Nomination and candidacy application form (attached form) General Meeting);
2. Candidate's self-declared resume (template attached to the General Meeting documents);
3. Valid copy of Citizen Identity Card/Passport;
4. Valid copies of the candidate's educational/professional qualifications;
5. Certificate of share ownership as of the shareholder list closing date, or equivalent documents from the securities company where the candidate's custody account/custodian/nominating shareholder group is opened.

If the Company does not receive the nomination/candidate documents from your shareholders within the above-mentioned time, the Board of Directors will consider selecting a person who meets the qualifications and conditions to present to the General Meeting for election to supplement the Board of Directors and Supervisory Board of the Company.

Gia Lai, April 02, 2026

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

(Signed)

TRAN BA DUONG

