

Appendix I
CHANGE IN PERSONNEL

((Issued with the Decision No. 31/QĐ-HĐTV dated 31/3/2026 by the Board of Members of Vietnam Exchange on the amendments and supplements to the Information Disclosure Regulation of the Vietnam Exchange and its subsidiaries, issued with Decision No. 21/QĐ-SGDVN dated December 21, 2021 by the CEO of the Vietnam Exchange))

**SAIGON PLANT PROTECTION
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 222./CBTT-SPC

Ho Chi Minh City, April 24 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 15/NQ-HĐQT dated April 24, 2026 of Saigon Plant Protection Joint Stock Company, we would like to announce the change in personnel of Saigon Plant Protection Joint Stock Company as follows:

In case of dismissal/resignation:

- Mr.: Vo Anh Tung
- Former position in the organization: Chairman of the Board of Directors
- Dismissed/Resigned position: Chairman of the Board of Directors
- Current position: After the resignation, Mr. Vo Anh Tung remains a member of the Board of Directors of the Company and is still an internal person of the Company.
- Reason (if any): Personal resignation letter
- Effective date: April 30, 2026.

In case of appointment:

- Mr.: Tong Xuan Phu
- Former position in the organization: Vice Chairman of the Board of Directors
- Newly appointed position: Chairman of the Board of Directors
- Term: 2023–2027 term
- Effective date: May 1, 2026.

This information was disclosed on the company's website on 25./4./2026 at the following link: <http://spchcmc.vn/VN/Quan-He-Co-Dong.html>

Attached documents:

- Board Resolution on the change in personnel.
- Information Disclosure Form as Appendix III issued with Circular No. 96/2020/TT-BTC.

Recipients:

- As above;
- BOD, SB;
- Filed: Admin, F&A Dept.

ORGANIZATION REPRESENTATIVE

DIRECTOR



Đieu Quang Trung

**CÔNG TY CỔ
PHẦN BẢO
VỆ THỰC
VẬT SÀI GÒN**

Digitally signed by CÔNG TY CỔ
PHẦN BẢO VỆ THỰC VẬT SÀI GÒN
DN: C=VN, L=TPHCM, CN=CÔNG TY
CỔ PHẦN BẢO VỆ THỰC VẬT SÀI
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No. 15 /NQ - HĐQT

Ho Chi Minh City, April 24th, 2026

RESOLUTION
THE BOARD OF DIRECTORS

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the Socialist Republic of Vietnam;

Pursuant to the Charter of Organization and Operation of Saigon Plant Protection Joint Stock Company (the Company);

Pursuant to the Company's internal regulations on governance;

Pursuant to the Operating Regulations of the Board of Directors;

Pursuant to Resolution No. 11/NQ-BVTVSG-HĐQT dated April 22th, 2023 of the Board of Directors of Saigon Plant Protection Joint Stock Company;

Pursuant to the Minutes of the Board of Directors of Saigon Plant Protection Joint Stock Company dated April 24th, 2026.

THE BOARD OF DIRECTORS

SAIGON PLANT PROTECTION JOINT STOCK COMPANY

RESOLUTION:

Article 1. The Board of Directors approved the dismissal of Mr. Vo Anh Tung from the position of Chairman of the Board of Directors of Saigon Plant Protection Joint Stock Company for the 2023–2027 term, effective from April 30, 2026.

Article 2. The Board of Directors approved the appointment of Mr. Tong Xuan Phu as Chairman of the Board of Directors of Saigon Plant Protection Joint Stock Company for the 2023–2027 term, effective from May 1, 2026.

Article 3. Implementation

The Chairman of the Board of Directors shall perform his duties and exercise his rights in accordance with the Charter of Saigon Plant Protection Joint Stock Company and relevant laws and regulations.

The Board of Directors authorizes the General Director of the Company to direct the disclosure of information and implement the necessary legal procedures in compliance with applicable laws and regulations.

Article 4. Effectiveness

This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Executive Board of Company, and relevant units and individuals shall be responsible for the implementation of this Resolution.

Recipient:

- As Article 4;
- Board of Directors;
- Supervisory Board;
- Save: Archives, Board of Directors' Account.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRPERSON



Vo Anh Tung

Appendix III

CIRRICULLUM VITAE

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

..., day month year....

CIRRICULLUM VITAE

To: - The State Securities Commission;
- The Stock Exchange.

1/ Full name: Tong Xuan Phu

2/ Sex: Male

3/ Date of birth: 20/04/1969

4/ Place of birth: Hiep Hoa Town, Hiep Hoa Commune, Tay Ninh Province

5/ ID card No. (or Passport No.): 080069011277

Date of issue: 10/07/2021 Place of issue: Police Department for Administrative Management of Social Order

6/ Nationality: Vietnamese

7/ Ethnic: Kinh

8/ Permanent residence: 21/6/4 Ly Chinh Thang Street, Xuan Hoa Ward, Ho Chi Minh City

9/ Telephone number: 0908.425.669

10/ Email: xuanphu@spchcmc.vn

11/ Organisation's name subject to information disclosure rules: Sai Gon Plant Protection Joint Stock Company

12/ Current position in an organization subject to information disclosure: Chairman of the Board of Directors

13/ Positions in other companies: None

14/ Number of owning shares 1.579.500 shares, accounting for 15% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organisation): Sai Gon Agriculture Corporation Ltd

+ Owning by Individual: None

15/ Other owning commitments (if any): None

16/ List of affiliated persons of declarant*: Attached list

I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT

A stylized handwritten signature in blue ink, consisting of a large initial 'T' followed by a series of loops and a long horizontal stroke extending to the right.

Tong Xuan Phui'

LIST OF AFFILIATED PERSONS OF DECLARANT

Attached is the Information Disclosure Form

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID/Passport/ Business Registration Certificate)	NSH No (*)	Date of issue	Place of issue	Address 1 Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person / internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Tong Xuan Phu		Chairman	Capital representative of parent company						1,579,500	15%	22/04/2023			
1.01		Vo Dong Nhut			Father-in-law						0	0%	22/04/2023			
1.02		Vo Kim Anh			Wife						0	0%	22/04/2023			
1.03		Tong Anh Khoa			Child						0	0%	22/04/2023			
1.04		Tong Minh Anh			Child						0	0%	22/04/2023			
1.05		Tong Thi Thanh Nhan			Sister						0	0%	22/04/2023			
1.06		Tong Thi Duong Thuy			Sister						0	0%	22/04/2023			
1.07		Tong Xuan Phong			Brother						0	0%	22/04/2023			
1.08		Tong Thi Xuan Thi			Sister						0	0%	22/04/2023			
1.09		Tong Thi Thanh Tam			Sister						0	0%	22/04/2023			
1.10		Do Van Dung			Brother-in-law						0	0%	22/04/2023			
1.11		Nguyen Hoang Dung			Brother-in-law						0	0%	22/04/2023			
1.12		Vu Do Hoang			Brother-in-law						0	0%	22/04/2023			
1.13		Lam Quang Khai			Brother-in-law						0	0%	22/04/2023			
1.14		Pham Thi Loan			Sister-in-law						0	0%	22/04/2023			
1.15		Saigon Agriculture Incorporation			Capital representative of parent company						6,247,020	59,33%	22/04/2023			