

No: 22/NQ-HĐQT

Phu Tho, June 16, 2026

RESOLUTION

**Of the Meeting of the Board of Directors held on June 16, 2026
regarding personnel matters**

**THE BOARD OF DIRECTORS
OF VIET TRI CHEMICAL JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and relevant regulations;

Pursuant to the Charter on Organization and Operation of Viet Tri Chemical Joint Stock Company approved by the General Meeting of Shareholders on June 16, 2026;

Pursuant to the Regulation on Personnel Management of Viet Tri Chemical Joint Stock Company issued together with Decision No. 03/QĐ-HĐQT dated March 25, 2025 of the Board of Directors;

Pursuant to Minutes No. 26/BB-HĐQT of the meeting of the Board of Directors dated June 16, 2026.

RESOLVES:

Article 1. To dismiss Mr. Van Dinh Hoan from the position of General Director of Viet Tri Chemical Joint Stock Company, effective from June 16, 2026.

Mr. Van Dinh Hoan shall be responsible for handing over duties and responsibilities to the successor appointed by the Board of Directors to the position of General Director of the Company.

Article 2. To elect Mr. Van Dinh Hoan (Date of birth: April 20, 1966), as Chairman of the Board of Directors of Viet Tri Chemical Joint Stock Company for the 2024–2029 term, effective from June 16, 2026.

The rights, obligations and responsibilities of the Chairman of the Board of Directors shall be exercised in accordance with the Law on Enterprises and the Company's Charter.

Article 3. To appoint Mr. Le Ngoc Nhan – Member of the Board of Directors (Date of Birth: November 01, 1970) to the position of General Director of Viet Tri Chemical Joint Stock Company for a definite term, effective from June 16, 2026.



- Mr. Le Ngoc Nhan shall be responsible for performing the rights and obligations of the General Director in accordance with applicable laws, the Company's Charter, and internal management regulations.

- Mr. Le Ngoc Nhan shall be entitled to salary and other benefits in accordance with the Company's prevailing regulations.

Article 4. To approve the draft Decision on the dismissal from the position of General Director for the individual specified in Article 1 and the draft Decision on the appointment to the position of General Director of the Company for the individual specified in Article 3. Mr. Van Dinh Hoan is authorized to sign and issue the aforementioned Decisions.

Article 5. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the General Director, relevant departments and individuals shall be responsible for the implementation of this Decision.

Recipients:

- The Executive Committee of the Company's Party Committee (for information);
- Supervisory Board;
- As Article 5;
- Filing: Archives, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN 



Van Dinh Hoan

