

CHANGE IN PERSONNEL

To: Ha Noi Stock Exchange

Pursuant to Resolution No. 24/NQ-DHDCCD dated June 16, 2026 of the 2026 Annual General Meeting of Shareholders of Viet Tri Chemical Joint Stock Company;

Pursuant to Resolution No. 22/NQ-HDQT dated June 16, 2026 of the Board of Directors of the Company adopted at its meeting regarding personnel matters.

Viet Tri Chemical Joint Stock Company hereby announces changes in the Company's personnel as follows:

1. The Board of Directors for the 2024–2029 term

1.1. Dismissal:

- Full name: Le Hoang;
- Position ceased to hold: Chairman of the Board of Directors for the 2024–2029 term. Mr. Le Hoang is no longer an internal person of the company;
- Reason: Resignation from the position of member of the Board of Directors due to cessation of representation of the capital contribution of Vietnam National Chemical Group at Viet Tri Chemical Joint Stock Company;
- Effective date: June 16, 2026.

1.2. Appointment:

- Full name: Van Dinh Hoan;
- Former position in the organization: General Director and Member of the Board of Directors of the Company;
- Newly appointed position: Chairman of the Board of Directors for the 2024–2029 term;
- Effective date: June 16, 2026.

2. The Supervisory Board

2.1. Dismissal:

- Full name: Vu Thi Bich Ngoc;
- Position ceased to hold: Member of the Supervisory Board for the 2024–2029 term. Ms. Vu Thi Bich Ngoc is no longer an internal person of the company;
- Reason: Resignation from the position of member of the Supervisory Board;
- Effective date: June 16, 2026.

2.2. Appointment:

- Full name: Le Quang Dung;
- Former position in the organization: No;
- Newly appointed position: Member of the Supervisory Board;
- Effective date: June 16, 2026.

3. General Director

3.1. Dismissal:

- Full name: Van Dinh Hoan;
- Position ceased to hold: General Director of Viet Tri Chemical Joint Stock Company;
- Current position: Chairman of the Board of Directors for the 2024–2029 term;
- Reason: Changes in work assignment;
- Effective date: June 16, 2026.

3.2. Appointment:

- Full name: Le Ngoc Nhan;
- Position prior to appointment: Member of the Board of Directors and Deputy General Director of DAP – VINACHEM Joint Stock Company;
- Appointed position: General Director of Viet Tri Chemical Joint Stock Company;
- Term: Five (05) years;
- Effective date: June 16, 2026.

Viet Tri Chemical Joint Stock Company hereby informs the Hanoi Stock Exchange and all shareholders accordingly.

Sincerely.

Recipients:

- As above;
- Filing: Archives, Authorized person to disclose information..

GENERAL DIRECTOR

Le Ngoc Nhan