

No.: ~~1888~~¹⁸⁸⁹/PLNB-CBTT

Ninh Binh, August 27th, 2026

CHANGE OF PERSONNEL

To: Hanoi Stock Exchange

Based on Board Resolution No. 1886/QĐ-HĐQT dated August 27, 2026, and Decision No. 1888/QĐ-HĐQT dated August 27, 2026 of the Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company, we respectfully announce the change of personnel of Ninh Binh Phosphate Fertilizer Joint Stock Company as follows:

1. In Case of appointment (*):

- Mr.: Tran Thang
- Former position in the organization: Deputy General Director, Member of the Board of Directors of Van Dien Fused Calcium Magnesium Phosphate Joint Stock Company
- Newly appointed position: General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company
- Term: Pursuant to the term of the General Director for the 2026–2031 tenure
- Effective date: September 03, 2026

2. In case of dismissal/resignation:

- Mr.: Phung Quang Trung
- Former position in the organization: General Director, Member of the Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company
- Dismissed/Resigned position: General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company
- Reason: Reassignment and mobilization by superior authority
- Effective date: September 03, 2026

This information was published on the Company's website on August 27, 2026 at the URL: <http://www.niferco.com.vn>

Attached documents:

- Decision No. 1886/QĐ-HĐQT
- Decision No. 1888/QĐ-HĐQT

ORGANIZATION REPRESENTATIVE

Authorized Person to Disclose Information



**KẾ TOÁN TRƯỞNG
NGUYỄN NGOC THUẤN**

No.: 1886 /QĐ - HĐQT

Ninh Binh, August 27th, 2026

DECISION

Regarding the dismissal of the General Director of the Company

**THE BOARD OF DIRECTORS OF NINH BINH PHOSPHATE
FERTILIZER JOINT STOCK COMPANY**

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam and amendments and supplements to the Law on Enterprises 2025;

Pursuant to the Charter of Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company passed by the Annual General Meeting of Shareholders;

Pursuant to Resolution No. 1883/NQ-HDQT dated August 27, 2026 of the Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company;

DECIDES:

Article 1. Dismiss Mr. Phung Quang Trung from the position of General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company.

Date of birth: October 23, 1978

Position: General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company

Effective date of dismissal: September 03, 2026.

Article 2. Mr. Phung Quang Trung is responsible for handing over all work, files, documents, assets, and relevant matters related to the position of General Director. The handover process must be recorded in a official handover minutes in accordance with regulations.

Article 3. Members of the Board of Directors, the Supervisory Board, the Board of Management, Chief Accountant, relevant units and individuals, and Mr. Phung Quang Trung are responsible for executing this Decision.

This Decision takes effect from the date of signing./.

Recipients:

- As stated in Article 3;
- Party Committee of Nam Hoa Lu Ward (for report);
- Vietnam National Chemical Group (for report)
- Company Party Committee & Trade Union;
- Archived: Clerical Dept, Company Secretary.

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



Pham Manh Ninh

No.: 1888 /QĐ - HDQT

Ninh Bình, August 27th, 2026

DECISION

Regarding the appointment of the General Director of the Company

**THE BOARD OF DIRECTORS OF NINH BINH PHOSPHATE
FERTILIZER JOINT STOCK COMPANY**

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam and amendments and supplements to the Law on Enterprises 2025;

Pursuant to the Charter of Organization and Operation of Ninh Binh Phosphate Fertilizer Joint Stock Company passed by the General Meeting of Shareholders;

Pursuant to Resolution No. 1883/NQ-HDQT dated August 27, 2026 of the Board of Directors of Ninh Binh Phosphate Fertilizer Joint Stock Company;

DECIDES:

Article 1. Appoint for a term Mr. Tran Thang

Date of birth: April 17th, 1985

Qualification: Master of Business Administration, Electrical Engineering Technology Engineer

To hold the position of: General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company

Effective date: September 03, 2026.

Article 2. The General Director is responsible for exercising the rights and obligations prescribed by law, the Company's Charter, internal management regulations of the Company, and decisions of the Board of Directors.

Article 3 Members of the Board of Directors, the Supervisory Board, the Board of Management, Chief Accountant, relevant units and individuals, and Mr. Tran Thang are responsible for executing this Decision.

This Decision takes effect from the date of signing./.

Recipients:

- As stated in Article 3;
- Party Committee of Nam Hoa Lu Ward (for report);
- Vietnam National Chemical Group (for report)
- Company Party Committee & Trade Union;
- Archived: Clerical Dept, Company Secretary.

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



Pham Manh Ninh