

Hai Phong, June 19, 2026

CHANGE IN PERSONNEL

To: Hanoi Stock Exchange.

Based on Decision No. 464/QD-DAP dated June 19, 2026, of DAP-Vinachem Joint Stock Company regarding the termination of an employment contract, we respectfully announce the following personnel changes at DAP-Vinachem Joint Stock Company:

1. In case of appointment: None.

2. In case of dismissal/resignation:

- Name: Mr. Le Ngoc Nhan.
- Dismissed/Resigned position: Deputy General Director of the Company
- Reason: Mr. Le Ngoc Nhan's application for termination of his employment contract.
- Effective date: June 16, 2026.

This information was published on the company's website on June 19, 2026, at dap-vinachem.com.vn.

Attached documents:

- Decision No. 464/QD-DAP dated June 19, 2026, of the General Director of DAP-Vinachem Joint Stock Company.

Recipients:

- As above;
- Company's website;
- Save: Office.

**Organization representative
Person authorized to disclose information**



Nguyễn Anh Dung

DECISION
Regarding the Termination of an Employment Contract

GENERAL DIRECTOR OF DAP-VINACHEM JOINT STOCK COMPANY

Based on the Enterprise Law 2020;

Based on the Labor Code 2019;

Based on the Employment Contract between DAP-Vinachem Joint Stock Company and Mr. Le Ngoc Nhan;

Based on Mr. Le Ngoc Nhan's application for termination of his employment contract;

At the proposal of the Head of the Administration and Human Resources Department.

DECISION

Article 1. To terminate the employment contract with **Mr. Le Ngoc Nhan.**

Professional qualification: Engineer in Inorganic Chemistry Technology; Bachelor of Economics.

Position: Deputy General Director of the Company.

Effective from June 16, 2026.

Article 2. The Company shall pay Mr. Le Ngoc Nhan all salary and other benefits up to and including June 15, 2026 in accordance with applicable regulations.

Article 3. The Board of Directors, Heads of units under DAP-Vinachem Joint Stock Company, and Mr. Le Ngoc Nhan shall be responsible for implementing this Decision.

Recipients:

- As per Article 3;
- Save: Office.

