

CÔNG TY CỔ PHẦN PHÂN LÂN
NUNG CHẢY VẮN ĐIỆN
VAN DIEN FUSED MAGNESIUM
PHOSPHATE FERTILIZER JSC

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số: 43.0../TB-PLVD
No.: 43.0../TB-PLVD

Hà Nội, ngày 3... tháng 9 năm 2026
Hanoi, September 3, 2026

**THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL**

Kính gửi: Sở Giao dịch Chứng khoán Hà Nội

To: Hanoi Stock Exchange

Căn cứ theo Quyết định HĐQT số 107../QĐ-HĐQT ngày 03/9/2026 của Công ty cổ phần Phân lân nung chảy Vắn Điện, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty cổ phần Phân lân nung chảy Vắn Điện như sau:

Based on Decision No. 107 dated September 03, 2026 of the Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company, we would like to announce the change in personnel of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company as follows:

Trường hợp miễn nhiệm /In case of dismissal:

- Ông/Mr.: **Trần Thắng**

- Không còn đảm nhận chức vụ/Dismissed position: **Phó Tổng Giám đốc Công ty/ Deputy General Director**

- Lý do miễn nhiệm (nếu có)/Reason (if any): **Chuyển công tác/ Job transfer**

- Ngày bắt đầu có hiệu lực/Effective date: **03/9/2026**

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 03/9/2026 tại đường dẫn vandienfmp.vn – Quan hệ cổ đông./This information was published on the company's website on September 03, 2026, as in the link vandienfmp.vn – Shareholder relations. ✓

Tài liệu đính kèm/Attached documents:

- Quyết định HĐQT về việc miễn nhiệm chức vụ Phó Tổng Giám đốc Công ty;

Decision of the Board of Directors on the dismissal from the position of Deputy General Director of the Company

**Đại diện tổ chức
Organization representative**
Người đại diện theo pháp luật/ Legal representative



No.: 107/QĐ-HĐQT

Hanoi, September 3, 2026

DECISION

On the dismissal from the position of Deputy General Director of the Company

THE BOARD OF DIRECTORS OF VAN DIEN FUSED MAGNESIUM PHOSPHATE FERTILIZER JSC

Pursuant to the Charter of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company adopted by the General Meeting of Shareholders on June 28, 2026;

Pursuant to the Regulation on Organization and Management promulgated together with Decision No. 75/QĐ-HĐQT dated October 31, 2023 of the Company's Board of Directors;

Pursuant to the Regulation on Personnel Affairs promulgated together with Decision No. 37/QĐ-HĐQT dated March 27, 2024 of the Company's Board of Directors;

Pursuant to the results of the written consultation of the members of the Board of Directors of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company under the Written Consultation No. 106/YK-HĐQT dated August 28, 2026 of the Company's Board of Directors;

Upon consideration of the proposal of the Company's General Director under Submission No. 607/TTr-PLVĐ dated August 28, 2026 regarding the Company's personnel organization;

DECIDES:

Article 1. To dismiss Mr. Tran Thang from the position of Deputy General Director of Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company due to his transfer and appointment to the position of General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company, effective from September 3, 2026.

Article 2. Mr. Tran Thang shall be responsible for handing over all records, documents, work and other matters related to his assigned responsibilities and duties to the person designated to receive such handover in accordance with the Company's regulations.

Article 3. This Decision shall take effect from the date of signing.

The members of the Board of Directors, the General Director of the Company, relevant units and individuals, and Mr. Tran Thang shall be responsible for implementing this Decision./.

Recipients:

- Members of the Board of Directors;
- Members of the Board of Supervisors;
- As stated in Article 3;
- Filed at: BOD, Office.

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



Phung Ngoc Bo