

DECISION

On personnel transfer and appointment

BOARD OF DIRECTORS

PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION

- Pursuant to the current Charter of Petrovietnam Fertilizer and Chemicals Corporation - JSC;
- Pursuant to Resolution No. 904/NQ-ĐU dated 24 April 2024 of the Standing Committee of the Party Committee of the Corporation regarding personnel matters of the Legal & Compliance Department and the Digital Transformation & Information Technology Department;
- Pursuant to Resolution No. 24-133/NQ-PBHC dated 24 April 2024 of the Board of Directors of the Corporation regarding personnel matters relating to managerial officers;
- Pursuant to Decision No. 24-128/QĐ-PBHC dated 23 April 2024 of the President & CEO of the Corporation on the establishment of the Legal & Compliance Department at Petrovietnam Fertilizer and Chemicals Corporation;
- At the proposal of the Head of the Human Resources and Training Department;

DECIDES:

Article 1. To transfer and appoint Mr. Truong The Vinh - Assistant to the Chairman of the Board of Directors cum Corporate Secretary, concurrently serving as the Person in Charge of Corporate Governance - holding the rank of Department Head, to the position of Head of the Legal & Compliance Department, concurrently Corporate Secretary and Person in Charge of Corporate Governance, effective from 01 May 2024. His specific duties shall be performed in accordance with the Charter of the Corporation and as assigned by the Chairman of the Board of Directors/President & CEO of the Corporation.

Article 2. Mr. Truong The Vinh shall be entitled to salary and other benefits in accordance with the regulations of the Corporation.

Article 3. Mr. Truong The Vinh shall be responsible for handing over the work related to his duties as Assistant to the Chairman of the Board of Directors of the Corporation and assuming his new duties.

Article 4. Heads of Departments/Offices of the Corporation, Directors of affiliated units, representatives of the Corporation at companies in which the Corporation holds controlling capital contributions, and Mr. Truong The Vinh shall be responsible for implementing this Decision.

Recipients:

- As stated in Article 4;
- Standing Committee of the Corporation Party Committee (for reporting);
- Board of Directors, Board of Supervisors (for reporting);
- Party Organization Department of the Corporation;
- Filed: Records, HR & Training Department, LHLN.

FOR AND ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN

(Signed and sealed)

Nguyen Xuan Hoa

DECISION

On assignment of duties to the Corporate Secretary

BOARD OF DIRECTORS

PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION

- Pursuant to the current Charter of Petrovietnam Fertilizer and Chemicals Corporation - JSC;
- Pursuant to Resolution No. 904/NQ-ĐU dated 24 April 2024 of the Standing Committee of the Party Committee of the Corporation regarding personnel matters of the Legal & Compliance Department and the Digital Transformation & Information Technology Department;
- Pursuant to Resolution No. 24-133/NQ-PBHC dated 24 April 2024 of the Board of Directors of the Corporation regarding personnel matters relating to managerial officers;
- At the proposal of the Head of the Human Resources and Training Department;

DECIDES:

Article 1. To assign Mr. Pham Tran Kien, Head of the Board of Directors Office of the Corporation, to concurrently serve as Corporate Secretary from 01 May 2024. His specific duties shall be performed in accordance with the Charter of the Corporation and as assigned by the Chairman of the Board of Directors of the Corporation.

Article 2. Mr. Pham Tran Kien shall be responsible for performing the duties of Corporate Secretary in accordance with the assigned functions and duties.

Article 3. Heads of Departments/Offices of the Corporation, Directors of affiliated units, representatives of the Corporation at companies in which the Corporation holds controlling capital contributions, and Mr. Pham Tran Kien shall be responsible for implementing this Decision.

Recipients:

- As stated in Article 3;
- Standing Committee of the Corporation Party Committee (for reporting);
- Board of Directors, Board of Supervisors (for reporting);
- Party Organization Department of the Corporation;
- Filed: Records, HR & Training Department, LHLN.

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

(Signed and sealed)

Nguyen Xuan Hoa