

Số: 26-613/TB-MB

Hà Nội, ngày 21 tháng 04 năm 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ
NOTICE OF CHANGE IN PERSONNEL

*(Mẫu dùng cho các trường hợp bổ nhiệm và/hoặc miễn nhiệm từ nhiệm
Applied to cases of appointment and/or dismissal/resignation)*

Kính gửi: Sở Giao dịch Chứng khoán Hà Nội
To: Hanoi Stock Exchange

Căn cứ theo Nghị quyết ĐHĐCĐ số 26-41/NQ-ĐHĐCĐ ngày 20/4/2026, Nghị quyết HĐQT số 26-68/NQ-MB ngày 20/4/2026 và Nghị quyết số 26-69/NQ-MB ngày 20/4/2026 của Công ty cổ phần Phân bón và Hóa chất Dầu khí miền Bắc (mã chứng khoán: PMB), chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty như sau:

Based on General Mandate No 26-41/NQ-ĐHĐCĐ dated 20 April 2026, Board Resolution No 26-68/NQ-MB dated 20 April 2026 and Board Resolution No 26-69/NQ-MB dated 20 April 2026 of North PetroVietnam Fertilizer and Chemicals JSC. (stock code: PMB), we would like to announce the change in personnel of the Company as follows:

Trường hợp bổ nhiệm/In case of appointment:

1. Ông Cao Trung Kiên/ Mr. Cao Trung Kien

- Chức vụ trước khi bổ nhiệm/Former position in the organization: Chủ tịch HĐQT Công ty cổ phần Phân bón và Hóa chất Dầu khí miền Bắc/ Chairman of the BOD of North PetroVietnam Fertilizer and Chemicals JSC.
- Chức vụ được bổ nhiệm/Newly appointed position: Chủ tịch HĐQT Công ty cổ phần Phân bón và Hóa chất Dầu khí miền Bắc/ Chairman of the BOD of North PetroVietnam Fertilizer and Chemicals JSC.
- Thời hạn bổ nhiệm/Term: In accordance with the term of the BOD for the period 2026-2031.
- Ngày bắt đầu có hiệu lực/Effective date: 20/04/2026 / 20 April 2026.

2. Bà Nguyễn Thị Kim Anh / Ms. Nguyen Thi Kim Anh

- Chức vụ trước khi bổ nhiệm/Former position in the organization: (not applicable)
- Chức vụ được bổ nhiệm/Newly appointed position: Trưởng Ban Kiểm soát/ Head of Supervisory Board of North PetroVietnam Fertilizer and Chemicals JSC.
- Thời hạn bổ nhiệm/Term: In accordance with the term of the Supervisory Board for the period 2026-2031.
- Ngày bắt đầu có hiệu lực/Effective date: 20/04/2026 / 20 April 2026.



Trường hợp miễn nhiệm /In case of dismissal:

1. Bà Đào Thị Kim Anh/ Ms. Dao Thi Kim Anh

- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Trưởng Ban Kiểm soát/ Head of Supervisory Board
- Lý do miễn nhiệm (nếu có)/Reason (if any): End of term and not re-elected.
- Ngày bắt đầu có hiệu lực/Effective date: 20 April, 2026

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 21/04/2026 tại đường dẫn www.pmb.vn.

This information was published on the company's website on 21 April 2026 as in the link www.pmb.vn.

Nơi nhận:

- Như trên/As above;
- HĐQT, BKS, GD (để b/c)/ BOD, BOS, GD (for reporting);
- Lưu: VT.ĐNH/Archived: Administration Department. ĐNH

**** Tài liệu đính kèm/Attachments:***

- Nghị quyết 26-68/NQ-MB ngày 20/04/2026/ Resolution No. 26-68/NQ-MB dated April 20, 2026
- Nghị quyết 26-69/NQ-MB ngày 20/04/2026/ Resolution No. 26-69/NQ-MB dated April 20, 2026
- Danh sách người có liên quan/List of related persons.

Đại diện tổ chức/ Organization representative

Người ủy quyền công bố thông tin/
Person authorized to disclose information



**TRƯỞNG PHÒNG TCHC
Phạm Trần Nguyễn**



No: 26-68/NQ-MB

Ha Noi, April 20, 2026

RESOLUTION

**On the election of the Chairman of the Board of Directors
of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company**

**THE BOARD OF DIRECTORS
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;

Pursuant to the Charter of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company adopted at the first General Meeting of Shareholders on January 13, 2011 and amended and supplemented on June 28, 2022;

Pursuant to Resolution No. 26-41/NQ-AGM dated April 20, 2026 of the 2026 Annual General Meeting of Shareholders of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company;

Based on the Minutes of the first meeting of the Board of Directors for the 2026-2031 term, No. 26-05/BB-SB dated April 20, 2026;

HEREBY RESOLVES:

Article 1. To elect Mr. Cao Trung Kiên, Member of the Board of Directors for the 2026-2031 term, as Chairman of the Board of Directors of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company.

Article 2. Mr. Cao Trung Kiên shall perform the rights and duties of the Chairman of the Board of Directors in accordance with the Company's Charter and applicable laws.

Article 3. Mr. Cao Trung Kiên shall be entitled to salary, remuneration, allowances and other benefits in accordance with the Company's regulations and applicable laws.

Article 4. Members of the Board of Directors, the Board of Management, Heads of Departments/Units of the Company, and Mr. Cao Trung Kiên shall be responsible for the implementation of this Resolution.

Recipients:

- As per Article 4;
- BOD, BOS, BOM;
- Archived. Admin. DNI.

**ON BEHALF OF THE BOARD OF DIRECTORS
MEMBER**



Bùi Tuấn Anh

No: 26-69/NQ-MB

Ha Noi, April 20, 2026

RESOLUTION

**On the election of the Head of the Supervisory Board
of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company**

**THE SUPERVISORY BOARD
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;

Pursuant to the Charter of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company adopted at the first General Meeting of Shareholders on January 13, 2011 and amended and supplemented on June 28, 2022;

Pursuant to Resolution No. 26-41/NQ-AGM dated April 20, 2026 of the 2026 Annual General Meeting of Shareholders of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company;

Based on the Minutes of the first meeting of the Supervisory Board for the 2026-2031 term, No. 26-06/BB-SB dated April 20, 2026;

HEREBY RESOLVES:

Article 1. To elect Ms. Nguyen Thi Kim Anh as the Head of the Supervisory Board of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company for the 2026-2031 term.

Article 2. Ms. Nguyen Thi Kim Anh shall perform the rights and obligations of the Head of the Supervisory Board in accordance with the Company's Charter and applicable laws.

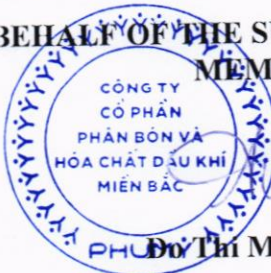
Article 3. Ms. Nguyen Thi Kim Anh shall be entitled to remuneration and other benefits in accordance with the Company's regulations and applicable laws

Article 4. Members of the Board of Directors, the Board of Management, the Supervisory Board, Heads of departments/units of Northern Petrovietnam Fertilizer and Chemicals Joint Stock Company, and Ms. Nguyen Thi Kim Anh shall be responsible for the implementation of this Resolution.

Recipients:

- As per Article 4;
- BOD, BOS, BOM;
- Archived. Admin. DNH.

**ON BEHALF OF THE SUPERVISORY BOARD
MEMBER**



Đỗ Thị Minh Tam

Hanoi, 26th April 2026

CURRICULUM VITAE

To:

- **The State Securities Commission;**
- **The Ha Noi Stock Exchange.**

1. Full name: Cao Trung Kiên
 2. Gender: Male
 3. DOB: 12/03/1976
 4. Place of Birth: Quang Ninh
 5. ID no: ... dated: by: Police Department for Administrative Management of Social Order
 6. Nationality: Viet Nam
 7. Ethnicity: Kinh
 8. Permanent address: Nguyen Son Street, Bo De Ward, Hanoi
 9. Phone number: 024.35378256
 10. Email: ctkien@pvfcco.com.vn
 11. Organisation's name subject to information disclosure rules: Northern PetroVietnam Fertilizer and Chemical Joint Stock Company.
 12. Current position in an organization subject to information disclosure: Chairman of the Board of Directors
 13. Positions in other companies: None
 14. Number of owning shares 5.420.000, accounting for 45,167% of charter capital, of which:
 - + Owning on behalf of (the State/strategic investor/other organisation): 5.400.000 shares, accounting for 45% of Charter Capital
 - + Owning by Individual: 20.000 shares, accounting for 0,167% of Charter Capital
 15. Other owning commitments (if any): None
 16. List of affiliated persons of declarant: Details in the attached file
 17. Related interest with public company, public fund (if any): None
 18. Interest in conflict with public company, public fund (if any): None
- I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT

(Signature, full name)



Cao Trung Kiên

List of affiliated persons of declarant

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID /Passport/ Business Registration Certificate)	No.	Date of issue	Place of issue	Address / Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	PMB	Cao Trung Kiên		Chairman of the Board of Directors		ID					5.420.000	45,17	20/04/2026		Elected by the General Meeting of Shareholders as a member of the Board of Directors for the 2026-2031 term and appointed by the Board of Directors as Chairman.	
2	PMB	Trần Thu Phương			Wife	ID					0	0	20/04/2026			
3	PMB	Trần Phúc Huy			Son	ID					0	0	20/04/2026			
4	PMB	Cao Quang Nam			Son	ID					0	0	20/04/2026			
5	PMB	Cao Phương Linh			Daughter	ID					0	0	20/04/2026			
6	PMB	Cao Văn Cường			Father	ID					0	0	20/04/2026			
7	PMB	Bùi Thị Yên			Mother	ID					0	0	20/04/2026			
8	PMB	Trần Đồng			Father in law	ID					0	0	20/04/2026			
9	PMB	Nguyễn Thị Bích			Mother in law	ID					0	0	20/04/2026			
10	PMB	Cao Trùy Trang			Sister	ID					0	0	20/04/2026			
11	PMB	Nguyễn Kim Sinh			Brother in law	ID					1.000	0,0083	20/04/2026			
12	PMB	Trần Thị Bích Ngọc			Sister in law	ID					0	0	20/04/2026			
13	PMB	Trần Thị Quỳnh Hoa			Sister in law	ID					0	0	20/04/2026			

Hanoi, April 20, 2026

CURRICULUM VITAE

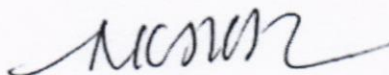
To:

- The State Securities Commission;
- The Ha Noi Stock Exchange.

1. Full name: Nguyen Thi Kim Anh
 2. Gender: Female
 3. DOB: 25/7/1975
 4. Place of Birth: Tay Phuong Commune, Hanoi City, Vietnam
 5. ID no: - Date of issue:- Place of issue: Police Department for Administrative Management of Social Order
 6. Nationality: Viet Nam
 7. Ethnicity: Kinh
 8. Permanent address: Quarter 25, Tan My Ward, Ho Chi Minh City, Vietnam
 9. Phone number: 024.35378256
 10. Email: ntkanh@pvfcco.com.vn
 11. Organisation's name subject to information disclosure rules: Northern PetroVietnam Fertilizer and Chemical Joint Stock Company.
 12. Current position in an organization subject to information disclosure: Head of the Supervisory Board
 13. Positions in other companies: None
 14. Shareholding:
 - + As representative ownership: None
 - + Personal ownership: None
 15. Other owning commitments (if any): None
 16. List of affiliated persons of declarant: Details in the attached file
 17. Related interest with public company, public fund (if any): None
 18. Interest in conflict with public company, public fund (if any): None
- I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

DECLARANT

(Signature, full name)



Nguyễn Thị Kim Anh

LIST OF AFFILIATED PERSONS OF DECLARANT

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID /Passport/ Business Registration Certificate)	No.	Date of issue	Place of issue	Address l Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	PMB	Nguyễn Thị Kim Anh	009C040439	Head of the Supervisory Board		ID					0	0	20/04/2026		Elected to the Supervisory Board for the 2026-2031 term at the 2026 AGM	
2	PMB	Hoàng Việt Dũng			Husband	ID					0	0	20/04/2026			
3	PMB	Hoàng Việt Anh			Son	ID					0	0	20/04/2026			
4	PMB	Hoàng Bảo Anh			Daughter	ID					0	0	20/04/2026			
5	PMB	Nguyễn Văn Đức			Father	ID					0	0	20/04/2026			Deceased (2025)
6	PMB	Nguyễn Thị Doanh			Mother	ID					0	0	20/04/2026			
7	PMB	Hoàng Đình Doanh			Father in law	ID					0	0	20/04/2026			
8	PMB	Nguyễn Thị Huệ			Mother in law	ID					0	0	20/04/2026			

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID /Passport/ Business Registration Certificate)	No.	Date of issue	Place of issue	Address l Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
9	PMB	Nguyễn Ngọc Dung			Younger Sister	ID					0	0	20/04/2026			
10	PMB	Nguyễn Thúc Đoàn			Younger Sister	ID					0	0	20/04/2026			
11	PMB	Hoàng Lệ Quỳnh			Sister in law	ID					0	0	20/04/2026			
12	PMB	Hoàng Minh Dương			Sister in law	ID					0	0	20/04/2026			