

*Ho Chi Minh City, December 31, 2025*

## NOTICE OF PERSONNEL CHANGES

**To: Ho Chi Minh City Stock Exchange**

- Based on Resolution No. 14/NQ-HĐQT, dated December 31, 2025, and Resolution No. 15/NQ-HĐQT, dated December 31, 2025, of the Board of Directors of Southern Seed Corporation, we respectfully announce the following personnel changes at Southern Seed Corporation:

### 1. Case of dismissal/resignation:

- **Mr. Dang Van Vinh**
- No longer holds the position of: General Director of the Company
- Reason for dismissal/resignation (*if any*): to focus on the role of Deputy General Director of Vinaseed Group.
- Effective Date: January 2, 2026

### 2. Appointment Details:

- **Mr. Tran Truong Tan Tai**
- Previous Position: None
- Appointed Position: General Director of the Company
- Appointment Term: 36 months
- Effective Date: January 2, 2026

**This information was published on the Company's website on December 31, 2025 at the following link: <http://ssc.com.vn>.**

**Representative of the organization**

**Legal representative**

*(Signature, full name, title, seal)*

**GENERAL DIRECTOR**

### Attachments

- Resolution No. 14/NQ-HĐQT, dated December 31, 2025
- Resolution No. 15/NQ-HĐQT, dated December 31, 2025



*Dang Van Vinh*

*Ho Chi Minh City, December 31, 2025*

**RESOLUTION OF THE BOARD OF DIRECTORS  
SOUTHERN SEED CORPORATION**  
(Regarding the dismissal of the General Director of the Company)

**BOARD OF DIRECTORS**

- Based on Decision 213/QĐ-TTg dated March 25, 2002 of the Prime Minister on the conversion of the state-owned enterprise Southern Seed Corporation into a joint-stock company (SSC);
- Based on the Charter of Southern Seed Corporation;
- Based on the content of the vote of the Board of Directors on December 31, 2025 & the unanimous agreement of the Board members;

**RESOLUTION**

**ARTICLE I:** The General Director, Mr. Dang Van Vinh, is hereby dismissed, and he is no longer the legal representative of the Company, effective January 2nd, 2026.

Mr. Dang Van Vinh is responsible for carrying out the handover procedures of the General Director's duties to his successor in accordance with the Company's current regulations and rules.

**ARTICLE II:** The members of the Board of Directors, the Supervisory Board, and the General Director are responsible for implementing this Resolution.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

**\* Recipients:**

- Members of the Board of Directors
- Head of the Supervisory Board, General Director (for information)
- Secretary of the Board of Directors/HR Department



**Hàng Phi Quang**

SOUTHERN SEED CORPORATION  
No: 15/NQ-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

*Ho Chi Minh City, December 31, 2025*

**RESOLUTION OF THE BOARD OF DIRECTORS  
SOUTHERN SEED CORPORATION**  
(Regarding the acceptance and appointment of the Company's General Director)

**BOARD OF DIRECTORS**

- Based on Decision 213/QĐ-TTg dated March 25, 2002 of the Prime Minister on the conversion of the state-owned enterprise Southern Seed Company into a joint-stock company (SSC);
- Based on Business Registration Certificate No.: 0302634683 issued by the Department of Planning and Investment of Ho Chi Minh City on June 24, 2002, amended for the 13th time on October 31, 2025;
- Based on the Charter of Southern Seed Corporation;
- Based on the content of the vote on December 31, 2025 of the Board of Directors and the unanimous agreement of the Board members;

**RESOLUTION**

**ARTICLE I:** Through the acceptance and appointment of **Mr. Tran Trung Tan Tai**, born in 1974,

- Professional qualifications: Agricultural Engineer
- Holding the position of General Director of the Company, and as the legal representative of Southern Seed Corporation
- Term of appointment: 36 months, effective from January 2nd, 2026;
- The duties and powers of the General Director shall be in accordance with the Company Charter and current internal governance regulations and rules of the Company.
- The salary and benefits of the General Director shall be subject to the approval of the Board of Directors and in accordance with the current regulations and rules of the Company.
- Regarding changes to the company's legal representative: This takes effect from the date the new legal representative is recorded on the Business Registration Certificate.

**ARTICLE II:** This Resolution is unanimously approved by the members of the Board of Directors. The General Director shall organize and implement the above-mentioned contents of the Resolution in accordance with the company's charter and the provisions of **the law**.

**ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN**

**\* Recipients:**

- Members of the Board of Directors
- Head of the Supervisory Board, General Director (for information)
- Secretary of the Board of Directors/HR Department



**Hàng Phi Quang**