

Số: 09 /NQ-TNB

Can Tho City, April 16, 2026

RESOLUTION

Approving the election of the Chairman of the Board of Directors of Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company for the 4th term (2026-2031)

BOARD OF DIRECTORS

SOUTHWEST PETROVIETNAM FERTILIZER AND CHEMICALS JOINT STOCK COMPANY

- Based on the 2020 Enterprise Law;
- Based on the current Charter of Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company;
- Based on the resolution of the Annual General Meeting of Shareholders 2026 dated April 16, 2026;
- Based on the Minutes of the meeting dated April 16, 2026 of the Board of Directors of Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company, term 4 (2026-2031).

RESOLUTION:

Article 1. The election results for the position of Chairman of the Board of Directors of Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company are hereby approved as follows:

- Mr. Pham Hung, Member of the Board of Directors for term 4 (2026-2031), shall hold the position of Chairman of the Board of Directors effective April 17, 2026.
- Regarding the Chairman's Salary: Salary grade HL21, Level: 3/3, Salary: VND 38,559,000
- Voting ratio in favor: 3/3.

Article 2. Mr. Pham Hung shall perform his duties and exercise his powers in accordance with the Law on Enterprises, the Company Charter, and relevant regulations, and shall receive salary and other benefits as stipulated in the Company Charter and the Company's regulations and rules.

Article 3. The members of the Board of Directors, the Management Board, the Heads of the Company's departments, and Mr. Pham Hung are responsible for implementing this Resolution./.

Recipients:

- Corporation;
- Article 3;
- Archive: Office, Board of Directors (PHN)

**TM. BOARD OF DIRECTORS
BOARD MEMBER, COMPANY
DIRECTOR**



Lê Đức Thuận



Số: 01 / BB-BKS

Can Tho City, April 16, 2026

MINUTES OF THE SUPERVISORY BOARD MEETING
Regarding the election of the Head of the Supervisory Board

I. Time and Location:

The meeting will begin at 6:15 PM on April 16, 2026, at the TTC Hotel Conference Hall, 2 Hai Ba Trung Street, Ninh Kieu Ward, Can Tho City.

II. Attendees: 3/3 members of the Supervisory Board

1. Ms. Pham Hoai Huong, Member of the Supervisory Board
2. Ms. Bui Trinh Van Anh, Member of the Supervisory Board, Chair of the meeting
3. Ms. Pham Thi A Chau, Member of the Supervisory Board
4. Mr. Phung Hieu Nghia, Secretary of the meeting

III. Meeting Agenda:

Based on the current Charter of the Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company;

Based on the results of the election of the Supervisory Board members for term 4 (2026-2031) which were duly elected by the General Meeting of Shareholders at the 2026 Annual General Meeting of Shareholders;

The Supervisory Board of the Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company held a meeting to elect the Head of the Supervisory Board.

Results: 3/3 members of the Supervisory Board unanimously elected Ms. Pham Hoai Huong, a member of the Company's Supervisory Board, to the position of Head of the Supervisory Board, achieving a 100% approval rate.

The minutes were drawn up at 6:30 PM on the same day, read aloud before the meeting, and unanimously approved by all members of the Supervisory Board.

These minutes are kept at the Company and copies are sent to the Board of Directors, Supervisory Board members, and the Management Board. The support staff of the Board of Directors and Supervisory Board will use the contents of the minutes to carry out the relevant procedures in accordance with regulations.

The meeting concluded at 6:30 PM on the same day.

MEETING SECRETARY

MEETING CHAIRMAN



Phùng Hiếu Nghĩa



Bùi Trinh Vân Anh

BOARD OF SUPERVISORS MEMBERS



Phạm Hoài Hương



Phạm Thị Á Châu

