

**CÔNG TY CỔ PHẦN
PHÂN BÓN VÀ HÓA CHẤT DẦU KHÍ TÂY NAM BỘ
SOUTH WEST PETROVIETNAM FERTILIZER AND
CHEMICALS JOINT STOCK COMPANY**

Số/No: **357** /TNB

V/v công bố thông tin ngày đăng ký cuối cùng để thực hiện
quyền nhận cổ tức năm 2025

Re: *Announcement of information on the last registration
date to exercise the right to receive dividends in 2025*

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM**

**Độc lập - Tự do - Hạnh phúc
Independence - Freedom - Happiness**

*Tp. Cần Thơ, ngày 17 tháng 07 năm 2026
Can Tho City, July 17, 2026*

Kính gửi/To:

- Ủy ban Chứng khoán Nhà nước /*The State Securities Commission*;
- Sở Giao dịch Chứng khoán Hà Nội / *Hanoi Stock Exchange*.

1. Tên đơn vị/ *Name of company*: Công ty cổ phần Phân bón và Hóa chất Dầu khí Tây Nam Bộ / *South West Petrovietnam Fertilizer And Chemicals Joint Stock Company*
2. Mã chứng khoán / *Stock code*: PSW.
3. Trụ sở chính / *Address of headoffice*: 151/18 Trần Hoàng Na, Phường Tân An, Thành phố Cần Thơ / *151/18 Tran Hoang Na, Tan An Ward, Can Tho City*.
4. Điện thoại / *Telephone*: (0292) 3765 080; Fax: (0292) 3765 078
5. Người thực hiện công bố thông tin / *Authorized Representative for Information Disclosure*: **Lê Thanh Tùng**.
6. Địa chỉ / *Address*: 151/18 Trần Hoàng Na, Phường Tân An, Thành phố Cần Thơ. / *151/18 Tran Hoang Na, Tan An Ward, Can Tho City*.
Điện thoại / *Telephone*: (0292) 3765 079 Fax: (0292) 3765 078.
7. Loại thông tin công bố / *Type of Information Disclosure*: ☒ 24h ☐ 72h ☐ Yêu cầu/ *Upon Request* ☐ Bất thường / *Irregular* ☐ Định kỳ / *Periodic*
(Công ty đánh dấu X vào mục cần công bố / *Company to check the appropriate box*).
8. Nội dung của thông tin công bố / *Disclosure content*: Ngày đăng ký cuối cùng để thực hiện quyền nhận cổ tức năm 2025/ *Last registration date to exercise the right to receive dividends in 2025*.
9. Địa chỉ Website / *Website Address*: <https://www.psw.vn> **<http://www.psw.vn>**.
Đăng tải toàn bộ nội dung công bố. *Post the full announcement*

Chúng tôi xin cam kết thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung thông tin đã công bố / *We hereby certify that the disclosed information is true and take full responsibility under the law for its content.*

Nơi nhận:

- Như trên;
- HĐQT, BKS, BGĐ Công ty;
- P.TCHC, P.TCKT, PKD, BBTWebsite;
- Lưu: VT, PHN.

Recipients:

- *As above;*
- *BOD, BOS, BOM;*
- *Human Resources Dept, Financial and Accounting Dept, Sales Dept, Website Editorial Team;*
- *Archived: General Office, PHN.*

NGƯỜI ĐƯỢC UQCBTT
/ AUTHORIZED REPRESENTATIVE
FOR INFORMATION DISCLOSURE



Số/No: **356**/TNB

*Re Last registration date to exercise the right to receive
2025 dividends*

Can Tho City, July 17, 2026

NOTICE

**(Regarding the last registration date to exercise the right to receive
dividends in 2025)**

To:

- Vietnam Securities Depository and Clearing Corporation;
- Hanoi Stock Exchange.

Name of the issuing organization: South West Petrovietnam Fertilizer And Chemicals Joint Stock Company.

Trading name: South West Petrovietnam Fertilizer And Chemicals Joint Stock Company.

Head office: 151/18 Tran Hoang Na, Tan An Ward, Can Tho City.

Phone: 02923. 765.079 Fax: 02923. 765.078

We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of the last registration date to establish the list of owners for the following securities:

Security name: South West Petrovietnam Fertilizer And Chemicals Joint Stock Company.

Security code: PSW.

Security type: Common stock.

ISIN code: VN000000PSW8.

Par value: VND 10,000 (Ten thousand dong).

Trading floor: HNX.

Last registration date: **August 17, 2026.**

1. Reason and purpose

- Receive dividends in 2025.

2. Specific content

Pay dividends in 2025.

- Payment rate: 5%/share (each share receives 500 VND).

- Payment time: **September 8, 2026.**

- Implementation location:



- + For deposited securities: Owners complete procedures to receive dividends at depository members where the depository account is opened.
- + For undeposited securities: Owners complete procedures to receive dividends at the Finance and Accounting Department - South West Petrovietnam Fertilizer And Chemicals Joint Stock Company (on weekdays) from **September 8, 2026** and present ID card/CCCD, shareholder book. In case of authorizing another person to receive on behalf, there must be a valid authorization letter (notarized or confirmed by local authorities).

We request that VSDC compile and send to our company a list of securities holders as of the aforementioned final registration date via VSDC's electronic communication portal.

Recipients:

- *As above;*
- *State Securities Commission (Report);*
- *Board of Directors, Board of Management, Board of Supervisors of the Company;*
- *Functional departments;*
- *Posting on notice boards;*
- *Filed: VT, PHN.*

TM. BOARD OF DIRECTORS

CHAIRMAN



Phạm Hùng

Attached documents:

- Resolution of the Annual General Meeting of Shareholders 2026
- Resolution of the Board of Directors on dividend payment for 2025



Can Tho City, July 17, 2026

**RESOLUTION
ON THE PAYMENT OF 2025 DIVIDENDS OF
SOUTH WEST PETROVIETNAM FERTILIZER AND CHEMICALS JOINT
STOCK COMPANY**

**BOARD OF DIRECTORS OF SOUTH WEST PETROVIETNAM FERTILIZER
AND CHEMICALS JOINT STOCK COMPANY**

Pursuant to the Charter of South West Petrovietnam Fertilizer And Chemicals Joint Stock Company approved by the General Meeting of Shareholders establishing the Company on December 29, 2010 and amended and supplemented on April 25, 2023;

Pursuant to Resolution No. 08/NQ-ĐHĐCĐ dated April 16, 2026 of the 2026 Annual General Meeting of Shareholders.

Based on the Minutes of the Board of Directors meeting dated July 16, 2026, of the Board of Directors of Southwest Petrovietnam Fertilizer and Chemical Joint Stock Company.

RESOLUTION:

Article 1: The 2025 dividend payment of Southwest Petrochemical and Fertilizer Joint Stock Company has been approved by the 2026 Annual General Meeting of Shareholders with the payment rate: 5%/par value of shares (One share receives 500 VND).

- Last registration date: August 17, 2026.
- Payment time: September 8, 2026.

Payment source: From undistributed after-tax profits according to the audited financial statements of 2025.

Article 2: The Company Director is assigned to pay 2025 dividends to shareholders in accordance with current regulations.

Article 3: The Directors and Chief Accountants of the Company are responsible for implementing this Resolution./.

Recipients:

- Corporation;
- As in Article 3;
- Board of Directors, Board of Management, Supervisory Board;
- Archived, Board of Directors (PHN).

**TM. BOARD OF DIRECTORS
CHAIRMAN**



No: 08 /NQ- DHĐCĐ

Can Tho City, April 16, 2026

RESOLUTION
Session of the 2026 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS
SOUTH WEST PETROVIETNAM FERTILIZER AND CHEMICALS
JOINT STOCK COMPANY

- Pursuant to the Enterprise Law 2020;
- Pursuant to the Company Charter of South West PetroVietnam Fertilizer and Chemicals Joint Stock Company as approved by the General Meeting of Shareholders on 29/12/2010, and amended on 25/04/2023;
- Pursuant to the voting results on the matters at the 2026 Annual General Meeting of Shareholders of South West PetroVietnam Fertilizer and Chemicals Joint Stock Company on 16/04/2026.

RESOLVED:

Article 1. Approval of the reports and proposals at the General Meeting as follows:

- 1.1. Approval of the report on the activities of the Board of Directors for 2025 and the plan and orientation for activities in 2026.
- 1.2. Approval of the report on business results for 2025 and the main targets of the business plan for 2026:
 - a. **Business results for 2025 with the main targets:**

No.	Indicator	Unit	Actual 2024	Year 2025			
				Plan	Full year		
					Full year actual	Full year actual vs. Plan	Full year actual vs. 2024 (%)
A	B	C	1	2	4	5=4/2	6=4/1
I	Total Consumption Volume	Tons	255,469	257,000	297,266	116%	116%
1	Fertilizer Produced by Parent Company	Tons	183,783	180,000	168,062	93%	91%
-	Phu My Urea	Tons	173,510	160,000	152,100	95%	88%
-	NPK Phu My	Tons	8,425	18,000	15,092	84%	179%
-	Dam Kebo	Tons	1,848	2,000	870	44%	47%
2	PM Proprietary Fertilizer and Unit	Tons	71,686	77,000	129,204	168%	180%
2.1	PM Branded Fertilizer	Tons	19,856	30,000	70,692	236%	356%
-	NPK Phu My (NK)	Tons		-	585		
-	Kali Phu My	Tons	19,856	30,000	64,080	214%	323%
-	Other Phu My	Tons	-	-	6,027		
2.2	Proprietary Fertilizer	Tons	51,830	47,000	58,512	124%	113%

No.	Indicator	Unit	Actual 2024	Plan	Year 2025		
					Full year		
					Full year actual	Full year actual vs. Plan	Full year actual vs. 2024 (%)
A	B	C	1	2	4	5=4/2	6=4/1
II	Total Revenue	Billion VND	2,709.77	2,572.43	3,293.37	128%	122%
III	Total Expenses	Billion VND	2,697.70	2,556.32	3,268.28	128%	121%
1	Cost of Goods Sold	"	2,649.21	2,505.19	3,201.82	128%	121%
2	Selling and Administrative Expenses	Billion VND	47.82	50.13	64.53	129%	135%
3	Other Expenses	Billion VND	0.66	1.00	1.93	193%	292%
IV	Profit Before Tax	Billion VND	12.08	16.11	25.09	156%	208%

b. Main targets of the business plan for 2026:

1. Business Plan

No.	Criteria	Unit of Measure	2026 Plan				
			Total	Including			
				Q1	Q2	Q3	Q4
A	B	C	1= 2+...+5	2	3	4	5
I	Sales Volume	Tons	306,000	73,500	88,600	69,200	74,700
1	Phu My Urea	Tons	170,000	40,000	50,000	37,000	43,000
2	Phu My NPK	Tons	16,000	4,500	4,800	3,000	3,700
3	Other Fertilizers Produced by the Corporation (KeBo Urea, ...)	Tons	5,000	1,000	1,300	1,200	1,500
4	Other Phu My Brand Fertilizers Supplied by the Corporation	Tons	58,000	13,000	15,000	15,000	15,000
5	Commercial Fertilizers of the Unit	Tons	57,000	15,000	17,500	13,000	11,500
II	Total Revenue	Billion VND	3,610.00	878.86	1,039.16	820.68	871.31
1	Business Activities	Billion VND	3,607.00	878.11	1,038.41	819.93	870.56
1.1	Phu My Urea	Billion VND	1,921.51	452.12	565.15	418.21	486.03
1.2	Phu My NPK	Billion VND	219.76	61.81	65.93	41.21	50.82
1.3	Other Fertilizers Produced by the Corporation (Urea, etc.)	Billion VND	62.22	12.44	16.18	14.93	18.66
1.4	Other Fertilizers under the Phu My	Billion VND	672.14	159.38	167.09	178.59	167.09

No.	Criteria	Unit of Measure	2026 Plan				
			Total	Including			
				Q1	Q2	Q3	Q4
A	B	C	1= 2+...+5	2	3	4	5
	Brand Supplied by the Corporation						
1.5	Commercial Fertilizers of the Unit	Billion VND	723.03	190.27	221.98	164.90	145.87
1.6	Services (Transportation, Packaging, etc.)	Billion VND	8.35	2.09	2.09	2.09	2.09
2	Financial Activities	Billion VND	3.00	0.75	0.75	0.75	0.75

2. Cost Plan

No.	Indicator	Unit of Measure	Plan for 2026				
			Total	Including			
				Q1	Q2	Q3	Q4
A	B	C	1= 2+...+5	2	3	4	5
	Total Expenses	Billion VND	3,591.00	873.86	1,032.83	816.65	867.66
1	Cost of Goods Sold	Billion VND	3,519.08	857.18	1,012.85	800.61	848.44
1.1	Phu My Urea	Billion VND	1,851.81	435.72	544.65	403.04	468.40
1.2	Phu My NPK	Billion VND	213.36	60.01	64.01	40.01	49.34
1.3	Other Fertilizers Produced by the Corporation (Urea, etc.)	Billion VND	60.22	12.04	15.66	14.45	18.06
1.4	Other Fertilizers under the Phu My Brand Supplied by the Corporation	Billion VND	666.00	158.00	165.50	177.00	165.50
1.5	Commercial Fertilizers of the Unit	Billion VND	721.04	189.75	221.37	164.45	145.47
1.6	Services (Transportation, Warehousing, etc.)	Billion VND	6.66	1.67	1.67	1.67	1.67
2	Selling and Administrative Expenses	Billion VND	69.92	16.17	19.48	15.54	18.72
2.1	Selling Expenses	Billion VND	45.04	10.82	12.11	9.68	12.43
2.2	Administrative Expenses	Billion VND	24.88	5.35	7.38	5.86	6.29
3	Financial Expenses	Billion VND	2.00	0.50	0.50	0.50	0.50

3. Profit Plan

No.	Indicator	Unit	Plan for 2026				
			Total	Including			
				Quarter I	Quarter II	Quarter III	Quarter IV
A	B	C	1= 2+..+5	2	3	4	5
1	Profit Before Tax	Billion VND	19.00	5.00	6.32	4.03	3.65
2	Profit After Tax	Billion VND	15.20	4.00	5.06	3.22	2.92

4. Financial Targets Plan

No.	Indicator	Unit	Plan for 2026				
			Total	Including			
				Quarter I	Quarter II	Quarter III	Quarter IV
A	B	C	1= 2+..+5	2	3	4	5
1	Total Assets	Billion VND	324				
2	Owner's Equity	Billion VND	212				
3	Charter Capital	Billion VND	170				
	<i>Including: Contribution Ratio of the Corporation</i>	%	75				
4	ROA (Return on Assets)	%	5				
5	ROE (Return on Equity)	%	7				
6	Taxes and Payables to the State Budget	Billion VND	5.71	1.48	1.74	1.28	1.21
7	Provision for Funds	Billion VND	6.08	1.60	2.02	1.29	1.17
	<i>- Bonus and Welfare Fund (provisionally set at 20% of net profit after tax)</i>	Billion VND	3.04	0.80	1.01	0.64	0.58
	<i>- Streamlining Fund (20% of net profit after tax) - used to address employee policy issues during company restructuring</i>	Billion VND	3.04	0.80	1.01	0.64	0.58
8	Dividend Distribution Ratio	%	5				
9	Submission to the Corporation from Business Results of 2026	Billion VND	6.38				
	<i>- Dividends</i>	Billion VND	6.38				

No.	Indicator	Unit	Plan for 2026				
			Total	Including			
				Quarter I	Quarter II	Quarter III	Quarter IV
A	B	C	1= 2+...+5	2	3	4	5
10	Debt Ratio						
	- Debt/Charter Capital Ratio	Times	0.66				
	- Debt/Equity Ratio	Times	0.53				
11	Practice of Savings and Anti-Waste	Billion VND	1.53	0.38	0.38	0.38	0.38

(*): In the event that actual profits exceed the planned profits assigned, the Company is permitted to allocate an additional amount to the Bonus Fund, up to a maximum of 20% of the post-tax profits exceeding the plan.

(**): For the Streamlining Fund, the Company is annually allowed to temporarily allocate up to 20% of post-tax profits. Subsequently, depending on business performance, the Company will submit to the General Meeting of Shareholders for approval the specific amount to be allocated to the fund. To date, this streamlining fund has not been utilized as the Company's personnel had already been streamlined during the restructuring process from 2018-2025, with current personnel restructuring activities mainly involving the arrangement and rotation of work between departments as most appropriate. However, in the long term, to meet sustainable development needs, when it is necessary to use the streamlining fund for subsequent restructuring phases, PSW will apply the streamlining fund usage plan according to Appendix No. 2 as issued in Official Letter No. 601/BC-TNB dated 24/09/2025.

5. Basic Construction Investment Plan & Equipment Procurement

Unit: Billion VND

No.	Project Name	Plan for 2026			Notes
		Total	Including		
			Equity	Loan Capital	
1	2	3	4	5	6
	Total (I+II)	20.05	20.05	-	
	Foreign Currency				
	Domestic Currency				
I	PROJECTS (I = 1+2+3)	15.00	15.00		
1	Ongoing Projects				
2	Newly Initiated Projects				
3	Investment Preparation Projects	15.00	15.00		
3.1	Investment Preparation Projects * (as detailed below)	15.00	15.00		Investment Opportunity Research Costs, Consultancy.
II	PROCUREMENT OF ASSETS AND EQUIPMENT (II = 1+2)	5.05	5.05	-	
1	Procurement of Fixed Assets	3.75	3.75	-	
1.1	Company Management Software	0.80	0.80		
1.2	Software License	0.15	0.15		
1.3	Drone Transport Trucks (02 units)	0.80	0.80		
1.4	Cargo Transport Truck (01 unit)	0.80	0.80		
1.5	7-Seater Car (01 unit)	1.20	1.20		

No.	Project Name	Plan for 2026			Notes
		Total	Including		
			Equity	Loan Capital	
1	2	3	4	5	6
2	Equipment and Tools	1.30	1.30		

(*) Details of the Investment Preparation Project:

No.	Project	Unit	Expected Capacity	Disbursement Value Plan for 2026
				(billion VND)
	Total			15.00
1	Processing, packaging, and blending plant for fertilizers and agricultural chemicals (production and blending of 5,000 tons/year; extraction, packaging of 3,000 tons/year); Phase 1: 5,000 tons/year.	Thousand tons	5	1.5
2	Inorganic, organic, and microbiological fertilizer plant with a capacity of 18,000 tons/year; Phase 1: 9,000 tons/year.	Thousand tons	9	0.5
3	- Construction of office headquarters at Cai Cui Warehouse: VND 29 billion (excluding land use costs)	m2	- Cai Cui 2,400 m2; Existing office 1,147.9 m2	5
4	- Warehouse/port in the Mekong Delta (2,000-5,000 tons/warehouse); - Repair of Dong Thap Warehouse VND 3.5 billion	Warehouse port	3	3.5
5	Retail store system invested by the company (store area 100-200m2; storage 100-200m2)	Store	15	3
6	Logistics vehicles	System	1	1.5

Note:

- During the implementation of the plan, the General Meeting of Shareholders authorizes the Board of Directors and the Executive Management Team of PSW to flexibly adjust procurement items according to the arising needs of the Company's departments/common areas, ensuring that the total cost of asset and equipment procurement does not exceed the 2026 plan.

6. Plan for Other Targets

No	Indicator	Unit of measurement	Plan for 2026				
			Total	Including			
				Quarter I	Quarter II	Quarter III	Quarter IV
A	B	C	1=2+...+5	2	3	4	5
I	Labor and Income (*)						
1	Manager						

No	Indicator	Unit of measurement	Plan for 2026				
			Total	Including			
				Quarter I	Quarter II	Quarter III	Quarter IV
A	B	C	1=2+...+5	2	3	4	5
	- Average number of full-time managers	Persons	5	5	5	5	5
	- Average number of part-time managers	Persons	4	4	4	4	4
	- Average planned income of dedicated managers	Million VND/person/month	87.89	87.89	87.89	87.89	87.89
	- Salary fund for managers	Billion VND	4.80	1.20	1.20	1.20	1.20
2	Employees (excluding managers)						
	- Number of employees at the beginning of the period	Persons	55	55	55	55	57
	- Number of employees at the end of the period	Persons	57	55	55	57	57
	- Average number of employees	Persons	56	55	55	56	57
	- Average salary	Million VND/person/month	35.09	35.09	35.09	35.09	35.09
	- Average income	Million VND/person/month	38.85	38.85	38.85	38.85	38.85
	- Salary fund for employees	Billion VND	24.00	6.00	6.00	6.00	6.00
	- Average labor productivity (calculated by revenue)	Million VND/person/month	5,278	5,326	6,298	4,885	5,095
II	Training						
1	Training plan	Number of persons	222	35	105	42	40
2	Training budget	Billion VND	0.70	0.10	0.35	0.14	0.13

Note:

(*) Labor and Salary: Provisionally recorded the 2026 Labor and Salary Plan of PSW. The 2026 Labor and Salary Plan of PSW is implemented according to the current regulations of the parent company PVFCCo.

- 1.3 Report of the Supervisory Board for 2025, plan, and orientation for activities in 2026.
Approval of the proposal to select an auditing firm for the 2026 financial statements.

The General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board to review and select one of the following three auditing firms to audit the 2026 financial statements as proposed by the Supervisory Board at the Meeting:

- Deloitte Vietnam Company Limited.
- Ernst & Young Vietnam Company Limited.
- PricewaterhouseCoopers Vietnam Company Limited.

- 1.4 Approval of the 2025 audited financial statements by Deloitte Vietnam Company Limited.

- 1.5 Approval of the 2025 profit distribution plan and the 2026 profit distribution plan.

a. Profit distribution plan for 2025.

No.	Indicator	Amount (vnd)
I	Profit Before Tax for 2025	25,088,128,988
II	Profit After Tax for 2025	19,927,502,390
III	Appropriation to Funds in 2025 as follows:	9,378,501,434
3.1	<i>Bonus and Welfare Fund (20% of PAT + 20% of PAT exceeding the plan)</i>	5,393,000,956
	- Bonus Fund	3,775,100,670
	- Welfare Fund	1,617,900,286
3.2	<i>Streamlining Fund (20% of PAT)</i>	3,985,500,478
IV.	Remaining Profit after Fund Distribution	10,549,000,956
V.	Profit Carried Forward from Previous Years	10,203,825,822
VI.	Number of Shares	17,000,000
VII.	Dividend Distribution for 2025 (Rate of 5%)	8,500,000,000
VIII.	Profit Carried Forward to Next Year	12,252,826,778

b. Profit distribution plan for 2026.

No.	Criteria	Amount
I.	Profit After Tax Plan for 2026	15,199,929,150
II.	Plan for Fund Allocation (20% of PAT)	6,079,971,660
2.1	<i>Bonus and Welfare Fund</i>	3,039,985,830
	- Bonus Fund	2,127,990,081
	- Welfare Fund	911,995,749
2.2	<i>Streamlining Fund</i>	3,039,985,830
III.	Profit Carried Forward from Previous Year	12,252,826,778
IV.	Undistributed Profit for 2026	21,372,784,268
V.	Dividend Distribution (Rate of 5%)	8,500,000,000
VI.	Remaining Profit Carried Forward to Next Year	12,872,784,268

* Note:

In the event that actual profit exceeds the planned profit, the Company is permitted to allocate an additional 20% of the excess post-tax profit to the bonus and welfare fund.

1.6. Approval of the report on salaries, remuneration, and other benefits of the Board of Directors and the Supervisory Board for 2025 and the budget for 2026..

a. Report on the implementation of salaries, remuneration, bonuses, and other benefits for 2025.

No	Name	Position	Salary	Remuneration	Bonus	Welfare, Expenses, and Other Benefits	Total (vnd)
I.	Board of Directors						3,514,797,347
1	Pham Quy Hien	Chairman of the Board	1,483,812,476		252,249,390	30,000,000	1,766,061,866
2	Chu Van Hach	Member of the Board		65,406,594			65,406,594
3	Le Duc Thuan (appointed on 10/04/2025)	Member of the Board cum Director	1,403,006,550		237,122,337	30,000,000	1,670,128,887
4	Nguyen Cong Bang (dismissed on 10/04/2025)	Member of the Board		13,200,000			13,200,000
II.	Supervisory Board						149,868,129
1	Mai Hong Khanh	Head of the Supervisory Board		63,758,241			63,758,241
2	Bui Trinh Van Anh	Member of the Supervisory Board		43,054,944			43,054,944
3	Pham Thi A Chau	Member of the Supervisory Board		43,054,944			43,054,944
TOTAL							3,664,665,476

Respectfully submitted to the General Meeting of Shareholders for approval of the actual implementation of salaries, bonuses, remuneration, and other benefits of the Board of Directors and the Supervisory Board for 2025 amounting to VND 3,664,665,476.

b. Plan for salaries, remuneration, and bonuses for 2026.

In 2026, PSW will continue to manage the salaries and bonuses of the Board of Directors and the Supervisory Board according to the Salary, Remuneration, and Bonus Management Regulations for Representatives of the PetroVietnam Fertilizer and Chemicals Corporation - JSC at joint stock companies with controlling capital of PVFCCo. Based on the 2025 implementation and the 2026 business production plan, PSW plans to develop the salary, remuneration, bonus fund, and other benefits of the Board of Directors, Supervisory Board. Company Secretary/Corporate Governance Officer in the company's salary and bonus payment regulations for 2026 as follows:

- Plan (salary, additional salary, bonus, remuneration): VND 2,944 million.
- Provisions, other expenses: VND 858.98 million.
- Total: VND 3,802.98 million.

(Note: In the event that the company's profit exceeds the plan approved by the General Meeting of Shareholders, for every 1% of profit exceeding the plan, an additional 2%

of the planned salary fund will be allocated but not exceeding 20% of the planned salary fund).

No.	Allowances/Remuneration for Positions	Allowance per Month (VND)
1	Concurrent Chairman of the Board of Directors/Director of Units	10.000.000
2	Concurrent Member of the Board of Directors/Deputy Director of Units/Head of the Supervisory Board of Units	6.000.000
3	Concurrent Member of the Supervisory Board of Units	4.000.000
4	Concurrent Secretary/Company Administrator	4.000.000

1.7. Approval of the proposal regarding the approval of the policy to enter into contracts and transactions with the PetroVietnam Fertilizer and Chemicals Corporation - JSC.

1.8. The proposal regarding the election of the Board of Directors and Supervisory Board for the term 2026-2031, which was duly elected by the General Meeting of Shareholders at the meeting, is hereby approved as follows:

✓ **Board of Directors the 2026-2031 term:**

1. Mr. Pham Hung was elected as a member of the Board of Directors for the term 2026-2031 with 12,861,940 votes, achieving a 100.08% approval rate.
2. Mr. Chu Van Hach was elected as a member of the Board of Directors for the term 2026-2031 with 12,841,900 votes, achieving a 99.92% approval rate.

✓ **Supervisory Board for the 2026 – 2031 Term:**

1. Ms. Pham Hoai Huong was elected as a member of the Supervisory Board for the term 2026-2031 with 12,787,440 votes, achieving a 99.5% approval rate.
2. Ms. Bui Trinh Van Anh was elected as a member of the Supervisory Board for the term 2026-2031 with 12,787,400 votes, achieving a 99.5% approval rate.
3. Ms. Pham Thi A Chau was elected as a member of the Supervisory Board for the term 2026-2031 with 12,787,420 votes, achieving a 99.5% approval rate.

Article 2. This resolution was adopted by the 2026 Annual General Meeting of Shareholders of Southwest Petrochemical Fertilizer and Chemical Joint Stock Company and takes effect from April 16, 2026.

Article 3. The Board of Directors, Executive Management Team, Supervisory Board, and Heads of Departments of South West PetroVietnam Fertilizer and Chemicals Joint Stock Company are responsible for implementing this resolution./.

Recipients:

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

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON OF THE BOARD OF
DIRECTORS



Pham Quy Hien