

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

Số/No.: **197**/TNB

V/v công bố biên bản, nghị quyết phiên họp ĐHĐCĐ
thường niên 2026/*Announcement of minutes,
resolutions of the 2026 Annual General Meeting of
Shareholders and information of related persons of
the Board of Directors*

**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 04 năm 2026
Can Tho City, April 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/ *Southwest 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 Street, 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 Street, 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*).

Nội dung của thông tin công bố: Công bố biên bản và nghị quyết phiên họp ĐHĐCĐ thường niên 2026/ *Announcement of the minutes and resolutions of the 2026 Annual General Meeting of Shareholders.*

Địa chỉ Website : <http://www.psw.vn/> đăng tải toàn bộ nội dung công bố.

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/Website address: <http://www.psw.vn/> publishes all published content. We hereby commit that the information published above is true and we are fully responsible before the law for the content of the published information.

Nơi nhận/ Recipients:

- Như trên/As above;
- HĐQT, BKS, BGĐ Công ty;
- Board of Directors, Supervisory Board, Board of Management of the Company;
- P.TCHC, P.TCKT, PKD, BBTWebsite;
- Department of Administrative Procedures, Department of Finance, Department of Sales, BBTWebsite
- Lưu: VT, PHN.

Tài liệu đính kèm/Attached documents.

Công bố biên bản, nghị quyết phiên họp ĐHĐCĐ thường niên 2026/ *Announcement of the minutes and resolutions of the 2026 Annual General Meeting of Shareholders*

**NGƯỜI THỰC HIỆN CÔNG BỐ
THÔNG TIN / AUTHORIZED
REPRESENTATIVE FOR
INFORMATION DISCLOSURE**



No: 08 /NQ- ĐHĐCĐ

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	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
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>	<i>Billion VND</i>	<i>3.04</i>	<i>0.80</i>	<i>1.01</i>	<i>0.64</i>	<i>0.58</i>
	<i>- Streamlining Fund (20% of net profit after tax) - used to address employee policy issues during company restructuring</i>	<i>Billion VND</i>	<i>3.04</i>	<i>0.80</i>	<i>1.01</i>	<i>0.64</i>	<i>0.58</i>
8	Dividend Distribution Ratio	%	5				
9	Submission to the Corporation from Business Results of 2026	Billion VND	6.38				
	<i>- Dividends</i>	<i>Billion VND</i>	<i>6.38</i>				

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 Directorsthe 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

Can Tho City, April 16, 2026

MINUTES
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SOUTH WEST PETROVIETNAM FERTILIZER AND CHEMICALS JOINT
STOCK COMPANY

Headquarters at 151/18 Tran Hoang Na, Tan An Ward, Can Tho City
Business Registration Certificate No. 1800722461, initially issued by the Department of
Planning and Investment of Can Tho City on 15/08/2008, and amended on 31/07/2025

A. TIME, VENUE

- Time: From 14:00 on **16/04/2026**.
- Venue: at TTC Hotel Conference Hall, No. 2, Hai Ba Trung, Ninh Kieu Ward, Can Tho City.

B. PARTICIPANTS AND LEGALITY OF THE MEETING

I. Participants

- Shareholders and shareholder representatives of South West Petrovietnam Fertilizer And Chemicals Joint Stock Company as per the list prepared by Vietnam Securities Depository and Clearing Corporation (VSDC) with the final registration date of 20/03/2026.
- The meeting was honored by the presence of distinguished guests:
- Ms. Vo Thi Thanh Ngoc, Member of the Board of Directors of the Corporation
- Mr. Vo Ngoc Phuong, Deputy General Director of the Corporation
- Ms. Tran Thi Phuong, Member of the Supervisory Board of the Corporation
- Mr. Pham Hung – Chairman of the Board of Directors of Southeast Petrovietnam Fertilizer and Chemical Joint Stock Company.
- Ms. Pham Hoai Huong – Head of the Supervisory Board of Southeast Petrovietnam Fertilizer and Chemical Joint Stock Company.

Representatives from regulatory agencies, partners, and customers of PSW.

II. Legality and Validity of the Meeting

The meeting heard Mr. Le Duc Tan - Head of the Shareholder Qualification Verification Committee announce the shareholder qualification verification record:

- Total shares of the Company: 17,000,000 shares.
- Total shareholders invited to the meeting: 871 shareholders, representing 17,000,000 voting shares of the Company.

- Total shareholders and shareholder representatives present at the meeting: including 15 shareholders and authorized representatives, owning and representing **12.787.420** shares, achieving a rate of **75,22 %** of the total voting shares of the Company.
- All shareholders and shareholder representatives present are duly qualified to attend the meeting.

Based on the provisions of the current Enterprise Law and the Company Charter, the Annual General Meeting of Shareholders of South West Petrovietnam Fertilizer And Chemicals Joint Stock Company held on 16/04/2026 is legal, valid, and eligible to proceed.

C. CONTENT AND PROCEEDINGS OF THE MEETING

I. Introduction of the Chairing Board and Secretariat for approval by the meeting with a result of 100% shareholder agreement

1. The Chairing Board of the Meeting includes:

- Mr. Pham Quy Hien - Chairman of the Board of Directors - Chairman
- Mr. Le Duc Thuan - Member of the Board of Directors - Company Director
- Ms. Mai Hong Khanh - Head of the Supervisory Board of the Company

2. The Secretariat of the General Meeting includes:

- Mr. Phung Hieu Nghia - Company Secretary
- Ms. Truong Quynh Ngan - Staff of the Finance-Accounting Department

II. Approval of the agenda and election of the Vote Counting Committee for the General Meeting.

1. Report of the Board of Directors for 2025, plans and operational directions for 2026;
2. Report on Business Results for 2025 and Business Plan for 2026;
3. Report of the Supervisory Board for 2025, plans and operational directions for 2026, and proposal for selecting the audit firm for the 2026 Financial Statements;
4. Proposal on the Dismissal of Members of the Board of Directors and Supervisory Board, and the Election of Members to the Board of Directors and Supervisory Board for the 2026-2031 Term ;
5. Financial Statements for 2025, Proposal on the Profit Distribution Plan for 2025, and Profit Distribution Plan for 2026;
6. Report on Salaries, Remuneration, and Other Benefits of the Board of Directors and Supervisory Board for 2025 and the Plan for 2026;
7. Proposal on the Approval of the Policy for Entering into Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC

The full content of the reports and proposals presented at the meeting has been disclosed by the Company on the Company's website: **www.psw.vn** and sent to the shareholders attending the meeting.

The General Meeting voted to approve the agenda and elect the vote counting committee with a unanimous agreement of 100%, including the following individuals:

1. Mr. Do Doan Tan Tai – Head of the Finance-Administration Department - Head of the committee.
2. Mr. Lam Chi Nam – Member of the Finance-Accounting Department, Member.
3. Ms. Nguyen Thi My Tien – Member of the Sales Department, Member

3. Proceedings of the meeting:

The Chairman and the Chairing Board commenced the meeting according to the agenda with the following proceedings:

14:45-16:25:

1. Report of the Board of Directors for 2025, plans and operational directions for 2026

Mr. Pham Quy Hien - Chairman of the Board of Directors, on behalf of the Board, presented the report on the activities of the Board of Directors **for 2025**, plans and operational directions **for 2026** submitted to the General Meeting of Shareholders for consideration and approval.

2. Report on Business Results for 2025 and Business Plan for 2026

Mr. Le Duc Thuan – Member of the Board of Directors, Company Director, authorized by the Board of Directors, presented the Report on Business Results for 2024 and Business Plan for 2025 submitted to the General Meeting of Shareholders for consideration and approval.

3. Report of the Supervisory Board for 2025, plans and operational directions for 2026, and proposal for selecting the audit firm for the 2026 Financial Statements.

Ms. Mai Hong Khanh - Head of the Supervisory Board, reported on the activities of the Supervisory Board **for 2025**. The 2026 operational plan and proposal for the General Meeting of Shareholders to approve and authorize the Board of Directors and Supervisory Board to consider and approve the selection of an auditing firm for the 2025 Financial Statements, choosing one (1) of the following three (3) auditing firms: Deloitte Vietnam Limited, Ernst & Young Vietnam Limited, PricewaterhouseCoopers Vietnam Limited, as the auditing firm for the Company's 2024 Financial Statements submitted to the General Meeting of Shareholders for approval.

4. Proposal on the Dismissal of Members of the Board of Directors and Supervisory Board for the 2021–2026 Term, Election of Members to the Board of Directors and Supervisory Board for the 2026–2031 Term.

Mr. Le Thanh Tung, Deputy Director of the Company, authorized by the Board of Directors, presented the Proposal on the Dismissal of Members of the Board of Directors and Supervisory Board for the 2021–2026 Term, Election of Members to the Board of Directors and Supervisory Board for the 2026–2031 Term.

5. Financial Statements for 2025, Proposal on the Profit Distribution Plan for 2025, Profit Distribution Plan for 2026.

Mr. Pham Truong Hieu Thao, Chief Accountant of the Company, authorized by the Board of Directors, presented the audited Financial Statements for 2025 and the Profit Distribution Plan for 2025, the Profit Distribution Plan for 2026 submitted to the General Meeting of Shareholders for approval.

6. Report on Salaries, Remuneration, and Other Benefits of the Board of Directors and Supervisory Board for 2025 and the Estimate for 2026.
7. Proposal on the Approval of the Policy for Entering into Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation – JSC;

Mr. Le Thanh Tung – Deputy Director of the Company, authorized by the Board of Directors, presented the Report on Salaries, Remuneration, and Other Benefits of the Board of Directors and Supervisory Board for 2025 and the Estimate for 2026. Proposal on the Approval of the Policy for Entering into Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation – JSC.

(The full text of the reports and proposals: according to the Meeting Documents).

16:25 – 16:35

8. *Guidance to the General Meeting on the Election, Voting, and Vote Counting Procedures*

Mr. Do Doan Tan Tai, on behalf of the Vote Counting Committee, informed the General Meeting about the election and voting procedures for the reports and proposals during the Meeting.

16:35 – 16:40: Voting

Based on the reports and proposals, the General Meeting conducted elections and voting by secret ballot in the hall.

16:40: Discussion and Questioning at the General Meeting

9. *Discussion and Questioning*

The Chairman of the General Meeting invited shareholders to ask questions and discuss the content of the reports and presentations before the meeting.

Speaking at the meeting, Mr. Vo Ngoc Phuong, Deputy General Director of PVFCCo and representative of major shareholder PVFCCo, acknowledged and commended the results achieved by PVFCCo-PSW in 2025 and the first quarter of 2026, especially in the following areas: (i) system connectivity, (ii) business and financial targets, and (iii) training and R&D. He also requested that PVFCCo-PSW continue to cooperate closely and work together with the major shareholder to complete the 2026 plan.

He also affirmed that PVFCCo will always be dedicated to serving, accompanying, and sharing with customers and partners, aiming for sustainable development with the motto: "Sharing Prosperity".

On behalf of PVFCCo-PSW, Mr. Pham Quy Hien – Chairman of the Board of Directors of the Company – thanked the representatives of major shareholders for their feedback and pledged that he, along with the Board of Directors and all employees of the Company, would make every effort to overcome the current difficulties and challenges and successfully complete the business and plan for 2026 as approved by the Company's General Meeting of Shareholders.

16:50

III. Announcement of Election Results:

Mr. Do Doan Tan Tai, Head of the Vote Counting Committee, on behalf of the committee, reads the report on the election results for the Board of Directors and the Supervisory Board as follows:

Election Results for the Board of Directors and the Supervisory Board.

- Board of Directors

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 100% of the votes.
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 99.92% of the votes.
- Supervisory Board
 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.

IV. The Board of Directors and the Supervisory Board for the 2026-2031 term are introduced to the General Meeting of Shareholders.

Mr. Do Doan Tan Tai, Head of the Vote Counting Committee, on behalf of the committee, reads the vote counting report as follows:

1. Report of the Board of Directors for 2025, and the operational plan and orientation for 2026
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.
2. Report on Business Results for 2025 and Business Plan for 2026
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.
3. Report of the Supervisory Board for 2025, operational plan and orientation for 2026, and proposal for selecting an auditing firm for the 2026 Financial Statements
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.
4. Financial Statements for 2025.
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.
5. Proposal on the Profit Distribution Plan for 2025 and the Profit Distribution Plan for 2026.
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.

6. Report on Salaries, Remuneration, and Other Benefits of the Board of Directors and Supervisory Board for 2025 and the Plan for 2026.
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.
7. Proposal on the Approval of the Policy to Enter into Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation – JSC.
 - Total number of shares voting in favor: 12.851.920 shares, achieving a percentage of 0 %.
 - Total number of shares voting against: 0 shares, achieving a percentage of 0%.
 - Total number of shares abstaining: 0 shares, achieving a percentage of 0%.

Approval of the Resolution and Closing of the General Meeting:

At 17:00, the 2026 Annual General Meeting of Shareholders of PSW concluded all agenda items as planned. Based on the agenda, meeting documents, proceedings, and announced vote counting results, Mr. Phung Hieu Nghia, on behalf of the Secretariat, presented the Draft Resolution of the 2026 Annual General Meeting of Shareholders to the General Meeting.

Mr. Pham Quy Hien, Chairman of the 2026 Annual General Meeting of Shareholders, requested the General Meeting of Shareholders to vote on the content of the AGM Resolution, which was unanimously approved by 100% of the General Meeting of Shareholders.

This record has been faithfully documented by the Secretariat, reflecting the entire proceedings of the meeting in accordance with the Enterprise Law and the Charter of the South West PetroVietnam Fertilizer and Chemicals Joint Stock Company.

**ON BEHALF OF THE SECRETARIAT
OF THE GENERAL MEETING**



Phung Hieu Nghia

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS
CHAIRMAN OF THE MEETING**



Pham Quy Hien