

- The activities of the Board of Directors and the management and administration of the Board of Management closely followed the 2025 General Meeting of Shareholders' Resolution. completed the targets of the 2025 production-business plan. and brought benefits to shareholders.

**4. Coordination between the Board of Supervisors and the Board of Directors and the Company's Board of Management:**

- In the process of performing its statutory functions and duties. the Board of Supervisors has performed its functions and duties correctly as prescribed. without hindering the Company's activities with the goal of ensuring the interests of shareholders and the development of the Company. At the same time. the Board of Supervisors also received support from the Board of Directors. the Board of Management. and the Company's affiliated departments and units in coordinating and providing information for supervision work.

**5. Recommendations**

To successfully complete the tasks of the Company's 2026 plan. the Board of Supervisors has the following recommendations:

- Reviewing. updating. and amending internal processes. regulations. and rules to ensure compliance with current legal regulations and suitability for the Company's actual operations; perfecting the organizational structure in a streamlined. professional. and effective manner.
- Fulfilling the obligation of information disclosure according to current regulations and complying with legal regulations on securities trading activities.
- Continuing to promote market research and forecasting to build business policies suitable for the market. Controlling costs reasonably to contribute to improving business efficiency and completing the 2026 plan targets.
- Strictly monitoring and controlling inventory quotas and consignment inventory limits according to the Company's regulations. Regularly reviewing and evaluating the financial capacity of customers and collecting all customer receivables in a timely manner.
- The Company should note the implementation of the development. appropriation. and use of the Other fund for restructuring (Other fund under owner's equity – item code 420 of the Balance Sheet – 2025 Financial Statements after audit): ensuring compliance with the Company's Charter and legal regulations. as well as the rights of employees and shareholders.

**III. 2026 OPERATION PLAN OF THE BOARD OF SUPERVISORS**

- Supervising the implementation of the 2026 General Meeting of Shareholders' Resolution; supervising the implementation of the Company's 2026 production-business plan after it is approved by the General Meeting of Shareholders.
- Preparing the 2026 Operation Plan of the Board of Supervisors to submit to the General Meeting of Shareholders for approval and organizing its implementation.
- Supervising the activities of the Board of Directors; the management and administration of the Company's Board of Management in 2026.
- Attending meetings of the Board of Directors. briefing meetings of the Board of Management. and meetings on the development of the Company's activities when invited.
- Appraising the 2025 Financial Statements; appraising the Company's financial statements for the first six months of 2026.
- Supervise the year-end 2026 inventory count at the Company's warehouses.

- Supervise the implementation and compliance with current management regulations in the Company's operations.
- Perform other duties of the Board of Supervisors in accordance with the Company's Charter and the Law on Enterprises.

#### **IV. SELECTION OF AUDITING FIRM FOR THE 2026 FINANCIAL STATEMENTS**

Considering the capacity, reputation, experience, and to ensure that the audit of the Financial Statements is carried out in accordance with the provisions of the law and the Company's Charter, the Board of Supervisors recommends that the General Meeting of Shareholders approve and authorize the Board of Directors of the Company to select one of the following auditing firms to perform the audit of the 2026 Financial Statements in accordance with the law: (i) Deloitte Vietnam Company Limited; (ii) Ernst & Young Vietnam Limited; (iii) PwC Vietnam Company Limited.

Sincerely

***Recipients:***

- General Meeting of Shareholders;
- Archived at VT. BoS.

**ON BEHALF OF THE BOARD OF  
SUPERVISORS  
HEAD OF THE BOARD**



Ho Chi Minh City, April 24, 2026.

**PROPOSAL**

Re: Approval of the 2025 Financial Statements; 2025 Profit Distribution and 2026 Profit Distribution Plan; Report on remuneration, salary, and other benefits of the Board of Directors and Board of Supervisors for 2025 and the 2026 Plan.

- Pursuant to the Charter of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company (as amended and supplemented) approved by the General Meeting of Shareholders on June 10, 2022.
- Based on the audited 2025 business results, the Board of Directors hereby submits the following content to the General Meeting of Shareholders:
  1. Audited 2025 financial statements (disclosed on March 20, 2026).
  2. 2025 Profit Distribution and 2026 Profit Distribution Plan  
(as per attached Appendix I).
  3. Report on remuneration, salary, and other benefits of the Board of Directors and Board of Supervisors for 2025 and the 2026 Plan.  
(as per attached Appendix II).

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

Ho Chi Minh City, April 24, 2026.

**APPENDIX I**  
**PROFIT DISTRIBUTION FOR 2025**  
**AND PROFIT DISTRIBUTION PLAN FOR 2026**

Based on the provisions of the Charter of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company regarding the rights and duties of the General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan for 2025 and the profit distribution plan for 2026, with the following content:

**1. Profit distribution plan for 2025:**

With the 2025 business results according to the audited financial statements, the Board of Directors of the Company proposes that the General Meeting of Shareholders approve the profit distribution plan for 2025 as follows:

- Cash dividends payment, Percentage: 10%/par value of shares;
- Percentage of allocation to funds from Profit after tax: 20% for Bonus & welfare funds
- Additional allocation to the Bonus fund with a maximum level of 20% of the portion of Profit after tax exceeding the plan.
- Additional allocation to the Other fund to be used for the needs of resolving policy regimes for employees when implementing the restructuring of the Company, maximum 20% of Retained earnings after allocating funds and dividends for 2025.

Plan details:

Unit: VND

No.	Item	Calculation formula	2025 Profit Distribution
1.	Profit from previous year carried forward	1	14,419,684,193
2.	Profit after tax 2025	2	21,565,111,221
2.1.	<i>In which: Profit after tax exceeding the Plan</i>		5,229,942,002
3.	Appropriation of funds from 2025 Profit after tax	(3=3.1+3.2)	5,359,010,644
3.1.	<i>Bonus fund</i>	(3.1=2*20%*50%)	2,156,511,122
3.2.	<i>Welfare fund</i>	(3.1=2*20%*50%)	2,156,511,122
3.3.	<i>Bonus fund for exceeding the plan</i>	(3.3= 2.120%)	1,045,988,400
4.	2025 Profit after appropriation of funds	(4=2-3)	16,206,100,577
5.	Dividend payment (10%)	( 5= 20%*10,000*12,500,000 shares)	12,500,000,000

No.	Item	Calculation formula	2025 Profit Distribution
6.	Dividend per share (VND/share)	$(6 = 5 / 12,500,000 \text{ shares})$	1,000
7.	Remaining profit after deducting dividends	$(7 = 1 + 4 - 5)$	18,125,784,770
8.	Propriation of Other fund to be used for resolving policies for employees during the Company's restructuring (maximum 20%)		2,285,598,952
9.	Profit carried forward to 2026	$(9 = 7 - 8)$	15,840,185,818

**2. Profit distribution plan for 2026:**

- Expected dividend payment Percentage: 10%/par value of shares.
- Percentage of allocation to funds from Profit after tax: 20% for Bonus & welfare funds (provisional allocation).
- In case the actual Profit after tax in 2026 exceeds the planned Profit after tax for 2026 assigned by the General Meeting of Shareholders, the Company is permitted to make an additional allocation to the Bonus & welfare funds at a rate of 20% of the profit implemented in excess of the 2026 plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders for voting and approval the profit distribution plan for 2025 and the profit distribution plan for 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration and voting for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**APPENDIX II**

**REPORT ON SALARY, REMUNERATION, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS,  
BOARD OF SUPERVISORS FOR 2025 AND PLAN FOR 2026**

**1. IMPLEMENTATION STATUS IN 2025:**

- Board of Directors: Including 03 members (01 full-time Chairman of the Board of Directors, 01 Board of Directors' member concurrently participating in the Board of Management, 01 Independent member of the Board of Directors) and 01 Board of Directors' member dismissed on April 04, 2025;
- Board of Supervisors: Including 03 non-executive Members of the Board of Supervisors;
- Report on salary, remuneration, and other benefits in 2025, specifically:

No.	Name	Title	Salary	Remuneration	Bonus from Bonus fund and welfare fund		Other benefits	Total	Note
					General bonus	Total bonus			
<b>I. Board of Directors:</b>			<b>2.431.388.663</b>	<b>90.000.000</b>	<b>219.721.175</b>	<b>219.721.175</b>	<b>57.880.000</b>	<b>2.795.989.838</b>	
1	Pham Hung	Chairman of the Board of Directors	1.227.517.376	-	109.860.588	109.860.588	27.440.000	1.364.817.964	
2	Le Duc Thuan	Board of Directors' member. Director		18.000.000				18.000.000	
3	Trinh Van Chuong	Board of Directors' member. Director	1.203.871.287		109.860.587	109.860.587	27.440.000	1.341.171.874	
4	Nguyen Quang Tuan	Independent members of the Board of Directors		72.000.000	-	-	3.000.000	72.000.000	
<b>II. Board of Supervisors:</b>			<b>-</b>	<b>150.000.000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>150.000.000</b>	
1	Pham Hoai Huong	Head of the Board of Supervisors concurrently	-	72.000.000	-	-	-	72.000.000	
2	Le Quynh Chang	Member of the Board of Supervisors concurrently	-	48.000.000	-	-	-	48.000.000	
3	Pham Thanh Long	Member of the Board of Supervisors concurrently	-	30.000.000	-	-	-	30.000.000	
<b>TOTAL</b>			<b>2.431.388.663</b>	<b>240.000.000</b>	<b>219.721.175</b>	<b>219.721.175</b>	<b>57.880.000</b>	<b>2.945.989.838</b>	

2. PLAN FOR 2026:

- Board of Directors: Including 03 members (01 full-time Chairman of the Board of Directors. 01 Board of Directors' member concurrently participating in the Board of Management. and 01 Independent member of the Board of Directors);
- Board of Supervisors: Including 03 non-executive Members of the Board of Supervisors;
- Plan for salary, remuneration, and other benefits in 2026, specifically:

No.	Title	Salary	Remuneration	Bonus from Bonus fund		Other benefits	Total	Note
				General bonus	Total bonus			
<b>I. Board of Directors</b>		<b>1.920.000.000</b>	<b>72.000.000</b>	<b>219.721.175</b>	<b>219.721.175</b>	<b>40.000.000</b>	<b>2.483.308.744</b>	
1	Chairman of the Board of Directors	1.097.266.561	-	109.860.588	109.860.588	20.000.000	1.227.127.149	
2	Board of Directors' member/Director	1.054.321.008	-	109.860.588	109.860.588	20.000.000	1.184.181.595	
3	Independent members of the Board of Directors	-	72.000.000	-	-	-	72.000.000	
<b>II. Board of Supervisors</b>		<b>-</b>	<b>168.000.000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>168.000.000</b>	
1	Head of the Board of Supervisors concurrently	-	72.000.000	-	-	-	72.000.000	
2	Member of the Board of Supervisors concurrently	-	48.000.000	-	-	-	48.000.000	
3	Member of the Board of Supervisors concurrently	-	48.000.000	-	-	-	48.000.000	
<b>TOTAL</b>		<b>2.151.587.569</b>	<b>240.000.000</b>	<b>219.721.175</b>	<b>219.721.175</b>	<b>40.000.000</b>	<b>2.651.308.744</b>	

*\*Note: - Salary and concurrent position allowances are calculated based on the fiscal year source.*

Ho Chi Minh City, April 24, 2026.

**PROPOSAL**

**Regarding the approval of the policy on signing contracts and transactions with  
Petrovietnam Fertilizer and Chemicals Corporation**

To: General Meeting of Shareholders of the South-East Petrovietnam  
Fertilizer and Chemicals Joint Stock Company

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the XIV National Assembly on June 17, 2020, effective from January 01, 2021 (2020 Law on Enterprises);
- Pursuant to the Charter of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company as amended and supplemented at the Annual General Meeting of Shareholders on June 10, 2022;

In order to ensure that contracts and transactions between the Company and Petrovietnam Fertilizer and Chemicals Corporation (a corporate shareholder owning over 10% of the total common shares of the Company) are executed in a timely manner and in compliance with the Law on Enterprises, the Company's Charter, and current regulations, while simultaneously enhancing the efficiency of the Company's operating activities, the Board of Directors of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company hereby submits to the General Meeting of Shareholders for consideration and approval the following contents:

1. Approve the policy on signing contracts and transactions related to the purchase and sale of goods, provision of services, management and operation of warehouses, buildings, etc., with Petrovietnam Fertilizer and Chemicals Corporation.
2. The General Meeting of Shareholders authorizes the Board of Directors of the Company to approve the signing of contracts and transactions with Petrovietnam Fertilizer and Chemicals Corporation that fall under the authority of the General Meeting of Shareholders in accordance with the Law on Enterprises.

Respectfully submitted to the General Meeting of Shareholders for consideration and voting for approval.

Sincerely!

***Recipients:***

- General Meeting of Shareholders;
- Archived at Office, Board of Directors.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

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**ELECTION REGULATIONS  
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF  
SUPERVISORS  
SOUTH-EAST PETROVIETNAM FERTILIZER AND CHEMICALS JOINT  
STOCK COMPANY**

- Pursuant to the Law on Enterprises 2020 No. 59/2020/QH14 passed by the 14th National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Pursuant to the Charter of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company.

The 2026 Annual General Meeting of Shareholders of South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo PSE) shall conduct the election of members of the Board of Directors and members of the Board of Supervisors (for the 2026 - 2031 term) according to the following contents:

**I. Principles of election and voting rights for the BOD and BOS at the General Meeting of Shareholders**

**1. Principles**

The election of members of the Board of Directors and the Board of Supervisors shall be conducted in accordance with the following principles:

- Compliance with current laws on enterprises and securities in Vietnam;
- Compliance with the current Charter of the Company;
- Ensuring transparency, democracy, and the legitimate rights of all shareholders.

**2. Persons with voting rights**

- Persons with voting rights at the General Meeting of Shareholders are shareholders owning shares or persons authorized by shareholders owning shares to attend the meeting (according to the list of shareholders of the Company prepared by the Vietnam Securities Depository and Clearing Corporation) who are present at the General Meeting of Shareholders session.

**II. Election of the Board of Directors**

**1. Number of members of the Board of Directors**

- The number of members of the Board of Directors for the 2026 – 2031 term, in accordance with the Company's Charter, is 03 members.

**2. Conditions and criteria for members of the Board of Directors**

**2.1. Conditions and criteria for members of the Board of Directors**

- Possessing full civil act capacity and not being subject to the prohibition on enterprise management under the provisions of the Law on Enterprises;
- Being a shareholder/representative of a group of shareholders owning at least 10% of the total common shares or another person with educational qualifications, business and corporate governance capabilities, legal knowledge, and extensive experience, especially in the Company's business field.
- Having good health, good moral character, honesty, and integrity;

- A member of the Board of Directors must not be an affiliated person of the manager or the person with the authority to appoint the manager of the Parent company - PetroVietnam Fertilizer and Chemicals Corporation.

## **2.2. Conditions and criteria for independent members of the Board of Directors**

- Must not be a person currently working for the Company, the Parent company, or the Company's subsidiaries; must not be a person who has worked for the Company, the Parent company, or the Company's subsidiaries for at least 03 consecutive years immediately preceding that time;
- Must not be a person currently receiving a salary or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to receive in accordance with regulations;
- Must not be a person whose husband, wife, father, adoptive father, mother, adoptive mother, child, adopted child, older sibling, older sister, or younger sibling is a major shareholder of the Company; or is a manager of the Company or the Company's subsidiaries;
- Must not be a person who directly or indirectly owns at least 01% of the total voting shares of the Company;
- Must not be a person who has been a member of the Board of Directors or the Board of Supervisors of the Company for at least 05 consecutive years immediately preceding that time, except in cases of continuous appointment for 02 terms.

## **3. Conditions for self-nomination or nomination as a member of the Board of Directors**

A person self-nominating or nominated for election to the Board of Directors must meet the standards and conditions for members of the Board of Directors in Section 2 of these regulations and the following nomination/self-nomination conditions:

- A candidate who is an individual shareholder self-nominating must hold at least 10% of the total voting shares of the Company as of the closing date of the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Other nominees must be nominated by shareholders/groups of shareholders holding at least 10% of the total shares of the Company as of the closing date of the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit a valid nomination dossier on time in accordance with regulations.

## **4. Number of candidates for the Board of Directors**

The number of candidates for election to the Board of Directors nominated by shareholders who meet the conditions for nomination and self-nomination must be at least equal to the number of members of the Board of Directors to be elected.

## **5. Consolidation of the list of candidates for the Board of Directors**

After the deadline for receiving nomination dossiers, the incumbent Board of Directors shall consolidate the list of qualified candidates to announce to shareholders in accordance with regulations.

In case the number of candidates for the Board of Directors through nomination and self-nomination is the minimum number, the incumbent Board of Directors may nominate additional candidates according to the following mechanism:

- The candidate must ensure they meet all standards and conditions of a member of the Board of Directors.
- Candidates must provide a complete nomination dossier.

The list of valid candidates must be announced by the General Meeting of Shareholders at the session before the election takes place.

### **III. Election of the Board of Supervisors**

#### **1. Number of members of the Board of Supervisors**

The number of members of the Board of Supervisors for the 2026-2031 term, in accordance with the Company's Charter, is 03 members.

#### **2. Conditions and criteria for members of the Board of Supervisors**

- Possessing full civil act capacity and not being subject to the prohibition on serving as a Member of the Board of Supervisors under the provisions of the Law on Enterprises;
- Having been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the enterprise;
- Must not be a person working in the accounting or finance department of the Company;
- Must not be a member or employee of an independent auditing firm that has audited the Company's financial statements in the 03 consecutive years immediately preceding that time.
- Must not be an affiliated person of a member of the Board of Directors, the Director, or other managers;
- Must not be a manager of the Company; it is not required to be a shareholder or employee of the Company;

#### **3. Conditions for self-nomination or nomination as a member of the Board of Supervisors**

A person self-nominating or nominated for election to the Board of Supervisors must meet the standards and conditions for members of the Board of Supervisors and the following nomination/self-nomination conditions:

- A candidate who is an individual shareholder self-nominating must hold at least 10% of the total voting shares of the Company as of the closing date of the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Other nominees must be nominated by shareholders/groups of shareholders holding at least 10% of the total shares of the Company as of the closing date of the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit a valid nomination dossier on time in accordance with regulations.

#### **4. Number of candidates**

Candidates for election to the Board of Supervisors (including shareholders who meet the conditions for self-nomination and candidates nominated by shareholders) must ensure the number is at least equal to the number of Supervisors expected to be elected to the Board of Supervisors.

#### **5. Consolidation of the list of candidates for the Board of Supervisors**

By the deadline for receiving nomination dossiers, the incumbent Board of Directors shall consolidate the list of qualified candidates to announce to shareholders in accordance with regulations.

In case the number of candidates for the Board of Supervisors through nomination and self-nomination is not enough to meet the minimum number of candidates, the

incumbent Board of Supervisors may nominate additional candidates according to the following mechanism:

- The candidate must ensure they meet all standards and conditions of a member of the Board of Supervisors.
- Candidates must provide a complete nomination dossier.  
The list of valid candidates must be announced at the General Meeting of Shareholders session before the election takes place.

#### **IV. Dossiers and deadlines for receiving nomination/self-nomination dossiers for election to the Board of Directors and Board of Supervisors**

##### **1. Nomination/self-nomination dossiers for the Board of Directors and Board of Supervisors include:**

- Application for nomination to the Board of Directors or Board of Supervisors, containing the candidate's commitment to perform the duties of a member of the Board of Directors or Board of Supervisors honestly if elected (according to the attached form);
- Curriculum vitae self-declared by the candidate (according to the attached form);
- Certificate of the number of shares owned by the shareholder (if self-nominating) or shareholder/group of shareholders (if nominating), or equivalent documents from the Securities Company where the shareholder (group) opened an account or from the Vietnam Securities Depository and Clearing Corporation (calculated at the time of closing the List of shareholders for the purposes of the General Meeting of Shareholders);
- Minutes of group meeting + List of shareholder group (in case the candidate is nominated by a group of shareholders);
- Notarized copies: ID card/Passport, permanent residence registration, and professional qualification degrees;

##### **2. Deadline for receiving nomination/self-nomination dossiers for the Board of Directors and Board of Supervisors**

Nomination/self-nomination dossiers may be submitted directly or sent by registered mail to the Company's headquarters (address: No. 27 Dinh Bo Linh, Ward 26, Binh Thanh District, Ho Chi Minh City) at least 10 days before the date of the General Meeting of Shareholders.

Only nomination/self-nomination dossiers that meet the conditions for nomination and self-nomination and candidates who meet the corresponding conditions for members of the Board of Directors and Board of Supervisors shall be included in the list of candidates announced at the General Meeting of Shareholders session.

#### **V. Election method**

##### **1. The election of members of the Board of Directors and Board of Supervisors shall be carried out by cumulative voting, specifically as follows:**

- Each shareholder or person authorized by a shareholder to attend the meeting has a total number of voting rights corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of members expected to be elected to the Board of Directors or Board of Supervisors;
- Shareholders or persons authorized to attend the meeting may cast all their votes for 01 candidate or divide their votes among selected candidates. However, shareholders or persons authorized to attend the meeting may only vote for a maximum number not exceeding the number of members of the Board of Directors or Board of Supervisors to be elected.

## **2. Election procedures**

### **2.1. Ballot**

Each shareholder or authorized representative attending the meeting shall be provided with one ballot for the election of members of the Board of Directors and one ballot for the election of members of the Board of Supervisors. The ballot shall contain the shareholder code, the number of shares (including owned and authorized shares), the number of votes multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and the list of candidates nominated for the Board of Directors and the Board of Supervisors. When receiving the ballot, the shareholder/authorized representative must verify the shareholder code and the number of shares recorded on the ballot; if there are any errors, they must notify the committee immediately at the time of receipt for correction.

Shareholders or authorized representatives must use the ballot printed according to the template issued by the Organizing Committee and stamped with the Company's seal.

❖ A ballot is considered valid when:

- It is the ballot issued by the Organizing Committee and stamped with the Company's seal.
- It is used to vote for candidates for the Board of Directors or the Board of Supervisors whose names are on the nomination list approved by the GMS, or it is a blank ballot.
- The ballot is not erased, scraped, or altered.

❖ Invalid ballots:

A ballot is considered invalid if it falls into one of the following cases:

- The ballot was not issued by the Meeting Organizing Committee.
- The ballot does not bear the Company's seal.
- The ballot is torn, crossed out, erased, altered, or includes the name of a candidate not belonging to the list of candidates approved by the GMS prior to the voting process.
- The ballot has a total number of votes for candidates exceeding the total number of votes that the shareholder or authorized representative is entitled to cast.
- The ballot is used to vote for a total number of candidates exceeding the number of members of the Board of Directors and the Board of Supervisors to be elected.

### **2.2. How to fill out the ballot**

- When agreeing to vote for a candidate, the shareholder or authorized representative shall write the number of votes they wish to cast in the 'Number of votes' column on the line corresponding to that candidate's name.
- If not voting for any candidate, the shareholder or authorized representative shall enter the number '0', leave it blank, or draw a cross in the 'Number of votes' column on the line corresponding to that candidate's name.
- Shareholders or authorized representatives attending the meeting may use cumulative voting for one or more candidates or choose not to vote for any candidate.
- In case a shareholder or authorized representative makes a mistake while filling out the ballot, provided it has not yet been placed in the ballot box, they have the right to directly meet the Head of the Vote Counting Committee to exchange it for a new ballot.

## **3. Vote Counting Committee**

The Vote Counting Committee shall consist of 03 members, nominated by the Chairperson of the GMS and approved by the GMS. Members of the Vote Counting Committee may not be shareholders, but they must not be persons whose names are on the list of candidates for nomination and/or election to the Board of Directors and the Board of Supervisors.

The Vote Counting Committee has the following main responsibilities:

- Briefly explain the election regulations;
- Distribute ballots to shareholders or authorized representatives of shareholders;
- Inspect and supervise the voting process of shareholders and authorized representatives;
- Organize the vote counting;
- Prepare the vote counting minutes and announce them before the GMS;
- Hand over the minutes and all ballots to the Chairperson;

The Vote Counting Committee must ensure the honesty of the election and the confidentiality of the vote counting; if there are any violations, the Vote Counting Committee shall be held responsible. After counting the votes, the Vote Counting Committee must prepare the vote counting results minutes and announce them before the GMS.

#### **4. Voting and vote counting sequence**

- The Organizing Committee shall prepare the ballot box, and the Vote Counting Committee must inspect the ballot box in the presence of the shareholders.
- Voting shall begin when the distribution of ballots is completed and shall end when the last shareholder casts their vote into the ballot box.
- Vote counting shall be conducted immediately after the voting process ends;
- The Vote Counting Committee may use electronic technical equipment and technical specialists to assist in the vote counting.
- The vote counting results shall be recorded in writing, signed by the members of the Vote Counting Committee, and announced by the Head of the Vote Counting Committee before the GMS.

### **VI. Principles for election of members of the Board of Directors and Board of Supervisors**

- The number of elected members of the Board of Directors and Board of Supervisors shall be those with the highest number of votes, calculated from highest to lowest, starting from the candidate with the highest number of votes until the required number of members specified in these Regulations is reached.
- Formula: Percentage of votes = (Total number of votes cast for the candidate / total number of voting shares attending the meeting) x 100%
- In case two or more candidates meet the conditions for election with the same number of votes, but a smaller number of elected members must be chosen, the selection of the elected candidate shall follow this principle: The candidate nominated by the shareholder/group of shareholders holding a higher number of shares shall be the elected candidate.

### **VII. Resolution of complaints regarding voting and vote counting**

- In case a shareholder files a complaint or requests a recount of the election results, the incumbent Board of Supervisors shall directly re-examine; if intentional errors or fraud are discovered in the vote counting, the Vote Counting Committee shall be held fully responsible.

- The response and resolution of complaints regarding voting and vote counting shall be carried out by the Chairperson of the GMS and recorded in the Minutes of the GMS meeting.

**VIII. Effectiveness**

These Regulations shall take effect at the GMS session after being approved by the Company's GMS. The Organizing Committee and relevant departments within the Company are responsible for the development of related tasks in accordance with these Regulations.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**APPLICATION FOR CANDIDACY FOR MEMBER OF THE BOARD  
OF DIRECTORS/BOARD OF SUPERVISORS  
SOUTH-EAST PETROVIETNAM FERTILIZER AND CHEMICALS  
JOINT STOCK COMPANY  
Term 2026 - 2031**

To: General Meeting of Shareholders of the South-East Petrovietnam  
Fertilizer and Chemicals Joint Stock Company

My name is: .....  
Nationality: .....  
Date of birth: .....  
ID card/Passport No.: .....  
Date of issue: ..... Place of issue.....  
Permanent address: .....  
Educational level: .....  
Qualification: .....  
Currently owning: .....shares (In words.....)  
Accounting for: .....% of the Charter capital of South-East PetroVietnam  
Fertilizer and Chemicals Joint Stock Company (the Company).

After researching the regulations on shareholders' rights; the standards and conditions for serving as a Member of the Board of Directors/Board of Supervisors and relevant legal documents and regulations; I find myself eligible to run for the Board of Directors/Board of Supervisors of the Company.

I request the Company to allow me to run for the position of Member of the Board of Directors/Board of Supervisors of the Company for the 2026-2031 term.

I hereby attach my Curriculum Vitae and relevant diplomas and documents to this application.

I commit that if elected to the Board of Directors/Board of Supervisors for the 2026-2031 term, I will perform my duties honestly and prudently for the benefit of the Company as well as the shareholders.

Thank you very much!

....., Date..... Month....., 2026

**SHAREHOLDER**

*(Sign and write full name, seal if any)*

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**NOMINATION FORM FOR MEMBER OF THE BOARD OF  
DIRECTORS/BOARD OF SUPERVISORS  
SOUTH-EAST PETROVIETNAM FERTILIZER AND CHEMICALS  
JOINT STOCK COMPANY  
Term 2026 - 2031**

To: General Meeting of Shareholders of the South-East Petrovietnam  
Fertilizer and Chemicals Joint Stock Company

Name of shareholder (representative of the group of shareholders):

(List of the group of shareholders attached to this Form)

ID card/Passport/Business Registration Certificate No.:

Date of issue: .....at:

Representative (organization): .....Position:

Address:

Telephone: .....Fax:

Total number of shares owned as of the shareholder list closing date (March .../2026)  
is: .....(shares), accounting for.....% of the Company's  
Charter capital.

Based on the Announcement dated March .../2026 of South-East PetroVietnam  
Fertilizer and Chemicals Joint Stock Company (the Company) regarding the candidacy  
and nomination of personnel for the election of Members of the Board of  
Directors/Board of Supervisors for the 2026-2031 term and current legal regulations,  
I/we agree to nominate the individual named below to run for the election of Member  
of the Board of Directors/Board of Supervisors of the Company for the 2026-2031 term  
at the 2026 Annual General Meeting of Shareholders of the Company:

1. Mr./Ms.:

2. Mr./Ms.:

3. Mr./Ms.:

We commit that the above-named Mr./Ms. fully meets the standards and  
conditions to become a Member of the Board of Directors/Board of Supervisors of the  
Company.

We commit to meeting the conditions for nomination to elect a Member of the Board  
of Directors/Board of Supervisors and take full responsibility for the accuracy, honesty, and  
legality of this nomination.

Sincerely!

....., Date ..... Month ....., 2026

**NOMINATING SHAREHOLDER**

*(Sign, full name and seal if any)*

## LIST OF THE GROUP OF NOMINATING SHAREHOLDERS

1. Name:.....(Shareholder code.....)

ID card No./Passport/Business Registration Certificate:

Date of issue:.....at

Representative (organization):.....Position:

Address:

Telephone:.....Fax:

Number of shares owned:

Accounting for: .....% of the Company's Charter capital

*(Sign, full name, title and seal if any)*

2. Name:.....(Shareholder code.....)

ID card No./Passport/Business Registration Certificate:

Date of issue:.....at

Representative (organization):.....Position:

Address:

Telephone:.....Fax:

Number of shares owned:

Accounting for: .....% of the Company's Charter capital

*(Sign, full name, title and seal if any)*

3. Name:.....(Shareholder code.....)

ID card No./Passport/Business Registration Certificate:

Date of issue:.....at

Representative (organization):.....Position:

Address:

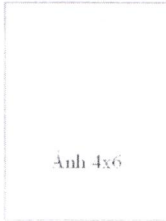
Telephone:.....Fax:

Number of shares owned:

Accounting for: .....% of the Company's Charter capital

*(Sign, full name, title and seal if any)*





**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

**CURRICULUM VITAE**

(Candidate for Board of Directors/Board of Supervisors)

1. Name:.....
2. Gender:.....
3. Date of birth: .....
4. Nationality: .....
5. ID card/Passport No.: ..... date of issue: ..... at:....
6. Permanent address: .....
7. Contact telephone number: .....
8. Email:.....
9. Educational level:.....

School name	Major of training, fostering	From month, year - to month, year	Form of training	Diploma, certificate, what level

10. Qualification: .....
11. Work history: .....

Time	Workplace	Position	Main responsibilities

12. Current position held at Companies/Organizations: .....
13. Names of companies where the candidate holds the position of Member of the Board of Directors and other management titles (if any): .....
14. Number of PSE shares held:.....(Accounting for.....% of the Company's Charter capital)
15. Securities trading account (if any):.....At:.....
16. Interests related to the company (if any) [ such as holding shares, having debts with the Company, having related businesses engaged in economic transactions with the Company....]: .....
17. Conflicts of interest with the Company (if any):.....
18. Other information (if any):.....

I hereby certify that the above statements are completely true, and if false, I will take full responsibility before the law.

....., Date ..... Month ....., 2026

**CANDIDATE**

No.: /TTr-HĐQT

*Ho Chi Minh City, April 24, 2026*

**PROPOSAL**  
**Regarding the election of the Board of Directors and the Board of Supervisors**  
**for the 2026-2031 term**

To: General Meeting of Shareholders of the South-East Petrovietnam Fertilizer and  
Chemicals Joint Stock Company

Pursuant to the provisions of the Company's Charter regarding the rights and duties of the General Meeting of Shareholders, South-East PetroVietnam Fertilizer and Chemicals Joint Stock Company hereby submits to the General Meeting of Shareholders the content regarding the election of members of the Board of Directors and the Board of Supervisors of the Company as follows:

The Board of Directors and the Board of Supervisors for the 2021-2026 term have concluded their 05-year tenure. In accordance with the Law on Enterprises, the Board of Directors and the Board of Supervisors for the 2021-2026 term have continued to operate until the 2026 Annual General Meeting of Shareholders. Pursuant to the Company's Charter, we hereby submit to the General Meeting of Shareholders for consideration the election of the Board of Directors and the Board of Supervisors for the 2026-2031 term as follows:

**I. Number of members, standards, and conditions**

**1. Board of Directors:**

- Number of members: 03 persons.
- Standards and conditions: In accordance with the provisions of the Company's Charter and the Law on Enterprises.
- Composition: 01 member serving as Chairman of the Board of Directors, 01 member of the Board of Directors concurrently serving as Director, and 01 independent member of the Board of Directors.

**2. Board of Supervisors:**

- Number of members: 03 persons.
- Standards and conditions: In accordance with the provisions of the Company's Charter and the Law on Enterprises
- Composition: 01 member serving as Head of the Board of Supervisors and 02 members of the Board of Supervisors.

**II. List of candidates for the Board of Directors and the Board of Supervisors**

..... (to be updated after the list of candidates is available)

We hereby submit to the General Meeting of Shareholders for approval the List of candidates for the Board of Directors & Board of Supervisors for the 2026-2031 term as above, and request that you research the Election Regulations and the biographical information of the candidates (attached) to proceed with the election procedure at the Meeting.

Sincerely./.

***Recipients:***

- As above;
- Board of Directors, Board of Supervisors;
- Website Editorial Board (for posting);
- Archived at Administration Dept., Board of Directors. HM 01

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



SHAREHOLDER CODE

Mail merge

**GENERAL MEETING OF SHAREHOLDERS  
SOUTH-EAST PETROVIETNAM FERTILIZER AND CHEMICALS  
JOINT STOCK COMPANY**  
*Ho Chi Minh City, April 24, 2026*  
**BALLOT FOR MATTERS AT THE GENERAL MEETING**

No.	Voting content	Voting opinion		
		Approve	Disapprove	Abstain
1.	Director's report on the 2025 operating activities			
2.	Key business plan targets for 2026			
3.	Report on the 2025 activities of the Board of Directors			
4.	2026 activity plan of the Board of Directors			
5.	Report on the 2025 activities of the Board of Supervisors			
6.	2026 activity plan of the Board of Supervisors			
7.	List of audit firms for the 2026 financial statements			
8.	Audited 2025 financial statements			
9.	2025 profit distribution plan			
10.	2026 profit distribution plan			
11.	Report on remuneration, salary, and bonuses of the Board of Directors and Board of Supervisors for 2025			
12.	Estimated remuneration, salary, and bonuses for the Board of Directors and Board of Supervisors for 2026			
13.	Policy on signing contracts and transactions with the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation - JSC			
14.	Approval of the Election Regulations for members of the Board of Directors and Board of Supervisors for the 2026-2031 term			
15.	Approval of the Proposal on the election of members of the Board of Directors and Board of Supervisors for the 2026-2031 term			

**Voting instructions:**

- Shareholders shall vote by marking an X in one of the three options for each item proposed for voting.
- In case of changing your opinion, please initial next to the final selected option box to prevent forgery.

***Thank you, dear shareholders!***



SHAREHOLDER CODE

Mail merge

**GENERAL MEETING OF SHAREHOLDERS  
SOUTH-EAST PETROVIETNAM FERTILIZER AND CHEMICALS  
JOINT STOCK COMPANY**

*Ho Chi Minh City, April 24, 2026*

**BALLOT FOR MEMBERS OF THE BOARD OF DIRECTORS/BOARD  
OF SUPERVISORS 2026-2031 TERM**

**I. Information of the shareholder participating in the voting:**

Shareholder's name:

Number of shares owned:

Total voting rights (equal to number of shares owned x 1):

**II. Voting section:**

No.	Name of candidate for Member of the Board of Directors/Board of Supervisors	Number of voting rights
1	NGUYEN VAN A	
2	NGUYEN VAN B	
3	NGUYEN THI C	

**III. Instructions**

1. If you agree to vote for the above candidate, please write the number of voting rights you wish to cast in the "Number of voting rights" column.
2. Shareholders have the right to cast all or part of their total voting rights for one of the above candidates; the remaining voting rights may be withheld from any candidate.
3. In case a shareholder or their authorized representative makes a mistake while filling out the ballot, provided it has not yet been cast into the ballot box, they may directly contact the Head of the Vote Counting Committee to exchange it for a new ballot.

*Thank you, dear shareholders!*

No.: /NQ-GMS

*Ho Chi Minh City, April 24, 2026*

**RESOLUTION  
2026 Annual General Meeting of Shareholders**

**General Meeting of Shareholders of the South-East Petrovietnam  
Fertilizer and Chemicals Joint Stock Company**

- Pursuant to the 2020 Law on Enterprises;
- Pursuant to the current Charter of South-East PetroVietnam Fertilizer and Chemicals Joint Stock Company approved by the General Meeting of Shareholders;
- Pursuant to the Minutes of the meeting and the voting results approving the contents at the 2026 Annual General Meeting of Shareholders of South-East PetroVietnam Fertilizer and Chemicals Joint Stock Company on April 24, 2026.

**RESOLVED:**

**Article 1:**

- 1.1 Approve the 2025 business results report with the following key indicators:
  - Output: 340,717 tons
  - Revenue: 3,614 Billion VND
  - Profit before tax: 27.22 Billion VND
  - Profit after tax: 21.57 Billion VND
  - Contribution to the State Budget: 11.26 Billion VND
  - Dividend payout Percentage: 10 %.
- 1.2 Approve the 2026 business plan with the following key indicators:
  - Output: 362,000 tons
  - Revenue: 4,131 Billion VND
  - Profit before tax: 23.05 Billion VND
  - Profit after tax: 18.44 Billion VND
  - Contribution to the State Budget: 8.13 Billion VND
  - Dividend payout Percentage: 10 %.
- 1.3 Approve the 2025 Activity Report and 2026 Activity Plan of the Board of Directors.
- 1.4 Approve the 2025 Activity Report and 2026 Activity Plan of the Board of Supervisors.
- 1.5 Approve the proposal to select an auditing firm for the 2026 financial statements.  
The General Meeting of Shareholders authorizes the Board of Directors to consider and select one of the auditing firms proposed by the Board



of Supervisors at the Meeting to audit the Company's 2026 financial statements:

- Deloitte Vietnam Company Limited;
  - Ernst & Young Vietnam Limited;
  - PricewaterhouseCoopers Vietnam Limited.
- 1.6 Approve the 2025 financial statements audited by Deloitte Vietnam Company Limited.
- 1.7 Approve the 2025 profit distribution plan:

Unit: VND

No	Item	Calculation formula	2025 Profit Distribution
1.	Profit from previous year carried forward	1	14,419,684,193
2.	Profit after tax 2025	2	21,565,111,221
2.1	<i>In which: Profit after tax exceeding the Plan</i>		5,229,942,002
3.	Appropriation of funds from 2025 Profit after tax	(3=3.1+3.2)	5,359,010,644
3.1	<i>Bonus fund</i>	(3.1=2*20%*50%)	2,156,511,122
3.2	<i>Welfare fund</i>	(3.1=2*20%*50%)	2,156,511,122
3.3	<i>Bonus fund for exceeding the plan</i>	(3.3= 2.120%)	1,045,988,400
4.	2025 Profit after appropriation of funds	(4=2-3)	16,206,100,577
5.	Dividend payment (10%)	( 5= 20%*10,000*12,500,000 shares)	12,500,000,000
6.	Dividend per share (VND/share)	(6 =5/12,500,000 shares)	1,000
7.	Remaining profit after deducting dividends	(7=1+4-5)	18,125,784,770
8.	Propriation of Other fund to be used for resolving policies for employees during the Company's restructuring (maximum 20%)		2,285,598,952
9.	Profit carried forward to 2026	(9=7-8)	15,840,185,818

- 1.8 Approve the 2026 profit distribution plan:
- Expected dividend payout Percentage: 10% of the par value of shares.
  - Percentage of appropriation for funds from profit after tax: 20% for Bonus & welfare funds (provisional).
  - In the event that the actual profit after tax in 2026 exceeds the planned profit after tax for 2026 approved by the General Meeting of Shareholders, the Company is permitted to make additional appropriations to the Bonus & welfare funds at a rate of 20% of the profit exceeding the 2026 plan.
  - Appropriate Other fund to be used for the needs of settling policies for employees when restructuring the Company, up to a maximum of 20%

of the undistributed profit after making appropriations to the Bonus & welfare funds and 2026 dividends.

- 1.9 Approve the report on remuneration, salaries, bonuses, and other benefits of the Board of Directors and the Board of Supervisors for 2025 and the budget for 2026:
  - 2025 implementation report: 2,945,989,838 VND
  - 2026 budget: 2,651,308,744 VND
- 1.10 Approve the policy on signing contracts and transactions related to the purchase and sale of goods, provision of services, management and operation of warehouses, buildings, etc., with PetroVietnam Fertilizer and Chemicals Corporation - JSC (an entity owning over 10% of the total common shares of the Company) and authorize the Board of Directors to approve the signing of the aforementioned contracts and transactions under the authority of the General Meeting of Shareholders in accordance with the Law on Enterprises No. 59/2020/QH14.
- 1.11 Approve the Regulations and List of candidates for the Board of Directors and the Board of Supervisors for the 2026-2031 term.
- 1.12 Approve the election results for members of the Board of Directors and the Board of Supervisors for the 2026-2031 term, including the following individuals:
  - The Board of Directors:....
  - The Board of Supervisors:.....

**Article 2:** This Resolution takes effect from the date of its approval by the 2026 Annual General Meeting of Shareholders, April 24, 2026.

**Article 3:** The Board of Directors, the Board of Management, the Board of Supervisors, sand Heads of departments and units under the Company are responsible for implementing this Resolution.

**Recipients:**

- As per Article 3;
- Archived at the Office, Board of Directors, HM.01.

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

