

PETROVIETNAM FERTILIZER AND CHEMICALS
CORPORATION
**SOUTHWEST PETROVIETNAM FERTILIZER
AND CHEMICALS JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Can Tho City, April 16, 2025

No: 05/QĐ-TNB

DECISION

On the Reception and Appointment of Mr. Pham Truong Hieu Thao to the position of Chief Accountant - Southwest Petrovietnam and Fertilizer Joint Stock Company.

**BOARD OF DIRECTORS OF THE COMPANY
SOUTHWEST PETROVIETNAM AND FERTILIZER JOINT STOCK COMPANY**

Pursuant to the Charter of Southwest Petrovietnam and Fertilizer 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 the Regulations on Personnel Management of Southwest Petrovietnam and Fertilizer Joint Stock Company issued under Decision No. 688/QĐ-CB-TNB, dated June 30, 2011;

Pursuant to Joint Resolution No 10/NQLT-CB-HĐQT, dated April 15, 2025 of the Party Cell and the Board of Directors of the Company on personnel organization;

DECIDED:

Article 1. Reception and appoint Mr. Pham Truong Hieu Thao for a term to assume the position of Chief Accountant of Southwest Petrovietnam and Fertilizer Joint Stock Company from the date of signing.

Article 2. Mr. Pham Truong Hieu Thao is entitled to salary and other benefits (if any) according to the Salary and Bonus Regulations of Southwest Petrovietnam and Fertilizer Joint Stock Company.

Article 3. The Board of Directors, Board of Directors, Chief Accountant, Heads of Departments under the Company and Mr. Pham Truong Hieu Thao are responsible for implementing this Decision.

Recipients:

- As in Article 3;
- General Company;
- Party Cell, Company's Union Organization;
- File: VT, TCHC, PHN.

