

No.: 2766/QD-PVCFC

Ca Mau, October 27th, 2023

DECISION

Establishing the Whistleblowing Committee PetroVietnam Ca Mau Fertilizer Joint Stock Company

BOARD OF DIRECTORS PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

Pursuant to Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company (PVCFC) adopted by the General Meeting of Shareholders;

Pursuant to Regulation on whistleblowing promulgated under Decision no. 204/QD-PVCFC dated February 10th, 2023 of the Board of Directors of PVCFC;

In consideration of the request of the General Director as stipulated in Proposal no. 49/TTr-PVCFC dated October 18th, 2023 on establishing the Whistleblowing Committee and whistleblower channels of PetroVietnam Ca Mau Fertilizer Joint Stock Company;

Pursuant to the Minutes summarizing opinions no. 15/BBTH-HDQT dated October 26th, 2023 of the Board of Directors.

DECIDED:

Article 1. Establishing the Whistleblowing Committee of PVCFC with the members as listed in the attached Appendix.

Article 2. Functions, duties and performance principles of the Whistleblowing Committee are as follows:

1. Functions, duties of the Whistleblowing Committee and Whistleblowing Committee Chairperson:

1.1. Functions, duties of the Whistleblowing Committee:

- Assist the Board of Directors (BOD) in supervising the implementation of whistleblowing policies and provide counsel for suitable adjustments as authorized by the BOD.

- Review and either approve or reject reports on the assessment, investigation, and conclusion on wrongdoings.

- Monitor the investigation process of reported wrongdoings.

- Employ appropriate measures (including remedial action plans and levels of disciplinary action/response for individuals/organizations being reported) which have been approved in relation to the reported wrongdoings.

- Implement disciplinary actions in accordance with internal regulations of PVCFC for those who retaliate against whistleblowers.

- Review and submit periodic reports to the Board of Directors on the effectiveness of whistleblowing channels.

- The Whistleblowing Committee is entitled to make personnel adjustments on a case-by-case basis to ensure compliance with the Regulation on whistleblowing as promulgated under Decision no. 204/QĐ-PVCFC dated February 10th, 2023 of the Board of Directors.

- Throughout the collection of relevant documents and after concluding on whistleblowing reports, the Whistleblowing Committee is entitled to establish specialized teams with the composition of members not related to such reports, who have experience and legal expertise for the investigation of suspected wrongdoings.

1.2. Functions, duties of the Whistleblowing Committee Chairperson:

- Organize and chair meetings, supervisions, verifications within the authority of the WBC.

- Delegate duties to the Whistleblowing Committee members.

2. General principles.

2.1. General principles of the Whistleblowing Committee:

- The Committee shall conduct itself based on the principles of objectivity, full disclosure, transparency, democracy, promptness, and performance according to the collective and majority regime.

- The Committee members shall maintain integrity, and not be influenced by any individuals during the performance of their respective duties.

2.2. Performance principles for members of specialized teams:

The composition of members of specialized teams is established under the decision of the Whistleblowing Committee based on the principles of objectivity, honesty, promptness, and confidentiality of information obtained (except disclosing to members of the Whistleblowing Committee).

Article 3. This Decision is effective from the date of signing.

Article 4. The Board of Directors, Board of General Directors, Head of Divisions, units within the Company and individuals mentioned in Article 1 are to carry out this Decision./.

C/c:

- As Article 4;
- Standing Party Committee (to report);
- Supervisory Board (to notify);
- Filed: Archive, BOD.

Attachment:

- List of members of Whistleblowing Committee.

FOR BOARD OF DIRECTORS

CHAIRMAN

(Signed and sealed)

Tran Ngoc Nguyen

Date: 27/10/2023 15:39

LIST OF MEMBERS OF WHISTLEBLOWING COMMITTEE

(Attached to Decision no. 2766/QD-PVCFC dated October 27th, 2023 of the BOD)

No.	Full name	Position/unit	Title
1	Do Thi Hoa	Independent member of BOD; Chairperson of Audit and Risk Management Committee.	Chairperson
2	Nguyen Duc Hanh	Independent member of BOD; Chairman of Union; Member of Governance, HR-Compensation Committee.	Vice Chairperson
3	Tong Viet Thong	Head of Legal and Compliance Division	Vice Chairperson, cum Secretary
4	Vu Chi Duong	Head of Internal Audit Division	Member
5	Nguyen Ngoc Buu	Head of Human Resource Division	Member