

No.: 1404/QD-PVCFC

Ca Mau, June 17th, 2025

DECISION

On the Personnel Reorganization of the Human Capital - Remuneration Committee

BOARD OF DIRECTORS

PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

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

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders No.1368/NQ-PVCFC dated 16/6/2025;

Pursuant to the Internal Corporate Governance Regulations of PVCFC issued under Decision No.1383/QD-PVCFC dated 16/6/2025;

Pursuant to the Operation Regulations of the Board of Directors issued under Decision No. 1384/QD-PVCFC dated 16/6/2025;

Pursuant to the Resolution of the extraordinary Meeting of the Board of Directors No. 1395/NQ-PVCFC dated 17/6/2025,;

DECIDED:

Article 1. To reorganize the members of the Human Capital - Remuneration Committee as follows:

1. Mr. Le Viet Dung - Independent Member of the Board of Directors: Chairman of the Committee;
2. Ms. Do Thi Hoa - Independent Member of the Board of Directors: Member of the Committee.

Article 2. This Decision shall take effect from the date of signing and supersedes Decision No. 434/QD-PVCFC dated 01/3/2024 of the Board of Directors.

Article 3. Members of the Board of Directors, the Executive Board, Heads of divisions and units under PVCFC, member units, and the individual named in Article 1 are responsible for implementing this Decision.

C/c:

- As Article 3;
- Standing Party Committee (for reporting);
- Supervisory Board;
- Filed: Archive, Office of BOD.

**ON BEHALF OF THE BOD
CHAIRMAN**

(Signed & sealed)

Tran Ngoc Nguyen