

RESOLUTION
The 2024 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS
PETROVIETNAM CAMAU FERTILIZER JOINT STOCK COMPANY

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of PetroVietnam CaMau Fertilizer Joint Stock Company adopted by the General Meeting of Shareholders;
- Based on Meeting Minutes No: 02/BB-ĐHĐCĐ-2024 and the voting results of the General Meeting of Shareholders of PetroVietnam CaMau Fertilizer Joint Stock Company on passing the contents of the annual meeting on June 11th, 2024.

APPROVED:

Article 1. Approval of the Profit distribution plan in 2024:

| No. | Items | Value (billion VND) |
|------------|--|---------------------|
| I | Accumulated after-tax profit for the year 2024 according to the plan | 1,778.83 |
| 1 | Undistributed after-tax profit from 2023 carried over to 2024 | 985.23 |
| 2 | After-tax profit for the year 2024 according to the plan | 793.60 |
| II | Planned distribution of accumulated after-tax profit for the year 2024 | 876.04 |
| 1 | Development investment fund (30% of after-tax profit) (i) | 238.08 |
| 2 | Bonus and welfare fund (u) | 108.56 |
| 3 | Supplemental bonus and welfare fund (v) (20% of the portion of after-tax profit for 2023 exceeding the plan) | |
| 4 | Projected dividend distribution (10% of charter capital, equivalent to 1,000 VND/share) (w) | 529.40 |
| III | Undistributed after-tax profit for the year 2024 carried over to 2025 | 902.79 |

(i): Development Investment Fund: 30% of after-tax profit

(u): Bonus and welfare Fund:

Including:

Bonus and Welfare Fund for employees: 3 months of average realized salaries of employee.

Bonus Fund for Company managers: 1.5 months of average realized salaries of Company Full-time managers

(v): Supplemental Bonus and Welfare Fund for employees: 20% of the portion of realized profit exceeding the planned profit.

(w): Charter capital in 2024: 5,294 billion VND.

The distribution of after-tax profit for the year 2024 depends on the Company's production and performance and will be decided through the Annual General Meeting of Shareholder in 2025.

Article 2. The General Meeting of Shareholders authorizes the BOD to flexibly amend, supplement, and adjust contents described in Article 1 in accordance with actual production - trading situation.

Article 3. This Resolution shall become effective as of June 11th, 2024.

Article 4. All shareholders, Board of Directors, Executive Board, Supervisory Board, Heads of boards and units directly under PetroVietnam CaMau Fertilizer Joint Stock Company is responsible for executing this Resolution./.

Recipients:

- Same as Article 4;
- Archived at VT.

**ON BEHALF OF GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**

(Signed & Sealed)

Tran Ngoc Nguyen