

No: 923/TB-PVCFC

Ca Mau, May 08th, 2025

NOTICE
Regarding the 2025 Annual General Meeting of Shareholders

Respectfully to:

- State Securities Commission;
- Ho Chi Minh City Stock Exchange;
- Shareholders of Petrovietnam Ca Mau Fertilizer Joint Stock Company.

Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC), stock code DCM, hereby informs the State Securities Commission, the Ho Chi Minh City Stock Exchange, and all shareholders of the Company regarding the organization of the 2025 Annual General Meeting of Shareholders of the Company as follows:

- 1. Time of meeting:** 8:00 AM - 12:00 PM, June 16th, 2025 (Monday);
- 2. Location:** Head Office of Petrovietnam Ca Mau Fertilizer Joint Stock Company, No. 01, Nguyen Que Street, Quarter 1, Ca Mau City, Ca Mau Province.
- 3. Form of meeting:** Physical meeting combined with online attendance via electronic voting.
- 4. Tentative Meeting Agenda**
 - As detailed in the attached documents.
- 5. Participants:** All shareholders holding PVCFC shares as of the record date of May 8th, 2025 or their authorized representatives are entitled to attend the meeting legally.
- 6. Meeting agenda, documents, and proxy form:** Please refer to the Company's website at: <https://www.pvcfc.com.vn/quan-he-dau-tu/dai-hoi-dong-co-dong/2025/dhdcd-thuong-nien-2025>
- 7. How to attend the General Meeting online and vote electronically:**
 - Shareholders can use one of the following devices: desktop computer/laptop/smartphone/tablet with internet access to attend the online General Meeting and vote electronically.
 - Shareholders are kindly requested to visit the website: dcm.bvote.vn to attend the General Meeting and vote electronically following the instructions in the Invitation Letter sent to Shareholders.

Note:

- Shareholders are responsible for safeguarding their login credentials and not disclosing them to any third party. The Company shall ensure that only eligible shareholders may receive login credentials.

In case of authorization for another person to attend the Meeting, shareholders are kindly requested to send the Authorization Letter using the prescribed template to the following address: Shareholder Relations Department – Petrovietnam Ca Mau Fertilizer Joint Stock Company - Lot D, Industrial Zone, Ward 1, Ngo Quyen Street, Ca Mau City, Ca Mau Province; or scan and send via email to ir@pvcfc.com.vn. The latest time for submission is no later than 17:00 on June 12th, 2025 so that the Company can provide login accounts and access codes to authorized persons attending the Meeting, or to carry out online authorization as instructed in Item 4 above. Shareholders may log in and vote electronically at the website dcm.bvote.vn from 08:00 on June 13th, 2025.

Shareholders who have any comments or suggestions regarding the contents of the General Meeting or the Company's business operations before the date of the Meeting are kindly requested to send them via email to ir@pvcfc.com.vn.

The Company hereby announces and sincerely thanks Shareholders for your cooperation and support.

C/c:

- As above;
- BOD, GD, SB;
- Filed: Archive, BOD.

For further information, please contact:

Ms. Tran Thanh Binh
Tel: 0290.3819000 (ext. 656)
Email: ttbinh@pvcfc.com.vn;

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

(Signed & Sealed)

Tran Ngoc Nguyen

AGENDA
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
June 16th, 2025

No.	Content	Time
1	Welcome of Delegates and Shareholders	08:00 - 08:30
2	General Meeting Procedures: <ul style="list-style-type: none"> - Opening of the General Meeting - Announcement of eligibility to convene the Meeting (shareholder attendance rate) - Announcement of Meeting Working Regulations, Agenda - Introduction of the Presidium and the Secretary of the Meeting 	08:30 - 08:45
3	Election of the Vote Counting Committee	08:45 - 08:50
4	Approval of the Meeting Agenda	08:50 - 08:55
5	Election of members of the Board of Directors and the Supervisory Board: <ol style="list-style-type: none"> 1. Approval of the election regulations; 2. Dismissal of member of the Board of Directors - Mr. Truong Hong; 3. Additional election of members of the Board of Directors; 4. Additional election of members of the Supervisory Board. 	08:55 - 09:25
6	The Board of Directors reports the matters submitted for shareholder voting: <ol style="list-style-type: none"> 1. Report on business performance in 2024 and main plan targets for 2025; 2. Report on activities in 2024 and orientation for 2025 activities of the Board of Directors; 3. Audited financial statements for 2024; 4. Profit distribution plan, fund appropriation, dividend payment for 2024, and profit distribution plan for 2025 5. Supervisory Board's report for 2024, operation plan for 2025; 6. Proposal for selection of independent auditor for 2025 financial statements; 7. Report on salaries, bonuses, remuneration and other benefits in 2024 of the Executive Board, and the 2025 plan of the Board of Directors and the Supervisory Board; 8. Proposal to amend and supplement business lines, Charter, Internal Corporate Governance Regulations, and Board of Directors' Operation Charter. 	09:25 - 10:25
7	Discussion on matters related to the reports and submissions	10:25 - 10:40
8	Voting on the reports and submissions	10:40 - 10:45
	Break	10:45 - 11:00
9	Discussion on other matters related to the Company's business and production activities	11:00 - 11:30
10	Announcement of: <ol style="list-style-type: none"> 1. Election results; 2. Vote-counting results on the reports/proposals. 	11:30 - 11:40
11	Approval of the draft Minutes and Resolution of the General Meeting	11:40 - 11:55
	Adjournment	12:00

A. PROCEDURAL MATTERS

ITEM 1. REGULATIONS ON ORGANIZATION AND AGENDA OF THE GENERAL MEETING OF SHAREHOLDERS

The Board of Directors (hereinafter referred to as “BOD”) respectfully submits the Regulations on Organization and the proposed Agenda of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as “AGM”) for the shareholders’ approval as mentioned above.

ITEM 2. ELECTION OF THE BALLOTING COMMITTEE

To ensure the smooth conduct of the General Meeting and to support the Organizing Committee in the process of vote counting and election, the BOD respectfully submits to the AGM for approval the personnel list of the Balloting Committee.

B. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

ITEM 3. APPROVAL OF ELECTION REGULATIONS

To conduct the election of members of the Board of Directors (BOD) and the Supervisory Board in accordance with regulations, the General Meeting of Shareholders (GMS) is requested to approve the election regulations prior to the election process.

ITEM 4. DISMISSAL OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS - MR. TRUONG HONG

Mr. Truong Hong - an Independent Member of the Company’s Board of Directors - has submitted his resignation letter to the Company, and the Company has publicly disclosed this information in official letter No. 661/PVCFC-IR dated March 31st, 2025. Therefore, the BOD respectfully submits to the GMS for approval of Mr. Truong Hong’s resignation effective from June 16th, 2025.

ITEM 5. ELECTION OF ADDITIONAL BOD MEMBERS / INDEPENDENT BOD MEMBERS

Due to a member’s resignation as presented in “Item 4” above and Mr. Nguyen Duc Hanh - a current member of the Board of Directors - completing his term (ending on June 25th, 2025), the Board of Directors respectfully submits to the General Meeting of Shareholders the election of additional members to the Board of Directors, including independent members, for the 2025- 2030 term.

If candidates are identified in advance, their related information will be disclosed by the Company at least 21 days prior to the date of the General Meeting of Shareholders or immediately upon receipt of nominee information from shareholders.

ITEM 6. ELECTION OF ADDITIONAL SUPERVISORY BOARD MEMBERS

As Ms. Phan Thi Cam Huong - a Supervisory Board member - has completed her term (ending at the 2025 Annual General Meeting of Shareholders), the Board of Directors

respectfully submits to the General Meeting of Shareholders the election of additional Supervisory Board members for the 2025 - 2030 term.

The list of candidates shall be disclosed by the Company no later than ten (10) days prior to the date of the General Meeting of Shareholders or immediately upon receipt of candidate information nominated by shareholders.

C. MATTERS TO BE APPROVED BY THE AGM

ITEM 7. REPORT ON THE 2024 BUSINESS PERFORMANCE AND THE 2025 BUSINESS PLAN TARGETS

The Board of Directors shall report on the 2024 business performance and submit the 2025 business plan targets in accordance with regulations.

Please refer to the AGM documents for details.

ITEM 8. REPORT ON THE 2024 OPERATIONS AND 2025 ORIENTATION OF THE BOARD OF DIRECTORS

The Board of Directors shall report on the Company's 2024 operations and the orientation for 2025 in accordance with regulations.

Please refer to the detailed contents in the 2024 Annual Report published on the Company's website at the following address: <https://www.pvcfc.com.vn/en-US/investor-relations/annual-report> and the enclosed detailed documents.

ITEM 9: 2024 AUDITED FINANCIAL STATEMENTS

The Board of Directors submits to the General Meeting of Shareholders the 2024 financial statements audited by Deloitte Vietnam in accordance with regulations.

Please refer to the audited consolidated financial statements for 2024 published on the Company's website at the following address:

<https://www.pvcfc.com.vn/en-US/investor-relations/financial-report/2024-4>

ITEM 10. PROFIT DISTRIBUTION PLAN, FUND APPROPRIATION, DIVIDEND PAYMENT FOR 2024

Based on the cumulative business performance results for 2024 and the actual needs of Petrovietnam Ca Mau Fertilizer Joint Stock Company, the Board of Directors submits to the General Meeting of Shareholders for approval the profit distribution plan for 2024 as follows:

- Development Investment Fund (30% of post-tax profit): 370,12 billion VND;
- Welfare and Reward Fund: 121,75 billion VND;
- Additional appropriation to the Employee Welfare and Reward Fund: 46,99 billion VND;
- Dividend distribution for 2024 (20% of charter capital, equivalent to 2,000 VND/share): 1.058,80 billion VND.

ITEM 11. PROFIT DISTRIBUTION PLAN FOR 2025

The Board of Directors of Petrovietnam Ca Mau Fertilizer Joint Stock Company submits to the General Meeting of Shareholders the cumulative profit distribution plan for 2025 in accordance with the following provisions:

No.	Item	Amount (billion VND)
I	2025 accumulated after-tax profit according to plan	1,384.91
1	Undistributed after-tax profit from 2024 carried forward to 2025	621.29
2	2025 Profit after tax according to plan	763.62
II	2025 accumulated after-tax profit distribution plan	878.70
1	Development Investment Fund (<i>30% of Profit after tax</i>) (<i>i</i>)	229.08
2	Bonus and Welfare Fund (<i>u</i>)	120.22
3	Additional Bonus and Welfare Fund (<i>v</i>) (<i>20% of 2025 profit after tax exceeding plan</i>)	
4	Expected dividend payout (<i>10% of charter capital, equivalent to 1,000 VND/share</i>) (<i>w</i>)	529.40
III	Undistributed after-tax profit from 2025 carried forward to 2026	506.21

ITEM 12. SUPERVISORY BOARD'S REPORT FOR 2024, OPERATION PLAN FOR 2025

The Supervisory Board reports on its activities in 2024 and submits its 2025 operation plan in accordance with regulations.

Please refer to the AGM documents for details.

ITEM 13. SELECTION OF INDEPENDENT AUDITOR FOR THE 2025 FINANCIAL STATEMENTS

Based on the review and evaluation of the capabilities of independent auditing firms, and with the aim of enhancing the effectiveness of the audit of financial statements and facilitating favorable conditions for the selection of an independent auditor, the Supervisory Board of Petrovietnam Ca Mau Fertilizer Joint Stock Company submits to the General Meeting of Shareholders (GMS) for approval the shortlist of independent auditing firms for the 2025 financial statements, and authorizes the Board of Directors to select one of the following firms:

1. Deloitte Vietnam Co., Ltd.
2. KPMG Co., Ltd. (Vietnam)
3. Ernst & Young Vietnam Co., Ltd.
4. PwC Co., Ltd. (Vietnam)

ITEM 14. REPORT ON SALARIES, BONUSES, REMUNERATION AND OTHER BENEFITS IN 2024 OF THE EXECUTIVE BOARD, AND THE 2025 PLAN OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

The Board of Directors reports the implementation of the 2024 plan on salaries, bonuses, remuneration, and other benefits of the Executive Board, as well as the 2025 plan on

salaries, bonuses, remuneration, and other benefits of the Board of Directors and the Supervisory Board in accordance with regulations.

Please refer to the AGM documents for detailed information.

ITEM 15. ADDITION AND AMENDMENT OF THE COMPANY'S BUSINESS LINES

The amendment and supplementation of the Company's detailed business lines aim to align with the Company's actual situation and ensure compliance with legal requirements.

ADDITION OF BUSINESS LINES

8130: Landscape Care and Maintenance Services

1050: Processing of milk and dairy products

Detail: Processing of nut milk and products made from nut milk.

AMENDMENT TO BUSINESS LINE DETAILS

4620: Wholesale of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals

- Detail: Wholesale of agricultural products, flowers, and plants, including ornamental plants and seedling plants

4669: Wholesale of other specialized products not elsewhere classified

- Details: Wholesale of fertilizers, pesticides, and other chemicals used in agro-industrial and environmental applications. Wholesale of biological agents for agricultural, industrial, and environmental use. Wholesale of flowers, ornamental plants, soil and planting media, tools, and agricultural equipment.

4773: Retail sale of other new goods in specialized stores

- Details: Retail sale of fertilizers, pesticides, and other chemicals used in agro-industrial and environmental applications. Retail sale of biological agents for agricultural, industrial, and environmental use. Retail sale of flowers, ornamental plants, soil and planting media, tools, and agricultural equipment.

ITEM 16. AMENDMENTS AND UPDATES TO THE COMPANY'S CHARTER; INTERNAL CORPORATE GOVERNANCE REGULATIONS; AND OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

The Board of Directors submits to the General Meeting of Shareholders for approval the amendments and updates to the Company's Charter, Internal Corporate Governance Regulations, and Operating Regulations of the Board of Directors in order to align with changes in the law and the Company's actual circumstances..

Please refer to the detailed contents in the AGM documents./.