

No.: 1376/NQ-PVCFC

Ca Mau, date 16 month 6 year 2025

RESOLUTION

Re: Approval of 2025 Profit Distribution Plan

**GENERAL MEETING OF SHAREHOLDERS
PETROVIETNAM CAMAU FERTILIZER JOINT STOCK COMPANY**

- Pursuant to Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company approved by the General Meeting of Shareholders;

- Pursuant to Meeting Minutes No.01/BB-DHD CD-2025 and voting results of the General Meeting of Shareholders (GMS) of PetroVietnam Ca Mau Fertilizer Joint Stock Company approving the agenda at the Annual General Meeting held on 16/6/2025.

APPROVED:

Article 1. Approval of 2025 Profit Distribution Plan as follows:

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 (30% of Profit after tax) (i)	229.08
2	Bonus and Welfare Fund (u)	120.22
3	Additional Bonus and Welfare Fund (v) (20% of 2025 profit after tax exceeding plan)	
4	Expected dividend payout (10% of charter capital, equivalent to 1,000 VND/share) (w)	529.40
III	Undistributed after-tax profit from 2025 carried forward to 2026	506.21

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

(u): Bonus and Welfare Fund:

Including:

+ Employee Bonus and Welfare Fund: 3 months average salary of employees.

+ Company Management Bonus Fund: 1.5 months average salary of Company's management personnel

(v): Additional Employee Bonus and Welfare Fund: 20% of actual profit exceeding planned profit.

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

The distribution of after-tax profit for the year 2025 depends on the Company's business performance and will be decided at the 2026 Annual General Meeting of Shareholders.

Article 2. The General Meeting of Shareholders authorizes the Board of Directors to amend, supplement, and flexibly adjust the contents of Article 1 as appropriate to the actual production and business situation of the Company.

Article 3. This Resolution shall become effective as of June 16th, 2025.

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:

- As per article 4;
- Filed Archive.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS -CHAIRMAN
/CHAIRMAN OF THE BOD**

(Signed & Sealed)

Tran Ngoc Nguyen