

**RESOLUTION**

**Approval of the 2025 Plan for salary, bonus, remuneration and other benefits of  
the Board of Directors and Supervisory Board**

**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-DHDCD-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 the 2025 Plan for salary, bonus, remuneration and other benefits of the Board of Directors and Supervisory Board:

a. Estimated 2025 salary, bonus and remuneration fund for the Board of Directors and Supervisory Board as follows:

- Salary and remuneration fund for BOD and SB: 9,849.60 million VND.
- Bonus fund for BOD and SB : 1,134.00 million VND.
- Total : 10,983.60 million VND.

b. Distribution of salary, bonus and remuneration of the Board of Directors and Supervisory Board:

The distribution of salary, remuneration and bonus funds for the Executive Board shall be implemented according to the Regulations on salary, bonus and remuneration of the Executive Board issued by the Company's Board of Directors.

c. Mechanism for determining salary, remuneration and bonus funds implementation:

*Salary fund implementation:*

- The implemented salary fund is determined based on the actual number of dedicated management personnel (monthly average) and the actual average salary.

- The actual average salary is determined based on the planned average salary linked to the achievement level of specific production and business targets as follows:

+ If the Company achieves its production, business and profit plans with actual profit equal to planned profit, the actual average salary is determined equal to the

planned average salary.

+ If the Company achieves its production, business plans with actual profit exceeding planned profit, for every 1% of actual profit exceeding planned profit, the actual average salary is calculated with an additional 2%, but not exceeding 20% compared to the planned average salary.

*Bonus fund implementation:*

- When actual profit equals or exceeds the plan, the management bonus fund equals 1.5 months of actual average salary of dedicated management personnel.

- When actual profit is lower than planned profit, the management bonus fund equals 1 month of actual average salary of dedicated management personnel.

**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 16<sup>th</sup>, 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**