

No.: 1377/NQ-PVCFC

Ca Mau, date 16 month 6 year 2025

RESOLUTION

**Approval of the 2024 Report on salaries, bonuses, remunerations, and other
benefits of the BOD and the 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 Report on salaries, bonuses, remunerations, and other benefits of the BOD and the Supervisory Board for the year 2024:

- Implementation in 2024: **13,786.52** million VND.

Article 2. This Resolution shall become effective as of June 16th, 2025.

Article 3. 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 3;
- Filed Archive.

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

(Signed & Sealed)

Tran Ngoc Nguyen