

RESOLUTION

Re: Approval of the 2024 Accumulated 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-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 distribution plan for the accumulated profit in 2024:

No.	Item	2024 Actual figures according to audited Financial Statements (billion VND)
I	2024 accumulated after-tax profit	2,218.95
1	Undistributed after-tax profit from 2023 carried forward to 2024	985.23
2	2024 Profit after tax	1,233.73
II	Distribution of 2024 accumulated after-tax profit	1,597.66
1	Development Investment Fund (30% of Profit after tax)	370.12
2	Bonus and Welfare Fund	121.75
	<i>Including: -Employee Bonus and Welfare Fund</i>	<i>119.14</i>
	<i>-Management Bonus Fund</i>	<i>2.61</i>
3	Additional Employee Bonus and Welfare Fund (*)	46.99
4	Dividend payout (20% of charter capital, equivalent to 2,000 VND/share)(**)	1,058.80
III	Undistributed after-tax profit from 2024 carried forward to 2025	621.29

() 20% of profit after tax exceeding approved plan (not exceeding 3 months average salary of employees);*

*(**) 2023 Charter Capital: 5,294 billion 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