

No.: 964/TB-PVCFC

Ca Mau, May 14th, 2025

NOTICE

Regarding nomination and candidacy for election to the Board of Directors and the Supervisory Board of the Company.

Respectfully to: Shareholders
of PetroVietnam Ca Mau Fertilizer Joint Stock Company

Pursuant to the Law on Enterprises, the Law on Securities, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Petrovietnam Ca Mau Fertilizer Joint Stock Company (the Company) approved by the General Meeting of Shareholders (GMS).

The Board of Directors of the Company respectfully informs the Shareholders of the nomination and candidacy for election to the Board of Directors and the Supervisory Board at the 2025 Annual General Meeting of Shareholders as follows:

1. Number of members of the Board of Directors and Supervisory Board to be elected

At the 2025 Annual General Meeting of Shareholders, to ensure the number of members of the Board of Directors and the Supervisory Board in accordance with regulations, the Company's shareholders will elect members of the Board of Directors and Supervisory Board for a term of 05 years from 2025-2030 (maximum until the 2030 Annual General Meeting of Shareholders) with the following number:

- Number of members of the Board of Directors: **02** members (including 01 independent member)

Reason: to replace 01 member of the Board of Directors whose term has expired (Mr. Nguyen Duc Hanh) and 01 independent member of the Board of Directors who has resigned (Mr. Truong Hong).

- Number of members of the Supervisory Board: **01** member

Reason: to replace 01 member whose term has expired (Ms. Phan Thi Cam Huong).

2. Conditions for nomination and candidacy for members of the Board of Directors and the Supervisory Board

2.1. Conditions for nomination and candidacy for members of the Board of Directors

2.1.1. The person who self-nominates or is nominated for election to the Board of Directors must meet the standards and conditions of a member of the Board of Directors and the following nomination/candidacy conditions:

- The candidate is a shareholder who is an individual and must hold at least 10% of the total ordinary shares of the Company at the time of the record date for shareholders entitled to attend the 2025 Annual General Meeting of Shareholders (expected on May 8th, 2025). A person who is nominated by other shareholders/shareholder groups must be nominated by a shareholder or a group of shareholders who collectively hold at least 10% of the Company's total shares at the time of the record date for shareholders entitled to attend the 2025 Annual General Meeting of Shareholders (expected on May 8th, 2025).
- Members of the Board of Directors must meet the conditions specified in Clause 1, Article 155 of the current Law on Enterprises;
- The candidate (hereinafter referred to as the "candidate") must provide complete and valid nomination documents on time.

2.1.2. Number of candidates nominated for election to the Board of Directors

Shareholders/shareholder groups may nominate candidates in accordance with the number of candidates as prescribed in Clause 3, Article 11 of the Company's Charter.

2.2. Conditions for nomination and candidacy for members of the Supervisory Board

2.2.1. Conditions and qualifications for members of the Supervisory Board

- Meet the standards as prescribed in Article 169 of the current Law on Enterprises.
- Have full civil act capacity and not be prohibited from establishing or managing enterprises in accordance with the provisions of the Law on Enterprises;
- Not concurrently hold any management positions in the Company;
- Members of the Supervisory Board are not necessarily shareholders or employees of the Company.

2.2.2. Conditions for self-nomination and nomination for members of the Supervisory Board

Individuals who self-nominate or are nominated for election to the Supervisory Board must meet the standards and conditions of members of the Supervisory Board and the following nomination/candidacy conditions:

- The candidate is a shareholder who is an individual and must hold at least 10% of the total ordinary shares of the Company at the time of the record date for shareholders entitled to attend the 2025 Annual General Meeting of Shareholders (on May 8th, 2025). A person who is nominated by other shareholders/shareholder groups must be nominated by a shareholder or group of shareholders who collectively hold at least 10% of the Company's total shares at the time of the record date for shareholders entitled to attend the 2025 Annual General Meeting of Shareholders (on May 8th, 2025).
- Candidates who self-nominate or are nominated (hereinafter collectively referred to as "candidates") must submit a nomination/candidacy dossier that is valid and timely in accordance with regulations.

2.2.3. Conditions for nomination/candidacy for members of the Supervisory Board:

Shareholders/shareholder groups may nominate candidates for members of the Supervisory Board in accordance with the number prescribed in Clause 3, Article 11 of the Company's Charter, specifically as follows:

3. Nomination and candidacy documents for members of the Board of Directors and the Supervisory Board

- The application for candidacy to participate in the Board of Directors or the Supervisory Board must include the candidate's commitment to faithfully, honestly, loyally, and in the best interests of the Company perform the duties of a member of the Board of Directors or the Supervisory Board if elected (using the attached template);
- Curriculum vitae declared by the candidate (using the attached template);
- A certificate confirming the number of shares owned by the shareholder (if self-nominating) or the shareholder/group of shareholders (if nominated) at the record date of May 8th, 2025, or an equivalent confirmation issued by the securities company where the shareholder/group of shareholders has an account, or by the Vietnam Securities Depository and Clearing Corporation (dated May 8th, 2025)
- A written agreement + list of shareholders (in the case of nomination by a group of shareholders);
- A notarized or certified copy of the following documents: Identity card/Citizen identification card/Passport, diplomas or certificates of professional qualifications.

4. Submission address for nomination/candidacy documents

- Nomination/candidacy documents may be submitted directly or sent by registered mail to the Company's headquarters, enclosed in a sealed envelope clearly marked as **Nomination/Candidacy Documents for the Board of Directors and the Supervisory Board**.

Submission address: Organization Committee of the General Meeting of Shareholders, PetroVietnam Ca Mau Fertilizer Joint Stock Company, Lot D, Ward 1 Industrial Park, Ngo Quyen Street, Ward 1, Ca Mau City, Ca Mau Province. Telephone: (0290) 3819000; Fax: (0290) 3590501.

- In case Shareholders need to contact the Organization Committee for discussion or further related information, please contact Mr. Do Thanh Hung at 0913897704 or via email at: hungdt@pvcfc.com.vn.

5. Deadline for submission of nomination/candidacy documents for the Board of Directors and the Supervisory Board

- Submission deadline: In order to notify shareholders of the candidates in accordance with regulations, and to allow the Company sufficient time to prepare the list of candidates and carry out election preparations, the Company respectfully requests shareholders to submit nomination/candidacy documents to the Company **no later than 17:00 on June 5th, 2025**

6. Preparation of the list of candidates to be submitted to the General Meeting of Shareholders

- After the deadline for submission of documents, if shareholders do not nominate or the number of nominated candidates is insufficient, or if the nominated candidates do not meet the prescribed standards and conditions, the Board of Directors shall nominate additional candidates in accordance with the authority specified in the Company's Charter.
- Only nomination/candidacy documents and candidates who meet all the nomination and candidacy conditions, and whose qualifications comply with the requirements for members of the Board of Directors and the Supervisory Board, shall be included in the list of candidates to be published at the General Meeting of Shareholders.

The Company sincerely thanks you for your cooperation and support.

Respectfully./.

C/c:

- Shareholders;
- BOD, GD, SB;
- Filed: Archive, BOD, BOD Office

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

(signed & sealed)

Tran Ngoc Nguyen

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**APPLICATION LETTER FOR CANDIDACY AS MEMBER
OF THE BOARD OF DIRECTORS / SUPERVISORY BOARD
PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY**

Respectfully to:

Organizing Committee of the 2025 Annual General Meeting of Shareholders
of PetroVietnam Ca Mau Fertilizer Joint Stock Company

I am:

Date of birth:

Citizen Identity Card/Passport No.: Date of issue: Place
of issue:

Address:

Owning/authorized to represent: shares, accounting for 0. ...% of the
total 529,400,000 voting shares of PetroVietnam Ca Mau Fertilizer Joint Stock
Company.

Based on the eligibility conditions as prescribed by current laws, the Company's
Charter and Internal Corporate Governance Regulations, I would like to nominate myself
as a candidate for the position of Member of the Board of Directors / Supervisory Board
of PetroVietnam Ca Mau Fertilizer Joint Stock Company.

The application documents attached to this Application Letter include:

- Curriculum vitae with photo;
- Notarized/certified copy of *Citizen Identity Card/Passport*;
- Notarized/certified copies of degrees, certificates of professional
qualifications of the nominee;
- Shareholding/authorized shareholding confirmation documents (*if the
nominee is nominated by a group of shareholders*).

I hereby commit to performing the duties of a Member of the Board of Directors /
Supervisor with integrity, loyalty, and prudence, in the best interests of PetroVietnam Ca
Mau Fertilizer Joint Stock Company, and in strict compliance with the prevailing laws
and the Charter of the Company, if elected to the Board of Directors / Supervisory Board.

Respectfully,

....., date month year 2025

Candidate

(Signature and full name)

CURRICULUM VITAE



(4x6 Photo)

1. Full name:
2. Gender:
3. Date of birth:
4. Nationality:
5. Citizen Identity Card/Passport No.:
Date of issue: Place of issue:
6. Permanent/Temporary address:
7. Contact phone number:
8. Email:
9. Academic qualification:
10. Educational background, professional training, certificates:

Period	Institution	Major	Degree

11. Employment history:

Period	Workplace	Position/Job title

12. Current job position:

13. Names of companies where the candidate is holding positions as Member of the Board of Directors / Supervisory Board and other managerial positions:

No.	Name of organization	Position	Date of assumption	Remarks

14. Relevant interests related to the Company (if any) [e.g., enterprises in which the candidate holds shares/contributed capital, has loans with the Company, or enterprises having economic transactions with the Company]

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15. Other information (if any):

.....

I hereby undertake that the above declarations are completely true and accurate; if found false, I shall take full responsibility before the law.

Date month year 2025
Declarant

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NOMINATION LETTER
FOR MEMBER OF BOARD OF DIRECTORS / SUPERVISORY BOARD
PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

Respectfully to:

Organizing Committee of the 2025 Annual General Meeting of Shareholders
of PetroVietnam Ca Mau Fertilizer Joint Stock Company

I am/We are (*Name of shareholder/group of shareholders*):

Currently owning/being authorized to represent: shares, accounting for 0. ...% of the total 529,400,000 voting shares of PetroVietnam Ca Mau Fertilizer Joint Stock Company.

Pursuant to the conditions stipulated by prevailing laws, the Charter, and the Company's internal corporate governance regulations, I/we respectfully nominate the following individual to be a candidate for election to the position of Member of the Board of Directors / Supervisory Board of PetroVietnam Ca Mau Fertilizer Joint Stock Company.

Candidate information:

Full name:

Date of birth:

ID/Passport No.: Date of issue: Place of issue:

Địa chỉ:

The candidate's documents attached to this Nomination Letter include:

- Curriculum vitae with photo;
- Notarized/certified copy of *Citizen Identity Card/Passport*;
- Notarized/certified copies of degrees, certificates of professional qualifications of the nominee;
- Shareholding/authorized shareholding confirmation documents (*if the nominee is nominated by a group of shareholders*).
- Commitment letter of the nominee.

Respectfully,

....., date month year 2025

(Signature and full name)

CURRICULUM VITAE



(4x6 Photo)

1. Full name:
2. Gender:
3. Date of birth:
4. Nationality:
5. Citizen Identity Card/Passport No.:
Date of issue: Place of issue:
6. Permanent/Temporary address:
7. Contact phone number:
8. Email:
9. Academic qualification:
10. Educational background, professional training, certificates:

Period	Institution	Major	Degree

11. Employment history:

Period	Workplace	Position/Job title

12. Current job position:

13. Names of companies where the candidate is holding positions as Member of the Board of Directors / Supervisory Board and other managerial positions:

No.	Name of organization	Position	Date of assumption	Remarks

14. Relevant interests related to the Company (if any) [e.g., enterprises in which the candidate holds shares/contributed capital, has loans with the Company, or enterprises having economic transactions with the Company]

.....

15. Other information (if any):

.....

I hereby undertake that the above declarations are completely true and accurate; if found false, I shall take full responsibility before the law.

Date month year 2025
Declarant

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COMMITMENT LETTER

Respectfully to:

Organizing Committee of the 2025 Annual General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Joint Stock Company

I am:

Date of birth:

Citizen Identity Card/Passport No.: Date of issue: Place
of issue

Address:

As a shareholder/group of shareholders owning/authorized to represent:
..... shares, accounting for 0. ...% of the total 529,400,000 voting shares of
PetroVietnam Ca Mau Fertilizer Joint Stock Company, I nominate myself to be elected
to the position of Member of the Board of Directors/Supervisory Board of PetroVietnam
Ca Mau Fertilizer Joint Stock Company.

I hereby commit: If elected to the Board of Directors/Supervisory Board, I shall
perform the duties of a Member of the Board of Directors/Supervisory Board with
integrity, honesty, objectivity and in the best interest of shareholders; strictly comply with
current legal regulations and the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock
Company

Respectfully,

....., date month year 2025

(Signature and full name)