

No.: 885/QD-PVCFC

Ca Mau, April 14th, 2023

DECISION
Appointment of Lead Independent Director

BOARD OF DIRECTORS
PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

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

Pursuant to Board of Directors March 2023 Meeting Resolution no. 481/NQ-PVCFC dated March 14th, 2022.

DECIDED:

Article 1. Appointing Mrs. Do Thi Hoa, currently serving as an Independent Member, as the Lead Independent Director. This role is designated to provide assistance to other Independent Board Members, reinforce their independence, prevent the abuse of authority and potential conflicts of interest.

Article 2. In addition to serving as an Independent Board Member, the Lead Independent Director shall have the following functions and duties:

- Act as an intermediary between the Chairman and other Independent Board Members when necessary;
- Convene and chair meetings of non-executive Board Members;
- Evaluate the performance of the Chairman of the Board of Directors upon request.

Article 3. This Decision is effective from the date of signing. Members of the Board of Directors, Head of Committees, units within the Company and Mrs. Do Thi Hoa are to carry out this Decision.

C/c:

- As Article 3;
- Standing Party Committee (in lieu of report);
- Supervisory Board;
- Filed: Archive, BOD.

FOR BOARD OF DIRECTORS
CHAIRMAN

(Signed & Sealed)

Tran Ngoc Nguyen