

RESOLUTION

The 2024 Annual General Meeting of Shareholders

**GENERAL MEETING OF SHAREHOLDERS
PETROVIETNAM CAMAU FERTILIZER JOINT STOCK COMPANY**

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of PetroVietnam CaMau Fertilizer Joint Stock Company adopted by the General Meeting of Shareholders;
- Based on Meeting Minutes No: 02/BB-AGM-2024 and the voting results of the General Meeting of Shareholders of PetroVietnam CaMau Fertilizer Joint Stock Company on passing the contents of the annual meeting on June 11th, 2024.

APPROVED:

Article 1. Approval of the Plan for salaries, bonuses, remunerations, and other benefits for the year 2024 of the BOD and the Supervisory Board:

- a. The fund for salaries, bonuses, remunerations of 2024 plan of the BOD and Supervisory Board is temporarily calculated, as follows:
 - Fund for salaries, remunerations of the BOD and BOS: 9,028.80 million VND.
 - Fund for bonuses of the BOD and BOS : 1,039.50 million VND.
 - Total : **10,068.30** million VND.
- b. Distribution of salaries, bonuses, and remunerations of the BOD and the Supervisory Board

The distribution of the fund for salaries, bonuses, and remunerations of the Board of Directors and the Supervisory Board shall be carried out according to the Regulations on salaries, bonuses, and remunerations of the Managing and Executive Board, issued by the Company's BOD.

- c. Mechanism for determining the Fund for salaries and remunerations, and the realized fund for bonuses:

Realized fund for salaries:

- The Realized salaries fund is determined based on the actual number of personnel working in the Managing and Executive Board (averaged monthly) and the realized average salary level.

- The realized average salary level is determined based on the planned average salary level associated with the degree of achievement of specific production and business targets as follows:

+ If the Company achieves the production, business, and profit plan, the realized average salary is equal to the planned average salary.

+ If the Company exceeds the production, business, and profit plan, for every 1% realized profit above the planned profit, the realized average salary level is increased by 2%, but not exceeding 20% compared to the planned average salary level.

Realized bonuses fund:

- When the realized profit is equal to or higher than the planned amount, the bonus fund for the Managing and Executive Board which is equivalent to 1.5 months of the realized average salary of the full-time Managing and Executive Board.

- When the realized profit is lower than the planned amount, the bonus fund for the Managing and Executive Board which is equivalent to 1 month of the realized average salary level of the full-time Managing and Executive Board.

Article 2. The General Meeting of Shareholders authorizes the BOD to flexibly amend, supplement, and adjust contents described in Article 1 in accordance with actual production - trading situation.

Article 3. This Resolution shall become effective as of June 11th, 2024.

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:

- Same as Article 4;
- Archived at VT.

**ON BEHALF OF GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN**

(Signed & Sealed)

Tran Ngoc Nguyen