

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-ĐHĐCĐ-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 Profit distribution plan for the accumulated profit of 2023.

No.	Items	Details of 2023 as per the Audited financial statement (billion VND)
(1)	(2)	(4)
I	Accumulated after-tax profit for the year 2023	2,533.23
1	Undistributed after-tax profit from 2022 carried over to 2023	1,424.66
2	After-tax profit for the year 2023	1,108.58
II	Distribution of accumulated after-tax profit for the year 2023	1,548.01
1	Development Investment Fund (30% of after-tax profit)	332.57
2	Bonus and welfare funds	122.36
	<i>Including: - Bonus and welfare fund for employees</i>	<i>119.75</i>
	<i>- Bonus fund for managers</i>	<i>2.61</i>
3	Supplemental bonus and welfare fund for employees (*)	34.27
4	Dividend distribution (20% of charter capital, equivalent to 2,000 VND/share) (**)	1,058.80
III	Undistributed after-tax profit for the year 2023 carried over to 2024	985.23

(*) Has approved 20% of the portion of after-tax profit exceeding the Plan (the highest amount shall not exceed 3 months of average employee salaries);

(**) Charter capital in 2023: 5,294 billion VND.

Article 2. This Resolution shall become effective as of June 11th, 2024.

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:

- Same as Article 3;
- Archived at VT.

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

(Signed & Sealed)

Tran Ngoc Nguyen