

PETROVIETNAM FERTILIZER AND
CHEMICALS CORPORATION
NORTHERN PETROVIETNAM FERTILIZER
AND CHEMICALS JSC

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, 26th March 2025

Số: 443/MB-TCHC

Re: Disclosure of the Minutes and Resolution of the
2025 Annual General Meeting of Shareholders

To:

- **The State Securities Commission;**
- **The Ha Noi Stock Exchange.**

1. Name of company: Northern Petrovietnam Fertilizer and Chemicals JSC
2. Stock symbol: PMB
3. Head Office Address: 4th Floor, Vietnam Petroleum Institute Building, No. 167 Trung Kinh Street, Yen Hoa Ward, Cau Giay District, Hanoi City.
4. Tel: 024.35378256 Fax: 024.35378255
5. Person in charge of information disclosure: Mr Pham Tran Nguyen - Head of Administration and Human Resources Department.
6. Type of Information Disclosure:
 24h 72h Requirement Unusual Periodic
7. Content of Information Disclosure: Northern Petrovietnam Fertilizer and Chemicals JSC (Stock Symbol: PMB) announces the disclosure of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.
8. Website address for publishing: www.pmb.vn

We hereby commit that the disclosed information is true and accurate, and we take full responsibility before the law for the content of the disclosed information.

Recipients: *Mat*

- As above;
- BOD, BOS, Director (to report);
- Save VT, DNH.

Attached file:

Minutes and Resolution of the 2025 Annual
General Meeting of Shareholders

PERSON IN CHARGE OF
INFORMATION DISCLOSURE



TRƯỞNG PHÒNG TCHC
Phạm Trần Nguyễn

No: 38/BB-HDCD

Hanoi, 26th March, 2025

MINUTES OF MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS JSC
Head office: 4th Floor, Vietnam PetroVietnam Institute Building, No. 167 Trung Kinh
Street, Yen Hoa Ward, Cau Giay District, Hanoi City
Business registration number: 0102886450

I. Time and Venue:

- Time: From 08:00 to 11:15 on March 26, 2025.
- Venue of the General Meeting: Hall on the 12th floor, Vietnam PetroVietnam Institute building, 167 Trung Kinh, Yen Hoa, Cau Giay, Hanoi.

II. Agenda:

1. The General Meeting has listened to, discussed and voted to approve the following contents:
2. Report on business performance for 2024 & business plan targets for 2025
3. Report on activities of the Board of Directors in 2024, activities plan for 2025
4. Report on assessment of the independent BOD member
5. The approval of the Audited Financial Statements for 2024; Profit distribution plan for 2024 & 2025
6. Report on salary, remuneration and other benefits in 2024 of the Board of Directors, the Supervisory Board, and the budget plan for 2025
7. Report on the activities of the BOS in 2024, the operation plan for 2025 and the proposal for the Selection of the auditing firm for 2025
8. Proposal to approve contracts/transactions with major shareholder (PVFCCo)
9. Submit for approval the dismissal of 01 member of the Board of Directors for the term 2021-2026
10. Elect 01 additional member of the Board of Directors for the 2021-2026 term.

The full text of the Report and Submission is posted by the Company on the website: www.pmb.vn and the online Shareholders' Meeting system.

III. Participants and legality of the General Meeting:

1. Participants:

- Shareholders and representatives of shareholders of the Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company according to the list finalized by the Vietnam Securities Depository Center on February 26, 2025.
- Delegates are guests from agencies and units.

2. Legality of the Meeting:

The Shareholder Qualification Verification Committee appointed by the Company's Board of Directors includes:

- Mr. Nguyen Dinh Hai - Administrative Organization Department, Head of the Board
- Ms. Nguyen Thi Van Anh - Finance and Accounting Department, Member
- Ms. Kieu Bich Diep - Business Department, Member

According to the report of the Shareholder Qualification Verification Committee, the results of the shareholders' qualification verification are as follows:

- The total number of voting shareholders of the Company is: 12,000,000 shareholders.
- The total number of shareholders sent invitations to the meeting: All shareholders according to the list.
- The total number of shareholders and shareholder representatives present at the meeting: Including 41 shareholders and authorized representatives, owning and representing 9.115.350 shareholders, reaching the rate of 75,96% of the total number of voting shareholders of the Company.
- All shareholders and shareholder representatives present are eligible to attend the meeting.

Pursuant to the Law on Enterprises and the Company Charter, the 2025 Annual General Meeting of Shareholders held by Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company on March 26, 2025 meets the conditions to proceed.

IV. Presidium, Secretaries, Election and Vote Counting Committee of the General Meeting:

1. Presidium:

- Mr. Luong Anh Tuan - Chairman of the Board of Directors
- Mr. Bui Tuan Anh - Member of the Board of Directors, Director
- Ms. Dao Thi Kim Anh - Member of the Supervisory Board

2. General Meeting Secretaries:

- Ms. Tran Thuy Linh - Administrative Organization Department, Company Secretary
- Ms. Truong Thi Hong Trang - Administrative Organization Department

V. Meeting content

08:30: Chairman of the Board of Directors - Mr. Luong Anh Tuan spoke to welcome the delegates and shareholders to attend the 2025 Annual General Meeting of Shareholders.

08:40: Mr. Nguyen Dinh Hai - Representative of the Shareholders' Qualification Verification Committee reported the results of the shareholders' qualification verification.

08:45: The meeting proceeded with the procedure of approving the agenda and the list of the ballot counting committee.

The General Meeting of Shareholders voted with a 100% approval rate:

1. Agenda: As stated in Section II.
2. List of the Ballot Counting Committee includes:
 - Mr. Nguyen Dinh Hai - Administrative Organization Department - Head of the Committee
 - Ms. Nguyen Thi Van Anh - Finance and Accounting Department - Member
 - Ms. Kieu Bich Diep - Business Department - Member

08:50: The Presidium began to conduct the meeting according to the agenda.

1. Report on business performance for 2024 & business plan targets for 2025

Mr. Bui Tuan Anh - Member of the Board of Directors, Director of the Company presented the Report on business performance for 2024 & business plan targets for 2025

2. Report on the activities of the Board of Directors for 2024 & activities plan for 2025

Mr. Luong Anh Tuan - Chairman of the Board of Directors of the Company, on behalf of the Board of Directors, presented the report of the Board of Directors for 2024 & activities plan for 2025.

3. Report on assessment of the independent BOD member

Mr. Ta Quoc Phuong - Independent member of the Board of Directors presented the Report on assessment of the independent BOD member, supervising the Director and members of the Board of Directors of the Company in 2024.

4. The approval of the Audited Financial Statements for 2024, profit distribution plan for the year 2024, profit distribution plan for 2025; Report on salary, remuneration and other benefits of the Board of Directors, Board of Supervisors in 2024 and budget for 2025

Mr. Nguyen Tien Hung - Chief Accountant of the Company, authorized by the Presidium, presented the 2024 Audited Financial Statements, profit distribution plan for 2024, profit distribution plan for 2025; Report on salaries, remuneration and other benefits of the Board of Directors, the Board of Supervisors in 2024 and the budget for 2025.

5. Report on the activities of the Board of Supervisors in 2024, the plan for activities in 2025 and the selection of the auditing firm for 2025 Financial Statements.

Ms. Dao Thi Kim Anh - Head of the Board of Supervisors reported to the General Meeting on the activities of the Board of Supervisors in 2024, the plan for activities in 2025 and proposed that the General Meeting of Shareholders authorize the Board of Directors to select one of three auditors to audit the 2025 Financial Statements, including: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam LLC.

6. Approval contracts/transactions with major shareholder (PVFCCo)

Mr. Bui Tuan Anh - Member of the Board of Directors, Director of the Company read the proposal to the General Meeting of Shareholders to approve contracts/transactions with major shareholder PetroVietnam Fertilizer and Chemicals Corporation – JSC (PVFCCo)

7. Submit the dismissal of Mr. Luong Anh Tuan from the position of Member of the Board of Directors for the term 2021-2026

Mr. Bui Tuan Anh - Member of the Board of Directors, Director of the Company read the proposal to the General Meeting of Shareholders to approve the dismissal of Mr. Luong Anh Tuan from the position of Member of the Board of Directors from March 26, 2025 on the grounds that Mr. Tuan was assigned other tasks by PetroVietnam Fertilizer

and Chemicals Corporation - a major shareholder holding 75% of the Company's Charter Capital.

8. Approval of the Regulations and List of Elections

Ms. Dao Thi Kim Anh - Head of the Supervisory Board, on behalf of the Presidium, proposed that the General Meeting of Shareholders approve the Regulations on the Election of Board of Directors for the 2021-2026 term and elect an additional member of the Board of Directors for the 2021-2026 term.

15:45: Instructions on how to vote/elect and conduct voting/election

Mr. Nguyen Dinh Hai - representative of the Ballot Counting Committee guides how to vote/elect the contents presented before the General Meeting;

The General Meeting proceeds to vote/elect.

15:50: The General Meeting of Shareholders takes a break

16:05: Discussion session, answering questions from shareholders:

No discussion or questions from shareholders

16:10: End of discussion session

The Presidium requests that shareholders attending the meeting complete the voting/election to approve the contents of the General Meeting.

The Ballot Counting Committee proceeds to count the votes/elections of shareholders attending the meeting.

16:15: Speech by the representative of major shareholders

Mr. Trinh Van Khiem - Member of the Board of Directors of PetroVietnam Fertilizer and Chemicals Corporation (the Corporation) (major shareholder holding 75% of the Company's shareholders) delivered a speech with the following main contents:

He acknowledged, highly appreciated, and congratulated the Company on successfully fulfilling the 2024 business tasks assigned by the General Meeting of Shareholders and the Corporation, despite facing numerous market difficulties and challenges. He called on all Company employees to continue upholding and promoting the spirit of solidarity and striving to overcome hardships in order to successfully accomplish the 2025 targets and plans.

At the same time, the Company is advised to focus on the following key tasks:

(i) Concentrate on researching and developing medium- and long-term plans, updating the

development strategy through 2030 and beyond, in alignment with the Corporation's overall strategy and tailored to the Company's specific characteristics;

(ii) Strengthen investment and development efforts, diversify business products, expand market share, and increase revenue to create growth opportunities and ensure sustainable development;

(iii) Continue implementing restructuring initiatives in a manner that harmonizes the interests of the Company and its shareholders, while constantly improving the material and spiritual well-being of employees.

As a major shareholder and parent company, the Corporation reaffirms its commitment to providing full support and favorable conditions for the Company, thereby contributing to its rapid and sustainable development for the benefit of partners, distributors, and shareholders.

In addition, the Corporation extends its sincere thanks to all shareholders, partners, and customers who have continuously supported and accompanied the Company and the Corporation over the years.

VI. Approval of the vote counting results report

Mr. Nguyen Dinh Hai, on behalf of the Vote Counting Committee, read the vote counting results report.

1. Approval of the Report on business performance in 2024

- Total fertilizer consumption output: 224.651 tons
- Total revenue: ...2.163,19 billion VND
- Profit before tax: 12,96 billion VND
- Profit after tax: 9,9 billion VND
- Dividend ratio/Charter capital: 7%

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting invalid: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

2. Approval of the main targets of the 2025 business plan

- Total sales output: 220.000 tons
- Total revenue: 2.175,43 billion VND
- Profit before tax: 14,20 billion VND
- Profit after tax: 11,36 billion VND
- Dividend ratio/Charter capital: 7%

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of invalid voting shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

3. Approval of the Board of Directors' 2024 Operational Report

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting invalid: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

4. Approval of the Board of Directors' 2025 operating plan

Number of shareholders voting in favor: 9.115.350 shareholders, representing 100% of the total number of shareholders attending the vote.

Number of shareholders voting against: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

Number of shareholders voting with no opinion: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

Number of shareholders voting invalid: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

5. Approval of the 2024 Financial Report

Number of shareholders voting in favor: 9.115.350 shareholders, representing 100% of the total number of shareholders attending the vote.

Number of shareholders voting against: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

Number of shareholders with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of invalid shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

6. Approval of the 2024 profit distribution plan

- Deduction from the Reward and Welfare Fund (20% of after-tax profit): 1.980.607.836 VND

- Additional deduction from the Reward and Welfare Fund (20% of after-tax profit exceeding the plan): 188.632.935 VND

- Dividend in cash (7%/Chartered capital): 8.400.000.000 VND

- Profit transferred to 2024: 3.997.910.669 VND

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of invalid shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

7. Approval of the 2025 profit distribution plan

- Dividend ratio/Chartered capital: 7%

The remaining profit after tax (PBT) is allocated to the following funds:

- Bonus and Welfare Fund: 20% of PBT

In case the realized profit exceeds the assigned planned profit, the Company is allowed to allocate additional funds to the Bonus and Welfare Fund at a rate of 10% of the excess after-tax profit.

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders with no opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of invalid voting shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

8. Approval of the Report on salary, remuneration and other benefits of the Board of Directors and the Supervisory Board in 2024

- Implementation report in 2023: 9.115.350 billion VND

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting without opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of invalid voting shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

9. Approval of the 2025 Board of Directors and Supervisory Board's Salary, Remuneration and Other Benefits Plan

- 2024 Budget: 2.273 billion VND

Number of shareholders voting in favor: 9.115.350 shareholders, representing 100% of the total number of shareholders attending the vote.

Number of shareholders voting against: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

Number of shareholders voting with no opinion: 0 shareholders, representing 0% of the total number of shareholders attending the vote.

10. Approval of the 2024 Supervisory Board's Operation Report

Number of shareholders voting in favor: 9.115.350 shareholders, representing 100% of the total number of shareholders attending the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting without opinion: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting invalid: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

11. Approval of the 2025 Operation Plan

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

12. Approving the authorization for the Board of Directors to select one of three auditors for the 2025 financial statements, including: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam Co., Ltd.

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 240,000 shareholders, reaching 2.57% of the total number of shareholders participating in the vote.

Number of invalid voting shareholders: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

13. Approval of the policy of signing the Transaction and Purchase Contracts with PetroVietnam Fertilizer and Chemicals Corporation - JSC

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 240,000 shareholders, reaching 2.57% of the total number of shareholders participating in the vote.

Number of shareholders voting invalid: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

14. Approval of the dismissal of Mr. Luong Anh Tuan from the position of Member of the Board of Directors for the term 2021-2026

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders voting with no opinion: 240,000 shareholders, reaching 2.57% of the total number of shareholders participating in the vote.

Number of shareholders voting invalid: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

15. Approval of the election of 01 additional member of the Board of Directors for the 2021-2026 term

Mr. Cao Trung Kien was elected as a member of the Board of Directors for the 2021-2026 term

Number of shareholders voting in favor: 9.115.350 shareholders, reaching 100% of the total number of shareholders participating in the vote.

Number of shareholders voting against: 0 shareholders, reaching 0% of the total number of shareholders participating in the vote.

Number of shareholders with no opinion: 0 shareholders, reaching 0% of total shareholders participating in the vote.

VII. Approval of the Resolution and Closing of the General Meeting

The General Meeting of Shareholders has completed and voted to approve the contents according to the Agenda. Based on the Agenda, documents of the General Meeting, the progress of the General Meeting and the announced vote counting results, Ms. Truong Thi Hong Trang - Secretary of the General Meeting reported to the General Meeting of Shareholders the contents of the Resolution of the 2025 Annual General Meeting of Shareholders of the Northern PetroVietnam Fertilizer and Chemicals Joint Stock

Company, with the resolution contents as recorded in Section VI of these Minutes. The General Meeting of Shareholders unanimously approved the draft Resolution of the General Meeting with a rate of 100%

After the General Meeting of Shareholders approved the Resolution, Mr. Luong Anh Tuan thanked the shareholders for attending the General Meeting of Shareholders and declared the closing of the 2025 Annual General Meeting of Shareholders of the Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company at ...

This Minutes was recorded by the Secretary of the General Meeting, honestly reflecting the entire proceedings of the meeting in accordance with the provisions of the Law on Enterprises and the Charter of the Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company.

SECRETARY OF THE GENERAL MEETING

Trương Thị Hồng Trang

Trần Thùy Linh

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

Lương Anh Tuấn

No: 39/NQ-HDCĐ

Hanoi, 26th March, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS JSC

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;

Pursuant to the Charter of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company, approved at the First General Meeting of Shareholders on January 13, 2011, and amended and supplemented on June 28, 2022;

Pursuant to the Voting Results of the Annual General Meeting of Shareholders (AGM) held on March 26, 2025;

Pursuant to the Minutes of the 2025 AGM of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company dated March 26, 2025,

RESOLVES:

Article 1: Approval of Reports and Proposals:

1.1. Approval of the Business Performance Report for 2024 with the following key indicators:

- Total fertilizer sales volume: 224.651 tons
- Financial indicators:
 - Total revenue: 2163,19 billion VND
 - Profit before tax: 12,96 billion VND
 - Profit after tax: 9,90 billion VND
 - Dividend payout ratio (to charter capital): 7%

1.2. Approval of Key Business Targets for 2025:

- Total sales volume: 220.000 tons
- Total revenue: 2175,43 billion VND



- Profit before tax: 14,20 billion VND
- Profit after tax: 11,36 billion VND
- Dividend payout ratio (to charter capital): 7%

1.3. Approval of the Board of Directors' Activity Report for 2024 and the Operational Plan for 2025.

1.4. Approval of the 2024 Audited Financial Statements (audited by Deloitte Vietnam Co., Ltd.) and the Profit Distribution Plan for 2024:

- Allocation to the Bonus and Welfare Fund (20% of profit after tax): 1,98 billion VND
- Additional allocation to the Bonus and Welfare Fund (20% of profit after tax exceeding the target): 0,188 billion VND
- Dividend distribution in cash (7% of charter capital): 8,4 billion VND
- Remaining profit carried forward to 2025: 3,998 billion VND

1.5. Approval of the Profit Distribution Plan for 2025:

- Dividend payout ratio (to charter capital): 7%
- Allocation to the Bonus and Welfare Fund: 20% of profit after tax
- If actual profit exceeds the planned target, an additional 10% of the excess profit after tax may be allocated to the Bonus and Welfare Fund.

1.6. Approval of the Report on Salary, Remuneration, Allowances, and Other Benefits for the Board of Directors and the Supervisory Board in 2024, and the Budget Estimate for 2025:

- Actual expenditures in 2024: 2,273 billion VND
- Budget estimate for 2025: 2,038 billion VND

1.7. Approval of the Supervisory Board's Activity Report for 2024, the Operational Plan for 2025, and Authorization for the Board of Directors to Select One of the Following Audit Firms for the 2025 Financial Statements Audit:

1. Deloitte Vietnam Co., Ltd.
2. Ernst & Young Vietnam Co., Ltd.
3. KPMG Vietnam Co., Ltd.

1.8. Approval of the Policy to Sign Contracts and Transactions of Unlimited Value with PetroVietnam Fertilizer and Chemicals Corporation - JSC.

1.9. Approval of the Resignation of Mr. Lương Anh Tuấn from the Board of Directors Effective March 26, 2025, Due to His Reassignment by PetroVietnam Fertilizer and Chemicals Corporation, Which Holds 75% of the Company's Charter Capital.



1.10. Approval of the Election of One Additional Board of Directors Member for the 2021-2026 Term.

1.11. Approval of the Regulations for the Additional Election of Board of Directors Members for the 2021-2026 Term.

1.12. Approval of the Results of the Additional Election of One Board of Directors Member:

- Mr. Cao Trung Kien has been elected as a Board of Directors Member for the 2021-2026 term.

Article 2: Effectiveness

This resolution takes effect immediately after being approved by the Annual General Meeting of Shareholders on March 26, 2025.

Article 3: Implementation Responsibilities

The Board of Directors, Executive Management, Supervisory Board, and Heads of Departments of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company are responsible for implementing this resolution.

**On behalf of the General Meeting of Shareholders
Chairman of the Board of Directors**



Luong Anh Tuan

