

No.: 662/PVCFC-IR

Ca Mau, April 20th, 2026

Re: Update and adjustment of certain contents of
the 2026 AGM Documents.

**INFORMATION DISCLOSURE ON ELECTRONIC PORTAL OF THE
STATE SECURITIES COMMISSION AND HCMC STOCK EXCHANGE**

To: - The State Securities Commission;
- HCMC Stock Exchange.

Name of company: **PetroVietnam Ca Mau Fertilizer Corporation**

Ticker symbol: **DCM**

Head office: No. 647-649, Ngo Quyen Street, An Xuyen Ward, Ca Mau Province.

Telephone: (0290) 3819 000

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Person in charge of information disclosure: Mr. Do Thanh Hung

Address: No. 647-649, Ngo Quyen Street, An Xuyen Ward, Ca Mau Province.

Type of information disclosure:

☒ Periodic

☐ Irregular (24h)

☐ Irregular (72h)

☐ On demand

Information to disclose:

- On April 18, 2026, the Board of Directors of PVCFC issued Resolution No. 931/NQ-PVCFC on the update and adjustment of certain contents of the documents submitted to the 2026 Annual General Meeting of Shareholders, as attached.

This Information is available in the Investor Relations section of PVCFC's website at www.pvcfc.com.vn, as of April 20th, 2026.

The Corporation hereby declares to be responsible for the accuracy and completeness of the disclosed information.

C/e:

- As above;
- BOD-PVCFC (to report);
- SB, General Director-PVCFC (to report);
- Filed: Archive, IR.

Attachment: Resolution No.931/NQ-PVCFC

**PERSON AUTHORIZED TO
DISCLOSE INFORMATION
PERSON IN CHARGE OF
CORPORATE GOVERNANCE**

(Signed & Sealed)

Do Thanh Hung

CÔNG TY CỔ PHẦN
- TỔNG CÔNG TY
PHÂN BÓN DẦU
KHÍ CÀ MAU

Digitally signed by CÔNG
TY CỔ PHẦN - TỔNG
CÔNG TY PHÂN BÓN DẦU
KHÍ CÀ MAU
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No.: 931/NQ-PVCFC

Ca Mau, April 18th, 2026

RESOLUTION

On the agreement on updating and adjusting a number of contents of the documents submitted to the 2026 Annual General Meeting of Shareholders of PVCFC

BOARD OF DIRECTORS

PETROVIETNAM CA MAU FERTILIZER CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Petrovietnam Ca Mau Fertilizer Corporation (PVCFC) as approved by the General Meeting of Shareholders;

Pursuant to Official Letter No. 3047/CNNL-QTNL dated April 17, 2026 of Vietnam National Industry - Energy Group - major shareholder regarding the supplementation of contents on the election of members of the Board of Directors and the Supervisory Board of PVCFC;

Pursuant to the Minutes of the Board of Directors' meeting on updating and adjusting a number of contents of the documents submitted to the 2026 Annual General Meeting of Shareholders and personnel work of PVCFC No. 06/BB-PVCFC dated April 17, 2026.

RESOLVES:

Article 1. To agree on updating and adjusting a number of contents and documents submitted to the 2026 Annual General Meeting of Shareholders of PVCFC, specifically as follows:

1. Contents on election of the Board of Directors and the Supervisory Board:

- Adjusting the number of members of the Board of Directors and members of the Supervisory Board to be dismissed and elected in the Regulations on election of members of the Board of Directors and members of the Supervisory Board.
- Adjusting the number of dismissal/election of members of the Board of Directors to 03 members of the Board of Directors in the Submission on dismissal and election of members of the Board of Directors (including 02 members of the Board of Directors and 01 independent member of the Board of Directors).
- Adjusting the number of dismissal/election of members of the Supervisory Board to 02 members of the Supervisory Board in the Submission on dismissal and election of members of the Supervisory Board.

2. Contents of the Report on salaries, bonuses, remuneration and other benefits in 2025 of the executive management board and plan for 2026 of the Board of Directors and the Supervisory

- Updating figures in the report on salaries, remuneration and bonuses in 2025 of the Board of Directors, the Supervisory Board, the Executive Board and the plan for 2026 of the Board of Directors and the Supervisory Board.

(Detailed documents as attached)

Article 2. This Resolution takes effect from the date of signing.

Article 3. Members of the Board of Directors, the General Director, the Executive Management, Heads of divisions and units of PVCFC shall be responsible for the implementation of this Resolution.

C/c:

- As Article 3;
- SB;
- Filed: Archive, BOD's Office.

**FOR AND BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN**

(signed & sealed)

Tran Ngoc Nguyen

**ELECTION REGULATIONS
FOR MEMBERS OF
THE BOARD OF DIRECTORS / SUPERVISORY BOARD
Annual General Meeting of Shareholders 2026**

These Regulations were approved by the General Meeting of Shareholders (GMS) of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC) as the basis for electing members of the Board of Directors (BOD) and members of the Supervisory Board (SB) at the 2026 Annual General Meeting of Shareholders, with the following provisions:

1. Principles and voting rights at the General Meeting of Shareholders

1.1. Principles

The election of Board of Directors and Supervisory Board members shall adhere to the following principles:

- Compliance with current laws on enterprises and securities of Vietnam;
- Compliance with the current Charter of the PVCFC;
- Ensuring transparency, fairness, and the legitimate interests of shareholders.

1.2. Voting Rights

Shareholders eligible to vote at the General Meeting of Shareholders are those who have voting rights or who are authorized by shareholders with voting rights to attend the meeting (*according to the list of PVCFC shareholders provided by the Vietnam Securities Depository Center as of the final registration date of ..././2026*) and are present at the General Meeting of Shareholders.

2. Number, conditions, and qualifications of Members of the Board of Directors

2.1. Number of members of the Board of Directors

- The PVCFC's Board of Directors currently has 07 members. By the 2026 Annual General Meeting of Shareholders, 02 members will have completed their term, on the date of the 2026 Annual General Meeting of Shareholders (no later than April 22nd, 2026) and dismissal of 01 member at the request of the major shareholder.

- To ensure compliance with the prescribed number of members of the Board of Directors, at the 2026 Annual General Meeting of Shareholders, shareholders shall elect 03 members of the Board of Directors (included 01 independent Director), each with a term of office of up to 05 years from 2026 to 2031 (until the 2031 Annual General Meeting of Shareholders).

2.2. Nomination and candidacy conditions

Individuals who are self-nominated or nominated to be elected to the Board of Directors must meet the standards and conditions for Board membership as well as the following nomination/candidacy criteria:

- A self-nominated candidate who is an individual shareholder must hold at least 10% of the total common shares of the PVCFC at the record date for the list of shareholders eligible to attend the General Meeting of Shareholders. Any other nominated candidate must be nominated by shareholders or a group of shareholders holding at least 10% of the total shares of the PVCFC at the record date for the list of shareholders eligible to attend the General Meeting of Shareholders.

- Members of the Board of Directors must meet the conditions specified in Clause 1, Article 155 of the prevailing Law on Enterprises;

- Self-nominated or nominated individuals (hereinafter collectively referred to as “candidates”) must submit a valid nomination dossier on time.

2.3.2. Compilation of the List of Candidates for the Board of Directors

- Upon the closing of the nomination application submission period as announced, the incumbent Board of Directors shall compile the list of candidates who meet all eligibility criteria to be disclosed to shareholders in accordance with regulations.

- In case the number of candidates nominated and self-nominated for the Board of Directors is still less than the required number, the incumbent Board of Directors may nominate additional candidates based on the following conditions:

- + The nominated candidate must fully satisfy all criteria and conditions applicable to members of the Board of Directors.

- + The nominated candidate must submit a complete nomination dossier.

- The list of eligible candidates must be submitted for approval at the General Meeting of Shareholders before proceeding with the election. Approval of the candidate list shall be conducted by electronic voting.

3. Number, conditions, and qualifications of members of the Supervisory Board

3.1. Number of members of the Supervisory Board

- The number of members of the Supervisory Board as stipulated in the PVCFC Charter is 03 members. By the 2026 Annual General Meeting of Shareholders, 01 member will end her term on the date of the 2026 Annual General Meeting of Shareholders (no later than April 22nd, 2026) and dismissal of 01 member at the request of the major shareholder.

- To ensure the number of members of the Supervisory Board in accordance with regulations, at the 2026 Annual General Meeting of Shareholders, the shareholders shall elect 02 Supervisory Board member with a term of up to 05 years from 2026-2031 (no later than the 2031 Annual General Meeting of Shareholders)

3.2. Eligibility and criteria for members of the Supervisory Board

- Must satisfy the standards prescribed in Article 169 of the current Law on Enterprises.

- Must have full legal and civil capacity and must not fall within the categories prohibited from establishing and managing enterprises under the provisions of the Law on Enterprises;

- Must not hold managerial positions within the PVCFC;

- Members of the Supervisory Board are not required to be shareholders or employees of the PVCFC.

3.3. Nomination and candidacy for the Supervisory Board, number and compilation of the list of candidates for the Supervisory Board

3.3.1. Conditions for self-nomination or nomination as a candidate for the Supervisory Board

- Individuals who self-nominate or are nominated as candidates for the Supervisory Board must satisfy the eligibility criteria and conditions for membership in the Supervisory Board, and must meet the following conditions:

- A self-nominated candidate who is an individual shareholder must hold at least 10% of the total number of ordinary shares of the PVCFC at the time of the final registration date for shareholders eligible to attend the General Meeting of Shareholders. Other nominated candidates must be nominated by a shareholder/group of shareholders holding at least 10% of the PVCFC's total shares as of the final registration date for shareholders eligible to attend the General Meeting of Shareholders.

- The self-nominated or nominated person (hereinafter collectively referred to as "candidate") must submit a valid and timely nomination application.

3.3.2. Compilation of the list of Supervisory Board candidates

- Upon the closing of the submission deadline for candidacy documents as previously announced, the Board of Directors shall compile a list of eligible candidates to be disclosed to shareholders in accordance with regulations.

- In the event that the number of nominated and self-nominated candidates for the Supervisory Board is fewer than 02, the incumbent Board of Directors may nominate additional candidates under the following conditions:

- + The nominated candidate must fully meet the criteria and conditions for becoming a member of the Supervisory Board.

- + The nominated candidate must have submitted complete and valid nomination documents.

- The list of eligible candidates must be submitted to the General Meeting of Shareholders for approval prior to the voting process. Voting on the list of candidates shall be conducted via electronic ballot.

4. Application dossier and submission deadline for nomination/self-nomination to the Board of Directors and Supervisory Board

4.1. The application dossier for nomination/self-nomination to the Board of Directors or the Supervisory Board includes:

- The application letter for participating in the Board of Directors or the Supervisory Board, clearly stating the commitment of the candidate to fulfill the duties of a member of the Board of Directors or the Supervisory Board in an honest manner if elected (using the attached template);

- Curriculum vitae of the candidate (using the attached template);

- Shareholding confirmation showing the number of shares owned by the shareholder (in case of self-nomination) or the shareholder/group of shareholders (in case of nomination), issued by the securities company where the shareholder's account is opened, or a document of equivalent validity issued by the Vietnam Securities Depository Center (up to March 12th, 2026 – the record date for the purpose of the 2026 Annual General Meeting of Shareholders);

- Minutes of the nominating group + List of nominating shareholders (in case the candidate is nominated by a group of shareholders);

- Certified copies of ID Card/Citizen Identity Card/Passport, and diplomas or certificates of professional qualifications.

4.2. Deadline for submission of nomination/application dossiers for the Board of Directors and Supervisory Board

The PVCFC has publicly announced the information regarding the nomination/application for members of the Board of Directors and the Supervisory Board on the PVCFC's communication channels. Accordingly, nomination/application dossiers may be submitted directly or sent by registered mail to the PVCFC's head office no later than 17:00 on April 12th, 2026 (10 days before the opening date of the General Meeting of Shareholders).

Shareholders may also submit nomination/application dossiers before the General Meeting or make nominations during the meeting.

Only nomination/application dossiers that meet all eligibility and nomination conditions, and candidates who satisfy the conditions applicable to members of the Board of Directors and the Supervisory Board, shall be included in the list of candidates to be voted on at the General Meeting of Shareholders.

4. Voting Method

The election of members to the Board of Directors and the Supervisory Board shall be conducted by ballot, specifically as follows:

- Each shareholder or authorized representative attending the meeting shall have a total number of voting rights equivalent to the total number of shares with voting rights (including directly owned and authorized shares), multiplied by the number of members to be elected to the Board of Directors or Supervisory Board;

- Shareholders or authorized representatives attending the meeting may cast all their votes for 01 candidate or allocate their votes among multiple candidates as they choose. However, each shareholder or authorized representative may only vote for a maximum of 01 candidate for the Board of Directors and 01 candidate for the Supervisory Board among the list of nominated candidates.

5. Voting procedure

- Shareholders attending the meeting shall cast their votes by accessing the system using the Account and Password provided by the Organizing Committee at the time of registration for the meeting.

- When shareholders cast their votes, the number of votes each candidate receives shall be recorded on the system according to the number of votes shareholders have directly entered for the candidate(s), or equally divided among the candidate(s) the shareholders have selected in the cumulative voting process.

- At the time voting ends, the PVCFC's electronic voting system shall immediately record the election results.

6. Ballot counting committee

- a. The Ballot Counting Committee shall be nominated by the Chairperson of the General Meeting of Shareholders and approved by the General Meeting of Shareholders. Members of the Ballot Counting Committee shall not be persons whose names are on the list of nominees and/or candidates for the Board of Directors or the Supervisory Board.

- b. The Ballot Counting Committee shall have the following main responsibilities:

- Provide a summary of the voting regulations;

- Inspect and supervise the ballot casting process of shareholders and shareholder representatives;
- Organize the ballot counting;
- Prepare the minutes of ballot counting and announce the results before the General Meeting of Shareholders;
- Submit the minutes and voting results to the Chairperson;

c. The Ballot Counting Committee must ensure the integrity of the voting and counting process and shall be liable for any violations. After the vote counting, the Ballot Counting Committee must prepare the minutes of vote counting and publicly announce the results before the General Meeting of Shareholders.

7. Principles for determining the election results of members of the Board of Directors and the Supervisory Board.

- The elected candidates to the Board of Directors or the Supervisory Board shall be those who receive the highest number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members as prescribed in this Regulation is fulfilled. These candidates must receive more than 50% of the total number of voting shares of all shareholders and authorized representatives attending the meeting

Formula: $\text{Vote rate} = (\text{Total number of votes received by the candidate} / \text{Total number of voting shares at the meeting}) \times 100\%$.

- In case two or more candidates have the same number of votes and this leads to the number of elected candidates exceeding the required number, a re-election shall be conducted among the candidates with the same number of votes.

8. Settlement of complaints related to election and vote counting

-In case shareholders file complaints or request to recheck the election results, the incumbent Supervisory Board shall directly conduct the rechecking. If any mistake, intentional misconduct, or fraud is found in the vote counting process, the Vote Counting Committee shall bear full responsibility.

-The response and settlement of complaints related to the election and vote counting shall be carried out by the Chairperson of the General Meeting of Shareholders and recorded in the Minutes of the General Meeting of Shareholders.

9. Effectiveness

This Regulation shall take effect after being approved by the General Meeting of Shareholders of the PVCFC. The Organizing Committee and relevant departments of the PVCFC shall be responsible for implementing all matters related to this Regulation./.

REPORT ON SALARIES, BONUSES, REMUNERATION AND OTHER BENEFITS IN 2025 OF THE EXECUTIVE MANAGEMENT BOARD AND PLAN FOR 2026 OF THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

To: The General Meeting of Shareholders
PetroVietnam Ca Mau Fertilizer Corporation

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;

Pursuant to the Charter of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC) approved by the General Meeting of Shareholders.

The Board of Directors of PVCFC hereby reports to the General Meeting of Shareholders on the implementation of salary, remuneration, and bonus for the Board of Directors, Supervisory Board, and Board of Management in 2025, and the 2026 plan for the Board of Directors and Supervisory Board, as follows:

I. 2025 actual implementation (from the 2025 Salary, Remuneration, and Bonus Fund)

Unit: Million VND

No.	Full name	Position	Salary/ Remuneration (Mn. VND)	Bonus (Mn. VND)	Total (Mn. VND)	Note
I.	Board of Directors:		15,253.01	2,636.90	17,889.91	
1.	Tran Ngoc Nguyen	BOD Chairman	4,109.70	862.57	4,972.27	
2.	Nguyen Duc Hanh	BOD Member	3,447.46	596.68	4,044.15	
3.	Le Duc Quang	BOD Member	3,435.46	596.68	4,032.15	
4.	Nguyen Duc Thuan	BOD Member	3,116.90	540.96	3,657.87	
5.	Do Thi Hoa	Independent, part-time BOD Member	571.74	20.00	591.74	
6.	Le Viet Dung	Independent, part-time BOD Member	336.26	20.00	356.26	<i>From 16/6/2025</i>
7.	Truong Hong	Independent, part-time BOD Member	235.48	-	235.48	<i>From 01/01/2025 through 15/6/2025</i>
II.	Supervisory Board:		6,029.23	689.91	6,719.14	
1.	Tong Viet Thong	Head of Supervisory Board	1,778.08	246.50	2,024.58	<i>From 16/6/2025</i>
2.	Phan Thi Cam Huong	Head of Supervisory Board	1,465.91	207.18	1,673.09	<i>From 01/01/2025 through 15/6/2025</i>
3.	Do Minh Duong	Full-time Supervisory Board Member	2,701.24	236.23	2,937.47	
4.	Le Canh Khanh	Part-time Supervisory Board Member	84.00	-	84.00	

No.	Full name	Position	Salary/ Remuneration (Mn. VND)	Bonus (Mn. VND)	Total (Mn. VND)	Note
III.	Board of Management:		21,134.83	3,829.40	24,964.23	
1.	Van Tien Thanh	BOD Member & General Director	4,109.70	862.57	4,972.27	
2.	Tran Chi Nguyen	Deputy General Director	3,411.46	596.68	4,008.15	
3.	Nguyen Tuan Anh	Deputy General Director	3,411.46	596.68	4,008.15	
4.	Nguyen Thi Hien	Deputy General Director	3,411.46	596.68	4,008.15	
5.	Nguyen Thanh Tung	Deputy General Director	3,441.17	596.68	4,037.85	
6.	Tran The Cuong	Deputy General Director	1,931.13	331.48	2,262.61	<i>From 02/6/2025</i>
7.	Le Ngoc Minh Tri	Deputy General Director	1,418.44	248.62	1,667.05	<i>From 01/01/2025 through 31/5/2025</i>
IV.	Chief Accountant:		3,242.36	453.68	3,696.04	
1.	Dinh Nhu Cuong	Chief Accountant	3,242.36	453.68	3,696.04	
Total:			45,659.42	7,609.90	53,269.32	

- Salary and remuneration include: monthly salary payments, supplementary salary paid in 2025 and to be paid in 2026 from the Salary Fund, and actual remuneration for 2025.

- Bonus includes: actual bonus for 2025, to be paid in 2026.

The actual salary, remuneration, and bonus fund for 2025 increased compared to 2024 due to the salary, remuneration, and bonus policies issued by the Government in 2025, superseding Decree No. 53/2016/ND-CP dated June 13th, 2016 and Circular No. 28/2016/TT-BLDTBXH dated September 1st, 2016 by the Ministry of Labour, Invalids and Social Affairs. These new policies aim to grant enterprises greater autonomy in salary, remuneration, and bonus payments, oriented toward ensuring market-aligned salary and remuneration levels, enabling enterprises to respond more swiftly to market fluctuations, and implementing appropriate salary mechanisms to attract and incentivize high-quality human resources in line with their development strategies.

Accordingly, the average actual salary and remuneration of the BOD and Supervisory Board in 2025 was VND 262,73 million/person/month, an increase compared to the average actual salary of VND 133,92 million/person/month in 2024. The 2025 bonus fund was capped at a maximum of 2.0 months of average salary, compared to a maximum of 1.5 months of average salary in 2024.

II. 2026 Plan for the Board of Directors and Supervisory Board

Pursuant to the Government's policies and regulations on salaries, remuneration and bonuses issued in 2025, granting enterprises greater autonomy in determining salaries, remuneration and bonuses towards ensuring alignment with market levels, enabling enterprises to respond more flexibly to market fluctuations and to attract and incentivize

high-quality human resources in line with PVCFC's development strategy.

Based on the 2025 actual implementation, the planned tasks, and the number of management and executive members in 2026, PVCFC has developed and adjusted the planned salary, remuneration, and bonus fund for 2026, as well as the mechanism for determining the actual salary, remuneration, and bonus fund for 2026 for the Board of Directors and Supervisory Board, on the basis of the 2025 production and business performance results, as follows:

1. Planned Salary, Remuneration, and Bonus Fund for the Board of Directors and Supervisory Board:

- Number of BOD and Supervisory Board personnel: 09 persons, of whom 06 are full-time and 04 are part-time (including 01 BOD Member concurrently serving as General Director);

- Planned average salary of the BOD and Supervisory Board: VND 110.16 million/person/month, including:

 - + BOD Chairman: VND 137.36 million/person/month;

 - + BOD Member: VND 110.36 million/person/month;

 - + Head of Supervisory Board: VND 110.36 million/person/month;

 - + Supervisory Board Member: VND 82.18 million/person/month.

- Planned average remuneration for part-time BOD and Supervisory Board members: VND 20.66 million/person/month, including:

 - + Part-time BOD Member: VND 22.07 million/person/month;

 - + Part-time Supervisory Board Member: VND 16.44 million/person/month.

- Planned salary, remuneration, and bonus fund for 2026 for the BOD and Supervisory Board: VND 10,410.54 million, including:

 - + Planned salary and remuneration fund: VND 8,923.34 million (of which: Salary fund: VND 7,931.54 million; Remuneration: VND 991.80 million);

 - + Planned bonus fund for the BOD and Supervisory Board: VND 1,487.22 million.

2. Salary and Bonus Distribution for the Board of Directors and Supervisory Board:

The distribution of the salary, remuneration, and bonus fund for the Board of Directors and Supervisory Board shall be carried out in accordance with the Regulations on Salary, Remuneration, and Bonus Management for the Board of Directors, Supervisory Board, and Board of Management issued by the PVCFC Board of Directors.

3. Mechanism for Determining the Actual Salary, Remuneration, and Bonus Fund:

a. Actual Salary Fund:

- The actual salary fund is determined based on the actual number of full-time BOD and Supervisory Board members (calculated as a monthly average) and the average actual salary level.

- The actual salary level of full-time BOD members and Supervisory Board members is determined based on the planned salary level and the degree of profit target achievement, specifically:

+ If actual profit is not lower than the planned profit, the maximum actual salary level shall be equal to the planned salary level:

+ If actual profit exceeds the planned business profit, an additional salary amount shall be calculated on top of the actual salary level in accordance with the principle that for every 1% of profit exceeding the plan, an additional 2% of the salary level is added, but not exceeding 20% of the actual salary level;

+ In cases where the actual profit (excluding objective factors) exceeds the management profit plan of PVCFC, BOD members and Supervisory Board members shall be entitled to an additional salary amount calculated on top of the actual salary level in accordance with the principle that for every 1% of profit exceeding the plan, an additional 2% of the salary level is added, but not exceeding 20% of the prescribed actual salary level;

+ If actual profit is lower than the planned profit, the salary shall be reduced in accordance with the principle that for every 1% decrease in profit, the salary level is reduced by 1%. The actual salary level after such reduction shall not be lower than the basic salary level;

- The remuneration level of part-time Board members and Supervisory Board members shall be determined based on their actual working time, but shall not exceed 20% of the corresponding salary level of full-time Board members and Supervisory Board members.

b. Actual Bonus Fund:

- Not exceeding 02 months of average actual salary and remuneration, if actual profit meets or exceeds the planned profit.

- Not exceeding 02 months of average actual salary and remuneration multiplied by the ratio of actual profit to planned profit, if actual profit is lower than the planned profit but not lower than 1.0 month of actual salary.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

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

Tran Ngoc Nguyen