

No.: 704/PVCFC-IR
Re: Minutes and Resolution of the 2026 Annual
General Meeting of Shareholders

Ca Mau, April 23rd , 2026

**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:

- Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation.

This Information is available in the Investor Relations section of PVCFC's website at www.pvcfc.com.vn, on April 23rd 2026.

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

C/c:

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

**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
Date: 2026.04.23
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Ca Mau, April 22, 2026

MINUTES
Annual General Meeting of Shareholders 2026
of PetroVietnam Ca Mau Fertilizer Corporation
Head office: No. 647-649, Ngo Quyen Street, An Xuyen Ward, Ca Mau
Province. Business code: 2001012298

A. TIME, FORMAT AND VENUE OF THE MEETING

- Time: From 08:00 to 12:15, Monday, April 22nd, 2026.
- Venue: Office of PetroVietnam Ca Mau Fertilizer Corporation, located at 173-179 Truong Van Bang, Cat Lai Ward, Ho Chi Minh City.
- Format: Traditional (in-person) meeting combined with online participation and electronic voting.

B. PARTICIPANTS AND LEGALITY OF THE MEETING

1. Participants:

- **Shareholders:** including shareholders and authorized representatives of shareholders of PetroVietnam Ca Mau Fertilizer Joint Stock Company, based on the list provided by the Vietnam Securities Depository and Clearing Corporation as of the final registration date of 12/3/2026.
- **Board of Directors:** all 07/07 members of the Board of Directors (BOD) attended, including:

1/ Mr. Tran Ngoc Nguyen	Chairman of the BOD;
2/ Mr. Van Tien Thanh	BOD Member cum General Director;
3/ Mr. Nguyen Duc Thuan	BOD Member;
4/ Mr. Nguyen Duc Hanh	BOD Member;
5/ Mr. Le Duc Quang	BOD Member;
6/ Ms. Do Thi Hoa	Independent BOD Member;
7/ Mr. Le Viet Dung	Independent BOD Member.
- **Supervisory Board:** all 03/03 members of the Supervisory Board attended:

1/ Mr. Tong Viet Thong	Head of the Board;
2/ Mr. Do Minh Duong	Supervisor;
3/ Mr. Le Canh Khanh	Supervisor.
- **Independent Auditor:** representative of Deloitte Vietnam Co., Ltd. - the independent auditing firm for the Company's 2024 financial statements attended, including:

- Mrs Khuc Thi Lan Anh – Deputy General Director,
- Mr. Do Trung Kien, Audit Director

2. Legality of the Meeting:

The Shareholder Eligibility Verification Committee, appointed by the Chairperson, consists of:

- Mr. Nguyen Van Tu: Head of the Committee;
- Mr. Nguyen Thao Duong Anh: Member.

According to the report of the Shareholder Eligibility Verification Committee, the results of shareholder verification (at the time of the opening session) are as follows:

- Total number of voting shares of the Company: **529,400,000** shares.
- Total number of shareholders invited to attend the meeting: All shareholders on the list prepared by VSDC as of the record date 12/03/2026.
- Total number of shareholders attending the meeting in person and by proxy at the beginning of the meeting: **70** shareholders, holding **407,412,438** shares, representing **76.9574%** of the total voting shares of the Corporation.
- All attending shareholders and authorized representatives are eligible to participate in the meeting.

Pursuant to the provisions of the prevailing Law on Enterprises and the Corporation's Charter, the 2026 Annual General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation held on 22/04/2026 is deemed legal and qualified to proceed.

C. PROCEEDINGS OF THE GENERAL MEETING

I. Introduction of the Presidium, Secretariat, and Vote Counting Committee.

The Organizing Committee introduced the Presidium and Secretariat as follows:

1. Chairperson:

- Mr. Tran Ngoc Nguyen - Chairman of the Board of Directors.

2. Presidium Members:

- Mr. Tran Ngoc Nguyen - Chairman of the BOD;
- Mr. Van Tien Thanh - BOD Member cum General Director;
- Mr. Tong Viet Thong - Head of the Supervisory Board
- Mr. Nguyen Duc Hanh - BOD Member;
- Ms. Nguyen Thi Hien - Deputy General Director;

3. Secretariat includes the following members:

- Mr. Do Thanh Hung - Company Secretary;
- Ms. Do Thi Hoang Phuong - Deputy manager of Corporate Governance Department, BOD Office.

4. Vote Counting Committee:

In accordance with the Regulations of the General Meeting, to support the Meeting in carrying out tasks such as guiding the voting procedures and principles, conducting the vote counting for the contents of the Meeting, and ensuring the independence and transparency of the vote-counting process, the Chairing Panel introduced the members of the Vote Counting Committee as follows:

- Mr. Tran Quoc Hung - Director of HTIC Law Company Limited, the independent unit responsible for counting and validating the voting results - Head of the Committee.

- Mr Vo Thai Son - Shareholder, shareholder code DCM13505, holding 09 shares, - Member.

- Mr. Phung The Nhu - Authorized representative of shareholder DCM08080, holding 6.000 shares - Member.

- The Vote Counting Committee was approved by the General Meeting of Shareholders through the electronic voting method.

The Vote Counting Committee was approved by the General Meeting of Shareholders through the electronic voting method, with the following voting results: Approving votes: 99,999856%, Dissenting votes: 0,000096%, Abstaining votes: 0,000048%.

II. Agenda and Meeting Regulations.

The Chair of the Meeting presented the rationale for structuring the agenda items by order of priority, which allowed the General Meeting of Shareholders to focus time on the prioritized matters first and provided shareholders with more opportunity to exchange and discuss with the Corporation's leadership on various operational aspects.

The agenda was sent together with the invitation to all shareholders, who were entitled to propose additions or provide comments on the agenda items as guided in the invitation (which had been sent to shareholders and published on the Corporation's website since 23/3/2026 - 30 days prior to the meeting date). On April 17, 2026, PVCFC received an official letter from the major shareholder - Vietnam National Industry - Energy Group regarding personnel work under the content of election of members of the Board of Directors and the Supervisory Board of PVCFC. The Board of Directors agreed to approve and update the contents in the Submission on election of members of the Board of Directors and the Supervisory Board and updated in the General Meeting documents.

At the meeting, the Presidium further invited shareholders to comment on the proposed agenda; however, no shareholder raised any opinion. The agenda items were arranged in the following order of priority:

1. Report on the activities of the Board of Directors in 2025 and orientation for activities in 2026;
2. Report on production and business performance in 2025 and production and business plan targets for 2026;
3. Audited Financial Statements for 2025;
4. Plan for profit distribution, appropriation of funds, dividend payment for 2025 and the profit distribution plan for 2026;
5. Report of the Supervisory Board in 2025 and operation plan for 2026;

6. Proposal on the selection of the auditing firm for the 2026 Financial Statements;
7. Report on salaries, bonuses, remunerations and other benefits in 2025 of the Executive Management Board and the plan for 2026 of the Board of Directors and the Supervisory Board;
8. Amendments and supplements to the registered business lines; the Charter; the Internal Regulation on Corporate Governance; the Regulation on Operation of the Board of Directors; and the Regulation on Operation of the Supervisory Board.
9. Election of members of the Board of Directors and the Supervisory Board, including the following items:
 - Approval of the Election Regulations;
 - Dismissal of BOD Member - Mr. Tran Ngoc Nguyen, Mr. Le Duc Quang, Mrs. Do Thi Hoa;
 - Dismissal of Supervisors: Mr. Tong Viet Thong, Mr. Do Minh Duong;
 - Election of BOD members, independent BOD members;
 - Election of Supervisory Board Members;

The General Meeting of Shareholders voted to approve the proposed agenda and the Meeting Regulations via electronic voting with the following results:

- Meeting agenda.

Voting results:

Approving votes: 99,999856%, Dissenting votes: 0,000096%, Abstaining votes: 0,000048%

- Meeting Regulations.

Voting results:

Approving votes: 99,999856%, Dissenting votes: 0,000096%, Abstaining votes: 0,000048%.

With the above voting results, the meeting regulations and agenda of the 2026 Annual General Meeting of Shareholders was approved.

III. Presentation of Reports and Proposals

1. Mr. Tran Ngoc Nguyen, Chairman of the BOD, presented the Report on the activities of the Board of Directors in 2025 and the orientation for 2026 operations.
2. Mr. Van Tien Thanh, BOD Member cum General Director, on behalf of the BOD, presented the Report on business performance in 2025 and business plan targets for 2026.
3. Mr. Dinh Nhu Cuong, Chief Accountant of the Corporation, as authorized by the BOD, presented the Audited financial statements for 2025 and the Profit distribution plan, fund appropriation, dividend payment for 2025, and profit distribution plan for 2026.
4. Mr. Tong Viet Thong, Head of the Supervisory Board, presented the Report of the Supervisory Board in 2025 and operation plan for 2026, and the Proposal for selection of the independent audit firm for 2026 financial statements.

5. Mr. Nguyen Ngoc Buu, Head of Human Resources Management Division, as authorized by the BOD, presented the Report on salaries, bonuses, remuneration and other benefits in 2025 of the Executive Board, and the 2026 plan of the Board of Directors and the Supervisory Board.
6. Mr Nguyen Duc Hanh, BOD Member, presented the Proposal for amendments and supplements to the registered business lines; the Charter; the Internal Regulation on Corporate Governance; the Regulation on Operation of the Board of Directors; and the Regulation on Operation of the Supervisory Board.

The full content of reports and proposals was detailed in the meeting documents published on the Corporation's website prior to the General Meeting and distributed to shareholders at the meeting.

For each agenda item submitted for shareholders' approval, the Corporation has provided the rationale and relevant explanations in the AGM materials to ensure that shareholders are adequately informed for voting purposes.

IV. Election of Members of the Board of Directors and Supervisory Board

- The Presidium requested the General Meeting of Shareholders to vote on the election regulations via electronic voting, with the following results:

Voting results:

Approving votes: 99,9997%, Dissenting votes: 0%, Abstaining votes: 0,0003%.

- Mr. Nguyen Duc Hanh, BOD Member, on behalf of the Board of Directors, presented the proposal on the dismissal of Mr. Tran Ngoc Nguyen, Mr Le Duc Quang as a BOD Member, and Mrs. Do Thi Hoa as an independent BOD Member; dismissal of Mr Tong Viet Thong and Mr. Do Minh Duong as a Supervisor and the election of new members, independent members to the BOD and new members of Supervisory Board.

- The General Meeting of Shareholders voted on the dismissal of Mr. Tran Ngoc Nguyen, BOD Member, with the following results:

Voting results:

Approving votes: 99,02785%, Dissenting votes: 0,97184%, Abstaining votes: 0,00031%.

- The General Meeting of Shareholders voted on the dismissal of Mr. Le Duc Quang, BOD Member, with the following results:

Voting results:

Approving votes: 99,9996%, Dissenting votes: 0,0001%, Abstaining votes: 0,0003%.

- The General Meeting of Shareholders voted on the dismissal of Mrs. Do Thi Hoa, Independent Member of BOD, with the following results:

Voting results:

Approving votes: 99,9996%, Dissenting votes: 0%, Abstaining votes: 0,0004%.

- The General Meeting of Shareholders voted on the dismissal of Mr. Tong Viet Thong, Supervisor, with the following results:

Voting results:

Approving votes: 99,0325%, Dissenting votes: 0,9671%, Abstaining votes: 0,0004%.

- The General Meeting of Shareholders voted on the dismissal of Mr. Do Minh Duong, Supervisor, with the following results:

Voting results:

Approving votes: 99,9996%, Dissenting votes: 0%, Abstaining votes: 0,0004%.

- The General Meeting of Shareholders voted on the list of candidates for BOD member, including two individuals: Mr. Nguyen Thanh Tung and Mr. Bach Duc Long, via electronic voting, with the following results:

Voting results:

Approving votes: 99,0325%, Dissenting votes: 0,2883%, Abstaining votes: 0,6792%.

- The General Meeting of Shareholders voted on the list of candidates for independent member of BOD, including 1 individual: Mr. Nguyen Van Son, via electronic voting, with the following results:

Voting results:

Approving votes: 99,0325%, Dissenting votes: 0,2883%, Abstaining votes: 0,6792%.

- The General Meeting of Shareholders voted on the list of candidates for member of Supervisory Board, including 2 individuals: Mr. Dinh Nhat Duong and Mr Pham Minh Vi, via electronic voting, with the following results:

Voting results:

Approving votes: 99,0325%, Dissenting votes: 0,2883%, Abstaining votes: 0,6792%.

The attending shareholders proceeded to vote for the election of BOD and Supervisory Board members in accordance with the election regulations. The list of elected members was approved by the General Meeting.

V. Discussion

After the presentation of reports and proposals by the Chairing Panel, Mr. Tran Ngoc Nguyen, Chairman of the BOD and Chairperson of the Meeting, moderated the discussion. Shareholders submitted questions directly at the meeting venue or via the online meeting system at: <https://dcm.bvote.vn/>.

The Presidium respectfully acknowledged and responded to all comments and questions raised by shareholders, based on the actual situation of the Corporation's governance and operations, aiming to ensure the highest benefits for shareholders.

A summary of all questions/comments and responses discussed at the Meeting is attached in **Appendix 02** to the minutes.

D. ELECTION RESULTS AND RESOLUTIONS

I. Election Results:

1. Election Result for Member of the Board of Directors

i) Mr. Bach Duc Long: 417.304.213 votes, accounting for 96,8577%.

Mr. Bach Duc Long was elected as a Member of the Board of Directors of PVCFC for the 2026-2031 term (until the Annual General Meeting of Shareholders in 2031).

ii) Mr. Nguyen Thanh Tung: 417.324.053 votes, accounting for 96,8623%.

Mr. Nguyen Thanh Tung was elected as a Member of the Board of Directors of PVCFC for the 2026-2031 term (until the Annual General Meeting of Shareholders in 2031).

2. Election Result for Independent Member of the Board of Directors

Mr. Nguyen Van Son: 420.927.323 votes, accounting for 97,6998%.

Mr. Nguyen Van Son was elected as an Independent Member of the Board of Directors of PVCFC for the 2026-2031 term (until the Annual General Meeting of Shareholders in 2031).

3. Election Result for Member of the Supervisory Board

i) Mr. Dinh Nhat Duong: 421.230.644 votes, accounting for 97,7691%.

Mr. Dinh Nhat Duong was elected as a Member of the Supervisory Board of the PVCFC for the 2026-2031 term (until the Annual General Meeting of Shareholders in 2031).

ii) Mr. Pham Minh Vi: 421.219.602 votes, accounting for 97,7665%.

Mr. Pham Minh Vi was elected as a Member of the Supervisory Board of the PVCFC for the 2026-2031 term (until the Annual General Meeting of Shareholders in 2031).

II. Voting Results on the Contents Presented at the General Meeting

The General Meeting of Shareholders voted via electronic ballot to approve the discussed matters. The voting results for each issue are as follows:

1. Approve the 2025 Production and Business Performance Report with the following key targets:

No	Target	Unit	2024 Actual	2025 Plan		2025 Actual	Ratio		
				2597 PVCFC-IR	2576 PVCFC-IR				
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>4/3</i>	<i>4/2</i>	<i>4/1</i>
I	PRODUCTION OUTPUT								
1	Production								
-	Urea Equivalent	'000 tons	956,36	910,00	942,00	966,73	103%	106%	101%
+	<i>Including: - Nitrogen-Based Fertilizers</i>	<i>'000 tons</i>	<i>106,55</i>	<i>120,00</i>	<i>105,00</i>	<i>79,30</i>	<i>76%</i>	<i>66%</i>	<i>74%</i>
-	NPK	'000 tons	284,20	340,00	340,00	347,23	102%	102%	122%
+	<i>NPK (Produced by PVCFC)</i>	<i>'000 tons</i>	<i>207,54</i>	<i>220,00</i>	<i>220,00</i>	<i>243,87</i>	<i>111%</i>	<i>111%</i>	<i>118%</i>
+	<i>NPK (Produced by KVF)</i>	<i>'000 tons</i>	<i>76,66</i>	<i>120,00</i>	<i>120,00</i>	<i>103,36</i>	<i>86%</i>	<i>86%</i>	<i>135%</i>
2	Sales (*)		1.325,30	1.378,78	1.405,00	1.430,58	102%	104%	108%
-	Urea	'000 tons	804,73	758,78	800,00	804,71	101%	106%	100%
-	Nitrogen-Based Fertilizers	'000 tons	90,39	120,00	105,00	79,36	76%	66%	88%
-	NPK	'000 tons	251,11	340,00	340,00	331,32	97%	97%	132%

No	Target	Unit	2024 Actual	2025 Plan		2025 Actual	Ratio		
				2597 PVCFC-IR	2576 PVCFC-IR				
+	<i>NPK (Produced by PVCFC)</i>	'000 tons	175,82	220,00	220,00	236,35	107%	107%	134%
+	<i>NPK (Produced by KVF)</i>	'000 tons	75,29	120,00	120,00	94,97	79%	79%	126%
-	Proprietary Fertilizer	'000 tons	254,37	280,00	280,00	310,16	111%	111%	122%
II	FINANCIAL TARGETS								
1	Consolidated								
-	Total Revenue	Bn. VND	14.037,27	13.983,39	15.862,64	17.032,88	107%	122%	121%
-	Profit Before Tax	Bn. VND	1.522,06	864,32	1.614,47	2.207,43	137%	255%	145%
-	Profit After Tax	Bn. VND	1.428,01	774,04	1.447,56	1.961,84	136%	253%	137%
2	Parent Company								
-	Total Revenue	Bn. VND	13.252,44	13.251,14	15.130,39	15.898,09	105%	120%	120%
-	Profit Before Tax	Bn. VND	1.321,70	852,93	1.603,08	2.229,35	139%	261%	169%
-	Profit After Tax	Bn. VND	1.233,73	763,62	1.437,13	1.988,37	138%	260%	161%
-	Pre-tax ROC	%	25,0%	16,1%	30,3%	42,1%	139%	262%	168%
3	Investment Realized Value	Bn. VND	1.173,22	770,50	498,17	583,51	117%	76%	50%
4	Disbursed Investment Value		1.143,58	669,79	525,89	542,70	103%	81%	47%

(*) Total sales includes (Urea + Nitrogen-Based Fertilizers + NPK (PVCFC) + Proprietary Fertilizer)

Voting results:

Approving votes: 99,9995%, Dissenting votes: 0%, Abstaining votes: 0,0005%.

2. Approval of key targets for 2026 Production and Business Plan:

Production output:

No.	Targets	Unit	2026 Plan (*)
1	Production of Products		
1.1	Urea	Thousand tons	926
-	<i>Nitrogen-based fertilizers</i>	<i>Thousand tons</i>	<i>120</i>
1.2	NPK	Thousand tons	350
-	<i>NPK (PVCFC production)</i>	<i>Thousand tons</i>	<i>230</i>
-	<i>NPK (KVF production)</i>	<i>Thousand tons</i>	<i>120</i>
1.3	Food-grade CO ₂	Thousand tons	3.7
2	Product Consumption		
2.1	Urea	Thousand tons	771
2.2	<i>Nitrogen-based fertilizers</i>	Thousand tons	120
2.3	NPK	Thousand tons	350
-	<i>NPK (PVCFC production)</i>	<i>Thousand tons</i>	<i>230</i>
-	<i>NPK (KVF production)</i>	<i>Thousand tons</i>	<i>120</i>
2.4	Food-grade CO ₂	Thousand tons	3.7
2.5	Self-trading fertilizers	Thousand tons	395

Financial plan:

No.	Targets	Unit	2026 Plan
I	Financial targets (Consolidated company)		
1	Total Revenue	Billion VND	17.615
2	Profit Before Tax	Billion VND	1.320
3	Profit After Tax	Billion VND	1.182
II	Financial Targets (Parent Company)		
1	Total Revenue	Billion VND	16.117
2	Profit Before Tax	Billion VND	1.309
3	Profit After Tax	Billion VND	1.173
4	Dividend Payout Ratio / Charter Capital	%	10%
5	Investment in capital construction & equipment procurement		
5.1	Total Investment Capital Requirement	Billion VND	734
-	Investment in capital construction & equipment procurement	Billion VND	734
-	Capital contribution in member units	Billion VND	-
5.2	Capital sources	Billion VND	720
-	<i>Owner's equity</i>	<i>Billion VND</i>	<i>244</i>
-	<i>Loan and other sources</i>	<i>Billion VND</i>	<i>476</i>

Voting results:

Approving votes: 99,9762%; Dissenting votes: 0,0232%; Abstaining votes: 0,0006%.

3. Approval of the authorization for the Board of Directors to amend, supplement and adjust the 2026 production and business plan in a flexible manner, in line with the actual production and business situation of PVCFC

Voting results:

Approving votes: 99,32081%, Dissenting votes: 0,67856%, Abstaining votes: 0,00063%.

4. Approval of the 2025 Operation Report and 2026 Operation Plan of the Board of Directors.

Voting results:

Approving votes: 99,9994%, Dissenting votes: 0,0001%, Abstaining votes: 0,0005%.

5. Approval of the 2025 Financial Statements audited by Deloitte Vietnam Audit Co., Ltd.

Voting results:

Approving votes: 99,9994%, Dissenting votes: 0,0001%, Abstaining votes: 0,0005%.

6. Approval of the 2025 Accumulated profit distribution plan:

No.	Description	Consolidated financial statement data (PVCFC's ownership portion) (billion VND)
I	Total undistributed after-tax profits as at 31/12/2025	2,581.11
1	Brought forward (as per separate financial statements)	621.30
2	In 2025 (as per consolidated financial statements)	1,959.81

II	Distributed after-tax profits	1,910.24
I	Dividend payout In cash (20% of charter capital, equivalent to 2,000 VND/share)	1,058.80
2	Through Development Investment Fund	587.94
3	Through Employee Bonus and Welfare Fund	256.14
4	Through Bonus Fund for Executive Board, BOD Members, and Supervisory Board Members	7.36
III	Undistributed after-tax profits carried forward	670.87

Voting results:

Approving votes: 99,99947%, Dissenting votes: 0,00002%, Abstaining votes: 0,00051%.

7. Approval of 2026 Profit Distribution Plan:

No	Item	Amount (Bn. VND)
I	2026 accumulated after-tax profits	1,843.47
1	Undistributed after-tax profits from 2025 carried forward to 2026	670.87
2	2026 after-tax profits	1,172.60
II	2026 accumulated after-tax profits distribution plan	1,112.65
1	Development Investment Fund (30% of Profit After Tax) (i)	351.78
2	Bonus and Welfare Fund (u)	231.47
3	Expected dividend payout (10% of charter capital, equivalent to 1,000 VND/share) (w)	529.40
III	Undistributed after-tax profits from 2026 carried forward to 2027	730.82

(i): Development Investment Fund: 30% of Profit After Tax.

(u): Bonus and Welfare Fund:

+ Employee Bonus and Welfare Fund: not exceeding 04 months of average actual salary, provided that actual profit is not lower than the planned profit.

+ Executive Management Bonus Fund: not exceeding 02 months of average actual salary and remuneration, provided that actual profit meets or exceeds the planned profit.

(v): 2024 Charter Capital: 5.294 billion VND.

The distribution of after-tax profit for the year 2026 depends on the Company's business performance and will be decided at the 2027 Annual General Meeting of Shareholders.

Voting results:

Approving votes: 99,8940%; Dissenting votes: 0,1055%; Abstaining votes: 0,0005%.

8. Approval of the 2025 Operation Report and 2026 Operation Plan of the Supervisory Board.

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0,0006%.

9. Selection of auditor for the 2026 Financial Statements:

The GMS approves the shortlist of independent auditing firms for the 2026 financial

statements, and authorizes the Board of Directors to select one of the following firms:

- Deloitte Vietnam Audit Co., Ltd.;
- KPMG (Vietnam) Co., Ltd.;
- Ernst & Young Vietnam Co., Ltd.;
- PwC (Vietnam) Co., Ltd. to audit the 2026 Financial Statements.

Voting results:

Approving votes: 99,9721%; Dissenting votes: 0%; Abstaining votes: 0,0279%.

10. Report on salary, bonus, remuneration and other benefits of the Board of Directors and Supervisory Board in 2025

- 2025 actual: 24,609.05 million VND.

Voting results:

Approving votes: 99,99937%; Dissenting votes: 0,00002%; Abstaining votes: 0,00061%.

11. The 2026 Plan for salary, bonus, remuneration and other benefits of the Board of Directors and Supervisory Board

a. Estimated 2026 salary, bonus and remuneration fund for the Board of Directors and Supervisory Board as follows:

- Salary and remuneration fund for BOD and SB: 8,923.34 million VND.
- Bonus fund for BOD and SB: 1,487.22 million VND.
- Total: 10,410.56 million VND.

b. Distribution of salary, bonus and remuneration of the Board of Directors and Supervisory Board:

The distribution of salary, remuneration and bonus funds for the Executive Board shall be implemented according to the Regulations on salary, bonus and remuneration of the Executive Board issued by the Board of Directors of PVCFC.

c. Mechanism for determining the actual salary, remuneration, and bonus funds:

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.

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.

Voting results:

Approving votes: 99,99937%; Dissenting votes: 0,00002%, Abstaining votes: 0,00061%.

12. Supplementation of Business Lines of the Company:

No.	Code/Business Line
0163	Post-harvest service activities
0121	Growing of fruit trees
0128	Growing of spice, aromatic, and medicinal perennial crops
0130	Propagation and care of agricultural seedlings
1030	Processing and preservation of fruits and vegetables
8292	Packaging services
4632	Wholesale of food
4633	Wholesale of beverages

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0,0006%.

13. Amendment of Business Lines:

No	Current Business Line	Current Industry Code	Amended Business Line	Amended Industry Code
1.	Data processing, hosting, and related activities	6311	Information technology infrastructure, data processing, storage, and related activities	6310

No	Current Business Line	Current Industry Code	Amended Business Line	Amended Industry Code
2.	Web portal Details: Establishment of electronic information websites. Establishment of social networks.	6312	Web search portals and other information services <i>Details: Establishment of electronic information websites. Establishment of social networks.</i>	6390
3.	Retail sale via mail order or the internet Details: E-commerce trading. (Excluding the exercise of export rights, import rights, distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).	4791	Retail intermediary services <i>Details: E-commerce trading. (Excluding the exercise of export rights, import rights, distribution rights for goods on the List of goods for which foreign investors and foreign-invested economic organizations are not permitted to exercise export rights, import rights, or distribution rights).</i>	4790
4.	Supply and management of labor resources Details: Supply of personnel for operation, inspection, and repair of machinery and electrical systems for production (Excluding services for sending workers abroad under contract).	7830	Other human resources supply <i>Details: Supply of personnel for operation, inspection, and repair of machinery and electrical systems for production (Excluding services for sending workers abroad under contract).</i>	7822
5.	Other specialized wholesale not elsewhere classified Details: Wholesale of fertilizers, pesticides, and other chemicals for agricultural and industrial use. Wholesale of biological active substance products for agriculture, industry, and ecological environment. Wholesale of flowers, ornamental plants, soil, and growing media, agricultural tools and implements.	4669	Other specialized wholesale not elsewhere classified <i>Details: Wholesale of fertilizers, pesticides, and other chemicals for agricultural and industrial use. Wholesale of biological active substance products for agriculture, industry, and ecological environment. Wholesale of flowers, ornamental plants, soil, and growing media, agricultural tools and implements.</i>	4679
6.	Manufacture of non-alcoholic beverages, mineral water	1104	Manufacture of non-alcoholic beverages, mineral water	1105
7.	Retail sale of other new goods in specialized stores Details: Retail sale of fertilizers, pesticides, and other chemicals for agricultural and industrial use. Retail sale of biological	4773	Other general retail <i>Details: Retail sale of fertilizers, pesticides, and other chemicals for agricultural and industrial use. Retail sale of biological active substance products for</i>	4719

No	Current Business Line	Current Industry Code	Amended Business Line	Amended Industry Code
	active substance products for agriculture, industry, and ecological environment. Retail sale of flowers, ornamental plants, soil, and growing media, agricultural tools and implements.		<i>agriculture, industry, and ecological environment. Retail sale of flowers, ornamental plants, soil, and growing media, agricultural tools and implements.</i>	
8.	Repair of machinery and equipment Details: Maintenance and repair of machinery and equipment.	3312	Repair and maintenance of machinery and equipment <i>Details: Maintenance and repair of machinery and equipment.</i>	3312
9.	Landscape care and maintenance services	8130	Landscape services	8130

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0.0006%.

14. Approval of the amendment and supplementation of the Corporation's Charter as detailed in Appendix 03 attached hereto

Voting results:

Approving votes: 99,9995%; Dissenting votes: 0%; Abstaining votes: 0,0005%.

15. Approval of the amendment and supplementation of the Internal Regulations on Corporate Governance as detailed in Appendix 04 attached hereto

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0,0006%.

16. Approval of the amendment and supplementation of the BOD's Operating Regulations as detailed in Appendix 04 attached hereto

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0,0006%.

17. Approval of the amendment and supplementation of the Supervisory Board's Operating Regulations as detailed in Appendix 04 attached hereto.

Voting results:

Approving votes: 99,9994%; Dissenting votes: 0%; Abstaining votes: 0,0006%.

(Detailed vote counting results for each item are provided in Appendix 01 attached hereto)

The minutes of the 2026 Annual General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation were prepared at 12 hours 25 minutes on 22/04/2026, and the General Meeting of Shareholders voted via electronic voting with the following results: Approving votes: 99,9998%; Dissenting votes: 0%; Abstaining votes: 0,0002%.

The total number of shareholders attending in person, online, or by proxy at the time of conclusion of the meeting was: **145** shareholders, owning **431.697.035** shares, accounting for **81,5446%** of the total voting shares of the Company.

These minutes were recorded by the Secretary Team, accurately reflecting the entire proceedings of the meeting, in accordance with the provisions of the Law on Enterprises and the Charter of PetroVietnam Ca Mau Fertilizer Corporation, and will be archived as part of the documentation of the Corporation's 2026 Annual General Meeting of Shareholders.

The 2026 Annual General Meeting of Shareholders of PetroVietnam Ca Mau Fertilizer Corporation, held in the form of a traditional (in-person) meeting combined with online participation and electronic voting, was concluded at 12 hours 25 minutes on 22/04/2026.

**ON BEHALF OF THE SECRETARIAT
HEAD OF THE TEAM**

(signed)

Do Thanh Hung

**ON BEHALF OF THE PRESIDIUM
CHAIRPERSON / CHAIRMAN OF THE BOD**

(signed)

Tran Ngoc Nguyen

Recipients:

- Shareholders;
- BOD, Supervisory Board;
- Filing: Office of the BOD

APPENDIX 01:

VOTE COUNTING RESULTS OF THE GENERAL MEETING ITEMS

(Attached to Minutes No. 01/BB-DHDCD dated April 22, 2026 of the General Meeting of Shareholders)

No.	Content	Total votes	Approving votes		Dissenting votes		Abstaining votes:	
			Total votes	%	Total votes	%	Total votes	%
1.	Approval of the Agenda of the General Meeting	415.547.644	415.547.044	99,9999%	400	0,000096%	200	0,000048%
2.	Approval of the Meeting Regulations	415.547.644	415.547.044	99,9999%	400	0,000096%	200	0,000048%
3.	Approval of the Election Regulations at the General Meeting	415.547.644	415.547.044	99,9999%	400	0,000096%	200	0,000048%
4.	Approval of the Vote Counting Committee	430.912.543	426.723.423	99,0278%	4.187.800	0,9718%	1.320	0,00031%
5.	Approval of dismissal of Mr. Tran Ngoc Nguyen as member of the Board of Directors	430.912.543	430.910.823	99,9996%	400	0,000093%	1.320	0,00031%
6.	Approval of dismissal of Mr. Le Duc Quang as member of the Board of Directors	430.912.543	430.910.823	99,9996%	0	0%	1.720	0,0004%
7.	Approval of dismissal of Ms. Do Thi Hoa as independent member of the Board of Directors	430.912.543	426.743.423	99,0325%	4.167.400	0,9671%	1.720	0,0004%
8.	Approval of the list of candidates for members of the Board of Directors	430.912.543	430.910.823	99,9996%	0	0%	1.720	0,0004%
9.	Approval of the list of candidates for independent member of the Board of Directors	430.912.543	430.911.223	99,9997%	0	0%	1.320	0,00031%
10.	Approval of dismissal of Mr. Tong Viet Thong as Supervisor	430.912.543	426.743.543	99,0325%	1.242.400	0,2883%	2.926.600	0,6792%
11.	Approval of dismissal of Mr. Do Minh Duong as Supervisor	430.912.543	426.743.543	99,0325%	1.242.400	0,2883%	2.926.600	0,6792%
12.	Approval of the list of candidates for members of the Supervisory Board	430.912.543	426.743.543	99,0325%	1.242.400	0,2883%	2.926.600	0,6792%

No.	Content	Total votes	Approving votes		Dissenting votes		Abstaining votes:	
			Total votes	%	Total votes	%	Total votes	%
13.	Approval of business performance results in 2025	431.061.342	431.059.142	99,9995%	0	0%	2.200	0,00051%
14.	Approval of key targets of the 2026 business plan	431.061.742	430.959.142	99,9762%	100.000	0,0232%	2.600	0,0006%
15.	Approval of authorization for the Board of Directors to amend, supplement and adjust the 2026 business plan	431.061.742	428.134.022	99,3208%	2.925.000	0,6786%	2.720	0,00063%
16.	Approval of the 2025 report and 2026 orientation of the Board of Directors	430.961.742	430.959.142	99,9994%	400	0,000093%	2.200	0,00051%
17.	Approval of the audited financial statements for 2025 audited by Deloitte Vietnam Co., Ltd.	431.061.742	431.059.142	99,9994%	400	0,000093%	2.200	0,00051%
18.	Approval of the accumulated profit distribution plan for 2025	431.061.742	431.059.442	99,9995%	100	0,000023%	2.200	0,00051%
19.	Approval of the profit distribution plan for 2026	431.395.742	430.938.322	99,894%	455.220	0,1055%	2.200	0,00051%
20.	Approval of the 2025 report and 2026 plan of the Supervisory Board	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%
21.	Approval of the selection of auditing firms for 2026 financial statements	430.961.742	430.841.442	99,9721%	0	0%	120.300	0,0279%
22.	Approval of the report on remuneration and benefits of the Board of Directors and Supervisory Board in 2025	430.961.742	430.959.042	99,9994%	100	0,000023%	2.600	0,0006%
23.	Approval of the remuneration and benefits plan of the Board of Directors and Supervisory Board in 2026	430.961.742	430.959.042	99,9994%	100	0,000023%	2.600	0,0006%
24.	Approval of addition of business lines	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%
25.	Approval of amendment of business lines	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%
26.	Approval of amendment and supplementation of the Charter of PVCFC	430.961.742	430.959.542	99,9995%	0	0%	2.200	0,00051%
27.	Approval of amendment of Internal Corporate Governance Regulations	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%

No.	Content	Total votes	Approving votes		Dissenting votes		Abstaining votes:	
			Total votes	%	Total votes	%	Total votes	%
28.	Approval of amendment of the BOD Operation Regulations	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%
29.	Approval of amendment of the Supervisory Board Operation Regulations	430.961.742	430.959.142	99,9994%	0	0%	2.600	0,0006%
30.	Approval of Minutes and Resolution of the General Meeting	428.010.235	428.009.435	99,9998%	0	0%	800	0,00019%

APPENDIX 02:
DISCUSSION SESSION
Shareholders' questions and PVCFC Management's responses
(Attached to Minutes No. 01/BB-AGM dated April 22, 2026)

No.	Content of comments	Content of responses
I	QUESTIONS SUBMITTED VIA ONLINE SYSTEM	
1	How does the Corporation assess supply-demand and urea prices under scenarios of early reopening of the Strait of Hormuz in Q2/2026 or prolonged conflict until the end of 2026? Does the Corporation prioritize domestic sales or export contracts at high prices? What is the furthest delivery month currently contracted and at what price?	Based on the analysis of geopolitical and market conditions, the most desirable scenario is that the conflict will end in May 2026 under the pressure of parliamentary elections in November, combined with easing signals such as Iran resuming negotiations via Pakistan and the withdrawal of Russian experts from nuclear facilities. If the war continues until the end of the year, the world will face a severe energy shortage crisis in the winter. At the same time, global urea fertilizer supply is tightening as plants in Russia and the Middle East require 6 to 8 months to recover after disruptions. Urea prices are forecast to fluctuate around USD 500/ton until early 2027. With the offered prices in India's tenders, it is highly likely that China will participate in exports, and together with the possibility of the war ending, fertilizer supply will gradually recover, albeit slowly. As a major production and trading enterprise in the fertilizer industry, ensuring supply–demand stability and contributing to the sustainable development of national agriculture, PVCFC closely monitors seasonal conditions and the supply–demand balance of the domestic market, prioritizing products for domestic consumption and Cambodia. The remaining surplus volume will be exported to global markets. Annually, PVCFC considers the volume available for export during off-peak seasons. However, during implementation, PVCFC will flexibly adjust export volumes and timing depending on domestic and global market conditions as well as seasonal demand. In the context of currently high global prices and low domestic demand during off-peak periods, PVCFC will calculate export volumes to both ensure sufficient supply for domestic consumption in the upcoming Summer–Autumn crop and maximize exports to optimize revenue and profit.

No.	Content of comments	Content of responses
2	How does the Company assess the risk of a sharp decline in farmers' payment capacity and adverse weather conditions affecting fertilizer demand, particularly urea, in 2026 and the next 2–3 years?	The Corporation assesses that the risk of a decline in farmers' payment capacity and the impact of weather conditions in 2026 and the next 2–3 years is present; however, at this time, weather conditions generally have not shown significant fluctuations, except for some localized phenomena such as unseasonal rains in recent days. The main pressure comes from the increase in agricultural input costs while output prices of agricultural products have not improved, causing farmers to tend to reduce fertilizer application or even abandon crops; accordingly, if the current high level of input prices continues over the next 3–6 months, fertilizer demand may decrease by approximately 20–30% in the short term, particularly for urea. Nevertheless, these factors are mainly cyclical and vary by region, and do not change the long-term demand for fertilizers, and the market is expected to recover when pricing conditions and agricultural production become more favorable.
3	Could the Management please share further on the similarities and differences between the current fertilizer supply crisis and that in 2021? How does the Management assess the risk of China resuming urea exports when the gap between domestic prices in China and global prices is quite large while China still has surplus capacity for export to the global market?	1. The Management assesses that the current supply fluctuations have similarities with those in 2021 as both were affected by energy prices and supply disruptions, but differ in that the current causes mainly stem from geopolitical factors rather than the pandemic, and the market is reacting in a more stable manner. In the context of sharply increasing global gas prices causing many plants in countries such as India and Pakistan to reduce output, Vietnamese enterprises have an advantage thanks to stable input gas costs, thereby maintaining production and flexibly balancing between exports and the domestic market. Regarding the risk of China resuming exports, this is a factor that needs to be monitored as China still has surplus capacity and a large price gap; however, export capability depends significantly on China's export management policies and its priority on domestic food security. In the event that China re-enters the market from 2027, supply will improve, contributing to cooling prices and bringing the market back to a more balanced state.
4	Secondly, could Ca Mau Fertilizer share more about its export plan for this year? In the first quarter, the Company exported to the US—how does DCM assess this market? In the coming time, does the Company have plans to expand to other markets? Regarding products, in the Q1 investor release, currently only urea export volume has	2. In Q1/2026, PVCFC achieved an export volume of 211 thousand tons, up 39% year-on-year, while Q2 is expected to continue growing by leveraging favorable pricing opportunities and global urea supply disruptions in the context of low domestic demand. The full-year 2026 plan targets 450–500 thousand tons, with Cambodia remaining the key market accounting for more than 50% of total volume. Currently, the Company's products are present in 22 countries,

No.	Content of comments	Content of responses
	been disclosed; could the Management further share on the NPK export situation as well as the development and investment orientation for this product this year?	including high-standard markets such as Australia and Europe, creating a foundation for further international market expansion. For NPK, export volume remains modest (~20 thousand tons/year) but is being oriented for expansion, with a focus on increasing market coverage in Cambodia while also developing potential markets such as Laos and gradually penetrating Myanmar and Sri Lanka.
5	What is the Company's profit in Q1?	Consolidated profit before tax in Q1/2026 was VND 878 billion, up 208% compared to the Q1 plan and up 93% year-on-year
6	I have two questions: 1. What is the current urea export price to Cambodia? How does the Company take advantage of the recent increase in international fertilizer prices? 2. Why did the Company's selling, general and administrative expenses in Q4 increase threefold compared to other quarters?	1. Currently, the urea export price to Cambodia remains comparable to the domestic price in Vietnam, although export prices to other markets have increased significantly, reaching around USD 900/ton. On that basis, the Company balances business efficiency and market responsibility by prioritizing supply for the Summer–Autumn crop in the domestic market and Cambodia, while optimizing the remaining volume through exports to markets with better prices, thereby maintaining core market share and enhancing profitability 2. Selling, general and administrative expenses in Q4 increased significantly (approximately three times higher than in other quarters), mainly due to:
7	The provision of nearly VND 400 billion in selling, general and administrative expenses in Q4/2025	- Scientific research expenses are accrued based on business performance results in the period (approximately 8.5% of profit before tax). - Social welfare expenses supporting regions affected by natural disasters and floods, as well as activities for the poor and vulnerable groups. - Salary expenses are adjusted and re-accounted in accordance with the realized salary fund based on business performance, resulting in increased expenses in the year-end period.
8	How much revenue each segment will generate this year? For segments outside fertilizers such as CO ₂ , what is the revenue? How much profit does the Van Thien Hoa distribution segment generate? What is its revenue? How has input gas prices	In 2026, revenue is mainly concentrated in the fertilizer segment (accounting for the majority of the structure), in which commercial urea plays a key role. The CO ₂ segment in Q1/2026 reached 182 tons, and is expected to reach 100 tons in April. The full-year plan is projected at 3,700 tons (the Business Division estimates 5,000 tons).

No.	Content of comments	Content of responses
	fluctuated over time-have they increased in line with oil prices? When will the agricultural technology segment start generating revenue and profit?	In the fertilizer industry, input prices and selling prices typically move in the same direction in line with market conditions; when input costs change, selling prices tend to adjust accordingly. On that basis, PVCFC proactively manages selling prices flexibly in line with market developments, while optimizing costs and product mix to maintain reasonable profit margins.
9	It is recommended that the Management set higher business plan targets to create motivation for striving. If the business plan can be achieved within just two quarters, it would be quite unchallenging. The plan should have a challenging element; if it is not achieved by the end of Q3, it can then be adjusted. Only in this way can confidence be built among shareholders.	The Management fully understands the expectation for a more challenging plan to create motivation for striving. However, the 2026 plan has been developed by the Company on a prudent basis, in the context where input factors such as oil prices (forecast at around USD 70/barrel), urea prices and exchange rates all contain significant uncertainties, directly affecting business performance. Accordingly, the profit plan is established with the objective of ensuring feasibility and sustainability, while maintaining effective risk control. In practice, the Company always operates in a proactive and flexible manner: continuously monitoring market developments, optimizing costs, and improving productivity and operational efficiency to enhance profit margins. We affirm that while the plan serves as a prudent management foundation, the operational objective is to strive to meet and exceed the plan, thereby delivering maximum value and reinforcing shareholders' confidence. This has been demonstrated over the past nearly eight years.
10	I am Ha from Ho Chi Minh City. The 2026 business plan shows growth; however, why is the dividend plan only 10% in cash, while in 2025 the Company paid a 20% cash dividend? Thank you.	Regarding dividends: PVCFC balances profits across years, with retained earnings to ensure stable and sustainable operating cash flow. Given the characteristics of fertilizer enterprises with ROE ranging around 12–17% per year, the 20% cash dividend paid by PVCFC in 2025 is considered reasonable, reflecting stable business performance and strong profitability.”
11	2. The 2026 dividend payment is only 10% in cash, while 2026 is expected to be very favorable in terms of profitability.	Regarding the 2026 dividend plan, it is set at 10% (corresponding to planned profit after tax of over VND 1,100 billion); however, based on actual business performance, a higher payout ratio may be distributed compared to the initial plan
12	May I ask about the risk that Petronas may stop selling its gas portion to PVN, and what is the	Currently, Petrovietnam/PVGas is working with field owners to develop and exploit several new small gas fields, including Khanh My – Dam Doi and Nam Du – U Minh, to supply gas to the PM3 – Ca Mau gas pipeline system, ensuring sufficient gas supply for the Ca Mau Gas –

No.	Content of comments	Content of responses
	approximate gas price of new gas fields in USD/MMBTU?”	Power – Fertilizer Complex. In addition, Petrovietnam is considering investment in a connecting pipeline branch linking the Block B gas pipeline to Ca Mau. The gas price from Hoa Mai, Nam Du – U Minh, and Khanh My – Dam Doi fields (referred to as supplementary small fields) is projected from 2027 at USD 10.39/MMBTU, with an annual escalation rate of 2.25%; tariff: USD 1.17/MMBTU; the gas price including tariff, excluding VAT, in 2027 is USD 11.56/MMBTU. The gas supplied to the fertilizer plant will be a blended price between PM3 gas and gas sourced from marginal small fields.
13	I am Le Hong Nhung, a shareholder of DCM and also a journalist from Mekong ASEAN magazine. I have two questions for the Management of Ca Mau Fertilizer. Firstly, in the 2024 Annual Report, the Company set a target for the 2026–2030 period to become one of the leading exporters of fruits and medicinal herbs in Vietnam. What development plans has DCM implemented and will implement in 2026 to achieve this objective?”	In 2026, what development plans has DCM implemented and will implement to achieve the objective for the 2026–2030 period of becoming one of the leading exporters of fruits and medicinal herbs in Vietnam: - In the coming period, in the field of biotechnology, we focus on two main directions. The first is the research and application of microbial products in fertilizers and crop protection, gradually participating more deeply in the cultivation and post-harvest preservation value chain. Currently, we are investing in a pilot production line with a bioreactor capacity of approximately 2,000 liters, expected to produce 800–1,000 tons of microbial products per year. The second is research and development of plant varieties.
14	The Company is oriented towards developing post-harvest processing, but currently does not yet have specific projects or experience in this value chain. Is this a long-term strategy with a clear investment roadmap, or is it still at the research and exploratory stage? When can shareholders expect revenue contribution from this segment?	- At the same time, the Company also plans to establish a molecular biotechnology division to move towards breeding new plant varieties—an area that still has significant gaps in Vietnam. - Regarding post-harvest processing, in the initial stage, we choose to cooperate with enterprises that have strong technology and operational capabilities (such as frozen durian, beverages, food products, etc.). The objective is to generate early revenue. - Currently, we have selected approximately six types of crops to develop raw material areas, with evaluation support from specialized institutes. About 20 hectares of seedless lime have been implemented in Long An, and next will be passion fruit, MD2 pineapple, bananas, etc. According to the plan, these models may start harvesting from late 2027 to early 2028. - Regarding profit margins of the agricultural processing segment, based on practical surveys in Thailand and similar enterprises, pre-tax profit margins can reach at least 25–30%, which is relatively high. However, this sector also depends heavily on factors such as weather, plant

No.	Content of comments	Content of responses
		varieties, and other risks, and therefore requires effective management to achieve sustainable performance.
II	QUESTIONS RAISED DIRECTLY AT THE MEETING	
1	From the time a level-1 distributor places an order until delivery and revenue recognition, how long does it take? Similarly, for exports, how long does it take from order receipt to delivery to the port?	- Regarding order placement and delivery time: It depends on seasonality and customer segments. The Company has the advantage of owning its own export port. Previously, the loading capacity at the plant was about 2,000–3,000 tons/day, but currently, after improvements, it has reached approximately 7,000 tons/day, even under unfavorable weather conditions. - Delivery time from Ca Mau takes only about 2–3 days depending on each region. For more distant areas such as the Central or Northern regions, the time will be longer depending on the transportation route. Sales methods are also flexible. - For exports, transportation from Ca Mau to the transshipment point (buoy No. 0) for loading onto large vessels (30,000–40,000 tons) takes about 10–15 days, depending on weather conditions and vessel mobilization. - In the coming time, the Company is investing in a large port in Nhon Trach, capable of accommodating vessels of up to 45,000 tons. This will be an important infrastructure to help reduce logistics costs and increase flexibility in import and export activities.
2	What is the Company's orientation for the US and Brazil markets in the coming period, in addition to its core strategy focusing on the Cambodia market?	Currently, the Company aims for exports to account for approximately 25–30% of total output. Among these, Cambodia is the most important market and is considered a strategic target market. In Cambodia, the Company has established a network of seven major distributors covering key regions. DCM's urea market share in this market is currently over 40%, at times approaching 50%. In addition to Cambodia, the Company takes advantage of domestic off-peak periods and favorable price differentials to export, with two objectives of balancing supply and demand and optimizing profitability. Currently, the Company's products have been exported to approximately 22 markets. However, apart from Cambodia (direct exports), other markets are mainly served through international traders due to high requirements in distribution systems and market control.

No.	Content of comments	Content of responses
		In the future, as international operations expand, the Company may move towards direct exports in certain regional markets such as Myanmar and Sri Lanka. The Company has signed strategic cooperation agreements with major partners such as Samsung C&T and ICL to ensure both input and output. Exports to demanding markets such as the US, Brazil and Europe are mostly conducted through trader networks. Success is driven by stable product quality, brand reputation and standardized delivery processes. In principle, the Company conducts transparent offerings, and the partner providing the best price and conditions will be selected. In addition, at certain times, even when export prices are lower than domestic prices, the Company still exports to reduce inventory, avoid overloading storage systems and ensure continuous plant operations.
3	When global urea prices increase, leading to a corresponding rise in domestic selling prices, what mechanisms does the Company have in place to adjust prices to ensure the interests of farmers?	- The price difference between the domestic market and the global market depends on each specific period. At times, domestic prices are higher, and at other times, they are lower than global prices. - Currently, Vietnam has participated in more than 17 free trade agreements (FTAs), so the market is nearly interconnected. Therefore, price management must closely follow international market developments and domestic demand. - The Company adjusts prices periodically every 15 days, ensuring a balance of interests among the Company, distributors and farmers, while avoiding price conflicts that may affect the supply chain.
4	What is the current status of the plan to increase the capacity of the Ca Mau Fertilizer Plant to 125%? What is the estimated Capex? When is it expected to be completed and what is the specific disbursement plan?	- Over the past 15 years, we have increased capacity from the initial level of about 98% of design capacity to 118.5% at present. Notably, during the recent Tet holiday, the urea plant alone reached 120% of design capacity. - In the coming period, we are preparing a feasibility study (FS) together with licensors and consultants to assess the possibility of further increasing to 125% of design capacity. To implement this, there are multiple options, either executing a large EPC contract or continuing revamping step by step.

No.	Content of comments	Content of responses
		- It is expected that the revamping will begin at the end of 2026 or early 2027 and be completed by August-September 2027. The estimated cost for increasing capacity from 118.5% to 125% is approximately VND 800-1,000 billion, depending on market conditions. Regarding funding, the Company is still able to arrange and meet the investment requirements.
5	What is the business outlook for Q2/2026? What is the expected export ratio in Q2/2026?	- In Q1/2026, the Company's business performance was supported by favorable selling price levels, together with the advantage from inventory carried over from 2025. This is an important factor helping to optimize cost of goods sold and improve profit margins during the period. - Entering Q2/2026, the Company has secured several orders at favorable selling prices, thereby expecting business performance to remain positive. However, specific figures will need to be updated after the end of the quarter.
6	Regarding the application of tax from July 1, 2025: Does the input gas price already include VAT? Has the Government made any changes to the calculation of value-added tax (VAT)?	The gas price already includes 10% VAT and transportation costs.
7	The Management has mentioned the use of additional LNG sources. Could you please provide more details on this source?	LNG is one of the long-term solutions. Natural gas fields all have limited reserves, while the plant has a very long lifespan (20–50 years). Therefore, it is necessary to have a strategy to diversify supply sources in the short, medium and long term. Petrovietnam has also oriented the development of LNG storage infrastructure nationwide to serve future production demand. However, this is a national-level plan, so the specific timeline and scale have not yet been determined.
8	The NPK plant in Binh Dinh has now come into operation; what is the expected capacity utilization this year, and when is it expected to reach 100% capacity?	- The Binh Dinh NPK plant has a capacity of approximately 50,000 tons/year, mainly serving regional demand. Therefore, the objective is not to operate at maximum capacity but to flexibly respond to the market and support market share expansion. - Given the relatively modest scale of investment, the Company does not place heavy emphasis on absolute efficiency, but rather focuses on market penetration and market control.

No.	Content of comments	Content of responses
9	At present, what stage is the Company in regarding the biotechnology and crop care segment? When is revenue expected to start being recognized? What is the gross profit margin of this new business segment, and how does it compare to the overall industry average?	In the coming period, in the field of biotechnology, we focus on two main directions. The first is the research and application of microbial products in fertilizers and crop protection, gradually participating more deeply in the cultivation and post-harvest preservation value chain. Currently, we are investing in a pilot production line with a bioreactor capacity of approximately 2,000 liters, expected to produce 800–1,000 tons of microbial products per year. The second is research and development of plant varieties. - At the same time, the Company also plans to establish a molecular biotechnology division to move towards breeding new plant varieties—an area that still has significant gaps in Vietnam. - Regarding post-harvest processing, in the initial stage, we choose to cooperate with enterprises that have strong technology and operational capabilities (such as frozen durian, beverages, food products, etc.). The objective is to generate early revenue. - Currently, we have selected approximately six types of crops to develop raw material areas, with evaluation support from specialized institutes. About 20 hectares of seedless lime have been implemented in Long An, and next will be passion fruit, MD2 pineapple, bananas, etc. According to the plan, these models may start harvesting from late 2027 to early 2028. - Regarding profit margins of the agricultural processing segment, based on practical surveys in Thailand and similar enterprises, pre-tax profit margins can reach at least approximately 25–30%, which is relatively high. However, this sector also depends heavily on factors such as weather, plant varieties and other risks, and therefore requires effective management to achieve sustainable performance.
10	What is the current progress of the EU's CBAM (Carbon Border Adjustment Mechanism)? How is the expected cost level by 2030 likely to impact urea prices?	The EU has postponed the implementation of CBAM to 2027; this represents a significant technical barrier for fertilizer producers exporting to the European market, as this sector has a high level of emissions. However, for products related to post-harvest processing, if advanced technologies are applied, processes are well controlled and emissions are reduced, the impact of CBAM will not be too significant. The Company pays close attention to this and will gradually implement it within its ESG sustainable development roadmap, aiming to reduce environmental burdens and adapt to various taxes when entering international markets.

APPENDIX 03:
CONTENTS OF AMENDMENT AND SUPPLEMENTATION OF THE CHARTER
(Attached to Minutes No. 01/BB-AGM dated April 22, 2026 of the General Meeting of Shareholders)

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
1	Article 1. Definitions	To be regulated	Addition of Point x to Clause 1, Article 1 – Definitions: <i>x. “Production and business operations” means all activities related to investment, production, trade, services, and other economic activities carried out by the Corporation/subsidiary to produce products, goods, or services for sale on the market, thereby generating revenue and profit in accordance with the registered business lines.</i>
2	Article 14. Rights and Obligations of the General Meeting of Shareholders	Points d, p, r, Clause 1, Article 14 d. Decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation’s most recent financial statements; p. Decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation’s most recent separate financial statements; r. The Corporation enters into contracts/transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the total asset value of the Corporation as recorded in the most recent financial statements;	Amendment of Points d, p, r, Clause 1, Article 14 <i>d. Decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation’s most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i> <i>p. Decide on investment in or sale of assets valued at thirty-five percent (35%) or more of the total asset value recorded in the Corporation’s most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i> <i>r. The Corporation enters into contracts/transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value equal to or greater than thirty-five percent (35%) of the total asset value of the Corporation as recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i>
3		Point t, Clause 2, Article 14. Rights and Obligations of the General Meeting of Shareholders	Amendment of Point t, Clause 2, Article 14. Rights and Obligations of the General Meeting of Shareholders: <i>“t. Approve the following transactions:</i>

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
		t. Approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities;	<i>t1. Transactions with a value of 35% or more, or transactions resulting in the total transaction value arising within 12 months from the date of the first transaction reaching 35% or more of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), or a lower ratio or value as stipulated in the Corporation's Charter, between the Corporation and any of the following parties:</i> <i>- Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related persons;</i> <i>- Shareholders or authorized representatives of shareholders owning more than 10% of the total ordinary share capital of the Corporation and their related persons;</i> <i>- Enterprises related to the persons specified in Clause 2, Article 164 of the Law on Enterprises;</i> <i>t2. Contracts or transactions for loans or asset sales with a value exceeding 10% of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements) between the Corporation and a shareholder owning 51% or more of the total voting shares or a related person of such shareholder."</i>
4	Article 20. Conditions for Resolutions of the General Meeting of Shareholders to be Passed	Point d, Clause 1, Article 20 d. Investment projects or asset sales with a value of thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent financial statements	Amendment of Point d, Clause 1, Article 20 <i>d. Investment projects or asset sales with a value of thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i>
5	Article 21. Authority and Procedure for Soliciting Shareholders'	Point đ, Clause 1, Article 21 đ. Decide on investment in or sale of assets with a value of 35% or more of the total asset value	Amendment of Point đ, Clause 1, Article 21 <i>đ. Decide on investment in or sale of assets with a value of 35% or more of the total asset value recorded in the Corporation's most recent</i>

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
	Written Opinions to Pass Resolutions of the General Meeting of Shareholders	recorded in the Corporation's most recent audited financial statements	<i>quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i>
6	Article 25. Composition and Term of BOD Members	Clause 2, Article 25. Composition and Term of BOD Members “2. The term of BOD members shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent BOD member of the Corporation for no more than 02 consecutive terms. A BOD member may simultaneously be a BOD member of no more than 05 other companies. A BOD member may not be a shareholder of the Corporation, may not hold Vietnamese nationality, and/or may not reside in Vietnam.”	Amendment of Clause 2, Article 25. Composition and Term of BOD Members “2. <i>The term of BOD members shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent BOD member of the Corporation for no more than 02 terms (or a total period as independent BOD member not exceeding 10 years). A BOD member may simultaneously be a BOD member or member of the Members' Council of no more than 05 other companies. A BOD member may not be a shareholder of the Corporation, may not hold Vietnamese nationality, and/or may not reside in Vietnam.</i> ”
		Point a, Clause 5, Article 25. Composition and Term of BOD Members 5. The composition of the BOD is as follows: a. The BOD composition of the Corporation must ensure that at least one-third (1/3) of the total number of BOD members are non-executive members to ensure the independence of the BOD.	Amendment of Point a, Clause 5, Article 25. Composition and Term of BOD Members “5. <i>The composition of the BOD is as follows:</i> <i>a. The BOD composition of the Corporation must ensure: (i) at least 01 non-executive member where the Corporation has 05 BOD members; (ii) at least 02 non-executive members where the Corporation has 06 to 07 BOD members, in order to ensure the independence of the BOD</i> ”
7	Article 26. Rights and Obligations of the Board of Directors	Points h, i, Clause 2, Article 26 h. Approve purchase, sale, borrowing, lending contracts, and other contracts/transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent financial statements, except for contracts/transactions falling within the decision-	Amendment of Points h, i, Clause 2, Article 26 <i>h. Approve purchase, sale, borrowing, lending contracts, and other contracts/transactions with a value of thirty-five percent (35%) or more of the total asset value recorded in the Corporation's most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), except for</i>

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
		making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises; i. Approve contracts/transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value less than thirty-five percent (35%) of the total asset value of the Corporation as recorded in the most recent financial statements;	<i>contracts/transactions falling within the decision-making authority of the General Meeting of Shareholders as stipulated in Point d, Clause 2, Article 138, Clause 1 and Clause 3, Article 167 of the Law on Enterprises;</i> <i>i. Approve contracts/transactions with persons specified in Clause 1, Article 167 of the Law on Enterprises with a value less than thirty-five percent (35%) of the total asset value of the Corporation as recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements);</i>
		Point u, Clause 2, Article 26. Rights and Obligations of the Board of Directors 2. Rights and obligations of the Board of Directors are regulated by the provisions of law, the Corporation Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors have the following rights and obligations: u. Independent BOD members of the Corporation must prepare an assessment report on the activities of the BOD.”	Amendment of Point u, Clause 2, Article 26. Rights and Obligations of the Board of Directors “2. Rights and obligations of the Board of Directors are regulated by the provisions of law, the Corporation Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors have the following rights and obligations: <i>u. Each independent BOD member of the Corporation must prepare an assessment report on the activities of the BOD.”</i>
		To be regulated	Addition of Point v to Clause 2, Article 26. Rights and Obligations of the Board of Directors <i>v. Implement dividend payments to shareholders in accordance with applicable laws and the Corporation’s Charter, following approval by the Annual General Meeting of Shareholders .</i>
		To be regulated	Addition of Point x to Clause 2, Article 26. Rights and Obligations of the Board of Directors <i>x. Organize training and capacity-building programs on corporate governance and necessary skills for BOD members, the General</i>

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
			<i>Director, the Person in Charge of Corporate Governance, and other managers of the Corporation.</i>
		To be regulated	Addition of Point y to Clause 2, Article 26. Rights and Obligations of the Board of Directors <i>y. Grant loans or guarantees to individuals and organizations in accordance with applicable laws and the Corporation's internal regulations.</i>
		Clause 3, Article 26. Rights and Obligations of the Board of Directors 3. The BOD must report to the General Meeting of Shareholders on the results of the BOD's activities as stipulated in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities.	Amendment of Clause 3, Article 26. Rights and Obligations of the Board of Directors <i>"3. The BOD must report to the General Meeting of Shareholders on the results of the BOD's activities as stipulated in Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations on the implementation of certain articles of the Law on Securities, and any amending, supplementing, or replacing instruments.</i>
8	Article 42. Duty of Honesty and Avoidance of Conflicts of Interest	To be regulated	Addition of Clause 8 after Clause 7 of Article 42. Duty of Honesty and Avoidance of Conflicts of Interest <i>"8. The General Director must not be a related person of managers, Supervisory Board members of the Corporation and its parent company, state capital representatives, or enterprise capital representatives at the Corporation and its parent company as defined in Point d, Clause 46, Article 4 of the Law on Securities"</i>
9	Article 42. Duty of Honesty and Avoidance of Conflicts of Interest	Points a, b, Clause 10, Article 42 a. For transactions with a value less than or equal to thirty-five percent (35%) of the total asset value recorded in the most recent financial statements, the material terms of the contract or transaction, as well as the relationships and interests of BOD members, Supervisory Board members, the General Director, and other executive officers,	Amendment of Points a, b, Clause 10, Article 42 <i>a. For transactions with a value less than or equal to thirty-five percent (35%) of the total asset value recorded in the most quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), the material terms of the contract or transaction, as well as the relationships and interests of BOD members, Supervisory Board members, the General Director, and other executive</i>

No.	Article, Clause, Point	Current Charter Provision	Amended/Supplemented Charter Provision
		must be reported to the BOD and approved by a majority vote of BOD members without related interests; b. For transactions with a value exceeding thirty-five percent (35%), or transactions resulting in the total transaction value arising within twelve (12) months from the date of the first transaction reaching thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statements, the material terms of such transaction, as well as the relationships and interests of BOD members, Supervisory Board members, the General Director, and other executive officers, must be disclosed to shareholders and approved by the General Meeting of Shareholders by votes of shareholders without related interests.	<i>officers, must be reported to the BOD and approved by a majority vote of BOD members without related interests;</i> <i>b. For transactions with a value exceeding thirty-five percent (35%), or transactions resulting in the total transaction value arising within twelve (12) months from the date of the first transaction reaching thirty-five percent (35%) or more of the total asset value recorded in the most recent quarterly/semi-annual/annual financial statements (the total asset value being the lower of the figures reported in the separate financial statements or the consolidated financial statements), the material terms of such transaction, as well as the relationships and interests of BOD members, Supervisory Board members, the General Director, and other executive officers, must be disclosed to shareholders and approved by the General Meeting of Shareholders by votes of shareholders without related interests.</i>
10		Appendix on business lines of the Corporation	Update, amendment, and supplementation of the Corporation's business lines.

APPENDIX 04:

CONTENTS OF AMENDMENT AND SUPPLEMENTATION OF THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE; REGULATIONS ON OPERATION OF THE BOARD OF DIRECTORS; REGULATIONS ON OPERATION OF THE SUPERVISORY BOARD

(Attached to Minutes No. 01/BB-AGM dated April 22, 2026 of the General Meeting of Shareholders)

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision
I/	INTERNAL REGULATIONS ON CORPORATE GOVERNANCE		
1	Article 15. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections	Point c, Clause 1, Article 15. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections c. The BOD composition of the Corporation must ensure that at least one-third (1/3) of the total number of BOD members are non-executive members to ensure the independence of the BOD .	Amendment of Point c, Clause 1, Article 15. Procedures and Process for Nomination, Candidacy, and Organization of BOD Member Elections <i>c. The BOD composition of the Corporation must ensure: (i) at least 01 non-executive member where the Corporation has 05 BOD members; (ii) at least 02 non-executive members where the Corporation has 06 to 07 BOD members, in order to ensure the independence of the BOD.</i>
II/	OPERATING REGULATIONS OF THE BOD		
1	Article 4. Rights and Obligations of BOD Members	Clause 4, Article 4 Independent BOD members of the Company must prepare an assessment report on the activities of the BOD. Independent BOD members may prepare a joint report, but it must bear the signatures of all members.	Amendment of Clause 4, Article 4 <i>“Each independent BOD member of the Company must prepare an assessment report on the activities of the BOD”.</i>
2	Article 6. Composition and Term of BOD Members	Clause 2, Article 6. The term of BOD members shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent BOD member of the Corporation for no more than 02 consecutive terms. A BOD member may simultaneously be a BOD member of no more than 05 other companies. A BOD member may not be a shareholder of the Corporation, may not hold Vietnamese nationality, and/or may not reside in Vietnam.	Amendment of Clause 2, Article 6. <i>The term of BOD members shall not exceed five (05) years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent BOD member of the Corporation for no more than 02 terms (or a total period as independent BOD member not exceeding 10 years). A BOD member may simultaneously be a BOD member or member of the Members’ Council of no more than 05 other companies. A BOD member may not be a shareholder of the Corporation, may not hold Vietnamese nationality, and/or may not reside in Vietnam.</i>

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision
3	Article 6. Composition and Term of BOD Members	Point a, Clause 5, Article 6. a. The BOD composition of the Company must ensure that at least one-third (1/3) of the total number of BOD members are non-executive members to ensure the independence of the BOD.	Amendment of Point a, Clause 5, Article 6. <i>a. The BOD composition of the Corporation must ensure: (i) at least 01 non-executive member where the Corporation has 05 BOD members; (ii) at least 02 non-executive members where the Corporation has 06 to 07 BOD members, in order to ensure the independence of the BOD.</i>
4	Article 7. Criteria and Conditions for BOD Members	Point d, Clause 1, Article 7. d. For state-owned enterprises as defined in Point b, Clause 1, Article 88 of the Law on Enterprises and subsidiaries of such state-owned enterprises, BOD members must not be family relatives of the Director, General Director, or other managers of the Company; of managers or persons with authority to appoint managers of the parent company.	Amendment of Point d, Clause 1, Article 7. <i>d. BOD members must not be family relatives of the General Director or other managers of the Corporation; of managers or persons with authority to appoint managers of the parent company.</i>
5	Article 12. Rights and Obligations of the BOD	To be regulated	Addition of Point p, Clause 2, Article 12. <i>p. Make dividend payments to shareholders in accordance with applicable laws, following approval by the Annual General Meeting of Shareholders.</i>
6	Article 12. Rights and Obligations of the BOD	To be regulated	Addition of Point u, Clause 2, Article 12. <i>u. Organize training and capacity-building programs on corporate governance and necessary skills for BOD members, the General Director, the Person in Charge of Corporate Governance, and other managers of the Corporation, to ensure that members understand the core principles of corporate governance and are updated annually on the latest trends and requirements in governance.</i>
7	Article 12. Rights and Obligations of the BOD	To be regulated	Addition of Point v, Clause 2, Article 12. <i>v. Grant loans or guarantees to individuals and organizations in accordance with applicable laws and the Corporation's internal regulations.</i>

No.	Article, Clause, Point	Current Provision	Amended/Supplemented Provision
8	Article 17. Assessment, Training, and Succession Planning	Amendment of Point c, Clause 4, Article 17 b. All BOD members must participate in at least 01 corporate governance training program organized by a professional organization to ensure that members understand the core principles of corporate governance and are updated annually on the latest trends and requirements in governance. c. The Corporation shall disclose in the corporate governance section of the annual report its policies and practices regarding professional development and training programs for BOD members (orientation and ongoing).	Removal of Point b, Clause 4, Article 17 Amendment of Point c, Clause 4, Article 17 <i>c. The Corporation shall disclose in the corporate governance section of the annual report its policies and practices regarding professional development and training programs for BOD members, the General Director, the Person in Charge of Corporate Governance, and other management personnel (orientation and ongoing).</i>
9	Article 21. Annual Reporting	To be regulated	Addition of Point e, Clause 1, Article 21 <i>e. Report on the BOD's activities of each independent BOD member.</i>
III/	OPERATING REGULATIONS OF THE SUPERVISORY BOARD		
1	Article 13, Clause 3	Verify the completeness, legality, and truthfulness of business performance reports, quarterly, semi-annual, and annual financial statements of the Corporation	<i>Verify the completeness, legality, and truthfulness of business performance reports, semi-annual, and annual financial statements of the Corporation</i>

No.: 996/NQ-PVCFC

Ca Mau, date 22 month 4 year 2026

RESOLUTION
2026 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS
PETROVIETNAM CA MAU FERTILIZER CORPORATION

Pursuant to Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam;

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

Pursuant to Meeting Minutes No. 01/BB-DHDCD-2026 and voting results of the General Meeting of Shareholders (GMS) of PetroVietnam Ca Mau Fertilizer Corporation (PVCFC) approving the agenda at the Annual General Meeting held on April 22nd, 2026.

RESOLVED:

Article 1. Approve the following reports and proposals:

1.1. Approve the 2025 Production and Business Performance Report with the following key targets:

No	Target	Unit	2024 Actual	2025 Plan		2025 Actual	Ratio		
				2597 PVCFC- IR	2576 PVCFC- IR				
<i>A</i>	<i>B</i>	<i>C</i>	<i>I</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>4/3</i>	<i>4/2</i>	<i>4/1</i>
I	PRODUCTION OUTPUT								
1	Production								
-	Urea Equivalent	'000 tons	956,36	910,00	942,00	966,73	103%	106%	101%
+	<i>Including: - Nitrogen-Based Fertilizers</i>	'000 tons	<i>106,55</i>	<i>120,00</i>	<i>105,00</i>	<i>79,30</i>	<i>76%</i>	<i>66%</i>	<i>74%</i>
-	NPK	'000 tons	284,20	340,00	340,00	347,23	102%	102%	122%
+	<i>NPK (Produced by PVCFC)</i>	'000 tons	<i>207,54</i>	<i>220,00</i>	<i>220,00</i>	<i>243,87</i>	<i>111%</i>	<i>111%</i>	<i>118%</i>
+	<i>NPK (Produced by KVF)</i>	'000 tons	<i>76,66</i>	<i>120,00</i>	<i>120,00</i>	<i>103,36</i>	<i>86%</i>	<i>86%</i>	<i>135%</i>
2	Sales (*)		1.325,30	1.378,78	1.405,00	1.430,58	102%	104%	108%
-	Urea	'000 tons	804,73	758,78	800,00	804,71	101%	106%	100%
-	Nitrogen-Based Fertilizers	'000 tons	90,39	120,00	105,00	79,36	76%	66%	88%
-	NPK	'000 tons	251,11	340,00	340,00	331,32	97%	97%	132%
+	<i>NPK (Produced by PVCFC)</i>	'000 tons	<i>175,82</i>	<i>220,00</i>	<i>220,00</i>	<i>236,35</i>	<i>107%</i>	<i>107%</i>	<i>134%</i>

No	Target	Unit	2024 Actual	2025 Plan		2025 Actual	Ratio		
				2597 PVCFC-IR	2576 PVCFC-IR				
+	<i>NPK (Produced by KVF)</i>	'000 tons	75,29	120,00	120,00	94,97	79%	79%	126%
-	Proprietary Fertilizer	'000 tons	254,37	280,00	280,00	310,16	111%	111%	122%
II	FINANCIAL TARGETS								
1	Consolidated								
-	Total Revenue	Bn. VND	14.037,27	13.983,39	15.862,64	17.032,88	107%	122%	121%
-	Profit Before Tax	Bn. VND	1.522,06	864,32	1.614,47	2.207,43	137%	255%	145%
-	Profit After Tax	Bn. VND	1.428,01	774,04	1.447,56	1.961,84	136%	253%	137%
2	Parent Company								
-	Total Revenue	Bn. VND	13.252,44	13.251,14	15.130,39	15.898,09	105%	120%	120%
-	Profit Before Tax	Bn. VND	1.321,70	852,93	1.603,08	2.229,35	139%	261%	169%
-	Profit After Tax	Bn. VND	1.233,73	763,62	1.437,13	1.988,37	138%	260%	161%
-	Pre-tax ROC	%	25,0%	16,1%	30,3%	42,1%	139%	262%	168%
3	Investment Realized Value	Bn. VND	1.173,22	770,50	498,17	583,51	117%	76%	50%
4	Disbursed Investment Value		1.143,58	669,79	525,89	542,70	103%	81%	47%

1.2. Approval of key targets for 2026 Production and Business Plan:

Production output:

No.	Targets	Unit	2026 Plan (*)
1	Production of Products		
1.1	Urea	Thousand tons	926
-	<i>Nitrogen-based fertilizers</i>	<i>Thousand tons</i>	<i>120</i>
1.2	NPK	Thousand tons	350
-	<i>NPK (PVCFC production)</i>	<i>Thousand tons</i>	<i>230</i>
-	<i>NPK (KVF production)</i>	<i>Thousand tons</i>	<i>120</i>
1.3	Food-grade CO ₂	Thousand tons	3.7
2	Product Consumption		
2.1	Urea	Thousand tons	771
2.2	<i>Nitrogen-based fertilizers</i>	Thousand tons	120
2.3	NPK	Thousand tons	350
-	<i>NPK (PVCFC production)</i>	<i>Thousand tons</i>	<i>230</i>
-	<i>NPK (KVF production)</i>	<i>Thousand tons</i>	<i>120</i>
2.4	Food-grade CO ₂	Thousand tons	3.7
2.5	Self-trading fertilizers	Thousand tons	395

Financial plan:

No.	Targets	Unit	2026 Plan
I	Financial targets (Consolidated company)		
1	Total Revenue	Billion VND	17.615
2	Profit Before Tax	Billion VND	1.320
3	Profit After Tax	Billion VND	1.182
II	Financial Targets (Parent Company)		

No.	Targets	Unit	2026 Plan
1	Total Revenue	Billion VND	16.117
2	Profit Before Tax	Billion VND	1.309
3	Profit After Tax	Billion VND	1.173
4	Dividend Payout Ratio / Charter Capital	%	10%
5	Investment in capital construction & equipment procurement		
5.1	Total Investment Capital Requirement	Billion VND	734
-	Investment in capital construction & equipment procurement	Billion VND	734
-	Capital contribution in member units	Billion VND	-
5.2	Capital sources	Billion VND	720
-	<i>Owner's equity</i>	<i>Billion VND</i>	<i>244</i>
-	<i>Loan and other sources</i>	<i>Billion VND</i>	<i>476</i>

1.3. Approval of the authorization for the Board of Directors to amend, supplement and adjust the 2026 production and business plan in a flexible manner, in line with the actual production and business situation of PVCFC.

1.4. Approval of the 2025 Operation Report and 2026 Operation Plan of the Board of Directors.

1.5. Approval of the 2025 Operation Report and 2026 Operation Plan of the Supervisory Board.

1.6. Selection of auditor for the 2026 Financial Statements:

The GMS approves the shortlist of independent auditing firms for the 2026 financial statements, and authorizes the Board of Directors to select one of the following firms: Deloitte Vietnam Audit Co., Ltd.; KPMG (Vietnam) Co., Ltd.; Ernst & Young Vietnam Co., Ltd.; PwC (Vietnam) Co., Ltd. to audit the 2026 Financial Statements.

1.7. Approval of the 2025 Financial Statements audited by Deloitte Vietnam Audit Co., Ltd.

1.8. Approval of the 2025 Accumulated profit distribution plan.

The GMS approves the 2025 accumulated profit distribution plan as follows:

No.	Description	Consolidated financial statement data (PVCFC's ownership portion) (billion VND)
I	Total undistributed after-tax profits as at 31/12/2025	2,581.11
1	Brought forward (as per separate financial statements)	621.30
2	In 2025 (as per consolidated financial statements)	1,959.81
II	Distributed after-tax profits	1,910.24
I	Dividend payout In cash (20% of charter capital, equivalent to 2,000 VND/share)	1,058.80
2	Through Development Investment Fund	587.94
3	Through Employee Bonus and Welfare Fund	256.14

4	Through Bonus Fund for Executive Board, BOD Members, and Supervisory Board Members	7.36
III	Undistributed after-tax profits carried forward	670.87

1.9. Approval of 2026 Profit Distribution Plan:

No	Item	Amount (Bn. VND)
I	2026 accumulated after-tax profits	1,843.47
1	Undistributed after-tax profits from 2025 carried forward to 2026	670.87
2	2026 after-tax profits	1,172.60
II	2026 accumulated after-tax profits distribution plan	1,112.65
1	Development Investment Fund (30% of Profit After Tax) (i)	351.78
2	Bonus and Welfare Fund (u)	231.47
3	Expected dividend payout (10% of charter capital, equivalent to 1,000 VND/share) (w)	529.40
III	Undistributed after-tax profits from 2026 carried forward to 2027	730.82

(i): Development Investment Fund: 30% of Profit After Tax.

(u): Bonus and Welfare Fund:

+ *Employee Bonus and Welfare Fund: not exceeding 04 months of average actual salary, provided that actual profit is not lower than the planned profit.*

+ *Executive Management Bonus Fund: not exceeding 02 months of average actual salary and remuneration, provided that actual profit meets or exceeds the planned profit.*

(v): 2024 Charter Capital: 5.294 billion VND.

The distribution of after-tax profit for the year 2026 depends on the Company's business performance and will be decided at the 2027 Annual General Meeting of Shareholders.

1.10. Approval of the Report on salary, bonus, remuneration and other benefits of the Board of Directors and Supervisory Board in 2025:

- 2025 actual: 24,609.05 million VND.

1.11. Approval of the 2026 Plan for salary, bonus, remuneration and other benefits of the Board of Directors and Supervisory Board:

a. Estimated 2026 salary, bonus and remuneration fund for the Board of Directors and Supervisory Board as follows:

- Salary and remuneration fund for BOD and SB: 8,923.34 million VND.
- Bonus fund for BOD and SB: 1,487.22 million VND.
- Total: 10,410.56 million VND.

b. Distribution of salary, bonus and remuneration of the Board of Directors and Supervisory Board:

The distribution of salary, remuneration and bonus funds for the Executive Board

shall be implemented according to the Regulations on salary, bonus and remuneration of the Executive Board issued by the Board of Directors of PVCFC.

c. Mechanism for determining the actual salary, remuneration, and bonus funds:

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.

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.

1.12. Approval of amendments and supplements to business lines details.

1.13. Approval of amendments and supplements to the PVCFC Charter.

1.14. Approval of amendments and supplements to the Internal Regulations on Corporate Governance.

The GMS assigns the BOD responsibility for issuing these Regulations in accordance with applicable laws.

1.15. Approval of amendments and supplements to the BOD's Operating Regulations.

The GMS assigns the BOD responsibility for issuing these Regulations in accordance with applicable laws.

1.16. Approval of amendments and supplements to the Supervisory Board's Operating Regulations.

The GMS assigns the Supervisory Board responsibility for issuing these Regulations in accordance with applicable laws.

1.17. Approval of the dismissal of the following personnel:

- Mr. Tran Ngoc Nguyen - BOD Member;
- Mr. Le Duc Quang - BOD Member;
- Mrs. Do Thi Hoa - Independent BOD Member;
- Mr. Tong Viet Thong - Supervisor.
- Mr. Do Minh Duong - Supervisor.

1.18. Approval of the election results of PVCFC BOD/Supervisory Board members as follows:

- Mr. Nguyen Thanh Tung was elected as a BOD Member for the 2026–2031 term (up to the 2031 Annual General Meeting of Shareholders).

- Mr. Bach Duc Long was elected as a BOD Member for the 2026–2031 term (up to the 2031 Annual General Meeting of Shareholders).

- Mr. Nguyen Van Son was elected as an Independent BOD Member for the 2026–2031 term (up to the 2031 Annual General Meeting of Shareholders).

- Mr. Pham Minh Vi was elected as a Supervisory Board Member for the 2026–2031 term (up to the 2031 Annual General Meeting of Shareholders).

- Mr. Dinh Nhat Duong was elected as a Supervisory Board Member for the 2026–2031 term (up to the 2031 Annual General Meeting of Shareholders).

Article 2. This Resolution takes effect from April 22nd, 2026.

Article 3. All shareholders, the BOD, the Board of Management, the Supervisory Board, Heads of Committees, and units directly under PVCFC are responsible for the implementation of this Resolution.

Recipients:

- Article 3;
- Filed: Archive.

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

(signed & sealed)

Van Tien Thanh