

**RESOLUTION**  
**Annual General Meeting of Shareholders in 2026**

**GENERAL MEETING OF SHAREHOLDERS**  
**CENTRAL PETROVIETNAM FERTILIZER AND CHEMICALS JSC.**

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company;

Based on the results of vote counting approved the contents at the 2026 Annual General Meeting of Shareholders of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company on 17<sup>th</sup> April 2026,

**RESOLVED:**

**Article 1.** Approving the contents of reports and submissions at the Congress, specifically as follows:

1. Approval of the 2025 business results report with the following main targets:
  - Consumption: 355,113 tons, reaching 109% of the year's plan
  - Revenue: 3,644 billion VND, reaching 115% of the year's plan
  - Profit before tax: 31.91 billion VND, reaching 105% of the year's plan
  - Profit after tax: 25,40 billion VND, reached 104% Year
  - Must be paid to the state budget: 13.96 billion VND, reaching 143% of the customer
  - Dividend Ratio: 14%/year.
2. Approving the targets of the 2026 plan with the following main targets:
  - Total consumption: 359,000 tons
  - Revenue: 4,100.66 billion VND
  - Profit before tax: 26.18 billion VND
  - State budget payment: 8.88 billion VND
  - Dividend Ratio: 14%
3. Approved the Operational Report of the Board of Directors in 2025 and the operational plan in 2026.
4. Approving the Operation Report of the Supervisory Board in 2025 and the operation plan in 2026.
5. The General Meeting of Shareholders unanimously authorized the Board of Directors of the Company to consider and select one of the three auditors for the 2026 financial statements proposed by the Supervisory Board at the General Meeting (Deloitte Vietnam Auditing Co., Ltd., Ernst & Young Vietnam Co., Ltd., PwC Vietnam Co., Ltd.).
6. Approved the 2025 Financial Statements audited by Deloitte Vietnam Auditing Co., Ltd.



7. Approving the profit distribution plan in 2025, specifically:

Ord.	Criteria	Profit distribution in 2025
1.	Accumulated undistributed profit in 2024 shifts to	44.656.563.325
2.	Profit after tax in 2025 used for distribution	25.395.669.030
3.	Setting aside funds from 2025 profit	5.283.531.218
4.	Profit in 2025 after setting up funds	20.112.137.812
5.	Total accumulated profit by 2025 for dividends	64.768.701.137
6.	Dividends (in cash)	14.000.000.000
7.	Deduction of funds to be used to settle regimes and policies for employees when restructuring the Company (10% of profit and loss	5.076.870.114
8.	Profitability Shifts to 2026	45.691.831.024

8. Approving the Profit Distribution Plan in 2026, specifically:

- Cash dividend payment, expected rate: 14%/par value of shares.
- The remaining undistributed profit after tax (PBT) is set aside for the welfare reward fund: 20% of the profit after tax.
- In case the realized profit exceeds the assigned planned profit, the Company is allowed to deduct additional funds for rewards and benefits with a maximum of 20% of the after-tax profit in excess of the plan.

9. Approving the Report on salaries, remuneration and other benefits of the Board of Directors and the Supervisory Board in 2025; Salary, remuneration and other benefits plan of the Board of Directors and the Supervisory Board in 2026.

- Implementation report in 2025: 3,627,340,815 VND
- Plan for 2026: 3,293,657,811 VND

10. Approving the report on the addition of business registration lines; Updating and supplementing the Company's Charter; The General Meeting of Shareholders authorizes the Board of Directors of the Company to carry out procedures to update the list of business lines of the Company as above in accordance with the State's regulations on the System of Economic Sectors of Vietnam.

11. Approve the main contents of contracts and transactions between the Company and the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation – JSC and assign the Board of Directors of the Company to take the initiative in approving the signing of contracts and transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC for contracts, transactions under the jurisdiction of the General Meeting of Shareholders. The Board of Directors of the Company is responsible for reporting the implementation at the nearest General Meeting of Shareholders.

12. Approved the Report on the election of the Board of Directors and the Supervisory Board, term 2026-2031.

13. Approving the list of members of the Board of Directors and the Supervisory Board for the term 2026-2031 duly elected by the General Meeting of Shareholders at the meeting as follows:

- 2 The list of elected members of the Board of Directors of the Company for the term 2026-2031 includes:
- Mr. Mai Thanh Hai
  - Mr. Luong Anh Tuan
  - Mr. Nguyen Quang Doan
- 3 The list of elected members of the Company's Supervisory Board for the term 2026-2031 includes:
- Ms. Mai Hong Khanh
  - Mr. Pham Thanh Long
  - Ms. Tran Thi Hai Yen

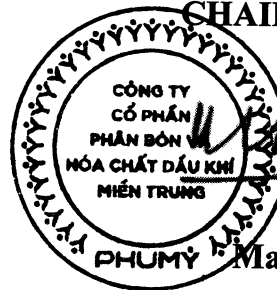
**Article 2.** The Resolution was approved by the General Meeting of Shareholders of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company with a vote rate of approval 100% and takes effect from 17<sup>th</sup> April 2026.

**Article 3.** The Board of Directors, General Director, Supervisory Board, Heads of functional departments and units under Central PetroVietnam Fertilizer and Chemicals Joint Stock Company shall be responsible for the implementation of this Resolution./.

**Recipients:**

- As in Article 3;
- Save Company Secretary (LT).

**GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF BOD**



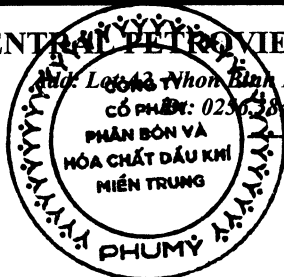
PHUMY Mai Thanh Hai





**CENTRAL PETROVIETNAM FERTILIZER AND CHEMICALS JSC.**

*Địa chỉ: Lô 43, Nhơn Bình Industrial Cluster, Quy Nhơn Dong Ward, Gia Lai Province*  
*Cố định: 0256.3848488 – Fax: 0256.3848588 – Website: www.pce.vn*



# **DOCUMENTS**

## **FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Gia Lai, April 2026*

## AGENDA

### ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

- Estimated time: 13:30 to 17:00 on 17/04/2026.
- Location: La Rose 2 Conference Room, Fleur De Lys Hotel, No. 16 Nguyen Hue, Quy Nhon Dong Ward, Gia Lai, Vietnam. s

Time	Contents	Duration
13:30 – 14:00	Welcoming delegates and shareholders	30'
14:00 – 14:10	Saluting the flag, declaring the reason, introducing delegates, announcing the university's internal rules	10'
14:10 – 14:15	Report of the Shareholder Eligibility Examination Team	05'
14:15 – 14:20	Introduction of the Presidium and the Secretariat of the Congress	05'
14:20 – 14:25	Opening of the Congress Adoption of the General Assembly Agenda Approving the list of vote counting teams and election teams	05'
14:25 – 14:40	Director's Report on 2025 Activities and 2026 Plan Targets	15'
14:40 – 14:50	Report on the activities of the Board of Directors in 2025 and the operational plan for 2026	10'
14:50 – 15:20	Report on the operation of the Supervisory Board in 2025, the operation plan in 2026 and the proposal for the selection of the audit unit in 2026	10'
15:20 – 15:30	Election of the Board of Directors (thip through the Election Regulations, Election List, Election Guide, Election Voting)	30'
15:30-15:40	Financial Statement 2025 Proposal on profit distribution plan in 2025 Profit distribution plan in 2026	10'
15:40-15:45	Report on salaries, remuneration and other benefits of the Board of Directors and Supervisory Board in 2025 Salary, remuneration and other benefits plan of the Board of Directors and Supervisory Board in 2026	10'
15:45 – 15:50	Report on the addition of business registration lines and update and supplementation of the Company's Charter Proposal on the approval of the policy of signing transaction and sale contracts with the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation – JSC	05'
<b>15:50 – 16:05</b>	<b>Breaks</b>	<b>15'</b>
16:05 – 16:35	Discussion and answering questions	30'
16:35 – 16:45	Speech of the Leader of PetroVietnam Fertilizer and Chemicals Corporation	10'
16:45 – 16:50	Announcement of election results, vote counting results	05'
16:50 – 16:55	Approval of the Minutes and Resolutions of the General Meeting	05'
16:55 – 17:00	Conclusion and closing of the Congress	05'

## TABLE OF CONTENTS

<b>I.</b>	Rules of the meeting and rules for voting and counting votes .....	1
<b>II.</b>	Director's report on the operational situation in 2025 and the targets of the plan for 2026 .....	3
-	Reporting Operational Status Year 2025 .....	3
-	Targets of the plan in 2026 .....	6
<b>III.</b>	Report on the activities of the Board of Directors in 2025 and the operational plan for 2026 .....	9
<b>IV.</b>	Report on the activities of the Supervisory Board in 2025, Operational plan in 2026 and propose the selection of Select 2026 Audit Unit .....	18
<b>V.</b>	Financial Statement 2025.....	23
<b>VI.</b>	Proposal for profit distribution plan in 2025 and profit distribution plan in 2026 .....	24
-	Profit distribution plan in 2025 .....	24
-	Profit distribution plan in 2026 .....	24
<b>VII.</b>	Report on salaries, remuneration and other benefits of the Board of Directors, Supervisory Board in 2025 and plans for 2026 .....	26
<b>VIII.</b>	Report on the addition of business registration lines and update and supplementation of the Company's Charter .....	27
<b>IX.</b>	Proposal on the approval of the policy of signing transaction and sale contracts with the major shareholder, PetroVietnam Fertilizer and Chemicals - JSC .....	29
<b>X.</b>	Election Regulations.....	30
<b>XI.</b>	Election Statement .....	36

## **PART I**

### **RULES OF THE MEETING AND RULES FOR VOTING AND COUNTING**

#### **Objectives:**

- Ensuring the principles of openness, fairness, democracy and compliance with the law.
- Creating favorable conditions for the organization of the congress in a safe and orderly manner and for the overall benefit.

#### **I. ORDER OF THE CONGRESS**

1. All shareholders attending the meeting must dress seriously, present their identity papers, invitation letters and other documents related to the verification of the qualifications of delegates to attend the meeting at the reception desk.
2. The Organizing Committee prioritizes arranging seats, distributing documents, printing voting slips, voting ballots for shareholders who have confirmed attendance at the meeting and arrive on time.
3. When entering the meeting room, shareholders must sit in the right position or area specified by the Organizing Committee of the meeting. Absolutely comply with the arrangement of the Organizing Committee.
4. Do not smoke in the meeting room.
5. Do not talk privately, do not use mobile phones during the congress. All mobile phones must be turned off or not ring.

#### **II. SEQUENCE OF EVENTS OF THE CONGRESS**

After the Shareholder Eligibility Examination Team announces the inspection results, determines the number of shareholders present and satisfies the conditions for organization, the general meeting will be opened and the Presidium will control the meeting.

1. Announce the internal rules, introduce the composition of the Presidium and the Secretariat.
2. Approve the Agenda, elect the Vote Counting Team.

The General Meeting of Shareholders voted to approve by raising hands.

3. Report to the congress on the contents of the meeting.

According to the content of the approved agenda.

4. Discuss the content of the session and answer questions.

After the Company's Board of Directors reports to the general meeting on the contents of the meeting, the Presidium continues to chair the discussion session, listen to the opinions of the General Meeting of Shareholders and answer questions, according to the following principles and methods:

- The discussion session will be conducted in a concentrated manner after the Presidium completes the report on the contents of the congress.
- Shareholders who have opinions to speak at the general meeting need to fill in the content of questions in the opinion sheet (provided by the Organizing Committee of the meeting) and send it to the Secretariat for summarization and submission to the Presidium. In addition, the meeting documents are posted on [www.pce.vn](http://www.pce.vn) website, requesting shareholders to study in advance, prepare questions and send them to the Organizing Committee of the meeting in advance.
- The Presidium only answers directly to key questions related to the contents of the general meeting program and represents many shareholders, does not directly answer and explain in detail the contents that have been disclosed, have been prescribed in law or the contents of a detailed professional explanation to serve the specific requirements of individual shareholders.
- Questions about individual information or not directly related to the content of the meeting, will be compiled and answered by the Secretariat in writing or information on the Company's website.
- Questions that cannot be answered in time during the meeting due to time constraints will also be answered in writing or information on the Company's website.

### III. VOTING TO APPROVE ISSUES AT THE GENERAL MEETING

#### 1. Principle:

Issues on the agenda of the general meeting are adopted by collecting public voting opinions of all Shareholders by Voting Votes according to the number of shares owned and represented. Each shareholder when attending the meeting is issued a voting slip, which records the information as prescribed and the contents of the request for voting.

#### 2. Voting method:

Shareholders vote (approve, disapprove, have no opinion) on an issue by checking the corresponding box in the Voting Form, then return the Voting Form to the Organizing Committee of the General Meeting.

#### 3. Voting time:

Immediately after the end of the discussion, the shareholders transferred the voting votes to the Organizing Committee. During the meeting, shareholders can vote in advance on the contents and transfer the voting slip to the Organizing Committee.

#### 4. Vote counting:

The vote counting committee consists of 3 members proposed by the Presidium and approved by the General Meeting of Shareholders. The vote counting committee conducts the work of collecting and counting votes with the help of the assisting team.

In case of necessity, the Presidium will invite representatives of shareholders to attend the meeting to participate in supervising the process of collecting votes and counting votes with the Vote Counting Committee.

### IV. RESPONSIBILITIES OF THE PRESIDENCY

1. Control the Congress in accordance with the content of the agenda and rules and regulations approved by the Congress. The Presidium works on the principle of democratic centralization and decision-making by majority.
2. Guide the Congress to discuss and collect opinions to vote on issues on the agenda and related issues in the course of the Congress.
3. Solve problems arising during the Congress.

### V. RESPONSIBILITIES OF THE SECRETARIAT

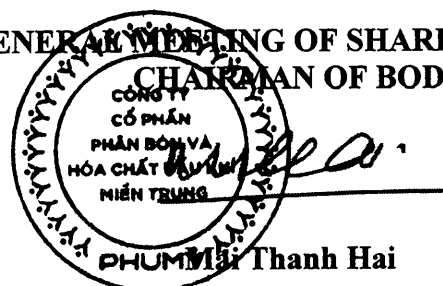
1. Fully and truthfully record all the developments of the General Meeting and issues that have been approved by the Shareholders or noted at the General Meeting.
2. Collect written opinions of shareholders and submit them to the Presidium.
3. Drafting the minutes of the General Meeting of Shareholders and resolutions on issues passed at the General Meeting.

### VI. RESPONSIBILITIES OF THE VOTE-COUNTING TEAM

1. Dissemination of voting rules and principles.
2. Distributing and collecting votes, counting votes, making a record of vote counting, announcing voting results on issues adopted at the Congress.
3. Consider and report to the Congress for decision on cases of violation of election rules or complaints about elections.
4. Promptly notify the Secretariat of voting and election results.

Above are the entire Internal Regulations of the General Meeting and the voting and counting rules of the Annual General Meeting of Shareholders of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company.

GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF BOD





## **PART II**

### **2025 BUSINESS REPORT**

### **AND TARGETS OF THE 2026 PLAN**

#### **A. BUSINESS RESULTS IN 2025**

The general difficulties of the economy, especially the increasingly serious impact of climate change, natural disasters and abnormal rains and floods in 2025, have greatly affected the business activities of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company. Many key market areas were disrupted by traffic, damage to infrastructure, affecting the progress of goods supply and consumption plans. However, under the close direction of the Corporation, along with the proactive and flexible spirit of the Board of Directors and the consensus of all employees, the Company has promptly responded and taken advantage of the available advantages to minimize adverse impacts. Thereby, the Company still achieved certain results in business activities, creating an important foundation for stable and sustainable development in the next period.

#### **I. Key Factors Influencing Business Operations in 2025**

- Agricultural product prices remained high, and farmers' demand for fertilizers increased.
- The VAT policy applied from July 1, 2025, causes Distributors to hoard large goods in the first 6 months of the year.
- Fertilizer prices moved favorably, trending upwards, supporting business results.
- The sales policy was issued early and appropriately by the Corporation/Company, creating a motivation for DISTRIBUTORS to promote the consumption of Phu My Fertilizer.
- Orientation of selling prices from the Corporation to C1, sometimes adjusted in a timely manner compared to market fluctuations; the time of discount payment between the Corporation – Company – DISTRIBUTORS is not synchronized, potentially risking cash flow.
- A team of highly qualified and experienced employees is an important resource to ensure the efficiency of operation and business.
- Receiving close direction and support from the Corporation's leaders and professional departments, creating favorable conditions for the Company to perform its tasks.

#### **II. Business results in 2025**

##### **1. Business Output:**

In general, the Company's business situation in 2025 faces many difficulties: Fierce competition between domestic and foreign brands, especially NPK fertilizer lines, affects the business performance of DISTRIBUTORS as well as the Company. - At some times, the supply of NPK PM goods is not enough (16-16-8+13S+TE), UPM products to the region have not kept up with the purchase schedule. - There are still some Distributors that have not fulfilled their commitments, affecting the business of Phu My HTPP. - Rainstorms and floods in late October and early November have severely affected agricultural production and assets in the region, especially in the central coastal provinces. In this context, the output achieved is as follows:

- Fertilizer consumption will reach 355,113 tons, reaching 109% of the annual plan, reaching 110% compared to 2024. In which:
  - + *Phu My Urea: 186,912 tons, reaching 98% of the year's demand, reaching 96% compared to 2024.*
  - + *NPK Phu My: 80,452 tons, reaching 118% of the annual plan, reaching 118% compared to 2024.*
  - + *Proprietary trading PM: 49,338 tons, reaching 117% of the annual plan, reaching 140% compared to 2024.*
  - + *Other proprietary trading: 37,648 tons, reaching 151% of the year's budget, reaching 152% compared to 2024.*

## **2. Financial targets:**

- Revenue: 3,644 billion VND, reaching 115% of the annual plan, reaching 115% compared to 2024.
- Profit after profit: 31.91 billion VND, reaching 105% of the annual plan and reaching 91% compared to 2024.
- State budget payment: 13.96 billion VND, reaching 143% of the annual budget, reaching 119% over the same period in 2024.
- Savings: 1.37 billion VND, reaching 111% of the year's plan.
- The dividend payment rate in 2025 is expected to be 14%/year.

## **3. Existence and limitations**

- The investment in restructuring the warehouse system and relocating the Company's office is still slow, because in order to meet many criteria such as convenient location, large area, full legal procedures, etc. so it takes a lot of time to survey and search.
- The direction of digital transformation and digital marketing applications is not effective. The proactive access to and use of digital transformation applications among the majority of employees is not high.

## **VII. The implementation of regimes and policies related to employees**

### **1. Personnel work:**

The company is always interested in building a team of employees to meet the requirements of management, business and development strategies. As of December 31, 2025, the whole Company has 50 employees, most of whom are highly qualified and experienced, which is an important resource contributing to the overall results. However, the average age of the workforce is increasing (over 40 years old), while the goal of rejuvenating the team and developing adjacent human resources has not been drastically implemented, potentially risking adaptation and transfer capacity in the coming period.

The appointment, transfer, rotation and recruitment in the year are carried out in accordance with the statutes and regulations of the Company/Corporation.

Review job titles, assess the capacity of each employee to develop a plan to arrange, rearrange personnel or replace unsatisfactory employees to optimize labor efficiency.

Re-promulgating regulations on evaluating KPIs for employees, linking the payment of salaries and bonuses for disclosure with the results of the implementation of the Company's output targets in order to create motivation as well as strengthen responsibility for the sales staff.

### **2. Training:**

The company always focuses on training, creating conditions for employees to participate in training courses to improve their professional skills and work skills.

As of 31/12/2025, the Company has trained 247/135 people (reaching 183% of the plan), Cost: 83/300 million VND (reaching 27.7% of the year plan). The training of managers, planning officers, digital transformation, professional skills, etc. continue to be paid great attention and appreciated by the Company's leaders in terms of quality, with the policy of investing effectively in human resources, promptly meeting the Company's development strategy.

### **3. Salary work and policies:**

- In 2025, although the fertilizer market will continue to fluctuate complicatedly, thanks to the general favorable conditions of the economy and the close direction of the Corporation, the income of employees will improve. The average salary/income in 2025 will increase slightly compared to previous years, reflecting the efforts of the Board of Directors in ensuring the interests of employees and maintaining working motivation for employees in the Company.
- The Company's salary and income distribution mechanism is currently implemented on the basis of the system of Regulations/Regulations including: Regulations on salary payment,

bonus payment and distribution of welfare funds; Regulations on capacity assessment and annual salary adjustment of titles; Regulations on the development and evaluation of KPIs.

- The company implements labor quota on the principle of leanness and efficiency, prioritizing the allocation of resources for direct business positions – the core revenue generating force. The margin review is implemented in the direction of reducing the proportion of indirect labor, increasing personnel in market departments, sales, customer care and distribution system development, in order to improve productivity, expand market share and meet competitive requirements in the new period.
- The company continues to research and improve the salary policy in the direction of increasing remuneration, reward according to results and incentive mechanisms exclusively for the direct sales team, linking income with work efficiency, contribution level and the ability to expand the market, ensuring the attraction and retention of high-quality personnel.
- The company has well implemented the commitments on regimes and policies for employees through the development and completion of the system of documents on salaries and policies, these documents all have the participation of the Trade Union, representatives of employees.
- The plan to use the Welfare Fund was developed from the beginning of the period according to the motto of maximizing rights and benefits, improving the material and spiritual life of employees, ensuring fairness and suitability with the Company's financial resources.

#### **4. Occupational safety and hygiene:**

In 2025, the Company will continue to maintain occupational safety and hygiene as a key task, ensuring a safe working environment, preventing risks and fully meeting current legal regulations. The work of occupational safety and health is implemented synchronously with the following main contents:

- Develop and implement the OSH plan in 2025, including training, periodic training, labor protection equipment, safety inspection at warehouses and offices.
- Organize rehearsals of fire protection plans and incident response as prescribed; coordinate with local fire protection forces to conduct physical inspections at warehouses and delivery points.
- Review and assess risks at the workplace; update preventive measures for locations with dangerous factors, ensure safe operation during the process of loading, unloading, transporting and preserving goods.
- Do not allow occupational accidents and serious unsafety incidents to occur throughout the Company; working conditions are maintained stably, meeting production and business requirements.
- Fully implement the regime of measuring the working environment and periodic health checks for employees; paying attention to health care, improving working conditions and related welfare.
- Regularly inspect and supervise the compliance with procedures and regulations on occupational safety and health at departments and warehouses, promptly overcome detected shortcomings.

*In general, the policies that have been implemented show the Company's highest interest in the interests of employees within the framework of the current law and the Company's current capabilities, in order to motivate and encourage employees to promote creativity in labor. contributing to the development of the Company, as well as long-term trust in the Company.*

#### **B. Business Plan 2026**

In 2026, the world economy is forecast to continue to have many potential risks and uncertainties. Tensions and conflicts in the Middle East, Eastern Europe and Africa are complicated, affecting global economic stability, energy and trade. Conflicts and humanitarian crises can disrupt supply chains, affecting raw material prices; while the trend of trade protectionism, increased tariffs

and import and export restrictions in some major economies continue to put pressure on the international market. Political instability in many countries is also forecast to have a negative impact on market sentiment and logistics costs.

Domestically, 2026 is the year of the National Party Congress, a key political event, orienting national development goals and strategies. The results of the Congress will determine the direction of socio-economic development, and at the same time set out key tasks in economics, science and technology, corporate governance and innovation in the next period.

For the Company's business activities in the forecast area, it is forecasted to continue to face many difficulties. Climate change is increasingly extreme, complex and unpredictable. Natural disasters, storms, floods, and droughts occur with increasing frequency and intensity, irregular developments, causing serious damage, and especially tend to increase in the Central – Central Highlands region. This directly impacts the cultivated area, disrupts transportation, increases storage costs, inventory, and the risk of product damage. Transportation and logistics prices are likely to increase during periods of natural disasters, affecting profit margins.

The competition between domestic enterprises and importers is increasingly fierce, especially in key agricultural production areas. The fertilizer export market is also affected by protectionist policies, tariffs and exchange rate fluctuations. Tax policies, agricultural production support, and environmental regulations can change, affecting fertilizer prices and purchasing power. The demand for organic and specialized fertilizers is increasing, especially in areas producing vegetables, fruit trees and agricultural products for export. Farmers and businesses are gradually switching from using traditional chemicals fertilizers to fertilizers that are safe and have little impact on the environment.

In fact, in the first quarter of 2026, the war situation in the Middle East, a region that plays an important role in the supply chain of energy, fertilizers and input materials of the global fertilizer industry, has caused significant impacts on the international fertilizer market as well as the business activities of domestic enterprises. disrupting supply and price fluctuations, disrupting logistics and international shipping, directly impacting the Company's business activities.

#### I. Targets of the 2026 plan

Ord.	Criteria	Unit	2025 Implement	2026 Plan	2026/2025 Rate
<b>1</b>	<b>Business Volume</b>	Tons	<b>355.113</b>	<b>359.000</b>	<b>101%</b>
1.1	Phu My Urea	Tons	186.912	190.000	102%
1.2	NPK Phu My	Tons	80.452	72.000	89%
1.3	Kebo Protein	Tons	763		
1.4	Other PM Fertilizers	Tons	49.338	47.000	95%
1.5	Proprietary fertilizers	Tons	37.648	50.000	133%
<b>2</b>	<b>Total Revenue</b>	<b>Billion VND</b>	<b>3.644,03</b>	<b>4.100,66</b>	<b>113%</b>
<b>3</b>	<b>Profit before tax</b>	<b>Billion VND</b>	<b>31,91</b>	<b>26,18</b>	<b>82%</b>
<b>4</b>	<b>Profit after tax</b>	<b>Billion VND</b>	<b>25,40</b>	<b>20,94</b>	<b>86%</b>
<b>5</b>	<b>Submit the agricultural budget</b>	<b>Billion VND</b>	<b>13,96</b>	<b>8,88</b>	<b>64%</b>
<b>6</b>	<b>Economical</b>	<b>Billion VND</b>	<b>1,37</b>	<b>1,54</b>	<b>112%</b>

## **II. Key tasks and solutions.**

### **3.1. In administration**

- Continue to develop a lean and modern management model, approaching advanced management standards.
- Promote digital transformation in business and management, strengthen the application of information technology to improve decision-making efficiency.
- Maximizing the advantages, opportunities and resources of the Company/Corporation to improve productivity and efficiency in all aspects of operations.
- Strengthen cost control, optimize cost of goods sold to improve business efficiency; ensure the mobilization and use of capital in accordance with the targets, transparency, safety and efficiency.

### **3.2. In business**

#### **3.2.1 Business, distributors**

- Closely monitor the domestic and international markets to make timely and effective business decisions. Regarding the ongoing war situation in the Middle East, in order to promptly respond to negative impact factors, the Company has proactively updated and timely exchanged with the Corporation and DISTRIBUTORS about market information and sales policies to have appropriate business plans. Closely monitor geopolitical developments, the energy market and the international fertilizer market to promptly grasp price trends, develop flexible business plans, and limit risks in the face of market fluctuations.
- Working with DISTRIBUTORS, developing a 2026 plan based on actual capacity; promulgate clear and transparent sales support policies and programs, creating a driving force for growth. Coordinate with DISTRIBUTORS to develop a separate promotion policy for Phu My NPK in specific areas to change people's use habits.
- Balance inventory, dispatch goods according to each formula and each region to ensure the availability of goods and improve competitive advantages. Stick to the DISTRIBUTORS plan, urge to pull goods early before and during the season.
- Ensure the quality of goods before delivery (clean and beautiful packaging, clumping treatment before delivery). Strictly manage inventory according to FIFO principles, optimize turnover, and limit long-term storage.
- Disclosure/Business Coordination with DISTRIBUTORS to be implemented at C2 according to the day/week/month plan. Update the season, crop area, fertilizer demand and market share to finalize forecasts and business plans; continue to survey at the workshop, GMKH to collect actual data.
- Review and complete appropriate policies for Distributors in good faith, increase cohesion and cooperation. Pay attention to and have policies for potential C2, ready to supplement/replace HTPP when needed.
- Implement consumption zoning, control the flow of goods, apply RFID, publicize the market area of each DISTRIBUTORS. Maximize HTPP resources to expand into the system of Farms and Sugar Companies.

#### **3.2.2. Information and Communication Services**

- Based on the marketing/sales support plan to build a suitable program, clear communication to help customers grasp and take advantage of the policy.
- Supplement and assign AVP in a timely manner to serve gratitude and stimulate consumption; Flexible application according to time and region.
- Organizing technical and information services activities in key areas, associated with crop restructuring; creating harmonious traction and push between DISTRIBUTORS, C2 and consumers.
- Strengthen Digital Marketing to promote Phu My brands and products, especially with new products such as organic, DAP,...

**3.3. In the construction investment and procurement of equipment:**

- Accelerate the progress of works related to the project to prepare for investment in the Company's warehouse and office.
- Carry out procurement according to the criteria of efficiency and maximum cost savings.

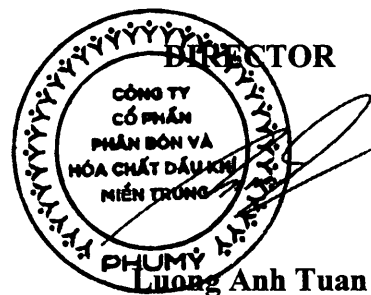
**3.4. Environment, safety, health:**

- Maintain business activities on the principle of complying with environmental and safety regulations prescribed by law.
- Continue to improve working conditions, prevent occupational accidents and occupational diseases for the Company's employees.
- Monitor, inspect and plan periodic internal audits to maintain the Quality, Health, Safety and Environment Management System.

**3.5. Other tasks**

- Proactively arrange and balance capital sources for business and investment decisions; ensure timely and safe financial resources.
- Review, supplement and complete the system of processes and regulations in the direction of strictness, ease of application, compliance with law and suitability to the new situation.
- Restructuring and adjusting the labor structure in the direction of streamlining and rationalizing, prioritizing direct business forces.
- Improve the salary and bonus mechanism according to work capacity and efficiency to motivate employees.
- Promote research and development of new products, improve competitiveness and add value to customers.
- Encourage initiative, improvement, and rationalization of processes to improve business efficiency.
- Strictly control costs, especially indirect costs; practicing thrift and anti-waste in all aspects of the Company's activities.

On the basis of the results achieved in 2025, the Company's employees are committed to constantly striving to complete and exceed the planned targets in 2026.



## **PART III**

### **REPORT OF THE BOARD OF DIRECTORS**

#### **I. Evaluation of the Company's performance in the fiscal year 2025**

##### **1. Overview**

In 2025, the world situation will continue to be complicated and unpredictable; especially in recent times, in the ASEAN region, conflicts and tensions between Thailand and Cambodia in some border areas have had a certain impact on peace, stability and cooperation in the region, continuing to have a negative impact on international trade and financial markets.

2025 is the last year of the 5-year Plan 2021-2025, which means accelerating and making a breakthrough to complete the goals of the Resolution of the 13th Party Congress and open a new stage of development of the country. The whole country also focuses on reviewing and arranging administrative units and implementing the two-level urban government model.

In addition to advantages such as positive growth, stable macroeconomy, improved FDI, recovery of exports and agriculture, and policies to support businesses and dynamic domestic markets, the economy is still under many pressures: low global growth, trade competition, etc geopolitical instability, fluctuating raw material and energy costs, affecting exports and supply chains. Natural disasters such as heavy rains, floods, and landslides continue, strongly affecting production and life. In addition, public debt pressures, capital costs and high interest rates continue to be challenges for investment and production expansion.

For Central Company, the domestic and international context mentioned above has been creating many advantages and challenges, especially in the face of fluctuations in input material prices, transportation costs, increasing requirements on product quality, environmental standards and competitive pressure in the market.

In particular, climate change and natural disasters, in which storms and floods in the Central region and the Central Highlands are increasingly complicated, have caused heavy damage to infrastructure, warehouses, and goods, directly affecting the Company's business, circulation and consumption of products. increasing costs, disrupting the supply chain and posing many new requirements in management and administration.

##### **2. Results**

As the management agency between the 2 General Meeting of Shareholders (AGM), the Board of Directors (BOD) of the Company assessed: The Board of Directors (BOD) has closely followed the goals, tasks and plans for 2025; The management and restructuring of enterprises are implemented in the direction of streamlining, focusing on direct business forces. The Board of Directors and the Board of Directors regularly review and develop a reasonable personnel arrangement plan to meet the business requirements and development strategy of the Company; The management and use of capital are always paid attention to to ensure financial safety, and at the same time well implement the practice of thrift, anti-waste, and minimize costs in all activities.

In general, Central PetroVietnam Fertilizer and Chemicals Joint Stock Company has basically completed the main tasks and business plan targets assigned by the General Meeting of Shareholders of the Company.

In terms of corporate governance, the Company always maintains the principles of publicity, transparency, and fully complies with regulations on information disclosure for joint-stock companies, public companies, and listings. Regularly review and rearrange the organizational apparatus of departments, complete the organizational structure and readjust the functions and tasks of appropriate departments on the basis of streamlining and strengthening governance. Continue to review and improve the salary and bonus mechanism according to capacity and work efficiency. Continue to review, build and develop a contingent of good managers and professional staff. Continue to improve regulatory processes, eliminate unnecessary regulations, regulations and processes.

At the same time, closely follow the direction and orientation of superiors to proactively develop plans, plans and roadmaps to restructure the Company's charter capital holding ratio. Strengthen inspection and supervision to promptly detect, prevent and handle errors in administration and business.

The Board of Directors found that the Board of Directors has closely followed the goals, tasks and plans of the year, strengthened coordination with dealers and promoted the consumption of goods. Organize the implementation of the 2025 plan targets. At the same time, maintaining Phu My Urea market share in the region, gradually consolidating and perfecting the distribution network, promoting the consumption of Phu My NPK products. Regarding governance, the restructuring of the enterprise has been carried out in the direction of streamlining and improving the operational efficiency of the Company. The Board of Directors together with the Board of Directors regularly reviews and develops reasonable personnel arrangement plans and makes decisions on personnel work in accordance with the organizational structure and operating model of the Company, ensuring that the key staff are capable and effective management qualities. The staff is regularly trained and coached to improve capacity, meet the business requirements and development strategy of the Company.

The management and use of capital, especially the monitoring and recovery of debts, are paid attention to, focusing on ensuring financial safety. At the same time, the Company has organized the implementation of thrift and anti-waste practices, upheld the spirit of self-discipline in practicing thrift and anti-waste of employees, and minimized costs in all aspects of operation.

In addition, safety work is always well maintained by the Company. As a result, in 2025, the Company will not let any incidents affect business activities. Security and fire prevention are always focused.

The Board of Directors together with the Company's Board of Directors have assessed the business situation at each time and given specific directions through regular briefings and meetings of the Board of Directors, in the process of implementing the work, the Board of Directors has fully complied with the processes, the Company's regulations and the provisions of the Law. The Company has best completed the targets of the Resolution of the 2025 General Meeting of Shareholders approved.

In the context of intertwined advantages and challenges, at the end of the fiscal year 2025, the Company has met and exceeded most of the targets assigned by the Annual General Meeting of Shareholders in 2025.

## **II. Activities of the Board of Directors and each member of the Board of Directors in 2025**

### **1. Activities of the Board of Directors:**

As the highest management body, representing the interests of shareholders, in 2025, the Board of Directors with 03 incumbent members has actively performed their roles and tasks strictly according to the governance standards of the Joint Stock Company. The Board of Directors is allowed to organize full-time activities, make collective decisions, and have a clear assignment of tasks to members of the Board of Directors in each field of expertise.

Members of the Board of Directors have performed the task of directing, supervising and promptly urging the activities of the Board of Directors by attending and giving directions in important meetings of the Board of Directors on the implementation of resolutions and decisions of the Board of Directors, or on the preparation of schemes, project to submit to the Board of Directors. Attending and giving direction in periodic briefings of the Executive Board. Monitor and grasp the process of operating the Company's activities through reports and documents of the Executive Board sent to the Board of Directors. Directly direct and give comments to the Board of Directors on a number of important issues arising in the process of operating the Company's operations.

The Board of Directors works through periodic and extraordinary meetings, collects opinions from members through the form of a poll to issue resolutions, decisions, and approves the contents under the competence of the Board of Directors specified in the Company's Charter.



## 2. Summary of meetings and decisions of the Board of Directors

Board of Directors meetings in 2025:

TT	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Mai Thanh Hai	06/06	100%	
2	Trinh Van Chuong	01/06	17%	Dismissal from 28/03/2025
3	Nguyen Quang Doan (Independent Member)	06/06	100%	
4	Luong Anh Tuan	05/06	83%	Appointed from 28/03/2025

In 2025, the Board of Directors has held 06 meetings of the Board of Directors and 17 times collected written opinions of the Board of Directors to approve a number of resolutions/decisions and other guiding documents on some typical contents as follows:

- The Resolution approves the plan to allocate indirect costs for business products.
- Resolution on approving and assigning the 2025 business plan.
- Decision on approval and allocation of salary funds to be implemented in 2024.
- Resolution approving the additional issuance of the 2024 Financial Statements in English.
- Resolution on approving the 2025 operation plan of the Board of Directors of the Company.
- Decision on the resignation of Mr. Nguyen Van Loc from the position of Chief Accountant cum Head of the Company's Finance and Accounting Department.
- Decision on the appointment of the Chief Accountant cum Head of the Company's Finance and Accounting Department for Mr. Le Thanh Vien.
- Resolution on approving and promulgating norms of inventory, warehouses and receivables.
- Resolution of the Annual General Meeting of Shareholders in 2025.
- Resolution on the organization and assignment of work in the Board of Directors of the Company.
- Resolution on the implementation of cash capital management in the second quarter of 2025.
- Decision on adjustment of the regulation on payment of salaries, bonuses and distribution of welfare funds.
- Resolution on approving the selection of auditing units for financial statements in 2025.
- Resolution on approving the list and deposit investment limit at each credit institution.
- Resolution on approving loans according to credit limits at VCB Bank - Binh Dinh Branch.
- To decide on the promulgation of the Regulation on standards and norms for the use of equipment, assets, credit cards, per diem allowances, means of transportation and other administrative expenses.
- Resolution on the implementation of cash capital management in the third quarter of 2025.

- Decision on the enjoyment of extra-bracket allowances for the Representative of the Corporation at the Company.
- Decision on the salary classification of the Corporation's representative at the Company.
- Decision on the promulgation of the Regulation on financial operations.
- Decision on re-appointment of officials.
- Decision on the promulgation of the Company's Working Regulations.
- Decision on the promulgation of the Regulation on clerical work and information security.
- Decision on the promulgation of the Company's Employee Policy Regulation.
- Resolution on the implementation of cash capital management in the fourth quarter of 2025.
- Resolution of the Board of Directors Meeting in the fourth quarter of 2025.
- Decision on the promulgation of the Regulation on management of fertilizer business activities of the Company.

### **III. Operating expenses, salaries, bonuses, remuneration and other benefits of the Board of Directors in 2025**

#### **1. Regarding operating costs:**

Members of the Board of Directors are assigned workplaces, utilities, means of transportation, office tools, tools and tools and implement working and training regimes... according to the General Regulations and regulations of the Corporation/Company on norms of administrative expenses and equipment, Regulations on the regime of business trip allowances, Employee policies, etc. and shall be accounted according to regulations into the Company's general management expenses.

#### **2. Regarding salaries, remuneration and other bonuses and benefits:**

The Company applies the salary regime for members of the Board of Directors in accordance with the provisions of law, the regulations on management of salaries, bonuses and policies for representatives, in harmony with the Company's annual salary policy and salary fund, commensurate with the capacity and work results of each member. For part-time members of the Board of Directors, the Company implements the regime of work remuneration.

Details of salaries, remuneration and bonuses in 2025 of Members of the Board of Directors, Directors and other managers:

*Unit: VND*

<b>Ord.</b>	<b>Title</b>	<b>Salary + Remuneration</b>	<b>Bonuses and benefits from KT-PL fund</b>	<b>Total</b>
1	Chairman of the Board of Directors (full-time)	1.470.610.428	278.301.738	1.748.912.166
2	TV Board of Directors cum Director	1.365.624.556	260.804.093	1.626.428.649
3	Independent Board of Directors TV	72.000.000		72.000.000
4	TV of the Board of Directors (first quarter of 2025)	12.000.000		12.000.000
<b>TOTAL</b>		<b>2.920.234.984</b>	<b>539.105.831</b>	<b>3.459.340.815</b>

### **IV. Performance of each member of the Board of Directors**

- The Board of Directors assigns tasks to each member in charge of each segment of activities as follows:**

❖ **Chairman of the Board of Directors Mai Thanh Hai:**

- Taking general responsibility for administering the activities of the Board of Directors in accordance with the provisions of the Law on Enterprises, the Company's Charter and relations with major shareholders, the Corporation, and state management agencies;
- Formulate programs and plans for activities of the Board of Directors;
- Convening and chairing meetings of the Board of Directors and General Meeting of Shareholders;
- Directly supervise and direct the promulgation and amendment of strategies, restructuring schemes, statutes, regulations and general policies of the Company; The organization of personnel and training, business innovation, salaries and bonuses and policies for employees;
- Directly attend or authorize members of the Board of Directors to attend any meetings of the Company on planning, business, investment, finance, etc. and participate in emulation, commendation and discipline councils, salary and reward councils to supervise and direct with the responsibilities of the Board of Directors;
- Perform other tasks as prescribed by the Law on Enterprises and the Company's Charter.

❖ **Member of the Board of Directors cum Director Luong Anh Tuan:**

- Perform the functions and duties of the Director of the Company in accordance with the provisions of the Law on Enterprises and the Company's Charter;
- Directly monitor, supervise and direct the planning, business, dispatching of goods, marketing, and distribution systems. On behalf of the Board of Directors, attend price council meetings/price groups and meetings in assigned fields;
- Directly monitor, supervise and direct the procurement, investment in capital construction, bidding, logistics, warehouse and goods management. On behalf of the Board of Directors, attend meetings on procurement, construction investment, bidding, etc.;
- Directly monitor, supervise and direct capital management, risk management and capital preservation, finance and accounting, thrift and anti-waste work. On behalf of the Board of Directors, attend meetings on financial activities, auditing, inventory, control, etc.;
- Acting as the head of the appraisal team for the contents submitted to the Board of Directors by the Executive Board, when the Board of Directors deems it necessary to set up an appraisal team;
- Perform other tasks according to the Company's Charter and the Enterprise Law;
- Perform other tasks as authorized by the Chairman of the Board of Directors.

❖ **Independent member of the Board of Directors Nguyen Quang Doan:**

- Directly monitor, supervise and direct the research and development of new products, support business, marketing, customer care, and strengthen distribution channels;
- Perform other tasks according to the Company's Charter and the Enterprise Law;
- Perform other tasks as authorized by the Chairman of the Board of Directors.

**2. Evaluation of the performance of members of the Board of Directors**

- The members of the Board of Directors have actively performed their roles and duties in accordance with the management standards of the Joint Stock Company, and at the same time directed, supervised and promptly urged the activities of the Board of Directors through meetings/documents in the process of operating the Company.
- The Board of Directors together with the Board of Directors of the Company have assessed the business situation at each time and given specific directions through meetings of the Board of Directors and periodic meetings of the Board of Directors, in the process of implementing

the work, the Board of Directors has fully complied with the processes, the Company's regulations and the provisions of the Law.

- In addition to performing the function of managing and supervising the executive activities of the Director and managers, the Board of Directors has closely coordinated with the Board of Directors to come up with solutions to remove difficulties in business activities.
- The Board of Directors has properly performed the tasks, positions and roles assigned by the General Meeting of Shareholders in the management of the Company in accordance with the Charter and the provisions of law.
- The Board of Directors proactively develops an operation plan to implement it from the beginning of the year. Each member of the Board of Directors enhances their individual roles, has frank and responsible comments so that the activities of the Board of Directors are better and more professional.
- The results of the Company's management and business activities ensure the goal of safety, efficiency and savings; Preserve and develop the Company's capital.

## V. Reporting transactions with stakeholders

The Board of Directors has authorized the Company's Board of Directors to carry out transactions with related parties in 2025 as follows:

STT	Name of organization/individual	Relationship with the Company	Transaction value	
			Contents	Value (VND)
1	Vietnam National Energy Industry Group (PVN)	Superior unit	PVN trademark licensing contract	365.762.339
2	PetroVietnam Fertilizer and Chemicals Corporation (PVFCCo)	Major shareholders own 75%	Goods and service purchase and sale contracts	3.450.729.330.836

## VI. Activities and evaluation results of independent members of the Board of Directors

The Board of Directors of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company has 03 members, including 01 independent member. Members of the Board of Directors actively participate in planning activities, control compliance, and ensure good corporate governance practices.

At the same time, the Company also implements a separate appointment between the Chairman of the Board of Directors and the Director to ensure compliance with regulations on corporate governance.

### 1. On the organization of meetings of the Board of Directors

Board meetings have been convened and conducted with a specific schedule, thoughtful document preparation, in accordance with the principles. The content of the meetings was discussed, criticized, fully and carefully evaluated by members of the Board of Directors to come up with the best orientations and solutions for the Company.

Issues related to the organization of business and investment activities in 2025, the management and use of capital, the development of strategies, restructuring, corporate culture, management system building, etc. are all discussed and controlled closely between the Board of Directors and the Board of Directors. The process of implementing the Company's activities is carried out according to clear decentralization regulations, always analyzed and identified risks in a timely manner to ensure stability, safety, and compliance with the provisions of the law.

### 2. Regarding the supervision of the Director and members of the Board of Directors

Overall, the Board of Directors has done a good job of supervising the Board of Directors,

ensuring that the Company's activities are always strictly controlled as well as following the plan set out by the Board of Directors and the Annual General Meeting of Shareholders and adjusting decisions in a timely manner when required by practice.

Members of the Board of Directors also hold the title of Director of the Company. At periodic and extraordinary meetings, periodic management reports, members of the Board of Directors cum Directors shall make full reports on material contents in the process of administration to the Board of Directors and the Control Board. Thereby, the Board of Directors always understands the Company's operation situation as well as is updated as quickly as possible with requirements from reality. The decisions of the Board of Directors are analyzed, criticized and consulted by the Board of Directors and the Supervisory Board in order to have optimal solutions for the interests of the Company.

Members of the Board of Directors proactively identify the roles and responsibilities of supporting the Board of Directors. The Board of Directors pays special attention to risk management solutions, in order to support the Board of Directors to identify problems early and help the Company maintain sustainability and stability in operations, protect the interests of investors.

### **3. General evaluation of the activities of the Board of Directors**

The work of the Board of Directors carried out in 2025 focuses on the Operation Plan approved by the Annual General Meeting of Shareholders in 2025 and complies with the Charter, Governance Regulations and corporate governance standards.

Members of the Board of Directors have a sense of responsibility, are highly professional, clear about their assigned responsibilities in protecting the interests of the Company and are careful in performing their roles.

The Board of Directors has suggested many effective and timely solutions to help the Board of Directors overcome a number of challenges in the process of operating the Company, well implement supervision and control to ensure that the criteria of legal compliance are absolutely respected by the Company.

The business targets in 2025 basically meet and exceed the set plan. The Board of Directors and the Executive Board have effectively led and managed the Company, stable business operations, well performed obligations to the State budget, brought efficiency to shareholders and stable income to employees.

The Board of Directors has joined the Board of Directors in implementing the Company's cultural development activities. Through effective and creative operation methods, the Board of Directors has well performed the role of accompanying the building of sustainable values in accordance with the Company's orientation and strategy.

## **VII. Results of assessment and supervision of the Board of Directors**

General assessment of the activities of the Board of Directors in the production and business activities of the Company:

- Although the business situation and the market in 2025 are still difficult, with the close attention, support and direction of the Corporation, the coordination and support of customers and partners, the active support of shareholders and investors, along with the efforts, the high determination of the Board of Directors, the Supervisory Board, the Board of Directors as well as employees, the Company has successfully completed the targets assigned by the General Meeting of Shareholders.
- The management and use of capital, especially the monitoring and recovery of debts, are paid attention to, focusing on ensuring financial safety. At the same time, the Company has organized the implementation of thrift and anti-waste practices, upheld the spirit of self-discipline in practicing thrift and anti-waste of employees, and minimized costs in all aspects of operation.
- The Director has a clear assignment of tasks to the Deputy Director, other managers and has

implemented briefings to evaluate the results of work performance and assign work plans.

- The Board of Directors has implemented the Company's production and business activities in accordance with the resolution of the General Meeting of Shareholders, the direction of the Board of Directors and in strict compliance with the company's charter and the provisions of law.
- The Board of Directors is well aware of the advantages and difficulties of the Company, so it has been flexible in managing production and business activities, and at the same time has issued internal documents according to its competence to effectively control the Company's production and business activities.

#### **VIII. The implementation of the contents authorized by the General Meeting of Shareholders**

According to the Resolution of the 2025 Annual General Meeting of Shareholders:

1. The General Meeting of Shareholders approved the list of units to audit the 2025 Financial Statements and under the authorization of the General Meeting of Shareholders, the Board of Directors approved the selection of Deloitte Vietnam Auditing Co., Ltd. to audit the 2025 Financial Statements.
2. The General Meeting of Shareholders authorizes the Board of Directors of the Company to approve the signing of contracts and transactions with PetroVietnam Fertilizer and Chemicals Corporation - Joint Stock Company under the jurisdiction of the General Meeting of Shareholders. As a result in 2025, the Company has transactions with PetroVietnam Fertilizer and Chemicals Corporation - Joint Stock Company in 03 areas: Phu My branded fertilizer purchase and sale contract; Decentralization contracts for the implementation of marketing and communication, trade promotion, social security, and technical services; and logistics service contracts (loading and unloading, transportation, storage, etc.), with a total transaction value in 2025 of **3,450.7 billion VND**. Specifically:

<b>Trading Fields</b>	<b>Estimated data submitted to the General Meeting of Shareholders in 2025</b>	<b>Implementation data in 2025</b>
Commodity Purchase and Sale Transactions	3,171 billion VND	3,404 billion VND
Sales Promotion Services	19.1 billion VND	19.2 billion VND
Logistics Services	30 billion VND	27.54 billion VND

#### **IX. Report on Corporate Governance in 2025**

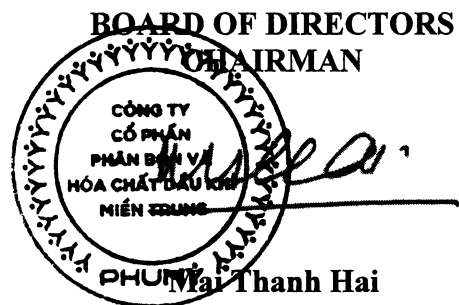
The Company has implemented, prepared and published the Corporate Governance Report on the first 6 months of 2025; Report on corporate governance in 2025; The 2025 Annual Report complies with the prescribed content and deadline.

#### **X. Operational plan of the Board of Directors in 2026**

In order to achieve and exceed the goals of the 2026 plan, the Board of Directors determined efforts to strive in the governance and administration of the Company, enhance the efficiency of management activities with the following contents and programs:

- Direct and supervise the Board of Directors to complete the goals, tasks and targets of the plan in 2026 according to the Resolution/Decision of the General Meeting of Shareholders/Board of Directors of the Company.
- Continue to improve and complete the Company's internal management system in accordance with the provisions of law, the model of listed companies and the actual business situation of the Company;

- Strengthen the inspection, supervision, internal control, and risk prevention in all activities of the Company.
  - Maintain urea market share, gradually develop Phu My NPK market share, promote business activities in fiercely competitive market conditions. Protect and develop the reputation and brand of Phu My fertilizer.
  - Manage investment and procurement to ensure quality, on schedule and comply with current regulations. Search for the location of the unit's office and transshipment warehouse to prepare to relocate Nhon Binh Warehouse according to the provincial policy.
  - Continue to direct the research and development of new products, business and product diversification.
  - Continue to direct the implementation of human resource development strategies and plans to improve labor quality and productivity, meet the development requirements of the Company.
  - Pay attention to and protect the maximum legal interests of shareholders and perform other tasks assigned by the General Meeting of Shareholders.
  - Direct and supervise the implementation of the thrift and anti-waste practice program in 2026.
- Sincerely./.



**PART IV**  
**REPORT OF THE SUPERVISORY BOARD IN 2025, OPERATIONAL PLAN IN 2026**  
**AND THE PROPOSAL TO SELECT THE AUDITOR IN 2026**

The Supervisory Board of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company was elected by the General Meeting of Shareholders on June 18, 2021 to elect 3 part-time members (term 5 years 2021-2026).

**I. Activities of the Supervisory Board in 2025**

The Supervisory Board operates in accordance with the provisions of the Enterprise Law, the provisions of law, the Company's Charter and the Operation Regulation of the Supervisory Board.

The operation plan of the Supervisory Board has been approved by the Annual General Meeting of Shareholders in 2025.

**1. Report on the evaluation of the performance of the Supervisory Board**

In 2025, the Supervisory Board has developed a work program, implementing the work contents as assigned by each member of the Supervisory Board:

- The Supervisory Board organized 04 meetings with the full participation of members of the Supervisory Board to implement the work, approve the results of inspection, supervision, agreement and make recommendations of the Supervisory Board for the Company's activities. The inspection and supervision activities of the Supervisory Board mainly focus on issues of efficiency in business activities, ensuring capital adequacy, supervising and evaluating the implementation of the 2025 plan.
- The Supervisory Board attends meetings of the Board of Directors, briefings of the Company organized by the Board of Directors and the Board of Directors. The Supervisory Board shall carry out regular supervision of the Company's operation as planned. In coordination with the Internal Audit Board and functional departments of the Corporation to organize the inspection of the Company's sales work.
- Through regular and continuous inspection and supervision in direct and indirect forms, the Supervisory Board has had a number of opinions exchanged, consulted, warned and recommended a number of issues in management and administration at the Company.
- The Supervisory Board appraises the financial statements for the first 6 months of 2025 and the financial statements for 2025 with specific written opinions.

**2. Results of activities of each member of the Supervisory Board:**

The Supervisory Board consists of 03 Members, Members perform their duties and tasks as assigned:

◆ **Nguyen Thi Kim Anh – Head of the Supervisory Board of the Company**

- Taking general responsibility for the activities of the Control Board, signing and promulgating decisions and documents of the Control Board on behalf of the Control Board.
- Formulate and administer the implementation of the annual operation plan of the Control Board.
- Detailed supervision of the implementation of the resolutions of the General Meeting of Shareholders;
- Supervise the Company's general regulations, policies, strategies, and annual planning.
- Supervising the activities of the Board of Directors/Board of Directors of the Company.
- Attending meetings of the Board of Directors, meetings to implement the Company's production and business activities and chairing meetings of the Supervisory Board.
- Periodic inspection/supervision report of the Supervisory Board according to the regulation of the representative of the Corporation.



- Appraisal of financial statements after audit.
- ❖ **Pham Thanh Long – Member of the Supervisory Board of the Company**
  - Review the reasonableness and supervise the issuance of the Company's internal management documents and the implementation of the Resolution of the General Meeting of Shareholders.
  - Supervising compliance with the provisions of the Law and the Corporation;
  - Supervise the issuance of documents, investment and procurement activities of the company.
  - Supervise and inspect the implementation of current management regulations/regulations
  - Supervise the Company's business.
  - Control and update information on the fertilizer market situation.
- ❖ **Ms. Tran Thi Hai Yen – Member of the Supervisory Board of the Company**
  - Supervise the formulation and monitoring of the implementation of monthly, quarterly and annual plans.
  - Supervise the recruitment of labor, the appointment of officials and the implementation of regimes and policies with employees.
  - Supervise the investment and procurement of the Company.
  - Monitoring the financial situation: the management of receivables and payables; debts and inventories of the Company.
  - Supervise the implementation of thrift and anti-waste.

Each member of the Supervisory Board has made efforts and proactively exchanged the performance of responsibilities and tasks and made timely recommendations and recommendations within the scope of assigned work. Members of the Supervisory Board have successfully completed their assigned tasks, complying with the provisions of the Law on Enterprises, the company's Charter and the Regulation on Operation of the Supervisory Board.

### **3. Remuneration, operating expenses and other benefits of the Supervisory Board and its members:**

Salaries and remuneration of each member of the Supervisory Board shall be paid in accordance with the regulations of the Company/Corporation and approved by the General Meeting of Shareholders (in 2025, the Company shall apply the remuneration of the Supervisory Board according to the Regulation on management of salaries, remuneration and bonuses at enterprises with dominant contributed capital issued under Decision No. 25-936/QD-PBHC of the Fertilizer Corporation and PetroVietnam Chemicals issued on 30/12/2025).

The total income of the Supervisory Board in 2025 is 168 million VND. Specifically:

*Unit: VND*

Ord.	Title	Salary + Remuneration	Bonuses and benefits from KT-PL fund	Total
1	Head of the Supervisory Board (part-time)	72,000,000	-	72,000,000
2	Member of the Supervisory Board (part-time)	48,000,000	-	48,000,000
3	Member of the Supervisory Board (part-time)	48,000,000	-	48,000,000
<b>TOTAL</b>		<b>168,000,000</b>	<b>-</b>	<b>168,000,000</b>

## **II. Evaluation of the implementation of the Resolution of the General Meeting of Shareholders of the Company**

### **1. Supervision of the implementation of the Resolution of the General Meeting of Shareholders of the Company**

Implementing the resolution of the Annual General Meeting of Shareholders in 2025, the Company implements the planned targets as follows:

<b>Criteria</b>	<b>Unit</b>	<b>2025 Plan</b>	<b>2025 Implement</b>	<b>Rate</b>	<b>Notes</b>
Yield	Tons	325.000	355.113	109%	
Revenue	Billion VND	3.171	3.644	115%	
Profit before tax	Billion VND	30,47	31,91	105%	
Profit after tax	Billion VND	24,37	25,40	104%	
Must be paid to the state budget	Billion VND	9,74	13,96	143%	
Dividends	%	14	-	-	Not yet spent

### **2. Appraisal of financial statements for the first 6 months of the year and the whole year of 2025**

The financial statements for 6 months and 2025 of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company have honestly and reasonably reflected on the material aspects of the Company's financial situation as well as business results as at 30/6/2025 and 31/12/2025. The preparation and presentation of financial statements are in accordance with the provisions of the Standards, Corporate Accounting Regime and current legal regulations.

### **3. Evaluation of the implementation of management and administration tasks of the Board of Directors and the Board of Directors in 2025**

The Board of Directors is organized to operate with 03 incumbent members performing tasks according to the management standards of the Joint Stock Company. The Board of Directors assigns specific tasks to members of the Board of Directors in each field of expertise. In 2025, the Board of Directors of the Company has made efforts to perform the tasks assigned by the General Meeting of Shareholders, complete the planned targets, preserve and effectively use the owner's capital, ensure the interests of shareholders and the dividend distribution rate in 2025.

The Board of Directors has made efforts to implement the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors. The management and administration of production and business activities comply with the provisions of law, the Company's charter and in accordance with the resolution of the General Meeting of Shareholders.

The Supervisory Board finds that the report of the Board of Directors and the report of the Director of the Company have honestly and fully reflected the production and business activities of the Company in 2025. The management and administration activities of the Board of Directors and the Board of Directors closely follow the resolutions and plans approved by the General Meeting of Shareholders, bringing benefits to shareholders. The decision-making process of the Board of Directors and the Board of Directors has complied with the law, the Company's Charter of operation and in accordance with the Company's development strategy approved by the General Meeting of Shareholders.

#### **4. Coordination between the Supervisory Board and the Board of Directors, the Board of Directors and other managers of the Company**

The Supervisory Board has properly performed its functions and duties according to the law and regulations and did not hinder the Company's business activities with the goal of ensuring the interests of shareholders and the development of the Company. In the process of performing the functions and tasks of the Supervisory Board also received support from the Board of Directors, the Board of Directors and the functional departments of the Company in providing information for control work.

#### **5. Comments and recommendations:**

In the situation of the fertilizer market with many fluctuations, in order to well implement the tasks of the production and business plan in 2026 and the Company's development strategy in the coming years, the Supervisory Board recommends:

- Continuously improve and complete the Company's internal management system in accordance with regulations to ensure strictness, compliance with the law and in accordance with the new situation.
- Maintaining the urea market share in the region, developing the market share of Phu My NPK and promoting proprietary business activities.
- Improve the reputation and brand of Phu My fertilizer. Leverage and leverage the opportunities, advantages and resources available to improve productivity and efficiency in all aspects of the company's operations.
- Accelerate the progress of works related to the project to prepare for investment in the company's warehouse and office to prepare for the relocation of Nhon Binh warehouse according to the province's policy. Manage investment and procurement to ensure quality, on schedule and comply with current regulations.
- Proactively arrange and balance capital sources for business and investment; Always ensure timely and safe financial resources. The mobilization and use of capital are on target, transparent, safe and effective.
- Strictly control, regularly review and assess the financial capacity of customers to promptly and fully recover debts receivable to customers.
- Strictly control costs, especially indirect costs; practicing thrift and anti-waste in all aspects of the Company's activities.
- Strengthen the inspection, supervision, internal control, and risk prevention in all activities of the Company.

#### **III. Operation plan of the Supervisory Board in 2026**

- Supervise the implementation of the resolution of the 2026 General Meeting of Shareholders and the Company's Charter.
- Supervise and inspect the implementation of current management regulations/regulations.
- Control/supervise compliance with the law and the Company's Charter in the process of making decisions and operating business activities.
- Supervising the management, organization and administration of business activities; financial and investment management of the Board of Directors and the Board of Directors of the Company in 2026.
- Participate in Board of Directors meetings, company briefings to update the Company's business activities.
- Prepare monthly/quarterly supervision reports according to the Corporation's regulations.

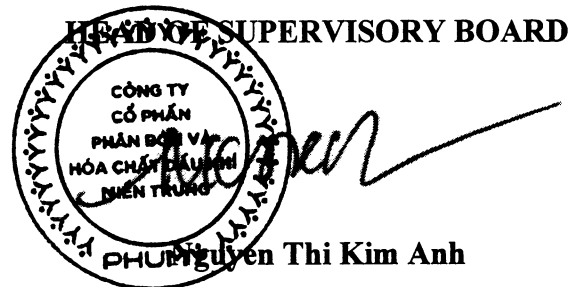
- Appraisal of 6-month financial statements, 2026 financial statements.
- Supervise the implementation of cost-saving measures.
- Supervise the development and assignment of the Company's production and business plan in 2027.
- Together with the Internal Audit Department and functional departments of the Corporation to inspect the Company's business activities.
- Perform other tasks of the Supervisory Board as prescribed.

#### **IV. Selection of auditors for financial statements in 2026**

In order to audit the 2026 Financial Statements of Central PetroVietnam Fertilizer and Chemicals Company in accordance with the provisions of law and the Company's Charter, the Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and vote on the selection of an independent auditing firm with sufficient capacity and reputability to be approved by the Ministry of Finance and the Committee State securities approved to be audited for issuers, listed organizations, securities trading organizations and units with public interests in 2026.

- (1) Deloitte Vietnam Auditing Co., Ltd.,
- (2) Ernst & Young Vietnam Co., Ltd.,
- (3) PwC Vietnam Co., Ltd.

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval of the above list of independent auditing firms and authorizes the Board of Directors of the Company to organize the selection of one of the list of auditing firms in accordance with the provisions of law./.



**SECTION V**  
**FINANCIAL STATEMENTS 2025**  
*(Announced)*

**PART VI**  
**REPORT ON PROFIT DISTRIBUTION PLAN**

To: General Meeting of Shareholders  
Central PetroVietnam Fertilizer and Chemicals Joint Stock Company

Pursuant to the provisions of the Charter of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company on the rights and duties of the General Meeting of Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the profit distribution plan in 2025 and the profit distribution plan in 2026. with the following contents:

**I. Profit distribution plan to be implemented in 2025**

With the business results in 2025 according to the audited financial statements, the Board of Directors of the Company proposes the General Meeting of Shareholders to approve the profit distribution plan in 2025 as follows:

- Cash dividend payment, rate: 14%/par value of shares;
- The rate of appropriation of funds from after-tax profits: Reward and welfare funds is 20%;
- Deduct additional deductions for the Reward Fund with a maximum of 20% of the after-tax profit in excess of the plan.
- Deduction of funds to be used to settle regimes and policies for employees when restructuring the Company: 10% of the remaining profit after setting up funds and paying dividends.

Plan details:

Unit: VND

Ord.	Criteria	Profit distribution in 2025
1.	Accumulated undistributed profit in 2024 shifts to	44.656.563.325
2.	Profit after tax in 2025 used for distribution	25.395.669.030
	In which: Profit after tax exceeds 2025	1.021.987.058
3.	Setting aside funds from 2025 profit	5.283.531.218
	Deductions from the Reward Fund and Welfare Fund	5.283.531.218
4.	Profit in 2025 after setting up funds	20.112.137.812
5.	Total accumulated profit by 2025 for dividends	64.768.701.137
6.	Dividends (in cash)	14.000.000.000
7.	Deduction of funds to be used to settle regimes and policies for employees when restructuring the Company (10% of profit and loss)	5.076.870.114
8.	Profitability Shifts to 2026	45.691.831.024

**Notes:**

- The reward fund and welfare fund deducted in the 2025 Financial Statement is VND 5,181,332,512. (This includes additional deductions from the Reward Fund at the rate of 10% of the profit after profit exceeding the plan).
- The reward and welfare fund must also be deducted an additional VND 102,198,706 (according to the provisions of Decision No. 25-936/QĐ-PBHC dated December 30, 2025).

## **II. Profit distribution plan 2026:**

- Cash dividend payment, expected rate: 14%/par value of shares.
- The remaining undistributed profit after tax (PBT) is set aside: Reward and welfare fund: 20% of the net profit.
- In case the realized profit exceeds the assigned planned profit, the Company is allowed to deduct additional funds for rewards and benefits with a maximum of 20% of the after-tax profit in excess of the plan.

Respectfully submit to the General Meeting of Shareholders for consideration and vote for approval./.

**BOARD OF DIRECTORS  
CHAIRMAN**



**Mai Thanh Hai**

**SECTION VII**  
**REPORT THE SALARIES, REMUNERATION AND OTHER BENEFITS OF**  
**BOARD OF DIRECTORS AND SUPERVISORY BOARD**

**I. Implementation in 2025 Report**

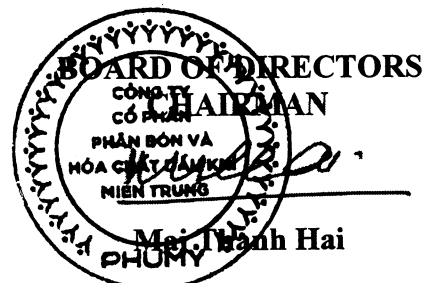
*Unit: VND*

TT	Title	Salary + Remuneration	Bonuses and benefits from KT-PL fund	Total
<b>I.</b>	<b>BOARD OF DIRECTORS</b>	<b>2.920.234.984</b>	<b>539.105.831</b>	<b>3.459.340.815</b>
1	Chairman of the BOD (full-time)	1.470.610.428	278.301.738	1.748.912.166
2	Member of BOD cum Director	1.365.624.556	260.804.093	1.626.428.649
3	Independent Member of BOD	72.000.000		72.000.000
4	Member of BOD (first quarter of 2026)	12.000.000		12.000.000
<b>II.</b>	<b>SUPERVISOR BOARD</b>	<b>168.000.000</b>	<b>0</b>	<b>168.000.000</b>
1	Head of the Supervisory Board (part-time)	72.000.000		72.000.000
2	Member of the Supervisory Board (part-time)	48.000.000		48.000.000
3	Member of the Supervisory Board (part-time)	48.000.000		48.000.000
<b>TOTAL</b>		<b>3.088.234.984</b>	<b>539.105.831</b>	<b>3.627.340.815</b>

**II. Plan for 2026**

*Unit: VND*

TT	Title	Salary + Remuneration	Bonuses and benefits from KT-PL fund	Total
<b>I.</b>	<b>BOARD OF DIRECTORS</b>	<b>2.584.462.499</b>	<b>241.771.875</b>	<b>2.826.234.374</b>
1	Chairman of the bod	1.317.839.656	126.019.971	1.443.859.627
2	Member of BOD cum Director	1.194.622.843	115.751.904	1.310.374.747
3	Independent Member of BOD	72.000.000		72.000.000
<b>II.</b>	<b>SUPERVISOR BOARD</b>	<b>168.000.000</b>	<b>0</b>	<b>168.000.000</b>
1	Head of the Supervisory Board (part-time)	72.000.000		72.000.000
2	Member of Supervisory Board (part-time)	48.000.000		48.000.000
3	Member of Supervisory Board (part-time)	48.000.000		48.000.000
<b>TOTAL</b>		<b>2.752.462.499</b>	<b>241.771.875</b>	<b>2.994.234.374</b>
<b>10% BACKUP</b>				<b>299.423.437</b>
<b>2026 PLAN</b>				<b>3.293.657.811</b>





**SECTION VIII**  
**PROPOSAL FOR SUPPLEMENTATION OF BUSINESS REGISTRATION**  
**AND AMENDMENT OF THE COMPANY'S CHARTER**

To: General Meeting of Shareholders  
Central PetroVietnam Fertilizer and Chemicals Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;

Pursuant to the Law on Securities No. 54/2019/QH14 which was approved by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019 and takes effect from 01/01/2021;

Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Ministry of Finance's Circular No. 116/2020/TT-BTC dated 31/12/2020 guiding a number of articles on corporate governance applicable to public companies in the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company (the 6th time) approved by the Annual General Meeting of Shareholders in 2022 and promulgated in Resolution No. 88/NQ-ĐHDCĐ dated 27/06/2022,

Based on market trends and actual business requirements of the Company, on the basis of meeting the requirements of the law and the proposal of the Board of Directors, the Board of Directors of Central Petrochemicals and Fertilizer Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of a number of amendments in the Company's Charter and supplementing business registration lines, specifically:

**A. Addition of the Company's business lines:**

TT	Name of additional registered business line	Industry Code
1	On-demand retail ordering by post or internet	4791
2	Other forms of retail have not been classified anywhere	4799
3	Production of fertilizers and nitrogen compounds	2012

In addition, according to the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29, 2025 on Vietnam's system of economic sectors, effective from November 15, 2025, some codes of business lines have changed.

Therefore, the Board of Directors of the Company respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors of the Company to carry out procedures to update the list of business lines of the Company as above in accordance with state regulations after specific guidance from Ministries/Departments/Branches.

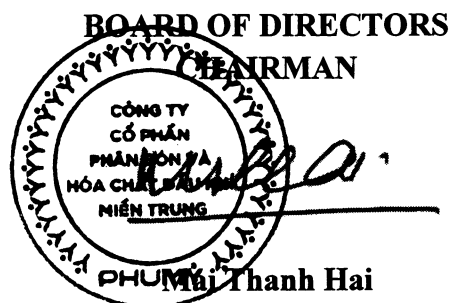
**B. Amendments and supplements to the Company's Charter:**

TT	Contents of amendments and supplements to the Charter	Notes
1	<b>Article 2. Name, form, head office, branch, representative office and duration of operation of the Company</b> Section 3: The registered office of the Company is: Address: Lot A2, Nhon Binh Industrial Cluster, Quy Nhon Dong Ward, Gia Lai Province. - Phone: 0256. 3848 488 - Fax: 0256.3848 588 - E-mail: pvfccco-central@pvfccco.com.vn - Website: www.pce.vn	Updated according to the new administrative boundaries after the merger.

2	<p><b>Article 4. Objectives of the Company</b></p> <p>Section 1. The Company's business fields are: Buying and selling agricultural and forest products; Trading in fertilizers and chemicalsproducts (except for Schedule 1 chemicals); Technical services in the production and trading of fertilizers and related chemicalsproducts; Cargo transportation business by car and inland waterway; Warehousing, import and export of fertilizers and chemicals and agricultural products; Advertising; Market research and public opinion polls; Organizing trade introduction and promotion; Wholesale of silk, fiber and textile fibers; On-demand retail ordering via post or internet; Other forms of retail have not been classified anywhere; Production of fertilizers and nitrogen compounds; Doing business in other industries that are not prohibited by law and in accordance with the regulations of Vietnam National Energy Industry Group, PetroVietnam Fertilizer and ChemicalsCorporation – JSC.</p>	<p>Addition of business fields: Retail on demand, order by post or internet; Other forms of retail have not been classified anywhere.</p>
---	--	---

Other contents of the Charter organizational structure and operation of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company remain the same, unchanged.

Sincerely./.



**PART IX**  
**REPORT ON THE APPROVAL OF THE POLICY OF SIGNING CONTRACTS AND**  
**TRANSACTIONS WITH PETROVIETNAM FERTILIZER AND CHEMICALS JSC.**

To: General Meeting of Shareholders  
Central PetroVietnam Fertilizer and Chemicals Joint Stock Company

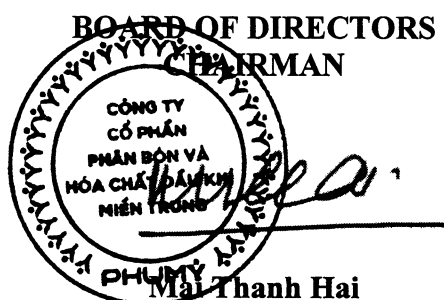
Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;

Pursuant to the Charter of Central PetroVietnam Fertilizer and Chemicals Joint Stock Company approved at the General Meeting of Shareholders established the Company on 30/12/2010 and amended and supplemented for the 6th time at the Annual General Meeting of Shareholders on 27/06/2022;

In order to ensure that contracts and transactions between the Company and PetroVietnam Fertilizer and Chemicals Corporation - JSC are implemented in a timely manner and comply with current regulations, and at the same time improve the efficiency of the Company's business activities, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following contents:

1. Approving the main contents of contracts and transactions between the Company and the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation – Joint Stock Company (PVFCCo), specifically as follows:
  - Contracts and transactions in the field of goods purchase and sale (Phu My Fertilizer, Phu My NPK, other fertilizers produced and distributed by PVFCCo), the total estimated value in 2026 is VND 3,717 billion.
  - Contracts and transactions in the field of sales promotion services, marketing and communication, social security, technical services, customer care, etc., the total estimated value in 2026 is 19.5 billion VND.
  - Contracts and transactions in the field of logistics services, transportation, loading and unloading, warehousing, etc., the total estimated value in 2026 is 30 billion VND.
  - In case the Company exceeds the above estimates, the General Meeting of Shareholders is requested to allow the Company to take the initiative and will submit a report to the General Meeting of Shareholders at the nearest meeting.
2. The General Meeting of Shareholders assigned the Board of Directors of the Company to proactively approve the signing of contracts and transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC according to the main contents approved as above.

Respectfully submit to the General Meeting of Shareholders for consideration and vote for approval./.



**SECTION X**  
**REGULATIONS ON ELECTION**  
**OF THE BOARD OF DIRECTORS AND THE SUPERVISOR BOARD**

This Regulation was unanimously approved by the General Meeting of Shareholders (AGM) of PetroVietnam Fertilizer and Chemicals Joint Stock Company to serve as a basis for electing the Board of Directors and the Supervisory Board for the term 2026 – 2031 at the Annual General Meeting of Shareholders in 2026, with the following provisions:

**I. Election principles and the right to vote for the Board of Directors and Supervisory Board at the General Meeting of Shareholders**

**1. Principle**

The election of members of the Board of Directors and the Supervisory Board shall be conducted according to the following principles:

- Comply with current laws on enterprises and securities in Vietnam;
- Comply with the Company's current Charter;
- Ensuring the publicity, democracy and legitimate interests of all shareholders.

**2. Persons with the right to vote**

Persons with the right to vote at the General Meeting of Shareholders are shareholders who own shares or persons authorized by shareholders to attend the meeting (according to the list of shareholders of the Company made by the Vietnam Securities Depository and Clearing Corporation) present at the General Meeting of Shareholders.

**II. Board Elections**

**1. Number of members of the Board of Directors**

Number of members of the Board of Directors for the term 2026 – 2031 according to the Company's Charter: 03 members.

**2. Conditions and criteria for members of the Board of Directors**

**2.1 Conditions and criteria for members of the Board of Directors**

- Having full civil act capacity, not being banned from managing enterprises according to the provisions of the Law on Enterprises;
- Being a shareholder/representative of a group of shareholders owning at least 10% of the total ordinary shares or another person who is educated, has business capacity and corporate governance organization, understands the law, has a lot of experience, especially in the business field of the Company.
- Have good health, moral qualities, honesty and integrity;
- Members of the Board of Directors must not be related persons of the manager, the person competent to appoint the manager of the parent company - PetroVietnam Fertilizer and Chemicals Corporation.

**2.2 Conditions and criteria for independent members of the Board of Directors**

- Not be a person who is working for the company, parent company or subsidiary of the company; not being a person who has worked for the company, parent company or subsidiary of the company for at least 03 consecutive years;
- Not being a person who is receiving salaries or remunerations from the company, except for allowances that members of the Board of Directors are entitled to as prescribed;
- Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the company; being a manager of the company or its subsidiaries;
- Not being a person who directly or indirectly owns at least 01% of the total voting shares of the company;

- Not being a person who has been a member of the Board of Directors or the Supervisory Board of the company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms.

### **3. Conditions for self-nomination or nomination as a member of the Board of Directors**

Persons who are self-nominated or nominated for election to the Board of Directors must meet the criteria and conditions for membership of the Board of Directors at Point 2 of this Regulation and the following conditions for candidacy/nomination:

- Candidates who are self-nominated individual shareholders must hold at least 10% of the Company's total voting shares at the time of closing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Other nominees must be held at least 10% of the Company's total shares by shareholders/groups of shareholders at the time of closing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit valid and timely candidacy dossiers as prescribed.

### **4. Number of Board of Directors Candidates**

The number of candidates to be elected to the Board of Directors shall be nominated by shareholders who are eligible to run for office, nominate and ensure at least equal to the number of members of the Board of Directors to be elected.

### **5. Summary of the list of candidates for the Board of Directors**

After the expiration of the deadline for receiving candidacy dossiers, the incumbent Board of Directors shall compile a list of eligible candidates to be announced to shareholders as prescribed.

In case the number of candidates for the Board of Directors approves the nomination and the minimum number of candidates, the incumbent Board of Directors may nominate additional candidates according to the following mechanism:

- The candidate ensures that all the standards and conditions of the Board of Directors members are met.
- Candidates must have a complete candidacy profile.

The list of valid candidates must be announced by the General Meeting of Shareholders at the General Meeting of Shareholders before the election is conducted.

## **III. Election of the Supervisory Board**

### **1. Number of members of the Supervisory Board**

Number of members of the Supervisory Board for the term 2026-2031 according to the Company's Charter: 03 members.

### **2. Conditions and criteria for membership of the Supervisory Board**

- Having full civil act capacity, not being prohibited from being a member of the Supervisory Board according to the provisions of the Law on Enterprises;
- Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;
- Not being a person working in the accounting and finance department of the Company;
- Not be a member or employee of an independent audit firm auditing the company's financial statements in the previous 03 consecutive years.
- Not be a related person of a member of the Board of Directors, Directors and other managers;
- Not being a company manager; not necessarily a shareholder or employee of the company;

### **3. Conditions for self-nomination and nomination of members of the Supervisory Board**

Persons who are self-nominated or nominated for election to the Supervisory Board must meet the criteria and conditions for membership of the Supervisory Board and the following conditions for candidacy/nomination:

- Candidates who are self-nominated individual shareholders must hold at least 10% of the Company's total voting shares at the time of closing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Other nominees must be held at least 10% of the Company's total shares by shareholders/groups of shareholders at the time of closing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.
- Self-nominated and nominated persons (hereinafter collectively referred to as candidates) must submit valid and timely candidacy dossiers as prescribed.

**4. Number of candidates**

Candidates for election to the Supervisory Board (including shareholders who are eligible for self-nomination and candidates nominated by shareholders) must ensure that the number of candidates is at least equal to the number of candidates expected to be elected to the Supervisory Board.

**5. Summary of the list of candidates of the Supervisory Board**

At the deadline for receiving candidacy documents, the incumbent Board of Directors shall compile a list of eligible candidates to be announced to shareholders as prescribed.

In case the number of candidates approved for nomination and candidacy is still not enough for the minimum number of candidates, the incumbent Supervisory Board may nominate additional candidates according to the following mechanism:

- The candidate ensures to meet all the standards and conditions of the Supervisory Board members.
- Candidates must have a complete candidacy profile.

The list of eligible candidates must be announced at the General Meeting of Shareholders before the election is held.

**IV. Dossier and deadline for receiving nomination/candidacy dossiers for election to the Board of Directors, Supervisory Board**

**1. The dossier of nomination/candidacy for the Board of Directors, Supervisory Board includes:**

- The application for candidacy to join the Board of Directors or the Supervisory Board contains the candidate's commitment to perform the duties of a member of the Board of Directors and Supervisory Board honestly if elected to the Board of Directors or Supervisory Board (according to the attached form);
- Curriculum vitae declared by the candidate himself (according to the attached form);
- A certificate of the number of shares owned by a shareholder (if nominated) or a shareholder or group of shareholders (if nominated) or equivalent papers of the securities company where such shareholder (group) opens an account or of the Vietnam Securities Depository and Clearing Corporation (calculated at the time of closing the list of shareholders for the purpose of the General Meeting of Shareholders);
- Minutes of group meeting + List of shareholder groups (in case the candidate is nominated by the group of shareholders);
- Notarized copies: Identity card/Passport/CCCD, permanent residence registration, professional qualifications;

**2. Deadline for receiving dossiers of nomination/candidacy for the Board of Directors, Supervisory Board**

Dossiers of nomination/candidacy can be submitted directly or by certified mail to the Company's head office (address: Lot A2, Nhon Binh Industrial Cluster, Quy Nhon Dong

Ward, Gia Lai Province at least 10 days before the date of the General Meeting of Shareholders.

Only nomination/candidacy dossiers that meet the conditions for nomination and candidacy and candidates who meet the corresponding conditions of members of the Board of Directors and Supervisory Board will be included in the list of candidates announced at the General Meeting of Shareholders.

## **V. Election method**

### **1. The election of members of the Board of Directors and Supervisory Board shall be carried out by the method of cumulative voting, specifically as follows:**

- Each shareholder or person authorized by a shareholder to attend the meeting has the total number of voting rights corresponding to the total number of voting shares (including ownership and authorization) multiplied by the number of members expected to be elected to the Board of Directors or the Supervisory Board;
- Shareholders or authorized persons attending the meeting may pool all their votes to vote for 01 candidate or divide the number of votes among selected candidates. However, shareholders or authorized persons attending the meeting are only allowed to vote for the maximum number of members of the Board of Directors and Supervisory Board to be elected.

### **2. How the election is conducted**

#### **2.1 Election Votes**

Each shareholder or authorized person attending the meeting will be issued a vote for the election of members of the Board of Directors and one vote for the election of a member of the Supervisory Board. On the election slip, the number of shareholders, the number of shares (including ownership and authorization) and the number of votes have been multiplied corresponding to the number of elected members of the Board of Directors or the Supervisory Board, list of candidates nominated to the Board of Directors and the Supervisory Board. When shareholders/authorized representatives are issued votes, they must check the shareholder codes and the number of shares written on the votes, if there are errors, they must be notified immediately at the time of receiving the votes for readjustment.

Shareholders or authorized persons must use election ballots according to the pre-printed form issued by the Organizing Committee with the Company's seal.

#### **❖ A vote is considered valid when:**

- Use the ballot issued by the Organizing Committee with the Company's seal; and
- Vote for candidates of the Board of Directors or Supervisory Board who are named in the list of nominations and candidates approved by the General Meeting of Shareholders or abstained; and
- Votes are not erased or scraped.

#### **❖ Invalid Vote:**

A ballot is considered invalid if it falls under one of the following circumstances:

- The ballot papers are not issued by the Organizing Committee of the Congress;
- The ballot does not have the Company's circular seal;
- The ballot papers are torn, crossed, erased, modified, and the names of candidates are not on the list of candidates approved by the General Meeting of Shareholders before voting;
- Election ballots with the total number of votes cast for candidates that exceed the total number of votes of such shareholders or authorized representatives entitled to vote;
- Election votes for the total number of candidates exceeding the number of elected members of the Board of Directors and the Supervisory Board;

#### **2.2 How to record a vote**

- When agreeing to vote for a candidate, the shareholder or authorized representative shall write the number of votes they want to vote for in the column "Number of votes" in the line corresponding to the name of that candidate.
- If no candidate is voted for, the shareholder or authorized representative fills in the number "0" or leaves blank or crosses out the "Number of votes" column in the line corresponding to the candidate's name.
- Shareholders or authorized representatives of shareholders attending the meeting may accumulate votes for one or several candidates or not vote for any candidate.
- In case the shareholder or the authorized representative of the shareholder in the process of recording the ballot paper is mistaken, provided that it has not been put in the ballot box, he or she is entitled to directly meet the head of the vote counting committee to exchange the ballot paper.

### **3. Vote Counting Committee**

The vote counting committee consists of 3 people, nominated by the Chairman of the General Meeting of Shareholders and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may not be shareholders but are not persons named in the list of candidates and/or nominations to the Board of Directors and Supervisory Board.

The Vote Counting Committee has the following main responsibilities:

- Guidance on summarizing regulations on elections;
- Distribution of votes to shareholders or authorized representatives of shareholders;
- Examining and supervising the voting of shareholders and shareholder representatives;
- Organizing vote counting;
- Make a record of vote counting and announce it before the General Meeting of Shareholders;
- Hand over the minutes and all votes to the Chairman;

The vote-counting committee must ensure the honesty of the election and the counting of votes must be confidential; if there is a violation, the Vote Counting Committee must be responsible. After counting the votes, the Vote Counting Committee must make a record of the vote counting results and announce them before the General Meeting of Shareholders.

### **4. Voting order and vote counting**

- The Organizing Committee will prepare the ballot box, the Vote Counting Committee must conduct an inspection of the ballot box in the presence of shareholders.
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder casts their votes in the ballot box.
- The counting of votes must be conducted immediately after the voting is over;
- The vote counting committee may use electronic technical means and technical experts to assist in counting votes.
- The vote counting results shall be made in writing signed by members of the Vote Counting Committee and announced by the Head of the Vote Counting Committee before the General Meeting of Shareholders.

## **VI. Principles for electing members of the Board of Directors, Supervisory Board**

- The number of people elected as members of the Board of Directors and the Supervisory Board is the person with the number of votes calculated from high to low, starting from the candidate with the highest number of votes until the number of members specified in this Regulation is sufficient.
- Formula: Percentage of votes = (Total votes voted for candidates/ total number of voting shares attending the meeting) x 100%



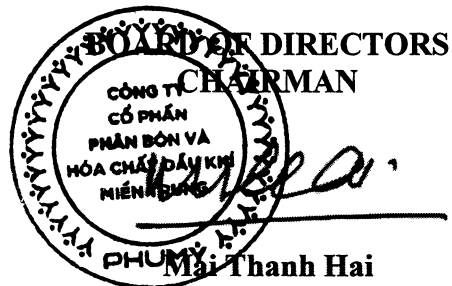
- In case there are two or more candidates who meet the conditions for winning the election with the same number of votes, but a smaller number of winners must be selected, the selection of the winning candidate shall be based on the following principle: The candidate nominated by the shareholder/group of shareholders holding the higher number of shares will be the winning candidate.

#### **VII. Settlement of complaints about elections and vote counting**

- In case shareholders complain or request to re-check the election results, the incumbent Supervisory Board will directly re-examine it, if detecting intentional errors or fraud in the vote counting, the Vote Counting Board shall take full responsibility.
- The response and settlement of complaints about elections and vote counting shall be carried out by the Chairman of the General Meeting of Shareholders and recorded in the Minutes of the General Meeting of Shareholders.

#### **VIII. Validity**

The Regulation takes effect at the General Meeting of Shareholders after being approved by the General Meeting of Shareholders of the Company. The Organizing Committee and relevant departments in the Company are responsible for implementing relevant tasks according to the Regulation.



**PART XI**  
**REPORT ON THE ELECTION**  
**OF THE BOARD OF DIRECTORS AND SUPERVISOR BOARD**  
**Term 2026-2031**

To: General Meeting of Shareholders  
Central PetroVietnam Fertilizer and Chemicals Joint Stock Company

Pursuant to the provisions of the Company's Charter on the rights and duties of the General Meeting of Shareholders, Central PetroVietnam Fertilizer and Chemicals JSC. respectfully submits to the General Meeting of Shareholders the election of members of the Board of Directors and the Company's Supervisory Board as follows:

The Board of Directors and the Supervisory Board for the term 2021-2026 have ended after more than 5 years in office, in accordance with the provisions of the Law on Enterprises, the Board of Directors and the Supervisory Board for the term 2021-2026 have continued to operate until the 2026 Annual General Meeting of Shareholders. According to the provisions of the Company's Charter, I would like to submit to the General Meeting of Shareholders for consideration the election of the Board of Directors and Supervisory Board for the term 2026-2031 as follows:

**I. Number of members, criteria and conditions**

**1. Board of Directors:**

- Number of members: 03 members.
- Structural composition: 01 Member holding the position of Chairman of the Board of Directors, 01 Member of the Board of Directors cum Director and 01 Independent Member of the Board of Directors.
- Criteria and conditions: According to the provisions of the Company's Charter and the Law on Enterprises.

**2. Supervisory Board:**

- Number of members: 03 members;
- Structural composition: 01 member holding the position of Head of the Control Board and 02 members of the Control Board.
- Criteria and conditions: According to the provisions of the Company's Charter and the Law on Enterprises;

**II. List of candidates for the Board of Directors, Supervisory Board**

On 27/03/2026, the Company announced the Draft Documents of the General Meeting of Shareholders, which includes the Election Regulations and the Notice of nomination and candidacy for election of the Board of Directors and Supervisory Board for the term 2026-2031.

Based on the valid nomination and candidacy dossiers of shareholders/groups of shareholders who are eligible for nomination/candidacy as of 17:00 on 07/04/2026, the Company has compiled the list of candidates as follows:

**1. Board of Directors:**

- 1.1. Major shareholder - PetroVietnam Fertilizer and Chemicals Corporation JSC. (PVFCCo), holding 75% of the total voting shares of the Company on the closing date of the list of shareholders entitled to attend the meeting to nominate 02 candidates:
- Nominating Mr. **Mai Thanh Hai**, Chairman of the Board of Directors of Central PetroVietnam Fertilizer and Chemicals JSC. to continue to be re-elected as a Member of the Board of Directors of the Company for the term 2026-2031.
  - Nominating Mr. **Luong Anh Tuan**, Member of the Board of Directors cum Director of Central PetroVietnam Fertilizer and Chemicals JSC. to continue to be re-elected as a Member of the Board of Directors of the Company for the term 2026-2031.

1.2. The number of members of the Board of Directors of the Company as prescribed in the Company's Charter is 03 members, due to the shareholders not nominating a sufficient number of candidates, based on the provisions of the Company's Charter, the Board of Directors for the term 2021-2026 has agreed on the plan to nominate 01 more candidate as follows:

- Nominating Mr. **Nguyen Quang Doan**, Independent Member of the Board of Directors of Central PetroVietnam Fertilizer and Chemicals JSC. to continue to be re-elected as a Member of the Board of Directors of the Company for the term 2026-2031.

1.3. According to the criteria, conditions and valid documents, all 03 candidates mentioned above meet the requirements to be included in the election list of the Board of Directors. At the same time, the number of 03 candidates meets the minimum number to elect the Board of Directors.

## 2. Supervisory Board

2.1. Major shareholder – PetroVietnam Fertilizer and Chemicals Corporation - JSC, holding 75% of the total voting shares of the Company on the closing date of the list of shareholders entitled to attend the meeting to nominate 02 candidates:

- Nominating Ms. **Mai Hong Khanh**, Principal Specialist of the General Board of the Corporation to be elected as a Member of the Supervisory Board of Central PetroVietnam Fertilizer and Chemicals JSC., term 2026-2031.
- Nominating Mr. **Pham Thanh Long**, Member of the Supervisory Board of Central PetroVietnam Fertilizer and Chemicals JSC. to continue to be re-elected as a Member of the Company's Supervisory Board for the term 2026-2031.

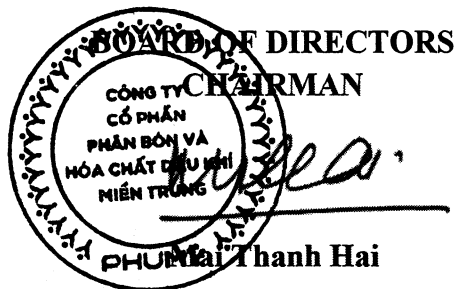
2.2. The number of members of the Supervisory Board of the Company as prescribed in the Company's Charter is 03 members, due to the shareholders not nominating a sufficient number of candidates, based on regulations, the Supervisory Board for the term 2021-2026 has agreed on the plan to nominate 01 more candidate as follows:

- Nominating Ms. **Tran Thi Hai Yen**, Member of the Supervisory Board of Central PetroVietnam Fertilizer and Chemicals JSC. to continue to be re-elected as a Member of the Supervisory Board of the Company, term 2026-2031.

2.3. According to the criteria, conditions and valid documents, all 03 candidates mentioned above meet the requirements to be included in the election list of the Supervisory Board. At the same time, the number of 03 candidates meets the minimum number to elect the Supervisory Board.

Respectfully submit to the General Meeting of Shareholders for approval the Election List of the Board of Directors & Supervisory Board for the term 2026-2031 as above, and at the same time study the Election Regulations, background information of candidates (attached) to conduct election procedures at the General Meeting.

Sincerely./.



# CANDIDATE INFORMATION

## ELECTION OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD

### I. LIST OF CANDIDATES FOR BOARD ELECTION

#### 1. Mr. Mai Thanh Hai

- Date of birth: 04/02/1978
- Nationality: Vietnamese
- ID No.: 051078016315 issued by the Police Department of Social Security on 10/08/2021
- Permanent address: Quy Nhon ward, Gia Lai province
- Education: 12/12
- Qualifications: Master of Economics in Business Administration
- Work experience:

From month, year to month, year	What professions, positions, working units
08/2001 – 11/2001	Sales Officer, General Trading and Service Company (under Vietnam Coal Corporation)
12/2001 – 12/2002	Sales Officer, Branch of General Trading and Service Company in Da Nang
01/2003 – 06/2003	Sales Officer, Branch of General Services and Investment Company in Da Nang
07/2003 – 12/2003	Deputy Head of Sales Department, Branch of General Investment Trading and Services Company in Da Nang
01/2004 – 04/2005	Deputy Head of General Planning Department, Branch of General Investment Trading and Services Company in Da Nang
5/2005 – 12/2006	Deputy Head of Business Planning Department, Branch of Gia Lai Trading and General Services Investment Company
01/2007 – 08/2007	Deputy Head of Business Planning Department, Real Estate Investment and Business Enterprise in Gia Lai
09/2007 – 01/2008	Deputy Department, in charge of Sales Department, VK Highland Real Estate Joint Stock Company in Gia Lai
02/2008 – 10/2008	Head of Sales Department, VK Highland Real Estate Joint Stock Company in Gia Lai
11/2008 – 09/2009	Deputy Sales Department, Central PetroVietnam Fertilizer and Chemical Company Limited
10/2009 – 12/2010	Head of Sales Department, Central PetroVietnam Fertilizer and Chemical Company Limited.
01/2011 – 01/2015	Head of Sales Department, Central Petroleum Fertilizer and Chemical Joint Stock Company.
02/2015- 06/2018	Deputy Director, Central PetroVietnam Fertilizer and Chemical Joint Stock Company.
07/2018 – 09/2022	Member of the Board of Directors cum Director, Central PetroVietnam Fertilizer and Chemical Joint Stock Company.
09/2022 - Present	Chairman of the Board of Directors, Central PetroVietnam Fertilizer and Chemical Joint Stock Company.

**2. Mr. Luong Anh Tuan**

- Date of birth: 21/08/1978
- Nationality: Vietnamese
- ID No.: 001078023888 issued by the Police Department of Social Security on 08/12/2021
- Permanent address: Cau Giay ward, Hanoi
- Education: 12/12
- Qualifications: Bachelor of Economics
- Work experience:

<b>From month, year to month, year</b>	<b>What professions, positions, working units</b>
08/2001 - 08/2007	Employees of Northern Liquefied Gas Trading Joint Stock Company
09/2007 - 07/2008	Employees of Northern Liquefied Petroleum Gas Trading Company Limited
08/2008 - 09/2008	Staff of Forwarding Sales Department, Northern Fertilizer Trading Enterprise
09/2008 - 04/2010	Specialist of Forwarding Sales Department, Northern Petrochemical and Fertilizer Company Limited
05/2010 - 01/2011	Deputy Head of Forwarding Sales Department, Northern PetroVietnam Fertilizer and Chemical Company Limited
02/2011 - 02/2011	Deputy Head of Forwarding Sales Department, Northern PetroVietnam Fertilizer and Chemical Joint Stock Company
03/2011 - 02/2013	Head of Forwarding Sales Department, Northern Petrochemical and Fertilizer Joint Stock Company
03/2013 - 01/2015	Deputy Head of Sales Department, Central PetroVietnam Fertilizer and Chemical Joint Stock Company
02/2015 - 04/2016	Head of Sales Department, Central Petrochemical and Fertilizer Joint Stock Company
04/2016 - 06/2018	Head of Sales Department, Northern Petrochemical and Fertilizer Joint Stock Company
06/2018 - 09/2019	Head of Dispatching Planning Department, Northern Petrochemical and Fertilizer Joint Stock Company
10/2019 - 01/2020	Head of Sales Department, Northern Petrochemical and Fertilizer Joint Stock Company
01/2020 - 04/2020	Member of the Board of Directors, Head of Sales Department, Northern Petrochemical and Fertilizer Joint Stock Company
05/2020 - 09/2022	Member of the Board of Directors, Director of Northern PetroVietnam Fertilizer and Chemical Joint Stock Company
09/2022 - 03/2025	Chairman of the Board of Directors of Northern PetroVietnam Fertilizer and Chemical Joint Stock Company
01/2025 - Present	Director of Central PetroVietnam Fertilizer and Chemical Joint Stock Company
03/2025 - Present	Member of the Board of Directors cum Director of Central PetroVietnam Fertilizer and Chemical Joint Stock Company

### 3. Mr. Nguyen Quang Doan

- Date of birth: 26/08/1971
- Nationality: Vietnamese
- ID No.: 001071027854 issued by the Police Department of Social Security 25/04/2021
- Permanent address: Ba Dinh Ward, Hanoi
- Education: 12/12
- Qualifications: Master of Business Administration
- Work experience:

From month, year to month, year	What professions, positions, working units
1989 - 1994	Working in the former Soviet Union
1994 - 1999	Students of National Economics University
02/2000 - 01/2008	Specialists, team leaders, team leaders at Sales Development Department - Northern Regional Office, Vietnam Airlines Corporation
02/2008 - 08/2008	Deputy Head of Forwarding Sales Department, Northern Fertilizer and Chemical Trading Enterprise
09/2008 - 03/2009	Deputy Head of Forwarding Sales Department, Northern Petrochemical and Fertilizer Company Limited
04/2010 - 02/2011	Head of Forwarding Sales Department, Northern Petrochemical and Fertilizer Joint Stock Company
03/2011 - 10/2018	Deputy Director of Northern PetroVietnam Fertilizer and Chemical Joint Stock Company
10/2018 - 09/2019	Deputy Deputy Director of Northern PetroVietnam Fertilizer and Chemical Joint Stock Company, in charge of the Company's Sales Department
10/2019 - Present	Deputy Director of Northern PetroVietnam Fertilizer and Chemical Joint Stock Company
06/2021 - Present	Member of the Board of Directors of Central PetroVietnam Fertilizer and Chemical Joint Stock Company

## II. LIST OF CANDIDATES FOR ELECTION OF THE SUPERVISORY BOARD

### 1. Ms. Mai Hong Khanh

- Date of birth: 02/09/1978
- Nationality: Vietnamese
- ID No.: 001178031695 issued by the Police Department of Social Security 02/05/2022
- Permanent address: Tay Ho Ward, Hanoi
- Education: 12/12
- Qualifications: Bachelor of Economics

- Work experience:

<b>From month, year to month, year</b>	<b>What professions, positions, working units</b>
08/2000 - 01/2004	Accountant of Phuong Dong – Hanoi Co., Ltd.
04/2004 - 03/2006	Specialist of the Department of Technical Affairs - Management Board of Phu My Fertilizer Plant
04/2006 - 07/2009	Specialist of the Technical and Technical Department of PetroVietnam Fertilizer and Chemical Corporation – JSC
07/2009 to present	Specialist of the Board of Directors, General Board of PetroVietnam Fertilizer and Chemical Corporation – JSC
01/2011 to present	Concurrently Head of the Supervisory Board of Southeast Petrochemical and Fertilizer Joint Stock Company

**2. Mr. Pham Thanh Long**

- Date of birth: 22/09/1976
- Nationality: Vietnamese
- ID No.: 031076010986 issued by the Police Department of Social Security 30/05/2023
- Permanent address: Nha Be commune, Ho Chi Minh City. HCMC
- Education: 12/12
- Qualifications: Bachelor of Economics
- Work experience:

<b>From month, year to month, year</b>	<b>What professions, positions, working units</b>
11/2003 - 04/2024	Employees of Golden Star Co., Ltd. - STELLA Shoe Factory
04/2004 - 02/2026	Head of Human Resources Department, Golden Star Co., Ltd. - STELLA Shoe Factory
03/2006 - 08/2006	Assistant Director, Golden Peak Co., Ltd. - Lien Dinh Shoe Factory
09/2006 - 07/2008	Assistant Director, Golden Star Co., Ltd. - STELLA Shoe Factory
08/2008 - 07/2009	Specialist of Sales Department, PetroVietnam Nitrogen Fertilizer and Chemical Company
08/2009 - 08/2012	Specialist of the Board of Directors, PetroVietnam Fertilizer and Chemical Corporation – Joint Stock Company
09/2012 - 02/2023	Specialist of the Board of Directors, PetroVietnam Fertilizer and Chemical Corporation – Joint Stock Company cum Member of the Supervisory Board, Central PetroVietnam Fertilizer and Chemical Joint Stock Company
03/2023 - Present	Specialist of the General Department, PetroVietnam Fertilizer and Chemical Corporation – Joint Stock Company cum Member of the Supervisory Board, Central PetroVietnam Fertilizer and Chemical Joint Stock Company

**3. Ms. Tran Thi Hai Yen**

- Date of birth: 13/10/1981
- Nationality: Vietnamese
- ID No.: 036181012851 issued by the Police Department of Social Security on 31/03/2023
- Permanent address: Quy Nhon ward, Gia Lai province
- Education: 12/12
- Qualifications: Bachelor of Organic Chemistry Technology
- Work experience:

<b>From month, year to month, year</b>	<b>What professions, positions, working units</b>
From 01/2005 to 03/2011	Specialist of Technical Department – Nghi Son Refinery and Petrochemical Complex Investment Project Management Board - PVN
From 04/2011 to now	Specialist of Sales Department – Central PetroVietnam Fertilizer and Chemical Joint Stock Company
From 06/2021 - Present	Member of the Supervisory Board of Central PetroVietnam Fertilizer and Chemical Joint Stock Company

-----

Handwritten signature