

PETROVIETNAM FERTILIZER AND
CHEMICALS CORPORATION
**NORTHERN PETROVIETNAM FERTILIZER
AND CHEMICALS JOINT STOCK COMPANY**

Số: 26-611/MB-TCHC

Re: Disclosure of the Minutes and Resolution of the 2026
Annual General Meeting of Shareholders

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 20, 2026

To:

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

1. Name of company: Northern Petrovietnam Fertilizer and Chemicals JSC
2. Stock symbol: PMB
3. Head Office Address: 4th Floor, Vietnam Petroleum Institute Building, No.
167 Trung Kinh Street, Yen Hoa Ward, Hanoi City.
4. Tel: 024.35378256 Fax: 024.35378255
5. Person in charge of information disclosure: Mr Pham Tran Nguyen - Head
of Administration and Human Resources Department.
6. Type of Information Disclosure:
☐ 24h ☐ 72h ☐ Requirement ☐ Unusual ☐ Periodic
7. Content of Information Disclosure: Northern Petrovietnam Fertilizer and
Chemicals JSC (Stock Symbol: PMB) announces the disclosure of the
Minutes and Resolution of the 2026 Annual General Meeting of
Shareholders.
8. Website address for publishing: www.pmb.vn

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

Recipients:

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

Attached file:

Minutes and Resolution of the 2026 Annual
General Meeting of Shareholders

**PERSON IN CHARGE OF
INFORMATION DISCLOSURE**



**TRƯỞNG PHÒNG TCHC
Phạm Trần Nguyễn**

No.: 26-40/BB-GMS

Hanoi, April 20, 2026

MINUTES OF MEETING
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS
JOINT STOCK COMPANY

Registered office: 4th Floor, Vietnam Petroleum Institute Building, 167 Trung Kinh,
Yen Hoa Ward, Hanoi

Enterprise Registration Number: 0102886450

I. TIME AND VENUE

- Time: From 14:00 to 16:30, April 20, 2026
- Venue: Conference Hall, 12th Floor, Vietnam Petroleum Institute Building, 167 Trung Kinh, Yen Hoa Ward, Hanoi.

II. AGENDA

The Meeting heard, discussed and voted on the following matters:

1. Report on 2025 business results and key indicators of the 2026 Business Plan
2. Board of Directors' Activity Report for 2025 and Activity Plan for 2026
3. Independent Board Member's Evaluation Report
4. 2025 Financial Statements, 2025 Profit Distribution Plan, and 2026 Profit Distribution Plan
5. Report on Salaries, Remuneration and Other Benefits of the Board of Directors and Supervisory Board for 2025, and budget estimate for 2026
6. Supervisory Board's Activity Report for 2025, Activity Plan for 2026, and proposal for selection of the 2026 Financial Statements auditor
7. Proposal on the policy for Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC
8. Proposal on addition of business lines and amendment to Company Charter
9. Proposal on election of Board of Directors members and Supervisory Board members for the 2026-2031 term
10. Proposal to approve the Election Regulations for Board of Directors and Supervisory Board members for the 2026-2031 term
11. Election of Board of Directors members and Supervisory Board members for the 2026-2031 term

Full content of all Reports and Proposals is published on the Company website: www.pmb.vn

III. ATTENDANCE AND VALIDITY OF THE MEETING

1. Attendance

- Shareholders and authorized representatives of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company as per the shareholders list confirmed by the Vietnam Securities Depository as of March 20, 2026.
- Guest delegates from relevant agencies and units.

2. Validity of the Meeting

The Shareholder Credential Verification Committee appointed by the Board of Directors consisted of:

- Mr. Nguyen Dinh Hai - Organization and Administration Department, Head
- Ms. Nguyen My Linh Chi - Finance and Accounting Department, Member
- Ms. Kieu Bich Diep - Sales Department, Member

According to the Shareholder Credential Verification Committee's report:

- Total shares with voting rights: 12,000,000 shares.
- Total shareholders invited: All shareholders on the list.
- Total shareholders and authorized representatives present: 41 shareholders and authorized proxies, holding and representing 9,344,552 shares, equivalent to 77.87% of total voting shares.
- All attending shareholders and proxies were duly qualified.

Pursuant to the provisions of the Enterprise Law and the Company Charter, the 2026 Annual General Meeting of Shareholders organized by Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company on April 20, 2026 is legally valid.

IV. PRESIDIUM, SECRETARIAT, AND BALLOT COUNTING COMMITTEE

1. Presidium

- Mr. Cao Trung Kien - Chairman of the Board of Directors
- Mr. Bui Tuan Anh - Board Member, Director General
- Ms. Dao Thi Kim Anh - Supervisory Board Member

2. Meeting Secretariat

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

V. PROCEEDINGS OF THE MEETING

14:00: Mr. Cao Trung Kien - Chairman of the Board of Directors delivered opening remarks welcoming all delegates and shareholders to the 2026 Annual General Meeting of Shareholders.

14:10: Mr. Nguyen Dinh Hai - Representative of the Shareholder Credential Verification Committee reported the results of the shareholder credential verification.

14:15: The Meeting proceeded to approve the agenda and the list of the Ballot Counting Committee.

The General Meeting voted with 100% approval for:

1. The Agenda: as stated in Section II.
2. The Ballot Counting Committee, consisting of:
 - Mr. Nguyen Dinh Hai - Organization and Administration Department - Head
 - Ms. Nguyen My Linh Chi - Finance and Accounting Department - Member
 - Ms. Kieu Bich Diep - Sales Department - Member

14:20: The Presidium commenced the meeting in accordance with the agenda.

1. Report on 2025 Business Results and Key Indicators of the 2026 Business Plan

Mr. Bui Tuan Anh - Board Member and Director General presented the 2025 business results report and key indicators of the 2026 Business Plan.

2. Board of Directors' Activity Report for 2025 and Activity Plan for 2026

Mr. Cao Trung Kien - Chairman of the Board of Directors presented the Board of Directors' report for 2025 and activity plan for 2026 on behalf of the Board.

3. Independent Board Member's Evaluation Report

Mr. Ta Quoc Phuong - Independent Board Member presented the evaluation report on the activities of the Board of Directors and its supervision of the Director General and management team in 2025.

4. 2025 Financial Statements, 2025 Profit Distribution Plan, 2026 Profit Distribution Plan; Report on Salaries, Remuneration and Other Benefits of the Board of Directors and Supervisory Board for 2025 and Budget Estimate for 2026

Mr. Nguyen Tien Hung - Chief Accountant, on behalf of the Presidium, presented the 2025 financial statements, 2025 profit distribution plan, 2026 profit distribution plan, and the report on salaries, remuneration and other benefits of the Board of Directors and Supervisory Board for 2025 and budget estimate for 2026.

5. Supervisory Board's Activity Report for 2025, Activity Plan for 2026, and Selection of 2026 Financial Statements Auditor

Ms. Dao Thi Kim Anh - Head of the Supervisory Board reported to the Meeting on the Supervisory Board's activities in 2025, its 2026 activity plan, and proposed that the GMS authorize the Board of Directors to select one of three auditing firms for the 2026 Financial Statements: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam Co., Ltd.

6. Proposal on the Policy for 2026 Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC

Mr. Bui Tuan Anh - Board Member and Director General read the proposal requesting the GMS to approve the policy on entering into contracts and transactions in 2026 with PetroVietnam Fertilizer and Chemicals Corporation - JSC.

7. Proposal on Addition of Business Lines and Amendment to Company Charter

Mr. Bui Tuan Anh - Board Member and Director General read the proposal requesting the GMS to approve the addition of business lines and amendment/supplement to the Company Charter.

15:00: Board of Directors and Supervisory Board for the 2021-2026 term declared end of term.

Mr. Cao Trung Kien - Chairman of the Board, on behalf of the Board of Directors and Supervisory Board for the 2021-2026 term, declared the end of their term and expressed gratitude to the General Meeting of Shareholders for their trust, delegation of duties, and support throughout the past term.

15:05: Approval of Election Regulations and Candidate List

- Ms. Dao Thi Kim Anh - Head of the Supervisory Board, on behalf of the Presidium, requested the GMS to approve the Election Regulations for Board of Directors and Supervisory Board members for the 2026-2031 term and to elect the members. The GMS voted to approve the candidate list, with 100% of shares present voting in favor.
- Ms. Dao Thi Kim Anh - Head of the Supervisory Board, on behalf of the Presidium, presented the Proposal on the candidate list for the Board of Directors and Supervisory Board for the 2026-2031 term. The GMS voted to approve the candidate list, with 100% of shares present voting in favor.

15:15: Voting/Election Instructions and Balloting

- Mr. Nguyen Dinh Hai - Representative of the Ballot Counting Committee explained the voting and election procedures. The Meeting then proceeded to vote/elect.

15:25: Break

15:40: Discussion and Shareholder Q&A Session

- Mr. Cao Trung Kien - Meeting Chairman presided over the discussion of the reports and proposals presented at the Meeting.
- No shareholder questions or comments were raised.

15:45: Announcement of Ballot Counting Results for Voting and Election of Board of Directors and Supervisory Board Members

Mr. Nguyen Dinh Hai, on behalf of the Ballot Counting Committee, announced the results as follows:

1. Approval of the 2025 Business Results Report

- Total fertilizer sales volume: 232,817 tonnes
- Total revenue: VND 2,659.91 billion
- Pre-tax profit: VND 25.46 billion
- Post-tax profit: VND 20.17 billion
- Dividend ratio / Charter Capital: 10%

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

2. Approval of Key Indicators of the 2026 Business Plan

- Total sales volume: 233,000 tonnes
- Total revenue: VND 2,700 billion
- Pre-tax profit: VND 15.36 billion
- Post-tax profit: VND 12.29 billion
- Dividend ratio / Charter Capital: Expected 7%

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

3. Approval of the Board of Directors' Activity Report for 2025

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

4. Approval of the Board of Directors' Activity Plan for 2026

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

5. Approval of the 2025 Financial Statements

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

6. Approval of the 2025 Profit Distribution Plan

- Appropriation to Reward and Welfare Fund (20% of post-tax profit): VND 4.03 billion
- Additional appropriation to Reward and Welfare Fund (20% of post-tax profit exceeding plan): VND 1.76 billion
- Cash dividend payment (10% / Charter Capital): VND 12 billion
- Profit carried forward to 2026: VND 6.37 billion

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

7. Approval of the 2026 Profit Distribution Plan

- Dividend ratio / Charter Capital: 7%
- Remaining post-tax profit shall be allocated to funds as follows:
- Reward and Welfare Fund: 20% of post-tax profit

In case actual profit exceeds the planned profit target, the Company is permitted to make additional appropriations to the Reward and Welfare Fund at 20% of the post-tax profit exceeding the plan.

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

8. Approval of the Report on Salaries, Remuneration and Other Benefits of the Board of Directors and Supervisory Board for 2025

- 2025 actual: VND 2.54 billion

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

9. Approval of the 2026 Salary, Remuneration and Other Benefits Plan for the Board of Directors and Supervisory Board

2026 budget estimate: VND 2.81 billion

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

10. Approval of the Supervisory Board's Activity Report for 2025

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

11. Approval of the 2026 Activity Plan

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

12. Authorization to the Board of Directors to Select One of Three Auditing Firms for the 2026 Financial Statements: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam Co., Ltd.

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

13. Approval of the Policy on 2026 Contracts and Transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

14. Approval of the Addition of Business Lines and Amendment/Supplement to the Company Charter

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

15. Approval of the Election of Board of Directors Members and Supervisory Board Members for the 2026-2031 Term

Shares voting in favor: 9,344,552 shares, representing 100% of total shares present and voting.

16. Election Results for Board of Directors and Supervisory Board (2026-2031 Term):

a) Board of Directors:

- Mr. Cao Trung Kien was elected as Board Member for the 2026-2031 term with 9,433,502 votes, representing 100.95%.
- Mr. Bui Tuan Anh was elected as Board Member for the 2026-2031 term with 9,328,452 votes, representing 99.83%.
- Mr. Ta Quoc Phuong was elected as Board Member for the 2026-2031 term with 9,271,702 votes, representing 99.22%.

b) Supervisory Board:

- Ms. Nguyen Thi Kim Anh was elected as Supervisory Board Member for the 2026-2031 term with 9,466,052 votes, representing 101.30%.

- Ms. Do Thi Minh Tam was elected as Supervisory Board Member for the 2026-2031 term with 9,303,902 votes, representing 99.56%.
- Ms. Nguyen Tra My was elected as Supervisory Board Member for the 2026-2031 term with 9,263,702 votes, representing 99.14%.

16:00: Board of Directors and Supervisory Board for the 2026-2031 term introduced to the Meeting.

Mr. Cao Trung Kien, on behalf of the Board of Directors and Supervisory Board for the 2026-2031 term, delivered an acceptance speech and expressed gratitude for the shareholders' trust and support. He also acknowledged and thanked Ms. Dao Thi Kim Anh - Head of the Supervisory Board for the 2021-2026 term - for her significant contributions to the Company's supervisory activities and her important role in ensuring transparency, stability, and overall development during the past term.

16:15: Remarks by the Major Shareholder's Representative

Mr. Vo Ngoc Phuong - Deputy General Director of PetroVietnam Fertilizer and Chemicals Corporation (the major shareholder holding 75% of the Company's shares) delivered remarks with the following key points:

He acknowledged, highly commended, and congratulated the Company for successfully completing its 2025 business targets assigned by the GMS and the Corporation, despite a very challenging and difficult market environment. He called on all Company staff to continue upholding solidarity and strive to overcome difficulties in order to fulfill the 2026 plan.

The Corporation concurred with all reports and proposals presented at the Meeting and requested the Company to continue to align with the Corporation's general orientation, work closely with the Corporation to operate flexibly and optimally, and focus on completing the key tasks outlined in the Meeting's plan to meet and exceed the targets assigned by the Corporation.

As the major shareholder and parent company, the Corporation committed to ensuring smooth and efficient management from the Corporation to the Northern Company, as well as for shareholder-distributors; and to always share, support, and create the best conditions for the Company in the context of a highly volatile domestic and international fertilizer market, thereby contributing to the Company's sustainable development and bringing benefits to partners, distributors, and shareholders.

In addition, the Corporation expressed sincere appreciation to the Company's shareholders and business partners for their continued support and partnership with both the Company and the Corporation.

VI. RESOLUTION ADOPTED AND CLOSING OF THE MEETING

The General Meeting of Shareholders completed all agenda items and voted to adopt them. Based on the agenda, meeting documents, proceedings, and announced ballot counting results, Ms. Truong Thi Hong Trang - Meeting Secretary presented the contents of the 2026 Annual General Meeting Resolution of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company, as recorded in Section VI of these Minutes. The General Meeting unanimously approved the draft Resolution with 100% of votes.

Following the adoption of the Resolution, Mr. Cao Trung Kien thanked the shareholders for attending and declared the 2026 Annual General Meeting of Shareholders of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company officially closed at 16:30.

These Minutes have been recorded by the Meeting Secretary and faithfully reflect all proceedings of the meeting in accordance with the Enterprise Law and the Charter of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company.

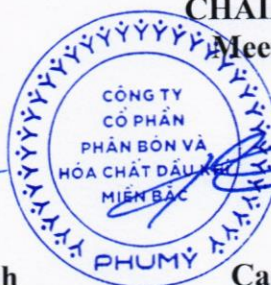
MEETING SECRETARIAT



Truong Thi Hong Trang



Tran Thuy Linh



**ON BEHALF OF GMS
CHAIRMAN OF BOD
Meeting Chairman**

Cao Trung Kien



No.: 26-41/NQ-GMS

Hanoi, April 20, 2026

RESOLUTION
2026 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS
NORTHERN PETROVIETNAM FERTILIZER AND CHEMICALS
JOINT STOCK COMPANY

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

Pursuant to the Charter of Organization and Operation of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company;

Pursuant to the voting results of the General Meeting of Shareholders of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company on the contents approved at the 2026 Annual General Meeting held on April 20, 2026;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company, No. 26-40/BB-GMS dated April 20, 2026,

RESOLVES:

Article 1: The following Reports and Proposals are approved with specific contents as follows:

1.1. Approval of the 2025 Business Results Report with the following key indicators:

Business volume indicators:

- Total fertilizer sales volume: 232,817 tonnes

Financial indicators:

- Total revenue: VND 2,659.91 billion
- Pre-tax profit: VND 25.46 billion
- Post-tax profit: VND 20.17 billion
- Dividend ratio / Charter Capital: 10%

1.2. Approval of the key indicators of the 2026 Business Plan:

- Total sales volume: 233,000 tonnes
- Total revenue: VND 2,700 billion
- Pre-tax profit: VND 15.36 billion



- Post-tax profit: VND 12.29 billion
 - Dividend ratio / Charter Capital: 7%
- 1.3. Approval of the Board of Directors' Activity Report for 2025 and Activity Plan for 2026.
 - 1.4. Approval of the Audited Financial Statements for 2025, audited by Deloitte Vietnam Co., Ltd., and the 2025 Profit Distribution Plan:
 - Appropriation to Reward and Welfare Fund (20% of post-tax profit): VND 4.03 billion
 - Additional appropriation to Reward and Welfare Fund (20% of post-tax profit exceeding plan): VND 1.76 billion
 - Cash dividend payment (10% / Charter Capital): VND 12 billion
 - Profit carried forward to 2026: VND 6.37 billion
 - 1.5. Approval of the 2026 Profit Distribution Plan:
 - Dividend ratio / Charter Capital: 7%
 - Remaining post-tax profit shall be allocated to funds as follows:
 - Reward and Welfare Fund: 20% of post-tax profit
 - In case actual profit exceeds the planned profit target, the Company is permitted to make additional appropriations to the Reward and Welfare Fund at 20% of the post-tax profit exceeding the plan.
 - 1.6. Approval of the Report on Salaries, Remuneration, Allowances and Other Benefits of the Board of Directors and Supervisory Board for 2025, and the budget estimate for 2026:
 - 2025 actual: VND 2.536 billion
 - 2026 budget estimate: VND 2.806 billion
 - 1.7. Approval of the Supervisory Board's Activity Report for 2025, Activity Plan for 2026, and authorization to the Board of Directors to select one of three auditing firms for the 2026 Financial Statements, namely: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam Co., Ltd.
 - 1.8. Approval of the policy on entering into Contracts and Transactions in 2026 with PetroVietnam Fertilizer and Chemicals Corporation - JSC.
 - 1.9. Approval of the addition of business lines and amendment/supplement to the Company Charter.
 - 1.10. Approval of the election results of Board of Directors members and Supervisory Board members for the 2026-2031 term.

Board of Directors:

- Mr. Cao Trung Kien
- Mr. Bui Tuan Anh
- Mr. Ta Quoc Phuong

Supervisory Board:

- Ms. Nguyen Thi Kim Anh
- Ms. Do Thi Minh Tam
- Ms. Nguyen Tra My

Article 2: This Resolution takes effect from the date it is approved by the 2026 Annual General Meeting of Shareholders, on April 20, 2026.

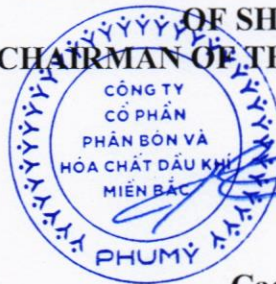
Article 3: The Board of Directors, Board of Management, Supervisory Board, and Heads of affiliated units of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company are responsible for implementing this Resolution.

Recipient:

- As per Article 3;
- The Corporation (for reporting);
- Archives: admin, TTHT.

hai

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**



Cao Trung Kien

