VIETNAM NATIONAL INDUSTRY - ENERGY GROUP
PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 26 - 1401 /QĐ-PBHC

Ho Chi Minh City, 15 May 2026

DECISION

On the establishment and amendment of the names, functions and duties of the committees assisting the Board of Directors of Petrovietnam Fertilizer and Chemicals Corporation

BOARD OF DIRECTORS
PETROVIETNAM FERTILIZER AND CHEMICALS CORPORATION - JSC

- Pursuant to the prevailing Charter of Petrovietnam Fertilizer and Chemicals Corporation - Joint Stock Company (the Corporation);
- Pursuant to the Internal Corporate Governance Regulations of the Corporation and the Regulations on the Operation of the Board of Directors of the Corporation;
- Pursuant to Minutes of the Board of Directors Meeting No. 43/BB-HDQT-26 dated 11 May 2026,

HEREBY DECIDES:

Article 1. To establish the Sustainable Development Committee under the Board of Directors by separating certain functions from the Investment and Sustainable Development Committee, and to rename the Investment and Sustainable Development Committee as the Development Investment Committee.

Article 2. To amend and supplement certain provisions of the Regulations on the Organization and Operation of Committees under the Board of Directors (hereinafter referred to as the Regulations), promulgated under Decision No. 24-210/QD-PBHC dated 31 May 2024 and amended and supplemented under Decision No. 24-241/QD-PBHC dated 04 July 2024 of the Board of Directors, as follows:

1. Amend the names of the committees referred to in the provisions of the Regulations:
   - Replace “Risk Management and Policies Committee” with “Audit and Risk Management Committee”;
   - Replace “Development Investment and Science & Technology Committee” with “Development Investment Committee”.

2. Amend the title and contents of Article 5 of the Regulations as follows:

“Article 5. Functions and Duties of the Development Investment Committee

The Development Investment Committee shall advise, consult and support the Board of Directors in the following areas:

1. Investment activities:

- Monitor, supervise and direct the implementation of capital construction investment projects, mergers and acquisitions, etc., in accordance with approved strategies and plans.

2. Research and development, application of science and technology, innovation and digital transformation:

- Propose the development and updating of policies on research and development and the application of science and technology to the Corporation's products and business operations.
- Review strategic orientations, consider and endorse proposals to promote scientific research and development and the application of technology to products and production for submission to the Board of Directors for approval within its authority.
- Monitor and evaluate the implementation of research and application policies and plans, science and technology activities, and the allocation of approved funding for science and technology research activities; ensure that such activities are aligned with the Corporation's established objectives.
- Monitor and evaluate the effectiveness of science and technology applications in products and production processes in order to make recommendations for improvement or commercialization of intellectual property rights."

3. Add Article 5a to the Regulations as follows:

"Article 5a. Functions and Duties of the Sustainable Development Committee

The Sustainable Development Committee shall advise, consult and support the Board of Directors in:

- Providing strategic direction for the Corporation's sustainable development, greenhouse gas emission reduction and energy efficiency strategies;
- Supervising the implementation of objectives, programs and policies relating to environmental, social and corporate governance (ESG) matters;
- Promoting the integration of sustainability factors, ESG risk management and corporate responsibility into the Corporation's production, business and governance activities;
- Enhancing the Corporation's governance effectiveness, reputation, brand and long-term value for shareholders, investors and other stakeholders;
- Supervising related-party transactions subject to approval by the Board of Directors or the General Meeting of Shareholders and making recommendations on transactions requiring such approval in order to prevent conflicts of interest."

4. Add the following provision to Point b, Clause 2, Article 7 of the Regulations regarding other invitees attending meetings of the committees:

"b. Other participants: Regular invitees include the Chairman of the Board of Directors, members of the Board of Directors, the President & CEO, representatives of the Board of Supervisors and, where necessary, the Committee Chair shall decide to invite/convene additional participants to attend the meeting as required by the work."

Article 3. This Decision shall take effect from the date of promulgation. The President & CEO and Heads of Departments/units under the Corporation shall be responsible for implementation of this Decision./.

Recipients:
- BOD, Board of Management, Board of Supervisors;
- Departments and units of the Corporation;
- Corporate Secretary;
- Filed: Archives, BOD Office (TTV).

FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

(Signed & sealed)

Nguyen Xuan Hoa