

No.: 1491/BC-PVCFC

Ca Mau, July 30th, 2025

REPORT
Corporate governance
(6 months of 2025)

To:

- The State Securities Commission;
- HCMC Stock Exchange.

- Listed company: PetroVietnam Ca Mau Fertilizer Joint Stock Company.
- Headquarters address: Lot D, Ward 1 Industrial Zone, Ngo Quyen Street, Ward An Xuyen, Ca Mau Province.
- Telephone: 02903.819000.
- Fax: 02903.590501 Email: contact@pvcfc.com.vn.
- Charter capital: VND 5.294.000.000.000.
- Ticker symbol: DCM.
- Governance structure: General Meeting of Shareholders (GMS), Board of Directors (BOD), Supervisory Board (SB) and General Director (in accordance with Clause a, Article 137, Enterprise Law 2020).
- Internal audit: performed.
- The Company has established: Audit and Risk Management Committee (ARMC), Human Capital and Remuneration Committee (HCRC), Environmental, Social and Governance Committee (ESGC), Internal Audit Division, Office of the BOD under Board of Directors.
- Subsidiaries: PetroVietnam Packaging Joint Stock Company (PPC); Korea-Vietnam Fertilizer Co., Ltd. (KVF).

I. Activities of the General Meeting of Shareholders.

The Company's policies consistently ensure equal rights for all shareholders. Information on Company operations is disclosed fully, accurately, and promptly in accordance with current legal regulations to shareholders and other relevant stakeholders.

On June 16, 2025, the Company successfully held its 2025 Annual General Meeting of Shareholders (AGM) on the first call and on schedule. At the 2025 AGM, the shareholders approved the reports and proposals submitted by the Board of Directors.

The AGM approved:

- + The dismissal of Mr. Truong Hong from his position as Independent BOD Member;
- + The election of BOD members, including an Independent BOD Member, and Supervisory Board members;
- + Amendments and additions to the Company's registered business lines;
- + Revisions to the Company's Charter, Corporate Governance Regulations, and BOD Operation Regulations.

Attendance at the 2025 AGM:

- + All BOD members: 07/07
- + All Supervisory Board members: 03/03
- + General Director: 01/01
- + Representative of independent auditor (Deloitte Vietnam Co., Ltd.): 01 person

The Company engaged Bvote Vietnam JSC as an independent unit to conduct e-voting and vote counting. The vote counting team included:

- + Ms. Tran Thi Kim Duyen - Representative of Bvote Vietnam JSC
- + Ms. Nguyen Thi Chuyen - Minority shareholder, ID DCM07687
- + Mr. Chau Vinh Buol - Minority shareholder, ID DCM00699

Vote supervision team included:

- Mr. Vo Minh Phuc - Minority shareholder, ID DCM13104
- Mr. Nguyen Van Tu - Minority shareholder, ID DCM06298

The AGM was conducted in a hybrid format (in-person and online), enabling shareholders to participate and vote remotely. The voting portal was opened three days in advance. All shareholder questions were addressed thoroughly by the Presidium.

List of Resolutions/Decisions passed at the 2025 AGM:

No	Ref. No.	Date	Title
1	1368/NQ-PVCFC	16/6/2025	2025 AGM Resolution
2	1369/NQ -PVCFC	16/6/2025	Resolution on the Company Charter
3	1370/NQ -PVCFC	16/6/2025	Resolution on 2024 Accumulated profit distribution Plan
4	1371/NQ -PVCFC	16/6/2025	Resolution on 2025 Business Plan Targets
5	1372/NQ-PVCFC	16/6/2025	Resolution on 2024 SB Activities and 2025 Plan
6	1373/NQ-PVCFC	16/6/2025	Resolution on 2024 BOD Activities and 2025 Direction
7	1374/NQ-PVCFC	16/6/2025	Resolution on 2024 Production and Business Performance Report
8	1375/NQ-PVCFC	16/6/2025	Resolution on Audited 2024 Financial Statements
9	1376/NQ-PVCFC	16/6/2025	Resolution on 2025 Profit Distribution Plan
10	1377/NQ-PVCFC	16/6/2025	Resolution on 2024 Remuneration and Benefits Report

No	Ref. No.	Date	Title
11	1378/NQ-PVCFC	16/6/2025	Resolution on Business Line Amendments
12	1379/NQ-PVCFC	16/6/2025	Resolution on 2025 Remuneration and Benefits Plan
13	1380/NQ-PVCFC	16/6/2025	Resolution on 2025 Independent Auditing Firms Appointment
14	1381/NQ-PVCFC	16/6/2025	Resolution on Internal corporate governance Regulations Amendments
15	1382/NQ-PVCFC	16/6/2025	Resolution on BOD Operation Regulations Amendments

II. Board of Directors (First Half of 2025).

1. Information about members of the BOD:

1.1 Members of the BOD:

No	BOD Members	Position	BOD member/Independent BOD membership start/end date		
			Appointment date	Dismissal date	First appointment
1	Mr. Tran Ngoc Nguyen	BOD Chairman	10/01/2024		10/01/2019
2	Mr. Van Tien Thanh	BOD member cum General Director	12/6/2023		12/6/2018
3	Mr. Nguyen Duc Hanh	BOD member	16/6/2025		25/6/2020
4	Mr. Le Duc Quang	BOD member	27/4/2021		25/6/2020
5	Mr. Truong Hong	Independent BOD member	27/4/2021	16/6/2025	27/4/2021
6	Ms. Do Thi Hoa	Independent BOD member			27/4/2021
7	Mr. Nguyen Duc Thuan	BOD member			10/01/2024
8	Mr. Le Viet Dung	Independent BOD member			16/6/2025

- BOD Structure:

N o.	Criteria /Full name	Mr. Tran Ngoc Nguyen	Mr. Van Tien Thanh	Mr. Nguyen Duc Hanh	Mr. Le Duc Quang	Ms. Do Thi Hoa	Mr. Le Viet Dung	Mr. Nguyen Duc Thuan
1	BOD Position / Executive Role	Non-executive Chairman	Executive BOD member cum General Director	Non - executive Director	Non - executive Director	Lead Independent Director	Independent Director	Non - executive Director
2	Gender	Male	Male	Male	Male	Female	Male	Male
3	Age	48	57	53	49	65	65	50
4	Specialization	Ph.D. in Chemical Engineering, Master's degree in Economic Management	Agricultural and Forestry Mechanical Engineer	Engineer in Energy Economics	Master of Business Administration, Chemical Engineer Petrochemical	Bachelor of Industrial Accounting	Assoc. Prof. in Agriculture; Ph.D. in Agronomy	Doctor of Agriculture, major in Soil and Fertilizer
5	ARM Committee	-	-	-		Chairwomen	Member	Member

N o.	Criteria /Full name	Mr. Tran Ngoc Nguyen	Mr. Van Tien Thanh	Mr. Nguyen Duc Hanh	Mr. Le Duc Quang	Ms. Do Thi Hoa	Mr. Le Viet Dung	Mr. Nguyen Duc Thuan
6	HCR Committee	-	-	-	-	Member	Chairman	-
7	ESG Committee	-	-	Chairman	Member	-	-	-
8	Positions at other companies	No	No	No	No	No	No	No (Resigned as Chairman of PPC from 22/5/2025)

1.2. Corporate Secretary - Person in charge of Corporate governance.

The Board of Directors has designated an individual to oversee corporate governance and fulfill the duties of the Corporate Secretary. The details of the appointed personnel are as follows:

No	Full name	Sex	Academic background	Work experience
1	Mr. Do Thanh Hung	Male	<ul style="list-style-type: none"> - Engineer in Oil Refining and Petrochemical Technology. - Bachelor's in Political Economics. - Master's in Business Administration. - Advanced Corporate Secretary (CSMP-VIOD) - Board Member Certification (DCP-VIOD) 	<ul style="list-style-type: none"> - Research and analysis of crude oil and petroleum products quality. - Research, evaluation, and analysis of oil and petroleum products markets; preparation, appraisal, and management of investment projects. - Proposal, implementation, and management of project investments, financial investments, and financial services in financial companies. - Risk management in banking operations, handling of doubtful debts. - Management of quality systems according to ISO standards. - Corporate Secretary (from January 2016 to present). - Deputy Head of Office in charge of BOD Office (from June 2024 to present)

2. Positions at other entities of BOD Members and conflicts of interest with PVCFC:

No.	BOD Members	Ownership stake, executive positions at other listed companies	Conflict of interest with PVCFC
1	Mr. Tran Ngoc Nguyen	No	No
2	Mr. Van Tien Thanh	No	No
3	Mr. Nguyen Duc Hanh	No	No
4	Mr. Le Duc Quang	No	No
5	Ms. Do Thi Hoa	No	No
6	Mr. Nguyen Duc Thuan	Board Chairman of subsidiary - PPC Company (resigned on 22/5/2025)	Yes (from 10/01/2024, elected as BOD member)
7	Mr. Le Viet Dung	No	No

3. Meetings and activities of the BOD:

No	BOD Members	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Mr. Tran Ngoc Nguyen	09/09	100%	
2	Mr. Van Tien Thanh	09/09	100%	
3	Mr. Nguyen Duc Hanh	09/09	100%	
4	Mr. Le Duc Quang	09/09	100%	
5	Mr. Truong Hong	07/09	78%	<i>Dismissed from 16/6/2025</i>
6	Ms. Do Thi Hoa	09/09	100%	
7	Mr. Nguyen Duc Thuan	09/09	100%	
8	Mr. Le Viet Dung	02/09	22%	<i>Appointed from 16/6/2025</i>

All BOD members attended the meetings with agendas distributed 5 days in advance and updated prior to each session.

In first half of 2025, non-executive BOD members, under the leadership of the Chairman, held two dedicated sessions to discuss senior management policies and succession planning (Minutes No. 02/BB-PVCFC dated 23/01/2025 and No. 11/BB-PVCFC dated 30/6/2025).

Out of the 7 BOD members, 6 held no executive or managerial roles in other related companies, nor had cross-ownership with suppliers or related parties. Mr. Nguyen Duc Thuan concurrently held the position of Chairman of PPC (a PVCFC subsidiary) until 22/5/2025, at which point he was dismissed by the 2025 AGM.

The BOD approved the record date for 2024 cash dividend entitlement as 30/6/2025, and payment was made on 15/7/2025 (Decision No. 1396/QĐ-PVCFC dated 17/6/2025). The dividend was paid within 30 days after the AGM (16/6/2025), demonstrating the BOD's commitment to delivering early value to shareholders. (Note: The Law on Enterprises 2020 allows up to 6 months; the Company Charter allows 3 months).

The BOD acknowledges climate change as a critical issue. Despite ongoing efforts in health, safety, and environmental (HSE) practices, the issuance of the Sustainability Report in May 2025, along with full disclosure compliance, affirmed the BOD's strong commitment to environmental and social responsibilities.

The Company has launched a dedicated Sustainability section on its website to publish the annual Sustainability Report and results of periodic environmental monitoring, reinforcing its ESG and climate-related commitments.

Apart from the AGM, the Company regularly met with investors and stock analysts to enhance transparency and communication.

At the regular BOD meeting in June 2025 (Minutes No. 10/BB-PVCFC dated 30/6/2025), the BOD reviewed corporate activities to ensure alignment with strategic development plans.

The Company has fully complied with disclosure regulations without incurring any penalties or warnings.

There have been no reports or findings of insider trading involving insiders or employees over the past three years.

4. Board Committees:

The Company currently has 3 Board Committees: (i) Audit and Risk Management Committee; (ii) Human Capital and Remuneration Committee; (iii) ESG Committee.

Committee members are all non-executive BOD members; the Audit and Risk Management Committee is chaired by Independent BOD member Do Thi Hoa; the Human Capital and Remuneration Committee is chaired by Independent BOD member Le Viet Dung (appointed on 17/6/2025); the ESG Committee is chaired by BOD member Nguyen Duc Hanh.

The structure and composition of the Committees are appropriate for the Company's actual position. The Committees' activities help the BOD leverage collective strength, enhance its role, and improve the Company's governance effectiveness.

5. BOD supervisory activities concerning the Board of General Directors.

Based on the Company Charter and Internal Regulation on Corporate Governance, the Board of Directors has implemented supervision and monitoring of the General Director and Executive Board in business operations and implementation of GMS and BOD resolutions in first half of 2025 as follows:

- Supervision methods:
 - The BOD assigns specific areas of responsibility to its members and utilizes BOD Committees to oversee the General Director and EB's execution of BOD resolutions. The BOD defines key topics that the EB must prepare to present, discuss, or respond to during BOD meetings. Prior to each monthly BOD meeting, members submit their supervisory reports. At each meeting, the BOD reviews implementation status, monthly and quarterly performance, and feedback from BOD members. BOD Committees also engage with EB members on relevant issues of interest.
 - BOD members regularly participate in EB meetings on business performance and monthly operational briefings.
 - Oversight is conducted consistently to ensure effective management and coordination of all Company activities.
- Supervision content:
 - Business operations, implementation of BOD/GMS resolutions, employment assurance, labor safety, human rights, compensation and benefits, etc.
 - Issuance and updating of BOD-level decisions and governance policies to ensure effective delegation and support for the General Director.
 - Timely assistance to optimize EB operations and representation in invested companies.
 - Review and monitoring of monthly, H1 2025 business performance, 2024 financial statements, Q1 and H1 2025 financial reports.
- Supervision results:

- The BOD evaluated that the General Director and EB ensured continuous operations, exceeded production and sales targets, maintained employee welfare and safety, and demonstrated strong legal compliance and stakeholder responsibility.

- In H1 2025: No violations were recorded in occupational safety, human rights, child labor, or forced labor; No environmental violations or fines occurred.

6. Activities of Board Committees.

6.1. Activities of the Audit and Risk Management Committee:

- In addition to ongoing discussions on specific issues, the ARC held 4 meetings in the first half of 2025, covering the following key areas: **(i)** Reviewed key risk management topics and integration of sustainable development risks into the Company's risk management framework; provided comments and recommendations for the Executive Board's implementation. **(ii)** Reviewed quarterly reports from the Company's Violation Warning Council to ensure timely identification and resolution of violations. **(iii)** Approved the Company's financial statements for 2024, Q1/2025, and H1/2025 to ensure the reliability of financial reporting. **(iv)** Delegated responsibilities within the committee upon appointment of new members.

- The Audit and Risk Management Committee reviewed the assurance of creditors' rights, the appropriateness of the Company's capital structure and capital utilization, and confirmed that no loans were extended to any individuals, including members of the Board of Directors.

- Reviewed material related-party transactions (RPTs) on a quarterly basis to ensure compliance, transaction reasonableness, and shareholder interests.

- Oversaw the Internal Audit Division (IAD), approved audit reports and directives, and instructed the Executive Board to implement IAD recommendations with timely follow-up measures.

- Supervised the Company's risk management in the following areas: (i) Risk identification processes and policies; (ii) Implementation results of the Executive Board in executing risk management policies; (iii) Activities of the risk management function.

6.2. Activities of the Human Capital and Remuneration Committee (HCR).

- In the first half of 2025, the HCR Committee held 2 meetings, addressing the following:

- Personnel planning for the 2025 AGM:

- + Participated in developing the selection process for BOD candidates and issued NRC Operating Regulations (Decision No. 513/QĐ-PVCFC dated 10/3/2025).

- + Sent nomination request letters to third-party organizations and reviewed proposed candidates for BOD/Independent BOD positions.

- + On 16/6/2025, the AGM elected Mr. Nguyen Duc Hanh as a BOD member for the 2025-2030 term, and Mr. Le Viet Dung as Independent BOD Member replacing Mr. Truong Hong. The nomination process was conducted publicly and transparently.

- Participated in the reappointment/appointment of Deputy General Directors, ensuring transparency and compliance with internal regulations.
- Reviewed compensation policies for the Executive Board and employees.
- Assessed salary and bonus activities disclosed in the 2024 Annual Report, ensuring compliance with Company regulations and laws.

6.3. Activities of the ESG Committee:

- The ESG Committee held 2 meetings in H1 2025: **(i)** Reviewed the content on sustainable development in the 2024 Annual Report. **(ii)** Reviewed and proposed the 2024 Sustainability Report for BOD approval. Based on the ESG Committee's recommendation, the BOD approved the 2024 Annual Report (Resolution No. 599/NQ-PVCFC dated 19/3/2025) and the 2024 Sustainability Report (Resolution No. 940/NQ-PVCFC dated 24/4/2025).
- The ESG Committee actively reviewed and advised the BOD on internal policy issuance, including the Code of Conduct (COC) and other corporate governance-related policies.

7. Assessment of Compliance with Other Regulations.

- The Company has promulgated its Charter, Internal Corporate Governance Regulations, and other operating policies to ensure that all activities are carried out in accordance with applicable laws and corporate governance principles.
- In the first half of 2025, the Company fully complied with corporate governance practices as prescribed in the Charter, the internal corporate governance regulations, and other applicable policies issued by the Company.

7.1. Activities Aligned with the Company's Strategy, Vision, and Mission

- The BOD consistently monitors business operations, R&D, and product development to ensure alignment with the Company's vision and mission: "Providing nutritional solutions for crops." In 2024, there were no activities deemed misaligned or requiring BOD intervention.

7.2. Insider Trading and Corruption

- The Company issued a Whistleblowing Regulation (Resolution No. 3900/NQ-PVCFC dated 20/12/2024) to encourage early detection and corrective action, foster employee responsibility, and increase management efficiency and reputation protection.
- A Whistleblowing procedure was also issued to facilitate implementation.
- According to reports from the Whistleblowing Committee in H1 2025, no reports were received regarding corruption or insider trading involving BOD members, executive officers, or employees.
- No regulatory agencies have issued warnings or conclusions on such violations.

7.3. Related Party Transactions (RPTs)

- The ARMC and the Supervisory Board conducted quarterly reviews of related party transactions, including Q1 and H1 2025 financial statements, to ensure proper execution and disclosure.

- Transactions followed principles defined in the Procurement and Service Engagement Policy, ensuring transparency, fairness, and alignment with the Company's ESG-integrated development strategy.

- The BOD approved contracts/transactions with related parties, including major shareholders and their subsidiaries. BOD members representing major shareholders abstained from voting on these transactions.

- All RPT resolutions were publicly disclosed in accordance with prevailing laws.

- In the past four years (since the establishment of the ARC in August 2021), the Company has had no material or significant RPTs in violation of applicable laws, standards, or regulations. Transactions were conducted via competitive bidding or quotation procedures to ensure fairness and transparency.

7.4. Lending to BOD Members, Executive Board, and Employees

- According to PVCFC's Financial Management Policy, the Company does not provide loans to individuals, including BOD members, executive officers, or employees.

- Result: No such loans were made, in full compliance with the policy.

7.5. Capital Sources and Debt Structure

- The Company consistently ensures the efficient and strategic use of capital, particularly long-term funding, to maintain a safe and sustainable capital structure.

- The BOD regularly evaluates the Company's capital structure to ensure alignment with long-term strategy and risk appetite.

7.6. Creditors' Rights

- To achieve sustainable development and balance stakeholders' interests, the Company's financial policy includes clear provisions for managing payables.

- In H1 2025, the Company raised approximately VND 3,033 billion in bank loans and repaid principal and interest on time.

- PVCFC maintained a strong credit rating and access to unsecured loans at low interest rates from financial institutions.

- Subsidiaries also met loan repayment obligations, supported by high-quality collateral (e.g., machinery and land-use rights).

8. BOD Resolutions/Decisions issued in H1 2025:

In the first half of 2025, the BOD received 33 proposals from the General Director and issued 67 Resolutions/Decisions regarding Company operations for implementation by the General Director implementation, specifically as follows:

No.	Document ID	Date	Content
1	180/NQ-PVCFC	22/01/2025	Resolution on January 2025 BOD meeting
2	182/QĐ-PVCFC	22/01/2025	Decision approving 2025 headcount of Internal Audit Division
3	183/NQ-PVCFC	22/01/2025	Decision on personnel transfer: Ms. Vu Thuy Linh
4	189/NQ-PVCFC	22/01/2025	Resolution on personnel matter: Deputy Director, Specialized Project Management Division

No.	Document ID	Date	Content
5	432/NQ-PVCFC	03/3/2025	Resolution on February 2025 BOD meeting
6	433/QĐ-PVCFC	03/3/2025	Decision approving 2024 management performance evaluation results
7	434/NQ-PVCFC	03/3/2025	Resolution delegating matters related to KVF to the General Director
8	435/QĐ-PVCFC	03/3/2025	Decision appointing Mr. Huynh Tran Anh Quang as Head of Marketing
9	466/QĐ-PVCFC	05/3/2025	Decision approving contractor selection policy for construction-related projects
10	513/QĐ-PVCFC	10/3/2025	Decision issuing NRC Operating Regulations
11	527/QĐ-PVCFC	11/3/2025	Decision issuing Code of Business Conduct
12	528/QĐ-PVCFC	11/3/2025	Decision issuing ARC Operating Regulations
13	599/NQ-PVCFC	19/3/2025	Resolution approving 2024 Annual Report contents
14	620/QĐ-PVCFC	24/3/2025	Decision issuing policy on managing appointees and representatives at other companies
15	673/NQ-PVCFC	28/3/2025	Resolution on March 2025 BOD meeting
16	674/NQ-PVCFC	28/3/2025	Resolution on personnel: Mr. Nguyen Van The
17	675/NQ-PVCFC	28/3/2025	Resolution on AGM 2025 agenda for PPC
18	676/QĐ-PVCFC	28/3/2025	Decision approving 2025 Plan for PPC's Supervisory Board
19	677/QĐ-PVCFC	28/3/2025	Decision approving 2025 Plan for KVF's Supervisory Board
20	723/NQ-PVCFC	01/4/2025	Resolution on AGM proposal to dismiss Mr. Truong Hong
21	724/QĐ-PVCFC	01/4/2025	Resolution on action plan for S&T innovation and digital transformation
22	725/NQ-PVCFC	01/4/2025	Resolution on 2025 BOD action Plan
23	726/NQ-PVCFC	01/4/2025	Decision establishing Steering Committee Steering Committee for Science & Technology, Innovation, and Digital Transformation
24	753/NQ-PVCFC	04/4/2025	Resolution extending deadline for 2025 AGM
25	866/NQ-PVCFC	17/4/2025	Resolution on ad-hoc April BOD meeting (14/04)
26	867/NQ-PVCFC	17/4/2025	Resolution approving AGM 2025 plan
27	939/NQ-PVCFC	24/4/2025	Resolution on April 2025 BOD meeting
28	940/NQ-PVCFC	24/4/2025	Resolution approving 2024 Sustainability Report
29	946/QĐ-PVCFC	25/4/2025	Decision issuing Workplace Democracy Regulation
30	953/QĐ-PVCFC	25/4/2025	Decision issuing PVCFC's thrift and anti-waste program
31	999/QĐ-PVCFC	29/4/2025	Decision establishing Confidence Voting Task Force
32	1000/NQ-PVCFC	29/4/2025	Resolution approving AGM 2025 meeting materials
33	1056/NQ-PVCFC	12/5/2025	Resolution on personnel regarding PVCFC's capital representative at PPC
34	1057/NQ-PVCFC	12/5/2025	Resolution on procedures for appointing PVCFC staff - Head of Legality & Compliance Division

No.	Document ID	Date	Content
35	1058/NQ-PVCFC	12/5/2025	Resolution approving personnel matters - Deputy General Director
36	1059/NQ-PVCFC	12/5/2025	Resolution approving personnel matters - for AGM preparation
37	1082/QĐ-PVCFC	13/5/2025	Decision approving seal design for Cambodia Representative Office
38	1201/NQ-PVCFC	26/5/2025	Resolution of regular May 2025 BOD meeting
39	1202/NQ-PVCFC	26/5/2025	Resolution updating information of Cambodia Representative Office
40	1205/QĐ-PVCFC	27/5/2025	Decision on personnel: Mr. Le Ngoc Minh Tri
41	1206/QĐ-PVCFC	27/5/2025	Decision establishing the Steering Committee for reviewing and contributing legal opinions on issues affecting PVCFC operations
42	1243/NQ-PVCFC	02/6/2025	Resolution on appointments and reappointments
43	1244/QĐ-PVCFC	02/6/2025	Decision reappointing Mr. Tran Chi Nguyen as Deputy General Director
44	1245/QĐ-PVCFC	02/6/2025	Decision reappointing Mr. Nguyen Thanh Tung as Deputy General Director
45	1249/QĐ-PVCFC	02/6/2025	Decision appointing Mr. Tran The Cuong (Director of Specialized Project Management Division) as Deputy General Director
46	1301/QĐ-PVCFC	06/6/2025	Decision on convening and assigning duties at the 2025 AGM
47	1314/NQ-PVCFC	09/6/2025	Resolution on personnel matters
48	1315/QĐ-PVCFC	09/6/2025	Decision assigning Mr. Tran The Cuong as Deputy General Director cum Director of Specialized Project Management Division
49	1361/QĐ-PVCFC	16/6/2025	Decision appointing Ms. Phan Thi Cam Huong as Head of Legality & Compliance Division
50	1383/QĐ-PVCFC	16/6/2025	Decision approving and issuing the Internal Corporate Governance Regulation
51	1384/QĐ-PVCFC	16/6/2025	Decision approving and issuing the BOD Operation Regulation
52	1395/NQ-PVCFC	17/6/2025	Resolution of the ad-hoc June 2025 BOD meeting
53	1396/QĐ-PVCFC	17/6/2025	Decision on 2024 cash dividend payment to shareholders
54	1400/QĐ-PVCFC	17/6/2025	Decision on personnel restructuring of the Audit and Risk Committee
55	1401/QĐ-PVCFC	17/6/2025	Decision assigning areas of responsibility among BOD members
56	1402/NQ-PVCFC	17/6/2025	Resolution adjusting business and production plan through 2025
57	1403/QĐ-PVCFC	17/6/2025	Decision appointing the Chair of the Human Capital and Remuneration Committee
58	1404/QĐ-PVCFC	17/6/2025	Decision restructuring personnel of the Human Capital and Remuneration Committee

No.	Document ID	Date	Content
59	1405/QĐ-PVCFC	17/6/2025	Decision approving remuneration for BOD Member Mr. Le Viet Dung
60	1406/QĐ-PVCFC	17/6/2025	Decision approving salary for Head of Supervisory Board – Mr. Tong Viet Thong
61	1407/QĐ-PVCFC	17/6/2025	Decision approving salary for Deputy General Director – Mr. Tran The Cuong
62	1558/NQ-PVCFC	02/7/2025	Resolution of regular June 2025 BOD meeting
63	1559/QĐ-PVCFC	02/7/2025	Decision restructuring personnel of the Legal Compliance Review Steering Committee
64	1560/QĐ-PVCFC	02/7/2025	Decision restructuring personnel of the Steering Committee for Science & Technology, Innovation, and Digital Transformation
65	1561/QĐ-PVCFC	02/7/2025	Decision restructuring personnel of the Whistleblowing committee
66	1562/QĐ-PVCFC	02/7/2025	Decision approving list of credit institutions and maximum deposit limits from 01/07/2025 to 30/06/2026
67	1563/NQ-PVCFC	02/7/2025	Resolution authorizing capital representative at PPC to vote on investing in another enterprise

III. Supervisory Board.

1. Information about Supervisory Board members:

No	Members	Position	Start date/No longer SB member
1	Ms. Phan Thi Cam Huong	Head of SB	Term ended on 16/06/2025
2	Mr. Tong Viet Thong	Head of SB	16/6/2025
3	Mr. Do Minh Duong	Member	27/4/2021
4	Mr. Le Canh Khanh	Member	12/6/2023

2. Meetings of Supervisory Board:

No	Members	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Ms. Phan Thi Cam Huong	03/04	75%	Term ended on 16/06/2025
2	Mr. Tong Viet Thong	01/04	25%	Appointed from 16/06/2025
3	Mr. Do Minh Duong	04/04	100%	
4	Mr. Le Canh Khanh	04/04	100%	

3. Supervisory Board's supervision of BOD, Board of General Directors, and shareholders:

In the first half of 2025, the Supervisory Board (SB) fully participated in BOD

meetings, executive briefings, and key sessions of the Executive Board to ensure transparency and timely understanding of the Company's business performance; Confirmed that BOD operations complied with the Company Charter, Governance Regulations, and applicable laws; Verified that the Executive Board effectively implemented BOD Resolutions and Decisions.

The SB also carefully reviewed, analyzed, and assessed the Company's periodic business performance reports.

Provided comments and recommendations on documents and regulations submitted for BOD approval.

Monitored the implementation of strategic direction and business plans by attending meetings, seminars, and reviewing related reports.

Assessed and reported on the performance of the BOD and Executive Board at the 2025 AGM.

Oversaw compliance with laws, Resolutions/Decisions of the GMS and BOD, and Executive Board adherence to regulations.

Conducted inspections and oversight of departments, units, branches, and subsidiaries.

Proposed the appointment of the independent auditor for the financial statements and discussed audit issues with the auditor.

Supervised the implementation of recommendations from inspections or higher-level audits.

The SB verified the completeness, legality, and accuracy of the 2024 financial statements and the Company's Q1 2025 financial statements.

4. Coordination Between SB, BOD, and Executive Board

The cooperation between the Supervisory Board, Board of Directors, and General Director has continued to be effective, based on the principles of flexibility and coordination, ensuring the interests of the Company, shareholders, employees, and stakeholders.

The BOD issued policies and regulations for the General Director to execute. Throughout the working process, the BOD discussed and promptly approved or adjusted documents as proposed by the General Director to ensure continuity in business operations.

BOD Resolutions assigned to the General Director were closely monitored, followed up, and supervised by the BOD. Joint meetings were held between the BOD and Executive Board to update or adjust business targets according to actual conditions.

Corporate governance-executive coordination between the BOD and General Director was strictly conducted in accordance with the Company Charter and governance regulations.

The General Director regularly submitted quarterly financial reports to the BOD. The BOD also instructed the General Director to conduct audits and reviews of the financial statements as required by law and shareholders.

In terms of oversight facilitation, the Executive Board ensured timely provision

of information and documents to support effective oversight by the BOD and SB. During the drafting and issuance of policies/regulations, or while organizing operations, the SB contributed professional feedback to help ensure alignment with actual business needs.

SB members were invited to BOD meetings to provide input on strategic matters and help formulate timely solutions.

The Supervisory Board collaborated with the BOD and Executive Board to: Propose the appointment of an independent auditor for the 2025 financial statements for shareholder approval; Successfully organize the 2025 Annual General Meeting of Shareholders.

IV. Executive Board:

No	Members	Date of birth	Professional background	Appointment/ Dismissal date
1	Mr. Van Tien Thanh - General Director	09/7/1968	Engineer in Agricultural and Forestry Mechanics	12/6/2023
	Deputy General Directors:			
2	Mr. Le Ngoc Minh Tri	19/10/1970	Bachelor's in Business Accounting	Dismissed: 01/06/2025
3	Mr. Nguyen Tuan Anh	24/02/1976	Master's in Commerce; Bachelor's in Accounting; Bachelor's in Business Administration	01/6/2022
4	Ms. Nguyen Thi Hien	13/7/1974	Master's in Economics	01/01/2024
5	Mr. Tran Chi Nguyen	21/9/1975	Master's in Business Administration; Bachelor's in Accounting; Bachelor of Laws	25/6/2020
6	Mr. Nguyen Thanh Tung	27/03/1979	Master's in Business Administration; Engineer in Petrochemical Technology	15/7/2020
7	Mr. Tran The Cuong	01/9/1975	Master in International Business Administration; Engineer in Process Equipment - Chemical and Food Technology	02/6/2025

V. Chief Accountant:

Full name	Date of birth	Professional background	Appointment/ Dismissal date
Dinh Nhu Cuong	20/02/1977	Master's in Banking and Finance; Bachelor's in Economics, Major in Accounting; Engineer in Information Technology	05/02/2021

VI. Corporate governance training:

All members of the Board of Directors, Executive Board, Supervisory Board, Company Secretary, Governance Officer, BOD Office, and relevant departments have been trained and regularly updated on corporate governance regulations.

The BOD and Executive Board assigned representatives to attend training courses and seminars on corporate governance practices, regional and global governance trends, and updates to legal frameworks including the Law on Enterprises, Law on Securities, and relevant decrees and circulars...organized by the Ho Chi Minh City Stock Exchange (HOSE), Deloitte, VIOD, and other professional institutions.

The BOD approved an orientation training plan for newly appointed Independent BOD Member Mr. Le Viet Dung (appointed on 16/06/2025), including programs covering: Company culture, mission, business model, and strategic orientation; DCP; ESG awareness and implementation practices.

VII. List of Company's related parties and related party transactions.

1. List of Company's related parties:

(As per Appendix 01 attached).

2. Transactions between Company and its related parties; or between Company and major shareholders, internal persons, related parties of internal persons:

During the period, the Company had material transactions with related parties with values as follows:

	From 01/01/2025 to 30/6/2025 (according to FS, Vnd)
Sales	
<i>a) Subsidiary</i>	<i>20.262.125.000</i>
Korea - Vietnam Fertilizer Company Limited	8.557.375.000
PetroVietnam Packaging Joint Stock Company	11.704.750.000
<i>b) Other related parties according to Vietnamese Accounting Standards</i>	<i>263.983.578</i>
Petro Power Renewable Energy JSC	263.983.578
Purchases	
<i>a) Vietnam National Industry - Energy Group and subsidiaries</i>	<i>2.397.238.574.359</i>
Vietnam National Industry - Energy Group	2.164.129.918.416
Branch of PetroVietnam Power Corporation - PetroVietnam Ca Mau Power Company	157.134.547.400
PetroVietnam Chemicals and Fertilizer Corporation - Petrochemical Trading Branch	73.016.456.942
Branch of PetroVietnam Gas JSC - Ca Mau Gas Company	2.297.376.601
PetroVietnam College	660.275.000
<i>b) Subsidiary</i>	<i>163.444.446.923</i>
PetroVietnam Packaging JSC	150.840.025.046

Korea - Vietnam Fertilizer Co., Ltd	12.604.421.877
<i>c) Other related parties according to Vietnamese Accounting Standards</i>	<i>12.541.996.872</i>
PetroVietnam Security Service Corporation - South West Branch	8.781.409.206
Saigon PetroVietnam Oil Joint Stock Company	2.879.309.077
Indochina Petroleum Transportation JSC - HCM City Branch	640.163.000
Indochina Petroleum Transportation Joint Stock Company	240.325.800
Saigon PetroVietnam Oil JSC - Ca Mau Branch - No. 10 Petrol Station	789.789

3. Transactions between Company's internal persons and their related parties with subsidiaries or companies controlled by the Company

None.

4. Transactions between Company and other entities:

None.

VIII. Share transactions of internal persons and their related parties

1. List of internal persons and their related parties:

(As per Appendix 02 attached)

2. Transactions of internal persons and their related parties regarding Company shares

None.

IX. Other matters of attention

None.

C/c:

- As above;
- BOD, GD, SB;
- Filed: Archive, BOD Office.

**FOR BOARD OF DIRECTORS
CHAIRMAN**

(Signed & Sealed)

Tran Ngoc Nguyen

APPENDIX 1: LIST OF RELATED PARTIES OF THE COMPANY

(Attach document number 1491/BC-PVCFC dated 30/7/2025)

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	2	3	4	5	6	7	8	9	10	11	12
1	Vietnam National Industry - Energy Group (PVN)			0100681592	11/04/2025	Sở KH & ĐT Hà Nội	18 Lang Ha Street, Thanh Cong Ward, Ba Dinh District, Hanoi City	15/01/2015		Owens 75.56% of PVCFC's charter capital	Parent company/ Major shareholder
1.1	Vietnam Petroleum Institute (VPI)			0100150295	03/06/1998	Sở KH & ĐT Hà Nội	Vietnam Petroleum Institute Building, 167 Trung Kinh Street, Yên Hòa Ward, Cầu Giấy District, Hanoi	15/01/2015			Member unit of PVN
1.2	Petrovietnam University (PVU)			0100681592-032	08/08/2011	Sở KH&ĐT Bà Rịa Vũng Tàu	762 Cach Mang Thang Tam Street, Long Toan Ward, Ba Ria city, Ba Ria Vung Tau Province	15/01/2015			Member unit of PVN
1.3	Petrovietnam College			0100681592-028	17/03/2018	Sở KH&ĐT Bà Rịa Vũng Tàu	120 Trần Phú, Phường 5, TP Vũng Tàu, tỉnh Bà Rịa Vũng Tàu	15/01/2015			Member unit of PVN
1.4	PetroVietnam Exploration Production Corporation Limited (PVEP)			0100150908	10/05/2007	Sở KH & ĐT Tp. Hà Nội	26th Floor, CharmVit Tower, no. 117 Tran Duy Hung street, Trung Hoa Ward, Cau Giay District, Hanoi City	15/01/2015			100% capital owned by PVN
1.5	Dung Quat Shipbuilding Industry Co., Ltd. (DQS)			4300338693	04/02/2015	Sở KH & ĐT Quảng Ngãi	Industrial Park in the East of Dung Quat Economic Zone, Binh Dong Commune, Binh Son District, Quang Ngai Province	15/01/2015			100% capital owned by PVN
1.6	PetroVietnam Oil Corporation – Joint Stock Company (PVOIL)			0305795054	26/06/2008	Sở KH & ĐT TP. HCM	Floor 14-18, PetroVietnam Tower, No. 1-5 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.7	PetroVietnam Fertilizer and Chemicals Joint Stock Corporation (PVFCCo)			0303165480	31/08/2007	Sở KH & ĐT TP. HCM	43 Mac Dinh Chi, Da Kao Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.8	PetroVietnam Gas Joint Stock Corporation (PVGAS)			3500102710	13/12/2007	Sở KH & ĐT TP. HCM	PV Gas Tower, no. 673, Nguyen Huu Tho street, Phuoc Kien Commune, Nha Be District, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.9	Vietnam Public Joint Stock Commercial Bank (PVCOMBANK)			0101057919	01/10/2013	Sở KH & ĐT Hà Nội	No. 22 Ngo Quyen, Trang Tien Ward, Hoan Kiem District, Hanoi City	15/01/2015			over 50% of charter capital owned by PVN
1.10	PetroVietnam Power Corporation - Joint Stock Company (PVPOWER)			0102276173	31/05/2007	Sở KH & ĐT Hà Nội	Vietnam Petroleum Institute Building, no. 167, Trung Kinh street, Yen Hoa Ward, Cau Giay District, Hanoi City	15/01/2015			over 50% of charter capital owned by PVN
1.11	PetroVietnam Construction Joint Stock Corporation (Petrocons)			3500102365	20/12/2007	Sở KH & ĐT Hà Nội	Floor 25, CEO Building, lot HH2-1, Me Tri Ha urban area, Me Tri Ward, Nam Tu Liem District, Hanoi City.	15/01/2015			over 50% of charter capital owned by PVN

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	2	3	4	5	6	7	8	9	10	11	12
1.12	PetroVietnam Technical Service Joint Stock Corporation (PTSC)			0100150577	29/12/2006	Sở KH & ĐT TP. HCM	Floor 5, PetroVietnam Tower, No. 1-5, Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.13	PetroVietnam Drilling & Well Services Joint Stock Corporation (PVD)			0302495126	30/09/2019	Sở KH & ĐT TP. HCM	Floor 4, Sailing Tower, no. 111A Pasteur, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.14	PetroVietnam Transportation Corporation (PVTRANS)			0302743192	12/06/2024	Sở KH & ĐT TP. HCM	Floor 2, PVFCCo Building, No. 43 Mac Dinh Chi, Da Kao Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.15	Binh Son Refining and Petrochemical Joint Stock Company (BSR)			4300378569	01/07/2018	Sở KH & ĐT Quảng Ngãi	208 Dai Lo Hung Vuong, Tran Phu Ward, Quang Ngai City, Quang Ngai Province	15/01/2015			over 50% of charter capital owned by PVN
1.16	Vietnam Petrochemical and Fiber Joint Stock Company (VNPOLY)			0102681774	20/11/2009	Sở KH & ĐT Hải Phòng	Lot CN5.5A, Dinh Vu Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City	15/01/2015			over 50% of charter capital owned by PVN
1.17	Joint Venture Vietsovpetro (VIETSOVPETRO)			3500102414	19/09/1998	Sở KH&ĐT Bà Rịa Vũng Tàu	No. 105 Le Loi, Thang Nhi Ward, Vung Tau City, Ba Ria - Vung Tau Province	15/01/2015			over 50% of charter capital owned by PVN
2	Petrovietnam Packaging Joint stock Company (PPC)			1900437757	12/08/2019	Sở KH & ĐT Bạc Liêu	Lot A1-3, Tra Kha Industrial Park, Ward 8, Bac Lieu City	15/01/2015			Subsidiary
3	Korea - Vietnam Fertilizer Co.,LTD			0313300594	21/05/2015	Sở KH & ĐT TP. HCM	Lot D10b, D3 Street, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, HCM City	17/5/2024			Subsidiary

APPENDIX 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSON

(Attach document number 1491/BC-PVCFC dated 30/7/2025)

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
I	Board of directors									
1	Trần Ngọc Nguyên		Chairman					0	0,000000%	
	Affiliated person:									
1.01	Trần Ngọc Duy							0	0,000000%	not provide information
1.02	Nguyễn Thị Diễm							0	0,000000%	not provide information
1.03	Lữ Đình Cường							0	0,000000%	
1.04	Lữ Thị Vân Anh							0	0,000000%	
1.05	Trần Lữ Nguyên Hương							0	0,000000%	
1.06	Trần Lữ Ngọc Quang							0	0,000000%	minor
1.07	Trần Ngọc Phục							0	0,000000%	not provide information
1.08	Trần Ngọc Phúc							0	0,000000%	not provide information
1.09	Trần Thị Thủy							0	0,000000%	not provide information
1.10	Trần Ngọc Thụy							0	0,000000%	not provide information
1.11	Lê Thị Xuân Đào							0	0,000000%	not provide information
1.12	Trần Ngọc Thiệt							0	0,000000%	not provide information
1.13	Ngô Thị Minh Cứ							0	0,000000%	not provide information
1.14	Trần Thị Hạnh							0	0,000000%	not provide information
1.15	Trịnh Văn Quang							0	0,000000%	not provide information
1.16	Trần Thị Thuần							0	0,000000%	not provide information
1.17	Nguyễn Văn Khải							0	0,000000%	not provide information

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
1.18	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
2	Văn Tiến Thanh		Director - CEO					109.000	0,020589%	
	Affiliated person:									
2.01	Nguyễn Thị Song Yên							300	0,000057%	
2.02	Văn Thị Song Anh							0	0,000000%	
2.03	Văn Nguyễn Thanh Tâm							0	0,000000%	
2.04	Văn Thị Song Ngân							0	0,000000%	
2.05	Văn Thị Hải Châu							0	0,000000%	
2.06	Văn Thị Hải Hồng							0	0,000000%	
2.07	Văn Thị Hải Hà							0	0,000000%	
2.08	Nguyễn Thoan							0	0,000000%	
2.09	Cần Văn Thanh							0	0,000000%	
2.10	Quan Nguyễn Thanh Nghị							0	0,000000%	
2.11	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
3	Nguyễn Đức Hạnh		Director					8.000	0,001511%	
	Affiliated person:									
3.01	Vũ Thị Xoài							0	0,000000%	
3.02	Nguyễn Đỗ Lan Phương							0	0,000000%	minor
3.03	Nguyễn Khắc Hùng							0	0,000000%	
3.04	Nguyễn Xuân Hiệp							0	0,000000%	
3.05	Đặng Thị Ôn							0	0,000000%	
3.06	Nguyễn Thị Thùy							0	0,000000%	
3.07	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
4	Lê Đức Quang		Director					0	0,000000%	
	Affiliated person:									
4.01	Trịnh Cẩm Vân							0	0,000000%	
4.02	Lê Hoàng Nam							0	0,000000%	minor
4.03	Lê Hoàng Bách							0	0,000000%	minor
4.04	Lê Thị Bích Huyền							0	0,000000%	
4.05	Lê Thị Như Anh							0	0,000000%	
4.06	Lê Đức Minh							0	0,000000%	
4.07	Lê Thị Anh Thư							0	0,000000%	
4.08	Vũ Công Mừng							0	0,000000%	

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
4.09	Bùi Minh Dũng							0	0,000000%	
4.10	Ngô Quốc Huy							0	0,000000%	
4.11	Nguyễn Thị Lệ Hà							0	0,000000%	
4.12	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
5	Đỗ Thị Hoa		Independent Director					0	0,000000%	
	Affiliated person:									
5.01	Đỗ Ngọc Ngân							0	0,000000%	
5.02	Đinh Văn Chân							0	0,000000%	
5.03	Đinh Thanh Nam							0	0,000000%	
5.04	Đinh Mai Ngân							0	0,000000%	
5.05	Trần Thị Huyền Trang							0	0,000000%	
5.06	Đỗ Ngọc Giao							0	0,000000%	
5.07	Bùi Thị Bích Liên							0	0,000000%	
5.08	Đỗ Minh Việt							0	0,000000%	
5.09	Vũ Kim Hương							0	0,000000%	
5.10	Đỗ Thị Huyền							0	0,000000%	
6	Trương Hồng		Independent Director					0	0,000000%	Dismissal at the 2025 AGM
	Affiliated person:									
6.01	Phan Thị Théo							0	0,000000%	
6.02	Vương Phần							0	0,000000%	
6.03	Trương Thiên Phúc							0	0,000000%	
6.04	Trương Ngọc Quỳnh Nhi							0	0,000000%	
6.05	Phạm Nhân							0	0,000000%	
6.06	Trương Thị Hẹ							0	0,000000%	
6.07	Trương Thị Hoa							0	0,000000%	
6.08	Nguyễn Đắc Thành							0	0,000000%	
6.09	Trương Thị Bé							0	0,000000%	
6.10	Trương Thị Hương							0	0,000000%	
6.11	Lê Quang Trung							0	0,000000%	
6.12	Huỳnh Gia Nhi							0	0,000000%	
7	Nguyễn Đức Thuận		Director					0	0,000000%	
	Affiliated person:									
7.01	Ngô Thị Kim Sơn							0	0,000000%	

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
7.02	Lâm Thị Bích Ngọc							0	0,000000%	
7.03	Nguyễn Ngọc Anh							0	0,000000%	
7.04	Nguyễn Đức Bình							0	0,000000%	minor
7.05	Nguyễn Đức Hòa							0	0,000000%	
7.06	Nguyễn Thị Xuân Lân							0	0,000000%	
7.07	Nguyễn Thị Hiền							0	0,000000%	
7.08	Nguyễn Đồng Lực							0	0,000000%	
7.09	Nguyễn Thị Hạnh							0	0,000000%	
7.10	Trần Văn Hạnh							0	0,000000%	
7.11	Nguyễn Thị Hiếu							0	0,000000%	
7.12	Lê Hồng Tuyển							0	0,000000%	
7.13	Nguyễn Đức Hiền							0	0,000000%	
7.14	Nguyễn Thị Thu Nga							0	0,000000%	
7.15	Nguyễn Thị Phương Hoa							0	0,000000%	
7.16	Phạm Quý Huy							0	0,000000%	
7.17	Petrovietnam Packaging Joint stock Company (PPC)							0	0,000000%	Dismissal member of the BOD at PPC AGM2025
7.18	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
8	Lê Việt Dũng		Independent Director					0	0,000000%	
	Người có liên quan									
8.01	Nguyễn Thị Tuyết Mai							0	0,000000%	
8.02	Lê Nguyễn Khôi Nguyên							0	0,000000%	
8.03	Lai Việt Hùng							0	0,000000%	
8.04	Nguyễn Thị Ninh							0	0,000000%	
8.05	Lai Thị Kim Hoàng							0	0,000000%	
8.06	Trần Thanh Đường							0	0,000000%	
8.07	Lai Đông Hà							0	0,000000%	
8.08	Lai Hoàng Phương							0	0,000000%	
8.09	Phạm Thị Thương							0	0,000000%	not provide information
8.10	Nguyễn Thị Phết							0	0,000000%	not provide information

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
8.11	Lai Thị Thu Lan							0	0,000000%	not provide information
II	Executive Board									
1	Văn Tiến Thanh		Director-CEO					109.000	0,020589%	
	Affiliated person:									
1.01	Nguyễn Thị Song Yên							300	0,000057%	
1.02	Văn Thị Song Anh							0	0,000000%	
1.03	Văn Nguyễn Thanh Tâm							0	0,000000%	
1.04	Văn Thị Song Ngân							0	0,000000%	
1.05	Văn Thị Hải Châu							0	0,000000%	
1.06	Văn Thị Hải Hồng							0	0,000000%	
1.07	Văn Thị Hải Hà							0	0,000000%	
1.08	Nguyễn Thoan							0	0,000000%	
1.09	Cần Văn Thanh							0	0,000000%	
1.10	Quan Nguyễn Thanh Nghị							0	0,000000%	
1.11	Vietnam national industry - energy group (PVN)							400.023.057	75,561590%	Rep of PVN
2	Trần Chí Nguyễn		Deputy General Director					1.600	0,000302%	
	Affiliated person:									
2.01	Trần Trung Kiên							0	0,000000%	
2.02	Trần Kim Thuận							0	0,000000%	
2.03	Trần Kim Phụng							0	0,000000%	
2.04	Trần Hữu Danh							0	0,000000%	
2.05	Trần Hữu Lợi							0	0,000000%	
2.06	Trần Bích Ngân							0	0,000000%	
2.07	Trần Quê Nhu							0	0,000000%	
2.08	Lê Nguyễn Như Ngọc							0	0,000000%	
2.09	Trần Hữu Lộc							0	0,000000%	
2.10	Trần Quốc Tuấn							0	0,000000%	
2.11	Phạm Thị Gấm							0	0,000000%	
3	Lê Ngọc Minh Trí		Deputy General Director					1.600	0,000302%	Term expired - not reappointed

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
	Affiliated person:									
3.01	Nguyễn Thị Chánh							0	0,000000%	not provide information
3.02	Nguyễn Hồng Mến							0	0,000000%	
3.03	Lê Ngọc Minh Trường							0	0,000000%	
3.04	Lê Ngọc Việt Trường							0	0,000000%	
3.05	Lê Ngọc Linh Hà							0	0,000000%	
3.06	Lê Ngọc Phương Thảo							0	0,000000%	
3.07	Lê Ngọc Mai Thảo							0	0,000000%	
3.08	Lê Ngọc Dũng Tiến							0	0,000000%	Settle abroad
3.09	Huỳnh Công Bằng							0	0,000000%	
3.10	Lương Thế Vũ							0	0,000000%	
3.11	Nguyễn Thị Thanh							0	0,000000%	
3.12	Korea - Vietnam Fertilizer Co.,LTD							0	0,000000%	Chairman of Board of members
4	Nguyễn Tuấn Anh		Deputy General Director					0	0,000000%	
	Affiliated person:									
4.01	Nguyễn Quang Lập							0	0,000000%	
4.02	Vũ Thị Oanh							0	0,000000%	
4.03	Trịnh Cam Ly							0	0,000000%	
4.04	Nguyễn Hoàng Minh							0	0,000000%	
4.05	Nguyễn Thảo Nguyên							0	0,000000%	
4.06	Nguyễn Thị Liên							0	0,000000%	
4.07	Phạm Xuân Kiên							0	0,000000%	
4.08	Bùi Thị Ngọc Loan							0	0,000000%	
5	Nguyễn Thị Hiền		Deputy General Director					0	0,000000%	
	Affiliated person:									
5.01	Đặng Thị Thu Hà							0	0,000000%	not provide information
5.02	Hoàng Minh Hiền							0	0,000000%	

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
5.03	Hoàng Minh Tuấn							0	0,000000%	
5.04	Hoàng Ngân Giang							0	0,000000%	minor
5.05	Nguyễn Hồng Hạnh							0	0,000000%	
5.06	Nguyễn Hồng Hưng							0	0,000000%	
5.07	Nguyễn Hồng Phi							0	0,000000%	
6	Nguyễn Thanh Tùng		Deputy General Director					5.003	0,000945%	
	Affiliated person:									
6.01	Vũ Thu Hiền							2.900	0,000548%	
6.02	Nguyễn Thanh Bách							0	0,000000%	
6.03	Nguyễn Bách Khoa							0	0,000000%	
6.04	Nguyễn Lê Sơn							0	0,000000%	
6.05	Nguyễn Thanh Bình							0	0,000000%	
6.06	Lại Thị Nụ							0	0,000000%	
7	Trần Thế Cường		Deputy General Director					0	0,000000%	Appointed
	Người có liên quan:									
7.01	Trần Công Minh							0	0,000000%	
7.02	Trần Mạnh Phú							0	0,000000%	
7.03	Lưu Thị Thu							0	0,000000%	
7.04	Trần Thị Hương							0	0,000000%	
7.05	Nguyễn Văn Cường							0	0,000000%	
7.06	Phạm Thị Thu Hà							0	0,000000%	
7.07	Trần Khánh Linh							0	0,000000%	
7.08	Trần Lam Hạ							0	0,000000%	minor
7.09	Phạm Đình Hòa							0	0,000000%	
7.10	Bùi Thị Hường							0	0,000000%	
III	Supervisory board									
1	Phan Thị Cẩm Hương		Head of supervisory board					200	0,000038%	Term expired - not reappointed
	Affiliated person:									
1.01	Phan Văn Lô							0	0,000000%	

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
1.02	Trần Thị Dệt							0	0,000000%	
1.03	Đặng Hoàng Quân							9	0,000002%	
1.04	Đặng Anh Khoa							0	0,000000%	
1.05	Đặng Gia Hân							0	0,000000%	
1.06	Phan Thị Ngọc Diệp							0	0,000000%	
1.07	Phan Thị Thảo Liên							0	0,000000%	
1.08	Phan Thị Cẩm Dung							0	0,000000%	
1.09	Phan Thị Ngọc Duyên							0	0,000000%	
1.10	Phan Thị Hồng Ngọc							0	0,000000%	
1.11	Phan Tuấn Phong							0	0,000000%	
1.12	Hoàng Thị Huệ							0	0,000000%	
1.13	Đồng Văn Điền							0	0,000000%	
1.14	Nguyễn Văn Tùng							0	0,000000%	
1.15	Võ Thanh Phi							0	0,000000%	
1.16	Lê Ngọc Quý							0	0,000000%	
1.17	Mai Văn Vũ							0	0,000000%	
2	Tổng Việt Thống		Head of supervisory board					0	0,000000%	
	Người có liên quan:									
2.01	Hà Quang Thái							0	0,000000%	
2.02	Phạm Thị Dấu							0	0,000000%	
2.03	Hà Thị Minh Phương							0	0,000000%	
2.04	Tổng Hà Chí Vĩ							0	0,000000%	minor
2.05	Tổng Hà Diên Vĩ							0	0,000000%	minor
2.06	Tổng Hà Yên Vĩ							0	0,000000%	minor
2.07	Tổng Tuyết Hồng							0	0,000000%	
2.08	Tổng Tuyết Nga							0	0,000000%	
2.09	Tổng Việt Tiến							0	0,000000%	
2.10	Cao Tuyết Trinh							0	0,000000%	
2.11	Tổng Việt Thắng							0	0,000000%	
2.12	Tổng Minh Hoàng							0	0,000000%	
2.13	Tổng Hòa Bình							0	0,000000%	
2.14	Hồ Kim Phượng							0	0,000000%	
3	Đỗ Minh Dương		Supervisory					2.000	0,000378%	
	Affiliated person:									
3.01	Đỗ Hùng Dũng							0	0,000000%	

[illegible]

No.	Name	Securities trading accounts (if any)	Position at the company (if available)	No. NSH	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
1	Đỗ Thành Hưng		Corporate Secretary					1.500	0,000283%	
	Affiliated person:									
1.01	Phan Thị Lý							0	0,000000%	
1.02	Trương Thu Hằng							0	0,000000%	
1.03	Đỗ Quỳnh Chi							0	0,000000%	
1.04	Đỗ Thành Minh Đăng							0	0,000000%	
1.05	Đỗ Thị Chính							0	0,000000%	
1.06	Đỗ Thị Nhân							0	0,000000%	
1.07	Trương Đình Hợi							0	0,000000%	
1.08	Phạm Thị Dung							0	0,000000%	
1.09	Petrovietnam Packaging Joint stock Company (PPC)							0	0,000000%	Internal person is the member of BOD