

SUSTAINABLE GOALS

CHAPTER 5 SUSTAINABLE DEVELOPMENT REPORT

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OVERVIEW ON THE SUSTAINABLE DEVELOPMENT REPORT

During its development process, PVCFC has always aimed for sustainable development as a strategic goal while pursuing economic growth on the principle of environmental stakeholders, a harmonious balance of interests, and towards the prosperity of the community and society. Therefore, the sustainable development report is built as a bridge between PVCFC and stakeholders, helping to clarify the company's strategic direction and commitments with stakeholders.

Through the implementation of the sustainability report, in addition to the economic aspect, PVCFC also recognizes and evaluates its social and environmental responsibilities and contributions. This helps the company balance its upcoming operational plans for the sustainable development goals of the business and society in the next financial years.

01 CONTENT OF THE REPORT

- » In 2022, PVCFC planned to apply the Guidelines for Sustainable Development Reporting according to the Annual Report Guidelines for Vietnamese Enterprises by the Vietnam Annual Report Awards (ARA), Guidelines for Disclosure of Environmental and Social Information by the IFC State Securities Committee and Circular 96/ 2020/TT-BTC Guiding the disclosure of information in the securities market of the Ministry of Finance.
- » In addition, PVCFC also referred to the GRI standards in identifying key areas of impact on stakeholders, comparing the company's goals with the United Nations' 17 Sustainable Development Goals (SDGs) to provide a comprehensive overview and build sustainable business strategies for the future.

02 SCOPE OF THE REPORT

The report is practiced in Vietnam, in the field of fertilizer production and business. The report is prepared for PetroVietnam Ca Mau Fertilizer Joint Stock Company (PVCFC), including all information and operating results of the parent company and one subsidiary, PetroVietnam Packaging Joint Stock Company (PPC).

03 REPORTING PERIOD

- » The information and data in the report are updated for the 2022 financial year of PetroVietnam Ca Mau Fertilizer Joint Stock Company, starting from Jan 1, 2022, and ending on December 31, 2022.
- » The report reflects the operating results in 2022 and outlines the company's direction and goals for sustainable development in the coming years.

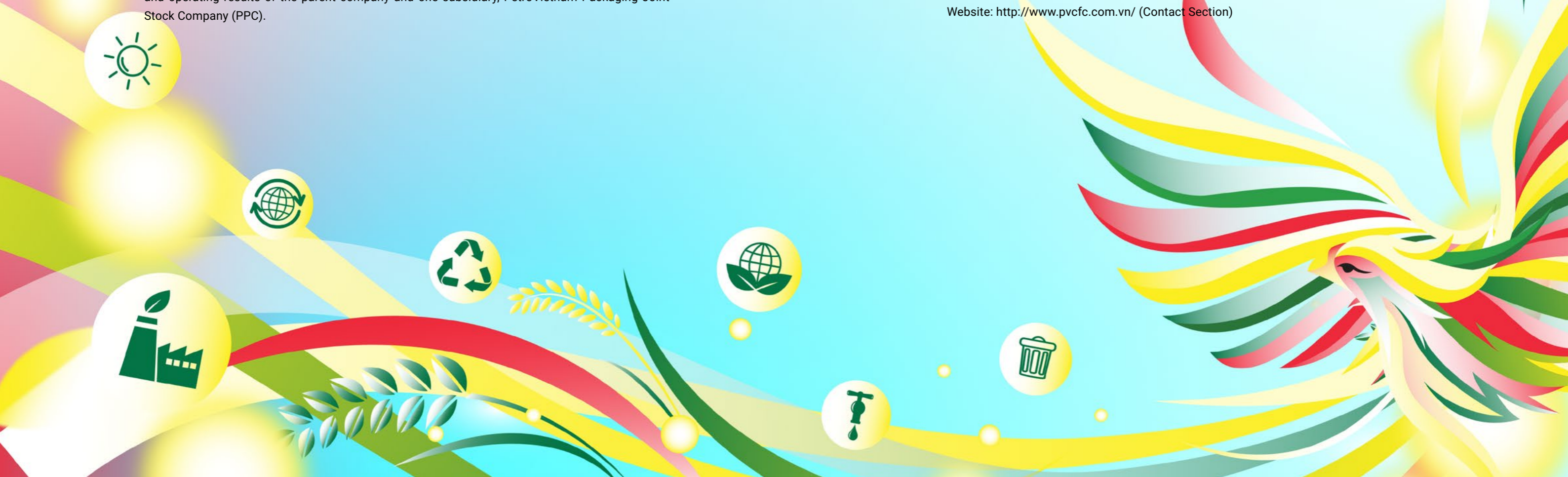
04 WAYS OF DETERMINING THE REPORT CONTENT

- » The approach to sustainable development issues at PVCFC stems from the company's long-term goal of sustainable economic growth combined with social development and environmental protection goals, thus overall making a positive contribution to the development of the entire society.
- » 2022 is the 8th year PVCFC mentions the content of the Sustainable Development Report and is reflected in the content of 01 chapter of the Annual Report. Issues related to sustainable development goals continue to be evaluated and considered by the Company in relation to current activities, closely, closely, grasp the status quo and clearly identify key issues. to review, update as well as show more fully in the content of the Sustainable Development Report in the following years.

05 CONTACT INFORMATION

We greatly appreciate the sincere contributions and feedback of our esteemed readers to make the report more transparent and complete. Any feedback related to sustainable development issues, please send to the following address:

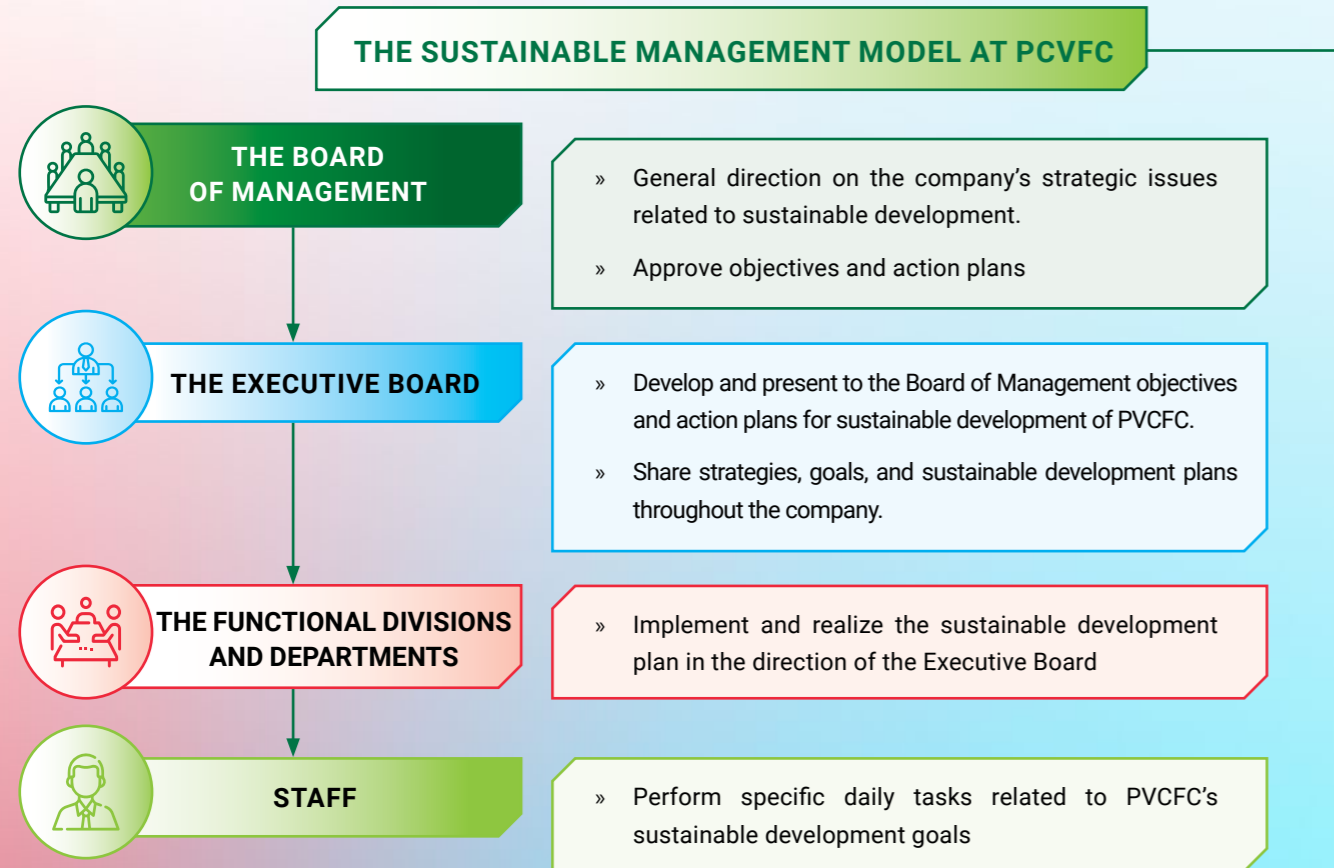
Website: <http://www.pvcfc.com.vn/> (Contact Section)



SUSTAINABLE DEVELOPMENT ORIENTED MANAGEMENT

01 SUSTAINABLE DEVELOPMENT-ORIENTED MANAGEMENT METHOD

Based on compliance with relevant legal regulations of Vietnam, combined with international corporate governance practices, in addition to building and improving the management structure towards stronger and closer to international standards, PVCFC has built a management framework (including sustainable development-oriented corporate governance) including the Charter, regulations, rules, and legal documents within the Group to create a professional, transparent, and effective management system from the Parent company to its subsidiaries. As a result, PVCFC does not only ensure its highest management principles to protect the interests of shareholders but also balances development goals and shows responsibility towards society and the environment..



Expert Haldor Topsoe discussed with Vietnamese expert on the sidelines of the meeting.



Dr. Phan Minh Quoc Binh, PVCFC General Director Van Tien Thanh, PVCFC Chairman of the Board of Directors Tran Ngoc Nguyen and expert Haldor Topsoe at the meeting



The third meeting with the topic "Improving operational efficiency and sustainable development orientation in phosphorus production". Dr. Phan Minh Quoc Binh, on behalf of the Subcommittee, gave a thank-you gift to the Meeting Sponsor, Mr. Tran Ngoc Nguyen – Chairman of the Board of Directors of PVCFC

PVCFC's Company Governance model is based on a harmonious combination of factors:

Firm foundation of Company Governance structure

The governance structure of PVCFC has all the governance subjects of a listed company, including: the GMS, the Supervisory Board, the BOM, the Boards of the BOM, the Executive Board.

In compliance with Vietnamese practices and laws

The Company fully complies with the Laws, the legal framework of Vietnam and the management regulations for listed companies.

Towards international standards

The company adheres to international frameworks and practices on Company Governance, ASEAN Corporate Governance Scorecard and applies advanced and modern technology to Company Governance.

Apply uniformly throughout the Group

The Company adheres to the application of corporate governance tools throughout the Vietnam National Oil and Gas Group.

02 PRINCIPLES OF SUSTAINABLE DEVELOPMENT MANAGEMENT

RESPONSIBILITIES OF THE BOM

- » Establish clear roles, responsibilities and commitments of the BOM as set forth in the charter.
- » Establish a competent and professional Board of Management.
- » Ensure effective and independent leadership of the BOM.
- » Establish committees under the BOM.
- » Ensure the efficient operation of the BOM.
- » Establish and maintain an ethical culture of the Company: Code of Conduct and Ethics.

CONTROL ENVIRONMENT

- » Establish a strong risk management framework and control environment with the supervisory role of the Risk Management Committee.

DISCLOSURE AND TRANSPARENCY

- » Strengthening information disclosure activities: Disclosure of information must comply with regulations on listed companies.

SHAREHOLDERS' RIGHTS

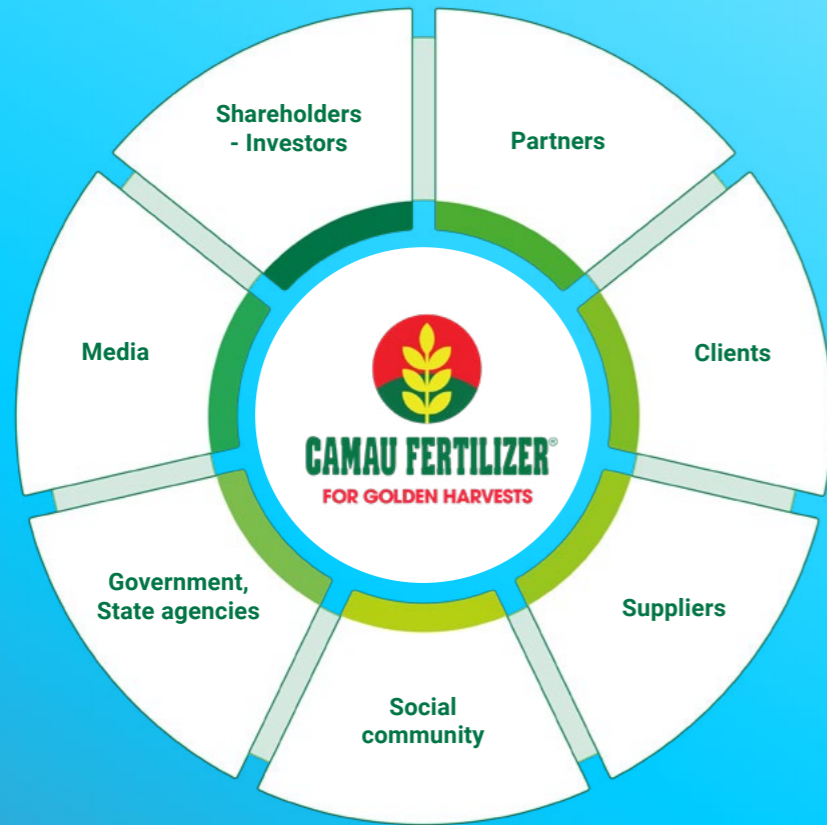
- » Establishing a framework to ensure shareholder rights: A Code of Conduct.

RELATIONS WITH STAKEHOLDERS

- » Enhancing effective stakeholder engagement: A Code of Conduct.

03 SUSTAINABLE RELATIONSHIPS WITH STAKEHOLDERS

Stakeholders are those who have the ability to affect PVCFC's operations, or be affected by PVCFC's production and business activities. Accordingly, the stakeholders identified by PVCFC include:



Stakeholders	Concerns	Approach method	Action of PVCFC
Shareholder - Investors	<ul style="list-style-type: none"> » Ensure efficient use of investment capital; » Ensure Information is open, transparent and provided in a timely manner » Stabilize and increase the value of the business and the value of shares on the stock exchange » Corporate governance capacity. » Equal treatment, ensuring the interests of shareholders and investors. 	<ul style="list-style-type: none"> » Hold the annual or extraordinary GMS according to the law » Receiving and communicating via email, phone, fax... » Annual meeting » Disclosure of information on the Company's website » Participate in investor forums and seminars to share information and investment opportunities 	<ul style="list-style-type: none"> » Fully implement information disclosure procedures in accordance with regulations of the Ministry of Finance to ensure timely information provision to shareholders, investors and transparency in production and business activities. » The exchange and disclosure of information must be fair, ensuring equal investment opportunities for all investors.

Stakeholders	Concerns	Approach method	Action of PVCFC
Partner	<ul style="list-style-type: none"> » Cooperation for development; » Conduct responsible production and business 	<ul style="list-style-type: none"> » Meet and talk face to face. » Agreement in the cooperation contract between the two parties » Coordinating to expand the scope of activities in the value chain of the agricultural sector 	<ul style="list-style-type: none"> » Implemented on the principle of fair business, integrity, mutual benefits in all business cooperation activities with PVCFC » Implement fair treatment between domestic and foreign partners.
Customer - Farmer	<ul style="list-style-type: none"> » Quality assurance and transparency of product information » Product portfolio is diverse in type and price » Continuously improving, upgrading service quality and sales process » Increasing interactivity and listen to needs 	<ul style="list-style-type: none"> » Organizing thematic programs, seminars, and dialogues with farmers via television » Training sessions for farmers on techniques and fertilizer use » Organizing many meaningful programs such as promotions, giving gifts to farmers » Establishing a toll-free call center to receive direct feedback from farmers 	<ul style="list-style-type: none"> » Taking the trust and satisfaction of customers as a measure of the value of product quality and brand reputation in the market » Ensuring to provide the market with quality products, world-class advanced technology at reasonable prices, suitable for many types of soil, many types of crops, environmentally friendly to help farmers save costs and increase efficiency when using the product.
Customers - Distributors, agents		<ul style="list-style-type: none"> » Signing agent contracts, purchase and sale contracts » Interact, exchange, collect information of customers about their needs and desires » Implementing customer care and engagement programs such as visiting groups, giving gifts to customers, sightseeing activities, tours. » Connecting and exchanging between distribution agents » Telephone system 	<ul style="list-style-type: none"> » Constantly applying advanced technology to new products to help farmers achieve high farming efficiency with reasonable cost savings. » Actively participating in protecting customers against the problem of fake and poor quality fertilizers, widely communicating methods to distinguish genuine products from counterfeit products

Stakeholders	Concerns	Approach method	Action of PVCFC
Supplier	<ul style="list-style-type: none"> » Fair treatment among suppliers » Cooperation for development » Sustainable growth 	<ul style="list-style-type: none"> » Face-to-face meetings and exchanges via communication channels (email, phone, etc.) » Approving regulations and regulations related to procurement and consumption of products and services » Through bidding activities, evaluate supplier's criteria » Building a feedback channel between the two parties to improve the quality of products and services 	<ul style="list-style-type: none"> » Do not abuse the Company's brand reputation to suppress and make unreasonable claims against suppliers, do not cooperate with units that entice or pay commissions, gratuities, in kind, gifts... for PVCFC employees » Selecting suppliers fairly based on quality profile, technical ability, experience, etc.
Social community	<ul style="list-style-type: none"> » Enforcing environmental regulations to ensure fire safety and environmental safety at fertilizer plants » Products with advanced quality, environmentally friendly » Contribute to the development of the locality where PVCFC operates 	<ul style="list-style-type: none"> » Coordinating with local authorities » Disseminating and raising awareness about environmental safety » Bilateral exchange through events 	<ul style="list-style-type: none"> » Carrying out production and business associated with the responsibility of environmental protection, safety and social security » Implementing annual social security programs and activities » Sponsoring events and activities of relevant agencies in the fields of agriculture, rural areas, farmers, fertilizers...

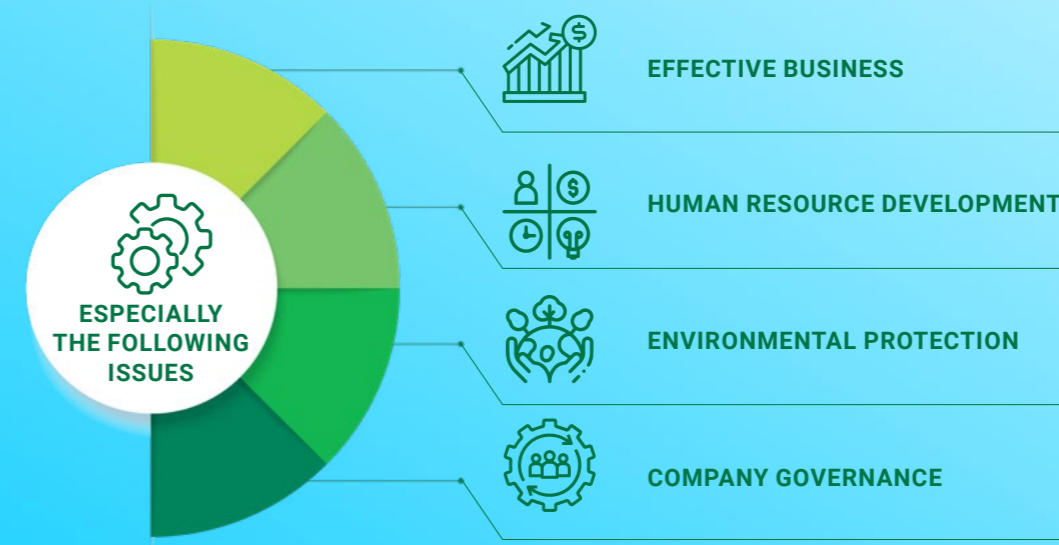
Stakeholders	Concerns	Approach method	Action of PVCFC
Government, State agencies	<ul style="list-style-type: none"> » Contribution to the state budget » Carrying out corporate social responsibility » Implement and support the policy of the State » Respect the Law » Local economic development and industry development 	<ul style="list-style-type: none"> » Making reports according to the provisions of law in the process of production and business » Giving opinions on documents, decisions and laws promulgated by State agencies » Coordinating with inspection teams of Ministries, Departments and sectors to explain related issues, overcome shortcomings and limitations (if any) at the request and recommendations of inspection teams. » Coordinating with State management agencies to carry out activities on prevention of counterfeit, counterfeit and poor quality goods » Participating in organizations and associations such as: Vietnam Fertilizer Association, Young Petroleum Enterprise Association » Participating in specialized conferences and seminars organized by ministries, departments and branches 	<ul style="list-style-type: none"> » Strictly complying with the provisions of the Law on tax, environmental protection, labor safety,... » Actively and closely coordinating with local authorities in the construction of plants, completing stages on schedule, contributing to the State budget and creating jobs for local workers. » Proposing appropriate adjustments to policies and regulations that still have many shortcomings when they are implemented, helping the Government and authorities at all levels to better perform the management work.
Media	<ul style="list-style-type: none"> » Transparent, accurate and timely information 	<ul style="list-style-type: none"> » Publicly and transparently disclosing information on the mass media » Meeting and answering interviews on demand (direct, indirect) » Managing press releases, holding press conferences when there are events to be disclosed » Regularly updating news and important events on the Company's website » Completing the content in English on the website 	<ul style="list-style-type: none"> » Building good relationships with media agencies and press on the principle of transparency and legality. » The messages and information provided ensure accuracy, clarity, completeness and objectivity, helping the press to have accurate information about the Company's operations. » Providing information and recommendations on the status of fake fertilizers/poor quality fertilizers for the press to promptly communicate to farmers.



Stakeholders	Concerns	Approach method	Action of PVCFC
Employees	» Being guaranteed with income, welfare regime and labor safety	» Annual survey on working environment	» Department of Collective Labor Agreement
	» A civilized, non-discriminatory working environment	» Annual Labor Conference	» Establishment of Trade Unions, Veterans' Associations, Youth Unions, Clubs for the Advancement of Women...
	» Be trained, improved on capacity, skills and have the opportunity to develop oneself	» Summary meetings	
		» Organizing training classes	
		» Effective internal communication	
		» Mechanism of direct exchange, complaint settlement	» Collecting opinions via email, survey reports...
		» Issuing and implementing policies	» Organizing a program to vote for typical individuals and groups
		» Two-way information and consultation	» Organizing many activities to propagate Safety - Health - Environment for employees
			» The project "Reinventing PVCFC culture" has reached its maturity stage full of depth and color
			» Developing training plans, organize refresher courses, seminars with experts for staff.
		» Organizing internal activities of the Company: Culture, art, sports, tourism...	
		» Propagating and mobilizing employees to participate in social security programs	

MATERIAL ISSUES

“ PVCFC ENGAGES WITH RELEVANT PARTIES THROUGH MULTIPLE INTERACTION CHANNELS AND VARIOUS FORMS. WE ALWAYS STRIVE TO UNDERSTAND THE WISHES AND INTERESTS OF STAKEHOLDERS TO MAKE THE COMPANY'S ACTIVITIES INCREASINGLY EFFECTIVE.



01 STEPS TO IDENTIFY MATERIAL ISSUES

Step 1

Identify overall issues that greatly affect PVCFC's production and business activities, as well as affect the concerns of stakeholders.

- » Market analysis, fertilizer industry analysis.
- » Consult with customers, partners and shareholders, investors, to conduct analysis.
- » Consult experts, consulting units in specific strategic projects.

Step 2

Make a short list of material issues affecting PVCFC and affecting the concerns of stakeholders.

- » Select key issues of concern to stakeholders and then collect comments from PVCFC's leadership.
- » Based on the reasonable level, the priority level to make a short list of material issues.

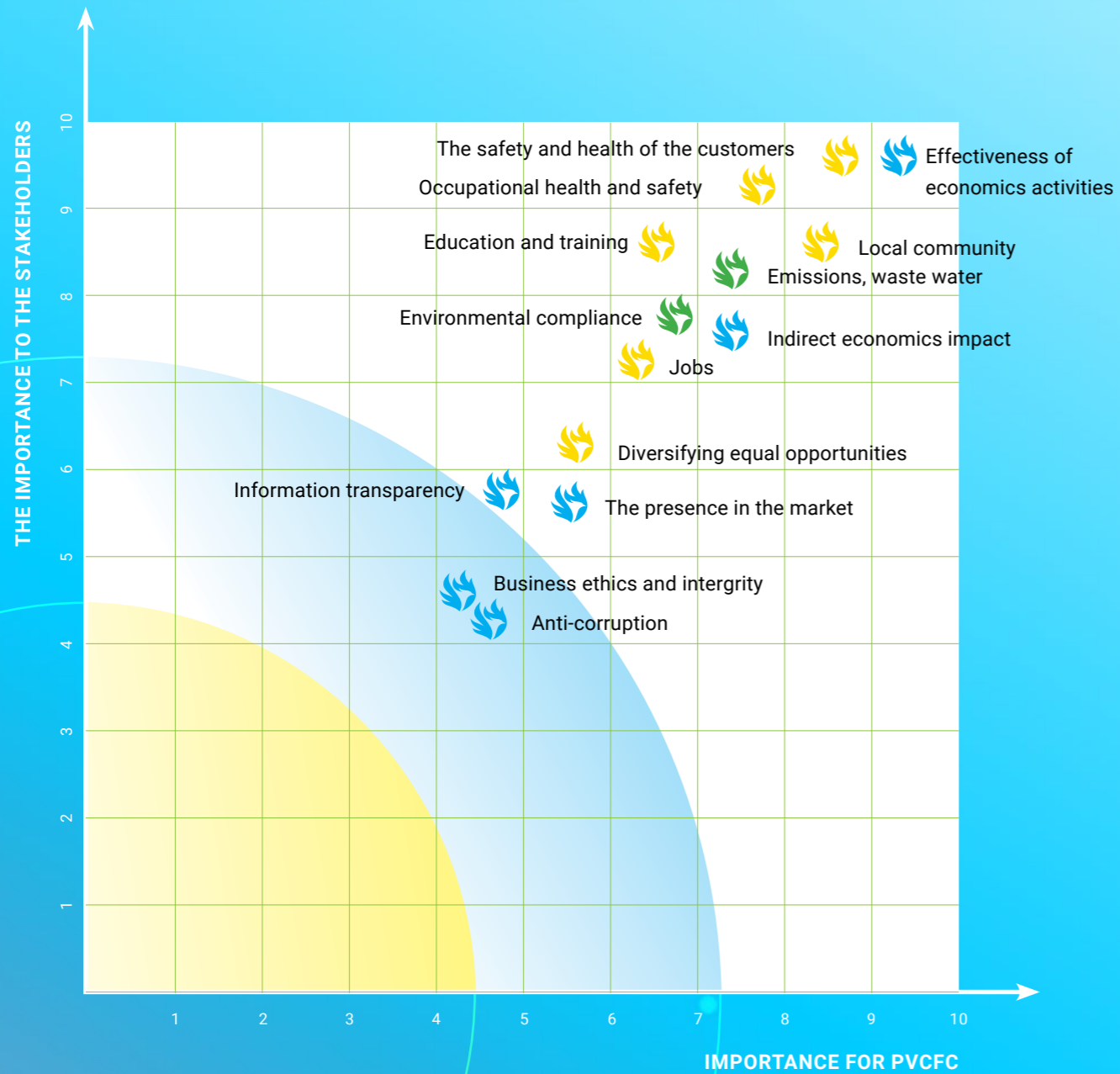
Step 3

Select and analyze material issues. Construct a matrix of material issues.

Step 4

Review, evaluate and approve key issues. Conduct consultation with stakeholders on the material issues included in the report.

02 MATRIX OF SUBSTANTIAL MATTERS










THE SUSTAINABLE DEVELOPMENT OPERATIONS AT PVCFC IN 2022 WITH 17 SUSTAINABLE DEVELOPMENT OBJECTIVES OF THE UNITED NATIONS

The PVCFC Sustainable Development Program is implemented based on the key pillars of Economy - Society - Environment, not only to meet the strategic objectives of the Company, comply with Vietnam’s policies, but also towards meeting the sustainable development goals of the United Nations.



No.	Sustainable development targets of the United Nations	PVCFC’s Commitment and Implementation
1 NO POVERTY	Poverty eradication	<ul style="list-style-type: none"> » Ensure jobs, stable income for employees, support local economic development » In 2022, PVCFC has created jobs for 1,042 employees in the Company with an average income of 36.53 million/month.
2 ZERO HUNGER	Hunger elimination	<ul style="list-style-type: none"> » Enhance the quality of life for employees. » Implementing sustainable production processes, ensuring food for workers and local communities, contributing to national food security.

No.	Sustainable development targets of the United Nations	PVCFC's Commitment and Implementation
	Good health and happy life	<ul style="list-style-type: none"> » Ensuring a healthy life and enhancing the welfare of all employees in the Company, building a happy working environment where employees can bond and dedicate themselves. » Implement social security programs for better health and life
	Quality Education	<ul style="list-style-type: none"> » Focus on training highly qualified and qualified human resources to meet the increasingly strict demands of the fertilizer industry in the new context. » Create favorable conditions and encourage learning for the children of employees, actively implement social security work to serve the education of the "Pearl Seed of Golden Crop" scholarship fund.
	Gender equality	<ul style="list-style-type: none"> » Ensure the full and effective participation of women and equal opportunities to lead at all levels. In 2022, the BOM and The Executive Board of the Company both have female leaders. » Implement gender equality in the policies of labor recruitment, salary payment, reward, discipline, training, and ensure the rights of female employees in accordance with the law. » Have concern about working conditions, income, life and family of female employees in the Company. » Organize the seminar "For the development of women", organize commemorative activities on the occasion of March 8th, October 20th...
	Clean water and sanitation	<ul style="list-style-type: none"> » Create clean and safe water sources; Clean working environment for employees » Efficiently use and apply water-saving measures
	Clean energy at a reasonable price	<ul style="list-style-type: none"> » Increase the use of clean energy, gradually replacing traditional energy sources, increasing economic efficiency and minimizing impact on the environment
	Decent work and economic growth	<ul style="list-style-type: none"> » Create high-income jobs for 1,042 employees » PVCFC's revenue and profit in 2022 recorded a record high » PVCFC was honored with Top 50 Best Listed Companies in Vietnam, Top 500 Largest Enterprises in Vietnam 2022
	Industry, innovation and infrastructure	<ul style="list-style-type: none"> » Ensure that infrastructure works are of quality, sustainable, environmentally friendly, repaired in time, and used reasonably and effectively. » Implement initiatives on energy saving and sustainable development.

No.	Sustainable development targets of the United Nations	PVCFC's Commitment and Implementation
	Reducing inequality	<ul style="list-style-type: none"> » No complaints about inequality » No complaints of discrimination » No forced labor, no child labor » Ensuring works, improving working conditions, raising professional qualifications, taking care of health, enhancing welfare for female workers » Strengthen community connection, respect the rights of women and disadvantaged groups.
	Sustainable cities and community	<ul style="list-style-type: none"> » Building green space, preserving the landscape of the plant campus and official houses » No emissions affecting residents and the surrounding environment
	Consumption and production responsibility	<ul style="list-style-type: none"> » Applying sustainable production processes, increasing the application of science and technology, and improving techniques in production and business.
	Responding to climate change	<ul style="list-style-type: none"> » Research and improve technology in production activities, towards "greening" the country's agriculture » Implement initiatives on energy saving and sustainable development.
	Underwater life	<ul style="list-style-type: none"> » Wastewater from production activities is treated 100% to meet standards before being discharged into the environment
	Life on land	<ul style="list-style-type: none"> » Ca Mau Fertilizer Plant is certified as "Top 10% of plants with the lowest energy consumption in the world" and is a group of 10% of the world's few high-capacity plants.
	Peace and justice and effective institutions	<ul style="list-style-type: none"> » Participating in supporting policies and activities of the Government and related organizations in order to promote a peaceful, democratic, fair, equal and civilized society for sustainable development » Support and accompany the Government towards 17 sustainable development goals of the United Nations
	Cooperation to achieve goals	<ul style="list-style-type: none"> » Expanding distribution market in many different territories around the world » - Strengthen relations and cooperation with many domestic and international organizations and experts » - Sustainable companionship with farmers, sharing difficulties through social security activities in the localities.

ACHIEVEMENTS IN KEY FEATURES

01 ECONOMIC EFFICIENCY

In the context of economic and political crises in the world, as well as the complex developments of the fertilizer market, through the strength of unity and the efforts of all PVCFC staff under the guidance of the Company's leadership, PVCFC has actively implemented resolute and effective business measures, and concluded the year 2022 with many proud achievements.



ECONOMIC PERFORMANCE

THE TOTAL REVENUE REACHED

16,240.76 VND BILLION

INCREASE **12%** compared to the plan

exceeded the revenue target **FOR 2025** expected at **15,000** VND BILLION

THE CONSTITUENCY NET PROFIT AFTER TAX REACHED

4,596.31 VND BILLION

INCREASE **135%** compared to the plan

THE CONSUL NET PROFIT AFTER TAX REACHED

4,321.08 VND BILLION

INCREASE **137%** compared to the plan



Honored in **TOP 50 BEST LISTED COMPANIES IN VIETNAM**

for the second consecutive time voted by Forbes Vietnam



The second consecutive year named in **TOP 500 LARGEST ENTERPRISES IN VIETNAM**

INDIRECT ECONOMIC IMPACT

In parallel to efficient production and business activities, PVCFC always complies with regulations on contributions to the State budget. In 2022, PVCFC recorded contributions to the state budget of 679.34 VND billion, an increase of 205% compared to 2021.

By directly employing labor and providing products and services in the province of Ca Mau and surrounding areas, PVCFC, along with other companies in the Gas - Electricity - Fertilizer Ca Mau industrial cluster of the Vietnam Oil and Gas Group, contributed over 40% of the budget revenue and created over 30% of jobs for local workers. This has promoted economic development and helped the local shine in the southernmost region of the nation.

CONTRIBUTIONS TO THE STATE BUDGET

679.34 VND BILLION INCREASE **205%** compared to 2021

CREATED OVER

30% OF JOBS for local workers



02 COMPANY'S REPORT ON ENVIRONMENTAL IMPACT

IMPACT ON THE ENVIRONMENT



Green corner at Ca Mau Fertilizer Plant

TOTAL AMOUNT OF EMISSIONS

9,198,506,172 M³

Initiatives and measures to reduce greenhouse gas emissions

In 2022, PVCFC implemented measures to reduce emissions in energy use and flexible coordination of plant operation modes to enhance energy efficiency in production, including:

- » Making optimal adjustment of the cooling water system, shutting down a river water pump to stabilize the system, with high backup capability, and a benefit of 53.75 VND Billion.
- » Making flexible adjustment of the Turbine - Motor operation mode based on the difference between electricity and natural gas prices, with a benefit of 20.36 VND Billion.
- » Switching the operation of electric motors between gas-fueled and oil-fueled based on the price difference of electricity and the grid price, with a benefit of 3.82 VND Billion.
- » Continuing in dissolution and recovery of waste nitrogen to commercial urea production, based on the price difference between these two products, with a recovery of 61.2 tons and a benefit of 485 VND Million 2022



02 COMPANY'S REPORT ON ENVIRONMENTAL IMPACT

RAW MATERIAL MANAGEMENT

THE TOTAL AMOUNT OF NATURAL GAS
REALIZED IN 2022 OF THE COMPANY

537.6 MILLION SM³

With the aim of becoming a pioneer enterprise in the fertilizer industry, PVCFC always pays attention to the management of raw materials. Most of the raw material orders are appraised and approved by the Material Committee and the Appraisal Committee of the Company. The process of using raw materials is checked and cross-checked between production and supply departments, and controlled through daily, weekly, and monthly reports such as reports on material inventory, consumption compared to standards, and balancing of raw materials for production to ensure efficient use without loss.

PVCFC produces fertilizer from gas raw materials, so the company does not use materials to produce products and does not recycle materials or use recycled materials to produce its main products.

ENERGY CONSUMPTION

DIRECT AND INDIRECT
ENERGY CONSUMPTION

166,823,210 KWH

Report on energy saving initiatives

- » The project of recovering permeate gas from Ca Mau Gas Processing Plant has helped the Company save 1,350 Gj/day of energy.
- » Optimizing the primary reforming furnace to reduce energy consumption has helped the Company save 165 Gj/day of energy.
- » Optimizing the control system (APC) helps the Company reduce about 446 Gj/day.
- » Recovering MP vent gas from Urea workshop helps to reduce energy consumption for the Plant by about 115.4 Gj/day.
- » Replacing SuperCups Trays reduces energy consumption for the Plant by about 164 Gj/day.

Saving energy is always a top priority in the operation of the Plant



WATER CONSUMPTION

Water supply and water usage

- » The water source being used at PVCFC's plants and headquarters is provided by local water plants.

THE TOTAL AMOUNT OF
WATER USED IN THE YEAR IS

1,145,821 m³

Percentage and total amount of recycled and reused water: 0%

CONTROLLING THE QUALITY OF WASTEWATER AND EMISSIONS

All waste sources of the Plant are strictly controlled and minimized in quantity and quality control always meets the permitted regulations before being discharged into the environment.

TOTAL AMOUNT OF RIVER
WATER EXPLOITED

15,081,188 m³

TOTAL WATER SUPPLY

1,143,418 m³

TOTAL WASTE WATER
GENERATED

11,798,245 m³

The company fully declares and pays the environmental protection fees for industrial wastewater in accordance with the Government's Decree No. 53/2020/ND-CP dated May 5, 2020, which stipulates the fees for environmental protection of wastewater.

Regular environmental monitoring

To ensure that the quality of waste output does not affect the surrounding environment, the company has conducted regular environmental monitoring four times a year as committed in the environmental impact approved by the Ministry of Natural Resources and Environment in Decision No. 1378/QĐ-BTNMT dated August 5, 2010. The results of the 2022 regular monitoring at all locations were within permissible limits.

Control of solid wastes

- » Household: generated from office blocks, canteens, dormitories, toilets, etc., with a volume of 110,426 kg, collected and waste transferred to the Urban Environment Joint Stock Company of Ca Mau for treatment.
- » Ordinary industrial solid waste: wood chips, damaged pallets, plastic, scrap iron, etc., with a volume of 66,752 kg, collected and transferred to qualified units for treatment according to legal regulations.
- » Hazardous waste: The company has registered a hazardous waste source management book with the code HWW: 96.000016.T issued by the Department of Natural Resources and Environment of Ca Mau Province on the 4th occasion on December 23, 2014. In 2022, an increased amount of 324,926kg was classified, collected at the source, temporarily stored at the solid waste storage of the plant, and then transferred to qualified units for treatment according to legal regulations.

COMPLIANCE WITH THE LAW ON ENVIRONMENT

The company strictly complies with current legal regulations and manages according to ISO 14001:2015 standards. At the same time, it regularly updates new legal documents and plans to comply with them, if necessary.

In 2022, the company had no record of violating environmental regulations, and the audit report did not identify any cases of fines.

THE WORK OF SAFETY – HEALTH – ENVIRONMENT IN THE PLANT



Safety

- » There were no thefts or disturbances in the plant.
- » There were no incidents of fire, chemical spills, food affecting production activities during the year.
- » Emergency response equipment was purchased and repaired and always in a ready state to ensure timely response to incidents.
- » Emergency response rehearses were conducted to ensure timely response to emergency situations

Health

- » There were no work-related accidents requiring hospitalization in the past 2 days.
- » No employee in the company has suffered from an occupational disease.
- » Regular health check-ups are practiced for staff and employees

Environment

- » Waste was sorted and disposed of in compliance with regulations.
- » Regular monitoring and testing of wastewater, exhaust fumes, and air quality are conducted during every shift.
- » The discharge points of the plant were controlled and no excess discharge beyond the regulations occurred.
- » There were no violations of environmental regulations during the year

03 REPORT ON POLICIES FOR THE LABORERS

NUMBER OF EMPLOYEES AND AVERAGE SALARY FOR EMPLOYEES

THE TOTAL NUMBER OF
EMPLOYEES IN THE COMPANY

1,042 PEOPLE

THE AVERAGE MONTHLY
SALARY IN 2022

29.76 MILLION/PERSON/MONTH

AVERAGE INCOME IN 2022

36.53 MILLION/PERSON/MONTH

LABOR POLICIES TO ENSURE EMPLOYEE HEALTH, SAFETY, AND WELFARE

- » The company always implemented good policies for labor, wages, bonuses, social insurance, health insurance, unemployment insurance, and other policies that comply with the regulations of the law, the corporation, and the company.
- » In addition to salary and bonuses, the company implements many programs for staff and employees, such as periodic health check-ups, specialized health check-ups for female staff and employees, occupational disease examinations, and insurance programs that exceed the state's prescribed levels, such as extended personal accident insurance (PVI Care), voluntary pension insurance, and life insurance with "post-benefits"... providing comprehensive care for all staff and employees at PVCFC.
- » Activities to take care of the spiritual life of staff and employees are always emphasized, such as giving gifts, supporting staff and employees in difficult circumstances, organizing cultural exchange programs and sports events to create a playground and foster unity within the company.
- » Moreover, the company also issued a collective labor agreement to provide a written agreement between the workforce and the employer, stipulating the rights and obligations of both parties to ensure mutual benefits and contribute to maintaining long-term relationships between employees and the company



03 REPORT ON POLICIES FOR THE LABORERS

EDUCATION AND TRAINING

Training activities

» Training and development of human resources is always a concern of the company's leadership, creating conditions for employees to participate in training courses to improve their professional skills, ethical qualities, promote the dedication and cohesion of employees in the sustainable development and prosperity of the company, specifically as follows:



THE AVERAGE TRAINING HOURS
23
HOURS/PERSON/YEAR

The training hours by employee classification

- » High-level leaders (The Executive Board, Deputy Head of Department and equivalent): 1,045 hours/year.
- » Middle-level leaders (Deputy Head of Department and equivalent, Head of Workshop, Team Leader): 1,460 hours/year.
- » Employees: 21,952 hours/year.



Training courses at PVCFC help improve the cohesion of employees in the development of the Company

Training program

In 2022, the company organized in-depth training courses on professional skills, technical skills, and business such as Hardware Configuration, Fault Handling of ABB ACS800 Low Voltage Inverter, SIMATIC@s7 400F/FH Redundancy, IECEx CoPC Ex001 Basic Principle Certification Training and Examination, General Overview of Urea Production Technology, NPK Interlock, Technology Safety Awareness...; training on management work such as Professional Human Resource Director, Company Governance according to good practices, Vietnam-Singapore High-Level Administration...;

Along with effective corporate culture training programs on Seven Effective Habits, combined with activities with the theme of Flexible-term capacity and cohesion, coordinating the long-term career development of each employee in the sustainable development and prosperity of the company.

04 REPORT ON CONTRIBUTIONS TO THE COMMUNITY - SOCIETY



PVCFC engineer advises on crop and product knowledge for farmers in Dong Thap

During its operation and development, PVCFC has always been recognized as a proactive enterprise accompanying social welfare work. Community responsibility is placed by the company in parallel with the production and business mission, considering it an important mission on the journey of pioneers towards more sustainable development and prosperity.



IN 2022, THE TOTAL REALIZED SOCIAL SECURITY BUDGET OF PVCFC IS



49.39 VND BILLION

SOCIAL SECURITY SERVING EDUCATION



Representatives of PVCFC and Dong Thap Provincial People's Committee opened the nameplate of the educational project



PVCFC attended the opening events and gave bicycles to poor students

The field of education is comprehensively invested in by the company, from building schools, libraries, bridges, and providing teaching and learning equipment, books, to real-life experiential learning programs for students across the country, with a focus on provinces such as Ha Tinh, Thanh Hoa, Hai Duong, Nam Dinh, Binh Dinh, Soc Trang, Thai Binh, Hau Giang, and Ca Mau...

PVCFC has grown up for as many years as the "Pearl Seed of Golden Crop" scholarship fund has been associated with students and units to take care of the country's future buds. In 2022, PVCFC awarded 6,350 scholarships to students and students with a total value of over 1.6 VND billion. On September 15, 2022, the company officially signed a cooperation agreement with the Department of Education and Training of Ca Mau province to jointly implement educational environment development activities, contributing to promoting the quality of education in the locality.

SOCIAL SECURITY TOWARDS THE COMMUNITY



Representatives of PVCFC visited and gave gifts to people on Tet holiday



PVCFC organized events to support and accompany people in difficulty.

- » Activities of gratitude (Tet for the poor, support, visit to Heroic Vietnamese Mothers, policy families) and social security activities towards the community are always actively implemented by the company, contributing to building a strong and better community in the future.
- » - In early 2022, PVCFC implemented the program "Ca Mau Fertilizer - Sharing Together," giving thousands of Tet gifts worth nearly 1.2 VND billion, bringing warm Tet to many tough circumstances across the country. In the chain of annual activities of PVCFC, the program "Big Win in the Golden Crop" has created a great impact, supported and responded enthusiastically by many people. PVCFC spent over 17 VND billion on the program to help farmers increase their experience with Ca Mau NPK products while having the opportunity to win valuable prizes, sharing with people the burden in the context of a difficult economy.



SOCIAL SECURITY TO SERVE THE CONSTRUCTION OF RURAL HOUSES/TRANSPORTATION



Mr. Le Manh Hung – General Director of PVN and Representative of PVCFC at the opening ceremony of the bridge in Tan Bang commune, Thoi Binh district, Ca Mau province



Leaders of PVCFC at the event of giving Great Solidarity House to people

PVCFC regularly carries out the construction of solidarity houses for the poor and rural transportation projects, contributing to the stability and improvement of rural life quality, with a focus on disadvantaged districts in Ca Mau province such as Dam Doi, Phu Tan, Tran Van Thoi, and Thoi Binh. At the end of November 2022, PVCFC cooperated with the Ca Mau Provincial Fatherland Front to commence the construction of 200 charity houses for the poor, responding to the national sustainable poverty reduction goal in Ca Mau province, concluding the task of building a new rural life in 2022 with a total budget of nearly 12 VND billion.

SOCIAL SECURITY TO SERVE THE HEALTH-SOCIETY



Deputy General Director Tran Chi Nguyen presented 02 ambulances to Ca Mau province to serve the prevention of Covid-19 epidemic

- » PVCFC always accompanies and shares with healthcare units and organizations to improve the quality of community health, for a healthier and happier life.
- » In 2022, the company implements activities to support the operations of hospitals such as: supporting the renovation and replacement of the firefighting water supply system for Cho Ray Hospital, supporting the construction of the Liem Thuan Commune Health Station in Thanh Liem, Ha Nam, supporting the construction of the Cat Thanh Town Health Station in Truc Ninh, Nam Dinh..

Along the journey of operating beyond business success, PVCFC increasingly marks its imprint as a responsible brand for community work, for social welfare. Over the past decade, PVCFC's journey of sharing love has been ignited throughout the country, not only providing more motivation for people to be more secure in their lives but also contributes to nurturing meaningful humanitarian values, continuing the beautiful tradition of "mutual affection" of the Vietnamese people, deserving of the position and role of a pioneering brand in the field of fertilizer production and business, contributing to building a green agriculture for the sustainable development of the community.

