



**UNLEASHING POTENTIAL
NURTURING A STRONG FOUNDATION**



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ACHIEVEMENTS IN 2023



CAPITALIZATION SCALE
(as at December 29, 2023)

17,152
BILLION VND



TOTAL ASSET

15,238
BILLION VND



TOTAL REVENUE

13,172
BILLION VND



PROFIT BEFORE TAX

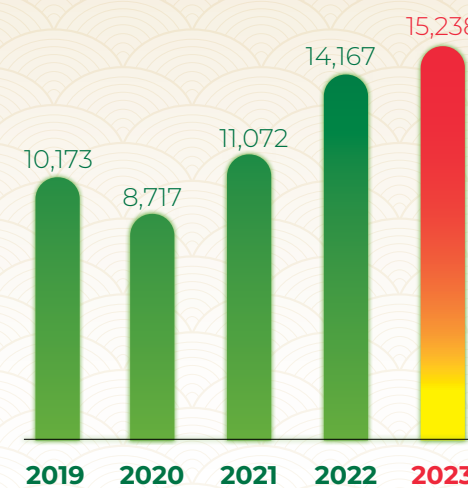
1,255
BILLION VND



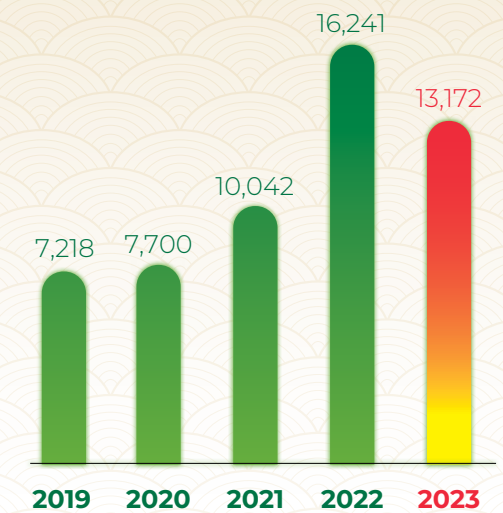
Export volume

344,000
TONS

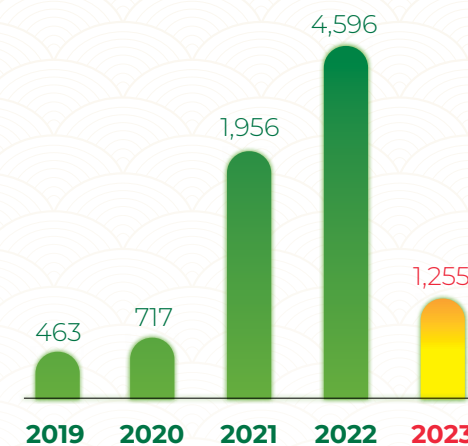
MARKS OF GROWTH IN THE PERIOD OF 2019 - 2023



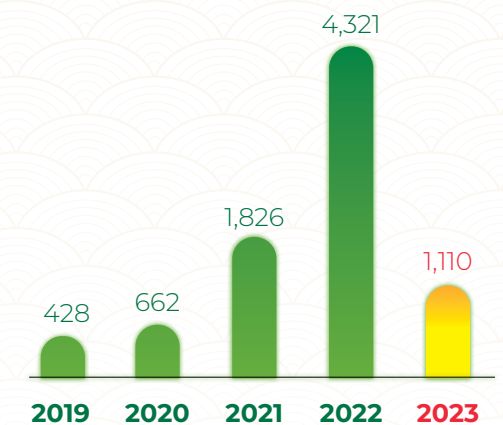
TOTAL ASSET
(BILLION VND)



TOTAL REVENUE
(BILLION VND)



PROFIT BEFORE TAX
(BILLION VND)



PROFIT AFTER TAX
(BILLION VND)



OVERVIEW ABOUT PVCFC

PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

Listing code: DCM

English name: PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

Company name: Công ty Cổ phần Phân bón Dầu khí Cà Mau

Abbreviations: PVCFC

Charter capital 5,294,000,000,000 VND

Business registration certificate No.: 2001012298

Headquarters:

Lot D, Industrial Park Ward 1, Ngo Quyen Street, Ward 1, Ca Mau City, Ca Mau Province

Phone: (84 - 290) 3.819.000 - Fax: (84 - 290) 3.590.501

Ho Chi Minh City Office:

Floor 18, Victory Building, No.12 Tan Trao, Tan Phu Ward, District 7, Ho Chi Minh City

Phone: (84 - 28) 54.170.555 - Fax: (84 - 28) 54.170.550

Website: www.pvcfc.com.vn

Contact information:

Any inquiries about the annual report in general and information disclosure for investors in particular, please contact:

IR Team

Mr. Do Thanh Hung

Email: ir@pvcfc.com.vn



THE PROCESS OF FORMATION AND DEVELOPMENT

In 2008, the Ca Mau Fertilizer Plant project - one of the most important links of the Ca Mau Gas - Electricity - Fertilizer project cluster - was officially commenced at the ending point on the map of the country, shouldering a great mission for the development of the country's agriculture.

From the early days of establishment until now, after more than a decade of difficulties to grow up "more sustainable - more prosperous" PVCFC has increasingly affirmed its position as a leading brand in the field of fertilizer manufacturing and trading nationwide, contributing to ensuring food security and raising the value of Vietnamese agricultural products. The journey of more than a decade of formation and development of PVCFC is a glorious journey with many proud historical milestones.

2008

- Ca Mau Fertilizer Plant construction was officially started.

2011

- PetroVietnam Ca Mau Fertilizer Company Limited (under the Vietnam National Oil and Gas Group) was established on March 9, 2011.

2012

- The company's first commercial product bearing the brand name Ca Mau Fertilizer - For Golden Harvests was born on January 30, 2012.
- The company achieved production output of 500,000 tons of Urea after 10 months of operation.

2013

- PVCFC was honored with 2 important awards: "Vietnamese Gold Star" and "Typical Agricultural Product".
- Production output reached 1 million tons of Urea after 15 months of operation.

2014

- On November 12, 2014, PVCFC held a successful IPO with 128,951,300 shares of PVCFC being auctioned off, making PVCFC the largest IPO in 2014.
- PVCFC is officially recognized as a National Brand.

2015

- PVCFC shifted to operate under the model of a Joint Stock Company, listed on the Ho Chi Minh Stock Exchange with stock code DCM.
- High-end fertilizer product line N.HUMATE +TE was officially launched.
- Production output reached 3 million tons of Urea after 4 years of operation.

2016

- PVCFC received the Second Class Labor Medal.
- Launched two high-end functional product lines, respectively, N46.PLUS, N46.NANO C+.
- Production output reached more than 4 million tons of Urea after 5 years of operation.

2017

- PVCFC was honored in the Top 500 Largest Enterprises in Vietnam.
- Officially distributing a set of 7 outstanding products that provide a complete set of nutrients for plants.

2018

- The program "Experiencing high-tech products" was first introduced to cooperatives and farmers.
- Urea output reached 5 million tons. Sales volume increased for the first time, self-trading exceeded 10% compared to the plan.

2019

- PVCFC was honored with the title of "Prestigious Exporter".
- Being honored in the Top 100 Sustainable Enterprises of Vietnam in 2019.
- Making a production record, reaching the finish line 36 days earlier with a total output of 870 thousand tons, reaching 6 million tons of Urea.
- The DMS system was officially launched to help digitize business transactions.

2020

- Expanded the brand from "Ca Mau Nitrogen" to "Ca Mau Fertilizer".
- Won the Vietnam National Brand Award 2020.
- The revenue was recognized at a record level of VND 7,700 billion.
- The export output made a record of over 300,000 tons, reaching 7 million tons of Urea.

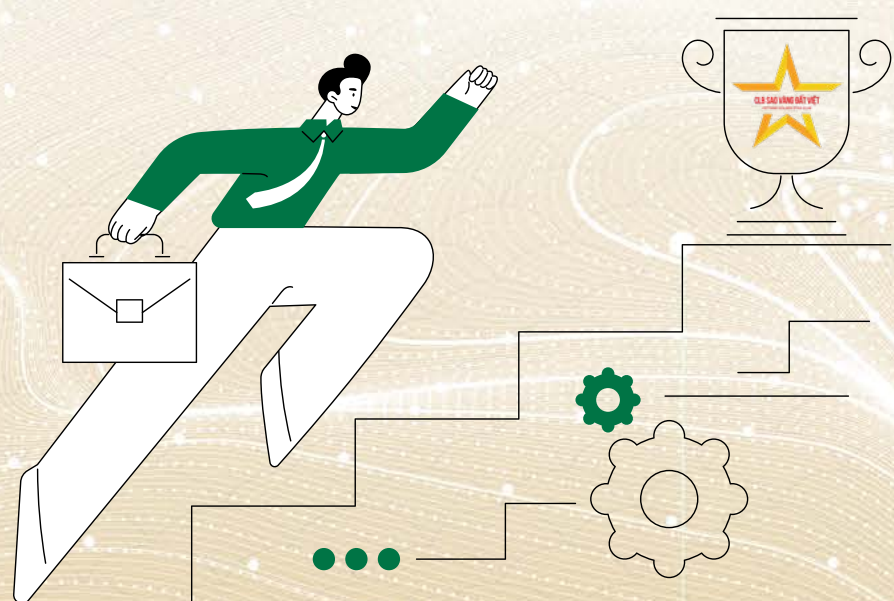
THE PROCESS OF FORMATION AND DEVELOPMENT

2021

- Celebrating 10 years of the company's establishment 2011 - 2021.
- Honored in the Top 50 Best Listed Companies in Vietnam in 2021 by Forbes Vietnam magazine.
- Reached Top 500 largest enterprises in Vietnam (VNR500).
- For the first time, producing and launching an organic fertilizer product named OM CAMAU.
- Impressive business results with a record total revenue of VND 10,041.67 billion, fulfilling 110% of the plan. Profit before tax reached 1,956.27 VND billion, fulfilling 212% of the plan.

2022

- Honored to receive the 4th Vietnam Gold Star award
- For the second consecutive year, it reached the Top 50 Best Listed Companies in Vietnam as announced by Forbes Vietnam
- Won the National Brand award for the 5th consecutive time.
- Revenue and profit recorded the highest level ever:
 - Total revenue reached 16,240.76 VND billion achieving 112% of the plan
 - Profit before tax reached 4,596.31 VND billion achieving 118% of the plan



2023

Overcoming economic difficulties and changes in 2023, PVCFC has achieved impressive business results, exceeding its yearly plan

PVCFC launched the first artificial human project in agriculture named "Anh Hai Ca Mau", affirming its innovation, creativity to achieve sustainable development goals in the new era.

with a total turnover of **13,172 billion VND** and a profit before tax of **1,255 billion VND**

Ca Mau Fertilizer Plant reached a milestone of **10 million tons of Urea** as of December 7, 2023.

PVCFC has successfully penetrated and developed NPK fertilizer market with consumption output estimated at **138.61 thousand tons, equivalent to 166%** as of 2022.

Board of Directors of PVCFC was honored with the title "Board of Directors committed to good governance practice"

BUSINESS FIELDS

BUSINESS LINES

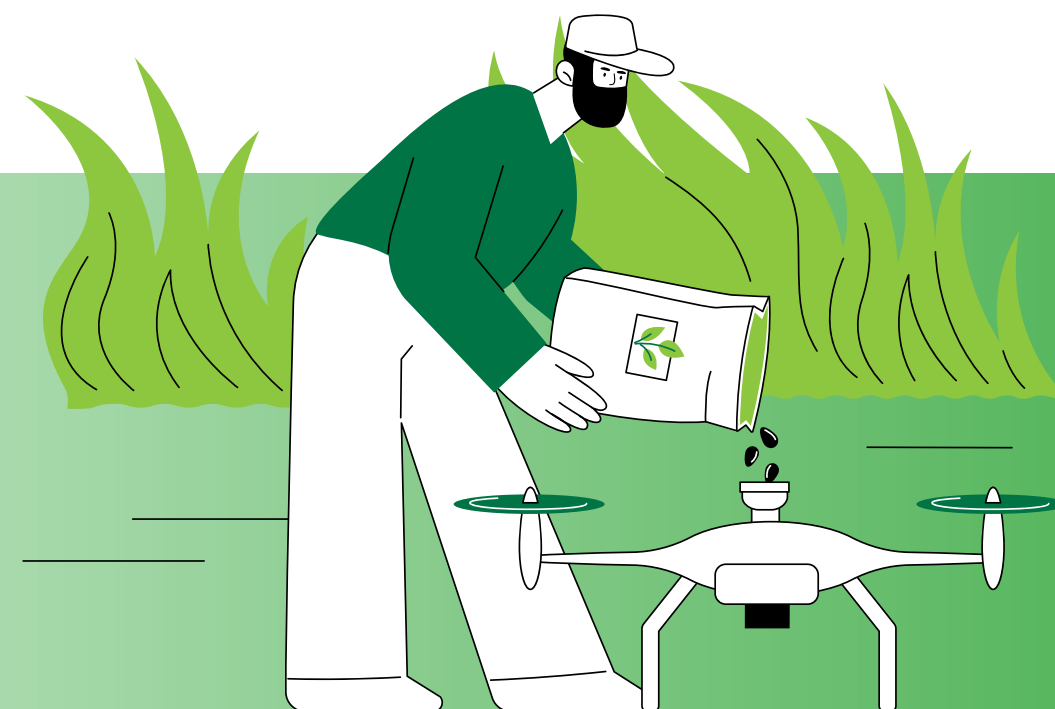
Incorporated on March 9, 2011, PVCFC is an enterprise with the following main functions and business lines: Manufacturing, trading and importing and exporting fertilizers, petroleum chemicals, mainly serving in the field of agriculture with a mission to serve millions of farmers with highly nutritious lines of fertilizers suitable for a wide range of crops and soils. Applying technological achievements on the foundation of the petrochemical industry helps PVCFC improve business efficiency, and at the same time contributing to changing the face of the country's agricultural economy towards sustainable green development.

PRODUCTION CAPACITY

PVCFC currently owns 2 plants, Ca Mau Fertilizer Plant and Ca Mau NPK Plant.

CA MAU FERTILIZER PLANT

- Ca Mau Fertilizer Plant always operates safely and stably with large capacity, bringing high product output and revenue. On December 7, 2023, Ca Mau Fertilizer Plant officially reached an output of 10 million tons of urea, optimizing its capacity of 110-115% compared to its design capacity, setting an important milestone in a journey of reaching new heights toward sustainable agriculture development of PVCFC.
- During 12 years of operation, the Company's technical team has constantly renovated and improved operational efficiency to optimize the granulation technology of Ca Mau Fertilizer Plant. Ca Mau Fertilizer Plant, in 2023, was honored with Certificate of Safe and Stable Operation Record for more than 350 days at a high capacity from Haldor Topsoe. This is the second time Ca Mau Fertilizer Plant received the Certificate of Record from Europe's leading Copyright House.
- Following its continuous successes, PVCFC and Haldor Topsoe are doing research on optimal solutions to further improve efficiency and capacity of Ca Mau Fertilizer Plant.



CA MAU NPK PLANT

- Following the success of Ca Mau Fertilizer Plant, the birth of Ca Mau NPK Plant is a lengthy step forward in the complete strategy of plant nutrition solutions that PVCFC continuously deploys to contribute to diversifying sources of high quality fertilizers, accompany farmers in sustainable farming, increase the value of "greening" for the country's agriculture. Ca Mau NPK Plant has a capacity of 300,000 tons/year, using liquefied urea technology with production lines under the most advanced technology in the world today of contractor ESPINDESA - Spain and the main equipment of EU/G7 countries.
- With the motto "Quality First - Long-lasting Value", since its establishment, PVCFC's Leadership and employees have been consistently focusing

on expertise, in parallel with promoting innovations to conquer new technological achievements, all in order to upgrade the operational efficiency of plants to serve agriculture effectively with a chain of high quality products, ensuring food security, and at the same time raising the position of Vietnamese trade in the international arena.



BUSINESS FIELDS

BUSINESS AREA AND DISTRIBUTION SYSTEM

BUSINESS AREAS

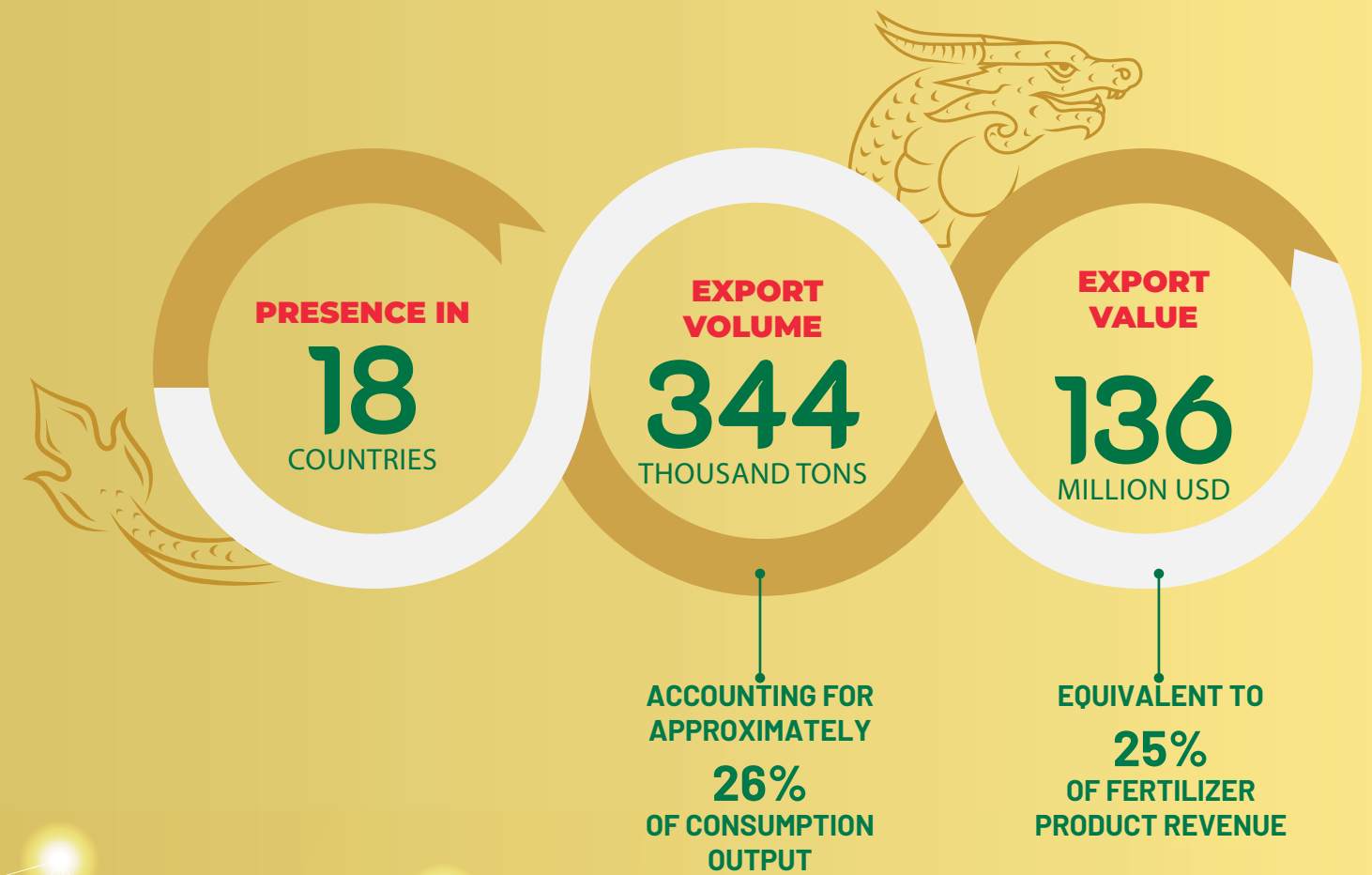
With a vision to become a leading enterprise in the field of fertilizer production and trading, PVCFC always focuses on developing production and business activities in the direction of organic, safe and sustainable, contributing value to society, bringing benefits to the community. Ca Mau Fertilizer brand is now present nationwide and expanding to international markets.

PVCFC's strategic target markets include the Mekong Delta, Southeast and Central Highlands, Cambodia. In addition, PVCFC also actively expands exploitation and penetrates domestic markets in the central and northern regions and markets in Southeast Asia, South Asia and Latin America.



2023

A prominent highlight of Ca Mau Fertilizer in 2023 was the fact that it increased its exports of fertilizers and earned more revenue. PVCFC has boosted exports and strengthened international business activities when the domestic demand was quiet to reduce inventory. As of 2023, Ca Mau fertilizer has made its presence in 18 countries with an export volume of 344,000 tons in 2023, accounting for approximately 26% of consumption output; export value reached 136 million USD, equivalent to 25% of fertilizer product revenue. Cambodia was PVCFC's largest export market with an output and export value of over 60%.



BUSINESS FIELDS

BUSINESS AREA AND DISTRIBUTION SYSTEM

DISTRIBUTION SYSTEM

PVCFC currently owns a wide product distribution system, not only stretching the length of the country from North to South but also establishing a certain market share in Cambodia. In the following years, PVCFC still actively expands its distribution system, increases brand recognition, enhances competitiveness, towards prosperous and sustainable development and dedicates itself to the country's agriculture.

North Vietnam (27)

Vinh Phuc; Hai Duong; Ninh Binh; Hai Phong; Hung Yen; Nam Dinh; Thai Binh; Ha Nam; Ha Tinh; Nghe An; Thanh Hoa; Phu Tho; Tuyen Quang; Thai Nguyen; Son La; Dien Bien; Lai Chau; Lao Cai; Yen Bai; Ha Noi; Bac Ninh; Quang Ninh, Hoa Binh; Bac Kan, Bac Giang, Cao Bang, Ha Giang.

Central Vietnam (10)

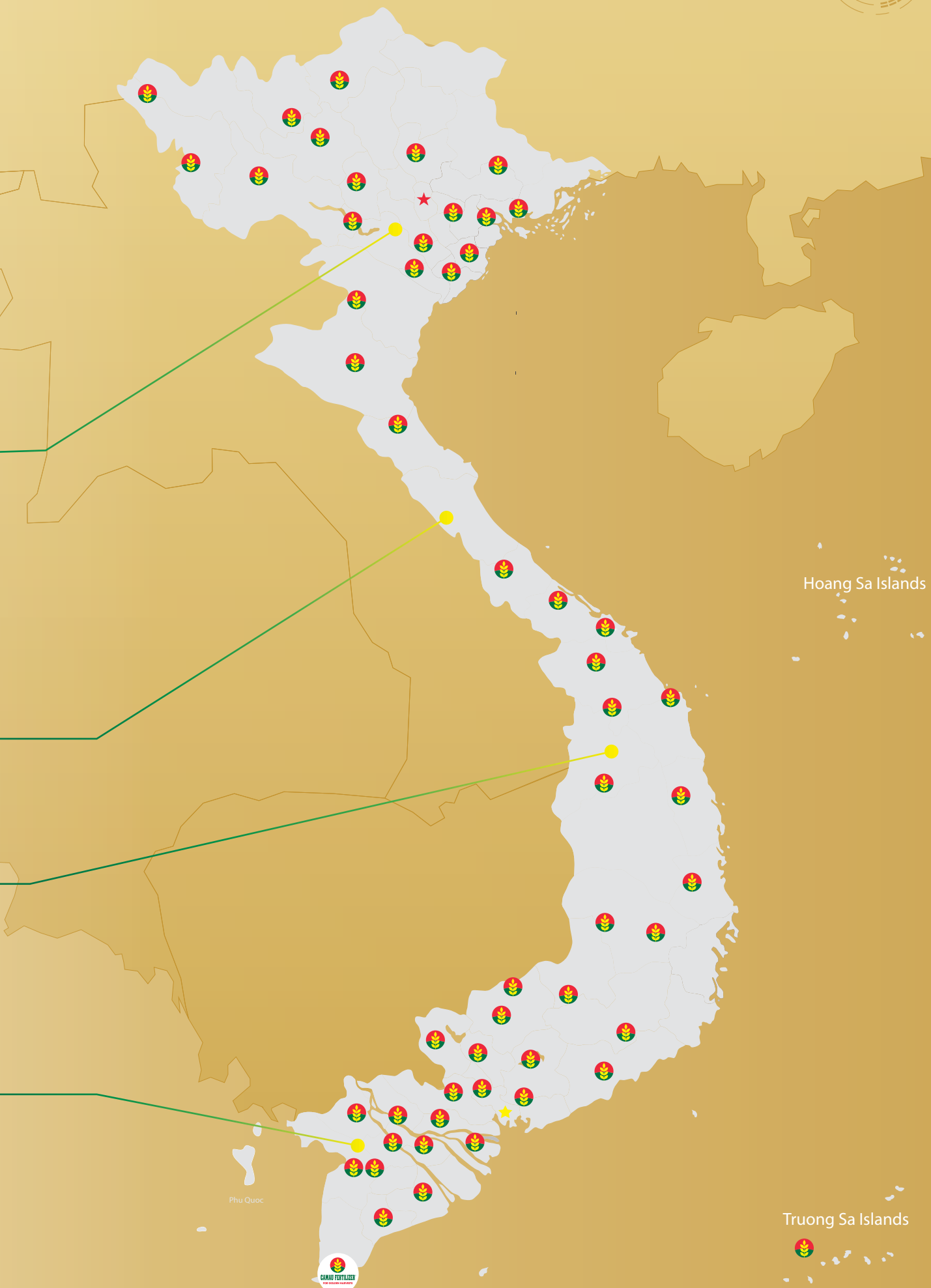
Quang Tri; Hue; Binh Dinh; Phu Yen; Gia Lai; Kon Tum; Khanh Hoa; Quang Ngai; Quang Nam; Da Nang.

Central Highlands and Southeast Vietnam (11)

Ho Chi Minh City; Dong Nai; Binh Duong; Binh Phuoc; Ba Ria - Vung Tau; Ninh Thuan; Dak Nong; Dak Lak; Lam Dong; Tay Ninh; Binh Thuan.

Southwest Vietnam (13)

An Giang; Bac Lieu; Ben Tre; Ca Mau; Tien Giang; Tra Vinh; Can Tho; Dong Thap; Soc Trang; Hau Giang; Kien Giang; Long An; Vinh Long.



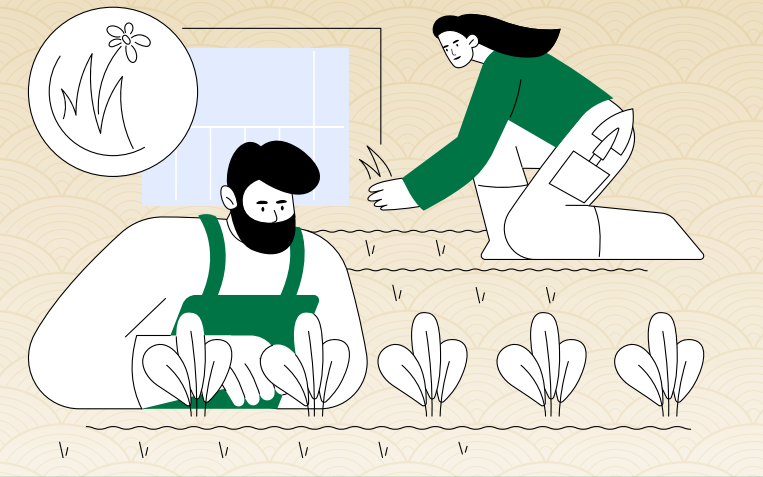


BUSINESS FIELDS

LINE OF PRODUCTS IN THE BRAND NAME CA MAU FERTILIZER PRODUCTS

After more than a decade of growth through hardship, with the mission of perfecting a comprehensive set of nutritional products for plants, PVCFC is now the leading prestigious brand in the field of fertilizer production and trading across the country, bringing a chain of superior quality products to farmers, serving the national agriculture, contributing to ensuring food security and raising the value of Vietnamese agricultural products.

The product line under the Ca Mau Fertilizer brand now includes the product lines of single fertilizer, NPK fertilizer and high-grade organic fertilizer with high nutritional content, application of modern technology and many outstanding benefits, is always the first choice of farmers in each crop, giving farmers the “Golden season - Win big”, along with the direction of sustainable development and prosperity for the community.



N.HUMATE+TE

N.Humate+TE is a high-class fertilizer line of PVCFC, manufactured according to modern processes with outstanding advantages:

- Resistant to saline and alkaline soil.
- Develop stronger trunk, stimulate flowering and fruit setting.
- Help prevent plant disease and pests.
- Help the roots to develop and absorb nutrients quickly.
- Add organic matter, improve soil fertility
- Reduce 15% of fertilizer compared to normal fertilization.

UREA BIO CA MAU

Urea Bio Ca Mau is produced from a mixture of Urea raw materials and a solution of beneficial microorganisms Bacillus sp. with outstanding properties including:

- Provide nitrogen for soil and plants.
- Has the effect of increasing the ability to convert nutrients in the soil to recover degraded soil and increase soil fertility.
- Promote root system development, enhances nutrient absorption for plants.
- Increase the resistance for plants in alum, saline and organic poisoning conditions.
- Help plants grow and thrive.
- Increase productivity and quality of agricultural products.

LINE OF PRODUCTS IN THE BRAND NAME CA MAU FERTILIZER PRODUCTS (CONTINUED)



CA MAU FERTILIZER

Ca Mau Fertilizer is the first and only opaque granular fertilizer produced in Vietnam with outstanding features compared to other traditional nitrogenous fertilizers. PVCFC is also the first unit of Vietnam's fertilizer industry to successfully produce high-quality turbid nitrogen, which is popular and widely used. The outstanding features of Ca Mau Fertilizer include:

- Slow decomposition ability, limiting nitrogen loss, helping plants absorb nutrients better.
- The seeds are large, round, with little mites, and high hardness to facilitate transportation.
- High drying efficiency, low moisture content, no clumps, suitable for mixing with other single fertilizers, convenient in the fertilization process.
- Low content of soil discoloring agent (Biuret).



N46.PLUS CA MAU NITROGEN

N46.Plus is a Urea fertilizer product with N Dual Protect coating "dual nitrogen protection". The product has the following outstanding features:

- Save from 20 - 30% of fertilizer.
- Help green plants, increase productivity.
- Supplement 2 biological additives NBPT, DCD increases the efficiency of use.
- Easy to mix with other fertilizers.
- Environmental friendliness.



DAP CA MAU

DAP Ca Mau is a chemical inorganic fertilizer imported and distributed by PVCFC. The product has the following outstanding features:

- Promote tillering, budding, flower and fruit growth and seed growth.
- Provide adequate and balanced nutrients for plants.
- Helps plants to have a good metabolism with the environment, increase resistance, limit pests and diseases.
- No impurities that cause hardening of the soil.



SA CA MAU (AMMONIUM SULPHATE)

SA Ca Mau (Ammonium Sulphate Ca Mau) is imported and distributed by PVCFC. This product is manufactured by a modern production line with superior effects including:

- Provide plants with microelement nitrogen and sulfur.
- Essential for plant with great requirement of sulfur.
- Suitable for neutral, slightly acidic soil including alluvial soil, red soil and alkaline soil, sulfur deficient soil such as gray soil.
- Able to mix with other fertilizers.

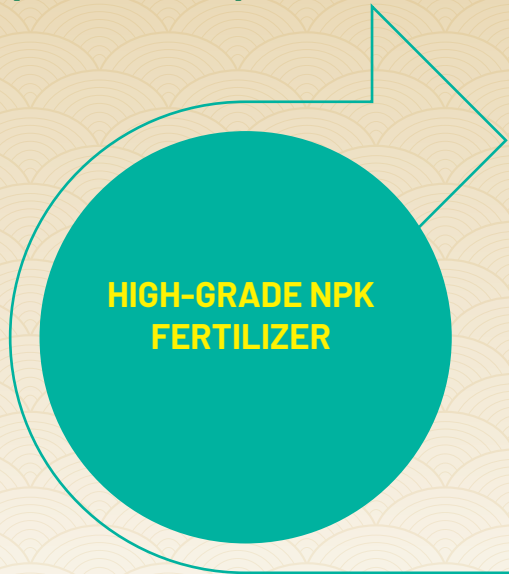


POTASSIUM CA MAU

Potassium Ca Mau is a fertilizer line imported and distributed by PVCFC. Products are manufactured on modern production lines with outstanding effects including:

- Help the tree to be firm, anti-fall, good growth.
- Increase productivity and quality of agricultural products.
- Suitable for all types of soil and plants.
- Promote tillering, flower and fruit growth and seed growth.
- Can be applied in combination with other fertilizers.

LINE OF PRODUCTS IN THE BRAND NAME CA MAU FERTILIZER PRODUCTS (CONTINUED)



Ca Mau NPK - based on Polyphosphate technology is a fertilizer line of PVCFC produced on the most modern molten Urea technology of Espindesa Group - Spain according to imported machinery from EU/G7. With this technology, each fertilizer granule contains comprehensive nutrients for the plants to absorb evenly and effectively, saving fertilizer effort, increasing crop yield and improving farming efficiency. The



NPK CA MAU GROWTH

High-nitrogen content formula enhances post-harvest recovery, plant growth and development. Outstanding product features include:

- Help the rice plant with healthy tillering and many effective shoots, long-lasting green leaves.
- Help seedlings grow fast, develop health, comprehensive; increase the biomass of vegetable crops.
- Help fruit trees, industrial plants recover well after the harvest periods.



CA MAU NPK PRODUCTIVITY - QUALITY

The product has a formula containing high levels of Nitrogen and Potassium, suitable for the flowering, fruiting, and fruit care stages with the following outstanding advantages:

- Helps rice to bloom in a mass, ripen evenly, with large flowers, firm pearls.
- Limiting the growth of young shoots in the fruiting stage, increasing nutrient absorption into fruits, tubers and pearls.
- Accelerate fruit growth, more concentrated ripening, increase yield and quality of agricultural products.



NPK CA MAU FOR RICE PLANTS

The product helps to optimize the nutritional needs of rice plants in each different growth stage, including outstanding features such as:

- Helps rice grow balanced, healthy tillering, durable green leaves, limiting pests.
- Create many effective shoots - big young rice - firm pearls.
- Increase productivity, quality of agricultural products and profits.



NPK CA MAU MULTI-PURPOSE

The product is suitable for different types of crops in all stages of crop growth:

- Suitable for all crops in different ecological zones.
- Meet the nutritional needs at all stages of plant growth in all seasons.
- Increase productivity, quality of agricultural products and profits.



CA MAU NPK FOR FRUIT TREES

Provide a full range of necessary nutrients according to the needs of growth and development at each different stage of fruit trees:

- Help orchards grow balanced, limit pests.
- Accelerate fruit growth, focus ripening, firm the intestines and enhance flavor.
- Increase productivity, quality of agricultural products and profits.



PREMIUM ORGANIC FERTILIZER OM CAMAU

OM CAMAU is a line of premium organic fertilizers manufactured according to a unique formula, which is the optimal solution for rich soil - healthy plants with outstanding features including:

- The soil is fertile.
- The young roots grow much.
- Helps beneficial microflora grow.
- Helps plants absorb mineral nutrients better.
- Suitable for all types of soil and plants.

birth of Ca Mau NPK product line has set a huge milestone in PVCFC's journey to pursue the mission of pioneering in the field of fertilizer production and trading, completing a set of nutritional solutions for plants of the Company, contributing to diversifying the supply of high quality fertilizers, accompanying farmers in sustainable farming, and creating prosperous values for Vietnam's agriculture.

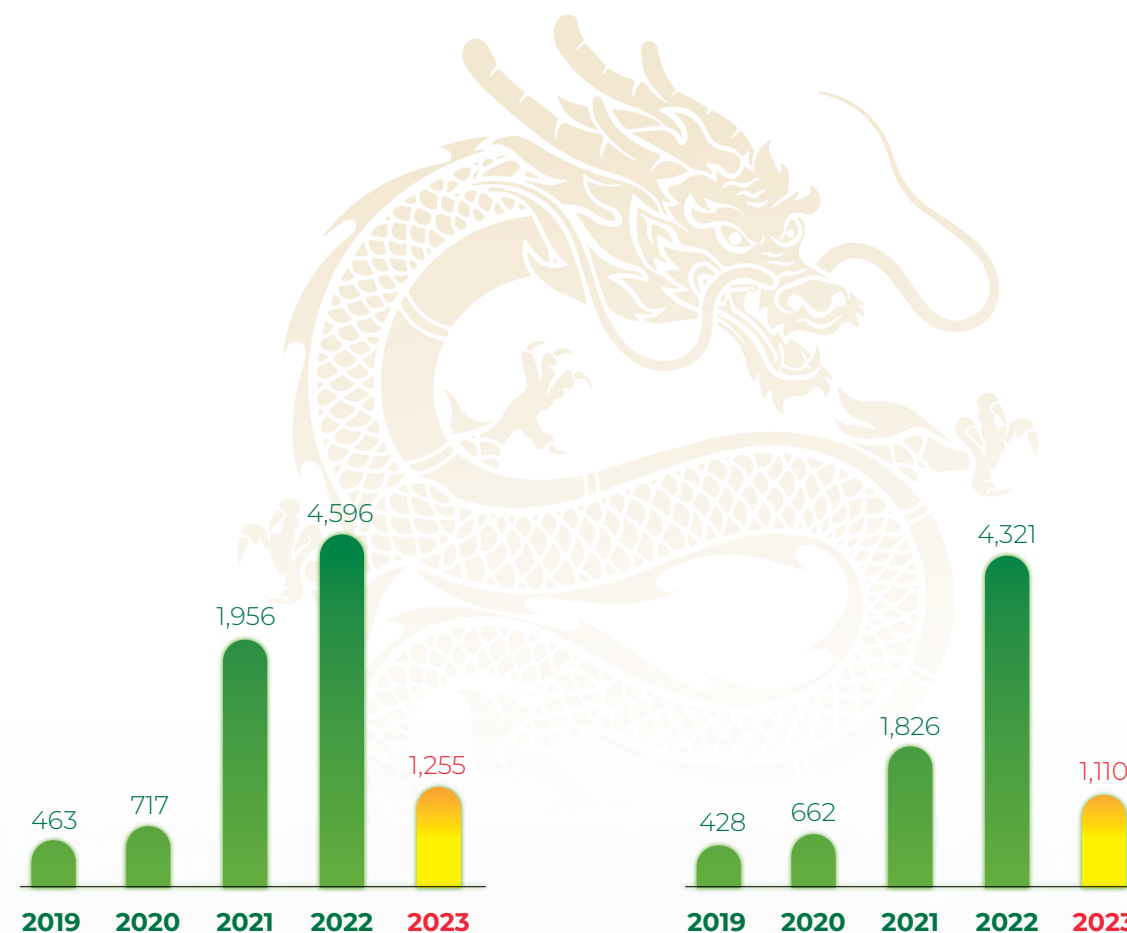


FINANCIAL SUMMARY

FINANCIAL SUMMARY FOR THE PERIOD 2019 - 2023

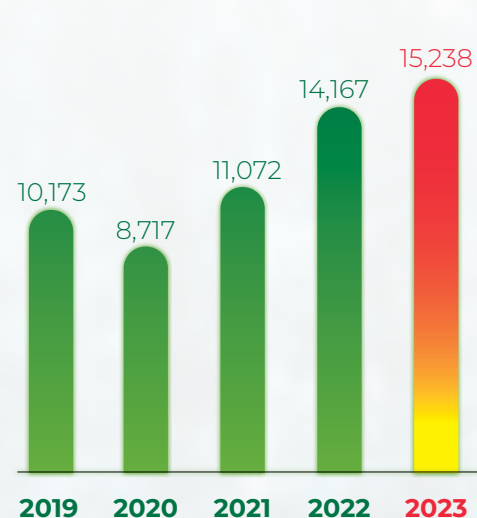
Unit: Billion VND

FINANCIAL INDICATOR	2019	2020	2021	2022	2023
Total asset	10,173	8,717	11,072	14,167	15,238
Total revenue	7,218	7,700	10,042	16,241	13,172
Profit before tax	463	717	1,956	4,596	1,255
Profit after tax	428	662	1,826	4,321	1,110
Earnings per share (VND)	595	1,017	3,073	7,701	1,797

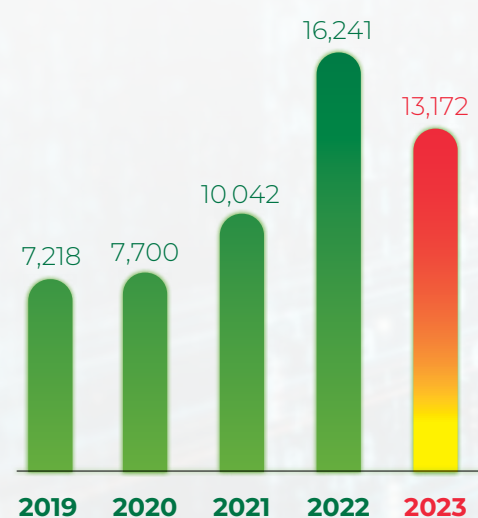


PROFIT BEFORE TAX
(BILLION VND)

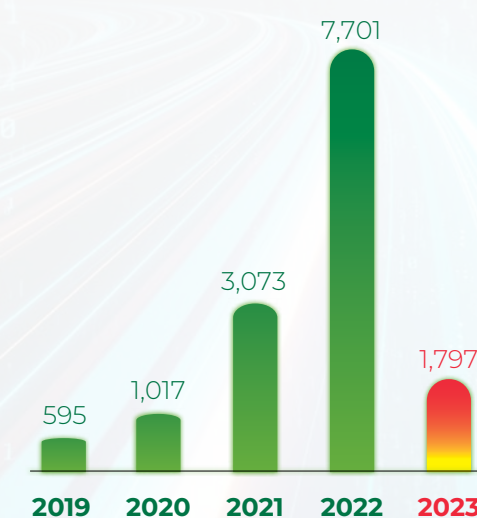
PROFIT AFTER TAX
(BILLION VND)



TOTAL ASSET
(BILLION VND)



TOTAL REVENUE
(BILLION VND)



EARNINGS PER SHARE
(VND)



10 MAJOR EVENTS IN 2023



Despite multiple difficulties and challenges caused by market changes, 2023 proved a successful year for PVCFC with impressive and comprehensive results.

These results are shown in 10 typical events as follows:

10 MAJOR EVENTS IN 2023

01

CA MAU FERTILIZER PLANT MARKS 10 MILLION TONS

PetroVietnam Ca Mau Fertilizer JSC (PVCFC) continues to affirm its leading position as Vietnam's prestigious fertilizer manufacturer when Ca Mau Fertilizer Plant reached the capacity of 10 million tons of urea on December 7, 2023. In over a decade, Ca Mau Fertilizer Plant has always improved to increase the plant's capacity from design capacity to the current 115% of capacity. The plant produces approximately 860,000 tons of Urea for domestic use and export y-o-y. PVCFC is now the only local manufacturer capable of granular urea with stable quality, suitable for various crops and soils, making positive contributions to the goal of ensuring national food security.

THE PLANT PRODUCES APPROXIMATELY

860,000
TONS OF UREA FOR
DOMESTIC USE AND EXPORT Y-O-Y



02

PVCFC AWARDED CERTIFICATE OF SAFE & STABLE OPERATION IN MORE THAN 350 DAYS FOR THE SECOND TIME

On October 31 2023, Ca Mau Fertilizer Plant under PetroVietnam Ca Mau Fertilizer JSC was officially awarded Certificate of Safe and Stable Operation in more than 350 days at high capacity by Haldor Topsoe. This is the second consecutive time Ca Mau Fertilizer Plant received the Certificate of Record from Europe's leading Copyright House.

During 12 years of operation, Ca Mau Fertilizer Plant has always prioritized reducing maximum energy consumption to meet requirements and standards of a global modern fertilizer plant. Getting better results by putting more effort, Ca Mau Fertilizer Plant has been honored with "Top 10% of factories with lowest energy consumption" and top 10% of global high-capacity factories without undergoing major innovation by Haldor Topsoe.

TOP 10%
OF GLOBAL HIGH-CAPACITY FACTORIES
WITHOUT UNDERGOING MAJOR INNOVATION



10 MAJOR EVENTS IN 2023

03

SUCCESSFULLY PENETRATE AND DEVELOP NPK FERTILIZER MARKET

Despite many challenges such as raw material price hike, declining fertilizer price, low market demand, strong competition with imported fertilizer products, etc. PVCFC has excellently completed its missions and assigned targets. Especially, PVCFC has successfully penetrated and developed the NPK fertilizer market with a consumption output of 138.61 thousand tons, equivalent to 166% as of 2022.

With a goal of maintaining market share at target markets and penetrating into new markets, PVCFC, in 2023, has continuously adjusted its sales approach, implementing sales promotion programs; giving gifts and offering free trials on fertilizer products. The typical program named “Golden season - Win big” has helped spread the image of NPK fertilizer products to every farming area and local farmers nationwide.

CONSUMPTION
OUTPUT

138.61

THOUSAND TONS OF UREA IN 2023



04

SIGNING AGREEMENT OF CAPITAL TRANSFER WITH KOREA - VIETNAM FERTILIZER CO., LTD (KVF)

At the investor meeting organized by PVCFC on November 28 2023, General Director Van Tien Thanh announced to sign a deal with TKG Taekwang and Huchem (Korea) on approval of transferring a contributed capital at Korea - Vietnam Fertilizer Co., Ltd (KVF). KVF is located at Hiep Phuoc Industrial Park (Nha Be District, HCMC) with a total area of 8.8 ha.

According to PVCFC's leaders, the deal allows PVCFC to proactively source a very competitive raw material supply for the plant. Additionally, PVCFC and KVF will cooperate to launch a new NPK fertilizer brand with an expected capacity of 360,000 tons/year.

EXPECTED NPK
PRODUCTION CAPACITY

360,000

TONS/YEAR.



10 MAJOR EVENTS IN 2023

05

PVCFC'S BOARD OF DIRECTORS RECEIVED THE TITLE "BOARD OF DIRECTORS COMMITTED TO GOOD GOVERNANCE PRACTICE"

At the 6th Annual Forum (AF6) organized by Vietnam Institute of Directors (VIOD) in Hanoi dated November 22 2023, PVCFC's Board of Directors was honored with "Board of Directors committed to good governance practice". VIOD highly recognizes and honors outstanding Board of Directors with excellent achievements in accordance with strict criteria, PVCFC is listed in Top 12 excellent enterprises, surpassing over 500 Board of Directors of other listed companies in Vietnam. The set of criteria of VIOD evaluates BOD's most effective performance by: supervisory role of BOD in protecting interests of shareholders, creating values for PVCFC's relevant stakeholders and complying with effective corporate governance principles, contributing to sustainable development and climate change adaptation.

**"BOARD OF DIRECTORS
COMMITTED TO GOOD
GOVERNANCE PRACTICE"**

**PVCFC IS LISTED
TOP12
EXCELLENT ENTERPRISES**



06

TOP 50 BEST LISTED COMPANIES "FOR THE 3RD CONSECUTIVE TIME"

With a leading brand position and superior capacity, PVCFC has been named on the list of "50 best listed companies 2023" voted by Forbes Vietnam. This was the 3rd consecutive year PVCFC to be named on this list.

To be honored with this title, PVCFC has surpassed many rounds of evaluation and performance review of Forbes. At the preliminary round, PVCFC satisfied many conditions such as profitability in 2022, minimum revenue and capitalization of 500 billion VND. In the next round, PVCFC was quantitatively scored on five criteria including Compound Annual Growth Rate, Profit, ROE, ROC and EPS. Next, Forbes Vietnam conducted a qualitative investigation to evaluate the level of sustainable development of PVCFC. In 2022, PVCFC has recorded a revenue of 16,241 billion VND and profit of 4,596 billion VND, an increase of 62% and 135% respectively compared to 2021.

**PVCFC HAS BEEN NAMED
ON THE LIST OF**

**TOP50
BEST LISTED COMPANIES 2023**



10 MAJOR EVENTS IN 2023

07

HONORED “COMMUNITY ENTERPRISES” FOR THE 2ND CONSECUTIVE YEAR

On November 15 2023, Ca Mau Fertilizer was honored as “Community Enterprises” at the Saigon Time CSR 2023. This was the 2nd consecutive year Ca Mau Fertilizer to be honored. The award was a motivation for the company to unite its steadfast strength and perseverance toward a more sustainable and prosperous agriculture sector of Vietnam.

As of 2023, despite being a young company with only 12 years of development, PVCFC is evaluated as one of the most dynamic and leading ones in social corporate responsibilities for community, employees. On its journey of development, PVCFC has spent a total amount of over 400 billion VND on community activities, supporting people with difficult circumstances.

PVCFC HAS SPENT A TOTAL AMOUNT OF OVER 400 BILLION VND



08

PVCFC AWARDED GENDER EQUALITY CERTIFICATION - GEARS TOOL

As an active member of Vietnam Business Network Coalition for Women’s Empowerment (VBCWE) accompanied practical performances in promoting gender equality, PVCFC has become Vietnam’s first enterprises to be awarded Gender Equality Certification using GEARS tool. GEARS is developed by the Workplace Gender Equality Agency - WGEA of the Australian Government and adapted to practice by VBCWE.

As evaluated by VBCWE, PVCFC has built an effective, safe and happy living and working environment. Every employee is confident to express their ability without any discrimination regardless of gender, family background. Despite work pressure, PVCFC always makes the workplace - fertilizer plant - feel like home without any discrimination, each employee is confident, self-reliant, professional and united.



10 MAJOR EVENTS IN 2023

09

PVCFC AWARDED “TYPICAL ENTERPRISES FOR EMPLOYEES”

At the Honor Ceremony for ‘Typical Enterprises for Employees’ dated October 29 2023 in Ha Noi, PVCFC was one of three units under Vietnam Oil and Gas Group (PVN) to be honored at this special event. The title “Typical Enterprise for Employees” aims to praise and honor enterprises that make efforts in improving the working environment for employees. PVCFC was well evaluated for its strict criteria by labor experts and trade unions, ensuring a deep reflection of the way it treats employees in many aspects of income, training, working environment, social welfare and other employee engagement activities, etc.

“TYPICAL ENTERPRISE FOR EMPLOYEES”



10

“ANH HAI CA MAU” - APPLYING DIGITAL HUMAN IN BUSINESS AND MARKETING MANAGEMENT

At the 2023 summary conference, PVCFC has officially launched the first digital human project of Vietnam agriculture sector named “Anh Hai Ca Mau”. The project affirms its position as a leading brand, taking the lead in applying digital technology; pioneering implementing Martech in communications, sales promotion activities of Ca Mau Fertilizer. “Anh Hai Ca Mau” will help improve customer experience, connect and promote the brand image of Ca Mau Fertilizer to customers.

LAUNCHED THE FIRST DIGITAL HUMAN PROJECT OF VIETNAM AGRICULTURE SECTOR NAMED “ANH HAI CA MAU”



OUTSTANDING HONORS AND AWARDS



A 12-year journey of promoting agricultural development of PVCFC has witnessed ups and downs, multiple changes: the more difficult it faces, the braver it becomes, the Company's strength is forced toward sustainability, every pace made by PVCFC marks a proud milestone. In 2023, PVCFC has been continuously honored with noble awards. These are not only worthy recognition for the Company's ceaseless efforts but also a motivation for PVCFC to move forward on its journey of pioneering creating a "more sustainable, more prosperous" agriculture.



TOP 500 LARGEST VIETNAMESE COMPANIES

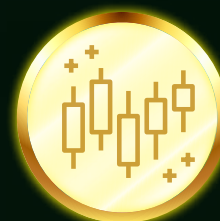
voted by Vietnam Report for the 3rd consecutive year.



TOP 10

OUTSTANDING CORPORATE GOVERNANCE IN 2023

at the 2023 listed company vote organized by HoSE.



TOP 50 BEST LISTED COMPANIES

voted by Forbes Vietnam for the 3rd consecutive time



TYPICAL ENTERPRISE FOR EMPLOYEES 2023

co-organized by Vietnam General Federation of Labor, Ministry of Labor - War Invalids and Social Affairs, Vietnam Chamber of Commerce and Industry (VCCI).



"COMMUNITY ENTERPRISE"

organized by Saigon Times Group for the 2nd consecutive year



CERTIFICATION FOR GENDER EQUALITY USING GEARS

voted by VBCWE

PVCFC ORGANIZATION CHART AND CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

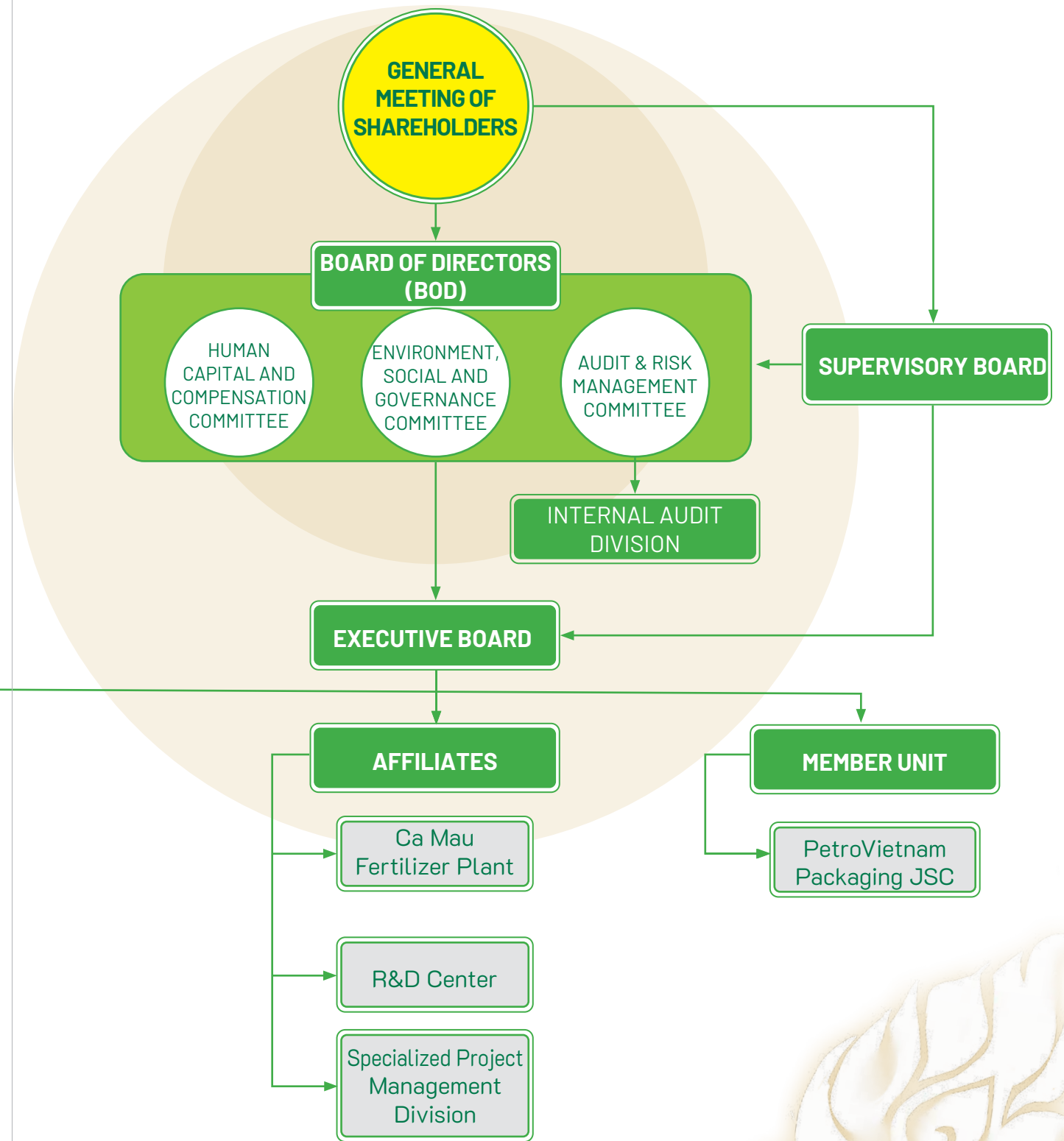
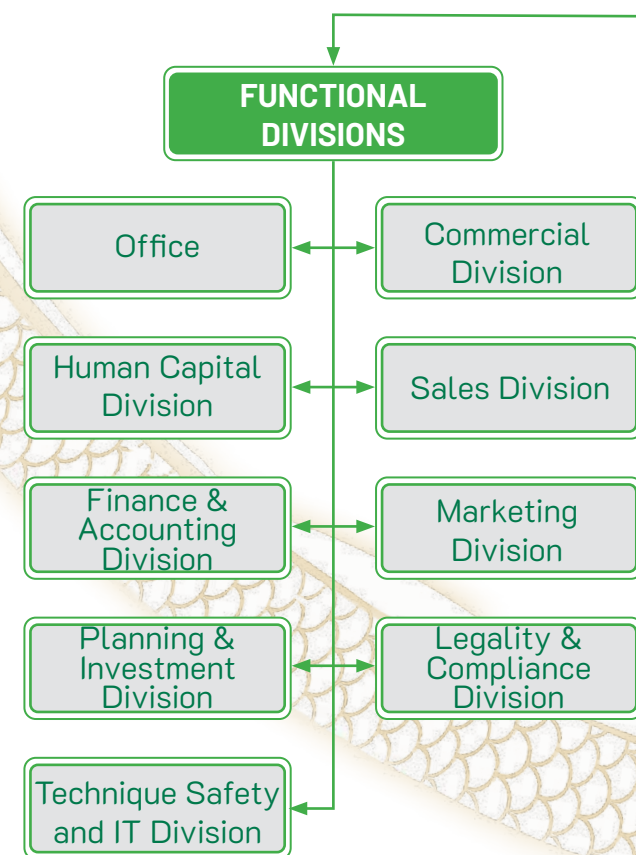
PetroVietnam Ca Mau Fertilizer Joint Stock Company, formerly known as PetroVietnam Ca Mau One Member Company Limited, is a member of Vietnam National Oil and Gas Group, incorporated under Decision No.474/QĐ - DKVN dated March 9, 2011 of the Members' Council of Vietnam Oil and Gas Group.

In January 2015, the Company officially transformed its operations into a Joint Stock Company with the name PetroVietnam Ca Mau Fertilizer Joint Stock Company. Over the process of its operation, the Company's organizational structure has changed from time to time.

PetroVietnam Ca Mau Fertilizer Joint Stock Company has implemented the Project of renovation and rearrangement of the Company's organizational structure towards compactness, multi-function, effective operation and in adaptation to the actual situation; improving the efficiency and effectiveness of production and business, the actual situation of company, and all levels of company management.



PVCFC ORGANIZATION CHART



PVCFC ORGANIZATION CHART AND CORPORATE GOVERNANCE

PVCFC ORGANIZATIONAL STRUCTURE



SUBSIDIARIES, ASSOCIATES

PetroVietnam Ca Mau Fertilizer Joint Stock Company currently has 01 subsidiary, PetroVietnam Packaging Joint Stock Company (PPC).

PETROVIETNAM PACKAGING JOINT STOCK COMPANY - PPC

English name	PETROVIETNAM PACKAGING JOINT STOCK COMPANY
Abbreviations	PPC
Founding	10/06/2010
Authorized capital	47,995,160,000 VND
Main business sectors	Producing plastic origin products, mainly producing and trading PP and PE packaging products; production and sales of fertilizers and nitrogen compounds
Address	Lot A1-3, Tra Kha Industrial Park, Ward 8, Bac Lieu City, Bac Lieu Province
Phone	(84 - 291) 3.957.555
Fax	(84 - 291) 3.957.666
Email	sale@pbp.vn
Website	www.pbp.vn
Number of shares PVCFC holds at PPC	2,449,167 shares, equivalent to the value: 24,491,670,000 VND
Ratio of PVCFC holding PPC's charter capital	51.03%



ABOUT THE BOARD OF DIRECTORS



MR. TRAN NGOC NGUYEN Non-executive Chairman

Gender: Male
Date of birth: September 15, 1977
Qualification: Ph.D. in Chemical Engineering, Master's degree in Economic Management

Working history

Mr. Nguyen has over 20 years of experience in the oil and gas industry, holding many different positions: Process Engineer of Contractor Management Department, Refinery Technology Supervision Department of Binh Son Refinery; Deputy Head of Department, Head of Production Department; Deputy General Director of Binh Son Refining and Petrochemical Company Limited, now is Binh Son Refining and Petrochemical Joint Stock Company; General Director cum Member of the Board of Directors - Binh Son Refining and Petrochemical Joint Stock Company. He has been elected Chairman of the Board of Directors of PetroVietnam Ca Mau Fertilizer Joint Stock Company from January 10, 2019 to present.

Positions at other companies: None

MR. VAN TIEN THANH BOD Member cum General Director

Gender: Male
Date of birth: July 09, 1968
Qualification: Agricultural and Forestry Mechanical Engineer

Working history

Mr. Thanh has many years of working experience and experience in the field of Engineering Technology with many different roles. Since 2005, he has worked in the Oil and Gas industry with positions such as: Deputy Head of Project Department, Ca Mau Gas - Electricity - Fertilizer Complex; Deputy Head of Department of Investment Preparation of Moroccan Projects of PetroVietnam Fertilizer and Chemicals Corporation. In 2011, in addition to the position of Deputy Head of Project Management Board of Ca Mau Gas - Power - Fertilizer Complex, he also held the position of Deputy Director of PetroVietnam Ca Mau One Member Company Limited. In April 2016, he concurrently held the position of Director of Research - Development Center, PetroVietnam Ca Mau Fertilizer Joint Stock Company. In June 2018, he was elected by the Shareholders' General Meeting to hold the position of Member of the Board of Directors cum General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company. In June 2023, he was continuously elected by the General Meeting of Shareholders as BOD member cum General Director.

Positions at other companies: None



MR. TRAN MY Non-executive Director

Gender: Male
Date of birth: October 23, 1962
Qualification: Engineer in Industrial Economics

Working history

Mr. My started working at the Gia Lai - Kon Tum Department of Industry in 1985. After that, he held other positions such as Chief Accountant cum Head of Economic - Finance Department of the Project Management Board of Huong Dien Hydropower Plant. He started working at the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex in 2006 and held the position of Deputy Head of Economics - Planning Department. In 2012, he started working at PVCFC and held the following positions: Head of Strategic Planning Division, Head of Planning & Investment Division. From January 2015, he was trusted by the Shareholders' General Meeting and elected as a non-executive Director of PVCFC.

Positions at other companies: None

On August 1 2023, Mr. Tran My has been entitled for retirement under social insurance policy

MR. NGUYEN DUC HANH Non-executive Director

Gender: Male
Date of birth: October 28, 1972
Qualification: Engineer in Energy Economics

Working history

Mr. Hanh has many years of experience in business, consultancy, management and investment planning. He held the position of Head of Planning and Economic Department under Project Management Board of Ca Mau Gas - Power - Fertilizer Complex. Since 2012, he was appointed as Deputy Director of PetroVietnam Ca Mau Fertilizer One Member Co., Ltd; June 2014 - January 2015, he held the position of Board Member (concurrently); BOD Chairman of Vietnam Petroleum Packaging JSC from December 2012 to April 2016. From January 2015 to September 2020, he held the position of Deputy General Director and was unanimously elected by PVCFC's General Meeting of Shareholders as a non-executive Director since June 2020.

Positions at other companies: None

ABOUT THE BOARD OF DIRECTORS



MR. LE DUC QUANG Non-executive Director

Gender: Male
Date of birth: June 19, 1975
Qualification: Master of Business Administration, Chemical Engineer Petrochemical

Working history

After graduating from university, Mr. Quang started working since September 1997, he held many positions: Petroleum Technology Engineer; Specialist in Gas Department, Deputy Head of Gas Department, Deputy Head of Gas and Petrochemical Refining Department under Vietnam Oil and Gas Group. In June 2020, he was unanimously elected by the General Meeting of Shareholders of PVCFC as an independent Director. In April 2021, the General Meeting of Shareholders of PVCFC unanimously elected him to be non-executive Director.

Positions at other companies: None

MS. DO THI HOA Independent Director

Gender: Female
Date of birth: December 20, 1960
Qualification: Bachelor of Industrial Accounting

Working history

Ms. Do Thi Hoa has worked in the oil and gas industry for 36 years from October 1980 to April 2016 before she was entitled for retirement under social insurance policy. She held many positions: General Accountant, Chief Accountant of PetroVietnam Transportation Company - General Department of Petroleum, now known as PVN; Head of audit team of member units, Deputy Head of Internal Audit Department, Deputy Head of Finance - Accounting and Auditing Department of PVN. She has been entitled for retirement under social insurance policy since April 2016. In April 2021, she was unanimously elected by the General Meeting of Shareholders of PVCFC as an independent Director.

Positions at other companies: None

MR. TRUONG HONG Independent Director

Gender: Male
Date of birth: April 5, 1959
Qualification: Doctor of Agriculture, major in Soil and Fertilizer

Working history

After graduating from university, Mr. Hong started working at Coffee Research Institute since 1984 - now Central Highlands Agro - Forestry Science and Technology Institute, he experienced in various positions: Deputy Head of Agrochemical Analysis Department, Soil and Fertilizer Researcher, Principal Researcher, Deputy Head of Science Planning and International Cooperation Department.

From 2003 - 2019, he worked at the Central Highlands Agro-Forestry Science and Technology Institute and experienced many positions: Acting Director of Eakmat Center for Agro-Forestry Technology Transfer and Research, Deputy Head of Science Planning and International Cooperation Department, Director of Gia Lai Agricultural and Forestry Experimental Research Center, Deputy Director of Central Highlands Agro-Forestry Science and Technology Institute, Acting Director of Central Highlands Agro-Forestry Science Institute. Since May 2019, he has been entitled for retirement under social insurance policy. In April 2021, he was unanimously elected by PVCFC's General Meeting of Shareholders as independent Director.

Positions at other companies: None

MR. NGUYEN DUC THUAN Non-executive Director

Gender: Male
Date of birth: March 8, 1974
Qualification: Engineer of Transport Economics

Working history

Mr. Thuan has 25 years of working experience in many positions: worked as contract employee at Gas Works Enterprise under Gas Product Processing and Trading Company; Planning and Engineering Specialist of Board of Project Management No 1 & 5 Le Duan under PetroVietnam; Engineering Specialist of HCMC-Phu My Gas Pipeline Management Board under PetroVietnam; Director of Petroleum Real Estate JSC - HCMC Branch under Petroleum Real Estate JSC; Deputy Chief of Office of PetroVietnam Ca Mau Fertilizer JSC; BOD Chairman, Deputy Cell Secretary of Vietnam Petroleum Packaging JSC. On January 20 2024, he was unanimously selected by PVCFC's extraordinary General Meeting of Shareholders as non-executive Director.

Positions at other companies: BOD Chairman of PPC

ABOUT THE EXECUTIVE BOARD



MR. VAN TIEN THANH
General Director

Gender: Male
Date of birth: July 09, 1968
Qualification: Agricultural and Forestry
Mechanical Engineer

Working history

He has many years of working experience and experience in the field of Engineering Technology with many different roles. Since 2005, he has worked in the Oil and Gas industry with positions such as: Deputy Head of Project Department, Ca Mau Gas - Electricity - Fertilizer Complex; Deputy Head of Department of Investment Preparation of Moroccan Projects of PetroVietnam Fertilizer and Chemicals Corporation. In 2011, in addition to the position of Deputy Head of Project Management Board of Ca Mau Gas - Power - Fertilizer Complex, he also held the position of Deputy Director of PetroVietnam Ca Mau One Member Company Limited. In April 2016, he concurrently held the position of Director of Research - Development Center, PetroVietnam Ca Mau Fertilizer Joint Stock Company. In June 2018, he was elected by the Shareholders' General Meeting to hold the position of Member of the Board of Directors cum General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company. In June 2023, he was continuously elected by the General Meeting of Shareholders as BOD member cum General Director.



MR. TRAN CHI NGUYEN
Deputy General Director

Gender: Male
Date of birth: September 21, 1975
Qualification: Bachelor of Economics in
Accounting, Bachelor of Law, Master
of Business Administration

Working history

Before 2008, Mr. Nguyen worked at Ca Mau Post Accounting Department with many different positions. From 2008 - 2011, he worked at the Finance - Accounting Department of the Project Management Unit of Ca Mau Gas - Power - Fertilizer Complex with the titles of Expert; Deputy Head of Department. Starting in 2012, he held the position of Chief Controller at PVCFC. In January 2015, he was appointed to the position of Member of the Board of Directors. From April 2016 to November 2019, he concurrently held the position of Chairman of the Board of Directors of PetroVietnam Packaging Joint Stock Company. In June 2020, he was appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company.



MR. LE NGOC MINH TRI
Deputy General Director

Gender: Male
Date of birth: October 19, 1970
Qualification: Bachelor of Economics majoring in
Accounting of Enterprises

Working history

He has many years of experience in the field of Accounting and Auditing at units in the Oil and Gas industry such as: Accountant at PetroVietnam Tourism Corporation; Chief Accountant of Ca Mau Gas - Power - Fertilizer Complex Project Management Board. In 2011, in addition to the position of Accountant of the Project Management Board of Ca Mau Gas - Electricity - Fertilizer Complex, he was appointed to hold the position of Chief Accountant of PetroVietnam Ca Mau One Member Company Limited. From June 2015 to now, he has been appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company.



MR. NGUYEN TUAN ANH
Deputy General Director

Gender: Male
Date of birth: February 24, 1976
Qualification: Master of Commerce, Bachelor of
Accounting, Bachelor of Business

Working history

Mr. Anh has many years of experience in various fields and hold positions: worked for Petroleum Construction & Investment Company in 1998; worked for Petroleum Insurance Corp in 2002; worked as Manager of PetroVietnam Northern LPG JSC in 2006; appointed as Director of Northern Fertilizer and Chemicals Co., Ltd in 2008. October 2009, worked as Head of Foreign Cooperation Project Department, Head of Investment and Construction Department and Head of Fertilizer Business Department of PetroVietnam Fertilizer and Chemicals Corporation. April 2014, worked as Deputy General Director of Vietnam Petrochemical and Fiber JSC. June 2017, appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company.

ABOUT THE EXECUTIVE BOARD



MS. NGUYEN THI HIEN
Deputy General Director

Gender: Female
Date of birth: July 13, 1974
Qualification: Master of Economics
Working history

Ms. Hien has years of experience in various fields and held many positions: March-October 1996, worked as Assistant Director of Investment Consultant Company; October 1996 - December 2001 worked as Economic Financial Analyst, estimating analyst/Head of Economics-Finance of Thermal Power Design Office - Power Engineering Consulting JSC 2 (EVN); January 2002 - August 2005 worked as Specialist/ Deputy Head of Planning and Economic Department under Project Management Board of Ca Mau Gas - Power - Fertilizer Complex; September 2005 - June 2007 worked as Deputy Head of Planning and Economic Department of PetroVietnam Fertilizer and Chemicals Corporation -DC Vietnam Corp; June 2007 - March 2008 worked as Head of Supervisory Board of PetroVietnam Fertilizer and Chemical Corporation; April 2008 - January 2011 worked as BOD's member of PetroVietnam Fertilizer and Chemical Corporation, BOD Chairwoman of Southern Petroleum Housing Development and Management JSC; Chairwoman of Southeast PetroVietnam Fertilizer and Chemicals Company; February 2011 - December 2018 worked as BOD Vice Chairwoman of PetroVietnam Fertilizer and Chemicals Corporation, Chairwoman of Southeast PetroVietnam Fertilizer and Chemicals JSC; January 2019, she was appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer JSC.

MR. NGUYEN THANH TUNG
Deputy General Director

Gender: Male
Date of birth: March 27, 1979
Qualification: Master of Business Administration, Engineer in organic -petrochemical technology
Working history

Mr. Tung has many years of working experience and experience in the fields of production with many different roles. Since April 2004, he has held the position of DCS Operation Engineer; From February 2007 - October 2010 was the shift leader of the Urea Workshop at Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation. At PetroVietnam Ca Mau One Member Company Limited, now is the PetroVietnam Ca Mau Fertilizer Joint Stock Company, he has held the following positions: February 2010, Manager of Urea workshop; March 2012, Deputy Head of Production Department; January 2013, Head of Production Operations Management Board; February 2016, Deputy Director of the Plant; February 2018, Director of the Plant. In July 2020, he was appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company and concurrently Director of Ca Mau Fertilizer Plant. On May 19, 2022, he stopped concurrently holding the position of Director of Ca Mau Fertilizer Plant.

MR. DINH NHU CUONG
Chief Accountant

Gender: Male
Date of birth: February 20, 1977
Qualification: Master of Finance - Banking, Bachelor of Economics and Accounting, IT Engineer

Working history

Mr. Cuong has extensive experience in the field of Accounting, holding positions. From 1998 to March 2007, he held the following positions: General Accountant, Finance, Planning and Investment Department of Ca Mau City; In charge of the City's Accounting and Budget Department, Ca Mau City. In April 2007, he was shifted and held many positions in the Oil and Gas industry such as: Accountant of the Project Management Unit of Ca Mau Gas - Electricity - Fertilizer Complex; Expert; Accounting manager; Deputy Head of Finance - Accounting Division of PetroVietnam Ca Mau Fertilizer Joint Stock Company. In February 2016, he was appointed Chief Accountant cum Head of Finance - Accounting Division of PVCFC.

MR. DO THANH HUNG
Corporate Secretary

Gender: Male
Date of birth: May 3, 1975
Qualification: Master of Business Administration, Bachelor of Political Economy, Engineer in Petroleum Refining and Petrochemical Technology, Corporate Secretary Master Program (CSMP-VIOD), Director Certification Program (DCP-VIOD)

Working history

Before joining PVCFC, Mr. Hung has many years of experience in field of oil and gas processing and corporate governance in organizations such as: R&D Center for petroleum processing - Vietnam Oil and Gas Group (1998-2006), Petroleum Finance Corporation-HCMC branch (2006-2011), Vietinbank - Branch No 7 (2011-2016). Since 2016, Mr. Hung started to work for PetroVietnam Ca Mau Fertilizer JSC. Thanked to in-depth knowledge and experience in fields of investment, finance, banking as well as has expertise in enterprise law, oil and gas processing and corporate governance, Mr. Hung has made positive contributions to advising and consulting activities for BOD regarding corporate governance.

ABOUT THE SUPERVISORY BOARD



MS. PHAN THI CAM HUONG
Head of Supervisory Board

Gender: Female
Date of birth: May 8, 1977
Qualification: Bachelor of Economics majoring in State Finance

Working history

Ms. Huong has 11 years of experience working as Accountant, Chief Accountant of Thien Thanh Production and Trading Co., Ltd; Accountant of Tan Thanh Phu My Vina Co., Ltd.

From 2011 to 2015, she worked at PVCFC and held positions: General Accounting Specialist, Deputy Head of the Accounting Department. She has been elected as Head of the Supervisory Board since January 2015 till now.

MR. DO MINH DUONG
Supervisor

Gender: Male
Date of birth: November 15, 1979
Qualification: Master of Business Administration, Bachelor of Economics and General Accounting

Working history

Since 2002 he started to work as Deputy Manager of Food Technology Store - under Ca Mau Trading JSC. Till February 2008, he worked at Board of Project Management of Ca Mau Gas - Power - Fertilizer Cluster. As of October 2012, he started to work at PVCFC and held positions: Accounting Specialist; Specialist; Team Leader of Internal Control Division; he was elected by General Meeting of Shareholders as a member of Supervisory Board since April 2016, PetroVietnam Ca Mau Fertilizer JSC.

MR. TRAN VAN BINH
Supervisor

Gender: Male
Date of birth: December 26, 1989
Qualification: Master of Business Administration, Bachelor in Finance - Banking

Working history

Mr. Binh has worked for PVCFC since April 2012. He has held many positions: 5 years working as Accounting Specialist; 1 year working as Deputy Head of General Accounting Department; 2 years working as Chief Accountant cum Head of General Accounting Department at Branch of PVCFC - R&D Center. In April 2021, he was unanimously elected by PVCFC's General Meeting of Shareholders as a member of the Supervisory Board.

On June 12 2023, Mr. Tran Van Binh resigned from his position as a member of the Supervisory Board to hold his new position at PVCFC.

MR. LE CANH KHANH
Supervisor

Gender: Male
Date of birth: September 28, 1970
Qualification: Bachelor in Finance, Accounting and Economics

Working history

For over 30 years, Mr. Khanh has held many positions in various fields: Chief Accountant - Shrimp Center - Can Tho University, Credit Specialist - FOS Support and Development Program in Vinh Long province; General Accountant - Groupama Vietnam General Insurance Co., Ltd; Chief Accountant - Can Tho Automobile Mechanical JSC (CAMECO); Chief Accountant - PetroVietnam Packaging JSC (PPC). On June 12 2023, he was elected by PVCFC's General Meeting of Shareholders as a member of Supervisory Board.