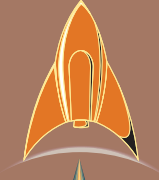




CAMAU FERTILIZER®
FOR GOLDEN HARVESTS



ANNUAL
REPORT 2024

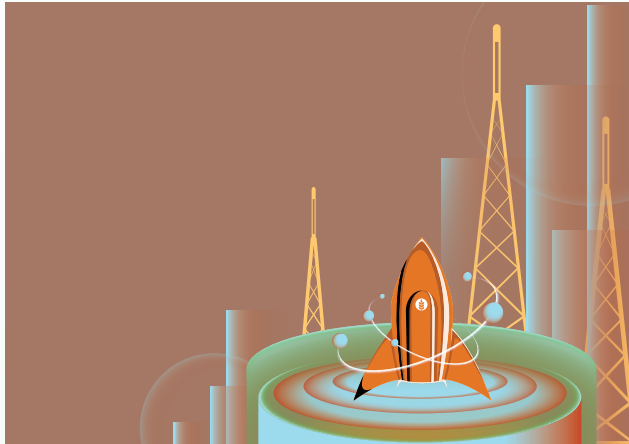
Solid foundation
STRONG ASPIRATION!
FASTER, MORE EFFECTIVE!

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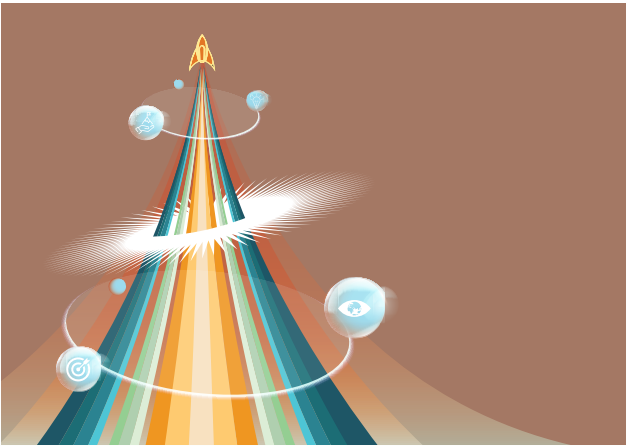
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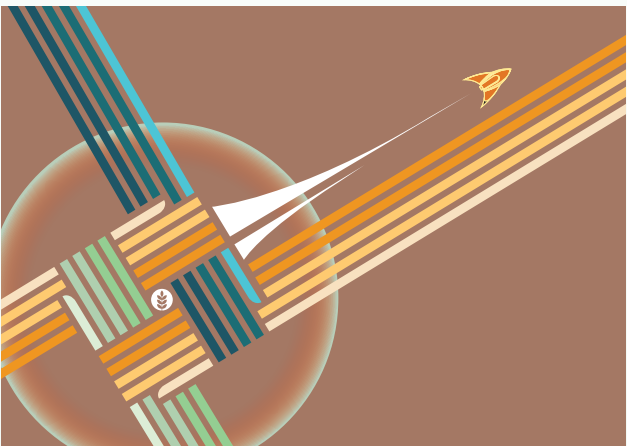
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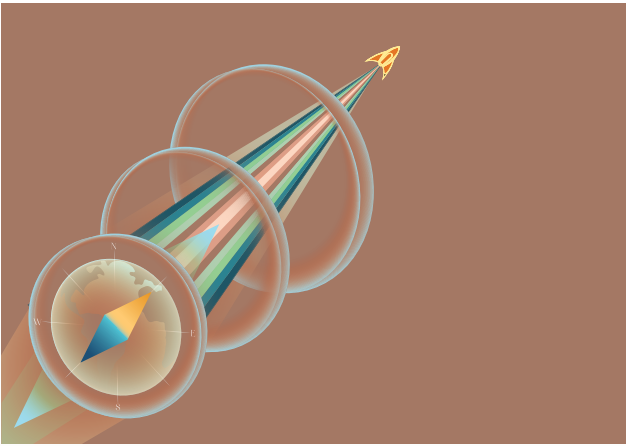
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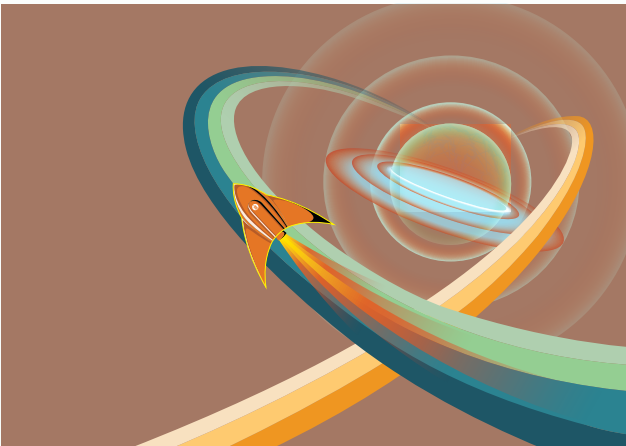
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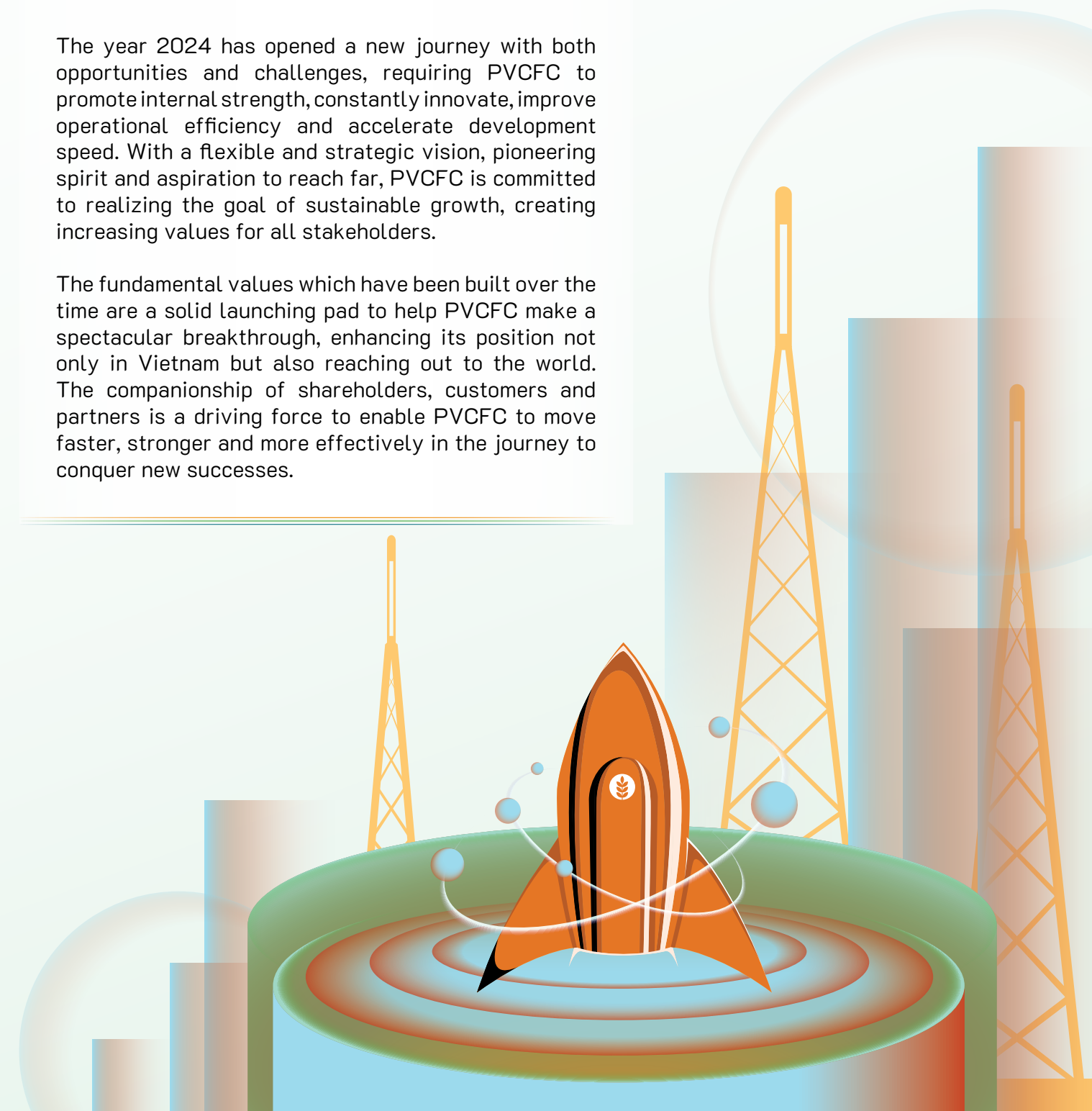
Solid foundation

STRONG ASPIRATION!

FASTER, MORE EFFECTIVE!

The year 2024 has opened a new journey with both opportunities and challenges, requiring PVCFC to promote internal strength, constantly innovate, improve operational efficiency and accelerate development speed. With a flexible and strategic vision, pioneering spirit and aspiration to reach far, PVCFC is committed to realizing the goal of sustainable growth, creating increasing values for all stakeholders.

The fundamental values which have been built over the time are a solid launching pad to help PVCFC make a spectacular breakthrough, enhancing its position not only in Vietnam but also reaching out to the world. The companionship of shareholders, customers and partners is a driving force to enable PVCFC to move faster, stronger and more effectively in the journey to conquer new successes.



AR Annual Report

GMS Shareholders' General Meeting

BOD Board of Directors

EB Executive Board

KVF Korea-Vietnam Fertilizer Co., Ltd.

SB Supervisory Board

NPBT Net Profit Before Tax

NPAT Net Profit After Tax

FS Financial Statements

OM Overall Maintenance

ERM Enterprise Resource Management

FF Firefighting

ODDS Operating Directive Document System

PPC PetroVietnam Packaging Joint Stock Company

PVCFC PetroVietnam Ca Mau Fertilizer Joint Stock Company

HR Human Resources

RM Risk Management

ESG Environmental, Social, and Governance

IT Information Technology

COC Code of Business Conduct

HCMC Ho Chi Minh City

HoSE Ho Chi Minh Stock Exchange

JSC Joint-stock Company

LEADERSHIP MESSAGE



SOLID FOUNDATION STRONGER ASPIRATION, FASTER, MORE EFFICIENT

A solid foundation today is the launching pad for great aspirations tomorrow. PVCFC increasingly innovates and pioneers in creating a sustainable future, where the reaching-out aspirations are driven by the courage of daring to think and daring to do, the spirit of innovation and the commitment to continuously improve efficiency. As the foundation is solid, each PVCFC's step becomes stronger; each challenge becomes a motivation; and each innovation is a push to help the Company confidently conquer new heights.



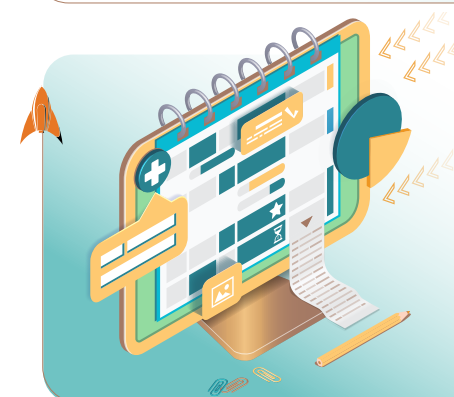
TOTAL CONSOLIDATED REVENUE

14,037
billion VND



PROFIT BEFORE TAX

1,522
billion VND



Dear valued Shareholders, Partners, Customers and Employees!

The year 2024 marked the 14-year journey of establishment and development of PetroVietnam Ca Mau Fertilizer Joint Stock Company (PVCFC). With a solid foundation built through many years, PVCFC has continued to affirm its pioneering position in the fertilizer industry, steadfastly pursuing sustainable development strategy and aspiration to reach further and stronger.

Given the volatile global economy, the agricultural and fertilizer industries are facing significant challenges related to fluctuating prices, supply chain disruption and evolving market demands.

However, with its pioneering and innovative spirit and endless efforts, PVCFC has achieved impressive results. In 2024, PVCFC's total consolidated revenue reached VND 14,037 billion, an increase of 7% compared to 2023, and profit before tax reached VND 1,522 billion, an increase of 21% compared to 2023. This outcome not only reflects operational efficiency but also demonstrates the determination, solidarity and courage of all leaders and staff of PVCFC.

Development Strategy - Conquer New Heights

Moving forward to the future, PVCFC identifies three important strategic pillars:

- Expanding product and service portfolio, developing comprehensive nutritional solutions for crops, improving fertilizer quality, meeting domestic and international market demand.
- Strongly investing in the industrial gas and chemical sectors serving agriculture, taking full advantage of the oil and gas ecosystem to enhance competitiveness.
- Exploring opportunities in the post-harvest processing sector, contributing to completing agricultural value chain, providing optimal solutions for farmers.

LEADERSHIP MESSAGE (Continued)

Strategic transformations

The year 2024 marks an important turning point of PVCFC with a number of international cooperation strategies, to be specific:

- Successful acquiring Korea - Vietnam Fertilizer Co., Ltd., helping PVCFC dominate the NPK market, increasing market share in the Southeast and Central Highlands, expanding production scale and completing agricultural value chain.
- Cooperating with Samsung Group, opening opportunities to bring Vietnam's fertilizer products to the global market through a large distribution network and international quality standards.
- Cooperating with Yuntianhua Group, one of the leading fertilizer and agricultural chemical corporations in Southeast Asia, helping PVCFC optimize raw material supply and expand export market share.

These steps not only enhance PVCFC's position but also affirm the Company's pioneering role in developing a more sustainable, modern and effective agriculture.

ON DECEMBER 25, 2024, CA MAU FERTILIZER OFFICIALLY REACHED PRODUCTION OUTPUT OF

11 million tons of Urea

OPTIMAL OPERATION WITH CAPACITY OF

110 - 115%

COMPARED TO DESIGN CAPACITY



Committed to a sustainable future

PVCFC always believes that sustainable success comes not only from impressive figures but also from the practical values we bring to the farmer, the community and the economy. PVCFC's development orientation is closely associated with social responsibility, environmental protection and optimizing resources to create long-term values.

With solid foundation, clear strategy and the companionship of valued Shareholders, Partners, Customers and all Employees, we believe that PVCFC will continue to reach further, affirming our leading position and making a significant contribution to the sustainable development of Vietnam's agriculture.

On behalf of the Board of Directors and the Executive Board of PVCFC, we would like to express our deepest gratitude to all of you for your trust, companionship and support during the Company's development journey. We are committed to continuing to innovate, improve operational efficiency, increase value and bring greater success in the future.

Wish you all good health, happiness and success!

Sincerely yours,

VAN TIEN THANH
General Director

TRAN NGOC NGUYEN
Chairman

VISION – MISSION CORE VALUES



VISION

To become the leading company in the region in the field of fertilizer production and trading.



MISSION

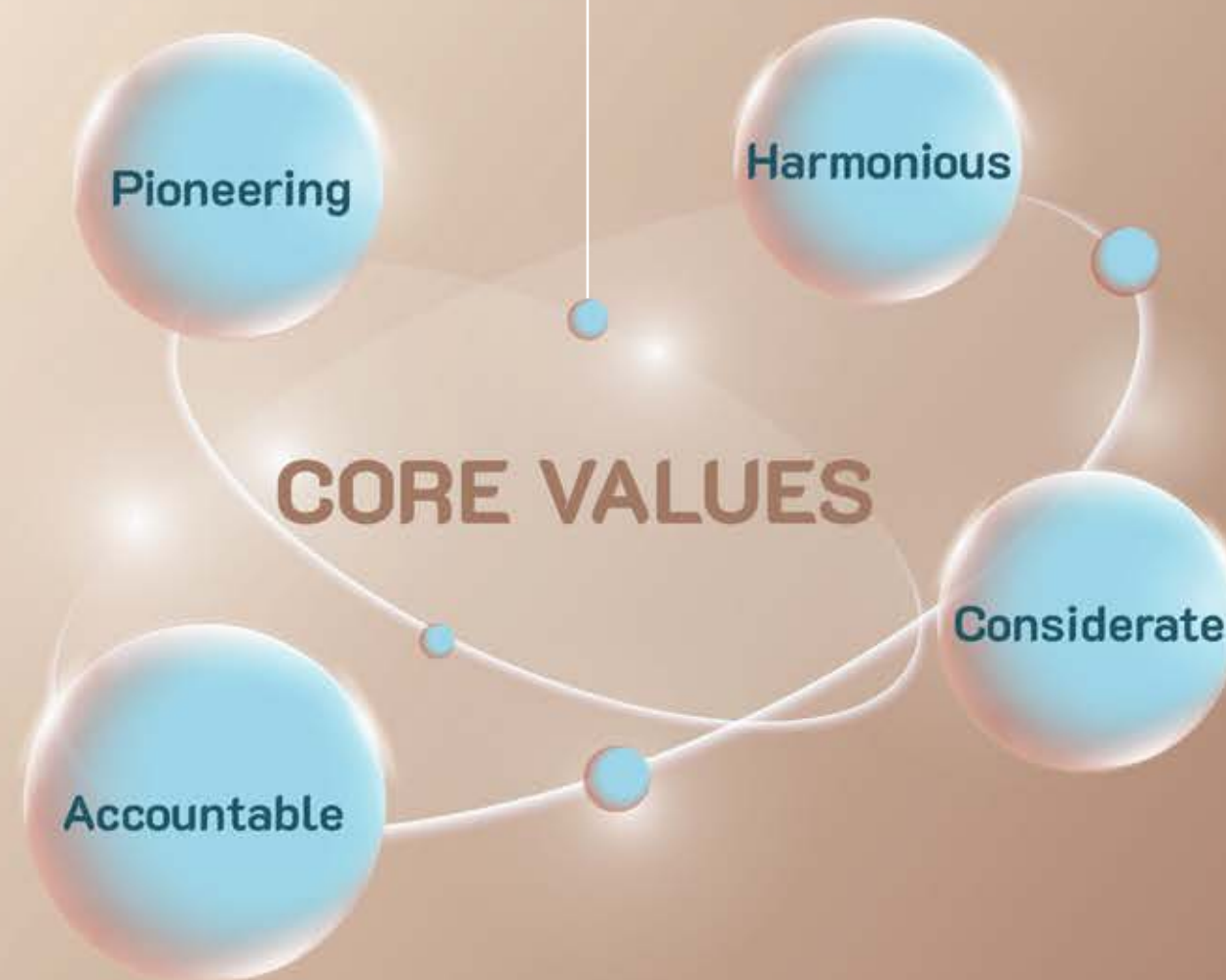
Contribute to fertilizer supply and food security by pioneering nutritional solutions for plants.

All efforts to conquer and develop to always preserve the entire value chain

“Pioneering – Accountable – Considerate – Harmonious”.

Ensuring credibility, fully gaining the trust and support from customers and the community on all the pathways through corporate social responsibility work, standing side by side with farmers.

An exciting, attractive, professional and dynamic working environment with the policy of developing production and business development strategies, selective investment and optimizing efficiency.



INVESTMENT HIGHLIGHTS



OUTSTANDING POSITION

CONTINUE TO BE IN THE TOP LEADERS IN MARKET SHARE AND TOTAL REVENUE IN VIETNAM'S FERTILIZER PRODUCTION AND BUSINESS

- PVCFC is the leading fertilizer companies in Vietnam and the leading reputable brand in the market with an experienced team of more than 1,155 employees.
- PVCFC has a large-scale distribution network which is present in 61/63 provinces and cities nationwide. In particular, PVCFC is the first Vietnamese enterprise to obtain certificate for bulk cargo export to Australia, marking its presence in nearly 20 countries and territories worldwide.
- PVCFC owns 03 plants. Including Ca Mau Fertilizer Plant, Ca Mau NPK Plant and Korea-Vietnam NPK Plant.



MAINTAIN LEADING MARKET POSITION

PIONEER IN POSITIONING AND LEADING THE UREA MARKET IN TERMS OF MARKET SHARE, BRAND, SALES POLICY AND FLEXIBLE PRICES

- Strong Level 1 and Level 2 distribution network, covering the market, especially in key markets in the Mekong Delta and Cambodia.
- Lean and cost-optimized business structure.

INVESTMENT HIGHLIGHTS (Continued)



HIGH GROWTH POTENTIAL

SUSTAINABLE AND EFFICIENT BUSINESS PERFORMANCE

- PVCFC is a listed company with a large market capitalization, DCM stock plays a leading role in fertilizer industry with high liquidity and always attracts the attention of domestic and foreign shareholders and investors.
- PVCFC is one of the leading companies with stable dividend payment over the years.



AN ATTRACTIVE STOCK TO INVESTORS

ONE OF THE LEADING FERTILIZER COMPANIES

- PVCFC has built a “Solid foundation” for sustainable growth in the future and is ready to conquer “Stronger Aspiration, Faster and More Effective” in the coming years.
- PVCFC has achieved steady and stable revenue and profit growth over the years.
- PVCFC is always one of the leading companies with the highest ROE and ROA.

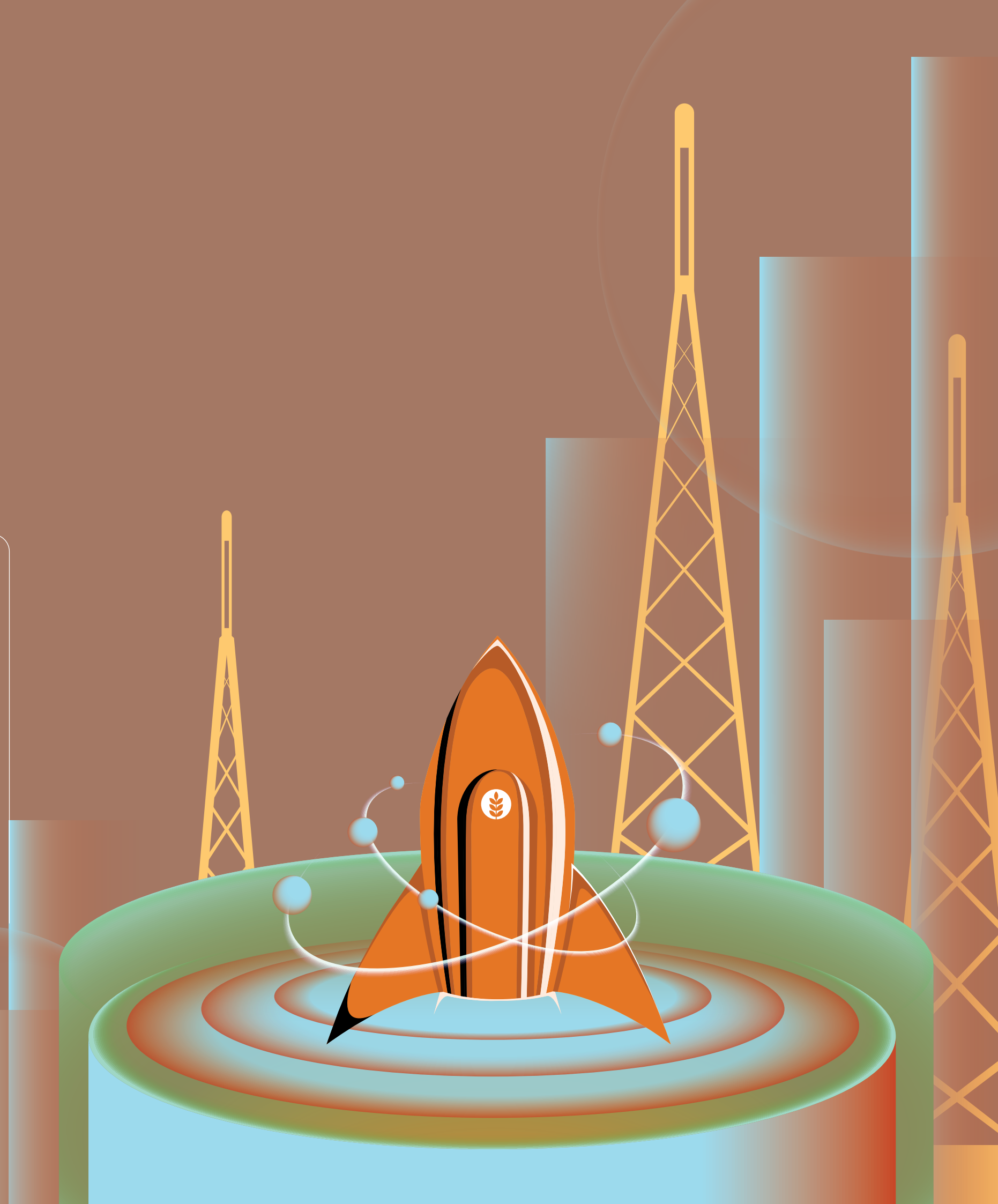
Solid launchpad

BUILD FUTURE

01

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OUTSTANDING PERFORMANCE IN 2024

(CONSOLIDATED FINANCIAL INDICATORS)

TOTAL RESOURCES
(as at December 31, 2024)

15,729 billion VND



TOTAL ASSETS

15,729 billion VND

TOTAL REVENUE

14,037 billion VND



PROFIT BEFORE TAX

1,522 billion VND

UP 21% COMPARED TO 2023

PROFIT AFTER TAX

1,428 billion VND

UP 29% COMPARED TO 2023



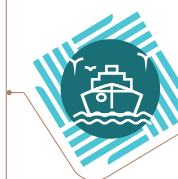
OBLIGATIONS TO STATE BUDGET

370.97 billion VND

EQUAL TO 126% OF PLAN

TOTAL OPERATING
CAPACITY OF 3 PLANTS

~ 1.5
million tons of fertilizer/year



CA MAU FERTILIZER'S
DOMESTIC MARKET
SHARE IN 2024

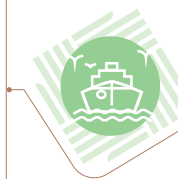
~10.62%



EXPORT VOLUME

319 thousand tons

ACCOUNTING FOR 24% OF
TOTAL CONSUMPTION OUTPUT



TOTAL CONSUMPTION OUTPUT

1,325.3 million tons

PRODUCT GROWTH 5%
COMPARED TO 2023

OVERVIEW ABOUT PVCFC

PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY

Listing code	DCM
Company name	CONG TY CO PHAN PHAN BON DAU KHI CA MAU
English name	PETROVIETNAM CA MAU FERTILIZER JOINT STOCK COMPANY
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

(84 - 290) 3.819.000

(84 - 290) 3.590.501



Ho Chi Minh City Office

No.173 – 179 Truong Van Bang, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City

(84 - 28) 22.085.555

Website

www.pvcfc.com.vn



CHARTER CAPITAL

5,294,000,000,000

VND

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

CÔNG TY CỔ PHẦN PHÂN BÓN DẦU KHÍ CÀ MAU

THE PROCESS OF FORMATION AND DEVELOPMENT



In 2008, Ca Mau Fertilizer Plant - one of the most important links of Ca Mau Gas-Electricity-Fertilizer Industrial Cluster was officially commenced in the southern end of Vietnam, shouldering a great mission for the national agricultural development.

Since the beginning, over a hard decade of growing up to be “MORE SUSTAINABLE - MORE PROSPEROUS”, PVCFC has gradually positioned as a leading brand in fertilizer production and business nationwide, contributing to ensuring food security and enhance the value of Vietnam’s agricultural products. More than a decade of establishment and development of PVCFC is a glorious journey with proud milestones.



➤ Ca Mau Fertilizer Plant construction was officially started.

2008

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.

THE PROCESS OF FORMATION AND DEVELOPMENT (Continued)

- 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.

- The program “Experiencing high-tech products” was first introduced to cooperatives and farmers.
- Urea output reached 5 million tons.
- The consumption output has increased for the first time. Self-trading exceeded 10% compared to the plan.

- 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.

2016

2018

2020

2017

2019

2021

- 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.

- 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.

- 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.

THE PROCESS OF FORMATION AND DEVELOPMENT

(Continued)

- 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.
- Ca Mau Fertilizer Plant reached 9,180,800 tons of Urea output.
- Revenue and profit recorded the highest level ever:
 - ▶ Total revenue reached VND 16,240.76 billion achieving 112% of the plan.
 - ▶ Profit before tax reached VND 4,596.31 billion achieving 118% of the plan.

2022

2023

2024

- PVCFC has successfully penetrated and developed NPK fertilizer market with consumption output estimated at 138.61 thousand tons, equivalent to 166% as of 2022.
- Overcoming economic difficulties and changes in 2023, PVCFC has achieved impressive business results, exceeding its yearly plan with a total turnover of VND 13,172 billion and a profit before tax of VND 1,255 billion.
- Board of Directors of PVCFC was honored with the title “Board of Directors committed to good governance practice”.
- 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.
- Ca Mau Fertilizer Plant reached a milestone of **10 million tons of Urea** as of December 7, 2023.



TOTAL REVENUE

14,037 billion VND

PROFIT BEFORE TAX

1,522 billion VND

Export and international business continued to be a bright spot of Ca Mau Fertilizer

EXPORT OUTPUT

319 thousand tons

VALUED AT

Nearly

2,940 billion VND

PVCFC is the first Vietnam's enterprise to obtain certificate for bulk export to Australian and New Zealand, marking the presence of PVCFC's products in nearly

~20 countries and territories worldwide

Ca Mau Fertilizer Plant reached the output of

11 million tons of Urea on December 25, 2024

- PVCFC successfully completed the acquisition of Korea-Vietnam Fertilizer Co., Ltd.
- PVCFC's representative office was officially located at 173 - 179 Truong Van Bang, Thanh My Loi, Thu Duc City, Ho Chi Minh City.
- PVCFC cooperated with Samsung to distribute fertilizer globally.
- PVCFC was honored to receive “National Brand” title, for the 6th consecutive year.
- PVCFC was honored as an Enterprise with Corporate governance beyond the compliance.

BUSINESS LINES AND AREAS

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 3 plants, Ca Mau Fertilizer Plant, Ca Mau NPK Plant and Korea – Vietnam NPK Plant.

CA MAU FERTILIZER PLANT

➤ Equipped with a state-of-the-art production line that meets EU and G7 standards, the Ca Mau Fertilizer Plant operates efficiently while ensuring safety, environmental sustainability, and strict compliance with regulatory standards. It is the only domestic facility capable of producing granular urea, recognized for its consistent quality, long-lasting nutritional benefits, and compatibility with a wide range of crops and soil conditions. This contributes significantly to the national goal of ensuring food security.

➤ Ca Mau Fertilizer Plant always operates safely and stably with large capacity, bringing high product output and revenue. On December 25, 2024, Ca Mau Fertilizer Plant officially reached an output of 11 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.



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.

KOREA-VIETNAM NPK PLANT

➤ On April 1st, PetroVietnam Ca Mau Fertilizer Joint Stock Company and Taekwang Group (TKG) officially held a signing ceremony for the handover agreement of Korea-Vietnam Fertilizer Co., Ltd. (KVF).

➤ Since December 2017, the Korea-Vietnam NPK Plant under KVF has been officially operational, with a designed capacity of 360,000 tons of NPK per year. The Plant is built using globally standardized technology licensed by INCRO, Spain.

➤ Korea-Vietnam NPK is a well-established brand known for its high-quality products, trusted by farmers for many years. In 2024, Ca Mau Fertilizer officially completed the transfer of the Korea-Vietnam NPK Plant. This marks a significant milestone in PVCFC's journey to provide a comprehensive nutritional solution for crops, supporting farmers in achieving sustainable growth and greater prosperity.



BUSINESS LINES AND AREAS (Continued)

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 Latin America and Oceania.

2024



Export activities, international cooperation, and global business expansion continue to be key highlights in 2024, despite the challenges posed by extreme weather conditions - drought and saltwater intrusion in Q1, Q2, followed by storms and flooding in late Q3, and delayed Winter-Spring crop planting due to high Mekong River water levels. PVCFC remains committed to export growth, with an export volume 319 thousand tons in 2024, playing a crucial role in achieving its business targets. Notably, PVCFC is the first Vietnamese company to receive certification for bulk exports to Australia, marking its presence in 20 countries and territories worldwide.

PRESENCE IN

~20

countries

EXPORT VOLUME

319

thousand tons

EXPORT VALUE

nearly

2,940

billion VND



BUSINESS LINES AND AREAS (Continued)

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.



Vinh Phuc, Hai Duong, Ninh Binh, Hai Phong, Hung Yen, Nam Dinh, Thai Binh, Ha Nam, 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.

**NORTH
VIETNAM**
(24)

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.

**CENTRAL
HIGHLANDS AND
SOUTHEAST
VIETNAM**
(11)

**CENTRAL
VIETNAM**
(13)

Ha Tinh, Nghe An, Thanh Hoa, Quang Tri, Hue, Binh Dinh, Phu Yen, Gia Lai, Kon Tum, Khanh Hoa, Quang Ngai, Quang Nam, Da Nang.

**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.

TYPES OF PRODUCTS

LINE OF PRODUCTS IN THE BRAND NAME CA MAU FERTILIZER



After more than a decade of growth and continuous innovation, PVCFC remains committed to its mission of developing comprehensive agricultural solutions, including Ca Mau Fertilizer's product line tailored for crops. At present, PVCFC stands as a leading and trusted brand in fertilizer production and distribution across the country. The Company provides high-quality, nutritionally balanced, and safe-to-use fertilizer products to farmers, contributing to national food security and enhancing 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”, building “strong foundation - great aspirations” toward sustainable development and prosperity for the community.

STRAIGHT FERTILIZERS

NPK FERTILIZERS

ORGANIC FERTILIZERS

TYPES OF PRODUCTS (Continued)

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



CA MAU FERTILIZER

Ca Mau Fertilizer is the first and only opaque granular Urea product 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 high-quality granular urea, which is increasingly favored and widely use. The outstanding features of Ca Mau Fertilizer include:

- Suitable for all soil types and crops.
- Can be combined with other fertilizers, ensuring convenience during application.
- Low content of soil discoloring agent (Biuret).



**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:

- Developing root biomass.
- Fostering beneficial microorganisms.
- Keeping moist and nourished soil.
- Improving agricultural product quality.



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.



N46.PLUS CA MAU NITROGEN

N46.Plus is a Urea fertilizer product containing 2 active ingredients, NBPT and DCD, providing dual nitrogen protection. The product has the following outstanding features:

- Save from 20 - 30% of fertilizer.
- Promotes strong, long-lasting plant growth and development.
- Increases yield by up to 7%.
- Contains efficiency-enhancing agents that strengthen plants, boost productivity, and reduce nitrogen loss.
- Suitable for all soil types and crops.
- Easy to mix with other fertilizers.



UREA BIO CA MAU

Urea Bio Ca Mau is produced from a mixture of Urea raw materials and a solution of beneficial microorganisms *Bacillus* spp. for soil and crops:

- Enhances cellulose decomposition in the soil, improving aeration and looseness.
- Increases phosphorus breakdown capacity in the soil.
- Promotes strong root development.
- Boosts fertilizer efficiency, enhancing overall farming productivity.
- Increase productivity and quality of agricultural products.



TYPES OF PRODUCTS (Continued)

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



DAP CA MAU

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

- Promote tillering, budding, flower and fruit growth and seed growth.
- Provides essential nutrients to support plant growth.



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 plants with great requirements 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 with a variety of MOP, SOP product lines. Products are manufactured on modern production lines with outstanding effects including:

- Help the tree to be firm, anti-fall.
- Increase productivity and quality of agricultural products.
- Suitable for all types of soil and plants.

TYPES OF PRODUCTS (Continued)

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



**NPK CA MAU
GROWTH**

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

- Provide essential nutrients, help the rice plant with healthy tillering and many effective shoots, long-lasting green leaves.
- Provide balanced nutrients, help even growth of seedlings; increase the biomass of vegetable crops.
- Provide highly effective nitrogen and phosphorus to help fruit trees and industrial plants recover after the harvest periods, promoting strong branch and leaf growth.



**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 even 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.
- Increase productivity and quality of agricultural products, and profits optimize economic efficiency.



**NPK CA MAU
MULTI-PURPOSE**

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

- Suitable for various crops in different ecological zones.
- Meet the nutritional needs at stages of plant growth in different seasons.
- Enhance productivity and quality of agricultural products, and profits optimize farming efficiency.



**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, maintain plant health and limit pests.
- Accelerate fruit growth.
- Increase productivity, quality of agricultural products, optimize farming efficiency for orchards.

NPK Ca Mau has launched new products containing SOP (sulphate of potash), providing high-quality nutrients to plants.

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, increasing crop yield and improving farming efficiency. The 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.

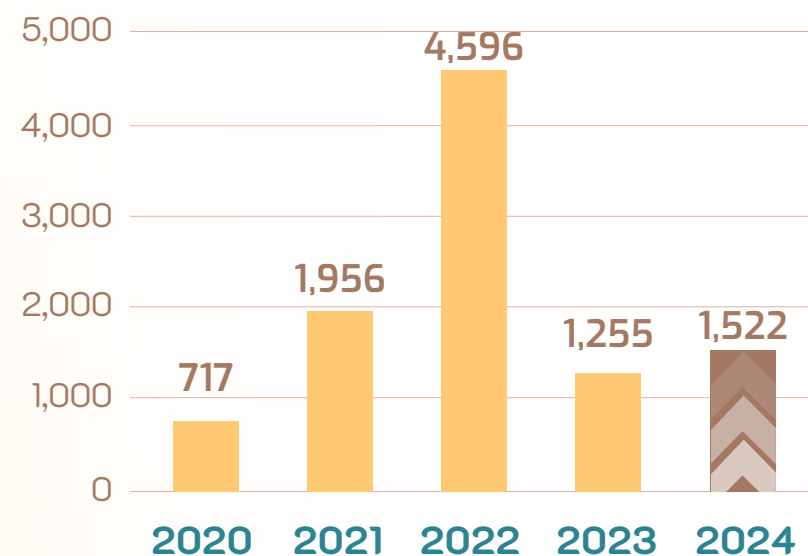
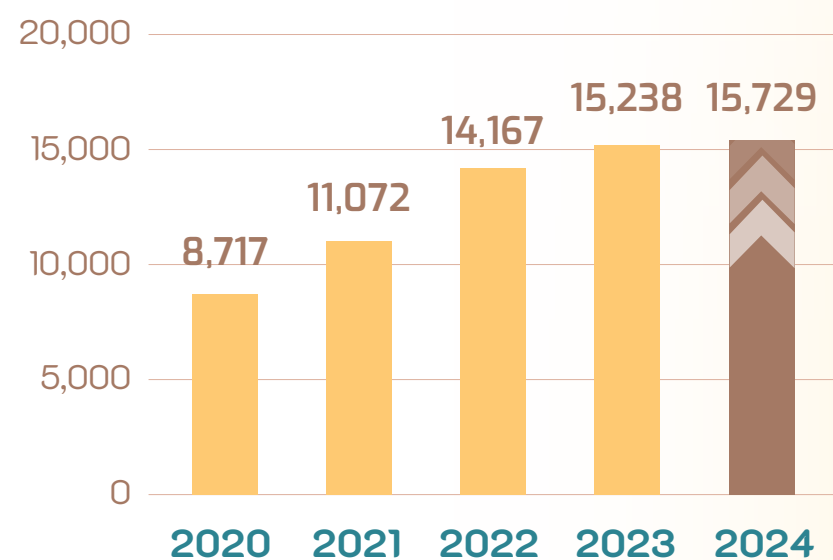
SUMMARY OF 5-YEAR FINANCIAL INFORMATION IN 2020 – 2024

Unit: Billion VND

FINANCIAL INDICATOR	2020	2021	2022	2023	2024
Total asset	8,717	11,072	14,167	15,238	15,729
Total revenue	7,700	10,042	16,241	13,172	14,037
Profit before tax	717	1,956	4,596	1,255	1,522
Profit after tax	662	1,826	4,321	1,110	1,428
Earnings per share	1,017	3,073	7,701	1,797	2,394

TOTAL ASSETS

Unit: Billion VND

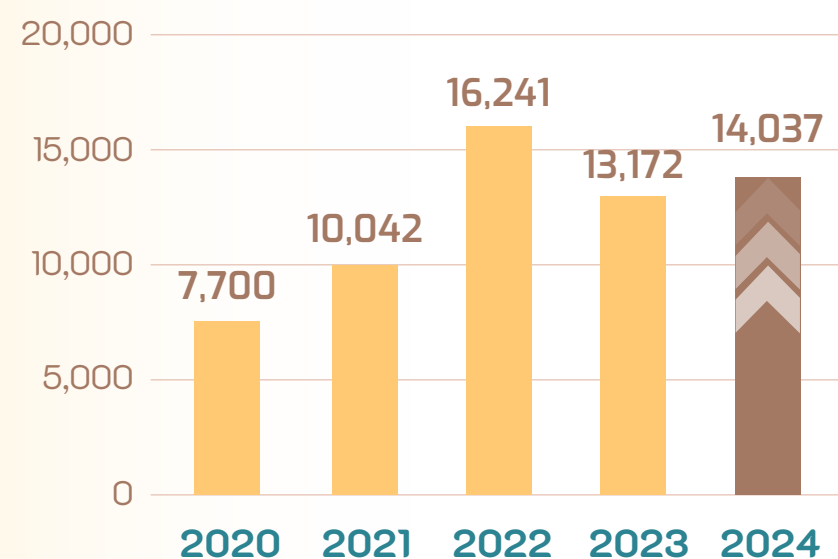
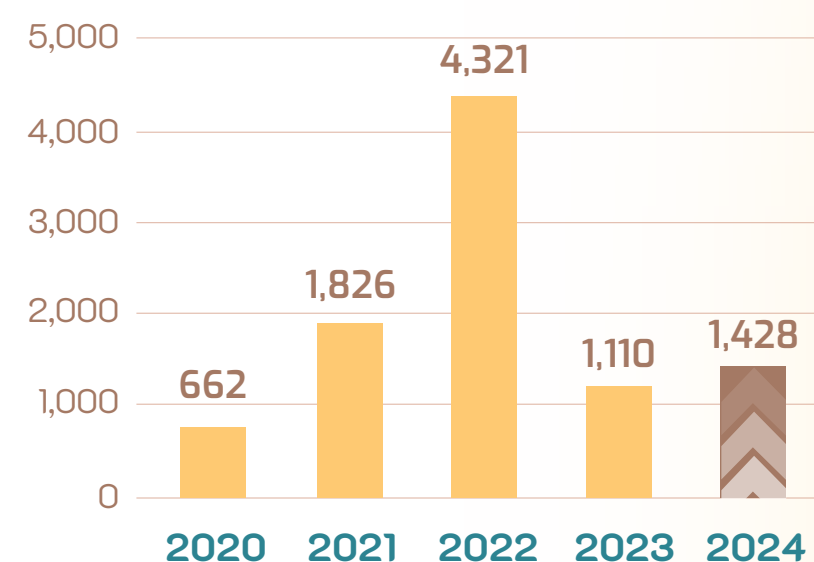


PROFIT BEFORE TAX

Unit: Billion VND

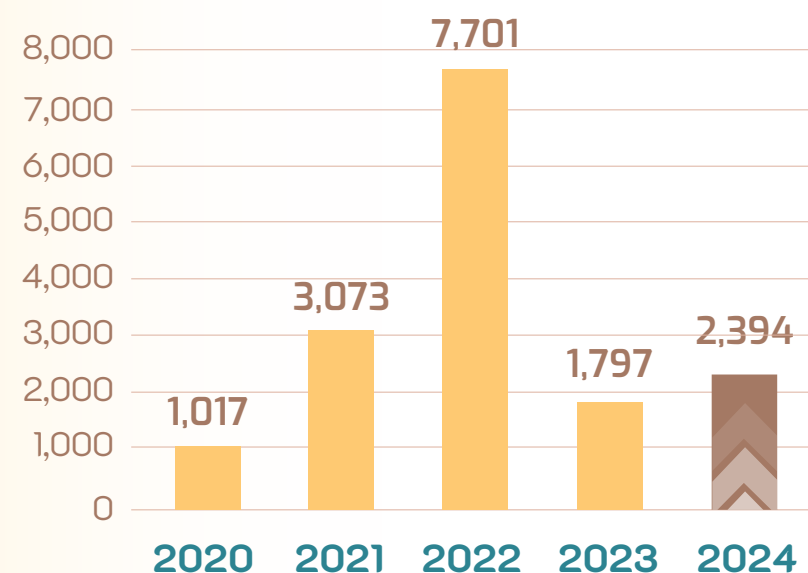
PROFIT AFTER TAX

Unit: Billion VND



TOTAL REVENUE

Unit: Billion VND



EARNINGS PER SHARE

Unit: VND/share

10 MAJOR EVENTS IN 2024

Despite facing difficulties and challenges from market fluctuations and fierce competition, 2024 has marked a successful and effective year of PVCFC.

The Company's endless efforts have brought outstanding results, reflected through 10 typical events during the year, showing the Company's increasing strives and aspirations to reach further.



10 MAJOR EVENTS IN 2024



CA MAU FERTILIZER OFFICIALLY EXPORTED TO THE WORLD'S MOST DEMANDING MARKETS OF AUSTRALIA AND NEW ZEALAND



Ca Mau fertilizers with the highest level of completion from product quality to service, warehouse and shipping

Up to now, Ca Mau Fertilizer products have been present not only across the country but also in nearly 20 countries around the world. In particular, for the first time, Ca Mau urea has accessed Australia and New Zealand which are the most difficult markets of the world. To meet the strict standards of these markets, PVCFC has made every effort to improve product and service quality from production, transport and export. This is a positive signal, affirming the prestige and quality of Ca Mau Fertilizer brand.



PVCFC BUILT ITS SECOND FERTILIZER PLANT IN BINH DINH PROVINCE

PVCFC will commence Ca Mau Fertilizer Plant in Binh Dinh with a scale of 3 hectares and investment capital of VND 120 billion, increasing output to serve the domestic market towards promoting exports to the world market. The plant in Binh Dinh will supply high-quality fertilizers, adding values for farmers while minimizing environmental impact to contribute to reducing greenhouse gas emissions, developing Net Zero agriculture.

With the construction of plant in Binh Dinh, PVCFC will have more advantages to promote strengths, expand market, increase production and business efficiency, and develop local cooperation faster and more sustainably.



SCALE **3** hectares



INVESTMENT CAPITAL VND **120** billion



10 MAJOR EVENTS IN 2024 (Continued)



PVCFC SUCCESSFULLY ACQUIRED KOREA-VIETNAM FERTILIZER CO., LTD.



CAPACITY

360,000

tons/year



NPK CAPACITY

660,000

tons/year

On April 1, 2024, PVCFC completed the acquisition of 100% stake of Korea – Vietnam Fertilizer Company Limited (KVF) and took ownership of the plant with a capacity of 360 thousand tons/year. After taking over and putting into operation, PVCFC officially distributed high-quality 1-color NPK products with 2 brands

of Ca Mau NPK and Korea-Vietnam NPK. The KVF M&A has not only helped PVCFC reduce direct NPK competitors but also contributed to expanding the production scale, as a strategic step to increase the Company's position, enhancing distribution capacity and approaching the Southeast and Central Highlands markets.



Mr. Le Ngoc Minh Tri – Chairman of PVCFC and Mr. Kim Kwang Chul – General Director of KVF performed the handover signing



PVCFC OFFICIALLY ESTABLISHED ITS REPRESENTATIVE OFFICE IN HO CHI MINH CITY

PVCFC officially established its representative office at 173-179 Truong Van Bang, Thanh My Loi, Thu Duc City, Ho Chi Minh City – one of the most dynamic financial and economic centers in the country. This is not only an important milestone in PVCFC's strategy to expand its operation but also affirms the Company's reputation in the market, increasing connections with strategic investors, partners and customers.

The representative office is well invested with modern design and state-of-the-art facilities meeting international standards of professional working environment for employees. Moreover, this is also an important transaction point, where the Company's cooperation activities, shareholder meetings, conferences, and seminars are organized, promoting strategic relationships, realizing the goal of sustainable development and enhancing the brand value of Ca Mau Fertilizer in the domestic and international markets.



PVCFC officially established a Representative Office at 173-179 Truong Van Bang

10 MAJOR EVENTS IN 2024 (Continued)



PVCFC COOPERATED WITH SAMSUNG TO DISTRIBUTE FERTILIZERS GLOBALLY

Accordingly, Samsung exports products manufactured by PVCFC such as NPK, granular Urea, etc. to the global market while PVCFC imports Urea, DAP, MOP, and Amsul from Samsung as raw materials for production and trade purposes. This agreement helps both sides take advantages of the other's strengths to develop business in the future.

With this agreement, PVCFC not only has more opportunities to access the world market thanks to Samsung's global network but also diversifies its product lines, especially high-tech fertilizers.

PVCFC is continuing to seek and promote investment cooperation with large corporations in the world to expand the market and receive high appreciation from partners. Opportunities are coming and become the motivation for PVCFC to reach further.



PVCFC cooperated with Samsung to distribute fertilizers globally



PVCFC RECEIVED "NATIONAL BRAND" TITLE FOR THE 6TH CONSECUTIVE YEAR

In 2024, PVCFC was honored as a "National Brand" for the 6th consecutive year, once again affirming the prestige of Ca Mau Fertilizer in the market with the premium quality and standards.

To achieve this title, the Company has satisfied a lot of criteria in quality, innovation and pioneering capacity in the market. The Company also focuses on approaching the standards,

import conditions, and consumption habits of international customers.

This title has given more strength and motivation for the management and the employees of the Company to continuously "create values" to develop Ca Mau Fertilizer brand, actively contributing to the green transformation of Vietnam's economy.



PVCFC received "National brand" title for the 6th consecutive year

10 MAJOR EVENTS IN 2024

(Continued)



CA MAU FERTILIZER WAS HONORED IN THREE CATEGORIES OF CORPORATE GOVERNANCE AND SUSTAINABILITY REPORT

At the ceremony of Best Listed Companies 2024, PVCFC was honored to be named for three proud awards i.e. Top 10 Best corporate governance enterprises, Enterprises with corporate governance beyond compliance, and Enterprises with most reliable Sustainability Report.

PVCFC was highly appreciated by Assessment Council for the reports presented with beautiful designs, meaningful messages and good promotional effects. The business figures and

financial indicators were described clearly and scientifically. In particular, the Company has successfully applied corporate governance practices.

These achievements have further affirmed PVCFC's position and motivated the management and the employees to make efforts on developing the Company to become one of the leading enterprises in fertilizer manufacturing and trading in Vietnam and Southeast Asia.



Enterprises with the Most Reliable Sustainability Report



Top 10 Large-Cap Enterprises with Best Corporate Governance



PVCFC was honored as an Enterprise with Corporate governance beyond the compliance



PVCFC BECAME AN EXCLUSIVE DISTRIBUTOR FOR YELLOW/NATURAL DAP 64 OF YUNTIANHUA GROUP – ONE OF THE LARGEST CHEMICAL CORPORATIONS IN THE WORLD

This cooperation is a strong commitment of PVCFC in building a sustainable agricultural development, bringing long-term values to farmers, contributing to community and society. This is also a firm step for the Company to participate in the global agricultural supply chain.

The transaction volume of at least 100,000 tons/year will help PVCFC ensure a raw material

supply with high quality and competitive price, contributing to stabilizing production and cultivation for farmers.

It can be said that this is good news for Vietnam's agriculture in the last months of 2024, especially when the entire agricultural sector is making every effort to recover after Typhoon Yagi.



PVCFC became an exclusive distributor for yellow/natural DAP 64 of Yuntianhua Group – One of the largest chemical corporations in the world



PVCFC became an exclusive distributor for yellow/natural DAP 64 of Yuntianhua Group



MINIMUM
TRANSACTION VOLUME

100,000 tons/year

10 MAJOR EVENTS IN 2024 (Continued)



PVCFC LAUNCHED AI PEST DIAGNOSIS ON 2NONG APPLICATION

On December 17, 2024, PVCFC officially launched AI pest diagnosis on 2Nong application and digital platforms such as the website, App Store, Google Store, etc. The 2Nong application is provided free to farmers, not only as a support tool but also as a reliable companion and assistant, helping farmers to steadily step on the journey of sustainable agricultural development.

Accordingly, the application can quickly identify diseases and nutritional needs for the plants through a single scan. Currently, the diagnostic function can detect 22 pests and diseases on 4 types of crops i.e. coffee, pepper, durian and rice and 8 signs of nutritional deficiencies on pepper and coffee. Western Highlands Agriculture and Forestry Science Institute (WASI) has evaluated the accuracy of the AI diagnostic application at over 96%.



Mr. Nguyen Tan Dat - Deputy Manager of Bigdata PVCFC Project guided farmers to use new functions of 2Nong app



PVCFC launched AI pest diagnosis on 2Nong app



Ceremony of launching AI pest diagnosis on 2Nong app



CA MAU FERTILIZER PLANT REACHED PRODUCTION OUTPUT OF 11 MILLION TONS OF UREA

PVCFC continues to affirm its position as the leading fertilizer manufacturer and trader in Vietnam when Ca Mau Fertilizer Plant has just reached an output of 11 million tons of urea in December 25, 2024.

With the modern production line meeting EU and G7 standards, PVCFC not only produces effectively

but also ensures safety, friendliness and strict compliance with environmental standards. The plant has always produced stably from 100-115% of its design capacity over the past decade.

This impressive figure is resulted from the endless efforts for the mission, responsibility and aspiration of a more sustainable and prosperous agriculture in Vietnam.



OUTSTANDING HONORS AND AWARDS

LIST OF ACHIEVED AWARDS

NO.	AWARDS	TIMES	YEAR
1	Second-Class Labor Medal	1	2016
2	National Brand Award	6	2014, 2016, 2018, 2020, 2022, 2024
3	High-Quality Vietnamese Goods	4	2016, 2017, 2019, 2024
4	Top 500 Largest Enterprises in Vietnam	5	2016, 2017, 2021, 2022, 2023
5	Haldor Topsoe Certification - Top factories with the best operational efficiency	3	2017, 2020, 2021, 2022
6	Vietnam Golden Star Award	4	2014, 2016, 2018, 2024
7	National Quality Gold Award	3	2015, 2020, 2022
8	Sustainable Enterprise	1	2019
9	Reputable Exporting Enterprise	4	2018, 2019, 2020, 2021
10	Vietnam Golden Rice Ear Award	1	2018
11	Top 10, 15 Best Annual Reports	3	2016, 2017, 2021
12	Outstanding Enterprise for Employees	4	2016, 2017, 2023, 2024
13	N.46 Plus Ca Mau - Top 10 products “Proud of Vietnamese Labor Intelligence”	1	2017
14	N.Humate +Te - “Proud of Vietnamese Labor Intelligence” Product	1	2016
15	Top 50 Best Listed Enterprises in Vietnam	3	2021, 2022, 2023
16	Enterprise Meeting Vietnamese Business Culture Standards	2	2021, 2022
17	Outstanding Enterprise of Ca Mau Province 2023	1	2023
18	Top 10 Best Corporate Governance Enterprises	2	2023, 2024
19	Community-Oriented Enterprise	2	2023, 2024
20	Enterprise Governance Beyond Compliance Award	1	2024
21	Most Reliable Sustainability Report	1	2024
22	Top 10 Strong Brands - Green Growth 2024	1	2024



OUTSTANDING HONORS AND AWARDS (Continued)

HONORS AND AWARDS IN 2024



Based on a solid foundation, PVCFC continues to affirm our great desire, towards faster and more effective development journey. After more than 13 years serving the national agricultural industry, PVCFC's each step has marked endless efforts to overcome challenges and create sustainable values. In 2024, PVCFC was honored to receive notable titles and awards, demonstrating the Company's breakthrough and innovation.

These titles and awards not only recognize PVCFC's achievements and efforts but also empower the Company to conquer new heights, realizing our desire to drive Vietnamese agriculture to further and faster development and more outstanding achievements.

TOP 10

BEST LISTED COMPANIES
BEST CORPORATE GOVERNANCE 2024

LARGE-CAP GROUP



ENTERPRISES WITH CORPORATE GOVERNANCE BEYOND COMPLIANCE



ENTERPRISES WITH MOST RELIABLE SUSTAINABILITY REPORT



OUTSTANDING HONORS AND AWARDS (Continued)

HONORS AND AWARDS IN 2024 (Continued)



CERTIFICATE FOR EXPORTING BULK FERTILIZER TO AUSTRALIA



“ENTERPRISES FOR THE COMMUNITY” – FOR THE **3RD** CONSECUTIVE YEAR



TOP 10

STRONG BRAND – GREEN GROWTH 2024

NATIONAL BRAND – FOR THE **6TH** CONSECUTIVE YEAR



VIETNAM GOLDEN STAR AWARD – FOR THE **4TH** CONSECUTIVE YEAR



TOP 10

“TYPICAL ENTERPRISES FOR THE EMPLOYEES” 2024

PVCFC ORGANIZATION CHART AND CORPORATE GOVERNANCE

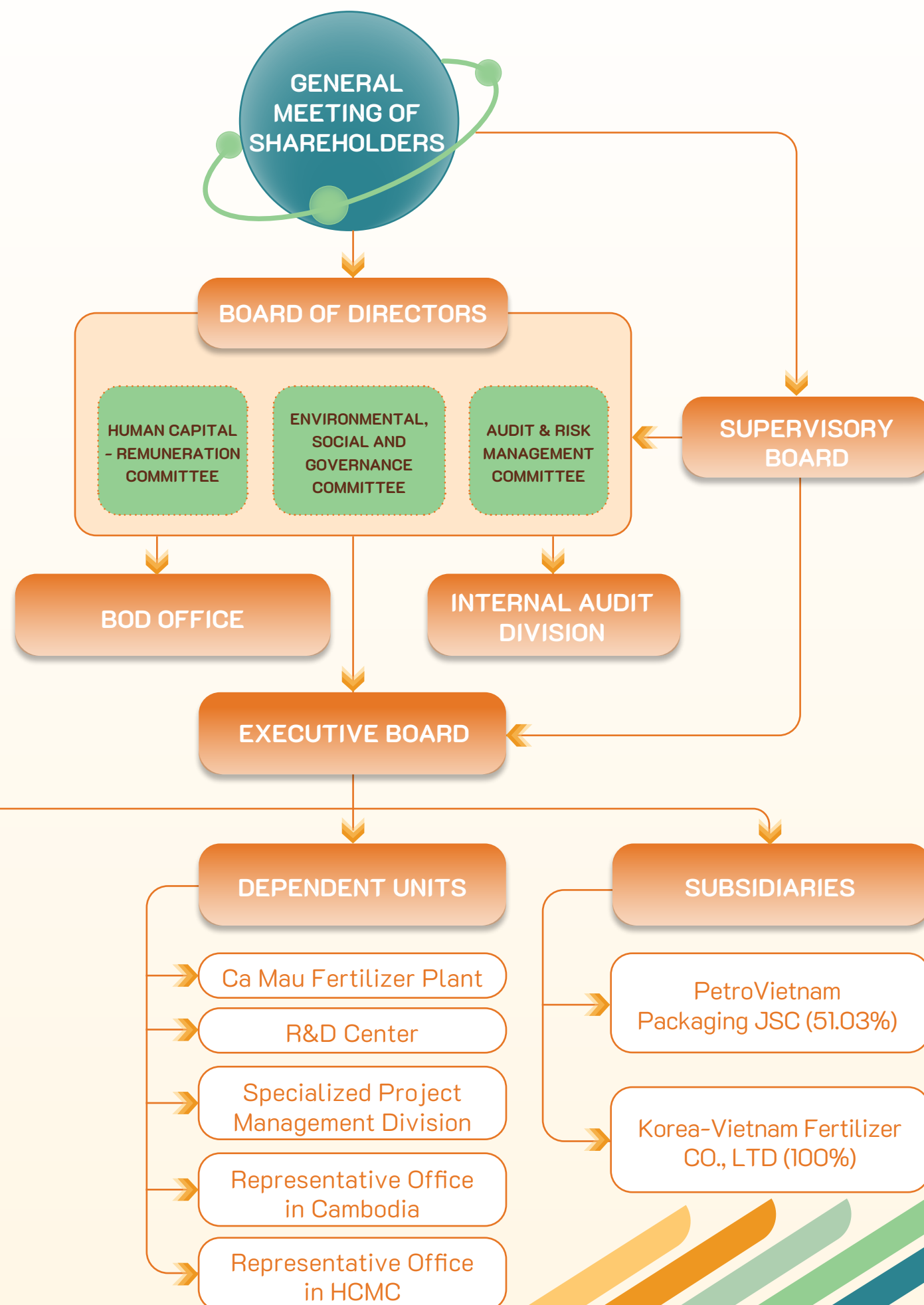
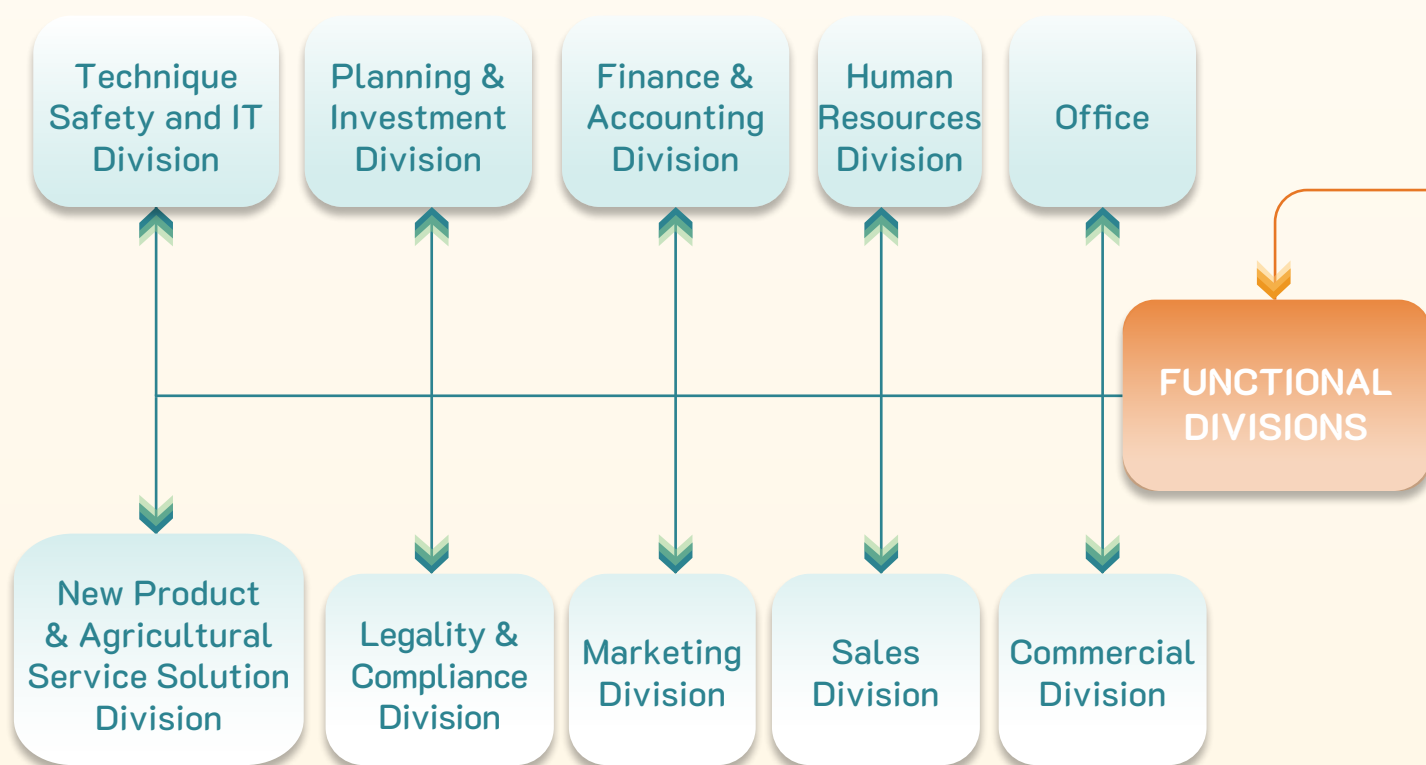
ORGANIZATIONAL CHART

ORGANIZATIONAL CHART

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. The Company operates in accordance with the model as described in Item a, Account 1, Article 137 of the Law on Enterprises including General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director.

ORGANIZATIONAL STRUCTURE



PVCFC ORGANIZATION CHART AND CORPORATE GOVERNANCE (Continued)

PVCFC ORGANIZATION CHART



PARENT COMPANY

Name of company	TAP DOAN DAU KHI QUOC GIA VIETNAM - PETROVIETNAM
English business name	Vietnam Oil and Gas Group
Abbreviation	PVN
Business License No.	176/GP-TTDT, issued on September 11, 2019.
Address	No. 18 Lang Ha, Hanoi. Tel: (024) 38252526. Fax (024) 38265942
Website	www.pvn.vn
Vietnam Oil and Gas Group Vietnam Oil and Gas Group – PetroVietnam is a key pillar of Vietnam’s economy, primarily responsible for managing and carrying out all oil and gas operations in the country and investing abroad.	
Total consolidated assets up to date (2024) are	USD 42.2 billion
Consolidated equity is	USD 22.3 billion
05 Key business fields:	1. Oil and gas exploration and production 2. Gas Industry 3. Petrochemical & Refinery 4. Power Industry and Renewable Energy 5. DHigh-quality petroleum technical services
Number of shares owned at PVCFC	400,023,057 shares
Percentage of ownership	75.56% of charter capital



PVCFC ORGANIZATION CHART AND CORPORATE GOVERNANCE (Continued)

SUBSIDIARIES, ASSOCIATES

At present, PVCFC has 2 subsidiaries i.e. PetroVietnam Packaging Joint Stock Company (PPC) and Korea-Vietnam Fertilizer Co., Ltd. (KVF).

PETROVIETNAM PACKAGING JOINT STOCK COMPANY - PPC

Company Name	PETROVIETNAM PACKAGING JOINT STOCK COMPANY (PPC)
Established Date	10/06/2010
Charter Capital	47,995,160,000 VND
Main Business Sectors	Producing plastic products, mainly PP & PE packaging; manufacturing & trading 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 Held by PVCFC	2,449,167 shares, equivalent to 24,491,670,000 VND
% of ownership	51.03%



KOREA-VIETNAM FERTILIZER CO., LTD (KVF)

Company Name	KOREA-VIETNAM FERTILIZER CO., LTD (KVF)
Established Date	21/05/2015
Charter Capital	2,053,923,469,388 VND
Main Business Sector	Production of fertilizers and nitrogen compounds Details : Production of NPK fertilizers Industry Code 2012
Address	Lot D10b, D3 Street, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, Ho Chi Minh City, Vietnam
Phone	028 028 3781 9281
Email	kvf.sales@kvf.vn infor@kvf.vn
Website	www.kvf.vn
% of ownership	100%



ABOUT THE BOARD OF DIRECTORS



MR. TRAN NGOC NGUYEN

Non-executive Chairman

- **Year of birth:** 1977
- **First appointment date:** 10/01/2019
- **Qualification:**
 - Ph.D. in Chemical Engineering
 - Master's degree in Refining - Petrochemicals
 - Master's degree in Economic Management
 - Director Certification Program (DCP-Granted by VIOD)

➤ **Work Experiences:**

Before being elected as the BOD Chairman of PetroVietnam Ca Mau Fertilizer Joint Stock Company, he has many years of experience in chemical sector and business administration, 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.

Positions at other companies: No

MR. VAN TIEN THANH

**Executive BOD member
General Director**

- **Year of birth:** 1968
- **First appointment date:** 12/6/2018
- **Qualification:**
 - Agricultural and Forestry Mechanical Engineer
- **Work Experiences:**

Before being appointed as General Director in June 2018, he had many years of experience working in the fields of technology and engineering in various 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 the Executive 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.

Positions at other companies: No



MR. NGUYEN DUC HANH

**Non-executive Director
Chairman of the Environmental, Social
and Governance Committee**

- **Year of birth:** 1972
- **First appointment date:** 25/6/2020
- **Qualification:**
 - Engineer in Energy Economics
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

He 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 the Executive 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.

Positions at other companies: No



ABOUT THE BOARD OF DIRECTORS (Continued)



MR. LE DUC QUANG

Non-executive Director

Member of Environmental, Social and Governance Committee

- **Year of birth:** 1975
- **First appointment date:** 25/6/2020
- **Qualification:**
 - Master of Business Administration
 - Chemical Engineer Petrochemical
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

He has many years of experience in petrochemical technology at Vietnam Oil and Gas Group before being elected as a BOD Member of PetroVietnam Ca Mau Fertilizer Joint Stock Company. At Vietnam Oil and Gas Group, he held various positions, including Petroleum Technology Engineer; Specialist in the Gas Department, Deputy Head of the Gas Department; and Deputy Head of the Gas Industry and Petrochemical Refining Department. From June 2020 to April 2021, he served as a Non-executive Director at PetroVietnam Ca Mau Fertilizer Joint Stock Company.

Positions at other companies: No

MR. NGUYEN DUC THUAN

Non-executive Director

Member of the Audit and Risk Management Committee

- **Year of birth:** 1974
- **First appointment date:** 10/01/2024
- **Qualification:**
 - Engineer of Transport Economics
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

Before being appointed as a BOD Member of PetroVietnam Ca Mau Fertilizer Joint Stock Company, he held various positions, including: 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 the Executive Board under Vietnam Oil and Gas Group; 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.

Positions at other companies:

- BOD Chairman - Vietnam Petroleum Packaging Joint Stock Company (Publicly listed company, stock code: PBP)



MS. DO THI HOA

Lead Independent Director

Chairwoman of Audit and Risk Management Committee

Member of Human Capital - Remuneration Committee

- **Year of birth:** 1960
- **First appointment date:** 27/4/2021
- **Qualification:**
 - Bachelor of Industrial Accounting
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

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 Vietnam Oil and Gas Group; Head of audit team of member units, Deputy Head of Internal Audit Department, Deputy Head of Finance - Accounting and Auditing Department of Vietnam Oil and Gas Group.

Positions at other companies: No

MR. TRUONG HONG

Independent Director

Chairman of the Human Capital - Remuneration Committee

Member of the Audit and Risk Management Committee

- **Year of birth:** 1959
- **First appointment date:** 27/4/2021
- **Qualification:**
 - Doctor of Agriculture, major in Soil and Fertilizer
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

Since 1984, he has worked at Coffee Research Institute - 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.

Positions at other companies: No



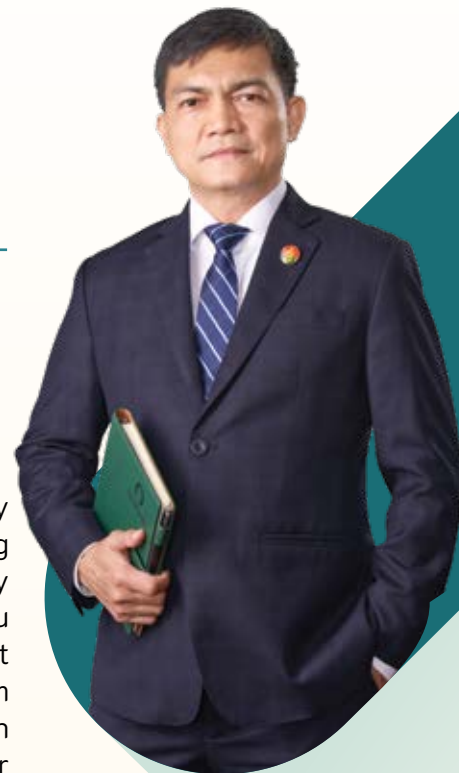
ABOUT THE EXECUTIVE BOARD

MR. VAN TIEN THANH

General Director

- **Year of birth:** 1968
- **Qualification:**
 - Agricultural and Forestry Mechanical Engineer
- **Work Experiences:**

Before being appointed as General Director in June 2018, he had many years of experience working in the fields of technology and engineering in various 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 the Executive 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.



MR. LE NGOC MINH TRI

Deputy General Director

- **Year of birth:** 1970
- **Qualification:**
 - Bachelor of Economics majoring in Accounting of Enterprises
- **Work Experiences:**

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 the Executive Board. In 2011, in addition to the position of Accountant of the Project the Executive 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. In April 2024, he was appointed as Chairman of the Members' Council of Korea-Vietnam Fertilizer Co., Ltd. (KVF).



MR. NGUYEN TUAN ANH

Deputy General Director

- **Year of birth:** 1976
- **Qualification:**
 - Master of Commerce
 - Bachelor of Accounting
 - Bachelor of Business Administration
- **Work Experiences:**

He has many years of experience in various fields and held 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.



MS. NGUYEN THI HIEN

Deputy General Director

- **Year of birth:** 1974
- **Qualification:**
 - Master of Economics
- **Work Experiences:**

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 the Executive 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 Member of PVCFCo, BOD Chairwoman of PVCFCo Southeast; Chairwoman of Southeast PetroVietnam Fertilizer and Chemicals Company; February 2011 - December 2018 worked as BOD Vice Chairwoman of PVCFCo, Chairwoman of PVCFCo Southwest; January 2019, she was appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer JSC.



ABOUT THE EXECUTIVE BOARD

(Continued)

MR. TRAN CHI NGUYEN

Deputy General Director

- **Year of birth:** 1975
- **Qualification:**
 - Master of Business Administration
 - Bachelor of Economics in Accounting
 - Bachelor of Law
- **Work Experiences:**

Before 2008, he 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. NGUYEN THANH TUNG

Deputy General Director

- **Year of birth:** 1979
- **Qualification:**
 - Master of Business Administration
 - Engineer in organic-petrochemical technology
- **Work Experiences:**

He has spent many years working and has experience in the manufacturing sector in various roles. From April 2004 to October 2010, he held the positions of: DCS Operation Engineer; The shift leader of the Urea Workshop at Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation. From February 2010 to July 2020, at PetroVietnam Ca Mau One Member Company Limited, now is the PetroVietnam Ca Mau Fertilizer Joint Stock Company, he has held the following positions: Manager of Urea workshop; Deputy Head of Production Operations the Executive Board; Head of Production Operations the Executive Board; Deputy Director of Ca Mau Fertilizer Plant; Director of Ca Mau Fertilizer Plant. In July 2020, he was appointed as Deputy General Director of PetroVietnam Ca Mau Fertilizer Joint Stock Company (concurrently serving as Director of Ca Mau Fertilizer Plant until May 19, 2022).

MR. DINH NHU CUONG

Chief Accountant

- **Year of birth:** 1977
- **Qualification:**
 - Master of Finance - Banking
 - Bachelor of Economics, majoring in Accounting
 - IT Engineer
- **Work Experiences:**

He has extensive experience in the field of Accounting, having held various positions: General Accountant - Finance, Planning, and Investment Department of Ca Mau City; Head of the Accounting Department - Budget Accounting Department of Ca Mau City from 1998 to March 2007. 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 PetroVietnam Ca Mau Fertilizer JSC.

MR. DO THANH HUNG

Corporate Secretary

Person in charge of Corporate Governance

- **Year of birth:** 1975
- **Qualification:**
 - Master of Business Administration
 - Engineer in Petroleum Refining and Petrochemical Technology
 - Bachelor of Political Economy
 - Corporate Secretary Master Program (CSMP-VIOD)
 - Director Certification Program (DCP-Granted by VIOD)
- **Work Experiences:**

Before joining PVCFC, he 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. Thanks 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, he 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

- **Year of birth:** 1977
- **Qualification:**
 - Bachelor of Economics majoring in State Finance
- **Work Experiences:**

She has many 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

- **Year of birth:** 1979
- **Qualification:**
 - Master of Business Administration
 - Bachelor of Economics and General Accounting
- **Work Experiences:**

Since 2002, he had been the Deputy Manager of the 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: Finance - Accounting Department 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. LE CANH KHANH

Supervisor

- **Year of birth:** 1970
- **Qualification:**
 - Bachelor of Economics, majoring in Finance - Accounting
- **Work Experiences:**

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 non-executive member of Supervisory Board.





PETROVIETNAM CA MAU FERTILIZER JSC

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