

No.: 1523/BC-PVCFC

Ca Mau, July 29th, 2024

REPORT
Corporate governance
(First half of 2024)

Attn:

- The State Securities Commission;
- HCMC Stock Exchange.

- Listed company: PetroVietnam Ca Mau Fertilizer Joint Stock Company.
- Headquarters address: Lot D, Ward 1 Industrial Zone, Ngo Quyen Street, Ward 1, Ca Mau City, Ca Mau Province.
- Telephone: 02903.819000.
- Fax:02903.590501 Email: contact@pvcfc.com.vn.
- Charter capital: VND 5.294.000.000.000 đồng.
- Ticker symbol: DCM.
- Corporate governance structure: General Meeting of Shareholders, Board of Directors (BOD), Supervisory Board and General Director (according to Clause a, Article 137, Enterprise Law 2020).
- Internal audit: performed.
- The Committees/ units under Board of Directors: Audit and Risk Management Committee (ARM), HR - Compensation Committee (HRC), Environmental, Social and Governance Committee (ESG), Internal Audit Committee, Office of Board of Directors.
- Subsidiaries: PetroVietnam Packaging Joint Stock Company (PPC); Korea-Vietnam Fertilizer Co., Ltd. (KVF).

I. Activities of the General Meeting of Shareholders.

The Company's policies prescribed that all shareholders are treated equitably. Information about the Company's operations are complete, accurate, and timely disclosed in compliance with the prevailing laws to shareholders and other relevant stakeholders.

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders approved in the form of written opinions):

No	Resolution No.	Date/month/year	Content
1	70/NQ-PVCFC	January 10 th , 2024	Resolution Extraordinary General Meeting of Shareholders
2	1724/NQ-PVCFC	June 11 th , 2024	Resolution 2024 Annual General Meeting of Shareholders
3	1725/NQ-PVCFC	June 11 th , 2024	Resolution Promulgating the Charter amending, supplementing a number of articles of the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company
4	1726/NQ-PVCFC	June 11 th , 2024	Resolution Approving the 2023 production and business performance report
5	1727/NQ-PVCFC	June 11 th , 2024	Resolution Approving key targets of the 2024 Production and Business Plan
6	1728/NQ-PVCFC	June 11 th , 2024	Resolution Approving the Report of the Board of Directors
7	1729/NQ-PVCFC	June 11 th , 2024	Resolution Approving the audited Financial Statements
8	1730/NQ-PVCFC	June 11 th , 2024	Resolution Approving the 2023 Profit Distribution Plan
9	1731/NQ-PVCFC	June 11 th , 2024	Resolution Approving the 2024 Profit Distribution Plan
10	1732/NQ-PVCFC	June 11 th , 2024	Resolution Approving the Report of the Supervisory Board
11	1733/NQ-PVCFC	June 11 th , 2024	Resolution on selecting an auditing unit
12	1734/NQ-PVCFC	June 11 th , 2024	Resolution Approving the Report on remuneration of the Board of Directors and the Supervisory Board in 2023
13	1735/NQ-PVCFC	June 11 th , 2024	Resolution Approving the salary and remuneration plan for the Board of Directors and the Supervisory Board in 2024
14	1736/NQ-PVCFC	June 11 th , 2024	Resolution Amending details of lines of business

On January 10th, 2024, the Company held an extraordinary General Meeting of Shareholders to supplement the Company's business lines, amending statutes within the jurisdiction of the General Meeting, and electing/dismissing Board of Directors members.

On June 11th, 2024, the Company successfully convened its 2024 Annual General Meeting of Shareholders on the first attempt and in a timely manner. At the 2024 Annual General Meeting of Shareholders on June 11, 2024, the shareholders

passed and approved the reports and statements of the Board of Directors (BOD).

- The General Meeting of Shareholders approved detailed amendments to the registered business lines and amendments and supplements to the Company's Charter.

- Number of members of the Board of Directors (BOD), Supervisory Board (SB), General Director (GD) attending the 2024 Annual General Meeting and Extraordinary General Meeting:

- + All BOD members: 07/07 persons.

- + All SB members: 03/03 persons.

- + General Director: 01/01 person.

- + Representative of the independent audit unit - Deloitte Vietnam Co., Ltd.: 01 person.

- At the 2024 Annual General Meeting of Shareholders, the Presidium invited an independent unit to supervise the vote counting process to ensure objectivity and transparency, specifically as follows:

- + The vote counting supervision team: Mr. Truong Hong - independent member of the Board of Directors of PVCFC; Mr. Do Minh Duong - Supervisor of PVCFC; Shareholder - Nguyen Khuong Duy (Shareholder code: 15781); Shareholder - Dinh Thi Thuy Duong (Shareholder code: 14459);

- + Third independent party to confirm the vote counting results: Bvote Vietnam Joint Stock Company.

- At both the annual and extraordinary General Meetings of Shareholders, the Board of Directors adopted a hybrid approach, combining in-person and online meetings to facilitate the fullest possible participation and engagement from shareholders. Additionally, the voting portal was made accessible 03 hours before the opening ceremony, enabling shareholders to cast their votes remotely. The Presidium thoroughly and satisfactorily addressed all questions raised by the shareholders.

II. Board of Directors (First-Half Report/2024).

1. Information about BOD members:

1.1 BOD members:

No	BOD member	Position	BOD member/Independent BOD membership start/end date		
			Appointment date	Dismissal date	First appointment date
1	Mr. Tran Ngoc Nguyen	Chairman of BOD	January 10 th , 2024		January 10 th , 2019
2	Mr. Van Tien Thanh	Member of BOD and General Director	June 12 th , 2023		June 12 th , 2018

3	Mr. Nguyen Duc Hanh	Member of BOD	June 25 th , 2020		June 25 th , 2020
4	Mr. Le Duc Quang	Member of BOD	April 27 th , 2021		June 25 th , 2020
5	Mr. Truong Hong	Independent member of BOD	April 27 th , 2021		April 27 th , 2021
6	Mrs. Do Thi Hoa	Independent member of BOD	April 27 th , 2021		April 27 th , 2021
7	Mr. Nguyen Duc Thuan	Member of BOD	January 10 th , 2024		January 10 th , 2024

- BOD Member Structure:

No	Criteria/Full name	Tran Ngoc Nguyen	Van Tien Thanh	Nguyen Duc Hanh	Le Duc Quang	Do Thi Hoa	Truong Hong	Nguyen Duc Thuan
1	Position in BOD/Participation in Executive Board	Chairperson / non-executive	Member and General Director	Non-executive member	Non-executive member	Independent member	Independent member	Non-executive member
2	Sex	Male	Male	Male	Male	Female	Male	Male
3	Age	47	56	52	48	64	65	49
4	Area of expertise	Ph.d in Chemical Engineering, Master of Petroleum Refining, Master of Economic Management.	Agricultural and Forestry Mechanical Engineer	Engineer in Energy Economics	Master of Business Administration, Petrochemical Technology Engineer	Bachelor of Industrial Accounting	Doctor of Agriculture, major in Soil and Fertilizer	Transport Economics Engineer
5	ARM Committee	-	-	-	-	Chairperson	Member	Member
6	HRC Committee	-	-	-	-	Member	Chairperson	-
7	ESG Committee	-	-	Chairperson	Member	-	-	-
	Holding management position at another Company	No	No	No	No	No	No	Board Chairman of PPC Company

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

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

No	Full name	Sex	Area of expertise	Work experience
1	Mr. Do Thanh Hung	Male	- Petroleum Refining Technology Engineer. - Bachelor of Political Economy.	- Research, analyze quality of crude oil and petroleum products. - Research, evaluate, analyze oil market and oil products; formulate,

No	Full name	Sex	Area of expertise	Work experience
			<ul style="list-style-type: none"> - Master of Business Administration. - Specialization in Corporate Secretary (CSMP-VIOD) - Board Member Certification (DCP-VIOD) 	<ul style="list-style-type: none"> appraise and manage investment projects. - Propose, implement, manage project investments, financial investments and financial services in financial companies. - Risk management in banking operations, troubled debt handling. - Manage quality systems according to ISO standards. - Corporate Secretary (from January 2016 to present). - Deputy Chief in charge of the BOD Office (from 6/2024 to now)

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

No	Member of the Board of Directors	Ownership stake, management and executive positions at other listed companies	Conflict of interest with PVCFC
1	Mr. Tran Ngoc Nguyen	No	No
2	Mr. Van Tien Thanh	No	No
3	Mr. Nguyen Duc Hanh	No	No
4	Mr. Le Duc Quang	No	No
5	Mr. Truong Hong	No	No
6	Mrs. Do Thi Hoa	No	No
7	Mr. Nguyen Duc Thuan	Board Chairman of subsidiary-PPC Company	Yes (from January 10 th , 2024, elected as Member of the Board of Directors)

3. Meetings and activities of the Board of Directors:

No	Member of the Board of Directors	Number of meetings attended	Ratio	Reason for non-attendance
1	Mr. Tran Ngoc Nguyen	10/10	100%	
2	Mr. Van Tien Thanh	10/10	100%	
3	Mr. Nguyen Duc Hanh	10/10	100%	
4	Mr. Le Duc Quang	10/10	100%	
5	Mr. Truong Hong	10/10	100%	
6	Mrs. Do Thi Hoa	10/10	100%	
7	Mr. Nguyen Duc Thuan	10/10	100%	

The BOD members attended all BOD meetings, the meeting documents were distributed to the members 05 days in advance, and all information was up-to-date prior to the meeting.

Of the 07 Board of Directors members, 06 do not occupy management or executive roles in any affiliated companies. Additionally, there is no cross-ownership involving suppliers or related parties. Specifically, BOD Member Nguyen Duc Thuan, who was elected since January 10th, 2024, presently serves as the Chairman of the Board of Directors at PPC, a subsidiary of PVCFC.

On May 31th, 2024, the non-executive members of the BOD convened a private meeting under the leadership of the BOD Chairman. They engaged in a discussion on the operating direction for the Office of the Board of Directors.

On June 11th, 2024, the Company successfully convened its 2024 Annual General Meeting of Shareholders in a timely manner.

The BOD has resolved to finalize the list of shareholders eligible for the 2023 cash dividends on June 25th, 2024, and dividends were paid on July 11th, 2024. The Board of Directors' decision to disburse dividends within 30 days following the annual General Meeting of Shareholders (June 11th, 2024) reflects a dedication to exceeding the requirements of the Enterprise Law (the law mandates dividend payment within 06 months, or 03 months as stipulated by the Company's Charter), ensuring that shareholders receive their benefits at the earliest opportunity.

The BOD acknowledges the critical importance of climate change. This recognition comes alongside a longstanding commitment by both the BOD and Company Leaders to prioritize safety, health, and environmental initiatives. In the first half of 2024, the BOD took decisive and transparent steps to orientate and establish the Company's strategy for sustainable development. At the regular February 2024 meeting, the BOD decided to establish an Environmental, Social and Governance (ESG) Committee to develop strategic directions for sustainable development. With the ESG Committee's determination, the Company's ESG-Sustainable Development strategy received prompt approval from the BOD during the regular May 2024 meeting. This decisive action affirms the Company's dedication to executing a sustainable development strategy and implementing good corporate governance practices.

The company has a dedicated Health - Safety - Environment (QHSE) section on its website, which is updated with quarterly environmental measurement results, showcasing the company's steadfast commitment and robust compliance with environmental and climate change regulations.

Besides the General Meeting of Shareholders, the Company proactively engages with investors and stock analysts through regular meetings to provide shareholders/investors with the opportunity to understand and discuss the Company's production and business performance.

The BOD conducts a review every 6 months to ensure that the Company's activities are consistent with the Company's development strategy.

The BOD ensures complete and timely disclosure of information in accordance with regulatory requirements, avoiding any penalties or warnings for non-compliance.

Over the past three years, the Company has maintained a clean record with no incidents/convictions of insider trading among its insiders and employees.

4. Committees under the Board of Directors:

- The company currently has 03 Committees under the Board of Directors: (i) ARM Committee; (ii) HRC Committee (formerly Governance - HR and Compensation Committee, name changed in accordance with Decision no. 433/QD-PVCFC dated March 01st, 2024 of the BOD); (iii) ESG Committee (established in accordance with Decision no. 427/QD-PVCFC dated February 29th, 2024 of the BOD).

- All Committee members are non-executive members of the BOD. The ARM Committee is chaired by independent BOD Member Do Thi Hoa. The HRC Committee is led by Independent BOD Member Truong Hong, and the ESG Committee is headed by BOD Member Nguyen Duc Hanh. According to good corporate governance practices, the ARM Committee and the HRC Committee ensure the proportion of independent BOD members.

- The structure and composition of the Committees reflects the Company's actual position. The Committees assist the Board of Directors in fostering synergy, enhancing their role, and effectively promoting the Company's corporate governance capabilities.

5. Supervision activities of the BOD for the Board of General Directors.

Pursuant to the Company's Charter and the internal regulation on corporate governance, the Board of Directors inspected and supervised the activities of the General Director (GD) and the Executive Board in running production and business and implementing the Resolutions of the General Meeting of Shareholders and the BOD in 2024 as follows:

- o Supervision method:

- The BOD assigns each BOD member to be in charge of each specific area and has Committees to supervise the GD and the Executive Board in organizing and implementing the resolutions of the BOD. The BOD develops contents prepared by the Executive Board to present/discuss/question at BOD meetings. At the meetings, the BOD reviewed the implementation of Resolutions, the monthly, quarterly and accumulative operating situation, discussed and passed Resolutions for the GD and Executive Board as a basis for implementation. In addition, the Committees of the BOD also discussed with EB members about contents and issues of supervision, concern.

- Attend regular meetings of the BOD on operating activities and quarterly briefings.

- The supervision of the activities of the GD and the Executive Board was conducted regularly and continuously by the BOD, ensuring the smooth operation of all activities of the Company.

- o Content of supervision:

- Supervise operating activities, implementation of Resolutions/Decisions and policies of the BOD, job security for workers, labor safety, human rights, and salary and bonus regime, etc.

- Update and issue Resolutions, Decisions, and Regulations under the authority of the BOD in accordance with the new situation, decentralize management to create favorable conditions for the GD to implement.

- Timely support to ensure the effectiveness of the General Director's operating activities, the supporting apparatus for the GD and the Capital Representative at enterprises with capital contribution of the Company.

- Review and supervise reports on monthly production and business performance, first-half report of 2024; Financial statements 2023, Financial statements Q1 2024 of the Company.

- o Supervision results:

- For the results achieved in the first half of 2024, the BOD discussed and evaluated: The GD and Executive Board ensured operation on ongoing basis, completed production and consumption targets beyond expectations, provided jobs for employees, ensured employees' health safety and conducted highly responsible business with stakeholders, strictly complied with current laws and the regulation on operation of the Company.

- In the first half of 2024, the Company did not violate law on labor safety and human rights; did not use child labor and forced labor; did not violate regulations and was not fined for environmental issues.

6. Activities of Committees under the Board of Directors.

6.1. Activities of the Audit and Risk Management Committee (ARMC):

- The ARMC supervised the Company by methods of: (i) Directly monitoring the activities of the BOD through meetings, discussions, and methods of making Resolutions of the BOD; (ii) Supervising the activities of the Executive Board through compliance with Resolutions/Decisions of the BOD as well as the mechanism of decentralization between the BOD and the GD; (iii) Supervision through reporting and communication channels with EB members, Chief Accountant, Internal Audit Department, Head of Legal and Compliance Department; (iv) Monitoring through the reporting channel of the Independent Auditor.

- In the first half of 2024, the ARMC not only engaged in regular discussions on various issues but also convened 02 meetings to: (i) Deliberated on material risk management concerns, offering advice and recommendations for the Executive Board's organization and execution; (ii) Assessed the performance of the Internal Audit Committee in the context of the Company's production and business operations, as per the established internal audit plan; (iii) Reviewed the Company's quarterly financial reports to ensure the integrity of financial statements and draw attention to the debt recovery reconciliation and the adjustment of accruals.

- Conducted a thorough review of transactions with related parties in 2024 within the BOD's approval authority

- Supervised the Internal Audit Committee's operations and approved each audit, approved directives to act on the Internal Audit's recommendations, instructed the Board of Directors to facilitate the execution of these recommendations, prompt action upon receipt of the Internal Audit Committee's recommendations and proposals.

- Monitored and assessed risk management of the Company, focusing on: (i) The risk identification processes and policies; (ii) The Executive and Management Board's performance in implementing the company's risk management policies; (iii) The operations of the risk management division.

6.2. Activities of the HR - Compensation Committee (HRCC).

In addition to regular communications and discussion on various specific issues, in the first half of 2024, the HRCC held 02 meetings to assess and report to the Board of Directors on issues related to: personnel, compensation and the organizational structure of the Company.

In the first half of 2024, the HRCC executed the duties prescribed in Decision No. 433/QD-PVCFC, dated March 01st, 2024, and the subsequent amendments and supplements under Decision No. 1657/QD-PVCFC, dated June 05th, 2024. The specific activities undertaken were as follows:

- Participated in personnel work of the Executive Board and BOD:

In the first half of 2024, the HRCC was actively involved in the evaluation process and provided input on the appointment and re-appointment of personnel at the Deputy Head level and above, and appointment of Board of Directors' members. The planning, appointment, and re-appointment procedures for personnel have been meticulously ensured to adhere to legal provisions.

- + The BOD has undertaken a strategic restructuring of the Committees: An ESG Committee was established, aligning with best practices; BOD member Nguyen Duc Hanh was appointed as the chairperson of the ESG Committee; Independent BOD Member Do Thi Hoa was appointed to the HRC Committee; Independent BOD Member Truong Hong was appointed to the ARM Committee. According to good corporate governance practices, the ARM Committee and the HRC Committee ensure the proportion of independent BOD members.

- + The extraordinary General Meeting of Shareholders, held on January 10th, 2024, resulted in the election of Mr. Nguyen Duc Thuan to the BOD for the 2024 - 2029 term. He replaced Mr. Tran My, who stepped down to receive his retirement benefits.

- Participated in reviewing and evaluating issues related to matters concerning salaries, bonuses, and policies for the Executive and Management Board and employees:

- + The Committee has participated in reviewing and evaluating issues related to matters concerning salaries, bonuses, and policies for the Executive and Management Board and employees. The HRC Committee was particularly proactive, providing critical feedback and endorsing the promulgation of the Regulations on salaries, bonuses, and remunerations for the Executive and Management Board, Regulations on management of salaries, bonuses, and welfare policies for employees.

- + The payment of salaries, bonuses, remunerations for the Management and Executive Board is processed in accordance with Decision No. 1754/QD-PVCFC dated September 09th, 2020, and Decision No. 1224/QD-PVCFC dated May 05th, 2024. The existing salary and bonus structure for the Executive and Management Board has proven to be an effective motivator, fostering creativity and dynamics among the staff, contributing positively to the Company's continuous growth and success.

- Supervised the management of the Company's salary, remuneration, bonus and welfare policies:

- + For the employees, the Company disburses salaries, bonuses, and benefits as per legal requirements and internal regulations to ensure their well-being (applicable under Regulations on salary, bonus, and welfare regime, promulgated by the BOD under

Decision No. 666/QD-PVCFC dated April 06th, 2022 of the BOD; Decision Amending no. 1951/QD-PVCFC dated August 15th, 2022 and Decision No. 1227/QD-PVCFC dated May 02nd, 2024; Employee policies promulgated by the BOD under Decision no. 2974/QD-PVCFC dated December 05th, 2022 and as amended in the Regulations on personnel management, issued under Decision No. 1695/QD-PVCFC dated June 10th, 2024).

+ The Company is actively working to enhance efficiency and fairness in salary and bonus distributions by regularly reviewing and updating its salary regulations tailored to each job position, work level, aiming towards the 3P compensation model.

- Conducted a thorough review of the compensation policies and regimes as presented in the Company's annual report: Participated in reviewing and evaluating compensation policies and practices as presented in the annual report for 2023 are in line with the Company's internal regulations and comply with provisions of Law.

- Performance evaluation of the BOD, Board members, Committees and members of Committees under the BOD in the first half of 2024.

6.3. Activities of the Environmental, Social and Governance Committee (ESG Committee):

At the regular meeting in February 2024, the Board of Directors decided to establish the ESG Committee according to Decision No. 427/QD-PVCFC dated February 29th, 2024. The ESG Committee has been created as a specialized advisory body under the BOD. Its primary role is to provide advice, consultation, and oversight on matters concerning sustainable development and corporate governance.

From its establishment up to the end of the first half of 2024, the ESG Committee has 01 meeting to assess the project aimed at establishing the Company's strategic direction for Sustainable Development, which was carried out by the CGS Project and Consulting Board. The Committee then recommended that the BOD endorse this strategic direction for sustainable development within the Company.

Acting on the ESG Committee's recommendation, the BOD ratified the Company's strategic framework for ESG-Sustainable Development through Decision No. 1696/QD-PVCFC, dated June 10th, 2024. This framework serves as the foundation for executing sustainable practices in the Company's operational and business endeavors; the Company disclosed this development on its information portal, reinforcing the BOD and Executive Board's commitment to adopting strategies that align the Company with global sustainable development trends.

7. Evaluation of the BOD's performance in the first half of 2024.

- BOD members strictly implemented the promulgated regulations such as Internal Regulation on Corporate Governance, Regulation on operation of the BOD, Regulation on coordination between the Standing Party Committee, the BOD and the GD of the Company, in compliance with the Law and the Company's Charter.

- The BOD conducted a comprehensive review and update of the Company's Charter, which was then presented to the General Meeting of Shareholders for approval of the amendments; Amended, supplemented the Company's lines of business to align with current regulations and good corporate governance practices; Issued rules, regulations, and decisions within its authority, according to the actual needs and

strategic objectives, thereby streamlining the management process for the Board of General Directors, further fostering the Company's growth.

- The BOD issued Regulation on management of conflicts of interest and related party transactions of PVCFC; Regulation on warning violations, Code of conduct in business and published them on the Company's website.

- The Board of Directors designated Do Thi Hoa, an independent member, as the Lead Independent Director to oversee the independent members, reinforcing autonomy, preventing power misuse, and mitigating potential conflicts of interest.

- The BOD worked with a consulting unit to conduct a comprehensive evaluation of the Company's current governance practices. This assessment aimed to enhance governance capabilities in line with the ASEAN Corporate Governance Scorecard (ACGS); issued strategic orientation for sustainable development, anchored in ESG (Environmental, Social, and Governance) criteria; Established the ESG Committee to bolster sustainable development strategies and actions within the Company.

- BOD members diligently executed their designated duties, actively engaging in strategic planning and fulfilling their obligations; consistently deliberated on work content and objectives to achieve unified decision-making. Moreover, the Board routinely revised and updated its operational plans to align with the actual governance situation.

- The BOD closely oversaw the Company's operations and engaged in timely discussions and exchanges with the GD, in line with the Board's duties and authority.

- The Company's governance activities were carried out in accordance with the internal regulation on corporate governance, the Company's Charter, and the regulation on operation of the BOD. The Chairman of the BOD and assigned members regularly monitored and urged the serious implementation of the Resolutions of the General Meeting of Shareholders, and the Resolutions/Decisions of the BOD, including supervising and directing the GD in running the Company's activities.

- The BOD convened the annual General Meeting of Shareholders in accordance with regulations and issued relevant Resolutions for execution by the Executive Board.

- The BOD regularly conducted reviews and evaluations to ensure the Company's activities are consistent with the overall strategic direction. The latest amendments and supplements to the regulation on operation of the BOD stipulated that the Company's strategy shall be reviewed and evaluated every 6 months.

8. Resolutions/Decisions of the BOD issued in the first half of 2024:

In the first half of 2024, the BOD received 52 proposals of the General Director, promulgated 80 Resolutions/Decisions concerning the Company's operational performance, which were then executed by the General Director, specifically as follows:

No	Code	Date/month/year	Content
1	10/QD-PVCFC	January 03 rd , 2024	Decision on personnel work (Re-appointment of Mr. Bui Thanh Lam)

No	Code	Date/month/year	Content
2	68/NQ-PVCFC	January 10 th , 2024	Resolution Electing Chairman of the Board of Directors and assigning duties within their area of expertise in the Board of Directors
3	69/QD-PVCFC	January 10 th , 2024	Decision Appointing Chairman of the BOD
4	86/QD-PVCFC	January 12 th , 2024	Decision Approving remuneration of BOD member (Nguyen Duc Thuan)
5	89/QD-PVCFC	January 12 th , 2024	Decide Assigning duties within personnel areas of expertise in the BOD
6	90/QD-PVCFC	January 12 th , 2024	Decision Amending and promulgating internal regulations on governance of PVCFC
7	91/QD-PVCFC	January 12 th , 2024	Decision Amending and promulgating the Operating Regulations of BOD of PVCFC
8	126/NQ-PVCFC	January 16 th , 2024	Resolution on personnel work (Mr. Nguyen Trung Kien)
9	127/NQ-PVCFC	January 16 th , 2024	Resolution on personnel work (Mrs. Tran Nhu Quynh, Mr. Tong Viet Thong)
10	151/QD-PVCFC	January 18 th , 2024	Decision Re-appointing personnel (Mr. Tong Viet Thong)
11	154/QD-PVCFC	January 18 th , 2024	Decision Re-appointing personnel (Mrs. Tran Nhu Quynh)
12	248/NQ-PVCFC	January 31 st , 2024	Resolution of the BOD meeting in January 2024
13	250/QD-PVCFC	January 31 st , 2024	Decision Approving the issuance of Regulations on financial accounting management
14	251/QD-PVCFC	January 31 st , 2024	Decision Approving the issuance of Regulations on management of operations and use of the Science & Technology Development Fund
15	253/QD-PVCFC	January 31 st , 2024	Decision Approving the issuance of Regulations on procurement of goods and services
16	254/QD-PVCFC	January 31 st , 2024	Decision Approving the issuance of Regulations on organization and operation of Company Branch - Project Management Board
17	421/NQ-PVCFC	February 29 th , 2024	Resolution of the BOD meeting in February 2024
18	422/QD-PVCFC	February 29 th , 2024	Decision Establishing the Steering Committee for handling gas sources and long-term gas prices of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
19	423/QD-PVCFC	February 29 th , 2024	Decision Approving the evaluation results and ranking of cadres in 2023.
20	424/QD-PVCFC	February 29 th , 2024	Decision Approving the promulgation of List of internal normative documents, Plan for update and adjustment of specific Regulations, Plan for formulation and promulgation of Table of Priority for promulgated Regulations.
21	427/QD-PVCFC	February 29 th , 2024	Decision Establishing the Environmental - Social and Governance (ESG) Committee and promulgating the Regulations on organization and operation of the Committee.

No	Code	Date/month/year	Content
22	429/QD-PVCFC	February 29 th , 2024	Decision Appointing personnel to the Environmental - Social and Governance (ESG) Committee.
23	434/QD-PVCFC	March 01 st , 2024	Decision Strengthening personnel for the HR - Compensation Committee.
24	433/QD-PVCFC	March 01 st , 2024	Decision Changing the name of the Administration - Human Resources and Remuneration Committee and promulgating the Regulations on organization and operation of the Committee (as amended, supplemented).
25	435/QD-PVCFC	March 01 st , 2024	Decision Promulgating the Regulations on organization and operation of the Audit and Risk Management Committee (as amended, supplemented).
26	436/QD-PVCFC	March 01 st , 2024	Decision Strengthening personnel for the Audit and Risk Management Committee.
27	486/NQ-PVCFC	March 07 th , 2024	Resolution on personnel work (Mr. Le Tien Hung)
28	488/NQ-PVCFC	March 07 th , 2024	Resolution of the Board of Directors meeting on M&A decision of KVF company and other issues
29	489/NQ-PVCFC	March 07 th , 2024	Resolution on personnel work (Mrs. Nguyen Thi Hien)
30	514/QD-PVCFC	March 08 th , 2024	Decision on personnel work (Mr. Le Tien Hung)
31	525/QD-PVCFC	March 11 th , 2024	Decision Assigning duties to Mrs. Nguyen Thi Hien
32	583/NQ-PVCFC	March 14 th , 2024	Resolution of the Board of Directors meeting on M&A decision of Korea-Vietnam Fertilizer Co., Ltd.
33	584/QD-PVCFC	March 14 th , 2024	Decision Redemption of contributed capital in Korea-Vietnam Fertilizer Co., Ltd.
34	604/NQ-PVCFC	March 15 th , 2024	Resolution on personnel work at PPC company
35	804/NQ-PVCFC	March 28 th , 2024	Resolution on personnel work at Korea-Vietnam Fertilizer Co., Ltd.
36	809/NQ-PVCFC	March 28 th , 2024	Resolution of the Board of Directors meeting in March 2024
37	810/QD-PVCFC	March 28 th , 2024	Decision Final settlement adjustment for the completion of raw material import port of Ca Mau Fertilizer Plant with an annual capacity of 500,000 tons
38	811/QD-PVCFC	March 28 th , 2024	Decision on Delegation of capital mobilization authority to the General Director
39	814/NQ-PVCFC	March 28 th , 2024	Resolution Extension of time period for convening 2024 Annual General Meeting of Shareholders
40	838/QD-PVCFC	March 29 th , 2024	Decision Approving the salary and remuneration fund for 2023
41	842/NQ-PVCFC	March 29 th , 2024	Resolution Approving the plan for convening the 2024 Annual General Meeting of Shareholders
42	1032/NQ-PVCFC	April 12 th , 2024	Resolution on personnel work at PPC company (Mr. Tran Minh Nhat)

No	Code	Date/month/year	Content
43	1033/QD-PVCFC	April 12 th , 2024	Decision on Enterprise classification of Vietnam Petroleum Packaging Joint Stock Company (PPC)
44	1081/QD-PVCFC	April 17 th , 2024	Decision Appointing Chairman of the Board of Directors of Korea-Vietnam Fertilizer Co., Ltd.
45	1082/QD-PVCFC	April 17 th , 2024	Decision Appointing member of the Board of Directors of Korea-Vietnam Fertilizer Co., Ltd.
46	1083/QD-PVCFC	April 17 th , 2024	Decision Appointing member of the Board of Directors, Director of Korea-Vietnam Fertilizer Co., Ltd.
47	1084/QD-PVCFC	April 17 th , 2024	Decision Appointing Supervisor of Korea-Vietnam Fertilizer Co., Ltd.
48	1199/NQ-PVCFC	April 26 th , 2024	Resolution Establishing Representative Office and personnel work of PVCFC
49	1216/NQ-PVCFC	May 02 nd , 2024	Resolution of the Board of Directors meeting in April 2024
50	1217/QD-PVCFC	May 02 nd , 2024	Decision Approving the 2024 Operating Plan proposed by PVCFC's Representative in charge of control at Korea-Vietnam Fertilizer Co., Ltd.
51	1218/QD-PVCFC	May 02 nd , 2024	Decision Promulgating the Operating Regulations of the Supervisory Board of Korea-Vietnam Fertilizer Co., Ltd.
52	1219/NQ-PVCFC	May 02 nd , 2024	Resolution Approving the agenda of the 2024 Annual General Meeting of Shareholders of PetroVietnam Packaging Joint Stock Company
53	1224/QD-PVCFC	May 02 nd , 2024	Decision Promulgating Regulations on salary, bonus and remuneration for PVCFC's Executive and Management Board
54	1227/QD-PVCFC	May 02 nd , 2024	Decision Promulgating Regulations on salary, bonus and welfare benefits for PVCFC Employees
55	1229/QD-PVCFC	May 02 nd , 2024	Decide Approving contracts and transactions with related parties in 2024
56	1234/QD-PVCFC	May 02 nd , 2024	Decision Establishing Office of the Board of Directors
57	1236/QD-PVCFC	May 02 nd , 2024	Decision Promulgating the Regulations on confidentiality
58	1249/QD-PVCFC	May 03 rd , 2024	Decision Appointing Chief of Representative office in Ho Chi Minh City
59	1255/QD-PVCFC	May 03 rd , 2024	Decision Promulgating the Regulations on organization and operation of Office of the Board of Directors
60	1256/QD-PVCFC	May 03 rd , 2024	Decision Establishing Representative Office in Ho Chi Minh City
61	1265/QD-PVCFC	May 03 rd , 2024	Decision Promulgating the Regulations on KPI evaluation of Chief of Office/Chief of Board of Directors Office
62	1270/NQ-PVCFC	May 04 th , 2024	Resolution Approving the Regulations on financial management of PetroVietnam Packaging Joint Stock Company

No	Code	Date/month/year	Content
63	1281/NQ-PVCFC	May 06 th , 2024	Resolution on personnel work of PVCFC
64	1285/QD-PVCFC	May 06 th , 2024	Decision Re-appointing personnel (Mr. Vo Phuc Hung)
65	1289/NQ-PVCFC	May 06 th , 2024	Resolution on personnel work at PPC company
66	1646/NQ-PVCFC	June 05 th , 2024	Resolution on personnel work of PVCFC (Mr. Do Thanh Hung)
67	1649/QD-PVCFC	June 05 th , 2024	Decision Mobilizing and appointing personnel (Mrs. Nguyen Thi Mai Chi)
68	1650/QD-PVCFC	June 05 th , 2024	Decision Approving the official seal of Representative Office in Ho Chi Minh City
69	1651/QD-PVCFC	June 05 th , 2024	Decision Mobilizing and appointing personnel (Mrs. Tran Thanh Binh)
70	1652/QD-PVCFC	June 05 th , 2024	Decision Mobilizing and appointing personnel (Mrs. Do Thi Hoang Phuong)
71	1653/NQ-PVCFC	June 05 th , 2024	Resolution of the Board of Directors meeting in May 2024
72	1654/NQ-PVCFC	June 05 th , 2024	Resolution on personnel work (Mr. Tran Anh Tam, Nguyen Van The)
73	1656/QD-PVCFC	June 05 th , 2024	Decision Organizing personnel and assigning duties at the 2024 Annual General Meeting of Shareholders
74	1657/QD-PVCFC	June 05 th , 2024	Decision Promulgating the Regulations on organization and operation of the HR-Compensation Committee (as amended, supplemented)
75	1658/QD-PVCFC	June 05 th , 2024	Decision Promulgating the Regulations on inventory management of PVCFC
76	1670/QD-PVCFC	June 06 th , 2024	Decision Mobilizing and appointing personnel (Mr. Do Thanh Hung)
77	1688/QD-PVCFC	June 07 th , 2024	Decision Re-appointing personnel (Mr. Tran Anh Tam)
78	1695/QD-PVCFC	June 10 th , 2024	Decision Promulgating the Regulations on human resources management
79	1688/QD-PVCFC	June 10 th , 2024	Decision Promulgating the ESG - Sustainable Development Orientation of PVCFC
80	1752/QD-PVCFC	June 12 th , 2024	Decision on 2023 cash dividends to shareholders

III. Supervisory Board.

1. Information about Supervisory Board (SB) members:

No	Member of the Supervisory Board	Position	Supervisory Board membership start/end date
1	Mrs. Phan Thi Cam Huong	Head of Committee	June 25 th , 2020
2	Mr. Do Minh Duong	Member	April 27 th , 2021
3	Mr. Le Canh Khanh	Member	June 12 th , 2023

2. Supervisory Board meetings:

No	Member of the Supervisory Board	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Mrs. Phan Thi Cam Huong	02/02	100%	
2	Mr. Do Minh Duong	02/02	100%	
3	Mr. Le Canh Khanh	02/02	100%	

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

- During the first half of 2024, the Supervisory Board fully attended every Board of Directors' meetings, briefings, and important Executive meetings, ensuring transparency and a current understanding of the Company's operations. The Board of Directors' actions were in strict compliance with the Company's Charter, internal regulation on corporate governance and relevant rules. Additionally, the Executive Board effectively executed the Board of Directors' Resolutions and Decisions.

- The Supervisory Board conducted a meticulous review, analysis, and evaluation of the Company's production and business reports for the current period.

- The Supervisory Board provided insightful opinions, recommendations on documents and Regulations presented to the Board of Directors for approval.

- The Supervisory Board monitored the execution of strategic orientation, production, and business plans, as well as other activities, by participating in meetings, seminars, and reviewing related reports.

- The Supervisory Board conducted supervision and assessment of the Board of Directors and Executive Board's activities and presenting their findings at the 2024 Annual General Meeting of Shareholders.

- The Supervisory Board conducted supervision of regulatory compliance and implementation of laws, Resolutions, Decisions by the General Meeting of Shareholders and the BOD, as well as the Executive Board's adherence to regulations.

- The Supervisory Board conducted inspections and oversight of activities across the Company's units, departments, branches, and subsidiaries.

- Proposed the selection of an independent auditing unit to audit the Financial statements and discussed with the Independent Auditor about existing issues and problems encountered during the review and audit of the Financial statements.

- Supervised the implementation of recommendations from inspection and examination teams at higher levels.

- The Supervisory Board evaluated the completeness, regulatory compliance, and integrity of the Company's financial statements 2023; Q1 2024 of the Company.

4. Coordination between the Supervisory Board and the activities of the Board of Directors, Executive Board and other managers.

- The coordination between the Supervisory Board, the BOD and the General Director at PVCFC continued to be promoted based on the principle of flexibility, ensuring the benefits of the Company, shareholders, employees and related parties.

- With the vested powers and responsibilities, the Board of Directors issued Regulations/Rules governing the Company’s operations for the General Director to implement. Throughout its operations, the Board actively engaged with the General Director to swiftly approve, modify, and update documents, ensuring the Company’s operations proceeded smoothly and efficiently.

- The BOD expedited, reviewed, oversaw the resolutions assigned to the General Director for execution. The BOD held meetings with the Board of General Directors to set, adjust production and business targets in response to the evolving circumstances of each period.

- The BOD and the General Director have maintained a cohesive relationship, consistently operating in strict compliance with the Company’s Charter and Regulation on corporate governance.

- Every quarter, the General Director presented the financial statements to the BOD. The BOD consistently instructed the General Director to ensure the financial statements were audited and reviewed in accordance with regulations, facilitating timely decisions by the General Meeting of Shareholders.

- Throughout the inspection and supervision processes, the General Director facilitated conditions, promptly designated personnel, and provided documents to enable the BOD and Supervisory Board to carry out their supervisory roles effectively.

- Besides inspection and supervisory duties, the Supervisory Board contributed their expertise during the drafting and promulgation of regulations/rules, organization of production and business operations, offering advice and feedback for further improvement and in line with the actual situation.

- The BOD engaged the Supervisory Board in BOD meetings to evaluate the implementation of plans, strategies, creating orientations and propose strategic solutions that reflect current situation, laying the groundwork for future action.

- The Supervisory Board coordinated with the BOD and the Executive Board on: recommending independent auditors for the Financial statements 2024 for approval by the General Meeting of Shareholders; Successfully convened the 2024 Annual General Meeting of Shareholders.

IV. Executive Board:

No	Member of the Executive Board	Date of birth	Expertise	Appointment/dismissal date
1	Mr. Van Tien Thanh - General Director	July 09 th , 1968	Agriculture and Forestry Mechanical Engineer	June 12 th , 2023
	Deputy General Directors:			
2	Mr. Le Ngoc Minh Tri	October 19 th , 1970	Bachelor of Economics in Business Accounting	June 01 st , 2020

No	Member of the Executive Board	Date of birth	Expertise	Appointment/dismissal date
3	Mr. Nguyen Tuan Anh	February 24 th , 1976	Master of Economics in Commerce; Bachelor of Accounting; Bachelor of Business Administration	June 01 st , 2022
4	Mrs. Nguyen Thi Hien	July 13 th , 1974	Master of Economics	January 01 st , 2024
5	Mr. Tran Chi Nguyen	September 21 st , 1975	Master of Business Administration; Bachelor of Economics in Accounting; Bachelor of Law	June 25 th , 2020
6	Mr. Nguyen Thanh Tung	March 27 th , 1979	Master of Business Administration; Organic petrochemical engineer	July 15 th , 2020

V. Chief accountant:

Full name	Date of birth	Expertise	Appointment/dismissal date
Dinh Nhu Cuong	February 20 th , 1977	Master of Banking and Finance; Bachelor of Economics in Accounting; IT Engineer	February 05 th , 2021

VI. Corporate governance training:

- All members of the BOD, Executive Board, Supervisory Board, Corporate Secretary, Person in charge of corporate governance, Office of BOD and related departments have received training and are constantly kept up with the latest corporate governance regulations.

- Representatives from the BOD and Executive Board have participated in training sessions and seminars on corporate governance, regional and global good corporate governance practices, latest updates in enterprise and securities law, decrees, and guiding circulars, which were organized by the Ho Chi Minh City Stock Exchange (HOSE), Deloitte, VIOD.

- The BOD has approved the orientation training plan for the BOD Member, Nguyen Duc Thuan, who was appointed on January 10th, 2024. He will be participating in programs that cover the Company's culture, purpose, business model, and strategic orientation; certification program for BOD Members; training on ESG awareness and practices.

VII. List of related persons and transactions between the Company and its related persons.

1. List of related persons of the Company:

(According to attached Appendix 01)

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

In the current period, the Company has entered into material related party transactions, valued as follows:

	From 01/01/2024 to 30/06/2024 <i>(according to pre-audit financial statements, Unit: VND</i>
Sale of goods	
<i>b) Subsidiary</i>	95,170,668,000
Korea-Vietnam Fertilizer Co., Ltd.	95,170,668,000
	222,433,216
<i>b) Other related parties according to Vietnamese Accounting Standards</i>	
PetroVietnam Power REC	222,433,216
	95,393,101,216
Purchase of goods, services	
	2,646,895,539,986
<i>a) Vietnam Oil and Gas Group and Group subsidiaries</i>	
Vietnam Oil and Gas Group	2,382,871,352,796
Branch of PetroVietnam Power Corporation - Joint Stock Company - PetroVietnam Ca Mau Power Company	184,953,436,757
PetroVietnam Fertilizer and Chemicals Corporation - Petrochemicals Trading Branch	69,671,209,657
Branch of Vietnam Gas Corporation - Ca Mau Gas Company	6,298,755,985
Vietnam Petroleum Institute	-
PetroVietnam University	1,002,684,791
PetroVietnam College	2,098,100,000
<i>b) Subsidiaries</i>	160,382,257,632
PetroVietnam Packaging Joint Stock Company	124,526,057,632
Korea-Vietnam Fertilizer Co., Ltd.	35,856,200,000
	21,960,469,904
<i>c) Other related parties according to Vietnamese Accounting Standards</i>	
PVD Technical Training & Certification Joint Stock Company	6,848,480,351
PetroVietnam Security Service Corporation - South West Region Branch	7,978,115,880
Saigon PetroVietnam Oil Joint Stock Company	6,128,923,321
Indochina Petroleum Transportation Joint Stock Company	187,613,200
Branch of Saigon Petroleum Joint Stock Company in Ca Mau - Petroleum Station no. 10	65,280,000
PVD Trading and Technical Services Joint Stock Company	-

PetroVietnam Securities Joint Stock Company	288,000,000
PetroVietnam PTSC Hotel Co., Ltd.	3,439,152
Branch of Indochina Petroleum Transportation Joint Stock Company in Ho Chi Minh City	460,618,000
	2,829,238,267,522

3. Transactions between insiders of the Company, related parties of insiders with subsidiaries, companies controlled by listed companies

None.

4. Transactions between the Company and other entities:

None.

VIII. Share transactions of insiders and their related persons

1. List of insiders and their related persons:

(According to attached Appendix 01)

2. Transactions of insiders and related persons with respect to shares of the Company:

None.

IX. Other notable issues.

None.

C/c:

- As above;
- BOD, General Director, SB;
- Filed: Archive, IR.

**FOR BOARD OF DIRECTORS
CHAIRMAN**

(Signed & Sealed)

Tran Ngoc Nguyen

APPENDIX 01: LIST OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS

(Attached to document no. 1523./BC-PVCF dated 29/7/2024)

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents(ID/Passport / Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address/ Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
I	BOARD OF DIRECTORS (BOD)															
1		Trần Ngọc Nguyễn		Chairman of Board of Directors	Internal person						0	0,000000%	10/01/2019			
		Related person:														
1.01		Trần Ngọc Duy			Father						0	0,000000%	10/01/2019			
1.02		Nguyễn Thị Diễm			Mother						0	0,000000%	10/01/2019			
1.03		Lữ Đình Cường			Father-in-law						0	0,000000%	10/01/2019			
1.04		Lữ Thị Vân Anh			Wife						0	0,000000%	10/01/2019			
1.05		Trần Lữ Nguyễn Hương			Daughter						0	0,000000%	10/01/2019			
1.06		Trần Lữ Ngọc Quang			Son						0	0,000000%	10/01/2019			
1.07		Trần Ngọc Phục			Older brother						0	0,000000%	10/01/2019			
1.08		Trần Ngọc Phúc			Older brother						0	0,000000%	10/01/2019			
1.09		Trần Thị Thủy			Sister-in-law						0	0,000000%	10/01/2019			
1.10		Trần Ngọc Thụy			Older brother						0	0,000000%	10/01/2019			
1.11		Lê Thị Xuân Đào			Sister-in-law						0	0,000000%	10/01/2019			
1.12		Trần Ngọc Thiệt			Older brother						0	0,000000%	10/01/2019			
1.13		Ngô Thị Minh Cứ			Sister-in-law						0	0,000000%	10/01/2019			
1.14		Trần Thị Hạnh			Older sister						0	0,000000%	10/01/2019			
1.15		Trịnh Văn Quang			Older brother-in-law						0	0,000000%	10/01/2019			
1.16		Trần Thị Thuần			Older sister						0	0,000000%	10/01/2019			
1.17		Nguyễn Văn Khải			Older brother-in-law						0	0,000000%	10/01/2019			
2	DCM	Văn Tiến Thanh		Member of BOD - General Director	Internal person						109.000	0,020589%	12/06/2023			
		Related person:														
2.01	DCM	Nguyễn Thị Song Yên			Wife						300	0,000057%	12/06/2023			
2.02		Văn Thị Song Anh			Daughter						0	0,000000%	12/06/2023			
2.03		Văn Nguyễn Thanh Tâm			Daughter						0	0,000000%	12/06/2023			
2.04		Văn Thị Song Ngân			Daughter						0	0,000000%	12/06/2023			
2.05		Văn Thị Hải Châu			Younger sister						0	0,000000%	12/06/2023			
2.06		Văn Thị Hải Hồng			Younger sister						0	0,000000%	12/06/2023			
2.07		Văn Thị Hải Hà			Younger sister						0	0,000000%	12/06/2023			
2.08		Nguyễn Thoan			Father-in-law						0	0,000000%	12/06/2023			
2.09		Cần Văn Thanh			Younger brother-in-law						0	0,000000%	12/06/2023			
2.10		Quan Nguyễn Thanh Nghị			Younger brother-in-law						0	0,000000%	12/06/2023			
3	DCM	Nguyễn Đức Hạnh		Member of BOD	Internal person						8.000	0,001511%	25/06/2020			
		Related person:														
3.01		Vũ Thị Xoài			Mother						0	0,000000%	25/06/2020			
3.02		Nguyễn Đỗ Lan Phương			Daughter						0	0,000000%	25/06/2020			
3.03		Nguyễn Khắc Hùng			Older brother						0	0,000000%	25/06/2020			
3.04		Nguyễn Xuân Hiệp			Younger brother						0	0,000000%	25/06/2020			
3.05		Đặng Thị Ôn			Sister-in-law						0	0,000000%	25/06/2020			

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents(ID/Passport / Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address/ Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
7.01		Ngô Thị Kim Sơn			Mother-in-law						0	0,000000%	10/01/2024			
7.02		Lâm Thị Bích Ngọc			Wife						0	0,000000%	10/01/2024			
7.03		Nguyễn Ngọc Anh			Daughter						0	0,000000%	10/01/2024			
7.04		Nguyễn Đức Bình			Son						0	0,000000%	10/01/2024			
7.05		Nguyễn Đức Hòa			Older brother						0	0,000000%	10/01/2024			
7.06		Nguyễn Thị Xuân Lân			Older sister-in-law						0	0,000000%	10/01/2024			
7.07		Nguyễn Thị Hiền			Older sister						0	0,000000%	10/01/2024			
7.08		Nguyễn Đông Lực			Older brother-in-law						0	0,000000%	10/01/2024			
7.09		Nguyễn Thị Hạnh			Older sister						0	0,000000%	10/01/2024			
7.10		Trần Văn Hạnh			Older brother-in-law						0	0,000000%	10/01/2024			
7.11		Nguyễn Thị Hiếu			Older sister						0	0,000000%	10/01/2024			
7.12		Lê Hồng Tuyên			Older brother-in-law						0	0,000000%	10/01/2024			
7.13		Nguyễn Đức Hiền			Older brother						0	0,000000%	10/01/2024			
7.14		Nguyễn Thị Thu Nga			Older sister-in-law						0	0,000000%	10/01/2024			
7.15		Nguyễn Thị Phương Hoa			Older sister						0	0,000000%	10/01/2024			
7.16		Phạm Quý Huy			Older brother-in-law						0	0,000000%	10/01/2024			
II BOARD OF GENERAL DIRECTORS																
1	DCM	Văn Tiến Thanh		General Director	Internal person						109.000	0,020589%	12/06/2023			
		Related person:														
1.01	DCM	Nguyễn Thị Song Yên			Wife						300	0,000057%	12/06/2023			
1.02		Văn Thị Song Anh			Daughter						0	0,000000%	12/06/2023			
1.03		Văn Nguyễn Thanh Tâm			Daughter						0	0,000000%	12/06/2023			
1.04		Văn Thị Song Ngân			Daughter						0	0,000000%	12/06/2023			
1.05		Văn Thị Hải Châu			Younger sister						0	0,000000%	12/06/2023			
1.06		Văn Thị Hải Hồng			Younger sister						0	0,000000%	12/06/2023			
1.07		Văn Thị Hải Hà			Younger sister						0	0,000000%	12/06/2023			
1.08		Nguyễn Thoan			Father-in-law						0	0,000000%	12/06/2023			
1.09		Cần Văn Thanh			Younger brother-in-law						0	0,000000%	12/06/2023			
1.10		Quan Nguyễn Thanh Nghị			Younger brother-in-law						0	0,000000%	12/06/2023			
2	DCM	Trần Chí Nguyễn		Deputy General Director	Internal person						1.600	0,000302%	25/06/2020			
		Related person:														
2.01		Trần Trung Kiên			Father						0	0,000000%	25/06/2020			
2.02		Trần Kim Thuận			Mother						0	0,000000%	25/06/2020			
2.03		Trần Kim Phương			Wife						0	0,000000%	25/06/2020			
2.04		Trần Hữu Danh			Younger brother						0	0,000000%	25/06/2020			
2.05		Trần Hữu Lợi			Younger brother						0	0,000000%	25/06/2020			
2.06		Trần Bích Ngân			Younger sister						0	0,000000%	25/06/2020			
2.07		Trần Quê Nhu			Younger sister-in-law						0	0,000000%	25/06/2020			
2.08		Lê Nguyễn Như Ngọc			Younger sister-in-law						0	0,000000%	25/06/2020			
2.09		Trần Hữu Lộc			Younger brother-in-law						0	0,000000%	25/06/2020			
2.10		Trần Quốc Tuấn			Father-in-law						0	0,000000%	25/06/2020			
2.11		Phạm Thị Gấm			Mother-in-law						0	0,000000%	25/06/2020			

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
3	DCM	Lê Ngọc Minh Trí		Deputy General Director	Internal person						1.600	0,000302%	01/06/2020			
		Related person:														
3.01		Nguyễn Thị Chánh			Mother						0	0,000000%	01/06/2020			
3.02		Nguyễn Hồng Mến			Wife						0	0,000000%	01/06/2020			
3.03		Lê Ngọc Minh Trường			Son						0	0,000000%	01/06/2020			
3.04		Lê Ngọc Việt Trường			Son						0	0,000000%	01/06/2020			
3.05		Lê Ngọc Linh Hà			Daughter						0	0,000000%	01/06/2020			
3.06		Lê Ngọc Phương Thảo			Older sister						0	0,000000%	01/06/2020			
3.07		Lê Ngọc Mai Thảo			Older sister						0	0,000000%	01/06/2020			
3.08		Lê Ngọc Dũng Tiến			Older brother						0	0,000000%	01/06/2020			
3.09		Huỳnh Công Bằng			Older brother-in-law						0	0,000000%	01/06/2020			
3.10		Lương Thế Vũ			Older brother-in-law						0	0,000000%	01/06/2020			
3.11		Nguyễn Thị Thanh			Mother-in-law						0	0,000000%	01/06/2020			
4		Nguyễn Tuấn Anh		Deputy General Director	Internal person						0	0,000000%	01/06/2022			
		Related person:														
4.01		Nguyễn Quang Lập			Father						0	0,000000%	01/06/2022			
4.02		Vũ Thị Oanh			Mother						0	0,000000%	01/06/2022			
4.03		Trịnh Cam Ly			Wife						0	0,000000%	01/06/2022			
4.04		Nguyễn Hoàng Minh			Son						0	0,000000%	01/06/2022			
4.05		Nguyễn Thảo Nguyễn			Daughter						0	0,000000%	01/06/2022			
4.06		Nguyễn Thị Liên			Younger sister						0	0,000000%	01/06/2022			
4.07		Phạm Xuân Kiên			Younger brother-in-law						0	0,000000%	01/06/2022			
4.08		Trịnh Quang Khải			Father-in-law						0	0,000000%	01/06/2022			
4.09		Bùi Thị Ngọc Loan			Mother-in-law						0	0,000000%	01/06/2022			
5		Nguyễn Thị Hiền		Deputy General Director	Internal person						0	0,000000%	01/01/2019			
		Related person::														
5.01		Nguyễn Hồng Phúc			Father						0	0,000000%	01/01/2019			
5.02		Đặng Thị Thu Hà			Mother						0	0,000000%	01/01/2019			
5.03		Hoàng Minh Hiền			Husband						0	0,000000%	01/01/2019			
5.04		Hoàng Minh Tuấn			Son						0	0,000000%	01/01/2019			
5.05		Hoàng Ngân Giang			Daughter						0	0,000000%	01/01/2019			
5.06		Nguyễn Hồng Hạnh			Older sister						0	0,000000%	01/01/2019			
5.07		Nguyễn Hồng Hưng			Younger brother						0	0,000000%	01/01/2019			
5.08		Nguyễn Hồng Phi			Younger brother						0	0,000000%	01/01/2019			
6	DCM	Nguyễn Thanh Tùng		Deputy General Director	Internal person						5.003	0,000945%	15/07/2020			
		Related person::														
6.01		Nguyễn Sáu			Father						0	0,000000%	15/07/2020			
6.02	DCM	Vũ Thu Hiền			Wife						2.900	0,000548%	15/07/2020			
6.03		Nguyễn Thanh Bách			Son						0	0,000000%	15/07/2020			
6.04		Nguyễn Bách Khoa			Son						0	0,000000%	15/07/2020			
6.05		Nguyễn Lê Sơn			Older brother						0	0,000000%	15/07/2020			
6.06		Nguyễn Thanh Bình			Older brother						0	0,000000%	15/07/2020			

No.	Securities symbol	Name	Securities trading accounts (if available)	Position at the company (if available)	Relationship with the company/ internal person	Type of documents(ID/Passport / Business Registration Certificate)	NSH No.	Date of issue	Place of issue	Address/ Head office address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
6.07		Lại Thị Nụ			Mother-in-law						0	0,000000%	15/07/2020			
III	BAN KIỂM SOÁT															
1	DCM	Phan Thị Cẩm Hương		Chief of Board of Supervisors	Internal person						200	0,000038%	25/06/2020			
		Related person:														
1.01		Phan Văn Lô			Father						0	0,000000%	25/06/2020			
1.02		Trần Thị Đet			Mother						0	0,000000%	25/06/2020			
1.03		Đặng Hoàng Quân			Husband						9	0,000002%	25/06/2020			
1.04		Đặng Anh Khoa			Son						0	0,000000%	25/06/2020			
1.05		Đặng Gia Hân			Daughter						0	0,000000%	25/06/2020			
1.06		Phan Thị Ngọc Diệp			Older sister						0	0,000000%	25/06/2020			
1.07		Phan Thị Thảo Liên			Younger sister						0	0,000000%	25/06/2020			
1.08		Phan Thị Cẩm Dung			Younger sister						0	0,000000%	25/06/2020			
1.09		Phan Thị Ngọc Duyên			Younger sister						0	0,000000%	25/06/2020			
1.10		Phan Thị Hồng Ngọc			Younger sister						0	0,000000%	25/06/2020			
1.11		Phan Tuấn Phong			Younger brother						0	0,000000%	25/06/2020			
1.12		Hoàng Thị Huệ			Mother-in-law						0	0,000000%	25/06/2020			
1.13		Đồng Văn Diên			Younger brother-in-law						0	0,000000%	25/06/2020			
1.14		Nguyễn Văn Tùng			Older brother-in-law						0	0,000000%	25/06/2020			
1.15		Võ Thanh Phi			Younger brother-in-law						0	0,000000%	25/06/2020			
1.16		Lê Ngọc Quý			Younger brother-in-law						0	0,000000%	25/06/2020			
1.17		Mai Văn Vũ			Younger brother-in-law						0	0,000000%	25/06/2020			
2	DCM	Đỗ Minh Đương		Controller	Internal person						2.000	0,000378%	27/04/2021			
		Related person:														
2.01		Đỗ Hùng Dũng			Father						0	0,000000%	27/04/2021			
2.02		Nguyễn Hồng Dậm			Mother						0	0,000000%	27/04/2021			
2.03		Trần Thị Hồng Ngọc			Wife						0	0,000000%	27/04/2021			
2.04		Đỗ Trần Ngọc Minh			Daughter						0	0,000000%	27/04/2021			
2.05		Đỗ Hùng Minh			Son						0	0,000000%	27/04/2021			
2.06		Đỗ Thủy Dương			Younger sister						0	0,000000%	27/04/2021			
2.07		Đỗ Hồng Yến			Younger sister						0	0,000000%	27/04/2021			
2.08		Lê Hoàng Giang			Younger brother-in-law						0	0,000000%	27/04/2021			
2.09		Lê Ngọc Linh			Younger brother-in-law						0	0,000000%	27/04/2021			
2.10		Trần Thái Hậu			Father-in-law						0	0,000000%	27/04/2021			
2.11		Trần Thị Hồng Hoa			Mother-in-law						0	0,000000%	27/04/2021			
3		Lê Cảnh Khánh		Controller	Internal person						0	0,000000%	12/06/2023			
3.01		Lê Cảnh Phong			Father						0	0,000000%	12/06/2023			
3.02		Phạm Thị Ngân			Mother						0	0,000000%	12/06/2023			
3.03		Nguyễn Thị Phương Tường			Wife						0	0,000000%	12/06/2023			
3.04		Lê Cảnh Khôi Nguyễn			Son						0	0,000000%	12/06/2023			
3.05		Lê Cảnh Nguyễn Khang			Son						0	0,000000%	12/06/2023			
3.06		Lê Cảnh Phương Nga			Daughter						0	0,000000%	12/06/2023			
3.07		Lê Thị Lan			Older sister						0	0,000000%	12/06/2023			

