

No: 136/BC-PVCFC

Ca Mau, January 30th, 2024

REPORT
Corporate governance
(12 months of 2023)

Attn:

- State Security Commission of Vietnam;
- Ho Chi Minh 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
- Stock code: DCM
- Organizational structure of the company: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director. (according to clause a, Article 137, Law on enterprises 2020)
- Perform internal audit: implemented
- The company established: Audit and Risk Management Committee, Governance-Human Resources and Compensation Committee, Internal audit department under the Board of Directors.
- Subsidiary: PetroVietnam Packaging JSC (PPC)

I. Activities of the General Meeting of Shareholders

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	Content
1	1462/NQ-PVCFC	12/6/2023	Resolution of the 2023 Annual General Meeting of Shareholders
2	1481/NQ-PVCFC	13/6/2023	Promulgating the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company
3	1492/NQ-PVCFC	14/6/2023	Approval of amendments and supplements to the Gas Purchase and Sale Agreement with PetroVietnam
4	70/NQ-PVCFC	10/01/2024	Resolution of the extraordinary General Meeting of Shareholders
5	88/NQ-PVCFC	12/01/2024	Promulgation of the Charter amending and

No	Resolution No	Date	Content
			supplementing a number of articles of the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company
6	90/QĐ-PVCFC	12/01/2024	Amendment and promulgation of the internal regulation on corporate governance of PetroVietnam Ca Mau Fertilizer Joint Stock Company
7	91/QĐ-PVCFC	12/01/2024	Amendment and promulgation of the Regulation on operation of the Board of Directors of PetroVietnam Ca Mau Fertilizer Joint Stock Company

- On June 12th, 2023, the Company held the 2023 Annual General Meeting of Shareholders successfully for the first time and on time. At the 2023 Annual General Meeting of Shareholders on June 12th, 2023, the shareholders passed and approved the reports and statements of the Board of Directors.

- The General Meeting of Shareholders approved the amendments and supplements to the Charter and the Gas Purchase and Sale Agreement with PetroVietnam (a major shareholder and related person of the Company) and authorized the Board of Directors to amend and supplement and promulgate the internal regulation on corporate governance, the regulation on operation of the Board of Directors in accordance with the Company's Charter and current law. In July 2023, based on the Company's Charter approved by the General Meeting of Shareholders, the Board of Directors approved and issued the Internal regulation on corporate governance accompanied by Decision No. 1824/QĐ-PVCFC dated July 18th, 2023, Regulation on operation of the Board of Directors together with Decision No. 1823/QĐ-PVCFC dated July 18th, 2023 for implementation and announcement on the Company's website.

- Number of members of the Board of Directors, Supervisory Board, and General Director attending the annual general meeting of shareholders:

- + All BOD members: 7/7 persons.
- + All SB members: 3/3 persons.
- + General Director: 1/1 person.
- + Representative of the independent audit unit of Deloitte Vietnam: 1 person.

- At the meeting, the Presidium invited a third party (shareholder) to join the Counting board in order to supervise the vote counting for objectivity and transparency.

- At the extraordinary General Meeting of Shareholders on January 10th, 2024, the Board of Directors implemented a combination of conventional and online meetings, thereby creating maximum conditions for shareholders to attend and express opinions, opening the voting portal 3 days before the opening time for remote voting. All shareholders' questions were fully and satisfactorily answered by the Presidium.

II. Board of Directors

1. Information about members of the Board of Directors (BOD)

1.1 BOD member

No	BOD member	Position	Appointment/dismissal date		
			Appointment date	Dismissal date	Date of first appointment
1	Mr. Tran Ngoc Nguyen	BOD chairman	10/01/2024		10/1/2019
2	Mr. Van Tien Thanh	BOD member cum CEO	12/6/2023 ⁽¹⁾		12/6/2018
3	Mr. Tran My	BOD member	25/6/2020 ⁽²⁾	10/01/2024	15/01/2015
4	Mr. Nguyen Duc Hanh	BOD member	25/6/2020		25/6/2020
5	Mr. Le Duc Quang	BOD member	27/4/2021		25/6/2020
6	Mr. Truong Hong	Independent BOD member	27/4/2021		27/4/2021
7	Ms. Do Thi Hoa	Independent BOD member	27/4/2021		27/4/2021
8	<i>Mr. Nguyen Duc Thuan</i>	<i>BOD member</i>	<i>10/01/2024</i> ⁽³⁾		<i>10/01/2024</i>

⁽¹⁾ Mr. Van Tien Thanh continues to be re-elected by the General Meeting of Shareholders as a BOD Member from June 12th, 2023.

⁽²⁾ Mr. Tran My resigned from August 1st, 2023 and was dismissed from office from January 10th, 2024 at an extraordinary meeting by the General Meeting of Shareholders.

⁽³⁾ *Mr. Nguyen Duc Thuan was elected by the General Meeting of Shareholders from January 10th, 2024 at an extraordinary meeting.*

- BOD structure:

No	Criteria	Tran Ngoc Nguyen	Van Tien Thanh	Tran My	Nguyen Duc Hanh	Le Duc Quang	Do Thi Hoa	Truong Hong	Nguyen Duc Thuan
1	Position in the Board of Directors/participation in the executive board	Chairman/non-executive	Member cum General Director	Non-executive member	Non-executive member	Non-executive member	Independent member	Independent member	Non-executive member
2	Gender	Male	Male	Male	Male	Male	Female	Male	Male
3	Age	46	55	61	51	47	63	64	49
4	Expertise	Master of Petroleum Refining Engineering, Master of Petroleum Refining Engineering, Doctor of Chemical engineering and technology	Agriculture and Forestry Mechanical Engineer	Industrial Economics Engineer	Energy Economics Engineer	Master of Business Administration, Refining - Petrochemical Engineer	Bachelor of Industrial Accounting	Doctor of Agricultural Science, major in soil and fertilizer science	<i>Economics of water transport engineer</i>
5	ARMC	-	-	TV	-	TV	Chairman	-	-
6	GHRCC	-	-	TV	TV	-	-	Chairman	-
	Holding of managerial positions at other companies	no	no	no	no	no	no	no	<i>Chairman of PPC's BOD</i>

1.2. Corporate governance secretary - Corporate governance manager.

The Board of Directors appointed 01 corporate governance manager cum Corporate governance secretary with information as follows:

No	Full name	Gender	Major	Work experience
1	Mr. Do Thanh Hung	Male	<ul style="list-style-type: none"> - Refining Petrochemical Engineer. - Bachelor of Political Economy. - Master of business administration. - Corporate Secretary Master Program (CSMP - VIOD) - Director Certification Program (DCP- VIOD) 	<ul style="list-style-type: none"> - Research and analysis of the quality of crude oil and petroleum products - Research, evaluation and analysis of the oil and petroleum products market; formulation, appraisal and management of investment projects. - Proposal, implementation, management of project investments, financial investments and financial services in financial companies. - Risk management in banking operations, handling of bad debts. - Quality system management according to ISO standards. - Company Secretary (from January 2016).

2. Positions held at other organizations by BOD Members and conflicts of interests related to PVCFC:

No	BOD member	Ownership and holding of managerial 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. Tran My	No	No
4	Mr. Nguyen Duc Hanh	No	No
5	Mr. Le Duc Quang	No	No
6	Mr. Truong Hong	No	No
7	Ms. Do Thi Hoa	No	No
8	<i>Mr. Nguyen Duc Thuan</i>	<i>Chairman of PPC's BOD</i>	<i>Yes (from the date of election as BOD Member on January 10th, 2024)</i>

3. Meetings and activities of the Board of Directors

No	BOD member	Number of meetings attended	Percentage	Reason for absence
1	Mr. Tran Ngoc Nguyen	13/13	100%	
2	Mr. Van Tien Thanh	13/13	100%	
3	Mr. Tran My	8/8	100%	<i>Resignation from August 1st, 2023</i>
4	Mr. Nguyen Duc Hanh	13/13	100%	
5	Mr. Le Duc Quang	13/13	100%	
6	Mr. Truong Hong	13/13	100%	
7	Ms. Do Thi Hoa	13/13	100%	

BOD Members fully attended all BOD meetings and Meeting documents were sent to members 5 days before the meeting and updated before the meeting.

BOD Members (in 2023) did not hold managerial or executive positions at other relevant companies; did not take cross-ownership with suppliers or related parties. BOD Member Nguyen Duc Thuan was elected from January 10th, 2024 and is currently holding the position of Chairman of the Board of Directors of PVCFC.

On January 29th, 2024, under the chairing of the Chairman of the Board of Directors, non-executive BOD members had a private meeting and discussed issues related to the General Director's management, reviewed the planning of positions in the Company under the management of the Board of Directors, including planning of the position of CEO for the period up to 2025 and 2026-2030 period.

On June 12th, 2023, the Company successfully held the 2023 Annual General Meeting of Shareholders on time as prescribed.

The Board of Directors decided to finalize the list of shareholders entitled to receive 2022 dividends in cash on July 17th, 2023 and make payment on September 11th, 2023 in accordance with the Company's Charter (*paid within 3 months from the date of approval by the General Meeting of Shareholders*).

The Board of Directors has considered climate change as a key issue today. Although safety, health and environmental protection have always been of concern to the Board of Directors and the Company's Leaders in recent times, in 2023 the Board of Directors took more drastic and clear actions in orienting, building strategies and implementing ESG practices. At the regular meeting in November 2023, the Board of Directors agreed to assign BOD Member Nguyen Duc Hanh to be in charge of the ESG project. All BOD members were trained on ESG and ESG courses were provided/disseminated to all departments within the Company. At the extraordinary General Meeting of Shareholders on January 10th, 2024, the shareholders asked questions showing their interest in ESG issues and the Company's Leaders shared information about the Company's ESG implementation and committed to implement corporate governance and ESG good practices.

The company created a section on Quality, Health, Safety & Environment (QHSE) on the

website, which updates the results of quarterly environmental measurements, demonstrating commitment and good compliance with environmental issues and climate change.

In addition to the General Meetings of Shareholders, the Company held investor meetings in the form of centralized or individual meetings to create conditions for shareholders/investors to grasp and exchange information on the operating situation of the Company.

The Board of Directors reviewed every 6 months to ensure that the Company's activities to be consistent with the Company's development strategy.

The Board of Directors disclosed information fully and on time according to regulations without being subject to penalty or warning.

At the meeting of December 2023, the Board of Directors evaluated the performance of the Board of Directors in 2023 based on criteria built on good practices.

The Company has not recorded any information/convictions on insider trading involving insiders and Company employees in the last three years.

4. Committees under the Board of Directors:

- The company currently has 02 Committees under the Board of Directors: (i) Audit and Risk Management Committee (ARMC); (ii) Governance, Human Resources and Compensation Committee (GHRCC).

- Members of the Committees are all non-executive BOD members and the Chairwoman of the Audit and Risk Management Committee is independent BOD Member Do Thi Hoa, Chairwoman of the Governance, Human Resources and Compensation Committee is independent BOD Member Truong Hong.

- The structure and composition of the Committees are appropriate to the actual conditions of the Company. The Committees help the Board of Directors promote synergy, enhance its role and effectively promote the corporate governance.

5. Supervision activities of the Board of Directors 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 (EB) in running production and business and implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors in 2023 as follows:

- o Supervision method:

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

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

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

- Content of supervision:
 - Supervise operating activities, implementation of Resolutions/Decisions and policies of the Board of Directors, 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 Board of Directors in accordance with the new situation, decentralize management to create favorable conditions for the General Director to implement.
 - Timely support to ensure the effectiveness of the General Director's operating activities, the supporting apparatus for the General Director and the Capital Representative at enterprises with capital contribution of the Company.
 - Review and supervise reports on monthly performance in 2023, financial statements of the first, second, third quarters of 2023, fourth quarter of 2022 and the Company's 2022 financial statements.

- Supervision results:

- For the results achieved in 2023, the Board of Directors discussed and evaluated: The General Director and Executive Board ensured operation on ongoing basis, excellently completed production and consumption targets, provided jobs for employees, ensured employee health safety and conducted highly responsible business with stakeholders, strictly complied with current laws and the regulation on operation of the Company.
- In 2023, 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 Audit and Risk Management Committee conducted supervision through: (i) Directly monitoring the activities of the Board of Directors through meetings, discussions, and methods of making Resolutions of the Board of Directors; (ii) Supervising the activities of the Executive Board through compliance with Resolutions/Decisions of the Board of Directors as well as the mechanism of decentralization between the Board of Directors and the General Director; (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 addition to regularly exchanging and discussing each specific issue, in 2023, the Audit and Risk Management Committee held 03 meetings to: (i) Review key issues of risk management and provide comments and recommendations for the Executive Board to implement; (ii) Evaluate the implementation of the internal audit plan of the Internal Audit Department in production and business activities according to the approved plan.

- Approve the internal audit process, audit reports, directives to implement Internal Audit Department's recommendations, direct the Board of General Directors to organize the implementation of Internal Audit Department's recommendations, and timely handle recommendations and proposals of Internal Audit Department.

- Assist the Board of Directors in updating and approving regulations on Risk management and Internal audit.

- The Audit and Risk Management Committee reported to the Board of Directors on the assessment of the Company's audit and risk management work in 2023 on aspects: (i) Remuneration, operating expenses and other benefits of the Audit and Risk Management

Committee and each member of the Audit and Risk Management Committee; (ii) Summary of meetings, conclusions and recommendations of the Audit and Risk Management Committee; (iii) Supervising the Company's financial statements, operating and financial situation; (iv) Evaluation of transactions between the Company, its subsidiaries, and other companies with over 50% or more of charter capital controlled by the Company and BOD members, General Director, and other executives of the companies and their related persons; Transactions between the Company and the company in which BOD members, General Director, and other executives of the company are founding members or managers within the most recent 03 years prior to the date of transaction; (vi) Evaluation of the Company's internal control, internal audit and risk management system; (vii) Evaluation of the coordination of activities between the Audit and Risk Management Committee with the Board of Directors, GD and shareholders; (viii) Committees' work plan in 2024.

Results of evaluation and supervision:

- Supervision of the Company's financial statements and financial situation: The Company's financial statements were prepared on the basis of current accounting standards and accounting regimes, fully, honestly and reasonably reflecting the Company's financial situation in all material aspects; The financial situation and financial indicators of the parent Company were healthy, ensuring solvency, capital preservation and development.

- The coordination of activities between the Audit and Risk Management Committee with respect to the activities of the Board of Directors, General Director and shareholders was close strict, based on the principles of transparency, clarity, compliance with laws and the Company's regulations to ensure harmonious interests of the Company and its shareholders.

- The Committee received cooperation and facilitation from the Board of Directors and the Board of General Directors in carrying out its tasks.

6.2. Activities of the Governance, Human Resources and Compensation Committee (GHRCC).

In addition to regularly exchanging and discussing each specific issue, in 2023, the Governance, Human Resources and Compensation Committee held 2 meeting to evaluate and report to the Board of Directors on issues related to governance, human resources and compensation.

In 2023, the Committee implemented the tasks specified in the Regulation issued under Decision No. 1733 QĐ/PVCFC dated August 4th, 2021 of the Company's Board of Directors, specifically as follows:

- Review and evaluation of the corporate governance policy and supervision of corporate governance issues. The company gradually digitized many stages in management, administration, commercial business, production, and technical support made an effective contribution to the operation management of the company.

- Supervision of compliance with the Company's governance policy (handbook) and the Company's Code of Business Ethics: The Company's governance policies and the Code of Business Ethics were still closely supervised by Governance, Human Resources and Compensation Committee and strictly complied.

- Participation in personnel work of the Executive Board and the Board of Directors.

- Review and evaluation of issues related to salaries, bonuses and policies for the Executive Board and managers when presented to the Board of Directors for consideration and decision.

- Supervision of the management of the Company's salary, remuneration, bonus plans and welfare policies.

- Review of compensation policies and activities, and policies in the Company's annual report.
- 2023 evaluation of the Board of Directors, BOD members and Committees, members of Committees under the Board of Directors.

7. Evaluation of the Board of Directors' activities in 2023

- BOD members strictly implemented the issued regulations such as Internal Regulation on Corporate Governance, Regulation on operation of the Board of Directors, Regulation on coordination between the Standing Party Committee, the Board of Directors and the General Director of the Company, complied with Laws and the Company's Charter.

- The Board of Directors reviewed and updated and submitted to the General Meeting of Shareholders to approve amendments to the Company's Charter, internal regulation on corporate governance, and regulation on operation of the Board of Directors; Amended and supplemented the Gas Purchase and Sale Agreement with PetroVietnam in accordance with current laws and the best corporate governance practices; Promulgated rules, regulations, and decisions under the authority of the Board of Directors in accordance with the actual situation, task requirements, and unified directions to create the most favorable conditions for the Board of General Directors to manage all aspects of operations of the Company, building the Company increasingly stronger.

- The Board of Directors 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 appointed independent BOD Member Do Thi Hoa as the leading independent BOD Member to be in charge of independent BOD Members, in order to enhance independence, avoid abuse of power and avoid possible conflicts of interest.

- The Board of Directors worked with the consulting unit to evaluate the status of corporate governance to improve governance capacity; orient corporate governance towards sustainability based on ESG criteria; considered the setup of an ESG committee in the near future.

- With assigned tasks, BOD members proactively planned and seriously implemented their rights and responsibilities; regularly discussed the content and direction of work to reach consensus in direction. The Board of Directors regularly reviewed and updated its activity plans to ensure activities to be consistent with the actual governance situation.

- The Board of Directors closely monitored the Company's operations, promptly discuss and exchanged with the General Director according to the responsibilities and powers of the Board of Directors.

- 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 Board of Directors. The Chairman of the Board of Directors 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 Board of Directors, including supervising and directing the General Director in running the Company's activities.

- The Board of Directors held the annual General Meeting of Shareholders in accordance with regulations and issued relevant Resolutions for the Executive Board to implement.

- The Board of Directors regularly reviewed and evaluated to ensure that the Company's activities to be consistent with the Company's development strategy. In amendments and supplements to the regulation on operation of the Board of Directors, the Board of Directors

stipulated that the review and evaluation of the Company's strategy shall be carried out every 6 months.

8. Resolutions/Decisions of the Board of Directors issued in 2023

In 2023, the Board of Directors received 67 reports of the General Director and issued 86 Resolutions/Decisions on aspects of the Company's operation for the General Director to implement, including some important Resolutions/Decisions as follows:

No	Code	Date, month, year	Content
1	12/NQ-PVCFC	03/01/2023	Resolution approving the 2023 operation plan of PetroVietnam Packaging JSC
2	120/NQ-PVCFC	17/01/2023	Resolution on personnel work of the Internal Audit Department
3	129/NQ-PVCFC	18/01/2023	Resolution of the Board of Directors meeting on January 16th, 2023
4	130/NQ-PVCFC	18/01/2023	Resolution approving some main contents of the Contract for “Supply of chemicals for Urea production”
5	161/NQ-PVCFC	02/02/2023	Resolution of the Board of Directors meeting in January 2023
6	178/NQ-PVCFC	07/02/2023	Resolution approving PVCFC's 2023 operation plan
7	204/QĐ-PVCFC	10/02/2023	Decision on approving the issuance of the regulation on warning violation of PVCFC
8	360/NQ-PVCFC	27/02/2023	Resolution of the Board of Directors meeting in February 2023
9	481/NQ-PVCFC	14/03/2023	Resolution of the Board of Directors meeting in March 2023
10	483/QĐ-PVCFC	14/03/2023	Decision on approving the related person contract/transactions of PVCFC
11	495/NQ-PVCFC	14/03/2023	Resolution on extending the time of holding the Annual General Meeting of Shareholders in 2023
12	592/NQ-PVCFC	22/03/2023	Resolution of the Board of Directors meeting on March 20th, 2023
13	603/QĐ-PVCFC	22/03/2023	Decision on approving the issuance of the regulation on risk management of PVCFC
14	1145/QĐ-PVCFC	12/05/2023	Decision on promulgating the 2023 Action Program of the Board of Directors of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
15	1161/NQ-PVCFC	15/05/2023	Resolution of the Board of Directors meeting in May 2023
16	1166/QĐ-PVCFC	15/05/2023	Decision on reappointment of officials (Mr. Van Tien Thanh)
17	1167/QĐ-PVCFC	15/05/2023	Resolution on personnel work at PPC
18	1168/NQ-PVCFC	15/05/2023	Resolution approving the agenda and documents of PVCFC's 2023 Annual General Meeting of Shareholders

No	Code	Date, month, year	Content
19	1283/QĐ-PVCFC	29/05/2023	Decision on approving the Value Chain, Regulatory Framework and Plan to update, amend and supplement documents under the authority of the Board of Directors.
20	1291/QĐ-PVCFC	29/05/2023	Decision on temporary approval of PVCFC's 2021-2025 plan
21	1343/QĐ-PVCFC	01/06/2023	Decision on convening personnel and assigning tasks at PVCFC's 2023 Annual General Meeting of Shareholders
22	1377/NQ-PVCFC	05/06/2023	Resolution on personnel work at PPC and PVCFC
23	1450/NQ-PVCFC	09/06/2023	Resolution of the Board of Directors meeting in June 2023
24	1453/QĐ-PVCFC	09/06/2023	Decision on finalization of investment capital for completed projects - NPK Project
25	1473/QĐ-PVCFC	13/6/2023	Decision on promulgation of the Internal Audit Regulation
26	1666/QĐ-PVCFC	30/06/2023	Decision on approving the list of credit institutions and deposit limits from July 1st, 2023 to June 30th, 2024 of PVCFC
27	1799/NQ-PVCFC	17/07/2023	Resolution of the Board of Directors meeting in July 2023
28	1800/QĐ-PVCFC	17/07/2023	Decision on payment of 2022 cash dividends to shareholders
29	1823/QĐ-PVCFC	18/07/2023	Decision on amending and promulgating the regulation on operation of the Board of Directors
30	1824/QĐ-PVCFC	18/07/2023	Decision on amending and promulgating the internal regulation on corporate governance
31	1983/QĐ-PVCFC	02/08/2023	Decision on assignment of tasks in charge of professional fields in the Board of Directors
32	2278/NQ-PVCFC	31/08/2023	Resolution of the Board of Directors meeting in August 2023
33	2304/QĐ-PVCFC	06/09/2023	Decision on establishing a Coordination team to implement corporate governance according to the ASEAN Corporate Governance Scorecard (ACGS)
34	2352/QĐ-PVCFC	12/09/2023	Decision on promulgation of the Regulation on document management
35	2480/NQ-PVCFC	28/09/2023	Resolution of the Board of Directors meeting in September 2023
36	2600/QĐ-PVCFC	11/10/2023	Decision on promulgation of the regulation on Information Disclosure
37	2681/QĐ-PVCFC	19/10/2023	Decision on promulgation of the Regulation on organization and operation of the Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Research and Development Center
38	2686/QĐ-PVCFC	20/10/2023	Decision on approval of PVCFC's operation and business plan until 2025

No	Code	Date, month, year	Content
39	2687/NQ-PVCFC	20/10/2023	Resolution of the Board of Directors meeting in October 2023
40	2703/QĐ-PVCFC	23/10/2023	Decision on promulgation of the Regulation on management of Marketing activities
41	2765/NQ-PVCFC	27/10/2023	Resolution approving the plan to organize the 2023 extraordinary General Meeting of Shareholders
42	2766/QĐ-PVCFC	27/10/2023	Decision on the establishment of the Violation warning council of PetroVietnam Ca Mau Fertilizer Joint Stock Company
43	2997/NQ-PVCFC	24/11/2023	Resolution of the Board of Directors meeting in November
44	3008/NQ-PVCFC	27/11/2023	Resolution approving the scheme of restructuring PetroVietnam Ca Mau Fertilizer Joint Stock Company (PVCFC) until 2025
45	3009/QĐ-PVCFC	27/11/2023	Decision on approving the 2023 Extraordinary General Meeting of Shareholders plan of PetroVietnam Ca Mau Fertilizer Joint Stock Company
46	3014/QĐ-PVCFC	27/11/2023	Decision on the establishment of the Committee for sustainable development orientations of PetroVietnam Ca Mau Fertilizer Joint Stock Company
47	3113/NQ-PVCFC	06/12/2023	Resolution approving the documents of the extraordinary General Meeting of Shareholders
48	3234/NQ-PVCFC	18/12/2023	Resolution approving PVCFC's 2024 operation plan
49	3306/QĐ-PVCFC	20/12/2023	Decision on re-appointing Ms. Nguyen Thi Hien as Deputy General Director of the Company for a period
50	3397/NQ-PVCFC	26/12/2023	Resolution of the Board of Directors meeting in December 2023
51	3405/NQ-PVCFC	27/12/2023	Resolution approving the 2024-2026 operating plan of PVCFC's Board of Directors.
52	3406/NQ-PVCFC	27/12/2023	Resolution on Adjusting some targets of PVCFC's 2023 Plan.
53	3407/QĐ-PVCFC	27/12/2023	Decision on adjusting and supplementing the management staff plan for the period up to 2025 and 2026-2031.
54	3413/QĐ-PVCFC	27/12/2023	Decision on promulgation of the Regulation on management of the Company's business activities.
55	3420/QĐ-PVCFC	27/12/2023	Decision approving the three-year audit plan for 2024-2026.
56	3473/QĐ-PVCFC	29/12/2023	Decision on approval and promulgation of "Economic and technical norms of PetroVietnam Ca Mau Fertilizer Joint Stock Company".

III. Supervisory Board

1. Information about the Supervisory Board (SB) members

No	SB Member	Position	Appointment/dismissal date
1	Ms. Phan Thi Cam Huong	Chairwoman	25/6/2020
2	Mr. Do Minh Duong	Member	27/4/2021
4	Mr. Tran Van Binh	Member	12/6/2023
5	Mr. Le Canh Khanh (*)	Member	12/6/2023

(*) On June 12th, 2023, at the annual General Meeting of Shareholders, the General Meeting of Shareholders dismissed Supervisor Tran Van Binh and elected Mr. Le Canh Khanh as a Supervisor of the Company.

2. Meetings of the Supervisory board

No	SB Member	Number of meetings attended	Attendance ratio	Reason for absence
1	Ms. Phan Thi Cam Huong	7/7	100%	
2	Mr. Do Minh Duong	7/7	100%	
3	Mr. Tran Van Binh	4/4	100%	Dismissed on June 12th, 2023
4	Mr. Le Canh Khanh	3/3	100%	Appointed on June 12th, 2023

3. Supervision of SB for the Board of Directors, Board of General Directors and shareholders

- In 2023, the Supervisory Board fully attended meetings of the Board of Directors, briefings and important meetings of the Executive board to ensure transparency and timely grasp of the Company's operating situation; The activities of the Board of Directors complied with the Charter, internal regulation on corporate governance and relevant rules; The Executive Board well implemented the Resolutions and Decisions of the Board of Directors.

- The Supervisory Board reviewed and evaluated the Company's operating statements during the period.

- The Supervisory Board supervised and evaluated the activities of the Board of Directors and Executive Board and reported at the 2023 Annual General Meeting of Shareholders.

- The Supervisory Board supervised the compliance and implementation of laws, Resolutions, Decisions, etc. of the General Meeting of Shareholders, the Board of Directors and compliance with the regulations of the Executive Board.

- The Supervisory Board inspected and supervised the activities of units/departments at the Company, branches and subsidiaries: Inspecting/supervising the management and implementation of investment projects of the specialized Project Management Board (Branch); Inspecting/supervising research and development, use and settlement of science and technology funds at the Research and Development Center (Branch); Inspecting/supervising activities at PetroVietnam Packaging JSC related to capital preservation and development of PVCFC (Sub-unit); Coordinating with the Internal Audit Department to inspect/supervise maintenance and

repair activities, production operations, purchasing goods and hiring services, managing human resources and policies, and finance and accounting.

- The Supervisory Board assessed the completeness, legality and honesty of the Company's 2022 financial statements and first, second and third quarter 2023 financial statements.

- The Supervisory Board supervised asset inventory activities at the end of 2023 at the unit.

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

- The coordination between the Supervisory Board, the Board of Directors 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 its powers and responsibilities, the Board of Directors issued regulations/rules on all aspects of the Company's operation for the General Director for implementation organization. During the working process, the Board of Directors also discussed, exchanged and agreed with the General Director to promptly approve, adjust and update documents as proposed by the General Director in order to maintain and strengthen the Company's operation on an ongoing basis.

- Resolutions of the Board of Directors assigned to the General Director for implementation were urged, inspected and supervised by the Board of Directors. The Board of Directors had meetings with the Board of General Directors to build and adjust operation targets according to the situation of each period.

- The corporate governance and management relationship between the Board of Directors and the General Director of the Company was always coordinated closely and implemented in accordance with the Charter and Regulation on Corporate Governance.

- Every quarter, the Company's General Director submitted financial statements to the Board of Directors. The Board of Directors regularly directed the General Director to audit and review financial statements according to regulations, promptly serving the decisions of the General Meeting of Shareholders.

- In the inspection and supervision work, the General Director created conditions and promptly assigned coordinating staff and provided documents for the Board of Directors and Supervisory Board to well perform their supervision tasks.

- In addition to inspection and supervision, in the process of drafting and promulgating regulations/rules, organizing production and business activities, the Supervisory Board, with its expertise, provided advice and comments for better improvement and compatibility with the actual situation.

- The Supervisory Board was invited to attend BOD meetings to evaluate the implementation of orientations and strategies and proposed strategic solutions depending on the actual situation as a basis for implementation.

- The Supervisory Board coordinated with the Board of Directors and the Executive Board: In proposing independent audit units for the 2023 Financial Statements to submit to the General Meeting of Shareholders for approval; Successfully holding the 2023 Annual General Meeting of Shareholders.

IV. Executive Board

No	Executive Board Member	Date of birth	Expertise	Appointment/dismissal date
1	Mr. Van Tien Thanh - General Director	09/7/1968	Agriculture and Forestry Mechanical Engineer	12/6/2023
	Deputy General Directors:			
2	Mr. Le Ngoc Minh Tri	19/10/1970	Bachelor of Economics in Business Accounting	01/6/2020
3	Mr. Nguyen Tuan Anh	24/02/1976	Master of Economics in Commerce, Bachelor of Accounting, Bachelor of Business Administration	01/6/2022
4	+Ms. Nguyen Thi Hien	13/7/1974	Master of Economics	01/01/2019
5	Mr. Tran Chi Nguyen	21/9/1975	Master of Business Administration, Bachelor of Economics in Accounting, Bachelor of Law	25/6/2020
6	Mr. Nguyen Thanh Tung	27/3/1979	Master of Business Administration, organic and petrochemical engineer	15/7/2020

V. Chief accountant

Full name	Date of birth	Expertise	Appointment/dismissal date
Dinh Nhu Cuong	20/02/1977	Master of Banking and Finance, Bachelor of Economics majoring in Accounting, Information Technology Engineer.	05/02/2021

VI. Training on corporate governance

- All members of the Board of Directors, Executive Board, Supervisory Board, Company Secretary, Corporate governance managers and related departments have been trained and regularly updated with new regulations on corporate governance.

- The Board of Directors and Executive Board have sent representatives to attend training classes and seminars on corporate governance, good corporate governance practices in the region and the world, and updated new regulations on enterprise laws, securities laws, decrees, guiding circulars, etc. jointly organized by Hochiminh Stock Exchange (HOSE), Deloitte, VIOD, etc.

- The Board of Directors approved the orientation training plan for BOD Member Nguyen Duc Thuan newly appointed on January 10th, 2024, including the following programs: the Company's culture, purposes, business models and strategic directions; BOD member certification; ESG awareness and practice.

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:

- The company approved the amendments and supplements to the Gas Purchase and Sale Agreement with PetroVietnam - Major Shareholder of the Company.

(At the 2023 Annual General Meeting of Shareholders, the General Meeting of Shareholders voted to approve amendments and supplements to the Gas Purchase and Sale Agreement with PetroVietnam - Major Shareholder of the Company, in which PetroVietnam did not vote due to lack of voting rights to avoid conflicts of interest).

No	Name of organization/individual	Relationship with the Company	Securities registration certificate*, date of issue, place of issue	Head office address/Contact address	Time of transaction with the Company	Resolutions/Decisions No passed by the General Meeting of Shareholders/Board of Directors, etc. (if any, specify the date of issue)	Content, number, total transaction value	Note Note
1	PetroVietnam	Major shareholders holding 75.56%	0100681592, 24/06/2015,	18 Lang Ha Street, Thanh Cong Ward, Ba Dinh District, Hanoi	05/10/2023	1492/NQ-PVCFC, 14/6/2023	-	

- Value of other transactions with related persons of the Company: (transactions with subsidiaries of PetroVietnam - Major Shareholder of the Company)

(Related person contracts and transactions approved in principle by the Board of Directors and signed by Ms. Do Thi Hoa - independent BOD member, in which BOD members are representatives of PetroVietnam and related persons who do not have voting rights to avoid conflicts of interest).

**From January 1st,
2023 to December
31st, 2023**
*(according to
unaudited financial
statements)*

Sales

a) Subsidiary	22,400,000,000
PetroVietnam Packaging JSC	22,400,000,000
b) Other related parties	487,955,633
PetroVietnam Power Renewable Energy JSC	487,955,633
	22,887,955,633

Purchase of goods and services

a) PetroVietnam and its subsidiaries	4,136,001,395,144
PetroVietnam	3,613,542,263,134
PetroVietnam Power Corporation	362,258,907,288
PetroVietnam Fertilizer and Chemicals Corporation - Petrochemical trading branch	136,204,999,588
PetroVietnam Gas Joint Stock Corporation - PV Gas Ca Mau	13,882,272,942
PV College	9,408,682,192

PetroVietNam University	195,250,000
Vietnam Petroleum Institute	509,020,000
b) Subsidiary	213,185,121,241
PetroVietnam Packaging JSC	213,185,121,241
b) Other related parties	60,543,725,919
PVD Technical Training and Certification JSC	25,264,370,890
Southwest PetroVietnam Security Service Corporation	16,078,667,942
Saigon PetroVietnam Oil Joint Stock Company	10,846,409,568
PVD Trading and Technical Services Joint Stock Company	7,511,994,000
PetroVietnam Fertilizer and Chemicals Corporation - Phu My Fertilizer Plant	842,283,519
Southwest PetroVietnam Fertilizer & Chemicals Joint Stock Company	-
	4,409,730,242,304

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

Transactions of insiders and related persons, major shareholders with respect to shares listed by the company:

Mr. Van Tien Thanh - BOD Member and General Director of the Company purchased 79,000 DCM shares to increase the number of shares held after the transaction to 109,000 shares.

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:

(According to attached Appendix 02)

IX. Other issues to be noted.

None.

Recipients:

- As above mentioned;
- BOD, GD, SB;
- Archive, IR.

**FOR THE BOARD OF DIRECTORS
CHAIRMAN**

(Signed and sealed)
Tran Ngoc Nguyen

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

(Attached to document no. 136/BC-PVCFC dated 30/01/2024)

No.	Stock symbol	Full name	Position at Company (if any)	Relation to Company/Internal person	Type of NSH document (ID/Passport/ Business registration certificate)	NSH No.	Date of issue	Becoming Internal person/Related person	Note
1	2	3	4	5	6	7	8	9	10
1	DCM	Tran Ngoc Nguyen	Chairman of BOD	Internal person	1	049077009016	10/08/2021	10/01/2019	
1.01	DCM	Tran Ngoc Duy		Father	1	206330785	21/03/2015	10/01/2019	
1.02	DCM	Nguyen Thi Diem		Mother	1	206330784	21/03/2015	10/01/2019	
1.03	DCM	Lu Dinh Cuong		Father-in-law	1	212561705	04/12/2007	10/01/2019	
1.04	DCM	Lu Thi Van Anh		Wife	1	051179013363	01/09/2021	10/01/2019	
1.05	DCM	Tran Lu Nguyen Huong		Daughter	1	051307003651	18/08/2021	10/01/2019	
1.06	DCM	Tran Lu Ngoc Quang		Son	none				minor
1.07	DCM	Tran Ngoc Phuc		Older brother	1	260934276	06/06/2013	10/01/2019	
1.08	DCM	Tran Ngoc Phuc		Older brother	1	241077461	28/12/2012	10/01/2019	
1.09	DCM	Tran Thi Thuy		Sister-in-law	1	240304061	28/12/2012	10/01/2019	
1.10	DCM	Tran Ngoc Thuy		Older brother	1	205367908	21/12/2004	10/01/2019	
1.11	DCM	Le Thi Xuan Dao		Sister-in-law	1	205617803	03/08/2013	10/01/2019	
1.12	DCM	Tran Ngoc Thiet		Older brother	1	205367794	20/12/2004	10/01/2019	
1.13	DCM	Ngo Thi Minh Cu		Sister-in-law	1	206102832	17/11/2018	10/01/2019	
1.14	DCM	Tran Thi Hanh		Sister-in-law	1	230960844	16/11/2009	10/01/2019	
1.15	DCM	Trinh Van Quang		Brother-in-law	1	230379036	17/11/2009	10/01/2019	
1.16	DCM	Tran Thi Thuan		Older sister	1	205854000	16/04/2011	10/01/2019	
1.17	DCM	Nguyen Van Khai		Brother-in-law	1	205367903	12/01/2019	10/01/2019	
2	DCM	Van Tien Thanh	Member of BOD- General Director	Internal person	1	022925339	09/01/2008	12/06/2023	
2.01	DCM	Nguyen Thi Song Yen		Wife	1	024831863	25/01/2008	12/06/2023	
2.02	DCM	Van Thi Song Anh		Child	1	025756478	05/09/2013	12/06/2023	
2.03	DCM	Van Nguyen Thanh Tam		Child	1	079302006501	27/08/2022	12/06/2023	
2.04	DCM	Van Thi Song Ngan		Child	none				minor
2.05	DCM	Van Thi Hai Chau		Sibling	1	023340708	24/02/2005	12/06/2023	
2.06	DCM	Van Thi Hai Hong		Sibling	1	022925340	22/10/2008	12/06/2023	
2.07	DCM	Van Thi Hai Ha		Sibling	1	023102445	13/10/2011	12/06/2023	
2.08	DCM	Nguyen Thoan		Father-in-law	1	027042000072	17/04/2017	12/06/2023	
2.09	DCM	Can Van Thanh		Brother-in-law	1	022477583	30/09/2008	12/06/2023	
2.10	DCM	Quan Nguyen Thanh Nghi		Brother-in-law	1	079081008764	31/01/2018	12/06/2023	
3	DCM	Nguyen Duc Hanh	Member of BOD	Internal person	1	030072000225	01/09/2015	25/06/2020	
3.01	DCM	Vu Thi Xoai		Mother	1	140639892	23/05/2014	25/06/2020	
3.02	DCM	Nguyen Do Lan Phuong		Child					minor
3.03	DCM	Nguyen Khac Hung		Older brother	1	142199793	06/05/2002	25/06/2020	
3.04	DCM	Nguyen Xuan Hiep		Younger brother	1	273278836	25/11/2004	25/06/2020	
3.05	DCM	Dang Thi On		Sister-in-law	1	141599215	26/05/2014	25/06/2020	
3.06	DCM	Nguyen Thi Thuy		Sister-in-law	1	033176002009	08/12/2017	25/06/2020	
4	DCM	Le Duc Quang	Member of BOD	Internal person	1	001075001829	18/07/2014	27/04/2021	
4.01	DCM	Trinh Cam Van		Wife	1	012661412	23/03/2013	27/04/2021	
4.02	DCM	Le Hoang Nam		Child	none				minor
4.03	DCM	Le Hoang Bach		Child	none				minor
4.04	DCM	Le Thi Bich Huyen		Older sister	1	011907035	20/07/2011	27/04/2021	
4.05	DCM	Le Thi Nhu Anh		Older sister	1	011329531	15/08/2013	27/04/2021	
4.06	DCM	Le Duc Minh		Older brother	1	001071002507	17/02/2020	27/04/2021	
4.07	DCM	Le Thi Anh Thu		Older sister	1	011807843	14/11/2013	27/04/2021	
4.08	DCM	Vu Cong Mung		Brother-in-law	1	011907235	20/06/2013	27/04/2021	
4.09	DCM	Bui Minh Dung		Brother-in-law	1	008059000012	05/08/2015	27/04/2021	
4.10	DCM	Ngo Quoc Huy		Brother-in-law	1	035073001471	01/06/2017	27/04/2021	
4.11	DCM	Nguyen Thi Le Ha		Mother-in-law	1	012099659	23/03/2013	27/04/2021	
5	DCM	Do Thi Hoa	Independent member of BOD	Internal person	1	038160000050	22/11/2021	27/04/2021	
5.01	DCM	Do Ngoc Ngan		Father	1	038030000015	06/03/2015	27/04/2021	
5.02	DCM	Dinh Van Chan		Husband	1	036056003772	04/10/2021	27/04/2021	
5.03	DCM	Dinh Thanh Nam		Child	1	001086026080	23/9/2022	27/04/2021	
5.04	DCM	Dinh Mai Ngan		Child	1	001196002354	04/10/2021	27/04/2021	
5.05	DCM	Tran Thi Huyen Trang		Daughter-in-law	1	031187006399	22/12/2021	27/04/2021	
5.06	DCM	Do Ngoc Giao		Older brother	1	038056000816	16/8/2021	27/04/2021	
5.07	DCM	Bui Thi Bich Lien		Sister-in-law	1	034161004411	30/7/2021	27/04/2021	
5.08	DCM	Do Minh Viet		Younger brother	1	038062024527	07/10/2021	27/04/2021	

No.	Stock symbol	Full name	Position at Company (if any)	Relation to Company/Internal person	Type of NSH document (ID/Passport/ Business registration certificate)	NSH No.	Date of issue	Becoming Internal person/Related person	Note
1	2	3	4	5	6	7	8	9	10
5.09	DCM	Vu Kim Huong		Sister-in-law	1	001163039776	27/12/2021	27/04/2021	
5.10	DCM	Do Thi Huyen		Younger sister	1	038168021557	07/02/2021	27/04/2021	
6	DCM	Truong Hong	Independent member of BOD	Internal person	1	460059003073	26/02/2022	27/04/2021	
6.01	DCM	Phan Thi Theo		Mother	1	190203724	24/11/2016	27/04/2021	
6.02	DCM	Vuong Phan		Wife	1	079160021017	20/08/2021	27/04/2021	
6.03	DCM	Truong Thien Phuc		Child	1	066096011757	26/12/2021	27/04/2021	
6.04	DCM	Truong Ngoc Quynh Nhi		Child	1	066187008896	28/09/2021	27/04/2021	
6.05	DCM	Pham Nhan		Son-in-law	1	066087014576	29/09/2021	27/04/2021	
6.06	DCM	Truong Thi He		Sibling	1	046165010825	08/11/2021	27/04/2021	
6.07	DCM	Truong Thi Hoa		Sibling	1	046168002143	27/04/2021	27/04/2021	
6.08	DCM	Nguyen Dac Thanh		Brother-in-law	1	046066001925	27/04/2021	27/04/2021	
6.09	DCM	Truong Thi Be		Sibling	1	046173007682	05/09/2021	27/04/2021	
6.10	DCM	Truong Thi Huong		Sibling	1	046177012727	07/06/2021	27/04/2021	
6.11	DCM	Le Quang Trung		Brother-in-law	1	046076001374	04/07/2021	27/04/2021	
7	DCM	Tran My	Member of BOD	Internal person	1	044062006413	03/09/2022	25/06/2020	No longer internal person since 01/8/2023
7.01	DCM	Vo Thi Ngoc Chau		Wife	1	046165011724	01/12/2022	25/06/2020	
7.02	DCM	Tran Hieu Minh		Child	1	046096007777	01/12/2021	25/06/2020	
7.03	DCM	Tran Thi Hieu Ngan		Child	1	064300006649	07/10/2022	25/06/2020	
7.04	DCM	Tran Thi Xa		Older sister	1	046151006136	05/10/2021	25/06/2020	
7.05	DCM	Huynh Thi Hue		Mother-in-law	1	046136000080	23/3/2021	25/06/2020	
7.06	DCM	Nguyen Van Chien		Brother-in-law	1	046051004848	05/10/2021	25/06/2020	
7.07	DCM	Nguyen Thi Hoa		Sister-in-law	1	046154010814	20/8/2021	25/06/2020	
7.08	DCM	Vo Thi Xuan		Sister-in-law	1	046159005943	05/09/2021	25/06/2020	
7.09	DCM	Nguyen Thi Uoc		Sister-in-law	1	046166001627	17/4/2021	25/06/2020	
8	DCM	Nguyen Duc Thuan	Member of BOD	Internal person	1	030074015442	21/12/2021	10/01/2024	Elected as Board Member since 10/01/2024
8.01	DCM	Ngo Thi Kim Son		Mother-in-law	1	036149012554	14/06/2022	10/01/2024	
8.02	DCM	Lam Thi Bich Ngoc		Wife	1	024843460	18/12/2007	10/01/2024	
8.03	DCM	Nguyen Ngoc Anh		Child	2	C9661381	12/01/2022	10/01/2024	
8.04	DCM	Nguyen Duc Binh		Child	1				minor
8.05	DCM	Nguyen Duc Hoa		Older brother	1	030056000982	09/08/2016	10/01/2024	
8.06	DCM	Nguyen Thi Xuan Lan		Sister-in-law	1	030158008943	25/04/2021	10/01/2024	
8.07	DCM	Nguyen Thi Hien		Older sister	1	030159014790	16/11/2022	10/01/2024	
8.08	DCM	Nguyen Dong Luc		Brother-in-law	1	030058017549	16/11/2022	10/01/2024	
8.09	DCM	Nguyen Thi Hanh		Older sister	1	030164004639	27/06/2021	10/01/2024	
8.10	DCM	Tran Van Hanh		Brother-in-law	1	030056003664	27/06/2021	10/01/2024	
8.11	DCM	Nguyen Thi Hieu		Older sister	1	030166000002	21/01/2013	10/01/2024	
8.12	DCM	Le Hong Tuyen		Brother-in-law	1	030065000003	29/05/2021	10/01/2024	
8.13	DCM	Nguyen Duc Hien		Older brother	1	030069008018	22/04/2021	10/01/2024	
8.14	DCM	Nguyen Thi Thu Nga		Sister-in-law	1	001174042965	26/12/2021	10/01/2024	
8.15	DCM	Nguyen Thi Phuong Hoa		Older sister	1	030172015856	28/06/2021	10/01/2024	
8.16	DCM	Pham Quy Huy		Brother-in-law	1	030068000544	22/12/2021	10/01/2024	
9	DCM	Tran Chi Nguyen	Deputy General Director	Internal person	1	380879651	03/12/2004	25/06/2020	
9.01	DCM	Tran Trung Kien		Father	1	381005757	04/01/2014	25/06/2020	
9.02	DCM	Tran Kim Thuan		Mother	1	380086083	22/02/2011	25/06/2020	
9.03	DCM	Tran Kim Phuong		Wife	1	381317893	10/06/2003	25/06/2020	
9.04	DCM	Tran Huu Danh		Sibling	1	380975851	18/08/2010	25/06/2020	
9.05	DCM	Tran Huu Loi		Sibling	1	381066877	28/06/2007	25/06/2020	
9.06	DCM	Tran Bich Ngan		Sibling	1	025496603	17/08/2011	25/06/2020	
9.07	DCM	Tran Que Nhu		Sister-in-law	1	380977713	18/08/2010	25/06/2020	
9.08	DCM	Le Nguyen Nhu Ngoc		Sister-in-law	1	092183003878	18/01/2018	25/06/2020	
9.09	DCM	Tran Huu Loc		Brother-in-law	1	040075000692	11/11/2019	25/06/2020	
9.10	DCM	Tran Quoc Tuan		Father-in-law	1	385369746	24/04/2013	25/06/2020	
9.11	DCM	Pham Thi Gam		Mother-in-law	1	385369747	24/04/2013	25/06/2020	
10	DCM	Le Ngoc Minh Tri	Deputy General Director	Internal person	1	077070007299	12/01/2022	01/06/2020	
10.01	DCM	Nguyen Thi Chanh		Mother	1	270009870	09/03/2009	01/06/2020	
10.02	DCM	Nguyen Hong Men		Wife	1	024173003640	01/12/2022	01/06/2020	
10.03	DCM	Le Ngoc Minh Truong		Child	1	077204007336	01/12/2022	01/06/2020	
10.04	DCM	Le Ngoc Viet Truong		Child	1	077207000675	01/12/2022	01/06/2020	

No.	Stock symbol	Full name	Position at Company (if any)	Relation to Company/Internal person	Type of NSH document (ID/Passport/ Business registration certificate)	NSH No.	Date of issue	Becoming Internal person/Related person	Note
1	2	3	4	5	6	7	8	9	10
10.05	DCM	Le Ngoc Linh Ha		Child	1	077307000664	01/12/2022	01/06/2020	
10.06	DCM	Le Ngoc Phuong Thao		Older sister	1	273387693	28/03/2007	01/06/2020	
10.07	DCM	Le Ngoc Mai Thao		Older sister	1	273478268	30/05/2009	01/06/2020	
10.08	DCM	Le Ngoc Dung Tien		Older brother	none				Living abroad
10.09	DCM	Huynh Cong Bang		Brother-in-law	1	320640553	21/02/2019	01/06/2020	
10.10	DCM	Luong The Vu		Brother-in-law	1	024067000209	26/12/2018	01/06/2020	
10.11	DCM	Nguyen Thi Thanh		Mother-in-law	1	024665440	03/02/2007	01/06/2020	
11	DCM	Nguyen Tuan Anh	Deputy General Director	Internal person	1	001076035868	06/08/2022	01/06/2022	
11.01	DCM	Nguyen Quang Lap		Father	1	034046005446	03/06/2022	01/06/2022	
11.02	DCM	Vu Thi Oanh		Mother	1	034147001469	03/06/2022	01/06/2022	
11.03	DCM	Trinh Cam Ly		Wife	1	001178014511	22/08/2017	01/06/2022	
11.04	DCM	Nguyen Hoang Minh		Child	1	001203006705	12/01/2022	01/06/2022	
11.05	DCM	Nguyen Thao Nguyen		Child	1	001307046070	16/02/2022	01/06/2022	
11.06	DCM	Nguyen Thi Lien		Younger sister	1	001178058115	27/04/2022	01/06/2022	
11.07	DCM	Pham Xuan Kien		Brother-in-law	1	011828280	07/11/2012	01/06/2022	
11.08	DCM	Trinh Quang Khai		Father-in-law	1	1049003559	09/11/2017	01/06/2022	
11.09	DCM	Bui Thi Ngoc Loan		Mother-in-law	1	001153005806	31/08/2017	01/06/2022	
12	DCM	Nguyen Thi Hien	Deputy General Director	Internal person	1	024143022	01/11/2013	01/01/2019	
12.01	DCM	Nguyen Hong Phuc		Father	1	271239232	18/06/2007	01/01/2019	
12.02	DCM	Dang Thi Thu Ha		Mother	1	024654730	05/12/2006	01/01/2019	
12.03	DCM	Hoang Minh Hien		Husband	1	023878450	16/02/2001	01/01/2019	
12.04	DCM	Hoang Minh Tuan		Child	1	079099036242	22/11/2021	01/01/2019	
12.05	DCM	Hoang Ngan Giang		Child	none				minor
12.06	DCM	Nguyen Hong Hanh		Older sister	1	025218356	26/12/2009	01/01/2019	
12.07	DCM	Nguyen Hong Hung		Younger brother	1	271586350	21/04/2004	01/01/2019	
12.08	DCM	Nguyen Hong Phi		Younger brother	1	025380768	24/06/2011	01/01/2019	
13	DCM	Nguyen Thanh Tung	Deputy General Director	Internal person	1	068079000100	15/03/2018	15/07/2020	
13.01	DCM	Nguyen Sau		Father	1	211753405	12/03/2015	15/07/2020	
13.02	DCM	Vu Thu Hien		Wife	2	B9759760	23/10/2014	15/07/2020	
13.03	DCM	Nguyen Thanh Bach		Child	1	077206007054	11/01/2023	15/07/2020	
13.04	DCM	Nguyen Bach Khoa		Child	1	077208003438	06/11/2022	15/07/2020	
13.05	DCM	Nguyen Le Son		Older brother	1	211939443	04/10/2018	15/07/2020	
13.06	DCM	Nguyen Thanh Binh		Older brother	1	211521433	25/08/2012	15/07/2020	
13.07	DCM	Lai Thi Nu		Mother-in-law	1	060546037	19/01/2017	15/07/2020	
14	DCM	Phan Thi Cam Huong	Head of Supervisory Board	Internal person	1	082177003117	24/05/2021	25/06/2020	
14.01	DCM	Phan Van Lo		Father	1	082057006629	09/06/2021	25/06/2020	
14.02	DCM	Tran Thi Det		Mother	1	082158011602	05/03/2022	25/06/2020	
14.03	DCM	Dang Hoang Quan		Husband	1	067078001609	05/05/2022	25/06/2020	
14.04	DCM	Dang Anh Khoa		Child	1	082207014610	21/12/2021	25/06/2020	
14.05	DCM	Dang Gia Han		Child	none				minor
14.06	DCM	Phan Thi Ngoc Diep		Older sister	1	311483115	31/10/2007	25/06/2020	
14.07	DCM	Phan Thi Thao Lien		Younger sister	1	082179021074	21/09/2021	25/06/2020	
14.08	DCM	Phan Thi Cam Dung		Younger sister	1	082185003013	21/04/2021	25/06/2020	
14.09	DCM	Phan Thi Ngoc Duyen		Younger sister	1	312022086	06/01/2012	25/06/2020	
14.10	DCM	Phan Thi Hong Ngoc		Younger sister	1	312139643	26/06/2007	25/06/2020	
14.11	DCM	Phan Tuan Phong		Younger brother	1	082092006180	19/02/2022	25/06/2020	
14.12	DCM	Hoang Thi Hue		Mother-in-law	1	240056842	08/05/2008	25/06/2020	
14.13	DCM	Dong Van Dien		Brother-in-law	1	215045080	31/07/2014	25/06/2020	
14.14	DCM	Nguyen Van Tung		Brother-in-law	1	311383876	04/11/2014	25/06/2020	
14.15	DCM	Vo Thanh Phi		Brother-in-law	1	311451572	31/05/2013	25/06/2020	
14.16	DCM	Le Ngoc Quy		Brother-in-law	1	311738155	30/03/2013	25/06/2020	
14.17	DCM	Mai Van Vu		Brother-in-law	1	312143746	25/05/2012	25/06/2020	
15	DCM	Do Minh Duong	Controller	Internal person	1	096079015887	14/8/2021	27/04/2021	
15.01	DCM	Do Hung Dung		Father	1	381304909	12/06/2003	27/04/2021	
15.02	DCM	Nguyen Hong Dam		Mother	1	380404736	22/09/2011	27/04/2021	
15.03	DCM	Tran Thi Hong Ngoc		Wife	1	086180016223	09/01/2021	27/04/2021	
15.04	DCM	Do Tran Ngoc Minh		Child	1	096305000283	15/5/2022	27/04/2021	
15.05	DCM	Do Hung Minh		Child	none				minor
15.06	DCM	Do Thuy Duong		Younger sister	1	381142754	01/12/2003	27/04/2021	
15.07	DCM	Do Hong Yen		Younger sister	1	381548084	31/12/2011	27/04/2021	
15.08	DCM	Le Hoang Giang		Brother-in-law	1	381291434	11/03/2019	27/04/2021	
15.09	DCM	Le Ngoc Linh		Brother-in-law	1	070603681	29/12/2017	27/04/2021	

No.	Stock symbol	Full name	Position at Company (if any)	Relation to Company/Internal person	Type of NSH document (ID/Passport/Business registration certificate)	NSH No.	Date of issue	Becoming Internal person/Related person	Note
1	2	3	4	5	6	7	8	9	10
15.10	DCM	Tran Thai Hau		Father-in-law	1	330687028	15/02/2008	27/04/2021	
15.11	DCM	Tran Thi Hong Hoa		Mother-in-law	1	330687029	15/02/2008	27/04/2021	
16	DCM	Tran Van Binh	Controller	Internal person	1	121672752	03/01/2019	27/04/2021	No longer internal person since 12/6/2023
16.01	DCM	Nguyen Thi Hoai		Wife	1	024190008461	06/09/2021		No longer a related person of internal person since 12/6/2023
16.02	DCM	Tran Nhat Minh		Child	none				
16.03	DCM	Tran Thao May		Child	none				
16.04	DCM	Tran Van Khanh		Older brother	1	024084016387	17/12/2021		
16.05	DCM	Tran Thi Hoai		Sister-in-law	1	024187012509	07/01/2022		
16.06	DCM	Tran Van Mach		Father	1	024060000763	17/12/2021		
16.07	DCM	Hoang Thi Da		Mother	1	024161000584	04/04/2021		
16.08	DCM	Nguyen Van Hung		Father-in-law	1	024065000791	08/04/2021		
16.09	DCM	Nguyen Thi Dung		Mother-in-law	1	024168000871	08/04/2021		
16.10	DCM	Le Thi Toan		Sister-in-law	1	038189034310	17/09/2021		
16.11	DCM	Nguyen Tien Hoc		Brother-in-law	1	030087008628	23/11/2018		
17	DCM	Le Canh Khanh	Controller	Internal person	1	045070004231	14/08/2021	12/06/2023	
17.01	DCM	Le Canh Phong		Father	1	045044001632	01/05/2021	12/06/2023	
17.02	DCM	Pham Thi Ngan		Mother	1	045149003594	01/05/2021	12/06/2023	
17.03	DCM	Nguyen Thi Phuong Tuong		Wife	1	083192009310	02/05/2022	12/06/2023	
17.04	DCM	Le Canh Khoi Nguyen		Child	1	093200000077	24/11/2022	12/06/2023	
17.05	DCM	Le Canh Nguyen Khang		Child	none				minor
17.06	DCM	Le Canh Phuong Nga		Child	none				minor
17.07	DCM	Le Thi Lan		Older sister	1	045168003722	09/08/2021	12/06/2023	
17.08	DCM	Le Canh Quang Vinh		Sibling	1	048073000889	25/04/2021	12/06/2023	
17.09	DCM	Le Thi Suong Mai		Sibling	1	361661201	16/04/2013	12/06/2023	
17.10	DCM	Le Canh Tuyet		Sibling	1	092178014086	04/08/2021	12/06/2023	
17.11	DCM	Le Canh Hoang		Sibling	1	092081010611	22/11/2021	12/06/2023	
18	DCM	Dinh Nhu Cuong	Chief Accountant	Internal person	1	380885930	31/05/2008	05/02/2021	
18.01	DCM	Dinh Thai Son		Father	1	380261017	20/10/2011	05/02/2021	
18.02	DCM	Lam Kim Thoi		Mother	1	380025333	21/10/2011	05/02/2021	
18.03	DCM	Quach Tran Thu Thuy		Wife	1	380850450	24/03/2012	05/02/2021	
18.04	DCM	Dinh Tran Khanh Nguyen		Child	1	096205000039	09/05/2022	05/02/2021	
18.05	DCM	Dinh Tran Dang Nguyen		Child	none				minor
18.06	DCM	Dinh Nhu Ha		Younger sister	1	380929642	11/11/1994	05/02/2021	
18.07	DCM	Tran Thi Mai		Older sister	1	381089358	24/08/1998	05/02/2021	
18.08	DCM	Phan Minh Hung		Brother-in-law	1	381079842	19/10/2006	05/02/2021	
19	DCM	Do Thanh Hung	Person in charge of corporate governance	Internal person	1	034075010861	03/08/2022	23/12/2022	
19.01	DCM	Phan Thi Ly		Mother	1	034150018400	24/02/2022	23/12/2022	
19.02	DCM	Truong Thu Hang		Wife	1	037176008124	10/07/2021	23/12/2022	
19.03	DCM	Do Quynh Chi		Child	1	079304001725	18/06/2018	23/12/2022	
19.04	DCM	Do Thanh Minh Dang		Child	1	079208004194	22/12/2022	23/12/2022	
19.05	DCM	Do Thi Chinh		Sibling	1	034178011888	03/01/2023	23/12/2022	
19.06	DCM	Do Thi Nhan		Sibling	1	034180013609	14/07/2022	23/12/2022	
19.07	DCM	Truong Dinh Hoi		Father-in-law	1	037047001962	27/11/2021	23/12/2022	
19.08	DCM	Pham Thi Dung		Mother-in-law	1	037149002626	27/11/2021	23/12/2022	
20	DCM	Vietnam Oil & Gas Group		Parent company	1	0100681592	24/6/2015	15/01/2015	
21	DCM	Petrosetco Packaging Joint Stock Company		Subsidiary	1	1900437757	24/6/2015	11/06/2010 (13th amendment dated 03/07/2023)	Company which Board Member Nguyen Duc Thuan serves as the Board Chairman

APPENDIX 02
TRANSACTIONS OF INTERNAL PERSONS AND RELATED PERSONS
SUBMITTED TO COMPANY

(Attached to Report on Corporate governance no. 136/BC-PVCFC dated 30/01/2024)

No.	Name of transacting party	Relation to internal shareholder/Major shareholder	Number of shares held at beginning of period (01/01/2021)		Number of shares held at end of period (31/12/2021)		Reason for increase, decrease (Purchase, sale, conversion, bonus)
			Number of shares	Percentage	Number of shares	Percentage	
1	Van Tien Thanh	Internal shareholder - Member of Board of Directors, General Director	30,000	0.006%	109,000	0.021%	Purchase