

No.: 150/BC-PVCFC

Ca Mau, January 24th, 2025

REPORT
Corporate governance
(12 months of 2024)

To:

- 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.
- Ticker symbol: DCM.
- Governance structure: General Meeting of Shareholders (GMS), Board of Directors (BOD), Supervisory Board (SB) and General Director (in accordance with Clause a, Article 137, Enterprise Law 2020).
- Internal audit: performed.
- The Company has established: Audit and Risk Management Committee (ARM), HR – Compensation Committee (HRC), Environmental, Social and Governance Committee (ESG), Internal Audit Committee, Office of Board of Directors under 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 ensures equal treatment of all shareholders and provides complete, accurate, and timely disclosure of operational information in accordance with prevailing laws to shareholders and stakeholders.

The Company has promulgated Regulation on information disclosure (Information disclosure rules on securities market) in compliance with the provisions of law. These regulations specify the scope, disclosing entities, and procedures of disclosure, including the requirement that information disclosure and shareholder meeting invitations must be prepared at least 21 days before the date of convening the General Meeting.

All information disclosure activities adhere to established disclosure policies, which are posted on the Company's website and submitted to relevant regulatory authorities.

Information disclosure policies, regulations on convening General Meetings of Shareholders and elections ensure that all shareholders are entitled to contribute opinions, receive fair access to materials, and exercise their voting rights.

The Company has established a Shareholder Relations Team to handle correspondence and provide feedback to shareholders and investors, with contact channels including telephone, fax, and email readily accessible on the Company's website.

On June 11, 2024, the Company timely and successfully held its 2024 Annual General Meeting of Shareholders on the first attempt. Details are as follows:

- The Company disclosed meeting materials and provided meeting invitations 47 days prior to the General Meeting (materials disclosed on April 26, 2024 and General Meeting convened on June 11, 2024).

- The meeting was conducted in a hybrid format, combining both traditional in-person and online participation with electronic voting (as prescribed in the Company Charter), which ensured shareholders had full access to participate and contribute opinions. The Company opened the voting portal three days before the convening time to allow shareholders to vote remotely. During the meeting, shareholders could engage in online discussions and ask questions directly to the Presidium.

- During the Annual General Meeting of Shareholders, shareholders were encouraged and given opportunities to contribute opinions. All shareholders' questions were answered sufficiently and satisfactorily. Shareholders' opinions and the Presidium's answers were properly recorded in the Meeting minutes.

- The meeting was attended by:

- + All members of BOD: 07/07 persons.

- + All members of SB: 03/03 persons.

- + The General Director: 01/01 person.

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

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

- + The vote counting supervision team: 01 independent Board member of PVCFC; 01 Supervisor of PVCFC; 01 shareholder representing 150,000 shares, 01 shareholder owning 100 shares;

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

Information about Board of Directors' meetings and Resolutions/Decisions (including Resolutions approved by written opinion collection):

No.	Document ID	Date/month/year	Content
1	70/NQ-PVCFC	10/01/2024	Resolution of Extraordinary General Meeting of Shareholders
2	1724/NQ-PVCFC	11/6/2024	Resolution of 2024 Annual General Meeting of Shareholders
3	1725/NQ-PVCFC	11/6/2024	Resolution on amendment of and addition to a number of articles of the Charter of PetroVietnam Ca Mau Fertilizer Joint Stock Company
4	1726/NQ-PVCFC	11/6/2024	Resolution approving the 2023 Production and Business Performance Report
5	1727/NQ-PVCFC	11/6/2024	Resolution approving key production and business targets for 2024
6	1728/NQ-PVCFC	11/6/2024	Resolution approving Operation Report of the BOD
7	1729/NQ-PVCFC	11/6/2024	Resolution approving the 2023 Audited Financial Statements
8	1730/NQ-PVCFC	11/6/2024	Resolution approving the 2023 profit distribution plan
9	1731/NQ-PVCFC	11/6/2024	Resolution approving the 2024 profit distribution plan
10	1732/NQ-PVCFC	11/6/2024	Resolution approving Report of the Supervisory Board
11	1733/NQ-PVCFC	11/6/2024	Resolution approving the selection of auditor for 2024 Financial Statements
12	1734/NQ-PVCFC	11/6/2024	Resolution approving the 2023 remuneration report of the BOD and SB
13	1735/NQ-PVCFC	11/6/2024	Resolution approving the 2024 remuneration and bonus plan for the BOD and SB
14	1736/NQ-PVCFC	11/6/2024	Resolution on amending business lines

On January 10, 2024, the Company convened an Extraordinary General Meeting of Shareholders (GMS) for addition to business lines, amendment of bylaws of the GMS and election or dismissal of members of the BOD.

II. Board of Directors (Full year report/year 2024).

1. Information about members of the BOD:

1.1 Members of the BOD:

No	BOD Members	Position	BOD member/Independent BOD membership start/end date		
			Appointment date	Dismissal date	First appointment
1	Mr. Tran Ngoc Nguyen	BOD Chairman	10/01/2024		10/01/2019
2	Mr. Van Tien Thanh	BOD member	12/6/2023		12/6/2018

		and General Director			
3	Mr. Nguyen Duc Hanh	BOD member	25/6/2020		25/6/2020
4	Mr. Le Duc Quang	BOD member	27/4/2021		25/6/2020
5	Mr. Truong Hong	Independent BOD member	27/4/2021		27/4/2021
6	Ms. Do Thi Hoa	Independent BOD member	27/4/2021		27/4/2021
7	Mr. Nguyen Duc Thuan	BOD member	10/01/2024		10/01/2024

- Composition of the BOD:

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/Executive Board	Chairman/ 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	Professional background	Ph.D. in Chemical Engineering, Master's in Oil Refining and Petrochemicals, Master's in Economic Management	Engineer in Agricultural and Forestry Mechanics	Engineer in Energy Economics	Master's in Business Administration, Engineer in Technology - Petrochemicals	Bachelor's in Industrial Accounting	Ph.D. in Agriculture, specializing in Soil and Fertilizers	Engineer in Water and Land Transport Economics
5	Audit & Risk Management Committee	-	-	-	-	Chairman	Member	Member
6	HR-Compensation Committee	-	-	-	-	Member	Chairman	-
7	ESG Committee	-	-	Chairman	Member	-	-	-
8	Executive position held in other companies	No	No	No	No	No	No	BOD Chairman of PPC Company

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

The Board of Directors 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	Academic background	Work experience
1	Mr. Do Thanh Hung	Male	- Engineer in Oil Refining and	- Research and analysis of crude oil and petroleum products quality.

No	Full name	Sex	Academic background	Work experience
			Petrochemical Technology. - Bachelor's in Political Economics. - Master's in Business Administration. - Advanced Corporate Secretary (CSMP-VIOD) - Board Member Certification (DCP-VIOD)	<ul style="list-style-type: none"> - Research, evaluation, and analysis of oil and petroleum products markets; preparation, appraisal, and management of investment projects. - Proposal, implementation, and management of project investments, financial investments, and financial services in financial companies. - Risk management in banking operations, handling of doubtful debts. - Management of quality systems according to ISO standards. - Corporate Secretary (from January 2016 to present). - Deputy Head of Office in charge of BOD Office (from June 2024 to present)

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

No.	BOD Members	Ownership stake, 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	Ms. Do Thi Hoa	No	No
7	Mr. Nguyen Duc Thuan	Board Chairman of subsidiary - PPC Company	Yes (from 10/01/2024, elected as BOD member)

3. Meetings and activities of the BOD:

No	BOD Members	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Mr. Tran Ngoc Nguyen	19/19	100%	
2	Mr. Van Tien Thanh	19/19	100%	
3	Mr. Nguyen Duc Hanh	19/19	100%	
4	Mr. Le Duc Quang	19/19	100%	
5	Mr. Truong Hong	19/19	100%	
6	Ms. Do Thi Hoa	19/19	100%	
7	Mr. Nguyen Duc Thuan	19/19	100%	

- BOD members fully attended all BOD meetings, with meeting materials provided to members 5 days in advance and updated until the meeting time.

- In 2024, non-executive BOD members held 3 meetings to discuss and provide independent opinions on: (i) Improving corporate governance and management according to best practices; (ii) Implementing best practices for BOD member succession planning, developing specific criteria aligned with PVCFC's development strategy; (iii) Reviewing senior personnel planning criteria. The meetings were held on:

+ First meeting: January 29, 2024

+ Second meeting: September 26, 2024

+ Third meeting: December 30, 2024

- Among 7 BOD members, 6 do not hold executive positions at other related companies and have no cross-ownership with vendors or related parties. Only BOD member Nguyen Duc Thuan, elected on January 10, 2024, currently serves as BOD Chairman of PPC - a subsidiary of PVCFC.

- The BOD decided to finalize the list of shareholders eligible for 2023 dividends on June 25, 2024, with payment made on July 11, 2024. The decision dividend payment within 30 days of the Annual GMS (June 11, 2024) demonstrates the BOD's commitment to exceeding compliance requirements to ensure shareholders' interests as soon as possible (Enterprise Law 2020 allows 6 months, Company Charter allows 3 months from GMS completion).

- Recognizing climate change as a crucial issue, despite ongoing attention to safety, health, and environment, in 2024, the BOD took specific actions regarding ESG strategy and practices. Specifically:

+ At the February 2024 regular meeting, the BOD established the ESG Committee to develop sustainable development strategy. With the Committee's determination, the Company's ESG-Sustainable Development strategy was approved at the May 2024 regular meeting, affirming the Company's commitment to sustainable development and good corporate governance.

+ The Company created a Sustainable Development section on its website, prepared a separate Sustainability Report from the Annual Report, updates sustainability reports annually, and conducts regular environmental measurements, demonstrating commitment to environmental, social, governance, and climate change issues.

- In addition to regular and extraordinary GMS, the Company held an in-person investor meeting at the Company office (December 23, 2024), and regularly meets with investor groups including securities companies and investment funds to discuss and provide information about the Company's business operations.

- The BOD conducts semi-annual reviews to ensure Company activities align with development strategies.

- The BOD issued a list of key points for monthly, quarterly, and annual review, including monthly reviews of cybersecurity, IT disruption, operational continuity, and risk assessment. In 2024, the Company experienced no serious incidents disrupting IT systems or production operations.

4. Board Committees:

- The Company currently has 3 Board Committees: (i) Audit and Risk Management Committee; (ii) HR-Compensation Committee; (iii) ESG Committee (established according to BOD Decision No. 427/QD-PVCFC dated February 29, 2024).

- Committee members are all non-executive BOD members; the Audit and Risk Management Committee is chaired by Independent BOD member Do Thi Hoa; the HR-Compensation Committee is chaired by Independent BOD member Truong Hong; the ESG Committee is chaired by BOD member Nguyen Duc Hanh. Thus, following good practices, both the Audit and Risk Management Committee and HR-Compensation Committee ensure proportion of Independent BOD members.

- The structure and composition of the Committees are appropriate for the Company's actual position. The Committees' activities help the BOD leverage collective strength, enhance its role, and improve the Company's governance effectiveness.

5. BOD supervisory activities concerning the Board of General Directors.

Based on the Company Charter and Internal Regulation on Corporate Governance, the Board of Directors has implemented supervision and monitoring of the General Director and Executive Board in business operations and implementation of GMS and BOD resolutions in 2024 as follows:

- o Supervision methods:

- The BOD assigns specific areas to each BOD member and conducts supervision through Committees to monitor the General Director and Executive Board in organizing, implementing, and executing BOD resolutions. The BOD determines matters that the Executive Board must prepare for presentation/discussion/questioning at BOD meetings. During meetings, the BOD reviews the implementation of resolutions, monthly, quarterly, and cumulative business performance, discusses and approves resolutions for the General Director and Executive Board to implement. Additionally, BOD Committees engage with Executive Board members on matters of supervisory concern.

- Attendance at Executive Board's regular meetings on production and business operations and periodic briefings.

- The BOD's supervision of the General Director and Executive Board's activities is conducted regularly and continuously, ensuring smooth operation of all Company activities.

- o Supervision content:

- Monitoring of production and business operations, implementation of BOD Resolutions/Decisions and directives, employment security, occupational safety, human rights, compensation policies, etc.

- Updating and issuing Resolutions, Decisions, and Regulations within BOD authority to align with new circumstances, delegating management to facilitate the General Director's implementation.

- Providing timely support to ensure effective management by the General Director, supporting apparatus, and Company's capital representatives in invested enterprises.

- Reviewing and monitoring reports on production and business operations for monthly, semi-annual, 9-month, and 2024 annual periods; 2023 Financial Statements and quarterly Financial Statements for Q1, Q2, Q3/2024.

- o Supervision results:

- Based on 2024 achievements, the BOD has discussed and evaluated: The General Director and BOM have maintained continuous business operations, excellently achieved production and sales targets, ensured employment, protected employee health and safety, and demonstrated high responsibility in stakeholder relations, while strictly complying with applicable laws and Company regulations.

- In 2024, the Company had no violations regarding labor safety and human rights regulations; no child labor or forced labor; no environmental violations or penalties.

6. Activities of Board Committees.

6.1. Activities of the Audit and Risk Management Committee:

- The Audit and Risk Management Committee supervises the Company through: (i) Direct monitoring of BOD activities through meetings, discussions, and BOD resolution procedures; (ii) Monitoring BOM activities through compliance with BOD Resolutions/Decisions and the delegation mechanism between BOD and General Director; (iii) Supervision through reporting channels and contact with BOM members, Chief Accountant, Internal Audit Committee, Head of Legal and Compliance; (iv) Supervision through Independent Auditor reports; (v) Supervision through the Company's whistleblowing channel.

- Besides regular exchanges and discussions on specific issues, in 2024, the Audit and Risk Management Committee held 07 meetings, including: (i) Reviewing critical risk management issues and providing recommendations for Executive Board implementation; (ii) Evaluating the implementation of internal audit plans by the Internal Audit Committee in production and business activities according to approved plans; (iii) Approving the Company's quarterly financial statements for Q1, Q2, Q3/2024, ensuring financial statement integrity and noting debt collection reconciliation and provisional appropriations.

- Reviewing related party transactions in 2024 and anticipated transactions in 2025 under BOD approval authority for proper information disclosure.

- Supervising Internal Audit Committee activities and approving individual audit reports, approving directives to implement Internal Audit recommendations, directing the General Director to implement Internal Audit recommendations, and taking timely measures on Internal Audit suggestions and proposals.

- Monitoring and evaluating Company risk management in (i) Risk identification processes and policies; (ii) BOM implementation of Company risk management policies; (iii) Monitoring risk management unit activities.

6.2. Activities of the HR-Compensation Committee.

Besides regular exchanges and discussions on specific issues, in 2024 the HR-Compensation Committee held 11 meetings to review matters related to personnel, compensation, company organizational structure, and evaluate Committee activities periodically as required.

In 2024, the Committee undertook duties specified in the Regulation on Organization and Operation issued under BOD Decision No. 1657/QD-PVCFC dated June 5, 2024, specifically:

- Participation in Executive Board and BOD personnel matters:

- + In 2024, the Committee actively participated in evaluating and providing opinions on appointment or reappointment of positions under BOD authority, and BOD member appointment or reappointment. Personnel planning, appointment, reappointment procedures and documentation complied with legal requirements.

- + The BOD restructured its Committees: Established ESG Committee in line with good practices; Appointed BOD member Nguyen Duc Hanh as ESG Committee Chairman; Assigned Independent BOD member Do Thi Hoa to HR-Compensation Committee; Independent BOD member Truong Hong to Audit and Risk Management Committee. Thus, following good governance practices, both Audit and Risk Management Committee and HR-Compensation Committee ensure proper representation of Independent BOD members.

- + The Extraordinary GMS on January 10, 2024, elected Mr. Nguyen Duc Thuan to the BOD for 2024-2029 term, replacing Mr. Tran My who resigned for retirement.

- Review and evaluation of compensation and policies for Executive Board and employees:

- + The Committee reviewed and evaluated compensation and policy matters for Executive Board and employees. The HR-Compensation Committee actively contributed and signed on behalf of the BOD the Regulations on salary, bonus, and remuneration for Executive Board, and Regulations on salary, bonus, and benefits management for employees.

- + Executive Board compensation, bonuses, and remuneration complied with Regulations issued under BOD Decision No. 1754/QD-PVCFC dated September 9, 2020, and Decision No. 1224/QD-PVCFC dated May 2, 2024. Current Executive Board compensation policies are incentive-based, linked to Company's short and long-term targets, motivating creativity and dynamism in performance of duties, contributing to Company development and prosperity.

- Supervision of salary, remuneration, bonus, and benefit policy management:

- + The Company implements salary, bonus, benefits, and other policies for employees in accordance with laws and Company regulations to ensure employee welfare (applying Regulations on Salary, Bonus and Benefits Management issued by BOD under Decision No. 666/QD-PVCFC dated April 6, 2022; Amended Decision No. 1951/QD-PVCFC dated August 15, 2022, and Decision No. 1227/QD-PVCFC dated May 2, 2024; Employee Policy issued by BOD under Decision No. 2974/QD-PVCFC dated December 5, 2022, and as amended in Personnel Management Regulation under Decision No. 1695/QD-PVCFC dated June 10, 2024).

+ To improve effectiveness and ensure fairness in compensation, the Company continues reviewing and updating salary regulations and developing appropriate compensation policies for each position and job level, moving toward 3P compensation.

- Review of compensation policies and regulations in Company annual report: Participated in reviewing and evaluating compensation policies and activities in the 2024 annual report ensuring compliance with Company regulations and laws.

- 2024 evaluation of BOD, BOD members, Committees, Board Committee members, and Executive Board.

6.3. Activities of the ESG Committee:

At the February 2024 regular meeting, the BOD established the ESG Committee according to Decision No. 427/QD-PVCFC dated February 29, 2024. Accordingly, the ESG Committee is a specialized unit under the BOD with advisory, consultancy, and supervisory functions related to sustainable development and corporate governance.

In 2024, the ESG Committee held 4 meetings to discuss matters related to its functions, specifically: (i) Evaluating and proposing approval of the Company's Sustainable Development strategy; (ii) Reviewing and proposing BOD approval of the Company's 2023 Sustainability Report; (iii) Reviewing and proposing BOD approval of timeline for completing the 2024 Annual Report and Sustainability Report; (iv) Evaluating 2024 performance and 2025 action plan of the ESG Committee.

Based on the ESG Committee's proposal, the BOD approved the Company's ESG-Sustainable Development strategic framework under Decision No. 1696/QD-PVCFC dated June 10, 2024, providing the foundation for implementing sustainable development practices in the Company's business operations. This was published on the Company's information portal to affirm the BOD and Management's determination in implementing appropriate strategies for the Company's sustainable development in line with global trends.

7. Evaluation of BOD activities in 2024.

- BOD members strictly followed internal regulations such as Internal Regulation on Corporate Governance, Regulations on BOD Operation, Regulations on Coordination between the Company's Party Committee Standing Committee, BOD and General Director, in compliance with the provisions of law and Company Charter. In 2024, PVCFC was honored to achieve Top 10 Best Corporate Governance Companies (large-cap group) and Company with Excellence in Corporate Governance Beyond Compliance.

- The BOD reviewed and updated for GMS approval amendments to Company Charter; Modified and supplemented detailed business lines to align with current regulations and good corporate governance practices; Issued regulations and decisions within BOD authority appropriate to actual situations and task requirements, unified direction to facilitate Board of General Directors' operation of Company activities, further strengthening the Company.

- The BOD issued Regulations on Conflict of Interest Management and Related Party Transactions; Whistleblowing Policy, Business Code of Ethics and published them on the Company's information portal.

- The BOD appointed Independent BOD member Do Thi Hoa as Lead Independent Director to oversee Independent BOD members, promoting independence, preventing abuse of power and potential conflicts of interest.

- The BOD worked with consultants to assess corporate governance status to improve governance capacity according to ASEAN Corporate Governance Scorecard (ACGS); issued sustainable development strategic direction based on ESG criteria; Established ESG Committee and issued PVCFC's 2023 Sustainability Report to promote and commit to implementing sustainable development strategies and actions. 2024 was PVCFC's first year of sustainability reporting and was recognized by VLCA with the Reliable Sustainability Reporting Company Award.

- With assigned duties, BOD members proactively planned and strictly exercised their rights and responsibilities; regularly exchanged views on work content and direction to reach unified guidance. Regularly reviewed and updated BOD activity plans, ensuring activities align with practical governance.

- Closely monitored Company operations, timely provided discussion and feedback to General Director according to BOD responsibilities and authority.

- Corporate governance activities followed Company Charter, Internal Regulation on Corporate Governance and Regulations on BOD Operation. The BOD Chairman and assigned members regularly monitored and urged for implementation of GMS Resolutions and BOD Resolutions/Decisions including supervising and directing the General Director in managing Company operations.

- Organized Annual GMS according to regulations and issued relevant Resolutions for Executive Board implementation.

- The BOD conducted reviews and regularly ensured Company activities align with development strategy. In the amendment of Regulations on BOD Operation, the BOD specifically required Company strategy review to be conducted every 12 months.

8. Assessment of compliance.

The Company has issued Company Charter, Internal Regulation on Corporate Governance, and other regulations to ensure all Company activities are monitored and implemented according to legal requirements and governance rules.

In 2024, the Company fully implemented corporate governance activities as stipulated in the Company Charter, Internal Regulation on Corporate Governance, and complied with provisions in other Company-issued regulations.

8.1. Alignment of activities with Company Strategy, Vision and Mission.

- The BOD continuously monitored production, business, research, and development activities to introduce new fertilizer products aligned with the Company's Strategy, Vision, and Mission of "Providing plant nutrition solutions". In 2024, no activities required BOD warning or correction for non-compliance.

8.2. Insider trading and corruption.

- The Company has updated and issued Whistleblowing Policy (Resolution No. 3900/NQ-PVCFC dated December 20, 2024) for early detection and behavior correction, promoting employees' sense of accountability and confidence in providing feedback to management and leadership, thereby increasing management effectiveness, business

performance, and protecting and enhancing PVCFC's reputation. Whistleblowing procedures were issued for implementation. According to the Whistleblowing Committee's report, the Company's whistleblowing unit received no information about corruption or insider trading involving BOD members, Executive Board, or employees. The Company also received no feedback or conclusions from regulatory authorities regarding such violations.

8.3 Related party transactions

- The Audit and Risk Management Committee (ARMC) and Supervisory Board reviewed PVCFC's related party transactions, examining quarterly, semi-annual, and annual financial reports to ensure transactions were executed and disclosed according to current regulations and provided optimal benefits for the Company and shareholders.

- Related party transactions followed principles specified in the Regulations on Goods and Services Procurement, ensuring openness, fairness, and transparency in vendor selection, meeting work requirements, aligned with PVCFC's development strategy incorporating sustainable development (ESG) that vendors must follow when working with PVCFC.

- The BOD approved contracts/transactions with related parties including major shareholders and their subsidiaries. For these decisions, BOD members representing major shareholders abstained from voting. Resolutions approving related party contracts/transactions were disclosed by PVCFC according to current regulations.

- In the past 3 years (since ARMC establishment in August 2021), no transactions in breach of laws, rules, and regulations regarding significant or material related party transactions. Related party transactions were conducted through bidding or competitive quotation, ensuring fairness, openness, and transparency.

8.4. Loans to BOD members/Executive Board and employees:

PVCFC's Financial Management Regulations stipulate: The Company does not provide loans to individuals who are Company officers and employees (including BOD members, Executive Board members and employees). Implementation result: PVCFC did not provide any loans to individuals in compliance with regulations.

8.5. Company's Capital Sources and Debt Structure.

The Company consistently utilizes capital sources appropriately, effectively, particularly in using long-term capital to ensure a sustainable and safe capital structure for Company operations. The BOD conducts annual assessments of PVCFC's capital structure to ensure alignment with the Company's long-term business strategy and defined risk appetite.

8.6. Protection of creditors' rights.

With sustainable development goals and ensuring balanced stakeholder interests, the Company issued Financial Management Regulations clearly defining management of payables.

In 2024, the Company mobilized loans from Vietcombank, Vietinbank totaling VND 6.755 billion and consistently made timely principal and interest payments.

PVCFC’s credit rating remains high as the Company consistently makes timely loan payments, therefore credit institutions are willing to provide unsecured loans at low interest rates.

Regarding PVCFC’s subsidiaries, loans are also consistently paid on time and ensure credit institutions’ interests with high-quality collateral (machinery lines, land-related property rights).

9. BOD Resolutions/Decisions issued in 2024:

In 2024, the BOD received 93 proposals from the General Director and issued 146 Resolutions/Decisions regarding Company operations for implementation by the General Director implementation, specifically as follows:

No.	Document ID	Date	Content
1	10/QD-PVCFC	03/01/2024	Decision on personnel work (Re-appointment of Mr. Bui Thanh Lam)
2	68/NQ-PVCFC	10/01/2024	Resolution on election of BOD Chairman and assignment of specialized areas of responsibility within BOD
3	69/QD-PVCFC	10/01/2024	Decision on appointment of BOD Chairman
4	86/QD-PVCFC	12/01/2024	Decision approving remuneration for BOD member (Nguyen Duc Thuan)
5	89/QD-PVCFC	12/01/2024	Decision on assignment of specialized areas of responsibility within BOD
6	90/QD-PVCFC	12/01/2024	Decision on amending and promulgating new Internal Regulation on Corporate Governance of PVCFC
7	91/QD-PVCFC	12/01/2024	Decision on amending and promulgating Regulations on BOD Operation of PVCFC
8	126/NQ-PVCFC	16/01/2024	Resolution on personnel work (Mr. Nguyen Trung Kien)
9	127/NQ-PVCFC	16/01/2024	Resolution on personnel work (Ms. Tran Nhu Quynh, Mr. Tong Viet Thong)
10	151/QD-PVCFC	18/01/2024	Decision on personnel re-appointment (Mr. Tong Viet Thong)
11	154/QD-PVCFC	18/01/2024	Decision on personnel re-appointment (Ms. Tran Nhu Quynh)
12	248/NQ-PVCFC	31/01/2024	Resolution of BOD meeting January 2024
13	249/QD-PVCFC	31/01/2024	Decision approving compensation plan for Executive Board
14	250/QD-PVCFC	31/01/2024	Decision approving promulgation of Regulations on Financial and Accounting Operations Management
15	251/QD-PVCFC	31/01/2024	Decision approving promulgation of Regulations on ICT Development and Operations Management
16	253/QD-PVCFC	31/01/2024	Decision approving promulgation of Regulations on Goods and Services Procurement
17	254/QD-PVCFC	31/01/2024	Decision approving promulgation of Regulations on Organization and Operations of Company Branch – Project Management Board
18	421/NQ-PVCFC	29/02/2024	Resolution of BOD meeting February 2024

No.	Document ID	Date	Content
19	422/QD-PVCFC	29/02/2024	Decision establishing Gas, Fertilizer, and Petrochemical Price Steering Committee of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
20	423/QD-PVCFC	29/02/2024	Decision approving 2023 employee performance evaluation results.
21	424/QD-PVCFC	29/02/2024	Decision approving issuance of List of internal regulations, plans, strategies, master plans, schedules, and Authorization Matrix.
22	427/QD-PVCFC	29/02/2024	Decision establishing ESG Committee and promulgating Regulations on ESG Committee Organization and Operations.
23	429/QD-PVCFC	29/02/2024	Decision on personnel appointment to ESG Committee.
24	434/QD-PVCFC	01/03/2024	Decision on personnel appointment to HR-Compensation Committee.
25	433/QD-PVCFC	01/03/2024	Decision renaming Governance, HR-Compensation Committee and promulgating Regulations on Committee Organization and Operations (as amended, supplemented).
26	435/QD-PVCFC	01/03/2024	Decision promulgating Regulations on Organization and Operations of Audit and Risk Management Committee (as amended, supplemented).
27	436/QD-PVCFC	01/03/2024	Decision on personnel appointment to Audit and Risk Management Committee.
28	486/NQ-PVCFC	07/03/2024	Resolution on personnel work (Mr. Le Tien Hung)
29	488/NQ-PVCFC	07/03/2024	Resolution of BOD meeting regarding review of M&A of KVF Company and other matters
30	489/NQ-PVCFC	07/03/2024	Resolution on personnel work (Ms. Nguyen Thi Hien)
31	514/QD-PVCFC	08/03/2024	Decision on personnel work (Mr. Le Tien Hung)
32	525/QD-PVCFC	11/03/2024	Decision on work assignment for Ms. Nguyen Thi Hien
33	583/NQ-PVCFC	14/03/2024	Resolution of BOD meeting regarding review of capital contribution to Korea-Vietnam Fertilizer Co., Ltd.
34	584/QD-PVCFC	14/03/2024	Decision on repurchasing capital contribution in Korea-Vietnam Fertilizer Co., Ltd.
35	604/NQ-PVCFC	15/03/2024	Resolution on PPC personnel work
36	804/NQ-PVCFC	28/03/2024	Resolution on personnel work at Korea-Vietnam Fertilizer Co., Ltd.
37	809/NQ-PVCFC	28/03/2024	Resolution of BOD meeting March 2024
38	810/QD-PVCFC	28/03/2024	Decision adjusting final settlement of completed project "Port for importing raw materials with capacity of 500,000 tons/year of Ca Mau Fertilizer Plant"
39	811/QD-PVCFC	28/03/2024	Decision on capital mobilization authorization for General Director

No.	Document ID	Date	Content
40	814/NQ-PVCFC	28/03/2024	Resolution on extension of time for convening 2024 Annual General Meeting of Shareholders
41	838/QD-PVCFC	29/03/2024	Decision approving 2023 salary and remuneration fund
42	842/NQ-PVCFC	29/03/2024	Resolution approving plan for convening 2024 Annual General Meeting of Shareholders
43	1032/NQ-PVCFC	12/04/2024	Resolution on PPC personnel work (Mr. Tran Minh Nhat)
44	1033/QD-PVCFC	12/04/2024	Decision on enterprise classification for PetroVietnam Packaging Joint Stock Company (PPC)
45	1081/QD-PVCFC	17/04/2024	Decision appointing Chairman to Board of Members of Korea-Vietnam Fertilizer Co., Ltd.
46	1082/QD-PVCFC	17/04/2024	Decision appointing member to Board of Members of Korea-Vietnam Fertilizer Co., Ltd.
47	1083/QD-PVCFC	17/04/2024	Decision appointing member to Board of Members, Director of Korea-Vietnam Fertilizer Co., Ltd.
48	1084/QD-PVCFC	17/04/2024	Decision appointing Supervisor of Korea-Vietnam Fertilizer Co., Ltd.
49	1199/NQ-PVCFC	26/04/2024	Resolution establishing Representative Office and PVCFC personnel work
50	1216/NQ-PVCFC	02/05/2024	Resolution of BOD meeting April 2024
51	1217/QD-PVCFC	02/05/2024	Decision approving 2024 operation plan for PVCFC's representative conducting supervisory work at Korea-Vietnam Fertilizer Co., Ltd.
52	1218/QD-PVCFC	02/05/2024	Decision promulgating Regulations on Supervisory Board Operation of Korea-Vietnam Fertilizer Co., Ltd.
53	1219/NQ-PVCFC	02/05/2024	Resolution approving content of 2024 Annual GMS of PetroVietnam Packaging Joint Stock Company
54	1224/QD-PVCFC	02/05/2024	Decision promulgating Regulations on salary, bonus, and remuneration for PVCFC Executive Board
55	1227/QD-PVCFC	02/05/2024	Decision promulgating Regulations on salary, bonus, and benefits for PVCFC Employees
56	1229/QD-PVCFC	02/05/2024	Decision approving related party contracts and transactions for 2024
57	1234/QD-PVCFC	02/05/2024	Decision establishing BOD Office
58	1236/QD-PVCFC	02/05/2024	Decision promulgating Regulations on Confidentiality of Information
59	1249/QD-PVCFC	03/05/2024	Decision appointing Head of Representative Office in Ho Chi Minh City
60	1255/QD-PVCFC	03/05/2024	Decision promulgating Regulations on Organization and Operations of BOD Office
61	1256/QD-PVCFC	03/05/2024	Decision establishing Representative Office in Ho Chi Minh City

No.	Document ID	Date	Content
62	1265/QD-PVCFC	03/05/2024	Decision promulgating KPI Evaluation Framework for Chief of Office/Head of BOD Office
63	1270/NQ-PVCFC	04/05/2024	Resolution approving Financial Management Regulations of PetroVietnam Packaging Joint Stock Company
64	1281/NQ-PVCFC	06/05/2024	Resolution on PVCFC personnel work
65	1285/QD-PVCFC	06/05/2024	Decision on personnel re-appointment (Mr. Vo Phuc Hung)
66	1289/NQ-PVCFC	06/05/2024	Resolution on PPC personnel work
67	1646/NQ-PVCFC	05/06/2024	Resolution on PVCFC personnel work (Mr. Do Thanh Hung)
68	1649/QD-PVCFC	05/06/2024	Decision on personnel transfer and appointment (Ms. Nguyen Thi Mai Chi)
69	1650/QD-PVCFC	05/06/2024	Decision approving official seal of Representative Office in Ho Chi Minh City
70	1651/QD-PVCFC	05/06/2024	Decision on personnel transfer and appointment (Ms. Tran Thanh Binh)
71	1652/QD-PVCFC	05/06/2024	Decision on personnel transfer and appointment (Ms. Do Thi Hoang Phuong)
72	1653/NQ-PVCFC	05/06/2024	Resolution of BOD meeting May 2024
73	1654/NQ-PVCFC	05/06/2024	Resolution on personnel work (Mr. Tran Anh Tam, Mr. Nguyen Van The)
74	1655/QD-PVCFC	05/06/2024	Decision promulgating Regulations on Organization and Operations of Representative Office in Ho Chi Minh City
75	1656/QD-PVCFC	05/06/2024	Decision assigning personnel and responsibilities at 2024 Annual General Meeting of Shareholders
76	1657/QD-PVCFC	05/06/2024	Decision promulgating Regulations on Organization and Operations of HR-Compensation Committee (as amended, supplemented)
77	1658/QD-PVCFC	05/06/2024	Decision promulgating Inventory Management Rules of PVCFC
78	1670/QD-PVCFC	06/06/2024	Decision on personnel transfer and appointment (Mr. Do Thanh Hung)
79	1688/QD-PVCFC	07/06/2024	Decision on personnel re-appointment (Mr. Tran Anh Tam)
80	1691/QD-PVCFC	07/06/2024	Decision establishing appraisal team for PVCFC - Nhon Trach production plant and terminal project.
81	1695/QD-PVCFC	10/06/2024	Decision promulgating Personnel Management Regulations
82	1696/QD-PVCFC	10/06/2024	Decision promulgating ESG-Sustainable Development Strategic Framework of PVCFC
83	1724/NQ-PVCFC	11/06/2024	Resolution of 2024 Annual General Meeting of Shareholders

No.	Document ID	Date	Content
84	1752/QD-PVCFC	12/06/2024	Decision on 2023 cash dividend payment to shareholders
85	1854/NQ-PVCFC	21/06/2024	Resolution on investment in PVCFC - Nhon Trach production plant and terminal project.
86	1925/QD-PVCFC	01/07/2024	Decision promulgating Investment Management Regulations
87	1927/NQ-PVCFC	01/07/2024	Resolution of BOD meeting June 2024
88	1928/QD-PVCFC	01/07/2024	Decision approving list of credit institutions and maximum deposit limits from July 1, 2024 to June 30, 2025 of PetroVietnam Ca Mau Fertilizer Joint Stock Company
89	1929/QD-PVCFC	01/07/2024	Decision approving selection results of vendor for “2024 Financial Statement Audit Services” package
90	1988/NQ-PVCFC	04/07/2024	Resolution of BOD meeting regarding organizational structure review of PVCFC, Korea-Vietnam Fertilizer Co., Ltd. (KVF) and other matters.
91	1989/QD-PVCFC	04/07/2024	Decision approving organizational structure of PetroVietnam Ca Mau Fertilizer Joint Stock Company
92	2266/NQ-PVCFC	27/07/2024	Resolution on personnel work - reappointing Ms. Tran Hanh Uyen as Deputy Head of Finance-Accounting Department
93	2267/NQ-PVCFC	27/07/2024	Resolution of BOD meeting July 2024
94	2268/QD-PVCFC	27/07/2024	Decision authorizing General Director to approve salary, compensation, and bonus planning and settlement of member units
95	2269/NQ-PVCFC	27/07/2024	Resolution approving Board of Members Operation Regulations of Korea-Vietnam Fertilizer Co., Ltd. (KVF)
96	2271/QD-PVCFC	27/07/2024	Decision approving 2024 audit plan for KVF
97	2276/NQ-PVCFC	29/07/2024	Resolution approving 3-year operation plan (2024-2026) of BOD of PetroVietnam Ca Mau Fertilizer Joint Stock Company
98	2357/QD-PVCFC	02/08/2024	Decision establishing Appraisal team for investment policy of Ca Mau Fertilizer Plant capacity upgrade project.
99	2407/NQ-PVCFC	07/08/2024	Resolution approving contents to improve PVCFC’s policies and regulations to meet ASEAN Corporate Governance Scorecard 2023 criteria (ACGS2023).

No.	Document ID	Date	Content
100	2511/QD-PVCFC	15/08/2024	Decision transferring Ms. Pham Thi Thu Ha – Lead Specialist of Training and HR Development Division, HR Management Department to position of Officer of Executive Division (equivalent to Lead Specialist title) of BOD Office, effective from August 19, 2024
101	2588/QD-PVCFC	21/08/2024	Decision establishing Drafting team for Regulations on Goods and Services Procurement
102	2687/NQ-PVCFC	29/08/2024	Resolution of BOD meeting August 2024
103	2688/QD-PVCFC	29/08/2024	Decision approving 2023 Sustainability Report of PetroVietnam Ca Mau Fertilizer Joint Stock Company (refer to Company website under Sustainable Development section)
104	2722/NQ-PVCFC	04/09/2024	Resolution on personnel work - Fixed-term appointment of Mr. Huynh Thanh Phong - Head of Strategy Division, Planning-Investment Department, to position of Deputy Head of Planning-Investment Department.
105	2730/QD-PVCFC	04/09/2024	Decision establishing Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Ca Mau Fertilizer Plant
106	2731/QD-PVCFC	04/09/2024	Decision approving official seal of Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Ca Mau Fertilizer Plant
107	2808/QD-PVCFC	10/09/2024	Decision promulgating Regulations on Organization and Operations of Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Ca Mau Fertilizer Plant
108	2959/NQ-PVCFC	30/09/2024	Resolution on personnel work (Mr. Le Hoang Kiet, Mr. Nguyen Duy Hai)
109	2960/NQ-PVCFC	30/09/2024	Resolution of BOD meeting September 2024
110	2961/NQ-PVCFC	30/09/2024	Resolution on personnel work (Mr. Nguyen Xuan Linh, Ms. Le Thi Thanh Huong, Mr. Lam Van Thong, Mr. Dang Hoang Quan, Mr. Nguyen Van Son, Mr. Pham Tuan Anh, Mr. Nguyen Dac Tuyen)
111	2962/QD-PVCFC	30/09/2024	Decision assigning specialized areas of responsibility within BOD
112	2963/QD-PVCFC	30/09/2024	Decision promulgating Regulations on obtaining BOD members' written opinions
113	2968/QD-PVCFC	01/10/2024	Decision transferring and appointing Mr. Le Hoang Kiet as Head of New Products and Solutions Department

No.	Document ID	Date	Content
114	2970/QD-PVCFC	01/10/2024	Decision transferring and appointing Mr. Nguyen Duy Hai - Director of Ca Mau Fertilizer Plant as Director of Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Ca Mau Fertilizer Plant
115	3335/QD-PVCFC	01/11/2024	Decision approving registration of additional business lines registration and promulgating Charter of Korea-Vietnam Fertilizer Co., Ltd.
116	3336/NQ-PVCFC	01/11/2024	Resolution on personnel work (Fixed-term appointment of Mr. Huynh Tran Anh Quang as Deputy Head of Marketing Department)
117	3337/QD-PVCFC	01/11/2024	Decision approving Training Program for BOD members in 2025
118	3339/NQ-PVCFC	01/11/2024	Resolution of BOD meeting October 2024
119	3340/QD-PVCFC	01/11/2024	Decision on Ms. Nguyen Thi Hien - Deputy General Director to cease holding position of Head of Marketing Department
120	3342/QD-PVCFC	01/11/2024	Decision approving Investor Relations Plan for Q4/2024 and 2025
121	3665/NQ-PVCFC	28/11/2024	Resolution approving 2025 production and business plan of PetroVietnam Packaging Joint Stock Company
122	3678/NQ-PVCFC	29/11/2024	Resolution of BOD meeting November 2024
123	3685/NQ-PVCFC	02/12/2024	Resolution approving framework of PVCFC's 2024 Annual Report.
124	3699/NQ-PVCFC	03/12/2024	Resolution approving policy on personnel work of PetroVietnam Ca Mau Fertilizer Joint Stock Company regarding fixed-term appointment of Ms. Phan Thanh Lan - Head of Supply of Materials and Chemicals Division, Commercial Department as Deputy Head of Commercial Department.
125	3830/NQ-PVCFC	17/12/2024	Decision approving and promulgating Regulations on Decentralization of Powers
126	3883/NQ-PVCFC	20/12/2024	Resolution of BOD meeting December 2024 (first phase).
127	3884/NQ-PVCFC	20/12/2024	Resolution approving 2025 production and business plan of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
128	3885/NQ-PVCFC	20/12/2024	Resolution on personnel transfer and fixed-term appointment of Ms. Dam Thi Thuy An - Accounting Specialist, Accounting Office, Finance - Accounting Department as Chief Accountant, Branch of PetroVietnam Ca Mau Fertilizer Joint Stock Company - Ca Mau Fertilizer Plant.

No.	Document ID	Date	Content
129	3886/NQ-PVCFC	20/12/2024	Resolution approving remuneration framework for BOD, Committees and Executive Board of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
130	3887/NQ-PVCFC	20/12/2024	Resolution adjusting scope of duties for members of Whistleblowing Council of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
131	3888/NQ-PVCFC	20/12/2024	Resolution establishing Appraisal team for PVCFC - Nhon Trach production plant and terminal project.
132	3889/NQ-PVCFC	20/12/2024	Resolution approving 3-year operation plan (2025-2027) of BOD of PetroVietnam Ca Mau Fertilizer Joint Stock Company.
133	3892/NQ-PVCFC	20/12/2024	Resolution approving 2025 production and business plan of Korea-Vietnam Fertilizer Co., Ltd. (KVF)
134	3900/NQ-PVCFC	20/12/2024	Resolution promulgating Regulations on Whistleblowing of PVCFC
135	3952/NQ-PVCFC	25/12/2024	Decision approving adjustment to 2024 production and business plan of PetroVietnam Packaging Joint Stock Company (PPC)
136	3953/NQ-PVCFC	25/12/2024	Resolution on fixed-term appointment of Mr. Nguyen Quang Dong - Head of Production Department, Korea-Vietnam Fertilizer Co., Ltd. as Deputy Director of Korea-Vietnam Fertilizer Co., Ltd.
137	4029/NQ-PVCFC	31/12/2024	Resolution approving adjustment to certain 2024 business plan targets of PVCFC
138	4038/NQ-PVCFC	31/12/2024	Resolution establishing Representative Office in Cambodia
139	4040/NQ-PVCFC	31/12/2024	Resolution approving related party transactions incurred in 2024 and anticipated in 2025
140	4043/QD-PVCFC	31/12/2024	Decision appointing Mr. Nguyen Minh Thanh, Cambodia Regional Manager, Business Department as Head of Representative Office and Chief Representative of PVCFC in Cambodia
141	4044/NQ-PVCFC	31/12/2024	Resolution approving framework of 2024 Sustainability Report of PetroVietnam Ca Mau Fertilizer Joint Stock Company
142	4045/NQ-PVCFC	31/12/2024	Resolution of BOD meeting December 2024 (second phase)
143	4046/NQ-PVCFC	31/12/2024	Resolution approving lump-sum travel expenses compensation plan for Executive Board.
144	4047/NQ-PVCFC	31/12/2024	Resolution approving three-year audit plan 2025-2027
145	4048/NQ-PVCFC	31/12/2024	Resolution approving and promulgating Technical and Economic Norms of PVCFC
146	4049/NQ-PVCFC	31/12/2024	Resolution establishing Appraisal team for Ca Mau Fertilizer Plant capacity upgrade project

III. Supervisory Board.

1. Information about Supervisory Board members:

No	Members	Position	Start date/No longer SB member
1	Ms. Phan Thi Cam Huong	Head of Supervisory Board	25/6/2020
2	Mr. Do Minh Duong	Member	27/4/2021
3	Mr. Le Canh Khanh	Member	12/6/2023

2. Meetings of Supervisory Board:

No	Members	Number of meetings attended	Attendance rate	Reason for non-attendance
1	Ms. Phan Thi Cam Huong	04/04	100%	
2	Mr. Do Minh Duong	04/04	100%	
3	Mr. Le Canh Khanh	04/04	100%	

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

- In 2024, the Supervisory Board fully participated in BOD meetings, regular briefings, and important Executive Board meetings to ensure transparency and timely grasp of Company's business operations; BOD activities complied with Company Charter, Corporate Governance Regulations and related regulations; Executive Board effectively implemented BOD Resolutions and Decisions.

- The Supervisory Board carefully reviewed, analyzed, and evaluated Company's periodic production and business performance reports.

- Reviewed and provided opinions, recommendations on documents and regulations submitted to BOD for approval and acceptance.

- Monitored implementation of strategic directions, business plans and other activities through participation in meetings, conferences, and related reports.

- Conducted supervision and evaluation of BOD and Executive Board activities and reported at 2024 Annual General Meeting of Shareholders.

- Monitored compliance and implementation of legal requirements, GMS and BOD Resolutions and Decisions, and Executive Board's compliance with regulations.

- Conducted inspection and supervision of activities of Units/Departments/Divisions at the Company, branches and subsidiaries.

- Proposed selection of independent auditor for Financial Statements audit and discussed with Independent Auditor about existing issues and difficulties during Financial Statements review and audit process.

- Monitored implementation of recommendations from higher-level inspection and audit teams.

- The Supervisory Board verified the completeness, lawfulness, and accuracy of the Company’s 2023 financial statements and Q1, Q2, Q3 2024 financial statements.

4. Coordination between Supervisory Board and BOD, Board of General Directors, and other executive personnel.

- Coordination between the Supervisory Board, Board of Directors, and General Director at PVCFC continued to be improved based on principles of flexibility, harmony, ensuring interests of the Company, shareholders, employees, and stakeholders.

- Within the scope of authority and responsibilities, the BOD issued Regulations/Rules on Company operations for General Director’s implementation. During operations, the BOD also exchanged, discussed, and agreed with the General Director to timely approve, adjust, and update documents as proposed by the General Director to ensure continuous and smooth business operations.

- BOD Resolutions assigned to General Director were monitored, checked, and supervised by BOD. The BOD held meetings with the Board of General Directors to develop and adjust production and business targets according to current position from time to time.

- The corporate governance-management relationship between BOD and General Director was always closely coordinated and implemented in accordance with Charter provisions and Corporate Governance Regulations.

- Quarterly, the General Director submitted Financial Statements to BOD. The BOD also regularly directed the General Director to conduct audits and reviews of Financial Statements as required to enable timely GMS decision-making.

- Regarding inspection and supervision, the General Director facilitated and timely assigned personnel to coordinate and provide documentation for BOD and Supervisory Board to effectively perform their supervisory duties.

- Besides inspection and supervision, during the drafting and promulgation of regulations/rules and organization of production and business activities, the Supervisory Board provided professional advice and suggestions for improvements appropriate with actual situations.

- BOD meetings consistently invited Supervisory Board participation to evaluate implementation of directions, strategies and establish strategic solutions for new situations as basis for implementation.

- The Supervisory Board coordinated with BOD and Executive Board to: Propose independent auditors for 2024 Financial Statements audit for GMS approval; Successfully organize 2024 Annual GMS.

IV. Executive Board:

No	Members	Date of birth	Professional background	Appointment/ Dismissal date
1	Mr. Van Tien Thanh - General Director	09/7/1968	Engineer in Agricultural and Forestry Mechanics	12/6/2023

No	Members	Date of birth	Professional background	Appointment/ Dismissal date
	Deputy General Directors:			
2	Mr. Le Ngoc Minh Tri	19/10/1970	Bachelor's in Business Accounting	01/6/2020
3	Mr. Nguyen Tuan Anh	24/02/1976	Master's in Commerce; Bachelor's in Accounting; Bachelor's in Business Administration	01/6/2022
4	Ms. Nguyen Thi Hien	13/7/1974	Master's in Economics	01/01/2024
5	Mr. Tran Chi Nguyen	21/9/1975	Master's in Business Administration; Bachelor's in Accounting; Bachelor of Laws	25/6/2020
6	Mr. Nguyen Thanh Tung	27/03/1979	Master's in Business Administration; Engineer in Petrochemical Technology	15/7/2020

V. Chief Accountant:

Full name	Date of birth	Professional background	Appointment/ Dismissal date
Dinh Nhu Cuong	20/02/1977	Master's in Banking and Finance; Bachelor's in Economics, Major in Accounting; Engineer in Information Technology	05/02/2021

VI. Corporate governance training:

- All BOD members, Executive Board, Supervisory Board, Corporate Secretary, Corporate Governance Officer, BOD Office and related departments have received updated training on latest corporate governance regulations.

- The BOD and Executive Board sent representatives to attend training courses and seminars on corporate governance, good corporate governance practices on domestic and international scale, updates on new Enterprise Law regulations, Securities Law, Information disclosure... organized by Ho Chi Minh Stock Exchange (HOSE), Deloitte, VIOD, etc.

- The BOD approved orientation training plan for BOD member Nguyen Duc Thuan, newly appointed on January 10, 2024, and he has participated in training programs on culture, objectives, business model and strategic direction of the Company; BOD member certification; ESG awareness and practice.

VII. List of Company's related parties and related party transactions.

1. List of Company's related parties:

(As per Appendix 01 attached).

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

During the period, the Company had material transactions with related parties with values as follows:

**From 01/01/2024
to 31/12/2024**
*(according to
unaudited financial
statements, Vnd)*

Sales

<i>a) Vietnam Oil and Gas Group and subsidiaries</i>	722.093.798
Binh Son Refining and Petrochemical Co., Ltd	722.093.798
<i>b) Subsidiary</i>	160.778.246.160
Korea - Vietnam Fertilizer Company Limited	158.838.246.160
PetroVietnam Packaging Joint Stock Company	1.940.000.000
<i>c) Other related parties according to Vietnamese Accounting Standards</i>	380.664.059
Petro Power Renewable Energy JSC	380.664.059
	161.881.004.017

Purchases

<i>a) Vietnam Oil and Gas Group and subsidiaries</i>	4.948.279.070.476
Vietnam Oil and Gas Group	4.437.393.347.042
Branch of PetroVietnam Power Corporation - PetroVietnam Ca Mau Power Company	354.029.404.074
PetroVietnam Chemicals and Fertilizer Corporation - Petrochemical Trading Branch	132.966.743.012
Branch of PetroVietnam Gas JSC - Ca Mau Gas Company	9.823.107.863
Vietnam Petroleum Institute	-
PetroVietnam College	12.933.494.805
PetroVietnam University	1.002.684.791
Binh Son Refining and Petrochemical Co., Ltd	130.288.889
<i>b) Subsidiary</i>	450.326.778.107
PetroVietnam Packaging JSC	266.475.358.632
Korea - Vietnam Fertilizer Co., Ltd	183.851.419.475

<i>c) Other related parties according to Vietnamese Accounting Standards</i>	50.452.796.090
PVD Technical Training and Certification Joint Stock Company	8.362.667.291
PetroVietnam Security Service Corporation - South West Branch	16.873.459.302
Saigon PetroVietnam Oil Joint Stock Company	10.447.322.023
Petroleum Trading And Drilling Technical Services JSC	11.059.742.659
Indochina Petroleum Transportation JSC - HCM City Branch	1.160.639.000
Branch of PetroVietnam Fertilizer and Chemicals Corporation Phu My Fertilizer Plant	1.512.019.630
Indochina Petroleum Transportation Joint Stock Company	544.893.700
Petrovietnam Securities Incorporated	420.000.000
Saigon PetroVietnam Oil JSC - Ca Mau Branch - No. 10 Petrol Station	65.280.000
PTSC Petro Hotel Co., Ltd	6.772.485
	5.449.058.644.673

3. Transactions between Company's internal persons and their related parties with subsidiaries or companies controlled by the Company

None.

4. Transactions between Company and other entities:

None.

VIII. Share transactions of internal persons and their related parties

1. List of internal persons and their related parties:

(As per Appendix 02 attached)

2. Transactions of internal persons and their related parties regarding Company shares

None.

IX. Other matters of attention

None.

C/c:

- As above;
- BOD, GD, SB;
- Filed: Archive, BOD Office.

**FOR BOARD OF DIRECTORS
CHAIRMAN**

(Signed & Sealed)

Tran Ngoc Nguyen

APPENDIX 1: LIST OF RELATED PARTIES OF THE COMPANY
(Attach document number 150/BC-PVCFC dated 24/01/2025)

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	2	3	4	5	6	7	8	9	10	11	12
1	Vietnam Oil and Gas Group (PVN)			0100681592	24/06/2015	Sở KH & ĐT Hà Nội	18 Lang Ha Street, Thanh Cong Ward, Ba Dinh District, Hanoi City	15/01/2015		Owens 75.56% of PVCFC's charter capital	Parent company/ Major shareholder
1.1	Vietnam Petroleum Institute (VPI)			0100150295	03/06/1998	Sở KH & ĐT Hà Nội	Vietnam Petroleum Institute Building, 167 Trung Kinh Street, Yên Hòa Ward, Cầu Giấy District, Hanoi	15/01/2015			Member unit of PVN
1.2	Petrovietnam University (PVU)			0100681592-032	08/08/2011	Sở KH&ĐT Bà Rịa Vũng Tàu	762 Cach Mang Thang Tam Street, Long Toan Ward, Ba Ria city, Ba Ria Vung Tau Province	15/01/2015			Member unit of PVN
1.3	Petrovietnam College			0100681592-028	17/03/2018	Sở KH&ĐT Bà Rịa Vũng Tàu	120 Trần Phú, Phường 5, TP Vũng Tàu, tỉnh Bà Rịa Vũng Tàu	15/01/2015			Member unit of PVN
1.4	PetroVietnam Exploration Production Corporation Limited (PVEP)			0100150908	10/05/2007	Sở KH & ĐT Tp. Hà Nội	26th Floor, CharmVit Tower, no. 117 Tran Duy Hung street, Trung Hoa Ward, Cau Giay District, Hanoi City	15/01/2015			100% capital owned by PVN
1.5	Dung Quat Shipbuilding Industry Co., Ltd. (DQS)			4300338693	04/02/2015	Sở KH & ĐT Quảng Ngãi	Industrial Park in the East of Dung Quat Economic Zone, Binh Dong Commune, Binh Son District, Quang Ngai Province	15/01/2015			100% capital owned by PVN
1.6	PetroVietnam Oil Corporation – Joint Stock Company (PVOIL)			0305795054	26/06/2008	Sở KH & ĐT TP. HCM	Floor 14-18, PetroVietnam Tower, No. 1-5 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.7	PetroVietnam Fertilizer and Chemicals Joint Stock Corporation (PVFCCo)			0303165480	31/08/2007	Sở KH & ĐT TP. HCM	43 Mac Dinh Chi, Da Kao Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.8	PetroVietnam Gas Joint Stock Corporation (PVGAS)			3500102710	13/12/2007	Sở KH & ĐT TP. HCM	PV Gas Tower, no. 673, Nguyen Huu Tho street, Phuoc Kien Commune, Nha Be District, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.9	Vietnam Public Joint Stock Commercial Bank (PVCOMBANK)			0101057919	01/10/2013	Sở KH & ĐT Hà Nội	No. 22 Ngo Quyen, Trang Tien Ward, Hoan Kiem District, Hanoi City	15/01/2015			over 50% of charter capital owned by PVN
1.10	PetroVietnam Power Corporation - Joint Stock Company (PVPOWER)			0102276173	31/05/2007	Sở KH & ĐT Hà Nội	Vietnam Petroleum Institute Building, no. 167, Trung Kinh street, Yen Hoa Ward, Cau Giay District, Hanoi City	15/01/2015			over 50% of charter capital owned by PVN
1.11	PetroVietnam Construction Joint Stock Corporation (Petrocons)			3500102365	20/12/2007	Sở KH & ĐT Hà Nội	Floor 25, CEO Building, lot HH2-1, Me Tri Ha urban area, Me Tri Ward, Nam Tu Liem District, Hanoi City.	15/01/2015			over 50% of charter capital owned by PVN
1.12	PetroVietnam Technical Service Joint Stock Corporation (PTSC)			0100150577	29/12/2006	Sở KH & ĐT TP. HCM	Floor 5, PetroVietnam Tower, No. 1-5, Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No.	Date of issue	Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
1	2	3	4	5	6	7	8	9	10	11	12
1.13	PetroVietnam Drilling & Well Services Joint Stock Corporation (PVD)			0302495126	30/09/2019	Sở KH & ĐT TP. HCM	Floor 4, Sailing Tower, no. 111A Pasteur, Ben Nghe Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.14	PetroVietnam Transportation Corporation (PVTRANS)			0302743192	12/06/2024	Sở KH & ĐT TP. HCM	Floor 2, PVFCCo Building, No. 43 Mac Dinh Chi, Da Kao Ward, District 1, Ho Chi Minh City	15/01/2015			over 50% of charter capital owned by PVN
1.15	Binh Son Refining and Petrochemical Joint Stock Company (BSR)			4300378569	01/07/2018	Sở KH & ĐT Quảng Ngãi	208 Dai Lo Hung Vuong, Tran Phu Ward, Quang Ngai City, Quang Ngai Province	15/01/2015			over 50% of charter capital owned by PVN
1.16	Vietnam Petrochemical and Fiber Joint Stock Company (VNPOLY)			0102681774	20/11/2009	Sở KH & ĐT Hải Phòng	Lot CN5.5A, Dinh Vu Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City	15/01/2015			over 50% of charter capital owned by PVN
1.17	Joint Venture Vietsovpetro (VIETSOVPETRO)			3500102414	19/09/1998	Sở KH&ĐT Bà Rịa Vũng Tàu	No. 105 Le Loi, Thang Nhi Ward, Vung Tau City, Ba Ria - Vung Tau Province	15/01/2015			over 50% of charter capital owned by PVN
2	Petrovietnam Packaging Joint stock Company (PPC)			1900437757	12/08/2019	Sở KH & ĐT Bạc Liêu	Lot A1-3, Tra Kha Industrial Park, Ward 8, Bac Lieu City	15/01/2015			Subsidiary
3	Korea - Vietnam Fertilizer Co.,LTD			0313300594	21/05/2015	Sở KH & ĐT TP. HCM	Lot D10b, D3 Street, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Nha Be District, HCM City	17/5/2024			Subsidiary

APPENDIX 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSON

(Attach document number 150/BC-PVCFC dated 24/01/2025)

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period- end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
I	Board of directors									
1	Trần Ngọc Nguyên		Chairman					0	0,000000%	
	Affiliated persons									
1.01	Trần Ngọc Duy							0	0,000000%	
1.02	Nguyễn Thị Diễm							0	0,000000%	
1.03	Lữ Đình Cường							0	0,000000%	
1.04	Lữ Thị Vân Anh							0	0,000000%	
1.05	Trần Lữ Nguyên Hương							0	0,000000%	
1.06	Trần Lữ Ngọc Quang							0	0,000000%	
1.07	Trần Ngọc Phục							0	0,000000%	
1.08	Trần Ngọc Phúc							0	0,000000%	
1.09	Trần Thị Thủy							0	0,000000%	
1.10	Trần Ngọc Thụy							0	0,000000%	
1.11	Lê Thị Xuân Đào							0	0,000000%	
1.12	Trần Ngọc Thiệt							0	0,000000%	
1.13	Ngô Thị Minh Cứ							0	0,000000%	
1.14	Trần Thị Hạnh							0	0,000000%	
1.15	Trịnh Văn Quang							0	0,000000%	
1.16	Trần Thị Thuần							0	0,000000%	
1.17	Nguyễn Văn Khải							0	0,000000%	
1.18	Vietnam Oil and Gas Group (PVN)							400.023.057	75,561590%	Rep of PVN
2	Văn Tiến Thanh	045C102827	Director- CEO					109.000	0,020589%	
	Affiliated persons									
2.01	Nguyễn Thị Song Yên							300	0,000057%	
2.02	Văn Thị Song Anh							0	0,000000%	
2.03	Văn Nguyễn Thanh Tâm							0	0,000000%	
2.04	Văn Thị Song Ngân							0	0,000000%	
2.05	Văn Thị Hải Châu							0	0,000000%	
2.06	Văn Thị Hải Hồng							0	0,000000%	
2.07	Văn Thị Hải Hà							0	0,000000%	
2.08	Nguyễn Thoan							0	0,000000%	
2.09	Cần Văn Thanh							0	0,000000%	
2.10	Quan Nguyễn Thanh Nghị							0	0,000000%	
2.11	Vietnam Oil and Gas Group (PVN)							400.023.057	75,561590%	Rep of PVN
3	Nguyễn Đức Hạnh	045C108588	Director					8.000	0,001511%	

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period-end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
	Affiliated persons									
3.01	Vũ Thị Xoài							0	0,000000%	
3.02	Nguyễn Đỗ Lan Phương							0	0,000000%	
3.03	Nguyễn Khắc Hùng							0	0,000000%	
3.04	Nguyễn Xuân Hiệp							0	0,000000%	
3.05	Đặng Thị Ôn							0	0,000000%	
3.06	Nguyễn Thị Thùy							0	0,000000%	
3.07	Vietnam Oil and Gas Group (PVN)							400.023.057	75,561590%	Rep of PVN
4	Lê Đức Quang	058C112389-FPTS	Director					0	0,000000%	
	Affiliated persons									
4.01	Trịnh Cẩm Vân							0	0,000000%	
4.02	Lê Hoàng Nam							0	0,000000%	
4.03	Lê Hoàng Bách							0	0,000000%	
4.04	Lê Thị Bích Huyền							0	0,000000%	
4.05	Lê Thị Như Anh							0	0,000000%	
4.06	Lê Đức Minh							0	0,000000%	
4.07	Lê Thị Anh Thư							0	0,000000%	
4.08	Vũ Công Mừng							0	0,000000%	
4.09	Bùi Minh Dũng							0	0,000000%	
4.10	Ngô Quốc Huy							0	0,000000%	
4.11	Nguyễn Thị Lệ Hà							0	0,000000%	
4.12	Vietnam Oil and Gas Group (PVN)							400.023.057	75,561590%	Rep of PVN
5	Đỗ Thị Hoa		Independent Director					0	0,000000%	
	Affiliated persons									
5.01	Đỗ Ngọc Ngạn							0	0,000000%	
5.02	Đinh Văn Chân							0	0,000000%	
5.03	Đinh Thanh Nam							0	0,000000%	
5.04	Đinh Mai Ngân							0	0,000000%	
5.05	Trần Thị Huyền Trang							0	0,000000%	
5.06	Đỗ Ngọc Giao							0	0,000000%	
5.07	Bùi Thị Bích Liên							0	0,000000%	
5.08	Đỗ Minh Việt							0	0,000000%	
5.09	Vũ Kim Hương							0	0,000000%	
5.10	Đỗ Thị Huyền							0	0,000000%	
6	Trương Hồng		Independent Director					0	0,000000%	
	Affiliated persons									
6.01	Phan Thị Thêu							0	0,000000%	
6.02	Vương Phần							0	0,000000%	

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period- end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
6.03	Trương Thiên Phúc							0	0,000000%	
6.04	Trương Ngọc Quỳnh Nhi							0	0,000000%	
6.05	Phạm Nhân							0	0,000000%	
6.06	Trương Thị Hẹ							0	0,000000%	
6.07	Trương Thị Hoa							0	0,000000%	
6.08	Nguyễn Đắc Thành							0	0,000000%	
6.09	Trương Thị Bé							0	0,000000%	
6.10	Trương Thị Hương							0	0,000000%	
6.11	Lê Quang Trung							0	0,000000%	
6.12	Huỳnh Gia Nhi							0	0,000000%	
7	Nguyễn Đức Thuận		Director					0	0,000000%	
	Affiliated persons									
7.01	Ngô Thị Kim Sơn							0	0,000000%	
7.02	Lâm Thị Bích Ngọc							0	0,000000%	
7.03	Nguyễn Ngọc Anh							0	0,000000%	
7.04	Nguyễn Đức Bình							0	0,000000%	
7.05	Nguyễn Đức Hòa							0	0,000000%	
7.06	Nguyễn Thị Xuân Lân							0	0,000000%	
7.07	Nguyễn Thị Hiền							0	0,000000%	
7.08	Nguyễn Đồng Lực							0	0,000000%	
7.09	Nguyễn Thị Hạnh							0	0,000000%	
7.10	Trần Văn Hạnh							0	0,000000%	
7.11	Nguyễn Thị Hiếu							0	0,000000%	
7.12	Lê Hồng Tuyền							0	0,000000%	
7.13	Nguyễn Đức Hiền							0	0,000000%	
7.14	Nguyễn Thị Thu Nga							0	0,000000%	
7.15	Nguyễn Thị Phương Hoa							0	0,000000%	
7.16	Phạm Quý Hùy							0	0,000000%	
7.17	Petrovietnam Packaging Joint stock Company (PPC)							0	0,000000%	Internal person is the chairman
7.18	Vietnam Oil and Gas Group (PVN)							400.023.057	75,561590%	Rep of PVN
II	Executive Board									
1	Văn Tiến Thanh	045C102827	Director- CEO					109.000	0,020589%	
	Affiliated persons									
1.01	Nguyễn Thị Song Yên							300	0,000057%	
1.02	Văn Thị Song Anh							0	0,000000%	
1.03	Văn Nguyễn Thanh Tâm							0	0,000000%	
1.04	Văn Thị Song Ngân							0	0,000000%	
1.05	Văn Thị Hải Châu							0	0,000000%	
1.06	Văn Thị Hải Hồng							0	0,000000%	

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period- end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
4.01	Nguyễn Quang Lập							0	0,000000%	
4.02	Vũ Thị Oanh							0	0,000000%	
4.03	Trịnh Cam Ly	011C118678						0	0,000000%	
4.04	Nguyễn Hoàng Minh							0	0,000000%	
4.05	Nguyễn Thảo Nguyên							0	0,000000%	
4.06	Nguyễn Thị Liên							0	0,000000%	
4.07	Phạm Xuân Kiên							0	0,000000%	
4.08	Trịnh Quang Khải							0	0,000000%	died
4.09	Bùi Thị Ngọc Loan							0	0,000000%	
5	Nguyễn Thị Hiền	PVS: 45C100833 SSI: 031130	Deputy General Director					0	0,000000%	
	Affiliated persons									
5.01	Đặng Thị Thu Hà							0	0,000000%	
5.02	Hoàng Minh Hiền							0	0,000000%	
5.03	Hoàng Minh Tuấn							0	0,000000%	
5.04	Hoàng Ngân Giang							0	0,000000%	
5.05	Nguyễn Hồng Hạnh							0	0,000000%	
5.06	Nguyễn Hồng Hưng							0	0,000000%	
5.07	Nguyễn Hồng Phi							0	0,000000%	
6	Nguyễn Thanh Tùng	VCBS: 009C081811 PSI: 045C107449	Deputy General Director					5.003	0,000945%	
	Affiliated persons									
6.01	Vũ Thu Hiền							2.900	0,000548%	
6.02	Nguyễn Thanh Bách							0	0,000000%	
6.03	Nguyễn Bách Khoa							0	0,000000%	
6.04	Nguyễn Lê Sơn							0	0,000000%	
6.05	Nguyễn Thanh Bình							0	0,000000%	
6.06	Lại Thị Nụ							0	0,000000%	
III	Supervisory board									
1	Phan Thị Cẩm Hương	045C102691	Head of supervisory board					200	0,000038%	
	Affiliated persons									
1.01	Phan Văn Lô							0	0,000000%	
1.02	Trần Thị Đẹt							0	0,000000%	
1.03	Đặng Hoàng Quân							9	0,000002%	
1.04	Đặng Anh Khoa							0	0,000000%	
1.05	Đặng Gia Hân							0	0,000000%	
1.06	Phan Thị Ngọc Diệp							0	0,000000%	
1.07	Phan Thị Thảo Liên							0	0,000000%	

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period- end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
1.08	Phan Thị Cẩm Dung							0	0,000000%	
1.09	Phan Thị Ngọc Duyên							0	0,000000%	
1.10	Phan Thị Hồng Ngọc							0	0,000000%	
1.11	Phan Tuấn Phong							0	0,000000%	
1.12	Hoàng Thị Huệ							0	0,000000%	
1.13	Đông Văn Điền							0	0,000000%	
1.14	Nguyễn Văn Tùng							0	0,000000%	
1.15	Võ Thanh Phi							0	0,000000%	
1.16	Lê Ngọc Quý							0	0,000000%	
1.17	Mai Văn Vũ							0	0,000000%	
2	Đỗ Minh Dương	045C10713400 (PSI)	Supervisor					2.000	0,000378%	
	Affiliated persons									
2.01	Đỗ Hùng Dũng							0	0,000000%	
2.02	Nguyễn Hồng Đạm							0	0,000000%	
2.03	Trần Thị Hồng Ngọc							0	0,000000%	
2.04	Đỗ Trần Ngọc Minh							0	0,000000%	
2.05	Đỗ Hùng Minh							0	0,000000%	
2.06	Đỗ Thúy Dương							0	0,000000%	
2.07	Đỗ Hồng Yên							0	0,000000%	
2.08	Lê Hoàng Giang							0	0,000000%	
2.09	Lê Ngọc Linh							0	0,000000%	
2.10	Trần Thái Hậu							0	0,000000%	
2.11	Trần Thị Hồng Hoa							0	0,000000%	
3	Lê Cảnh Khánh	101013153	Supervisor					0	0,000000%	
	Affiliated persons									
3.1	Lê Cảnh Phong							0	0,000000%	
3.2	Phạm Thị Ngân							0	0,000000%	
3.3	Nguyễn Thị Phương Tường							0	0,000000%	
3.4	Lê Cảnh Khôi Nguyên							0	0,000000%	
3.5	Lê Cảnh Nguyên Khang							0	0,000000%	
3.6	Lê Cảnh Phương Nga							0	0,000000%	
3.7	Lê Thị Lan							0	0,000000%	
3.8	Lê Cảnh Quang Vinh							0	0,000000%	
3.9	Lê Thị Sương Mai							0	0,000000%	
3.10	Lê Cảnh Tuyết							0	0,000000%	
3.11	Lê Cảnh Hoàng							0	0,000000%	
IV	Chief accountant									
1	Đình Như Cường	045C 108492	Chief accountant					2.900	0,000548%	
	Affiliated persons									
1.01	Đình Thái Sơn							0	0,000000%	

No.	Name	Trading account (if any)	Position at company (if any)	NSH No.	Date of issue	Place of issue	Contact address	No. of share owned at period- end	% owned at period-end	Notes
1	2	3	4	5	6	7	8	9	10	11
1.02	Lâm Kim Thơi							0	0,000000%	
1.03	Quách Trần Thu Thủy							0	0,000000%	
1.04	Đình Trần Khánh Nguyên							0	0,000000%	
1.05	Đình Trần Đăng Nguyên							0	0,000000%	
1.06	Đình Như Hà							0	0,000000%	
1.07	Trần Thị Mai							0	0,000000%	
1.08	Phan Minh Hùng							0	0,000000%	
V	Corporate Secretary									
1	Đỗ Thành Hưng	003C025002	Corporate Secretary					1.500	0,000283%	
	Affiliated persons									
1.01	Phan Thị Lý							0	0,000000%	
1.02	Trương Thu Hằng	045C100016						0	0,000000%	
1.03	Đỗ Quỳnh Chi							0	0,000000%	
1.04	Đỗ Thành Minh Đăng							0	0,000000%	
1.05	Đỗ Thị Chính							0	0,000000%	
1.06	Đỗ Thị Nhân	037C979899						0	0,000000%	
1.07	Trương Đình Hợp							0	0,000000%	
1.08	Phạm Thị Dung							0	0,000000%	
1.09	Petrovietnam Packaging Joint stock Company (PPC)							0	0,000000%	Internal person is the member of BOD