

## BOARD OF DIRECTORS



### MR. TRAN NGOC NGUYEN

**Chairman of BOD**

**Gender:** Male

**DOB:** 15 September 1977

**Qualification:** Master of Refining - Petrochemical, Master of Economic Management.

#### Working history

Mr. Nguyen has many years of experience in operating business at some enterprises in the oil and gas industry. He holds many different positions, such as Technology Engineer at Contractor Management Department, Technological Supervision Department at Dung Quat Oil Refinery; Deputy Head, Head of Production Department; Deputy General Director of Binh Son Refining and Petrochemical One Member Limited Liability Company (now known as Binh Son Refining and Petrochemical Joint Stock Company); General Director cum Member of BOD at Binh Son Refining and Petrochemical Joint Stock Company.

He has been elected to be Chairman of BOD at PetroVietnam Camau Fertilizer Joint Stock Company since 10 January 2019.



### MR. VAN TIEN THANH

**Member of BOD cum General Director**

**Gender:** Male

**DOB:** 9 July 1968

**Qualification:** Engineer in Agroforestry Mechanics.

#### Working history

He has worked for many years and had experience in the field of engineering technology with many different roles.

Since 2005, he has worked in the oil and gas industry with many positions, such as Deputy Head of Project Department, Ca Mau Gas - Power - Fertilizer Complex; Specialized Deputy Head of Preparation Department of Moroccan Projects of PetroVietnam Fertilizer and Chemicals Corporation. In addition to be Deputy Head of Project Management Board of Ca Mau Gas - Power - Fertilizer Complex in 2011, he also held the position of Deputy Director of PetroVietnam Camau Fertilizer One Member Company Limited.

In April 2016, he concurrently held the position of Director of Research and Development Center, PetroVietnam Camau Fertilizer Joint Stock Company.

In June 2018, he was elected by the General Meeting of Shareholders to be Member of BOD cum General Director of PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. TRAN MY

**Non-executive member of BOD**

**Gender:** Male

**DOB:** 23 October 1962

**Qualification:** Engineer in Industrial Economics.

#### Working history

Mr. My started working at the Department of Industry of Gia Lai - Kon Tum in 1985. After that, he held other positions, such as Chief Accountant cum Head of Economic - Finance Department at the Project Management Board of Huong Dien Hydropower Plant

He started working at the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex in 2006 and held the position of Deputy Head of Economics - Planning Department.

In 2012 he started working at PVCFC and held many positions, such as Head of Strategic Planning Department; Head of Investment & Planning Department. Since January 2015, he has been appointed as Member of BOD.



### MR. NGUYEN DUC HANH

**Non-executive member of BOD**

**Gender:** Male

**DOB:** 28 October 1972

**Qualification:** Engineer in Energy Economics.

#### Working history

He has many years of experience in doing business, consulting, management and investment planning. He was Head of Economic Planning Department, Project Management Board of Ca Mau Gas - Power - Fertilizer Complex.

Since 2012, he has been appointed as Deputy Director of PetroVietnam Camau Fertilizer One Member Company Limited.

From June 2014 to January 2015, he was Board Member (concurrently); cum Chairman of BOD at PetroVietnam Packaging Joint Stock Company from December 2012 to April 2016.

From January 2015 to September 2020, he was Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company.

In June 2020, the General Meeting of Shareholders unanimously elected him to be Member of BOD at PetroVietnam Camau Fertilizer Joint Stock Company.

## BOARD OF DIRECTORS (continued)



### MR. LE DUC QUANG

**Non-executive member of BOD**

**Gender:** Male

**DOB:** 19 June 1975

**Qualification:** Master of Business Administration; Chemical - Petrochemical Engineer.

#### Working history

Mr. Quang has many years of experience in the oil and gas industry and held many positions, such as Petroleum Technology Engineer; Specialist in Gas Department, Deputy Head of Gas Department, Deputy Head of Gas and Petrochemical Refining Department, at Vietnam Oil and Gas Group.

In June 2020, the General Meeting of Shareholders of PVCFC unanimously elected him to be Member of BOD as a specialized independent member of the Board of Directors.

In April 2021, the General Meeting of Shareholders of PVCFC unanimously elected him to be Member of BOD.



### MS. DO THI HOA

**Independent member of BOD**  
**Chairman of the Audit and Risk Management Committee**

**Gender:** Female

**DOB:** 20 December 1960

**Qualification:** Bachelor of Industrial Accounting.

#### Working history

Ms. Do Thi Hoa worked in the oil and gas industry for 36 years, from October 1980 to April 2016 when she was entitled for retirement under social insurance policy.

She held many positions, such as General Accountant, Chief Accountant of PetroVietnam Transportation Company - General Department of Petroleum, now known as PVN; Head of audit team of member units, Deputy Head of Internal Audit Department, Deputy Head of Finance - Accounting and Auditing Department of PVN. She has been entitled for retirement under social insurance policy since April 2016.

In April 2021, the General Meeting of Shareholders of PVCFC unanimously elected her to be an independent member of BOD.



### MR. TRUONG HONG

**Independent member of BOD**  
**Chairman of the Governance, Human Resources and Compensation Committee**

**Gender:** Male

**DOB:** 5 April 1959

**Qualification:** Doctor of Agriculture, majoring in Soil and Fertilizer

#### Working history

After graduating from university, Mr. Truong Hong started working since 1984. He worked at coffee research institutes, now the Central Highlands Agricultural Science and Technology Institute. He experienced in many positions, such as Deputy Head of Agrochemical Analysis Department, Soil and Fertilizer Researcher, Principal Researcher, Deputy Head of Science Planning and International Cooperation Department.

From 2003 - 2019, he worked at the Central Highlands Agro-Forestry Science and Technology Institute and experienced many positions, such as Acting Director of Eakmat Center for Agro-Forestry Technology Research and Transfer, Deputy Head of Science Planning and International Cooperation Department, Director of Gia Lai Agricultural and Forestry Experimental Research Center, Deputy Director of Central Highlands Agro-Forestry Science and Technology Institute, Acting Director of Central Highlands Agro-Forestry Science Institute, senior researcher. He has been entitled for retirement under social insurance policy since May 2019.

In April 2021, the General Meeting of Shareholders of PVCFC unanimously elected him to be an independent member of BOD.

## BOARD OF MANAGEMENT



### MR. VAN TIEN THANH

**General Director**

**Gender:** Male

**DOB:** 9 July 1968

**Qualification:** Engineer in Agroforestry Mechanic.

#### Working history

He has worked for many years and had experience in the field of engineering technology with many different roles.

Since 2005, he has worked in the oil and gas industry with many positions, such as Deputy Head of Project Department, Ca Mau Gas - Power - Fertilizer Complex; Specialized Deputy Head of Preparation Department of Moroccan Projects of PetroVietnam Fertilizer and Chemicals Corporation. In addition to be Deputy Head of Project Management Board of Ca Mau Gas - Power - Fertilizer Complex in 2011, he also held the position of Deputy Director of PetroVietnam Camau Fertilizer One Member Company Limited.

In April 2016, he concurrently held the position of Director of Research and Development Center, PetroVietnam Camau Fertilizer Joint Stock Company.

In June 2018, he was elected by the General Meeting of Shareholders to hold the position of Member of BOD cum General Director of PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. TRAN CHI NGUYEN

**Deputy General Director**

**Gender:** Male

**DOB:** 21 September 1975

**Qualification:** Bachelor of Economics majoring in Accounting; Bachelor of Laws; Master of Business Administration.

#### Working history

Before 2008, Mr. Nguyen worked at the Accounting Department of Ca Mau Post Office with many different positions.

From 2008 - 2011, he worked at the Finance - Accounting Department of the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex with the titles of Specialist, Deputy Head. He has held the position of Chief Controller at PVCFC since 2012.

From January 2015, he was appointed as Member of BOD and from April 2016 to November 2019, he concurrently held the position of Chairman of BOD of PetroVietnam Packaging Joint Stock Company.

In June 2020, he was appointed as Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. LE NGOC MINH TRI

**Deputy General Director**

**Gender:** Male

**DOB:** 19 October 1970

**Qualification:** Bachelor of Economics, majoring in Enterprise Accounting.

#### Working history

He has many years of experience in accounting and auditing at units in the oil and gas industry, such as Accountant at Vietnam Oil and Gas Tourism Corporation; Chief Accountant at the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex.

In 2011, he held the position of Accountant at the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex and concurrently was Chief Accountant of Ca Mau Petroleum Fertilizer Company Limited.

Since June 2015, he has been appointed as Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. NGUYEN TUAN ANH

**Deputy General Director**

**Gender:** Male

**DOB:** 24 February 1976

**Qualification:** Master of Commerce, Bachelor of Accounting; Bachelor of Business Administration.

#### Working history

Mr. Tuan Anh has extensive experience in the fields of oil and gas, fertilizers, and chemicals. In 1998, he worked at Petroleum Construction Investment Consulting Company. In 2002, he worked at Oil and Gas Insurance Company. In 2006, he was Department Head at Northern Liquefied Gas Trading Joint Stock Company.

In 2008, he was appointed as Director of Northern Petroleum Chemical and Fertilizer Company Limited.

In October 2009, he was Head of Foreign Cooperation Projects Department, Head of Construction Investment Department, Head of Fertilizer Business Department of PetroVietnam Fertilizer and Chemicals Corporation.

In April 2014, he was Deputy General Director of Petrochemicals and Fibers Joint Stock Company.

In June 2017, he was appointed as Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company.

## BOARD OF MANAGEMENT (continued)



### MS. NGUYEN THI HIEN

**Deputy General Director**

**Gender:** Female

**DOB:** 13 July 1974

**Qualification:** Master of Economics.

#### Working history

Ms. Hien has worked for many years and has experience in different fields with many positions. Specifically, from March to October 1996: Assistant Director of Investment Consultant Company; From October 1996 to December 2001: Economic - Financial Analyst, Estimator/Head of Economics - Finance Department, Thermal Power Design Department - Electricity Construction Consulting Company 2 (EVN);

From January 2002 to August 2005: Specialist/Deputy Head of Economics - Planning Department, Project Management Board of Ca Mau Gas - Power - Fertilizer Complex; From September 2005 to June 2007: Deputy Head of Economic Planning Department of PetroVietnam Fertilizer and Chemicals Company - Vietnam Oil and Gas Group.

From June 2007 to March 2008: Head of Supervisory Board of PetroVietnam Fertilizer and Chemicals Corporation.

From April 2008 to January 2011: Member of BOD at Fertilizer & Chemical Corporation; Chairman of BOD at Southern Petroleum Housing Development and Management Joint Stock Company; Chairman of Southeast Chemical Fertilizer Company;

From February 2011 to December 2018: Vice Chairman of BOD at PetroVietnam Fertilizer and Chemicals Corporation; Chairman of Southwest Chemical Fertilizer Joint Stock Company; In January 2019, she was appointed as Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. NGUYEN THANH TUNG

**Deputy General Director**

**Gender:** Male

**DOB:** 27 March 1979

**Qualification:** Engineer in Organic Technology - Petrochemical.

#### Working history

He has worked for many years and had experience in manufacturing fields with many different roles. In April 2004, he was DCS Operation Engineer, Head of Urea Workshop from February 2007 to October 2010 at Phu My Fertilizer Plant, PetroVietnam Fertilizer and Chemicals Corporation.

At PetroVietnam Camau Fertilizer One Member Limited Company, now known as PetroVietnam Camau Fertilizer Joint Stock Company, he has held many positions. In February 2010, Director of Urea Workshop; March 2012, Deputy Head of Production Department; January 2013, Head of Production Operations Board; February 2016, Deputy Director of the Plant; February 2018, Plant Director.

In July 2020, he was appointed as Deputy General Director of PetroVietnam Camau Fertilizer Joint Stock Company and concurrently Director of Ca Mau Fertilizer Plant.



### MR. DINH NHU CUONG

**Chief Accountant**

**Gender:** Male

**DOB:** 20 February 1977

**Qualification:** Master of Finance - Banking

#### Working history

Mr. Cuong has extensive experience in the field of accounting and had held many positions, such as General Accountant at Finance, Planning and Investment Department of Ca Mau City; in charge of accounting in Budget Accounting Department of Ca Mau City from 1998 to March 2007.

In April 2007, he moved to work in the oil and gas industry and held many positions, such as Accountant at the Project Management Board of Ca Mau Ca Mau Gas - Power - Fertilizer Complex; Specialist, Accounting Manager, Deputy Head of Finance - Accounting Department.

In February 2016, he was appointed as Chief Accountant cum Head of Finance - Accounting Department of PVCFC.

## SUPERVISORY BOARD



### MS. PHAN THI CAM HUONG

#### Head of Supervisory Board

**Gender:** Female

**DOB:** 8 May 1977

**Qualification:** Bachelor of Economics, majoring in State Finance.

#### Working history

Ms. Huong has had 11 years of experience with many positions, such as Accountant, Chief Accountant of Thien Thanh Production and Trading Co., Ltd., Accountant of Tan Thanh Phu My Vietnam Co., Ltd.

From 2011 to 2015, she worked at PVCFC, as General Accountant, Deputy Head of Accounting Department. She has been elected to the Supervisory Board and held the position of Head of this Board since January 2015.



### MR. DO MINH DUONG

#### Member of Supervisory Board

**Gender:** Male

**DOB:** 15 November 1979

**Qualification:** Bachelor of Economics, majoring in General Accounting.

#### Working history

He started working since 2002 as Deputy Store Manager of Food Technology Store under Ca Mau Trading Joint Stock Company.

In February 2008, he worked at the Project Management Board of Ca Mau Gas - Power - Fertilizer Complex. In October 2012, he moved to PVCFC and worked as Specialist of Finance - Accounting Department; Specialist/Team Leader of Internal Control Board.

In April 2016, he was elected by the General Meeting of Shareholders as a Member of the Supervisory Board at PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. NGUYEN QUOC HUY

#### Member of Supervisory Board (concurrently)

**Gender:** Male

**DOB:** 13 October 1979

**Qualification:** Bachelor of General Accounting; Master of Business Administration.

#### Working history

Mr. Huy started his career in the banking sector in 2008.

From 2008 to 2014, he worked at Vietnam International Commercial Joint Stock Bank (VIB).

In 2015, he was Deputy Manager of Non-Credit Customer Management Department - Financial Management and Financial Services Division of Vietnam Public Commercial Joint Stock Bank (PVcomBank).

From April 2019 to March 2021, Mr. Huy was a member of PVCFC's Supervisory Board.

In April 2021, he resigned from the position of Member of the Supervisory Board at PetroVietnam Camau Fertilizer Joint Stock Company.



### MR. TRAN VAN BINH

#### Member of Supervisory Board

**Gender:** Male

**DOB:** 26 December 1989

**Qualification:** Bachelor of Banking - Finance

#### Working history

Mr. Binh has worked at the Company for nearly 10 years since April 2012.

He holds many positions. Specifically, he was Specialist in Finance - Accounting Department for 5 years; more than 1 year as Deputy Head of General Accounting Department; more than 2 years as Chief Accountant cum Head of General Accounting Department at Research and Development Center, a branch of PetroVietnam Camau Fertilizer Joint Stock Company.

In April 2021, the General Meeting of Shareholders of PVCFC unanimously elected him to be Member of Supervisory Board.