

**PETROVIETNAM PACKAGING  
JOINT STOCK COMPANY**

No: 30/PPC-TCHC

*Re: The disclosure of report  
On corporate governance  
(year 2025)*

**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Cà Mau, January 30, 2026*

**To:**

- The State Securities Commission of Viet Nam;**
- Ha Noi Stock Exchange.**

1. Name of organization: PETROVIETNAM PACKAGING JOINT STOCK COMPANY
2. Stock code: PBP
3. Address: Lot A1-3, Tra Kha Industrial Park, Ward Bac Lieu, Cà Mau Province, Viet Nam.
4. Tel: (84) - 2913 957 555 Fax: (84) - 2913 957 666
5. Person responsible for disclosing the information: Nguyen Thanh Nhuan  
Permanent address: Group 1, Ward Bac Lieu, Cà Mau Province, Viet Nam.  
Tel (mobile, office, home): (84) - 2913 957 555  
Fax: (84) - 2913 957 666
6. Contents of disclosure: Report on corporate governance (year 2025) (*attached*).
7. This information was published on the company's website, as in the link [www.pbp.vn](http://www.pbp.vn).

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Sincerely!

**Recipient:**

- As above.
- Archive: VT.

**PERSON AUTHORIZED TO DISCLOSE  
INFORMATION**



*Nguyễn Thanh Nhuan*

**REPORT ON CORPORATE GOVERNANCE (Year 2025)**

**To:**

- **The State Securities Commission;**
- **Ha Noi Stock Exchange.**

- Name of company: PetroVietnam Packaging Joint Stock Company (PPC)
- Address of head office: Lot A1-3, Tra Kha Industrial Park, Bac Lieu Ward, Ca Mau.
- Phone: 02913.957.555      Fax: 02913. 957 666      Email: sales@pbp.vn
- Charter capital: VND 47,995,160,000.
- Stock symbol: PBP.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and Director.
- The implementation of internal audit: The Company has an Internal Audit Department directly under the Board of Directors.

**I. Activities of the General Meeting of Shareholders**

The Company organized its Annual General Meeting of Shareholders (AGM) on May 22, 2025; In 2025, the Company did not collect shareholder opinions in writing.

No.	Resolution No.	Date	Content
1	01/NQ- ĐHCĐ	May 22, 2025	Resolution of the 2025 Annual General Meeting of Shareholders

The 2025 AGM approved the Reports and Proposals of the Board of Directors and the Company's Director; elected Board of Directors' members and Board of Supervisors' members.

Number of Board of Directors' members, Board of Supervisors' members, and Director attending the Annual General Meeting of Shareholders:

- Board of Directors' members: 05/05 persons;
- Board of Supervisors' members: 03/03 persons;
- Director: 01/01 person.

## II. Board of Directors

### 1. Information on Board of Directors' members (BOD) and the Corporate Governance Officer

#### 1.1 Members of the Board of Directors

No.	Member of the Board of Directors	Position	Executive/ Non-executive Member of the Board of Directors	Date of appointment/cessation as Member of the Board of Directors		Gender
				Date of appointment	Date of dismissal	
1	Mr. Nguyen Duc Thuan	Chairman of the BOD	Non-executive	June 21, 2018	May 22, 2025	Male
2	Mr. Le Dang Thach	Chairman of the BOD	Non-executive	May 22, 2025		Male
3	Mr. Nguyen Trung Kien	Member of the BOD cum Director	Executive	June 21, 2018		Male
4	Ms. Tran Nhu Quynh	Member of the BOD	Non-executive	November 22, 2019		Female
5	Mr. Do Thanh Hung	Member of the BOD	Non-executive	May 30, 2024		Male
6	Mr. Tran Thien Hong	Independent Member of the BOD	Non-executive	April 24, 2015	May 22, 2025	Male
7	Ms. Huynh Thi Huong Lan	Independent Member of the BOD	Non-executive	May 22, 2025		Female

#### 1.2. Corporate Governance Officer.

The Board of Directors appointed 01 Corporate Governance Officer cum Company Secretary, with personnel information as follows:

No.	Name	Gender	Major/Field of Study
1	Mr. Nguyen Minh Quang	Male	Bachelor of Commercial Law



## 2. Meetings of the Board of Directors

No.	Member of the Board of Directors	Number of meetings attended by Board of Directors	Reasons for not attending meetings
1	Mr. Nguyen Duc Thuan	02/04	<i>Dismissed on May 22, 2025</i>
2	Mr. Nguyen Trung Kien	04/04	
3	Ms. Tran Nhu Quynh	04/04	
4	Mr. Do Thanh Hung	04/04	
5	Mr. Tran Thien Hong	02/04	<i>Dismissed on May 22, 2025</i>
6	Mr. Le Dang Thach	02/04	<i>Appointed on May 22, 2025</i>
7	Ms. Huynh Thi Huong Lan	02/04	<i>Appointed on May 22, 2025</i>

All Board of Directors' members attended the Board of Directors' meetings, and meeting materials were sent to members 05 days before the meetings.

## 3. Other positions held by Board of Directors' members in other organizations and conflicts of interest related to PPC

No.	Member of the Board of Directors	Ownership, holding management and executive positions at other listed companies	Conflict of Interest with PPC	Note
1	Mr. Nguyen Duc Thuan	Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC - Parent Company)	Yes (from the date elected as Member of the Board of Directors of PVCFC January 10, 2024 – May 22, 2025)	<i>Dismissed as Member of the Board of Directors of PPC May 22, 2025</i>
2	Mr. Nguyen Trung Kien	No	No	
3	Ms. Tran Nhu Quynh	No	No	

4	Mr. Tran Thien Hong	No	No	<i>Dismissed May 22, 2025</i>
5	Mr. Do Thanh Hung	No	No	
6	Mr. Le Dang Thach	No	No	<i>Appointed May 22, 2025</i>
7	Ms. Huynh Thi Huong Lan	No	No	<i>Appointed May 22, 2025</i>

#### 4. Supervising the Board of Management by the Board of Directors

Based on the Company's Charter, the Regulations on Corporate Governance, and relevant legal provisions, the Board of Directors implemented the inspection and supervision of the activities of the Director and the Board of Management (BOM) in managing business production and implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors in 2025, as follows:

##### 4.1. Supervision methods and content:

- The supervision of the activities of the Director and the Board of Management is carried out regularly and continuously by the Board of Directors, ensuring smooth operation of all Company activities.

- The Board of Directors assigns specific areas of responsibility to each Board of Directors' member to supervise the organization, deployment, and implementation of the Board of Directors' resolutions by the Director and the Board of Management. At meetings, the Board of Directors reviews the monthly, quarterly, and cumulative business production performance, discusses, and decides to approve Resolutions for the Director and the Board of Management to implement.

- Supervision of business production activities, the implementation of Resolutions/Decisions and policies of the Board of Directors, employment situation for employees, labor safety, salary and bonus schemes, finance, etc.

- Updating and issuing Resolutions, Decisions, and Regulations within the authority of the Board of Directors in accordance with the actual situation of each period, and decentralizing management to facilitate the Director's implementation, ensuring the operational efficiency of the Director and the units.

- Reviewing periodic production-business reports, financial statements for Q4 2024, 2024 annual financial statements, and Q1, Q2, Q3/2025 of the Company.

##### 4.2. Monitoring results:

With the achieved results, the Board of Directors assessed that the Director and the Board of Management have ensured continuous production-business operations, completed most production and consumption targets, ensured employment for employees, labor safety, etc., and complied with legal regulations in production-business activities, the Company Charter, and other operational regulations of the Company.



The Company's production-business results for 2025 (Financial targets - Unaudited financial statement data of the Company), as follows:

No.	Indicator	Plan First 6 months of 2025	Implemented First 6 months of 2025	Percentage of Implementati on compared to Plan
1	Total Revenue	307,29	422,24	137%
2	Profit Before Tax	9,35	10,56	113%
3	Profit After Tax	7,48	8,14	109%

#### 5. Assessment of the Board of Directors' operations in 2025

- The operations of the Board of Directors have complied with the provisions of the Company Charter, the Regulations on Corporate Governance, the operational regulations of the Board of Directors, etc., and legal regulations on enterprises and listed companies.

- The Board of Directors has submitted to the General Meeting of Shareholders for approval the amendment of the Company Charter, the Regulations on Corporate Governance, and the operational regulations of the Board of Directors; and issued regulations and rules under the authority of the Board of Directors in accordance with the Company's actual situation.

- Members of the Board of Directors have seriously exercised their rights and responsibilities as stipulated, regularly exchanged views to reach consensus in direction. They have monitored the Company's operational situation and promptly provided feedback to the Director, creating favorable conditions for the Director to manage all aspects of the Company's operations.

- Assigned members have regularly monitored and urged the implementation of Resolutions of the General Meeting of Shareholders and Resolutions/Decisions of the Board of Directors, supervised the Management Board in managing the Company's operations.

- Organized the annual General Meeting of Shareholders in accordance with regulations.

- The Board of Directors has conducted reviews and regularly ensured that the Company's operations align with the Company's development strategy.

#### 4. Resolutions/ Decisions of the Board of Directors

In 2025, the Board of Directors issued 38 Resolutions/ Decisions regarding various aspects of the Company's operations, as follows:

No.	Resolution/ Decision No.	Date (dd/mm/year)	Content
1	01-NQ/PPC/HĐ	09/01/2025	Board of Directors Meeting Q4/2024

No.	Resolution/ Decision No.	Date (dd/mm/year)	Content
2	02-NQ/PPC/HĐ	29/3/2025	Regarding transactions with affiliated persons (PVCFC, KVF)
3	03-NQ/PPC/HĐ	03/4/2025	Regarding extension of the 2025 Annual General Meeting of Shareholders
4	04-NQ/PPC/HĐ	03/4/2026	Regarding finalizing the Shareholder List entitled to attend the 2025 Annual General Meeting of Shareholders
5	05-NQ/PPC/HĐ	28/3/2025	Regarding personnel work
6	06-NQ/PPC/HĐ	28/3/2025	Regarding personnel work
7	07-NQ/PPC/HĐ	01/4/2025	2024 Salary Settlement
8	08-NQ/PPC/HĐ	25/4/2025	Organize Annual General Meeting of Shareholders
9	09-NQ/PPC/HĐ	25/4/2025	Regarding Board of Directors Meeting Q1/2025
10	10-NQ/PPC/HĐ	22/5/2025	Regarding personnel election
11	11-NQ/PPC/HĐ	23/5/2025	Reappointment of Company Deputy Director
12	12-NQ/PPC/HĐ	02/6/2025	Regarding the policy to acquire Minimart
13	13-NQ/PPC/HĐ	26/6/2025	Board of Directors Meeting Q2/2025
14	14-NQ/PPC/HĐ	30/6/2025	Approval of the List of Credit Institutions and Deposit Investment Limits
15	15-NQ/PPC/HĐ	16/7/2025	Regarding the approval of contracts and transactions with related parties
16	16-NQ/PPC/HĐ	8/10/2025	Board of Directors meeting – Q3/2025
17	17-NQ/PPC/HĐ	8/10/2025	Regarding the distribution of dividends for 2024
18	18-NQ/PPC/HĐ	31/10/2025	Regarding personnel matters
19	19-NQ/PPC/HĐ	17/11/2025	Regarding the production and business plan for 2026
20	20-NQ/PPC/HĐ	21/11/2025	Regarding the approval of contracts and transactions with related parties
21	21-NQ/PPC/HĐ	27/11/2025	Regarding the Development Strategy to 2030, with a vision to 2050



No.	Resolution/ Decision No.	Date (dd/mm/year)	Content
22	22-NQ/PPC/HĐ	16/12/2025	Regarding the production and business plan for the 2026–2030 period
23	23-NQ/PPC/HĐ	24/12/2025	Regarding the approval of contracts and transactions with related parties
24	01 - QĐ/PPC/HĐ	31/3/2025	Regarding personnel appointment
25	02 - QĐ/PPC/HĐ	31/3/2025	Regarding the appointment of personnel
26	03 - QĐ/PPC/HĐ	07/4/2025	Regarding the appointment of personnel
27	04 - QĐ/PPC/HĐ	07/4/2025	Regarding PPC personnel planning
28	05 - QĐ/PPC/HĐ	25/4/2025	Regarding the promulgation of Asset Regulations
29	06 - QĐ/PPC/HĐ	26/4/2025	Regarding the promulgation of Debt Regulations
30	07 - QĐ/PPC/HĐ	27/4/2025	Regarding the promulgation of Risk Management Regulations
31	08 - QĐ/PPC/HĐ	23/5/2025	Regarding the appointment of personnel
32	9 - QĐ/PPC/HĐ	22/5/2025	Regarding personnel salary arrangement
33	10 - QĐ/PPC/HĐ	22/5/2025	Regarding remuneration arrangement for Board of Directors' members
34	11 - QĐ/PPC/HĐ	26/6/2025	Regarding the promulgation of Business Regulations
35	12 - QĐ/PPC/HĐ	30/6/2025	Regarding the approval of the list of credit institutions and deposit limits
36	13 - QĐ/PPC/HĐ	16/7/2025	Regarding the approval of the results of the selection of the service provider for the engagement on the review of the semi-annual financial statements and the audit of the 2025 annual financial statements
37	14 - QĐ/PPC/HĐ	22/7/2025	Regarding the issuance of the Regulation on procurement of goods and services
38	15 - QĐ/PPC/HĐ	22/7/2025	Regarding the issuance of the Regulation on delegation of authority for decisions in investment activities and contractor selection

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### III. Board of Supervisors

#### 1. Information about members of the Board of Supervisors (Member of the Board of Supervisors)

No.	Member of the Board of Supervisors	Position	Date of commencement/cessation as Member of the Board of Supervisors	Qualification
1	Mr. Le Canh Khanh	Head of the Board of Supervisors	June 08, 2023	Bachelor of Economics
2	Ms. Nguyen Thi Le Hang	Member of the Board of Supervisors	April 22, 2021	Bachelor of Accounting
3	Ms. Nguyen Hoai Phuong	Member of the Board of Supervisors	June 24, 2020 (reappointed on May 22, 2025)	Bachelor of General Accounting

#### 2. Meetings of the Member of the Board of Supervisors

No.	Member of the Board of Supervisors	Number of meetings attended	Reasons for not attending meetings
1	Mr. Le Canh Khanh	06/06	-
2	Ms. Nguyen Thi Le Hang	06/06	-
3	Ms. Nguyen Hoai Phuong	06/06	-

#### 3. Monitoring activities of the Member of the Board of Supervisors towards the Board of Directors, the Executive Management Board, and shareholders

- In 2025, the Member of the Board of Supervisors held 06 regular meetings; fully participated in meetings of the Board of Directors, briefing meetings, and important meetings of the Board of Management, promptly grasping the Company's production-business situation. The Member of the Board of Supervisors reviewed and evaluated reports on the Company's production-business activities.

- Regarding the operations of the Board of Directors, they complied with the Charter, the Corporate Governance Regulations, and legal provisions; the Board of Management effectively implemented the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors.

- Conducted monitoring and evaluation of the operations of the Board of Directors and the Board of Management, and reported at the annual General Meeting of Shareholders 2025.

- Monitored the implementation of Resolutions, Decisions... of the General Meeting of Shareholders, the Board of Directors; ensured compliance with legal regulations within the enterprise. Monitored the operations of Departments/units within the company.

- The Member of the Board of Supervisors appraised financial statements, evaluated, and analyzed financial indicators; the Company prepared financial statements on time and in accordance with the Accounting Law, accounting standards, and current legal provisions.

- Perform other rights and obligations as stipulated in the Company's Charter and legal regulations.

#### **4. Coordination of activities between the Member of the Board of Supervisors and the activities of the Board of Directors, Board of Management, and other management personnel.**

- The coordination between the Member of the Board of Supervisors and the activities of the Board of Directors and Board of Management is based on the principles of compliance with legal regulations, Company regulations, and flexibility, ensuring the interests of shareholders, employees, and relevant parties.

- The governance-management relationship between the Board of Directors and the Company's Director is always close and strictly adheres to the Company's Charter and relevant Corporate Governance Regulations and laws.

- In exercising its powers and responsibilities, the Board of Directors has issued regulations/provisions within its authority for the Director to implement. Documents are promptly approved and adjusted based on the Director's proposals, facilitating the continuous production-business activities of the Company.

- All meetings of the Board of Directors invite the Member of the Board of Supervisors to participate to evaluate the implementation of orientations, strategies, and establish new strategic solutions based on the current situation as a basis for implementation.

- Resolutions of the Board of Directors assigned to the Director for implementation are all supervised and checked by the Board of Directors.

- The Board of Management has facilitated and promptly provided dossiers and documents to the Board of Directors and the Member of the Board of Supervisors in supervising the Company's production and business activities.

- In addition to inspection and supervision, during the drafting and promulgation of regulations/provisions and the organization of production and business activities, the Member of the Board of Supervisors, with its expertise, participated in consulting and providing feedback to further improve and align with the Company's actual situation.

#### **IV. Board of Management**

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment
1	Mr. Nguyen Trung Kien	August 13,	Mechanical	January 22, 2024



	- Director	1975	Engineer	
2	Mr. Nguyen Thanh Nhuan - Deputy Director	March 02, 1981	Electrical Engineer - Electronics	May 26, 2022

#### **V. Chief Accountant**

<b>Name</b>	<b>Date of birth</b>	<b>Qualification</b>	<b>Date of appointment</b>
Mr. Tran Minh Nhat	February 02, 1992	Master of Business Administration, Bachelor of Accounting - Auditing	April 16, 2024

#### **VI. Training courses on corporate governance**

- Board of Directors' members, Member of the Board of Supervisors, Board of Management, and the Company Secretary have all received training and regularly update new regulations on Corporate Governance.

- In 2025, Board of Directors' members, Board of Management, Member of the Board of Supervisors, Company Secretary, and relevant departments will send representatives to participate in training courses and workshops on corporate governance, enterprise law, and securities law.

#### **VII. The list of affiliated persons of the public company (Report) and transactions of affiliated persons of the Company with the Company itself**

**1. The list of internal persons and their affiliated persons of the company: Appendix attached.**

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**2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:**

No.	Name of organization/ individual	Relationship with the Company	NSH Certificate No.*, date of issuance, place of issuance	Head office address/ Contact address	Time of transaction	Resolution/Decision No. of the GMS/BOD (if any)	Transaction details, quantity, and total value
1	Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC)	Shareholder holding 51.03% of shares	200 1012 298	Lot D, Ward 1 Industrial Park, An Xuyen Ward, Ca Mau Province	From January 1, 2025 to June 30, 2025	Resolution No. 02/NQ-PPC-HĐ dated February 21, 2025	VND 310.087.885.772 (Sale of goods)
2	Ca Mau Petroleum Fertilizer Joint Stock Company (PVCFC)	Shareholder holding 51.03% of shares	200 1012 298	Lot D, Ward 1 Industrial Park, An Xuyen Ward, Ca Mau Province	From January 1, 2025 to June 30, 2025	Resolution No. 02/NQ-PPC-HĐ dated February 21, 2025	VND 17.224.260.471 (Purchase of goods)
3	Han - Viet Fertilizer Company Limited	Related party of a shareholder	0313 300 594	Lot D10b, D3 Street, Hiep Phuoc Industrial Park, Hiep Phuoc Commune, Ho Chi Minh City	From January 1, 2025 to June 30, 2025	Resolution No. 02/NQ-PPC-HĐ dated February 21, 2025 Resolution No. 15/NQ-PPC-HĐ dated July 15, 2025 Resolution No. 20/NQ-PPC-HĐ dated November 21, 2025	VND 3.794.877.050 (Sale of goods)



**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None**

**4. Transactions between the Company and other objects: None**

**VIII. Share transactions of internal persons and their affiliated persons**

Transactions of internal persons and affiliated persons, major shareholders with shares of the listed Company for which the Company has received information: None

**1. The list of internal persons and their affiliated persons: Appendix attached**

**2. Transactions of internal persons and affiliated persons with shares of the company for which the Company has received information: None**

**IX. Other significant issues: None**

**ON BEHALF OF THE BOARD OF DIRECTORS**

***Recipient:***

- As above;
- Archived: Clerk.

**CHAIRMAN**



**LE DANG THACH**



PENDIX  
LIST OF INTERNAL PERSONS AND AFFILIATED PERSONS OF INTERNAL PERSONS

No.	Stock Code	Full name	Securities trading account (if any)	Position in the Company (if any)	Relationship with the company	ID card/Passport Number	Date of Issue	Place of issue	Address	Number of shares held at the end of the period	Percentage of shares held at the end of the period	Start date as an affiliated person/internal persons	End date as an affiliated person/internal persons	Reason (arising when changes related to item 13, 14)
1	2	3	4	5	6	8	9	10	11	12	13	14	15	16
1		Mr. Nguyen Duc Thuan		Chairman of the BOD						0	0,00%	21/6/2018	22/5/2025	
1.1		Mr. Nguyen Duc Hoa								0	0,00%	21/6/2018	22/5/2025	
1.2		Ms. Nguyen Thi Xuan Lan								0	0,00%	21/6/2018	22/5/2025	
1.3		Ms. Nguyen Thi Hien								0	0,00%	21/6/2018	22/5/2025	
1.4		Mr. Nguyen Dong Luc								0	0,00%	21/6/2018	22/5/2025	
1.5		Ms. Nguyen Thi Hanh								0	0,00%	21/6/2018	22/5/2025	
1.6		Mr. Tran Van Hanh								0	0,00%	21/6/2018	22/5/2025	
1.7		Ms. Nguyen Thi Hieu								0	0,00%	21/6/2018	22/5/2025	
1.8		Ms. Le Hong Tuyen								0	0,00%	21/6/2018	22/5/2025	
1.9		Mr. Nguyen Duc Hien								0	0,00%	21/6/2018	22/5/2025	
1.10		Ms. Nguyen Thi Thu Nga								0	0,00%	21/6/2018	22/5/2025	
1.11		Ms. Nguyen Thi Phuong Hoa								0	0,00%	21/6/2018	22/5/2025	
1.12		Mr. Pham Quy Huy								0	0,00%	21/6/2018	22/5/2025	
1.13		Ms. Lam Thi Bich Ngoc								0	0,00%	21/6/2018	22/5/2025	
1.14		Mr. Nguyen Ngoc Anh								0	0,00%	21/6/2018	22/5/2025	
1.15		Mr. Nguyen Duc Binh								0	0,00%	21/6/2018	22/5/2025	
1.16		Ms. Ngo Thi Kim Son								0	0,00%	21/6/2018	22/5/2025	
2		Mr. Nguyen Trung Kien		Member of the BOD and Director						0	0,00%	21/6/2018		
2.1		Mr. Nguyen Van San								0	0,00%	21/6/2018		
2.2		Ms. Tran Thi Dao								0	0,00%	21/6/2018		
2.3		Mr. Le Huu Lap								0	0,00%	21/6/2018		
2.4		Ms. Phan Thi Hong Hanh								0	0,00%	21/6/2018		
2.5		Ms. Le Thi Dieu Thuy								0	0,00%	21/6/2018		
2.6		Mr. Nguyen Trung Dung								0	0,00%	21/6/2018		
2.7		Ms. Nguyen Thi Huong								0	0,00%	21/6/2018		
2.8		Mr. Nguyen Quang Trung								0	0,00%	21/6/2018		
2.9		Mr. Nguyen Quang Minh								0	0,00%	21/6/2018		
3		Ms. Tran Nhu Quynh		Member of the BOD						0	0,00%	22/11/2019		
3.1		Mr. Tran Thanh Khiem								0	0,00%	22/11/2019		
3.2		Ms. Huynh Xuan Dao								0	0,00%	22/11/2019		
3.3		Ms. Nguyen Tran Nhu Nguyen								0	0,00%	22/11/2019		
3.4		Ms. Tran Thien Ly								0	0,00%	22/11/2019		
3.5		Ms. Tran Phuong Vi								0	0,00%	22/11/2019		





3.6		Mr. Nguyen Quoc Huy							0	0,00%	22/11/2019		
3.7		Mr. Nguyen Vinh Trung							0	0,00%	22/11/2019		
4		<b>Mr. Do Thanh Hung</b>		<b>Member of the BOD</b>					<b>0</b>	<b>0,00%</b>	<b>30/5/2024</b>		
4.1		Ms. Phan Thi Ly							0	0,00%	30/5/2024		
4.2		Ms. Truong Thu Hang							0	0,00%	30/5/2024		
4.3		Ms. Do Quynh Chi							0	0,00%	30/5/2024		
4.4		Mr. Do Thanh Minh Dang							0	0,00%	30/5/2024		
4.5		Ms. Do Thi Chinh							0	0,00%	30/5/2024		
4.6		Ms. Do Thi Nhan							0	0,00%	30/5/2024		
4.7		Mr. Truong Dinh Hoi							0	0,00%	30/5/2024		
4.8		Ms. Pham Thi Dung							0	0,00%	30/5/2024		
5		<b>Mr. Tran Thien Hong</b>		<b>Independent Member of the BOD</b>					<b>0</b>	<b>0,00%</b>	<b>24/4/2015</b>	<b>22/5/2025</b>	
5.1		Ms. Nguyen Thi Mung							0	0,00%	24/4/2015	22/5/2025	
5.2		Mr. Tran Thien Khoi							0	0,00%	24/4/2015	22/5/2025	
5.3		Mr. Tran Thien Chuong							0	0,00%	24/4/2015	22/5/2025	
5.4		Ms. Tran Thi To Nga							0	0,00%	24/4/2015	22/5/2025	
5.5		Ms. Hua Thi Giang Tien							0	0,00%	24/4/2015	22/5/2025	
5.6		Ms. Nguyen Thi Hang							0	0,00%	24/4/2015	22/5/2025	
5.7		Mr. Duong Van Cop							0	0,00%	24/4/2015	22/5/2025	
6	<b>PBP</b>	<b>Mr. Le Dang Thach</b>		<b>Chairman of the BOD</b>					<b>0</b>	<b>0,00%</b>	<b>22/5/2025</b>		
6.1		Ms. Phan Thi Thuy							0	0,00%	22/5/2025		
6.2		Mr. Le Dang Nga							0	0,00%	22/5/2025		
6.3		Ms. Nguyen Thi Thanh							0	0,00%	22/5/2025		
6.4		Ms. Le Thi Thanh Nga							0	0,00%	22/5/2025		
6.5		Mr. Nguyen Manh Cuong							0	0,00%	22/5/2025		
6.6		Ms. Le Thi Thanh Hang							0	0,00%	22/5/2025		
6.7		Mr. Phan Van Hai							0	0,00%	22/5/2025		
6.8		Mr. Le Dang Ngoc							0	0,00%	22/5/2025		
6.9		Ms. Nguyen Thi Thu Huong							0	0,00%	22/5/2025		
6.10		Mr. Phan Van Viet							0	0,00%	22/5/2025		
6.11		Ms. Nguyen Thi Hien							0	0,00%	22/5/2025		
7	<b>PBP</b>	<b>Ms. Huynh Thi Huong Lan</b>		<b>Independent Member of the BOD</b>					<b>0</b>	<b>0,00%</b>	<b>22/5/2025</b>		
7.1		Ms. Huynh Kim Ly							0	0,00%	22/5/2025		
7.2		Ms. Nguyen Thi Thu Ha							0	0,00%	22/5/2025		
7.3		Mr. Huynh Cong Truong							0	0,00%	22/5/2025		
7.4		Ms. Ngo Thi Thu Thuy							0	0,00%	22/5/2025		
7.5		Ms. Huynh Thi Hoang Yen							0	0,00%	22/5/2025		
7.6		Mr. Huynh Huy Cuong							0	0,00%	22/5/2025		
8		<b>Mr. Nguyen Thanh Nhuan</b>		<b>Vice director</b>					<b>0</b>	<b>0,00%</b>	<b>26/5/2022</b>		
8.1		Mr. Nguyen Thanh Hien							0	0,00%	26/5/2022		
8.2		Mr. Do Ngoc Phuc							0	0,00%	26/5/2022		
8.3		Mr. Cao Nguyen Ba							0	0,00%	26/5/2022		
8.4		Ms. Le Thi Tui							0	0,00%	26/5/2022		
8.5		Ms. Cao Huynh Thi							0	0,00%	26/5/2022		
8.6		Ms. Nguyen Huynh Thu							0	0,00%	26/5/2022		
8.7		Ms. Nguyen Thanh Thu							0	0,00%	26/5/2022		
8.8		Ms. Nguyen Thi Hong Tham							0	0,00%	26/5/2022		



8.9		Ms. Nguyen Thi Hong Diem							0	0,00%	26/5/2022		
8.10		Ms. Nguyen Thi Hong Cam							0	0,00%	26/5/2022		
8.11		Mr. Nguyen Thanh Hoa							0	0,00%	26/5/2022		
8.12		Mr. Nguyen Thanh Luan							0	0,00%	26/5/2022		
8.13		Mr. La Tuyet Cuong							0	0,00%	26/5/2022		
8.14		Mr. Nguyen Thai Hoc							0	0,00%	26/5/2022		
8.15		Ms. Nguyen Thi Cam Dung							0	0,00%	26/5/2022		
8.16		Ms. Tran Thi Kim Cuong							0	0,00%	26/5/2022		
9	PBP	Mr. Le Canh Khanh		Head of the BOS					1470	0,03%	8/6/2023		
9.1		Mr. Le Canh Phong							0	0,00%	8/6/2023		
9.2		Ms. Pham Thi Ngan							0	0,00%	8/6/2023		
9.3		Ms. Nguyen Thi Phuong Tuong							0	0,00%	8/6/2023		
9.4		Mr. Le Canh Khoi Nguyen							0	0,00%	8/6/2023		
9.5		Mr. Le Canh Nguyen Khang							0	0,00%	8/6/2023		
9.6		Ms. Le Canh Phuong Nga							0	0,00%	8/6/2023		
9.7		Ms. Le Thi Lan							0	0,00%	8/6/2023		
9.8		Mr. Le Canh Quang Vinh							0	0,00%	8/6/2023		
9.9		Ms. Le Thi Suong Mai							0	0,00%	8/6/2023		
9.10		Ms. Le Canh Tuyet							0	0,00%	8/6/2023		
9.11		Mr. Le Canh Hoang							0	0,00%	8/6/2023		
9.12		Ms. Bui Thi Be Nam							0	0,00%	8/6/2023		
9.13		Mr. Diep Phan Truong Thinh							0	0,00%	8/6/2023		
9.14		Mr. Nguyen Van Chin							0	0,00%	8/6/2023		
9.15		Ms. Phan Thi Ngoc Dot							0	0,00%	8/6/2023		
9.16		Ms. Nguyen Thi Phan Minh							0	0,00%	8/6/2023		
10		Ms. Nguyen Thi Le Hang		Member of the BOS					0	0,00%	22/4/2021		
10.1		Mr. Dao Van Chon							0	0,00%	22/4/2021		
10.2		Ms. Nguyen Thi Chon							0	0,00%	22/4/2021		
10.3		Mr. Duong Van Ngoanh							0	0,00%	22/4/2021		
10.4		Ms. Chau Thi Thu							0	0,00%	22/4/2021		
10.5		Mr. Duong Huu Anh							0	0,00%	22/4/2021		
10.6		Mr. Duong Gia Cuong							0	0,00%	22/4/2021		
10.7		Mr. Duong Bao Long							0	0,00%	22/4/2021		
10.8		Mr. Duong Bao Khang							0	0,00%	22/4/2021		
10.9		Ms. Dao Thuy Phuong							0	0,00%	22/4/2021		
10.10		Ms. Nguyen Thi Hong Huong							0	0,00%	22/4/2021		
10.11		Ms. Nguyen Thi Thuy Mai							0	0,00%	22/4/2021		
10.12		Mr. Nguyen Dao Thong							0	0,00%	22/4/2021		
10.13		Mr. Pham Anh Hui							0	0,00%	22/4/2021		
10.14		Mr. Quach Van Ro							0	0,00%	22/4/2021		
10.15		Mr. Tran Tuan Hoc							0	0,00%	22/4/2021		
10.16		Ms. Le Thi Hong Dung							0	0,00%	22/4/2021		



11		Ms. Nguyen Hoai Phuong		Member of the BOS					0	0,00%	24/6/2020		
11.1		Mr. Nguyen Duc Long							0	0,00%	24/6/2020		
11.2		Ms. Vu Thi Yem							0	0,00%	24/6/2020		
11.3		Mr. Do Minh Hung							0	0,00%	24/6/2020		
11.4		Mr. Do Nguyen The Anh							0	0,00%	24/6/2020		
11.5		Mr. Do Nguyen The Vinh							0	0,00%	24/6/2020		
11.6		Mr. Nguyen Ba Phuoc							0	0,00%	24/6/2020		
11.7		Mr. Nguyen Quoc Lam							0	0,00%	24/6/2020		
11.8		Ms. Nguyen Anh Dao							0	0,00%	24/6/2020		
11.9		Ms. Quach Thuy Linh							0	0,00%	24/6/2020		
11.10		Ms. Lam Huynh Mai Huong							0	0,00%	24/6/2020		
11.11		Mr. Tran Cong Ven							0	0,00%	24/6/2020		
11.12		Mr. Do Khac Hai							0	0,00%	24/6/2020		
11.13		Ms. Tran Thi Lua							0	0,00%	24/6/2020		
12		Mr. Tran Minh Nhat		Chief accountant					0	0,00%	6/6/2023		
12.1		Mr. Tran Van Me							0	0,00%	6/6/2023		
12.2		Ms. Vo Nhat Phuong							0	0,00%	6/6/2023		
12.3		Mr. Tran Minh Dai							0	0,00%	6/6/2023		
12.4		Ms. Le Kieu My							0	0,00%	6/6/2023		
13		Mr. Nguyen Minh Quang		Corporate governance					0	0,00%	8/3/2018		
13.1		Mr. Nguyen Hung							0	0,00%	8/3/2018		
13.2		Ms. Ngo Hanh Trang							0	0,00%	8/3/2018		
13.3		Ms. Nguyen Phuong Thuy							0	0,00%	8/3/2018		
13.4		Ms. Nguyen Thi Yen Duyen							0	0,00%	8/3/2018		
13.5		Mr. Nguyen Chi Tham							0	0,00%	8/3/2018		
14	PBP	Ms. Petrovietnam Ca Mau Fertilizer Joint Stock Company (PVCFC)							2.449.167	51,03%	15/1/2015		

