

**CÔNG TY CỔ PHẦN
PHÂN LÂN NUNG CHẢY VÁN ĐIỆN**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc**

Số: 43 /CBTT-PLVD

Hà Nội, ngày 23 tháng 01 năm 2025

Kính gửi:

- Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán Thành phố Hồ Chí Minh
- Quý cổ đông

Công ty: CÔNG TY CỔ PHẦN PHÂN LÂN NUNG CHẢY VÁN ĐIỆN

Mã chứng khoán: VAF

Địa chỉ: Đường Phan Trọng Tuệ, xã Tam Hiệp, huyện Thanh Trì, TP. Hà Nội

Mã số doanh nghiệp: 0100103143

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Người đại diện theo pháp luật: Văn Hồng Sơn – Tổng Giám đốc

Loại thông tin công bố: ☐ 24 giờ; ☐ 72 giờ; ☐ bất thường; ☐ theo yêu cầu; ☐ định kỳ

Nội dung báo cáo và công bố thông tin: Báo cáo tình hình quản trị Công ty niêm yết năm 2024.

Thông tin này được công bố trên trang thông tin điện tử của Công ty tại đường dẫn vandienfmp.vn-tin cổ đông.

Công ty chúng tôi xin cam kết thông tin được báo cáo và công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung thông tin đã báo cáo và công bố.

Tài liệu kèm theo:

- Báo cáo tình hình quản trị Công ty niêm yết năm 2024 (Bản Tiếng Việt và bản Tiếng Anh)/.

Nơi nhận:

- Như K/g;
- HĐQT, BKS (b/c);
- Người được UQCBTT;
- Lưu Thư ký, VT.

**NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
TỔNG GIÁM ĐỐC**


Văn Hồng Sơn

No. 03 /BC-HDQT

Hanoi, January..25, 2025

**REPORT ON CORPORATE GOVERNANCE
THE YEAR 2024**

To: - The State Securities Commission;
- The Ho Chi Minh Stock Exchange.

Name of company: **Van Dien Fused Magnesium Phosphate Fertilizer JSC**

Address of headoffice: Phan Trong Tue Street, Tam Hiep Commune, Thanh Tri District, Hanoi City

Telephone: 0243.6884489/6885174

Fax: 0243.6884277

Website: vandienfmp.vn

Email: vandienfmp@gmail.com

Charter capital: 376,653,480,000 VND

Stock code: VAF

Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors,
General Director.

The implementation of internal audit: Implemented by hiring an internal auditing firm.

I. Activities of the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
1	01/NQ-DHDCD	23/4/2024	1. Approved the Reports: The financial statements for 2023 have been audited by An Viet Auditing Co., Ltd., the Report of the Board of Directors, the Report of the Board of Supervisors. 2. Approved the plan for profit distribution and dividend payment in 2023. 3. Approved the production and business plan and dividend payment in 2024. 4. Approved the list of independent auditing units for the selection of auditing units for the reviewed financial statements for the first 6 months of 2024 and the financial statements for 2024. 5. Approved the remuneration for the members of the Board of Directors, the Board of Supervisors, and the Chief Administrator cum Company Secretary for the year 2023, as well as the plan for 2024..

			6. Approved the signing of contracts with related persons as prescribed. 7. Approved the amendment and supplementation of the Company's Charter. 8. Dismissed Ms. Nguyen Thi Van Hoa from the position of Member of the Board of Supervisors. 9. Elected Mr. Nguyen Xuan Long to hold the position of Member of Board of Supervisors for the term 2020-2025.
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II. Board of Directors (Annual report):

1. Information about the members of the Board of Directors:

No	Board of Directors' members	Position	The date becoming to be the member of the Board of Directors	The date ceasing to be the member of the Board of Directors
1	Mr. Phung Ngoc Bo	Chairman of the Board		
2	Mr. Nguyen Ngoc Thach	Members of the Board of Directors	29/12/2009	
3	Mr. Van Hong Son	Members of the Board of Directors	23/4/2019	
4	Ms. Pham Thi Hoang Yen	Members of the Board of Directors	28/6/2020	
5	Mr. Tran Thang	Members of the Board of Directors	14/4/2023	

2. Meetings of the Board of Directors:

No	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
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1	Mr. Phung Ngoc Bo	8/8	100%	
2	Mr. Nguyen Ngoc Thach	8/8	100%	
3	Mr. Van Hong Son	8/8	100%	
4	Ms. Pham Thi Hoang Yen	7/8	87%	On business trip
5	Mr. Tran Thang	8/8	100%	

3. Supervising the Board of Management by the Board of Directors:

Implemented in accordance with the provisions of the law and the company's charter.

From the beginning of 2024, the domestic fertilizer production and trading industry will continue to face many difficulties due to and affected by the escalating Russia-Ukraine conflict, causing a scarcity of raw materials, pushing up the price of input materials, increasing production costs; Apatite ore price, Sceptentine ore price, ... remain at a high level. The price of fertilizers of all kinds has continuously increased in the last months of the year; while the price of agricultural products is unstable, the cultivation area is shrinking to serve industrialization, the crop structure changes, affecting the selling price and consumption of products, especially NPK consumption products – the output decreases. The situation of labor for production is very difficult to recruit, new workers are still inexperienced, need time to adapt and train,To improve the efficiency of corporate governance activities and strive to implement the production and business plan assigned by the General Meeting of Shareholders; The Board of Directors has upheld its determination, unanimous solidarity, and implemented the following main measures:

- Submit to the Company's Annual General Meeting of Shareholders in 2024 to consolidate the personnel of the Board of Supervisors for the term 2020-2025;
- Concentrate on overseeing and guiding the Company's operations in the areas of finance, production, market consumption, and construction investment.
- Regularly oversee and evaluate the Board of Management in executing the provisions of the Law, the Company's Charter, applicable Regulations, as well as Resolutions and Decisions made by the Board of Directors in managing the Company's daily operations. Assess and address the proposals presented by the Board of Management in a timely manner;
- Solving problems related to the investment project to build Van Dien fused phosphate fertilizer and NPK fertilizer factory in Bim Son, Thanh Hoa;
- Comply with regulations on information disclosure on the securities market in accordance with the regulations and requirements of the State Securities Commission and the Ho Chi Minh City Stock Exchange;
- The Board of Directors has been continuing to implement the conclusions of the Ministry of Industry and Trade (according to the conclusion of the denunciation content in Document No. 8990/KL-BCT dated 06/11/2018 of the Ministry of Industry and Trade).

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions/Decisions of the Board of Directors (Annual report):

No.	Resolution/Decision No.	Date	Content
1	01/NQ-HDQT	03/01/2024	<ul style="list-style-type: none"> - Approved the policy of continuing to sue HUD4 Investment and Construction JSC. - Approved the implementation of the implementation of the first-instance civil judgment No. 03/2022/KDTM-ST dated 05/09/2022 of the People's Court of Bim Son town. - Approved the "Set of consumption norms of main materials, raw materials and energy in the production of major products" of the Company. - Approved the policy of signing a contract with the unit that is a related person according to the content of Report No. 720/TTr-PLVD dated 26/12/2023. - Approve the policy of signing a contract with the unit that is a related person according to the content of Report No. 722/TTr-PLVD dated 26/12/2023. - Approved the policy of signing contracts with the purchase and sale of raw materials for production with a few companies of Vietnam National Chemical Group.
2	02/QD-HDQT	03/01/2024	Decision regarding the approval of a policy to enter a consumption contract for the year 2024 with the relevant units
3	03/QD-HDQT	03/01/2024	Decision on signing advertising contracts in 2024 with related units.
4	04/QD-HDQT	03/01/2024	Decision on signing a fertilizer warehouse lease contract in 2024 with related units.
5	05/QD-HDQT	03/01/2024	Decision on the signing of contracts for purchase and sale of raw materials for production.
6	06/QD-HDQT	03/01/2024	Decision on the promulgation of the "Code of consumption norms of main materials, raw materials and energy in the production of Phosphate Fertilizer".
7	09/NQ-HDQT	26/01/2024	<ul style="list-style-type: none"> - Record production and business data and results in 2023; agree with the plan with the production and business plan in the first quarter of 2024. - Approved the investment plan in 2024. - Approved the plan to repair fixed assets in 2024. - Approved the labor recruitment plan in 2024.
8	10/QD-HDQT	26/01/2024	Decision on approving the investment plan in 2024.

9	11/QD-HDQT	26/01/2024	Decision on approving the fixed asset repair plan in 2024.
10	12/QD-HDQT	26/01/2024	Decision on approving the labor recruitment plan in 2024.
11	13/NQ-HDQT	07/02/2024	- Approved the legal consultancy unit to carry out legal procedures to initiate a lawsuit against HUD4 Investment and Construction JSC.
12	15/NQ-HDQT	26/02/2024	- Convened the 2024 Annual General Meeting of Shareholders. - Assigned the General Director to prepare documents for the General Meeting, submit them to the Board of Directors for consideration and approval to send to shareholders.
13	18/QD-HDQT	06/03/2024	Decision on signing contracts with related persons in 2024: Approving the policy for the General Director to sign the Fertilizer Warehouse Lease Contract in 2024 and the Fertilizer Transportation Contract in 2024 with Hoang Ngan Co., Ltd.
14	21/NQ-HDQT	25/03/2024	- Approved the salary fund to be implemented in 2023. - Approved the establishment of the Committee to examine the eligibility of delegates to attend the 2024 Annual General Meeting of Shareholders. - Approved the program and documents for the 2024 Annual General Meeting of Shareholders.
15	22/QD-HDQT	25/03/2024	Decision on approving the salary fund to be implemented in 2023.
16	23/QD-HDQT	25/03/2024	Decision on the establishment of the Committee to examine the eligibility of delegates to attend the 2024 Annual General Meeting of Shareholders.
17	24/QD-HDQT	25/03/2024	Decision on approving programs and documents for the 2024 Annual General Meeting of Shareholders.
18	35/NQ-HDQT	27/03/2024	Resolution on the unanimous proposal to the Company's Party Committee to consider and give opinions on the policy of appointing the Company's leaders.
19	37/QD-HDQT	27/03/2024	Decision to promulgate the Regulation on personnel work of the Company.
20	40/NQ-HDQT	10/04/2024	- Approved Report No. 83/TTr-PLVD dated 04/4/2024, etc., the authority to decide on the payment of allowances and work coefficients and allowances concurrently with the title of Secretary and Person in Charge of Corporate Administration.

			<ul style="list-style-type: none"> - Approved the change in the content of the Annual General Meeting of Shareholders on the plan to pay remuneration of the Board of Directors and the Board of Supervisors in 2024. - Approved the draft program and documents amending and supplementing the organization of the Annual General Meeting of Shareholders in 2024.
21	41/QD-HDQT	10/04/2024	Decision on approving the draft program and documents amending and supplementing the organization of the 2024 Annual General Meeting of Shareholders.
22	44/ND-HDQT	17/04/2024	<ul style="list-style-type: none"> - Promulgate a plan to review and supplement the planning on leadership and management cadres for the 2021-2026 period and the 2026-2031 period. - Approved the draft Report on the plan for profit distribution and dividend payment in 2023.
23	52/NQ-HDQT	15/05/2024	<ul style="list-style-type: none"> - Record production and business data and results in the first quarter of 2024 and agree with the production and business plan in the second quarter of 2024. - Authorized the amendments and supplements to the Regulation governing grassroots personnel within the workplace. - Approved the amendments and supplements to the Regulation governing grassroots personnel within the workplace. - Approved the promulgation of the Regulation on management of initiative activities; applying inventions and useful solutions to production and business and remuneration paid to authors. - Approved the payment of dividends in 2023 in cash.
24	53/QD-HDQT	15/05/2024	Decision on the payment of dividends in 2023 in cash.
25	57/QD-HDQT	28/05/2024	Decision on promulgation of the amendments and supplements to the Regulation governing grassroots personnel within the workplace.
26	58/NQ-HDQT	29/05/2024	<ul style="list-style-type: none"> - Approved the work coefficient and allowances concurrently with the titles of Secretary and Person in Charge of Corporate Administration. - Decision on termination and liquidation of Contract No. XL-GD1-03/PLVĐ-DABS signed on 15/3/2018 (Package "Fence, gate (28,29)"). - Approved the promulgation of the Regulation on Financial Management of the Company.

			- Approved the reward for managers, the Company's Board of Management.
27	59/QD-HDQT	29/05/2024	Decision on rewarding managers and the Board of Management of the Company in 2023.
28	60/QD-HDQT	29/05/2024	Decision on termination and liquidation of Contract No. XL-GD1-03/PLVD-DABS signed on 15/3/2018 for the implementation of the bidding package "Fences and gates (28,29)".
29	61/QD-HDQT	29/05/2024	Decision on the work coefficient and part-time allowances of the Secretary and the Person in charge of the Company's administration.
30	62/QD-HDQT	29/05/2024	Decision on promulgation of the Regulation on financial management of the Company.
31	65/QD-HDQT	20/06/2024	Failed to approve Report No. 179/TTr-PLVD dated 10/06/2024 on approving the agreement on the schedule of payment for judgment enforcement; Continued to implement judgment enforcement in accordance with law.
32	66/NQ-HDQT	25/06/2024	<ul style="list-style-type: none"> - Approved the promulgation of the Regulation on salary increase and grade promotion of the Company. - Approved the promulgation of the Regulation on management of major repairs of the Company's fixed assets. - Approved the promulgation of the Regulation on Construction Management and Investment of the Company.
33	67/QD-HDQT	27/06/2024	Decision on the promulgation of the Regulation on salary increase and grade promotion of the Company.
34	68/QD-HDQT	27/06/2024	Decision on the promulgation of the Regulation on construction management and investment of the Company.
35	69/QD-HDQT	27/06/2024	Decision on the promulgation of the Regulation on management of major repairs of the Company's fixed assets.
36	71/NQ-HDQT	08/07/2024	<ul style="list-style-type: none"> - Approved the results of the selection of the service provider "Audit of the reviewed financial statements for the first 6 months of 2024 and the financial statements of 2024. - Approved the change of the base salary in the system of scales and payrolls as prescribed. + The Board of Directors shall collect the opinions of employees through the Executive Committee of the

			Company's Trade Union on the change of the base salary in the salary scale and salary system.
37	72/QD-HDQT	08/07/2024	Decision approving the results of the selection of the service provider "Audit of the reviewed financial statements for the first 6 months of 2024 and the financial statements for the year 2024.
38	75/NQ-HDQT	16/07/2024	<ul style="list-style-type: none"> - Record production and business data and results in the second quarter of 2024 and agree with the production and business plan in the third quarter of 2024. - Regarding the contents related to the Bim Son project (cassation, judgment enforcement and lawsuit for damages): It is proposed that the Board of Management actively follow the implementation and comply with the Resolutions/Decisions of the Board of Directors and in accordance with the provisions of law. - Regarding the re-evaluation of the effectiveness of the Bim Son project: Request the Board of Management to accelerate the progress and complete the re-evaluation of the project to report to the Board of Directors for consideration and decision according to its competence. - Approved the policy of appointing the Company's leaders from on-site human resources in the Company's planning.
39	76/QD-HDQT	16/07/2024	Decision on the policy of appointing the Company's leaders: Approving the policy of appointing 01 Deputy General Director and Chief Accountant of the Company from on-site human resources, in the Company's planning.
40	77/QD-HDQT	22/07/2024	<p>Decision on signing contract addendums with related persons in 2024.</p> <ul style="list-style-type: none"> - Approved the policy for the General Director to sign an appendix to the freight contract in 2024 with Hoang Ngan Co., Ltd.
41	79/QD-HDQT	29/7/2024	Decision on promulgation of the system of salary scales, payrolls and salary allowances of the Company
42	81/NQ-HDQT	19/8/2024	<ul style="list-style-type: none"> - Approved the promulgation of the Regulation on management of remuneration and bonuses for the Company's managers. - Approved the appointment of officials to participate in foreign delegations.
43	82/QD-HDQT	19/8/2024	Decision on sending officials to participate in foreign missions

44	83/QD-HDQT	19/8/2024	Decision on promulgation of the Regulation on management of remuneration and bonuses for managers of the Company.
45	85/NQ-HDQT	23/8/2024	Approved the fulfillment of the obligation to enforce Judgment No. 03/2022/KDTM-ST dated 05/09/2022 of the People's Court of Bim Son town.
46	87/NQ-HDQT	10/9/2024	Approved the following contents: - Establishment of a bidding expert team and an appraisal team in the process of contractor selection. - Approved the plan for selecting additional contractors (investment preparation stage); estimate of bidding packages and selection of contractors to implement bidding packages.
47	88/QD-HDQT	10/9/2024	Decision on approving the plan for selection of additional contractors (investment preparation stage); estimate of bidding packages and selection of contractors to implement bidding packages.
48	89/QD-HDQT	10/9/2024	Decision on the establishment of the bidding expert team and the appraisal team in the process of contractor selection.
49	91/NQ-HDQT	18/9/2024	Approved the following contents: - Approved the policy for the General Director to sign an appendix to the fertilizer storage lease contract in 2024. - Appointment of Mr. Nghiem Duc Toan, Member of the Executive Committee of the Party Committee, Head of Technical Department to hold the position of Deputy General Director of the Company. - Approved the results of reviewing and supplementing the planning of personnel for the Company's leaders and managers in the period of 2021-2026 and the period of 2026-2031 of the Company. - Approved the initiation of a lawsuit against HUD4 Investment and Construction JSC; approving the hiring of a legal consultancy unit to carry out the lawsuit.
50	92/QD-HDQT	18/9/2024	Decision on the appointment of Deputy General Director of the Company.
51	93/QD-HDQT	18/9/2024	Decision on approving the policy for the General Director to sign an appendix to the fertilizer warehouse lease contract in 2024.
52	94/QD-HDQT	19/9/2024	Decision approving the initiation of a lawsuit against HUD4 Investment and Construction JSC; approving the

			hiring of a legal consultancy unit to carry out the lawsuit.
53	95/QD-HDQT	19/9/2024	Decision approving the results of reviewing and supplementing the Company's planning for leadership and management personnel for the period of 2021-2026 and the period of 2026-2031 of the Company.
54	97/NQ-HDQT	15/10/2024	Approved the following containers: - Approved the promulgation of the "Regulation on recruitment and signing of labor contracts". - Approved the promulgation of the "Internal Expenditure Regulation". - Approved the work coefficient for Mr. Nghiem Duc Toan - Deputy General Director of the Company.
55	98/QD-HDQT	15/10/2024	Decision on the work coefficient for Mr. Nghiem Duc Toan - Deputy General Director of the Company.
56	99/QD-HDQT	15/10/2024	Decision to promulgate the "Regulation on recruitment and signing of labor contracts".
57	100/QD-HDQT	15/10/2024	Decision on promulgation of the "Regulation on internal spending".
58	103/ND-HDQT	17/12/2024	Approved the following containers: - Approved the establishment of the Economic and Technical Council; - Approved the policy of signing a consumption contract in 2025 with a unit with a turnover of $\geq 30\%$ of the total asset value recorded in the Company's latest financial statements.
59	104/QD-HDQT	17/12/2024	Decision on the establishment of the Economic and Technical Council.
60	105/ND-HDQT	18/12/2024	Approved the following containers: - Approved the market investment plan in 2025; - Approved the policy of signing a coal lump 2a.4 purchase and sale contract to serve production in 2025; - Approved the policy of signing a contract for purchase and sale of raw materials for production; - Applied the initiative "Research on technology of insulation furnace construction equipment to ensure productivity and improve efficiency in blast furnace production"; - Unified the re-elected personnel to participate in the proxy level for the term 2025-2030 of the Party

			Committee of Van Dien Fused Magnesium Phosphate Fertilizer JSC
61	106/QD-HDQT	18/12/2024	Decision to approve the market investment plan in 2025.
62	107/QD-HDQT	18/12/2024	Decision to sign a coal purchase and sale contract with Vietnam National Coal and Mineral Industries Holding Corporation Limited
63	108/QD-HDQT	18/12/2024	Decision to sign a contract for purchase and sale of raw materials for production.
64	109/QD-HDQT	18/12/2024	Decision on the application of the initiative "Research on technology of insulation furnace construction equipment to ensure productivity and improve efficiency in blast furnace production";
65	110/QD-HDQT	18/12/2024	Decision on signing a contract with a unit with a turnover of $\geq 30\%$ of the total value of assets stated in the latest financial statement of the Company.
66	111/QD-HDQT	18/12/2024	Decision on the unification of re-elected personnel to participate in the 2025-2030 term of the Company's Party Committee.
67	114/NQ-HDQT	31/12/2024	<p>Approved the following containers:</p> <ul style="list-style-type: none"> - Approved the re-appointment of the Person in charge of the Company's administration Company Secretary; - Approved the labor recruitment plan in 2025; - Approved the signing of a fertilizer warehouse lease contract with Southern Chemical Import and Export Joint Stock Company;
			<p>- Agreed on the policy of contents related to the project in Bim Son:</p> <ul style="list-style-type: none"> + Assigned the General Director to carry out the promotion, work and negotiate with HUD4 Investment and Construction JSC to lease land for the project. + Assigned the Board of Management to carry out relevant tasks to implement the restart of the project.
68	115/QD-HDQT	31/12/2024	Decision on signing a contract for renting a fertilizer warehouse in 2025.
69	116/QD-HDQT	31/12/2024	Decision on the appointment of the Person in charge of the Company's administration Company Secretary.
70	117/QD-HDQT	31/12/2024	Decision on approving the labor recruitment plan in 2024.

III. Board of Supervisors (Annual report):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Nguyen Thi Mach	Head of the Board of Supervisors	25/4/2022	Bachelor
2	Nguyen Xuan Long	Member	23/4/2024	Bachelor
3	Nguyen Thi Son	Member	28/6/2020	College

2. Meetings of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
1	Nguyen Thi Mach	3/3	100%	
2	Nguyen Xuan Long	2/3	67%	Elected as a member of BOS from 23/04/2024
3	Nguyen Thi Son	3/3	100%	
4	Nguyen Thi Van Hoa	1/3	33%	Dismissed as a member of BOS from 23/04/2024

3. Activities of the Board of Supervisors for the Board of Directors, the Board of Directors and shareholders:

3.1. Supervising Board of Directors, Board of Management by Board of Supervisors:

The Board of Supervisors attended the meeting and collected the votes of the Board of Directors. Based on the reports and meeting documents provided by the Board of Directors and the results of direct inspection, supervision and evaluation of the Board of Supervisors in 2024, it finds:

- The Board of Directors has strictly implemented the contents of the Resolution of the Annual General Meeting of Shareholders and issued Resolutions and Decisions to focus on directing production and business, in accordance with the functions and powers of the Board of Directors and in accordance with the Law on Enterprises, the Company's Charter.

- The Board of Directors has organized the implementation of Resolutions and Decisions of the Board of Directors; develop and arrange the Company's production plan reasonably with the goal of improving product quality and production and business efficiency.

- The company shall make and send periodic financial statements in accordance with the State's regulations; accounting policies applied at the Company in accordance with the provisions of the corporate accounting regime, Vietnamese accounting standards and current documents of the State. Accounting books and statistics are complete and clear, and archived in accordance with the

provisions of the statistical accounting regime. The cash flow is reasonable, the inventory is complete and in accordance with regulations. The company fully fulfills its obligations to the State budget.

- Resolutions, Decisions of the Board of Directors and the Board of Directors to protect the legitimate interests of employees. The benefits of employees such as ensuring stable jobs, salary regimes, shift diets, and allowances for social - health - unemployment insurance premiums are fully implemented in accordance with the law.

3.2. Supervising shareholders by Board of Supervisors

The rights and obligations of shareholders in accordance with the Law and the Company's Charter are guaranteed and respected; Periodic and unusual information (if any) related to shareholders' interests, the Company's governance situation, etc. announced according to regulations.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- The Board of Supervisors has closely coordinated with the Board of Directors and the Board of Management in the process of managing and administering the Company's activities on the basis of complying with the provisions of law and the Company's Charter;

- The Board of Directors, the Board of Directors of the Company and other managers have promptly and fully provided the Resolutions and Decisions of the Board of Directors to the Board of Supervisors, creating conditions for the Board of Supervisors to collect information and documents related to production and business activities when requested.

5. Other activities of the Board of Supervisors: The Board of Supervisors evaluates and proposes independent auditing firms that meet the prescribed conditions to be submitted to the Annual General Meeting of Shareholders for approval.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	General Director - Van Hong Son	14/8/1965	- Mechanical Engineer - Senior Politics	- 30/3/2022 (re-appointed);
2	Deputy General Director - Pham Quang Trung	30/11/1966	- Mechanical Engineer - Political Senior	- 30/3/2022 (re-appointed).
3	Deputy General Director – Tran Thang	17/4/1985	- Master of Business Administration - Electrical Engineering	- 12/8/2023

			Technology Engineer	
4	Deputy General Director – Nghiem Duc Toan	25/5/1980	- Irrigation Economics Engineer; Chemical Technology Engineering Engineer - Political Intermediate	- 18/9/2024

V. Chief Accountant

<i>Name</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal</i>
Nguyen Thi Sen	15/1/1973	- Bachelor of Accounting	01/3/2019

VI. Training courses on corporate governance: None

VII. The list of affiliated persons of the public company (According to the provisions of Clause 46, Article 4 of the Law on Securities) transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company:

	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No.*, date of issue, place of issue	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
1.1	Mai My An					17/5/2021			Relevant persons of Mr. Phung Ngoc Bo - Chairman of the Board
1.2	Phung Mai Ngoc Chau					17/5/2021			
1.3	Phung Van Phu					17/5/2021			

1.4	Nguyen Thi Gioi					17/5/2021			
1.5	Pham Thi Dong					17/5/2021			
1.6	Phung Thi Thanh Nhan					17/5/2021			
1.7	Do Quang Tuyen					17/5/2021			
1.8	Phung Ngoc Tien					17/5/2021			
1.9	Do Thi Thuy					17/5/2021			
1.10	Phung Ngoc Huan					17/5/2021			
1.11	Le Thi Chau					17/5/2021			
1.12	Vietnam National Chemical Group		Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	29/12/2009			Major shareholders and Relevant persons of Mr. Phung Ngoc Bo - Chairman of the Board

2.1	Nguyen Van Nghiep					01/01/2021			Relevant persons of Mr. Van Hong Son – Member of the Board of Directors and General Director
2.2	Nguyen Thi Uyen		Head of Office Team - Corporate Communications Department			28/12/2018			
2.3	Van Hong Minh		Staff of the Consumables Department			30/06/2016			
2.4	Van Hong Duy					24/4/2021			
2.5	Bui Thi Hai Anh					01/01/2021			
2.6	Van Tan Binh					30/06/2016			
2.7	Hoang Thi Tam					01/01/2021			
2.8	Vietnam National Chemical Group		Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	29/12/2009			Major shareholders and Relevant persons of Mr. Van Hong Son
3.1	Nguyen Hong Nhung					29/12/2009			
3.2	Nguyen Ngoc Ngan					29/12/2009			

3.3	Nguyen Anh Hoang					29/12/2009			
3.4	Nguyen Duc Binh					29/12/2009			
3.5	Nguyen Van Bach					29/12/2009			
3.6	Nguyen Tuyet Linh					29/12/2009			
3.7	Hoang Ngan co., ltd		Major shareholders	No. 2700271351; date of issue 24/8/2014; place of issue Ninh Binh Department of Planning and Investment	No. 02, Vu Duy Thanh, Bich Dao, Ninh Binh	29/12/2009			Major shareholders; Major shareholders and Relevant persons of Mr. Nguyen Ngoc Thach – Member of Board of Directors
4.1	Pham Xuan Nhung					28/6/2020			Relevant persons of Ms. Pham Thi Hoang Yen - Independent members of the Board of Directors
4.2	Bui Thi Kim Anh					28/6/2020			
4.3	Pham Thu Ha					28/6/2020			
4.4	Pham Van Nam					28/6/2020			
4.5	Nguyen Tien Linh					19/9/2020			

4.6	Nguyen Linh Chi					17/7/2022			
5.1	Tran Thao					14/4/2023			Relevant persons of Mr. Tran Thang – Member of the Board of Directors
5.2	Pham Thi Huyen Thu					14/4/2023			
5.3	Tran Ngoc Tam					14/4/2023			
5.4	Tran Thi Minh Nguyet					14/4/2023			
5.5	Le Nhu Quynh					14/4/2023			
5.6	Tran Bao Han					14/4/2023			
5.7	Tran Duc Tri					14/4/2023			
5.8	Nguyen Duc Giang					14/4/2023			
5.9	Ha Thi Hoa					14/4/2023			
5.10	Le The Duyet					14/4/2023			
5.11	Vietnam National Chemical Group		Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	29/12/2009			Major shareholders and Relevant persons of Mr. Tran Thang – Member of the Board of Directors

6.1	Nguyen Van Khich					25/4/2022			Relevant persons of Ms. Nguyen Thi Mach - Head of the Board of Supervisors.
6.2	Nguyen Thi Tach					25/4/2022			
6.3.	Dinh Ngoc Tri					25/4/2022			
6.4	Bui Thi Hoi					25/4/2022			
6.5	Dinh Ngoc Trung					25/4/2022			
6.6	Dinh Tri Dung					25/4/2022			
6.7	Nguyen Xuan Khuyen					25/4/2022			
6.8	Nguyen Xuan Khuyen					25/4/2022			
6.9	Nguyen Xuan Khuyen					25/4/2022			
6.10	Trinh Thi Tam					25/4/2022			
6.11	Pham Thi Tuyet					25/4/2022			
6.12	Dinh Thi Thu Huong					25/4/2022			

7.1	Vu Thi Hoang Voc					28/6/2020	23/4/2024		Relevant persons of Ms. Nguyen Thi Van Hoa – Member of the Board of Supervisors.
7.2	Vu Tuan Hoang					28/6/2020	23/4/2024		
7.3	Vu Bao Ha					28/6/2020	23/4/2024	Undrag e	
7.4	Nguyen Duy Han					28/6/2020	23/4/2024		
7.5	Ngo Thanh Thanh					01/01/2021	23/4/2024		
7.6	Nguyen Thi Hong Van					28/6/2020	23/4/2024		
7.7	Truong Thanh Dung					01/01/2021	23/4/2024		
7.8	Nguyen Thi Thu Hoai					28/6/2020	23/4/2024		Relevant persons of Ms. Nguyen Thi Son – Member of the Board of Supervisors.
8.1	Nguyen Van Ha					28/6/2020			
8.2	Pham Thi Thoa					28/6/2020			

8.3	Pham Van Ngo					28/6/2020			
8.4	Trinh Thi Than					1/1/2021			
8.5	Pham Hong Thai					1/1/2021			
8.6	Pham Nguyen Anh Thu					28/6/2020			
8.7	Nguyen Trung Thanh					28/6/2020			
8.8	Nguyen Thanh Tam					28/6/2020			
8.9	Dinh Thi Kim Thoa					28/6/2020			
8.10	Ha Thi Bich					1/1/2021			
9.1	Truong Thi Nhai Ngoc					23/4/2024			Relevant persons of Mr. Nguyen Xuan Long –

									Member of the Board of Superviso rs.
9.2	Nguyen Ngoc Phuong Anh					23/4/2024		Und erag e	
9.3	Nguyen Van Ngu					23/4/2024			
9.4	Le Thi Minh Thai					23/4/2024			
9.5	Truong Van Kieu					23/4/2024			
9.6	Nguyen Thi Ly					23/4/2024			
9.7	Nguyen Thi Hoa Phuong					23/4/2024			
10.1	Le Thi Thuc					26/11/2010			

10.2	Vu Bao Loc					01/01/2021			Relevant persons of Mr. Pham Quang Trung - Deputy General Director
10.3	Le Thi Chau					01/01/2021			
10.4	Vu Thi Kim Lien					26/11/2010			
10.5	Pham Thu Phuong					26/11/2010			
10.6	Pham Viet Khoa					26/11/2010			
10.7	Pham Quoc Tuan					01/02/2021			
10.8	Pham Thi Thuy					01/01/2021			
10.9	Do Thi Tho					01/01/2021			
10.10	Nguyen Ba Cuong					01/01/2021			
10.11	Nguyen Tuan Cuong					19/12/2021			
11.1	Ngo Thi Ton					18/9/2024			Relevant persons of Mr. Nghiem

11.2	Nghiêm Thị Nhu					18/9/2024			Duc Toan - Deputy General Director
11.3	Nghiêm Duc Tuan					18/9/2024			
11.4	Nghiêm Thị Nhưng					18/9/2024			
11.5	Nghiêm Duc Dung					18/9/2024			
11.6	Pham Thị Thu Huong					18/9/2024			
11.7	Nghiêm Duc Quang Dang					18/9/2024			
11.8	Nghiêm Diep Xuan					18/9/2024			

11.9	Pham Duc Minh					18/9/2024			
11.10	Nguyen Hong Van					18/9/2024			
11.11	Kieu Thi Chuc					18/9/2024			
12.1	Nguyen Huy Du					01/07/2017			Relevant persons of Ms. Nguyen Thi Sen - Chief Accountant Persons and authorize d to disclose informati on
12.2	Do Thi Muon					01/07/2017			
12.3	Le Thi Thu					01/01/2021			
12.4	Pham Van Tung					01/07/2017			
12.5	Pham Quang Son					01/07/2017			
12.6	Pham Bao Lam					01/07/2017			
12.7	Nguyen Thi Thu Thuy					01/07/2017			
12.8	Nguyen Xuan Truong					01/01/2021			

12.9	Nguyen Thi Ha					01/01/2021			
13.1	Phung Duc Cao					01/01/2020			
13.2	Cung Thi Huyen					01/01/2020			
13.3	Pham Huy Hoa					01/01/2021			
13.4	Do Thi Van					01/01/2021			
13.5	Pham Hong Minh					01/01/2020			
13.6	Pham Dieu Anh					01/01/2020			
13.7	Pham Tung Bao Chau					01/01/2020		Underage	
13.8	Phung Duc Dat					01/01/2020			

Relevant persons of Ms. Phung Dieu Linh - Person in charge of company administration and Company's secretary

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 No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by Board of Directors	Content, quantity, total value of transaction	Note
1	HOANG NGAN CO., LTD	Major shareholder of Van Dien Fused Phosphate Fertilizer Joint Stock Company; related person of Mr. Nguyen Ngoc Thach - Member of the Board	No. 2700271351; date of issue 24/8/2014; place of issue Ninh Binh	No. 02, Vu Duy Thanh, Bich Dao Ward, Ninh Binh	In the year 2024	Decision No. 18/QD-HDQT dated 06/3/2024 of the Board of Directors	1- Hire freight services - Quantity: 101,726.25 (tons) - Total value: 60,289,787,970 (VND)	

		of Directors of Van Dien Fused Phosphate Fertilizer Joint Stock Company (Mr. Nguyen Ngoc Thach is the Chairman of the Board of Directors - General Director of Hoang Ngan Co., Ltd.).	Department of Planning and Investment	City, Ninh Binh Province			2- Hiring a warehouse rental service - Quantity: 51,433.90 (tons) - Total value: 5,554,861,200 (VND) *Stored for more than 3 months: - Quantity: 32,025.10 tons - Value: 345,871,080 (VND)	
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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:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **It is stated in section VII.2 of the Report.**

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director: None.

4.3. Other transactions of the Company may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. The list of internal persons and their affiliated persons:

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Notes
1	2	3	4	5	6	7	8	9

1	Phung Ngoc Bo		Chairman of the Board			0	0	Internal actors
1.1	Mai My An					0	0	Relevant persons
1.2	Phung Mai Ngoc Chau					0	0	Relevant persons
1.3	Phung Van Phu					0	0	Relevant persons
1.4	Nguyen Thi Gioi					0	0	Relevant persons
1.5	Pham Thi Dong					0	0	Relevant persons
1.6	Phung Thi Thanh Nhan					0	0	Relevant persons
1.7	Do Quang Tuyen					0	0	Relevant persons
1.8	Phung Ngoc Tien					0	0	Relevant persons
1.9	Do Thi Thuy					0	0	Relevant persons
1.10	Phung Ngoc Huan					0	0	Relevant persons

1.11	Le Thi Chau					0	0	Relevant persons
1.12	Vietnam National Chemical Group		Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	25,256,887	67.06 %	Relevant persons, Major shareholders
2	Van Hong Son							Internal actors
2.1	Nguyen Van Nghiep					0	0	Relevant persons
2.2	Nguyen Thi Uyen					1,530		Relevant persons
2.3	Van Hong Minh					0	0	Relevant persons
2.4	Van Hong Duy					0	0	Relevant persons
2.5	Bui Thi Hai Anh					0	0	Relevant persons
2.6	Van Tan Binh					0	0	Relevant persons
2.7	Hoang Thi Tam					0	0	Relevant persons
2.8	Vietnam National Chemical Group		Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	25,256,887	67.06 %	Relevant persons, Major shareholders

3	Tran Thang		Member of the Board of Directors and Deputy General Director			0	0	Internal actors
3.1	Tran Thao					0	0	Relevant persons
3.2	Pham Thi Huyen Thu					0	0	Relevant persons
3.3	Tran Ngoc Tam					0	0	Relevant persons
3.4	Tran Thi Minh Nguyet					0	0	Relevant persons
3.5	Le Nhu Quynh					0	0	Relevant persons
3.6	Tran Bao Han					0	0	Relevant persons
3.7	Tran Duc Tri					0	0	Relevant persons
3.8	Nguyen Duc Giang					0	0	Relevant persons

3.9	Ha Thi Hoa					0	0	Relevant persons
3.10	Le The Duan					0	0	Relevant persons
3.11	Vietnam National Chemical Group	Major shareholders	No. 0100100061; date of issue 29/08/2014; place of issue HAPI	1A Trang Tien, Hoan Kiem, Hanoi	25,256,887	67.06 %		Relevant persons, Major shareholders
4	Nguyen Ngoc Thach	Member of the Board of Directors						Internal actors
4.1	Nguyen Hong Nhung					0	0	Relevant persons
4.2	Nguyen Ngoc Ngan					0	0	Relevant persons
4.3	Nguyen Anh Hoang					0	0	Relevant persons
4.4	Nguyen Duc Binh					0	0	Relevant persons
4.5	Nguyen Van Bach					0	0	Relevant persons
4.6	Nguyen Tuyet Linh					0	0	Relevant persons

4.7	Hoang Ngan co., ltd		Major shareholders	No. 2700271351; date of issue 24/8/2014; place of issue Ninh Binh Department of Planning and Investment	No. 02, Vu Duy Thanh, Bich Dao, Ninh Binh	9,215,597	24.47	Relevant persons, Major shareholders
5	Pham Thi Hoang Yen		Member of the Board of Directors			50		Internal actors
5.1	Pham Xuan Nhung					0	0	Relevant persons
5.2	Bui Thi Kim Anh					0	0	Relevant persons
5.3	Pham Thu Ha					0	0	Relevant persons
5.4	Pham Van Nam					0	0	Relevant persons
4.5	Nguyen Tien Linh					0	0	Relevant persons
4.6	Nguyen Linh Chi					0	0	Relevant persons
6	Nguyen Thi Mach		Head of the Board of Supervisors			0	0	Internal actors
6.1	Nguyen Van Khich					0	0	Relevant persons

6.2	Nguyen Thi Tach					0	0	Relevant persons
6.3.	Dinh Ngoc Tri					0	0	Relevant persons
6.4	Bui Thi Hoi					0	0	Relevant persons
6.5	Dinh Ngoc Trung					0	0	Relevant persons
6.6	Dinh Tri Dung					0	0	Relevant persons
6.7	Nguyen Xuan Khuyen					0	0	Relevant persons
6.8	Nguyen Xuan Khuyen					0	0	Relevant persons
6.9	Nguyen Xuan Khuyen					0	0	Relevant persons
6.10	Trinh Thi Tam					0	0	Relevant persons
6.11	Pham Thi Tuyet					0	0	Relevant persons
6.12	Dinh Thi Thu Huong					0	0	Relevant persons
7	Nguyen Xuan Long		Member of the Board of Supervisors			0	0	Internal actors

7.1	Truong Thi Nhat Ngoc					0	0	Relevant persons
7.2	Nguyen Ngoc Phuong Anh					0	0	Relevant persons
7.3	Nguyen Van Ngu					0	0	Relevant persons
7.4	Le Thi Minh Thai					0	0	Relevant persons
7.5	Truong Van Kieu					0	0	Relevant persons
7.6	Nguyen Thi Ly					0	0	Relevant persons
7.7	Nguyen Thi Hoa Phuong					0	0	Relevant persons
8	Nguyen Thi Son		Membe r of the Board of Supervi sors			0	0	Internal actors
8.1	Nguyen Van Ha					0	0	Relevant persons
8.2	Pham Thi Thoi					0	0	Relevant persons

8.3	Pham Van Ngo					0	0	Relevant persons
8.4	Trinh Thi Than					0	0	Relevant persons
8.5	Pham Hong Thai					0	0	Relevant persons
8.6	Pham Nguyen Anh Thu					0	0	Relevant persons
8.7	Nguyen Trung Thanh					0	0	Relevant persons
8.8	Nguyen Thanh Tam					0	0	Relevant persons
8.9	Dinh Thi Kim Thoa					0	0	Relevant persons
8.10	Ha Thi Bich					0	0	Relevant persons
9	Pham Quang Trung		Deputy General Director					Internal actors
9.1	Le Thi Thuc					0	0	Relevant persons
9.2	Vu Bao Loc					0	0	Relevant persons

9.3	Le Thi Chau					0	0	Relevant persons
9.4	Vu Thi Kim Lien					0	0	Relevant persons
9.5	Pham Thu Phuong					0	0	Relevant persons
9.6	Pham Viet Khoa					0	0	Relevant persons
9.7	Pham Quoc Tuan					0	0	Relevant persons
9.8	Pham Thi Thuy					0	0	Relevant persons
9.9	Do Thi Tho					0	0	Relevant persons
9.10	Nguyen Ba Cuong					0	0	Relevant persons
9.11	Nguyen Tuan Cuong					0	0	Relevant persons
10	Nghiem Duc Toan		Deputy General Director					Internal actors

10.1	Ngo Thi Ton					0	0	Relevant persons
10.2	Nghiem Thi Nhu					0	0	Relevant persons
10.3	Nghiem Duc Tuan					0	0	Relevant persons
10.4	Nghiem Thi Nhung							Relevant persons
10.5	Nghiem Duc Dung					0	0	Relevant persons
10.6	Pham Thi Thu Huong							Relevant persons
10.7	Nghiem Duc Quang Dang					0	0	Relevant persons

10.8	Nghiem Diep Xuan					0	0	Relevant persons
10.9	Pham Duc Minh					0	0	Relevant persons
10.10	Nguyen Hong Van					0	0	Relevant persons
10.11	Kieu Thi Chuc					0	0	Relevant persons
11	Nguyen Thi Sen		Chief Account ant Persons and authoriz ed to disclose informa tion			0	0	Internal actors
11.1	Nguyen Huy Du					0	0	Relevant persons
11.2	Do Thi Muon					0	0	Relevant persons
11.3	Le Thi Thu					0	0	Relevant persons

11.4	Pham Van Tung					0	0	Relevant persons
11.5	Pham Quang Son					0	0	Relevant persons
11.6	Pham Bao Lam					0	0	Relevant persons
11.7	Nguyen Thi Thu Thuy					0	0	Relevant persons
11.8	Nguyen Xuan Truong					0	0	Relevant persons
11.9	Nguyen Thi Ha					0	0	Relevant persons
12	Phung Dieu Linh		Person in charge of company administration and Company's secretary			0	0	Internal actors
12.1	Phung Duc Cao					0	0	Relevant persons
12.2	Cung Thi Huyen					0	0	Relevant persons
12.3	Pham Huy Hoa					0	0	Relevant persons
12.4	Do Thi Van					0	0	Relevant persons

12.5	Pham Hong Minh					0	0	Relevant persons
12.6	Pham Dieu Anh					0	0	Relevant persons
12.7	Pham Tung Bao Chau					0	0	Relevant persons
12.8	Phung Duc Dat					0	0	Relevant persons

2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None./.

Recipients:

- *SSC, HSX;*
- *Members of BOD;*
- *Controller;*
- *Persons authorized to disclose information;*
- *Archived: Secretary, Clerical.*

**ON BEHALF OF BOARD OF
DIRECTORS
CHAIRMAN OF THE BOARD**



Phung Ngoc Bo