

No. 159/BC-HĐQT

HoChiMinh City, January 23, 2025

**REPORT ON CORPORATE GOVERNANCE**  
**(The annual report year 2024)**

To: - The State Securities Commission of Viet Nam;  
- The Ho Chi Minh City Stock Exchange.

- Name of Company: SOUTH BASIC CHEMICALS JOINT STOCK COMPANY.
- Address of headoffice: 22 Ly Tu Trong St, Ben Nghe Ward, Dist 1, HCMC.
- Telephone: (028) 38296620 Fax: (028) 38243166
- Email: [sbcc@sochemvn.com](mailto:sbcc@sochemvn.com)
- Charter capital: VND 1,104,999,100,000
- Stock symbol: CSV
- Governance model:
  - General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: implemented.

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

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Content
1	01/2024/NQ- ĐHĐCĐ	23/04/2024	<b>The Annual General Meeting of Shareholders in 2024 was hold on April 23<sup>rd</sup>, 2024 and approved contents as follow:</b>  1. Approval of the Report of the Board of General Directors about Manufacturing and business activity in 2023 and Operation plan in 2024; 2. Approval of the Operation Report of the Board of Directors in 2023 and Operation plan in 2024; 3. Approval the Operation Report of the Board of Supervisors in 2023 and Operation plan in 2024;



No.	Resolution/ Decision No.	Date	Content
			<p>4. Approval of the Statement about the Financial Statement audited in 2023;</p> <p>5. Approval of the Statement about the plan for the profit distribution, the funds contribution and paying dividends in 2023;</p> <p>6. Approval of the proposal to issue shares to increase share capital from equity capital;</p> <p>7. Approval of the Statement about Manufacturing and business plan in 2024;</p> <p>8. Approval of the Statement about advancing dividends in 2024;</p> <p>9. Approval of the Statement about remuneration Policy of the Board of Directors and salary, remuneration, operation budget of the Board of Supervisors in 2024;</p> <p>10. Approval of the Statement of selecting The Independent Audited Firm to audit The Financial Statement 2024;</p> <p>11. Approval of the Statement to elect the Board of Directors for the term 2024 – 2029</p> <p>12. Approval of the Statement to elect the Board of Supervisors for the term 2024 – 2029</p> <p>13. Voting results</p> <p>Board of Directors</p> <ul style="list-style-type: none"> <li>- Mr. Nguyen Huu Tu</li> <li>- Mr. Le Thanh Binh</li> <li>- Mr. Le Phuong Dong</li> <li>- Mr. Vu Minh Ngoc</li> <li>- Mrs. Le Thi Ngoc Diep</li> </ul> <p>Board of Supervisors</p> <ul style="list-style-type: none"> <li>- Mrs. Do Thi Thoa</li> <li>- Mrs. Nguyen Thi Minh Ha</li> <li>- Mr. Nguyen Minh Tri</li> </ul>

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## II. The Board of Directors (The annual report year 2024):

### 1. Information about the Members of The Board of Directors:

No.	Member of the Board of Directors	Position	The date becoming/ceasing to be the member of the BoDs	
			Date of appointment	Date of dismissal
1	Mr. Vu Minh Ngoc	The Chairman of the BoDs (*)	23/04/2024	-
2	Mr. Nguyen Huu Tu	Non-executive member of the BoDs (*)	23/04/2024	
3	Mr. Le Thanh Binh	Member of the BoDs & General Director	23/04/2024	-
4	Mr. Le Phuong Dong	Non-executive member of the BoDs	23/04/2024	-
5	Mrs. Le Thi Ngoc Diep	Independent member of the BoDs	23/04/2024	-
6	Mr. Nguyen Tuan Dung	The Chairman of the BoDs	-	23/04/2024
7	Mrs. Nguyen Thanh Binh	Independent member of the BoDs	-	23/04/2024

(\*) Note: Resolution No. 12/NQ-HĐQT dated January 3, 2025, on the termination of the position of Chairman of the Board of Directors for Mr. Nguyen Huu Tu, and Resolution No. 60/NQ-HĐQT dated January 9, 2025, on the election of Chairman of the Board of Directors for Mr. Vu Minh Ngoc.

### 2. Meetings of the Board of Directors:

No.	Member of the Board of Directors	Numbers of Meetings attended of the BoDs (*)	Attendance Rate	Reasons for absence
1	Mr. Nguyen Huu Tu	06/09	66.67%	Appointment on April 23 <sup>rd</sup> , 2024
2	Mr. Le Thanh Binh	09/09	100%	

No.	Member of the Board of Directors	Numbers of Meetings attended of the BoDs (*)	Attendance Rate	Reasons for absence
3	Mr. Le Phuong Dong	09/09	100%	
4	Mr. Vu Minh Ngoc	09/09	100%	
5	Mrs. Le Thi Ngoc Diep	05/09	55.56%	Appointment on April 23 <sup>rd</sup> , 2024 (Absent from one meeting with valid reason)
6	Mr. Nguyen Tuan Dung	03/09	33.33%	Dismissal on April 23 <sup>rd</sup> , 2024
7	Mrs. Nguyen Thanh Binh	03/09	33.33%	Dismissal on April 23 <sup>rd</sup> , 2024

(\*) Note: In 2024, the Board of Directors has organized 09 direct meetings and conducted questionnaire surveys with the Board of Directors to approve issues under the competence of the Board of Directors.

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

#### 3.1. Supervision method:

Pursuant to the Company's Charter, Internal Regulations on Corporate Governance, the Board of Directors inspected and supervised Board of General Directors and Other executives in operating production and business and deloyed the Resolutions of the General Meeting of Shareholders, the Board of Directors through comparing, discussing and questioning the Board of General Directors at quarterly and special meetings of the Board of Directors, through email, telephone, face-to-face contact on manufacturing and business activity to guarantee validity, effect, suitable and opportune. In addition, the Board of Directors also required the Board of General Directors to report in document to the Board of Directors on conduct of the duties and entitlement periodically and upon request.

In 2024, the directions of the Board of Directors mainly focused on the fields as follow:

- Preparation, organization and conduct of the Annual General Meeting of Shareholders in 2024;
- Production and business activities, investment of the company, production restructuring;
- Personnel work, official - employees organization;

- Implement and conduct the Resolution of the Annual General Meeting of Shareholders in 2024 decided on April 23, 2024;
- Implementing and executing the issuance of shares to increase equity capital from shareholders equity;
- Paying dividends in 2023 in cash;
- Reviewing and approving the execution of contracts with related parties;
- Assigning personnel and supervising the internal audit activities of the Company;
- Update and resolve issues, make decisions, and establish regulations within the authority of the Board of Directors in alignment with the business situation and management delegation to support the General Director's implementation;
- Supervise information disclosure activities on time for periodic, unusual and on-demand content in 2024;
- Other contents as authorized by the Board of Directors.

### 3.2. Supervising result:

- The General Director has made substantial efforts and successfully completed the assigned tasks in 2024, attaining commendable and inspiring results despite the prevailing challenges and uncertainties in the overall market context.
- The Board of Directors has ensured the continuous operation of production and business activities, secured employment for workers, guaranteed the health and safety of employees, and conducted business with a high level of responsibility towards stakeholders, while strictly adhering to current legal regulations and the operational rules of the Company.
- Members of the Board of General Directors have fully exercised their entitlements and duties, used and promoted the Company's capital, assets, labor and brand resources. Decisions of the Board of General Directors are issued in a valid, competent and opportune manner.

### 4. Activities of independents members of the Board of Directors and their opinions about the operation of the Board of Directors:

- The independent members of the Board of Directors consistently adhered to transparency and objectivity as guiding principles in their work, actively contributing to the limitation, prevention, and control of risks in all company activities. In addition, the independent board members also made a significant contribution to improving the effectiveness and quality of the Board's decisions. They achieved this by providing constructive criticism on directions and business plans, offering strategic and insightful advisory contributions, while closely monitoring the operations of both the Board of Directors and the Board of Management

The evaluation results of the Independent members of the BoDs regarding the activities



of the BoDs for the reporting period:

- The Board of Directors has been effectively fulfilling its supervisory role in monitoring the efficiency of the Company's management and compliance with current laws. Additionally, the BoDs is particularly attentive to the Company's sustainable development policies and its environmental protection and social responsibility activities.
  - All of BoDs proactively participate in supervising the Company's activities and engage in discussions at quarterly regular meetings or through written consultations. The BoDs is encouraged to propose and recommend actions whenever deemed necessary for the Company, with no restrictions on space, time, or the content of discussions.
  - All important issues are openly and democratically discussed within the Board of Directors. Matters are carefully assessed and thoroughly deliberated to reach a consensus decision before resolutions are issued. The executive board consistently adheres to and diligently implements the resolutions issued by the Board of Directors.
  - The introduction of candidates for the election of new Board members is carefully considered by the Board of Directors and included in the election agenda of the Company's Annual General Meeting of Shareholders according to the procedures that have been issued and are currently in effect at the Company.
  - The Board of Directors has adhered to regulations regarding the authority to approve, monitor, and disclose transactions between the Company and internal parties of the Company; individuals related to internal parties with the Company, its subsidiaries, or companies controlled by the Company. These transactions have been properly disclosed in accordance with legal requirements.
  - The monitoring, management, and operation of the business production activities by the Board of Directors of the Company have complied with legal regulations and the Company's Charter.
5. Activities of the Board of Directors' subcommittees: The company has not established subcommittees under the Board of Directors.
6. Resolutions/ Decisions of the Board of Directors (*The annual report year 2024*):

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	10/QĐ-HĐQT	04/01/2024	Decision on approving of the 2024 Internal Audit Plan of South Basic Chemicals Joint Stock Company	100%
2	41/QĐ-HĐQT	11/01/2024	Decision on approving of the 2024 Construction Investment Plan	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
3	42/QĐ-HĐQT	11/01/2024	Decision on approving of the 2024 Fixed Asset Repair Plan	100%
4	43/QĐ-HĐQT	11/01/2024	Decision on approving of the 2024 Overseas Business Trip Plan of South Basic Chemicals Joint Stock Company	100%
5	81/NQ-HĐQT	19/01/2024	Resolution of the 39 <sup>th</sup> session, term 2019-2024.	100%
6	82/NQ-HĐQT	19/01/2024	Resolution on organizing the 2024 Annual General Meeting of Shareholders	100%
7	99/QĐ-HĐQT	24/01/2024	Decision on approving of the Project "Purchase of 6-ton/hour Boiler"	100%
8	108/NQ-HĐQT	26/01/2024	Resolution on the Approval of the Report on Corporate Governance 2023	100%
9	159/QĐ-HĐQT	23/02/2024	Decision on the Approval of the Adjustment of the 2024 Construction Investment Plan	100%
10	160/QĐ-HĐQT	23/02/2024	Decision on the Issuance of the 2024 Anti-Corruption and Anti-Negativity Action Plan of the South Basic Chemicals Joint Stock Company	100%
11	190/NQ-HĐQT	29/02/2024	Resolution on approving the proposal to sign a transaction contract with the "Related Party"	100%
12	195/NQ-HĐQT	01/03/2024	Resolution on the Approval of Matters Related to the 2024 Annual General Meeting of Shareholders of Vietnam Phosphate Joint Stock Company	100%
13	270/QĐ-HĐQT	21/03/2024	Decision on the Approval of the Settlement of the Employee Wage Fund	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			and the Report on the Management Wage Fund for 2023	
14	289/NQ-HĐQT	25/03/2024	Resolution of the 40 <sup>th</sup> session, term 2019-2024.	100%
15	290/NQ-HĐQT	25/03/2024	Resolution on the Organization of the 2024 Annual General Meeting of Shareholders (Phase 1)	100%
16	338/NQ-HĐQT	04/04/2024	Resolution on approving the meeting documents presented to The AGM 2024 (phase 2)	100%
17	347/NQ-HĐQT	04/04/2024	Resolution on the review and adjustment of the mid-level manager plan for the period 2021 - 2026 (The term 2024)	100%
18	377/QĐ-HĐQT	09/04/2024	Decision on promulgating the List of products registered for consumption norms of raw materials in production in 2024 of South Basic Chemicals Joint Stock Company	100%
19	396/QĐ-HĐQT	11/04/2024	Decision on approving the adjusted contractor selection plan (phase 2). Package No. 07 "Examination of feasibility Study Report" belongs to the preparation period of the project "Nhon Trach Chemical Plant".	100%
20	397/NQ-HĐQT	11/04/2024	Resolution on selecting a consulting company for the issuance of shares to increase share capital from the owner's equity of South Basic Chemicals Joint Stock Company	100%
21	401/QĐ-HĐQT	12/04/2024	Decision on the establishment of the Appraisal Team for the estimation, contractor selection plan and package	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			estimate in the preparation fourth time of the project "Nhon Trach Chemical Plant"	
22	410/QĐ-HĐQT	15/04/2024	Decision on approving the adjusted 2024 Construction Investment Plan (phase 2)	100%
23	411/QĐ-HĐQT	15/04/2024	Decision on approving the adjusted 2024 Repair Plan	100%
24	416/NQ-HĐQT	16/04/2024	Resolution of the 41 <sup>st</sup> session, term 2019-2024.	100%
25	417/QĐ-HĐQT	16/04/2024	Decision on the approval of the increase in the cost prices of fixed assets for the projects "Investment in Voltage Cell with a capacity of 10,000 tons of NaOH with 100% per year to replace 02 DD350 Voltage Cells at Bien Hoa Chemical Plant" and "Purchase of NaOH Voltage Cell"	100%
26	422/QĐ-HĐQT	17/04/2024	Decision on the approval of the estimate and contractor selection plan in the project preparation fourth time of the "Nhon Trach Chemical Plant" project.	100%
27	425/NQ-HĐQT	17/04/2024	Resolution on the list of candidates for the Board of Directors for the term 2024-2029	100%
28	442/NQ-HĐQT	23/04/2024	Resolution of the 1 <sup>st</sup> Meeting of the 2024-2029 term, regarding the election of the Chairman of the Board of Directors of South Basic Chemicals Joint Stock Company for the term 2024-2029	100%
29	482/NQ-HĐQT	07/05/2024	Resolution on the implementation of the method to issue shares to increase share	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			capital from owner's equity	
30	489/QĐ-HĐQT	09/05/2024	Decision on approving the project "Purchase of Plate Heat Exchanger Equipment for Sulfuric Acid Cooling"	100%
31	509/QĐ-HĐQT	15/05/2024	Decision on the assignment of duties within the Board of Directors of South Basic Chemicals J.S.C for the term 2024-2029	100%
32	531/QĐ-HĐQT	21/05/2024	Decision on the establishment of the appraisal team for the economic-technical report of the project 'Procurement of HCL Acid Composite Tower' under the 2024 construction investment plan	100%
33	545/NQ-HĐQT	23/05/2024	Resolution on approving the selection of the auditing firm for the 2024 Financial Statements of South Basic Chemicals Joint Stock Company	100%
34	546/QĐ-HĐQT	23/05/2024	Decision on promulgating the Program of thrift practice and anti-waste in 2024 by South Basic Chemicals Joint Stock Company	100%
35	618/NQ-HĐQT	10/06/2024	Resolution on the payment of dividends for 2023 in cash and the issuance of shares to increase share capital from owner's equity	100%
36	660/NQ-HĐQT	17/06/2024	Resolution on approving the proposal of the dissolution of the Technical - Environmental Safety Department to establishing the Technology - Environmental Safety Department and the Mechanical - Electrical Department of Vietnam Phosphorus Joint Stock Company	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
37	700/NQ-HĐQT	26/06/2024	Resolution on approving the proposal of the transfer of officials for the position of Deputy Head of the Accounting - Finance Department at South Basic Chemicals Joint Stock Company	100%
38	717/NQ-HĐQT	01/07/2024	Resolution on the Approval of the Policy to Execute a Transaction Agreement with a "Related Party"	100%
39	737/QĐ-HĐQT	02/07/2024	Decision on the Issuance of the Regulation on Salaries, Remunerations, and Bonuses for Managers and Supervisors of South Basic Chemicals Joint Stock Company	100%
40	788/NQ-HĐQT	12/07/2024	Resolution on the Approval of the Policy to Execute a Transaction Agreement with a "Related Party"	100%
41	805/QĐ-HĐQT	15/07/2024	Decision on Bonus Distribution for Members of the Board of Directors, the Board of Management, and the Board of Supervisors from the Management Bonus Fund of the Company for 2023	100%
42	806/QĐ-HĐQT	15/07/2024	Decision on Monthly Support Allocation for Managers and the Board of Supervisors of the Company	100%
43	816/NQ-HĐQT	18/07/2024	Resolution of the 2 <sup>nd</sup> session, term 2024–2029	100%
44	860/NQ-HĐQT	30/07/2024	Resolution on the approval of the Report on Corporate Governance for the first six months of 2024 by South Basic Chemicals Joint Stock Company	100%
45	864/QĐ-HĐQT	30/07/2024	Decision on the establishment of the Technical-Economic report appraisal team and the Investment capital	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			finalization review team for completed projects with a total investment of less than VND 15 Billion	
46	881/QĐ-HĐQT	01/08/2024	Decision on the issuance of the organizational and personnel regulation of South Basic Chemicals Joint Stock Company (Amended and Supplemented for the 2 <sup>nd</sup> time)	100%
47	912/NQ-HĐQT	07/08/2024	Resolution on amending the charter and adjusting the Enterprise Registration Certificate, registering additional securities with VSDC, and listing additional shares with HOSE	100%
48	914/QĐ-HĐQT	07/08/2024	Decision on the appointment of the person in charge of internal audit at South Basic Chemicals Joint Stock Company	100%
49	966/QĐ-HĐQT	20/08/2024	Decision on the approval of the 3 <sup>rd</sup> adjustment to the 2024 Construction investment plan	100%
50	984/NQ-HĐQT	26/08/2024	Resolution on implementing the recommendations of the Board of Supervisors of the Company in Notification No. 968/2024/TB-BKS dated 20 <sup>th</sup> August 2024	100%
51	985/QĐ-HĐQT	26/08/2024	Decision on the issuance of the Regulation on Salaries and Bonuses for employees of South Basic Chemicals Joint Stock Company	100%
52	986/NQ-HĐQT	26/08/2024	Resolution on the approval of the policy for assigning and arranging management personnel for the Investment and Construction Department of South Basic Chemicals	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			Joint Stock Company	
53	1006/QĐ-HĐQT	05/09/2024	Decision on the approval of the project "Procurement of a 15-ton/hour capacity boiler"	100%
54	1056/QĐ-HĐQT	18/09/2024	Decision on the approval of the project "Procurement of pumps for Javen and pure H <sub>2</sub> SO <sub>4</sub> delivery"	100%
55	1076/QĐ-HĐQT	24/09/2024	Decision on the approval of the project "Procurement of a 60-ton/day chlorine liquefaction system"	100%
56	1079/NQ-HĐQT	25/09/2024	Resolution on approving the policy to implement the process of appointing the position of Head of the Investment and Construction Department on a fixed-term basis	100%
57	1097/NQ-HĐQT	01/10/2024	Resolution on adjusting and supplementing business codes and updating information about the head of Nhon Trach Chemical Plant - The Branch of South Basic Chemicals Joint Stock Company	100%
58	1098/NQ-HĐQT	01/10/2024	Resolution on implementing the process of reviewing and supplementing the medium-level management personnel planning of South Basic Chemicals Joint Stock Company for the 2021–2026 period (2024 review and supplementation cycle)	100%
59	1148/QĐ-HĐQT	10/10/2024	Decision on the approval of the results of selecting the internal audit unit for 2024 of South Basic Chemicals Joint Stock Company	100%
60	1158/QĐ-HĐQT	15/10/2024	Decision on the approval of the project	100%



No.	Resolution/ Decision No.	Date	Content	Approval rate
			"Procurement of HCL acid synthesis tower"	
61	1173/NQ-HĐQT	18/10/2024	Resolution of the 3 <sup>rd</sup> session, term 2024–2029	100%
62	1209/QĐ-HĐQT	31/10/2024	Decision on assigning personnel for overseas business trips	100%
63	1220/NQ-HĐQT	04/11/2024	Resolution on approving the addition of a project to the investment preparation list in the 2024 construction investment plan and the 2025 construction investment plan of Viet Nam Phosphorus Joint Stock Company	100%
64	1224/QĐ-HĐQT	04/11/2024	Decision on the approval of the adjusted overseas travel plan for 2024 of South Basic Chemicals Joint Stock Company	100%
65	1284/QĐ-HĐQT	15/11/2024	Decision on assigning the company's managers to study and observe abroad in 2024	100%
66	1290/NQ-HĐQT	19/11/2024	Resolution of the 4 <sup>th</sup> session, term 2024–2029, on the second adjustment to the Investment Registration Certificate for the Nhon Trach Chemical Plant - The Branch Of South Basic Chemicals Joint Stock Company	100%
67	1291/QĐ-HĐQT	19/11/2024	Decision on the approval of the 2025 internal audit plan of South Basic Chemicals Joint Stock Company	100%
68	1300/QĐ-HĐQT	20/11/2024	Decision on the issuance of the regulation on managing deposits at credit institutions of South Basic Chemicals Joint Stock Company	100%
69	1325/NQ-HĐQT	28/11/2024	Resolution on the results of the 2024 internal audit of South Basic Chemicals	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			Joint Stock Company	
70	1414/QĐ-HCCB	18/12/2024	Decision on the approval of the project "Sulfuric acid circulation pump"	100%
71	1434/NQ-HĐQT	25/12/2024	Resolution on the approval of the policy to execute a transaction agreement between South Basic Chemicals Joint Stock Company and a "Related Party" in 2025	100%
72	1449/QĐ-HĐQT	26/12/2024	Decision on the approval of the final settlement of investment capital for the completed project "Procurement of a 6-ton/hour boiler"	100%
73	1490/NQ-HĐQT	30/12/2024	Resolution on the approval of the content for registering adjustments to the Investment Registration Certificate for the Nhon Trach Chemical Plant - The Branch of South Basic Chemicals Joint Stock Company	100%

### III. Board of Supervisors (The annual report year 2024):

#### 1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the BoS	Qualification
1	Mrs. Do Thi Thoa	Head of The BoS	23/04/2024	- Bachelor of Economics
2	Mrs. Nguyen Thi Minh Ha	Member of the BoS	23/04/2024	- Bachelor of Audited - Accounting
3	Mr. Nguyen Minh Tri	Member of the BoS	23/04/2024	- Master of Finance; - Master of Commercial Business; - Bachelor of Business Administration.

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors (BoS)	Number of meetings attended (*)	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Do Thi Thoa	04/04	100%	100%	
2	Mrs. Nguyen Thi Minh Ha	04/04	100%	100%	
3	Mr. Nguyen Minh Tri	04/04	100%	100%	

(\*) Note: In 2024, the *Board of Supervisors* has organized 04 direct meetings combined with online meetings and conducted questionnaire surveys with the Board of Supervisors to approve issues under the competence of the Board of Supervisors.

3. Supervising Board of Directors, Board of General Directors and shareholders by Board of Supervisors:

- Supervision Board of Directors by Board of Supervisors:

- The *Board of Supervisors* held periodic meetings, opinion polls, and direct and indirect discussions to review and evaluate the governance and production and business operations of the Board of Directors and the Board of General Directors;
- Supervising the implementation of the Resolution of the Annual General Meeting of Shareholders and the resolutions of the Board of Directors in 2024;
- Monitor the execution of the 2024 business production plan, enhancing equity capital through owner's equity sources.
- Assessing the completeness, legality, accuracy, and consistency of the financial statements and related financial disclosures of the Company to protect the best interests of the Company and its shareholders;
- Review transactions with related people to ensure compliance with regulations and the Company's Charter;
- Participate in periodic meetings of the Board of Director and the Board of General Directors of the Company.

- Supervision results for the Board of Directors:

- During the period, the Board of Directors performed well its role in maintaining operations and organizing meetings, voting to pass decisions in accordance with the law and the Company's Charter;

- The members of the Board of Directors fully participated in face-to-face meetings and gave opinions in document on matters within the authority of the Board of Directors with a high sense of responsibility, giving orientations, strategies and directing and monitoring regularly for the activities of the Company so that the Board of General Directors could conduct operations in accordance with regulations and policies of the Company.
- Supervision activities of the Board of Supervisors for the Board of Management:
  - Supervising the implementation of the Resolution of the Annual General Meeting of Shareholders and the resolutions of the Board of Directors in 2024;
  - Monitor the implementation of the production and business plan in 2024;
  - Supervising the implementation of Periodic and Extraordinary Disclosure;
  - Monitoring management and operational activities to ensure that the Company complies with legal regulations and the Company's Charter.
- Supervision results for the Board of Directors:
  - The Board of Supervisors assessed that the inspection and supervision as well as the management and administration of business activities of the Board of General Directors of the Company had complied with the provisions of the Enterprise Law, the Company's Charter and the provisions of the current Law. At the time of reporting, the Supervisory Board has not received comments and suggestions from shareholders about the mistakes of the Board of General Directors during the performance of assigned tasks.
- For shareholders:
  - Reviewing the exercise of shareholders' entitlements in the 2024 Annual General Meeting of Shareholders, paying dividends, etc., and monitoring information disclosure activities to ensure that shareholders are treated fairly, ensuring the legitimate entitlements and interests of Shareholders;
  - The Board of Supervisors did not receive any requests or complaints from Shareholders or groups of shareholders in accordance with the provisions of the Company's Charter requesting to review the Company's business operations or the management of the Board of Directors and the Board of General Directors.
- 4. The coordination among the Board of Supervisors, the Board of Directors, the Board of General Directors. and other managers:
  - The coordination of activities between the Supervisory Board, the Board of Directors, and the General Director at the Company continues to be strengthened based on the principle of flexibility, ensuring the interests of the Company, shareholders, employees, and related parties



- The Board of Supervisors is facilitated by the Board of Directors and General Director to exercise their entitlements and obligations.
  - Representatives of the Board of Supervisors participate fully in all meetings of the Board of Directors; they are provided with complete and timely information and necessary documents for the activities of the Board of Supervisors by the Board of Directors, the Board of Management, and other management departments.
  - The Board of Supervisors has coordinated with the Board of Directors and the Board of Management to propose independent auditing units for the reviewed semi-annual financial statements for 2024 and the audited financial statements for 2024 to be presented to the General Meeting of Shareholders for approval.
  - The Board of Supervisors is facilitated by the Board of Directors, the Board of Management, and other management departments in providing complete and timely information, documents, and records necessary for the activities of the Supervisory Board.
5. Other activities of of the Board of Supervisors: none.

**IV. Board of Management:**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management
1	Mr. Le Thanh Binh General Director	31/12/1972	- Bachelor of Business Administration	01/10/2022
2	Mr. Do Trung Hieu Deputy General Director	24/10/1970	- Chemical Engineer	01/06/2022
3	Mr. Vo Dinh Thuy Deputy General Director	14/10/1968	- Construction Engineer	01/04/2023
4	Mr. Le Tung Lam Deputy General Director	22/08/1975	- Bachelor of Economics; - Bachelor of Accounting; - Bachelor of Laws.	01/04/2021

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**V. Chief Accountant:**

Full name	Date of birth	Qualification	Date of appointment
Mrs. Pham Thi Thu Hang	09/10/1972	- Bachelor of Accounting	01/04/2023

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

Members of the Board of Directors regularly participate in programs on Corporate Governance in order to promote their operational capacity and contribution to the Company's operation. Being aware of the decisive role of the leadership team, the training of certificates and management programs has always been focused by the Company.

List of Board members with corporate governance training certificates:

No.	Full name	Position	Training	Training organizations
1	Mr. Nguyen Huu Tu	Chairman of the Board of Directors	Administration company	Hanoi University of Public Administration – Ministry of Home Affairs
2	Mr. Le Thanh Binh	Member of the Board of Directors cum General Director	Administration company	Securities Research and Training Center - State Securities Commission
3	Mr. Le Phuong Dong	Member of the Board of Directors	Administration company	Securities Research and Training Center - State Securities Commission
4	Mr. Vu Minh Ngoc	Member of the Board of Directors	Administration company	Institute of Business Administration – National Economics University
5	Mr. Vo Dinh Thuy	The Depute General Director	Administration company	Institute of Human Resources and Business Development – (Huredin)
6	Mr. Do Trung Hieu	The Depute General Director	Administration company	Institute of Human

No.	Full name	Position	Training	Training organizations
				Resources and Business Development – (Huredin)
7	Mr. Le Tung Lam	The Depute General Director	Administration company	Securities Research and Training Center - State Securities Commission
8	Mrs. Do Thi Thoa	Head of The BoS	Administration company	Securities Research and Training Center - State Securities Commission
9	Mr. Nguyen Minh Tri	Member of the BoS	Administration company	Institute of Human Resources and Business Development – (Huredin)
10	Mrs. Nguyen Thi Minh Ha	Member of the BoS	Administration company	Securities Research and Training Center - State Securities Commission

**VII. The list of affiliated persons of the public company (The annual report year 2024) and transactions of affiliated persons of the Company:**

1. The list of affiliated persons of the Company: **Attached Appendix I**
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: **Attached Appendix II**
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) **Attached Appendix III**

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 (if any) 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 (The annual report year 2024)**

1. The list of internal persons and their affiliated persons: **Attached Appendix IV.**
2. Transactions of internal persons and affiliated persons with shares of the Company: **Attached Appendix V.**

**IX. Other significant issues:**

None. 

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



**Vu Minh Ngoc**





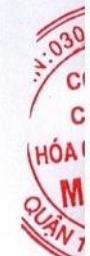
## Appendix I

### THE LIST OF AFFILIATED PERSONS OF THE COMPANY

(Promulgated with the Report on Corporate governance 2024 of Company No.159/BC – HDQT on Jan 23<sup>rd</sup>, 2025)

No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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	Mr. Nguyen Huu Tu	-	Member of the Board of Directors			23/04/2024	-	-	Internal person
1.1	And related parties of Mr. Nguyen Huu Tu as per Appendix IV attached to this report								
2	Mrs. Le Thi Ngoc Diep	-	Independent Member of the Board of Directors			23/04/2024	-	-	Internal person
2.1	And related parties of Mrs. Le Thi Ngoc Diep as per Appendix IV attached to this report								
3	Mr. Le Thanh Binh	-	Member of the Board of Directors cum CEO		588 Dien Bien Phu, Ward 11, District 10, HCMC	24/04/2019	-	-	Internal person
3.1	And related parties of Mr. Le Thanh Binh as per Appendix IV attached to this report								

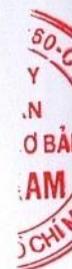
No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
4	Mr. Le Phuong Dong	-	Member of the Board of Directors			24/04/2019	-	-	Internal person
4.1	And related parties of Mr. Le Phuong Dong as per Appendix IV attached to this report								
5	Mr. Vu Minh Ngoc	-	Chairman of the Board of Directors			27/04/2021	-	-	Internal person
5.1	And related parties of Mr. Vu Minh Ngoc as per Appendix IV attached to this report								
6	Mr. Nguyen Tuan Dung	-	Chairman of the BoDs			28/04/2022	23/04/2024	Dismissed	Internal person
6.1	And related parties of Mr. Nguyen Tuan Dung as per Appendix IV attached to this report								
7	Mrs. Nguyen Thanh Binh	-	Independent Member of the Board of Directors			24/04/2019	23/04/2024	Dismissed	Internal person



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
7.1	And related parties of Mrs. Nguyen Thanh Binh as per Appendix IV attached to this report								
8	Mr. Do Trung Hieu	-	The Depute General Director			01/06/2022	-	-	Internal person
8.1	And related parties of Mr. Do Trung Hieu as per Appendix IV attached to this report								
9	Mr. Vo Dinh Thuy	-	The Depute General Director			01/04/2023	-	-	Internal person
9.1	And related parties of Mr. Vo Dinh Thuy as per Appendix IV attached to this report								
10	Mr. Le Tung Lam	014C061234	The Depute General Director			01/04/2021	-	-	Internal person
10.1	And related parties of Mr. Le Tung Lam as per Appendix IV attached to this report								
11	Mrs. Do Thi Thoa	C012133	Head of the BoS			24/04/2019	-	-	Internal person
11.1	And related parties of Mrs. Do Thi Thoa as per Appendix IV attached to this report								
12	Ms. Nguyen Thi Minh Ha	-	Member of the BoS			24/04/2019	-	-	Internal person

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
12.1	And related parties of Mrs. Nguyen Thi Minh Ha as per Appendix IV attached to this report								
13	Mr. Nguyen Minh Tri	-	Member of the BoS			27/04/2021	-	-	Internal person
13.1	And related parties of Mr. Nguyen Minh Tri as per Appendix IV attached to this report								
14	Ms. Pham Thi Thu Hang	-	Chief accountant			01/04/2023	-	-	Internal person
14.1	And related parties of Mrs. Pham Thi Thu Hang as per Appendix IV attached to this report								
15	Mrs. Vo Thi Diem Hang	009C104408	The company's secretary			01/12/2021	-	-	Internal person
15.1	And related parties of Mrs. Vo Thi Diem Hang as per Appendix IV attached to this report								
16	Vietnam National Chemical Group	-	-			2014	-	-	Parent company
17	Mr. Phung Quang Hiep	-	-			-	-	-	Legal Representative of



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									Vinachem
18	Mr. Nguyen Phu Cuong	-	-			-	-	Retire from 01/06/2024	Chairman of the Member Council of Vinachem
19	Mrs. Nguyen Thi Thu Binh	-	-			-	-	-	Member of the Member Council of Vinachem
20	Mr. Hoang Manh Thang	-	-			-	-	-	Member of the Member Council of Vinachem
21	Mr. Nguyen Tuan Minh	-	-			-	-	-	Member of the Member Council of Vinachem



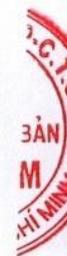
No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
22	Mr. Le Ngoc Quang	-	-			-	-	-	Deputy General Director of Vinachem
23	Mr. Le Hoang	-	-			-	-	-	Deputy General Director of Vinachem
24	Mr. Nguyen Huu Tu	-	-			-	-	-	Deputy General Director of Vinachem
25	Mr. Nguyen Tuan Dung	-	-			-	-	-	Deputy General Director of Vinachem
26	Mr. Dao Trong Cuong	-	-			-	-	-	Deputy General Director of Vinachem
27	Mr. Nguyen	-	-			-	-	-	Member of

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
	Nhu Diem								The Board of Supervisor of Vinachem
28	Mr. Luyen Van Nguyen	-	-			-	-	-	Member of The Board of Supervisor of Vinachem
29	Mr. Quan Van Tang	-	-			-	-	-	Member of The Board of Supervisor of Vinachem
30	Mrs. Dao Thi Anh Luong	-	-			-	-	-	Deputy Head – Finance and Accounting

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									Department of Vinachem
31	Vietnam Apatit Limited Company	-	-	5300100276	Tran Hung Dao Avenue, Group 19, Bac Cuong Ward, Lao Cai City, Lao Cai Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds 100% of the chartered capital)
32	Ninh Binh Nitrogenous Fertilizer Limited Company	-	-	2700622899	Lot D7, Khanh Phu Industrial Zone, Khanh Phu Commune, Yen Khanh District, Ninh Binh Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds 100% of



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									the chartered capital)
33	Ha Bac Nitrogenous Fertilizer & Chemicals J.S.C	-	-	2400120344	Tran Nguyen Han Street, Tho Xuong Ward, Bac Giang City, Bac Giang Province	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
34	Industrial Gas And Welding Electrode J.S.C	-	-	0300422482	Bien Hoa 1 Industrial Zone, Road Number 2, An Binh Ward, Bien Hoa City, Dong Nai Province	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
35	DAP - Vinachem J.S.C	-	-	0200827051	Lot N5.8 Dinh Vu Industrial Park, part of Dinh Vu Economic Zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Hai Phong	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
36	DAP2 - Vinachem J.S.C	-	-	5300265969	Tang Loong Industrial Zone, Tang Loong Town, Bao Thang District, Lao Cai Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%

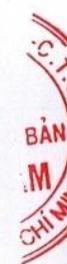
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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
									of the chartered capital)
37	The Southern Fertilizer J.S.C	-	-	0300430500	125B Cach Mang Thang Tam, Ward 05, District 3, Ho Chi Minh City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
38	Vandien Fused Magnesium Phosphate Fertilizer J.S.C	-	-	0100103143	Phan Trong Tue Street, Tam Hiep Commune, Thanh Tri District, Hanoi	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
39	Lam Thao Fertilizers And Chemicals J.S.C	-	-	2600108471	Phuong Lai Area, Lam Thao Town, Lam Thao District, Phu Tho Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
40	Lix Detergent J.S.C	-	-	0301444263	No.3, Street No. 2, Quarter 4 - Linh Trung Ward, Thu Duc City, Ho Chi Minh City"	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%

No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
41	Dry Cell And Storage Battery J.S.C	-	-	0300405462	321 Tran Hung Dao Street, Co Giang Ward, District 1, Ho Chi Minh City	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
42	Ninh Binh Phosphate Fertilizer J.S.C	-	-	2700224471	Bo Dau Hamlet, Ninh An Commune, Hoa Lu District, Ninh Binh Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
43	Viet Tri Chemical J.S.C	-	-	2600108217	Song Thao Street, Tho Son Ward, Viet Tri City, Phu Tho Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
44	The Southern Rubber Industry J.S.C	-	-	0300419930	180 Nguyen Thi Minh Khai Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
45	DaNang Rubber J.S.C	-	-	0400101531	Lot G, Tao Quang Buu Street, Hoa Hiep Bac Ward, Lien Chieu District, Da Nang City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
46	Binh Dien Fertilizer J.S.C	-	-	0302975517	C12/21 National Highway 1A, Tan Kien Commune, Binh Chanh District, Ho Chi Minh City	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
47	Hanoi Soap J.S.C	-	-	0100100311	233B Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
48	Can Tho Fertilizer And Chemical J.S.C	-	-	1800155438	Tra Noc 1 Industrial Zone, Tra Noc Ward, Binh Thuy District, Can Tho City	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50%

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
49	VietNam Pesticide J.S.C	-	-	0300408946	102 Nguyen Dinh Chieu Street, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)
50	South Chemicals Import - Export J.S.C	-	-	0305083191	130 Tran Hung Dao Street, Pham Ngu Lao Ward, District 1, Ho Chi Minh City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
51	Urea Fertilizer Port Joint Stock Company	-	-	2700570425	Khanh Phu Industrial Park, Khanh Phu Commune, Yen Khanh District, Ninh Binh Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)
52	France-Vietnam Sorbitol J.S.C	-	-	3900914957	Tan Hoi 1 Industrial Cluster, Hoa An Hamlet, Tan Hoi Commune, Tan Chau District, Tay Ninh Province, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
53	Net Detergent J.S.C	-	-	3600642822	D4 Street, Loc An - Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)
54	TPC Vina Plastic And Chemical Corporation Limited.	-	-	3600248368	Go Dau Industrial Park, Phuoc Thai Commune, Long Thanh District, Dong Nai Province	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50%

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
55	Chemical Industry Engineering J.S.C	-	-	0100103520	21A Cat Linh Street, Cat Linh Ward, Dong Da District, Hanoi City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)
56	Vietnam Chemicals Import and Export J.S.C	-	-	0100102414	4 Pham Ngu Lao Street, Phan Chu Trinh Ward, Hoan Kiem District, Hanoi City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50%

No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
57	SaoVang Rubber J.S.C	-	-	0100100625	231 Nguyen Trai Street, Thuong Dinh Ward, Thanh Xuan District, Hanoi City, Vietnam	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)
58	Innoue Vietnam Co.,Ltd	-	-	3603144913	Street No. 2, Nhon Trach 3 Industrial Park, Phase 2, Long Tho Commune, Nhon Trach District, Dong Nai Province	2014	-	-	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50%



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									of the chartered capital)
59	Phosphorus Joint Stock Company.	-	-	5300433116	Tang Loong Industrial Park, Bao Thang District, Lao Cai Province	2014	-	-	Subsidiary of CSV
60	Mr. Le Thanh Binh	-	-			24/04/2019	-	-	Chairman of the BoDs of the Subsidiary
61	Mr. Le Quoc Hung	-	-			25/6/2020	-	-	Member of the BoDs cum General Director of the Subsidiary
62	Mr. Pham Truong Giang	-	-			25/6/2020	-	-	Member of the BoDs



No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
									cum Deputy General Director of the Subsidiary
63	Mr. Nguyen Minh Tri	-	-			12/04/2021	-	-	Member of the BoDs of the Subsidiary
64	Mr. Nguyen Thanh Binh	-	-			03/10/2022	-	-	Member of the BoDs of the Subsidiary
65	Mrs. Phan Thi Minh Loan	-	-			25/06/2020	-	-	Head of the BoS of the Subsidiary
66	Mr. Huynh Phuc Loc	-	-			11/04/2024	-	-	Member of the BoS of the Subsidiary

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No.	Name of Organizations/ Individuals	Securities trading account (if any)	Position at the Company (if any)	ID 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
67	Mrs. Nguyen Kim Dung	-	-			12/04/2021	-	-	Member of the BoS of the Subsidiary
68	Mrs. Vu Thi Minh Hue	-	-			29/05/2020	-	-	Chief Accountant of the Subsidiary



Appendix II

**TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS**

(Promulgated with The Report on Corporate governance 2024 of Company No. 159/BC – HDQT on Jan 23<sup>rd</sup>, 2025)

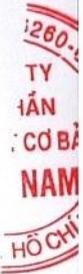
No.	Name of organization/ individual	Relationship with the Company	ERC No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	NET Detergent Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)	3600642822	D4, Loc An - Binh Son Industrial Park, Binh Son Commune, Long Thanh District, Dong Nai Province	2024	1220/NQ-HĐQT on 08/12/2023	25,580,550,600	Selling transaction
2	TPC VINA Plastic And Chemical Corporation Limited	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)	3600248368	Go Dau Industrial Park, Phuoc Thai Commune, Long Thanh District, Dong Nai Province	2024	1220/NQ-HĐQT on 08/12/2023	1,142,613,000	Selling transaction



3	Chemical Industry Engineering Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds less than 50% of the chartered capital)	100103520-001	21A Cat Linh, Cat Linh Ward, Dong Da District, Hanoi, Vietnam	2024	1139/NQ-HĐQT on 25/11/2021	1,626,176,693	Buying transaction
4	Dry Cell And Storage Battery Joint-Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0300405462	321 Tran Hung Dao, Co Giang Ward, District 1, Ho Chi Minh City	2024	1220/NQ-HĐQT on 08/12/2023	7,635,819,780	Selling transaction
5	LIX Detergent Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0301444263	No. 3, No. 2, Quarter 4 - Linh Trung Ward, Thu Duc City, Ho Chi Minh City	2024	1220/NQ-HĐQT on 08/12/2023	27,161,314,200	Selling transaction
					2024		338,153,728	Buying transaction
6	Can Tho Fertilizer And Chemical Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	1800155438	Tra Noc 1 Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City	2024	1220/NQ-HĐQT on 08/12/2023	4,415,419,080	Selling transaction



7	SOVIGAZ Bien Hoa	The unit under the member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0300422482 - 002	Bien Hoa 1 Industrial Park, No. 2, An Binh Ward, Bien Hoa City, Dong Nai Province	2024	1220/NQ-HĐQT on 08/12/2023	23,328,000	Selling transaction
					2024		118,976,074	Buying transaction
8	SOVIGAZ Nha Trang	The unit under the member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0300422482 - 005	Lot A40 and A41, Dien Phu Industrial Cluster, Dien Phu Commune, Dien Khanh District, Khanh Hoa Province, Vietnam	2024	1220/NQ-HĐQT on 08/12/2023	7,290,000	Selling transaction
9	The Southern Fertilizer Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0300430500	125B Cach Mang Thang Tam, Ward 5, District 3, Ho Chi Minh City, Vietnam	2024	190/NQ-HĐQT on 29/02/2024	727,587,900	Giao dịch cho mượn
10	Viet Nam Phosphorus Joint Stock Company	The subsidiary of South Basic Chemicals Joint Stock Company	5300433116	Tang Loong Industrial Park, Bao Thang District, Lao Cai Province	2024	1220/NQ-HĐQT on 08/12/2023	40,341,639,168	Buying transaction
					2024		3,209,696,059	Selling transaction



11	DAP - Vinachem Joint Stock Company	Member of the same group - Vietnam Chemicals Group (Vinachem holds more than 50% of the chartered capital)	0200827051	Lot N5.8 Dinh Vu Industrial Zone, part of Dinh Vu Economic Zone, Dong Hai 2 Ward, Hai An District, Hai Phong City	2024	1220/NQ-HĐQT on 08/12/2023	8,000,000	Selling transaction
12	Vietnam National Chemical Group	Parent company	0100100061	1A Trang Tien, Trang Tien Ward, Hoan Kiem District, Hanoi City	2024	1220/NQ-HĐQT on 08/12/2023	2,772,000,000	Buying transaction



Appendix III

**TRANSACTIONS BETWEEN THE COMPANY AND THE COMPANY THAT ITS MEMBERS OF BOARD OF MANAGEMENT, THE BOARD OF SUPERVISORS, DIRECTOR (GENERAL DIRECTOR) HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF BOARD OF DIRECTORS, OR CEOS IN THREE (03) LATEST YEARS**

**(calculated on 31/12/2024)**

(Promulgated with The Report on Corporate governance 2024 of Company No. 159/BC – HĐQT on Jan 23<sup>rd</sup>, 2025)

No.	Name of organizations	Relationship with the Company	ERC No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction (Unit: VND)	Note
1	Viet Nam Phosphorus J.S.C.	Mr. Le Thanh Binh is the Chairman of the BoDs, and Mr. Nguyen Minh Tri is a Member of the BoDs.	5300433116	Tang Loong Industrial Park, Bao Thang District, Lao Cai Province	2024	1220/NQ-HĐQT on 08/12/2023	40.341.639.168	Buying transaction
							3.209.696.059	Selling transaction

APPENDIX IV

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Promulgated with The Report on Corporate governance 2024 of Company No.159/BC – HDQT on Jan 23<sup>rd</sup> , 2025)



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
1	Nguyen Huu Tu	-	Member of the BoDs	Internal person			0	0%	Appointed on 23/04/2024
1.1	Nguyen Huu Canh	-	-	Father			0	0%	
1.2	Nguyen Thi My	-	-	Mother			0	0%	
1.3	Bui Duc Rao	-	-	Father -in-laws	-	-	0	0%	Deceased
1.4	Nguyen Bich Thuy	-	-	Mother -in-laws			0	0%	
1.5	Bui Kim Thuy	-	-	Wife			0	0%	

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
1.6	Nguyen Thi An Phuong	-	-	Sibling			0	0%	
1.7	Nguyen Huu Phuc	-	-	Sibling			0	0%	
1.8	Nguyen Huu Tuan	-	-	Brother-in-law			0	0%	
1.9	Nguyen Huu The	-	-	Brother-in-law			0	0%	
1.10	Nguyen Thi Ha My	-	-	Sister-in-law			0	0%	
1.11	Nguyen Thu Trang	-	-	Sister-in-law			0	0%	
1.12	Vietnam National Chemical Group	-	-	Organization related to insiders			71.827.500	65%	Mr. Nguyen Huu Tu – Representative of the capital contributed

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
									by Vietnam National Chemical Group
2	Mr. Le Thanh Binh	–	Member of the BoDs cum General Director	Internal person			4.250	0,004%	Appointed on 23/04/2024
2.1	Mr. Le Van Da	–	–	Father			0	0%	
2.2	Mrs. Nguyen Thi Hong	–	–	Mother			0	0%	
2.3	Mr. Luc Dan My	–	–	Parents-in-laws			0	0%	
2.4	Mrs. Ha Huynh My	–	–	Parents-in-laws			0	0%	
2.5	Mrs. Luc Dan My Uyen	–	–	Wife			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
2.6	Mr. Le Anh Trung	–	–	Child			0	0%	
2.7	Mr. Le Anh Khoa	–	–	Child			0	0%	
2.8	Mr. Le Anh Tuan	–	–	Sibling			0	0%	
2.9	Ms. Le Thi Nhu Hanh	–	–	Sister-in-law			0	0%	
2.10	Mrs. Le Thanh Ha	–	–	Sibling			0	0%	
2.11	Mr. Nguyen Minh Duc	–	–	Brother-in-law			0	0%	
2.12	Mrs. Le Thanh Huong	–	–	Sibling			0	0%	
2.13	Mr. Pham Manh Tri	–	–	Brother-in-law			0	0%	



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
2.14	Vietnam Phosphorus Joint Stock Company	–	–	Organizations related to the Company	5300433116 24/06/2010 Lao Cai Authority for Planning and Investment	Tang Loong Industrial Park, Bao Thang District, Lao Cai Province	0	0%	Mr. Le Thanh Binh is the Chairman of the BoDs
2.15	Vietnam National Chemical Group	–	–	Organizations related to the Company	0100100061 30/08/2011 Hanoi Authority for Planning and Investment	1A Trang Tien, Hoan Kiem District, Hanoi City	71.827.500	65%	Mr. Le Thanh Binh – Representative of the capital contributed by Vietnam National Chemical Group
3	Mr. Le Phuong	–	Member of the Board of	Internal person			0	0%	Appointed on



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	<b>Dong</b>		<b>Directors</b>						23/04/2024
3.1	Mr. Le Van Thuong	–	–	Father			0	0%	
3.2	Mrs. Nguyen Thi Ngai	–	–	Mother			0	0%	
3.3	Mr. Dinh Van Hue	–	–	Father-in-laws	–	–	0	0%	Deceased
3.4	Mrs. Nguyen Thi Luom	–	–	Mother-in-laws	–	–	0	0%	Deceased
3.5	Mrs. Dinh Thi Mai Luu	–	–	Wife			0	0%	
3.6	Mr. Le Vinh Phat	–	–	Child			0	0%	
3.7	Mr. Le Vinh Thinh	–	–	Child			0	0%	
3.8	Mrs. Le Thi	–	–	Sibling			0	0%	

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Hien								
3.9	Mrs. Le Thi Yen	-	-	Sibling			0	0%	
3.10	Ms. Le Thi Phuong Thao	-	-	Sibling			0	0%	
3.11	Mr. Tran Quoc Quan	-	-	Brother-in-law			0	0%	
3.12	Ms. Le Thi Lan Huong	-	-	Sibling			0	0%	
3.13	Mr. Nguyen Manh Cuong	-	-	Brother-in-law			0	0%	
3.14	Mr. Le Phuong Nam	-	-	Sibling			0	0%	
3.15	Ms. Ta Kieu Thien Thuy	-	-	Sister-in-law			0	0%	
<b>4</b>	<b>Mr. Vu</b>	-	<b>Chairman of the Board of</b>	<b>Internal</b>			<b>0</b>	<b>0%</b>	<b>Appointed on</b>

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	<b>Minh Ngoc</b>		<b>Directors</b>	<b>person</b>					<b>23/04/2024</b>
4.1	Mr. Vu Van Phuong	–	–	Father			0	0%	
4.2	Mrs. Duong Thi Non	–	–	Mother			0	0%	
4.3	Mrs. Tran Thi Tho	–	–	Wife			0	0%	
4.4	Mr. Vu Tran Phong	–	–	Child	–		0	0%	Còn nhỏ
4.5	Mr. Vu Tran Hai Dong	–	–	Child	–		0	0%	Còn nhỏ
4.6	Ms. Vu Thuy Ngan	–	–	Sibling			0	0%	
4.7	Mrs. Vu Thuy Nga	–	–	Sibling			0	0%	
4.8	Mr. Mai	–	–	Brother-in-			0	0%	

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Xuan Hung			law					
4.9	Mr. Vu Van Diep	–	–	Sibling			0	0%	
4.10	Ms. Nguyen Thi Thu Huyen	–	–	Sister-in-law			0	0%	
4.11	Mr. Tran Van Thai	–	–	Father-in-laws			0	0%	
4.12	Mrs. Mai Thi Yen	–	–	Mother-in-laws			0	0%	
4.13	Vietnam National Chemical Group	–	–	Organizations related to the Company Internal person			71.827.500	65%	Mr. Vu Minh Ngoc – Representative of the capital contributed by HCVN Group



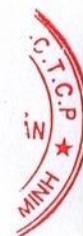
No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	No.* date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.14	Chemical Industry Engineering Joint Stock Company	-	-	Organizations related to the Company Internal person			21A Cat Linh, Dong Da District, Hanoi City	0%	Mr. Vu Minh Ngoc - Representative of the capital contributed by HCVN Group
5	<b>Mrs. Le Thi Ngoc Diep</b>	-	<b>Independent member of the Board of Directors</b>	<b>Internal person</b>			<b>0</b>	<b>0%</b>	<b>Appointed on 23/04/2024</b>
5.01	Mr. Le Thin	-	-	Father			0	0%	
5.02	Mrs. Nguyen Thi Tuyet	-	-	Mother			0	0%	
5.03	Mrs. Hoang Thi Kim Lien	-	-	Mother-in-law			0	0%	
5.04	Mr. Van	-	-	Father-in-law	-	-	0	0%	Deceased

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Dinh Cuc								
5.05	Mr. Văn Trung Hà	-	-	Husband			15.007	0,014%	
5.06	Mrs. Le Thi Bao Tram	-	-	Sister-in-law			0	0%	
5.07	Mr. Truong Quoc Tuan	-	-	Brother-in-law			0	0%	
5.08	Mr. Van Tuan Anh	-	-	Sibling			0	0%	
5.09	Mrs. Huynh Nhat Thu	-	-	Daughter-in-law			0	0%	
5.10	Van Le Bao Ngoc	-	-	Sibling			0	0%	
6	Mr. Nguyen Tuan Dung	-	Chairman of the Board of Directors	Internal person			0	0%	Dismissed on 23/04/2024

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
6.1	Mr. Nguyen Van Oanh	–	–	Father			0	0%	
6.2	Mr. Do Duy Phi	–	–	Father-in-law			0	0%	
6.3	Mrs. Nguyễn Thị Thanh Hà	–	–	Mother-in-law			0	0%	
6.4	Ms. Do Quynh Nga	–	–	Wife			0	0%	
6.5	Mr. Nguyen Do Khoi Nguyen	–	–	Child			0	0%	
6.6	Ms. Nguyen Do Hanh Nguyen	–	–	Child			0	0%	
6.7	Vietnam National Chemical	–	–	Organizations related to the Company			0	0%	Mr. Nguyen Tuan Dung – Deputy

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Group								General Director
6.8	DAP - Vinachem Joint Stock Company	-	-	Organizations related to the Company	0200827051 29/07/2008 Haiphong Department of Planning and Investment	Lot N5.8 Dinh Vu Industrial Park, Dinh Vu Economic Zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Hai Phong	0	0%	Mr. Nguyen Tuan Dung is the Chairman of the BoDs
7	Mrs. Nguyen Thanh Binh	-	Independent member of the Board of Directors	Internal person			0	0%	Dismissed on 23/04/2024



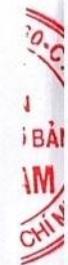
No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	No.* date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.1	Mr. Nguyen Ngoc Doi	–	–	Father	–	–	–	–	Deceased
7.2	Mrs. Nguyen Thi Phu	–	–	Mother	–	–	–	–	Deceased
7.3	Mr. Nguyen Van Phu	–	–	Father-in-law			0	0%	
7.4	Mrs. Nguyen Thi Nhan	–	–	Mother-in-law			0	0%	
7.5	Mr. Nguyen Van Hao	–	–	Husband			0	0%	
7.6	Ms. Nguyen Ngoc Han	–	–	Child			0	0%	
7.7	Mr. Nguyen Ngoc Hoa	–	–	Sibling			0	0%	
7.8	Ms. Nguyen Thanh Ha	–	–	Sibling			0	0%	

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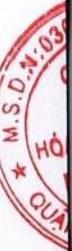
No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	No.* date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.9	Mr. Nguyen Quang Tri	–	–	Brother-in-law	–	–	0	0%	Deceased
7.10	Mrs. Nguyen Kim Xai	–	–	Sibling	–	–	0	0%	Deceased
<b>8</b>	<b>Mr. Do Trung Hieu</b>	–	<b>The Depute General Director</b>	<b>Internal person</b>			<b>0</b>	<b>0%</b>	<b>Appointed on 01/06/2022</b>
8.1	Mr. Do Chi	–	–	Father			0	0%	
8.2	Ms. Hong Thi Loi	–	–	Mother			0	0%	
8.3	Mr. Hoang Duc Phu	–	–	Parents-in-laws			0	0%	
8.4	Ms. Dao Thi Duong	–	–	Parents-in-laws			0	0%	
8.5	Ms. Hoang Thu Trang	–	–	Wife			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
8.6	Mrs. Do Hoang Nguyen	–	–	Child			0	0%	
8.7	Mr. Do Hoang Minh	–	–	Child			0	0%	Còn nhỏ
8.8	Mr. Do Van Huong	–	–	Sibling			0	0%	
8.9	Mrs. Nguyen Thi Hong	–	–	Sister-in-law			0	0%	
8.10	Mrs. Do Thi Thuan	–	–	Sibling			0	0%	
8.11	Mr. Do Trung Viet	–	–	Sibling			0	0%	
8.12	Mrs. Le Thi Hong	–	–	Sister-in-law			0	0%	
8.13	Mr. Do	–	–	Sibling			0	0%	


  
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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Trung Thu								
8.14	Mrs. Bui Thi Hong Vy	–	–	Sister-in-law			0	0%	
8.15	Mr. Do Trung Loc	–	–	Sibling			0	0%	
8.16	Ms. Dao Thi Thu Van	–	–	Sister-in-law			0	0%	
8.17	Ms. Do Thi Hong Hoa	–	–	Sibling			0	0%	
8.18	Mr. Le Van No	–	–	Brother-in-law			0	0%	
8.19	Ms. Do Thi Hong Thao	–	–	Sibling			0	0%	
8.20	Mr. Phuong Ngoc Toan	–	–	Brother-in-law			0	0%	
9	Mr. Vo Dinh	–	The Depute General	Internal			0	0%	Appointed on



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	<b>Thuy</b>		<b>Director</b>	<b>person</b>					<b>01/04/2023</b>
9.1	Mr. Vo Dinh Trang	–	–	Father			0	0%	Deceased
9.2	Mrs. Bui Thi Minh Thu	–	–	Mother			0	0%	
9.3	Mr. Huynh Minh Phat	–	–	Father-in-law			0	0%	
9.4	Mrs. Nguyen Thi Hien	–	–	Mother-in-law			0	0%	
9.5	Ms. Huynh Thi Thu Hieu	–	–	Wife			0	0%	
9.6	Mr. Vo Dinh Minh Khoi	–	–	Child			0	0%	
9.7	Ms. Vo Anh Thu	–	–	Sibling			0	0%	
9.8	Mr. Doan	–	–	Brother-in-			250.000	0,23%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Thanh Tan			law					
9.9	Mr. Vo Dinh Trung	–	–	Sibling			0	0%	
9.10	Ms. Nguyen Thuy Hong	–	–	Sister-in-law			0	0%	
10	<b>Mr. Le Tung Lam</b>	<b>014C.061234</b>	<b>The Depute General Director - Company Administration</b>	<b>Internal person</b>			<b>0</b>	<b>0%</b>	<b>Appointed on 01/04/2021</b>
10.1	Mr. Le Xuan Son	–	–	Father	–	–	0	0%	Deceased
10.2	Ms. Do Thi Duong Quy	–	–	Mother			0	0%	
10.3	Mr. Nguyen Kim Trung	–	–	Father-in-law	–	–	0	0%	Đã mất
10.4	Mrs. Nguyen	–	–	Mother-in-			0	0	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Thi Hieu			law					
10.5	Ms. Nguyen Kim Thao Van	-	-	Wife			0	0%	
10.6	Mr. Le Khanh Hung	-	-	Child			0	0%	Deceased
10.7	Mr. Le Phuc Nguyen	-	-	Child	-		0	0%	Deceased
10.8	Mr. Le Bao Trung	-	-	Sibling			0	0%	
10.9	Mrs. Bui Thi Hoa Muoi	-	-	Sister-in-law			0	0%	
10.10	Mr. Le Quoc Hung	-	-	Sibling			50	0%	
10.11	Mrs. Ly Ngoc Thanh	-	-	Sister-in-law			0	0%	

No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
10.12	Ms. Le Thi Hong Minh	–	–	Sibling			0	0%	
10.13	Mr. Tran The Trong Tue	–	–	Brother-in-law			0	0%	
<b>11</b>	<b>Mrs. Do Thi Thoa</b>	<b>C012133</b>	<b>Head of BoS</b>	<b>Internal person</b>			<b>0</b>	<b>0%</b>	<b>Appointed on 23/04/2024</b>
11.1	Mr. Do Minh Thang	–	–	Father			0	0%	
11.2	Mrs. Le Thi Tuoi	–	–	Mother			0	0%	
11.3	Mr. Pham Van Hum	–	–	Father-in-law	–	–	0	0%	Đã mất
11.4	Mrs. Le Thi Liem	–	–	Mother-in-law	–	–	0	0%	Đã mất
11.5	Mr. Pham Le Anh Tuan	–	–	Husband			0	0%	



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
11.6	Mr. Pham Gia Phuc	-	-	Child			0	0%	
11.7	Mrs. Pham Khanh Ha	-	-	Child			0	0%	
11.8	Mr. Do Giang Dong	-	-	Sibling			0	0%	
11.9	Mrs. Tran Thi Hang	-	-	Sister-in-law			0	0%	
11.10	Mr. Do Ngoc Tu	-	-	Sibling			0	0%	
11.11	Ms. Vu Thi Ngoc Lan	-	-	Sister-in-law			0	0%	
11.12	Ms. Do Thi Phuong Quy	-	-	Sibling			0	0%	
11.13	Mr. Nguyen Ngoc Minh	-	-	Brother-in-law			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
11.14	Ms. Do Thi Phuong Quyen	–	–	Sibling			0	0%	
11.15	Mr. Nguyen Nhan Toan	–	–	Brother-in-law			0	0%	
<b>12</b>	<b>Mrs. Nguyen Thi Minh Ha</b>	–	<b>Thành viên BKS Member of the BoS</b>	<b>Người nội bộ</b>			<b>0</b>	<b>0%</b>	<b>Appointed on 23/04/2024</b>
12.1	Mr. Nguyen Nam	–	–	Father			0	0%	
12.2	Mrs. Trinh Nang Sa	–	–	Mother			0	0%	
12.3	Mr. Nguyen Van Dong	–	–	Father-in-law			0	0%	
12.4	Mrs. Phan Thi Thuan	–	–	Mother-in-law			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
12.5	Mr. Nguyen Van Thanh	–	–	Husband			0	0%	
12.6	Ms. Nguyen Phuong Lien	–	–	Child			0	0%	
12.7	Mr. Nguyen Duc Minh	–	–	Child			0	0%	
12.8	Mr. Nguyen Van Thang	–	–	Brother-in-law			0	0%	
12.9	Mr. Nguyen Van Duc	021C.278819	–	Brother-in-law			0	0%	
12.10	Mrs. Nguyen Thi Ninh	–	–	Sister-in-law			0	0%	
12.11	Ms. Dang Thi Diu	021C.008096	–	Sister-in-law			0	0%	
12.12	Vietnam National Chemical	–	–	Organizations related to			71.827.500	65%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
	Group			the Company					
13	Mr. Nguyen Minh Tri	–	Member of the BoS	Internal person			0	0%	Appointed on 23/04/2024
13.1	Mr. Nguyen Ngoc Khoa	–	–	Father			0	0%	
13.2	Mrs. Le Thi Diet	–	–	Mother			0	0%	
13.3	Mr. Tran Quoc Hoai	–	–	Father-in-law			0	0%	
13.4	Mrs. Nguyen Thi Phuong	–	–	Mother-in-law			0	0%	
13.5	Mr. Nguyen Ngoc Tai	–	–	Sibling			0	0%	
13.6	Mrs. Tran Thu Thao	–	–	Wife			0	0%	



No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
13.7	Mr. Nguyen Minh Thien Phuc	–	–	Child			0	0%	Minor
13.8	Vietnam Phosphorus Joint Stock Company	–	–	Organizations related to the Company	5300433116 24/06/2010 Sở KH-ĐT Tỉnh Lào Cai	Tang Loong Industrial Park, Bao Thang District, Lao Cai Province	0	0%	Mr. Nguyen Minh Tri is a Member of the BoDs
<b>14</b>	<b>Mrs. Pham Thi Thu Hang</b>	–	<b>Chief Accountant</b>	<b>Internal person</b>			<b>725</b>	<b>0,001%</b>	<b>Appointed on 01/04/2023</b>
14.1	Mr. Pham The Vinh	–	–	Father			0	0%	
14.2	Mrs. La Thi Thanh Thuy	–	–	Mother	–	–	0	0%	Deceased

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
14.3	Mr. Chu Hoai Nhan	–	–	Father-in-law	–	–	0	0%	Deceased
14.4	Mrs. Nguyen Thi Boi Can	–	–	Mother-in-law			0	0%	
14.5	Mr. Chu Hoai Anh	–	–	Husband			0	0%	
14.6	Ms. Chu Pham Hoai Thu	–	–	Child			0	0%	
14.7	Ms. Chu Pham Tam Man	–	–	Child			0	0%	Còn nhỏ
14.8	Mr. Pham Manh Ha	–	–	Sibling			0	0%	
14.9	Ms. Pham Thi Da Thao	–	–	Sister-in-law			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
15	Mrs. Vo Thi Diem Hang	009C104408	The company's Secretary	Internal person			0	0%	Appointed on 01/12/2021
15.1	Mr. Vo Dinh Long	–	–	Father			0	0%	CIC not yet issued (Severely ill,)
15.2	Mrs. Nguyen Thi Nga	–	–	Mother			0	0%	
15.3	Mr. Nguyen Quang Tan	–	–	Husband			0	0%	
15.4	Ms. Nguyen Phuong Thao	–	–	Child			0	0%	
15.5	Mrs. Nguyen Thu Huong	–	–	Child			0	0%	

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No.	Name of organization s/ individuals	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	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	Note
15.6	Mr. Nguyen Quang Tien	–	–	Father-in-law	–	–	0	0%	Deceased
15.7	Mrs. Truong Thi Phuong	–	–	Mother-in-law	–	–	0	0%	Deceased
15.8	Ms. Vo Thi Diem Trang	–	–	Sibling			0	0%	
15.9	Mr. Nguyen The Phong	–	–	Brother-in-law			0	0%	
15.10	Mr. Vo Quoc Khanh	–	–	Sibling			0	0%	
15.11	Mrs. Nguyen The Vi	–	–	Sister-in-law			0	0%	

**Appendix V**

**TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY**

(Promulgated with The Report on Corporate governance 2024 of Company No. 159/BC – HDQT on Jan 23<sup>rd</sup>, 2025)

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
1	Ms. Pham Thi Thu Hang	Chief Accountant	850	0.002%	725	0.001%	Selling
2	Mr. Van Trung Ha	Husband of Mrs. Le Thi Ngoc Diep – Member of the BoDs	5,600	0.01%	15,007	0.014%	Rewarding
3	Mr. Le Thanh Binh	Member of the BoDs – General Director	1,700	0.00%	4,250	0.004%	Rewarding
4	Vietnam National Chemical Group		28,731,000	65.00%	71,827,500	65.002%	Rewarding
5	Mr. Doan Thanh Tan	Brother-in-law of Mr. Vo Dinh Thuy – Deputy General Director	100,000	0.23%	250,000	0.226%	Rewarding
6	Mr. Le Quoc Hung	Sibling of Mr. Le Tung Lam – Deputy General Director	20	0.00%	50	0.000%	Rewarding

