

Can Tho, July 30th, 2025

REPORT ON CORPORATE GOVERNANCE
(The first half of 2025)

To:

- The State Securities Commission of Vietnam;
- Vietnam Stock Exchange.
- Hanoi Stock Exchange.

- Name of company: EUROPE VIETNAM INTERNATIONAL FERTILIZER JOINT STOCK COMPANY

- Address of head office: National Highway 1A, Long An B Hamlet, Dong Phuoc Commune, Can Tho City, Vietnam.

- Telephone: 0293 6265 666 Email: info@phanbonauviet.vn

- Charter capital: 176.799.820.000 VND (One hundred seventy-six billion, seven hundred ninety-nine million, eight hundred twenty thousand dong).

- Stock symbol: AVG

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

- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

In the first half of 2025, the Company organized 01 Annual General Meeting of Shareholders and 01 Extraordinary General Meeting of Shareholders. At these meetings, the General Meeting of Shareholders approved the following contents:

No.	Resolution/Decision No.	Date	Content
1	01/2025/NQ-DHDCD/AVG	25/04/2025	<ul style="list-style-type: none">- Approval of the Reports from the Board of Directors, independent members of the Board of Directors, the Board of Management, and the Supervisory Board of the Company for the year 2024.- Approval of the business performance results for 2024 and the production and business plan for 2025.- Approval of the audited financial statements for 2024 and authorization for the Board of Directors to select the auditing firm for 2025.- Approval of the profit distribution plan and

			<div>dividend payment for 2024.</div> <div>- Approval of the remuneration plan for the Board of Directors and the Supervisory Board for 2025.</div> <div>- Approval of the plan for a public offering of additional shares.</div> <div>- Approval of related-party transactions in 2025 and authorization for the Board of Directors to enter into related-party contracts in accordance with regulations (if any).</div> <div>- Approval of the dismissal of Mrs. Vo Huynh Trang from the position of Member of the Board of Directors for the 2023–2028 term, effective from April 25, 2025.</div> <div>- Approval of the appointment of Mr. Nguyen Duc Loc as a Member of the Board of Directors for the 2023–2028 term, effective from April 25, 2025.</div>
2	02/2025/NQ-DHDCD/AVG	15/07/2025	<div>- Approval of the cancellation of the public offering plan previously approved under Resolution No. 01/2025/NQ-DHDCD/AVG dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders.</div> <div>- Approval of the new plan for the public offering of additional shares.</div> <div>- Approval of the authorization for the Board of Directors to carry out matters related to the public offering of additional shares.</div> <div>- Approval of the cancellation of the 2024 dividend payment plan previously approved under Resolution No. 01/2025/NQ-DHDCD/AVG dated April 25, 2025 of the 2025 Annual General Meeting of Shareholders.</div> <div>- Approval of the new plan for the 2024 dividend payment.</div> <div>- Approval of authorizing the Board of Directors to perform tasks related to the issuance of shares for the 2024 dividend payment.</div>

II. Board of Directors (Report on the First Half of 2025):

1. Information about the members of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Nguyen Hoang Luan	Chairman of the Board of Directors	23/05/2023	
2	Vo Van Phuoc Que	Member cum General Director	23/05/2023	
3	Nguyen Duc Quang	Member cum Deputy General Director	23/05/2023	
4	Dinh Huynh Thai Tam	Independent member	26/04/2024	
5	Vo Huynh Trang	Member Non-executive	23/05/2023	25/04/2025
6	Nguyen Duc Loc	Member	25/04/2025	

2. Meetings of the Board of Directors

The Board of Directors of Europe Vietnam International Fertilizer Joint Stock Company held 05/05 meetings during the first half of 2025, specifically:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Nguyen Hoang Luan	05/05	100%	
2	Vo Van Phuoc Que	05/05	100%	
3	Nguyen Duc Quang	05/05	100%	
4	Dinh Huynh Thai Tam	05/05	100%	
5	Vo Huynh Trang	03/03	100%	Dismissal on 25/04/2025
6	Nguyen Duc Loc	02/02	100%	Appointed on 25/04/2025

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

- In the first half of 2025, the Board of Directors performed its functions and duties in compliance with legal regulations and the Company's Charter, continuously monitoring the Company's operations to provide timely directions and effectively facilitate the Executive Board's management activities.

- At the same time, the Board of Directors regularly supervised the implementation progress of the annual business plans by the Executive Board to ensure operational efficiency and the achievement of set targets.

- In addition, the Board of Directors supervised and directed the organization and successful holding of the 2025 Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders, ensuring compliance with legal regulations and the Company's Charter.

4. Activities of the Board of Directors' subcommittees

The Board of Directors did not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors (Report on the First Half of 2025)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HDQT/AVG	17/01/2025	- Approval of the registration of the additional trading date for dividend shares distributed for the years 2022 and 2023.	100%
2	02/2025/NQ-HDQT/AVG	20/01/2025	- Approval of related-party transactions between the Company and its related parties in 2025.	100%
3	03/2025/NQ-HDQT/AVG	28/02/2025	- Approval of the record date for determining the list of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders.	100%
4	04/2025/NQ-HDQT/AVG	28/05/2025	- Approval of the record date for determining the list of shareholders eligible to attend the 2025 Extraordinary General Meeting of Shareholders.	100%
5	05/2025/NQ-HDQT/AVG	24/06/2025	- Approval of the selection of the audit firm to conduct the review of the Company's semi-annual financial statements for 2025 and the audit of the Company's annual financial statements for 2025.	100%

III. Board of Supervisors (Report on the First Half of 2025)

1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Nguyen Thi Thu Hien	Head of the Board of	Appointed from 23/05/2023	Bachelor's degree in Finance – Banking

		Supervisors and Company Administrator		
2	Nguyen Thi Thu Thao	Member of the Board of Supervisors	Appointed from 23/05/2023	Bachelor's degree in Finance – Banking
3	Luu Thi Cam Hoai	Member of the Board of Supervisors	Appointed from 26/04/2024	Bachelor's degree in Economics

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Thi Thu Hien	02/02	100%	100%	
2	Nguyen Thi Thu Thao	02/02	100%	100%	
3	Luu Thi Cam Hoai	02/02	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee

In the first half of 2025, the Supervisory Board (SB) performed its functions and duties in compliance with applicable laws and the Company's Charter, focusing on the following oversight activities:

- Reviewing and examining the legal compliance of Resolutions and Decisions issued by the Board of Directors and the Executive Board.

- Monitoring the Company's information disclosure to ensure compliance with the regulations on securities and corporate governance applicable to public companies, thereby ensuring that information provided to shareholders is complete, accurate, and timely.

- Oversaw shareholder management activities to safeguard the lawful rights and interests of shareholders; Concurrently monitored the receipt and response to shareholders' opinions and recommendations.

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

- The Supervisory Board proactively communicated among its members and closely coordinated with the Board of Directors, the Executive Board, and other management personnel. Information exchange, reporting, and the provision of documents were conducted in a complete, timely, and transparent manner, enabling the Supervisory Board to effectively fulfil its oversight role.

5. Other activities of the Board of Supervisors (if any): None

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	Vo Van Phuoc Que General Director	19/02/1985	Master's Degree – Biotechnology Major	Appointed on 02/06/2021
2	Nguyen Duc Quang Deputy General Director	23/11/1985	Bachelor of Economics - Major in Business Administration	Appointed on 02/06/2021

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Bien Thi Chuyen	26/03/1983	Bachelor of Accounting	Appointed in 11/2017

VI. Training courses on corporate governance

The Company has actively participated in seminars and training programs organized by relevant authorities on corporate governance to update knowledge and new trends. In addition, the Company has nominated staff to attend specialized corporate governance training courses to enhance governance capacity. At the same time, the Company's leadership has proactively monitored and updated new, amended, and supplemented legal regulations to promptly apply and implement them in management and internal governance activities.

VII. The list of affiliated persons of the public company (Report on the First Half of 2025) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company

No.	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
I	BOARD OF DIRECTORS								
1	Nguyen Hoang Luan		Chairman of the Board of Directors			23/05/2023		Appointment	
2	Vo Van Phuoc Que		Member cum General Director			23/05/2023		Appointment	
3	Nguyen Duc Quang		Member cum Deputy General			23/05/2023		Appointment	
4	Dinh Huynh Thai Tam		Independent member			26/04/2024		Appointment	
5	Vo Huynh Trang		Member Non-executive			23/05/2023	25/04/2025	Dismissed according to Resolution No. 01/2025/NQ-DHDCD/AVG	

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6	Nguyen Duc Loc		Member			25/04/2025		Appointment	
II	BOARD OF GENERAL DIRECTORS								
1	Vo Van Phuoc Que		Member cum General Director			02/06/2021		Appointment	
2	Nguyen Duc Quang		Member cum Deputy General			02/06/2021		Appointment	
III	BOARD OF SUPERVISORS								
1	Nguyen Thi Thu Hien		Head of the Board of Supervisors cum Corporate Governance Officer			23/05/2023		Appointment	
2	Nguyen Thi Thu Thao		Member of the Board of Supervisors			23/05/2023		Appointment	
3	Luu Thi Cam Hoai		Member of the Board of Supervisors			26/04/2024		Appointment	

CHIEF ACCOUNTANT						
IV						
1	Bien Thi Chuyen	Chief Accountant		07/2021		Appointment
V	CORPORATE GOVERNANCE OFFICER					
1	Nguyen Thi Thu Hien	Head of the Board of Supervisors cum Corporate Governance Officer		09/2023		Appointment
VI	OTHER RELATED					
1	Phuc Dien Hau Giang Investment Joint Stock Company	6300229987 issued by the Department of Planning and Investment of Hau Giang Province for the first time on 18/07/2013	National Highway 61, Tam Vu 1 Hamlet, Thanh Hoa Commune, Can Tho City	30/12/2020		Subsidiary

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

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, Director (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): None

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

VIII. Share transactions of internal persons and their affiliated persons (Report on the First Half of 2025)

1. The list of internal persons and their affiliated persons / Transactions of internal persons and affiliated persons with shares of the Company

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	Note
I BOARD OF DIRECTORS								
1	Nguyen Hoang Luan		Chairman of the Board of Directors			6.760.000	38,24	Appointment
1.1	Nguyen Thi Hanh					0	0	Mother
1.2	Vu Kim Tuyen					0	0	Father-in-law
1.3	Nguyen Thi Thu Toan					0	0	Mother-in-law
1.4	Vu Thi Tuyet Trinh					0	0	Wife
1.5	Nguyen Ngoc Nhu Y					0	0	Daughter (Minor)
1.6	Nguyen Ngoc Thien Y					0	0	Daughter (Minor)
1.7	Nguyen Hoang Phuong					130.000	0,74	Elder Sister
1.8	Nguyen Thanh Lap					13.000	0,07	Younger Brother

1.9	Pham Tran Dan Thanh					0	0	Sister-in-law
1.10	Revo Vietnam Limited Liability Company			6300286142 issued by the Department of Planning and Investment of Hau Giang Province for the first time on 16/03/2017	Km 2087, National Highway 1A, Long An B Hamlet, Dong Phuoc Commune, Can Tho City	0	0	Related organization with Mr. Nguyen Hoang Luan as Director
1.11	Phuc Dien Hau Giang Investment Joint Stock Company			6300229987 issued by the Department of Planning and Investment of Hau Giang Province for the first time on 18/07/2013	National Highway 61, Tam Vu 1 Hamlet, Thanh Hoa Commune, Can Tho City	0	0	Related organization with Mr. Nguyen Hoang Luan as Chairman of the Board of Directors
2	Vo Van Phuoc Que			Member cum General Director		2.015.000	11,40	Appointment
2.1	Vo Van Dong					0	0	Father
2.2	Nguyen Thi Them					0	0	Mother
2.3	Vo Van Sang					0	0	Father-in-law
2.4	Huynh Thi Phuong					0	0	Mother-in-law

2.5	Vo Huynh Trang						65.000	0,37	Wife
2.6	Vo Huynh Phuoc Hai						0	0	Son (minor)
2.7	Vo Huynh Hai Duong						0	0	Daughter (minor)
2.8	Vo Van Phuoc Minh						0	0	Younger brother
2.9	Vo Thi Phuoc Duc						0	0	Older sister
2.10	Dang Van Toan						0	0	Brother-in-law
2.11	Le Ngoc Huong						0	0	Sister-in-law
2.12	Super Fertilizer Limited Company			1801222824 issued by the Department of Planning and Investment of Hau Giang Province for the first time on 15/11/2011	No. 813A, National Highway 1A, Long An B Hamlet, Dong Phuoc Commune, Can Tho City		0	0	Related organization with Mr. Vo Van Phuoc Que as Director
3	Vo Huynh Trang			Member Non-executive			65.000	0,37	Dismissal from 25/04/2025
3.1	Vo Van Sang						0	0	Father
3.2	Huynh Thi Phuong						0	0	Mother

3.3	Vo Van Dong							0	0	Father-in-law
3.4	Nguyen Thi Them							0	0	Mother-in-law
3.5	Vo Van Phuoc Que							2.015.000	11,40	Husband
3.6	Vo Huynh Phuoc Hai							0	0	Son (minor)
3.7	Vo Huynh Hai Duong							0	0	Daughter (minor)
3.8	Vo Linh							0	0	Older brother
3.9	Vo Ngoc Trang							0	0	Younger Sister
3.10	Thach Thang							11.618	0,07	Brother-in-law
3.11	Tran Thi Lai							0	0	Sister-in-law
4	Nguyen Duc Quang					Member cum Deputy General		0	0	Appointment
4.1	Nguyen Hinh							0	0	Father
4.2	Nguyen Vu Lam							0	0	Son
4.3	Phuc Dien Hau Giang Investment Joint Stock Company					6300229987 issued by the Department of Planning and Investment of Hau Giang Province for the first time on	National Highway 61, Tam Vu 1 Hamlet, Thanh Hoa Commune, Can Tho City	0	0	Related organization with Mr. Nguyen Duc Quang as Director

6.8	Nguyen Minh Thien							0	0	Younger brother
6.9	Nguyen Duy Khoi							0	0	Younger brother
6.10	Tran Thi Hoa							0	0	Mother-in-law
6.11	Hua Tu Mai							0	0	Sister-in-law
6.12	Pham Duc Thuong							0	0	Brother-in-law
6.13	Nguyen Thi Da Thao							0	0	Sister-in-law
6.14	Vo Thi Thien Trang							0	0	Sister-in-law
II BOARD OF GENERAL DIRECTORS										
1	Vo Van Phuoc Que							2.015.000	11,40	Appointment
See Section I.2										
2	Nguyen Duc Quang							0	0	Appointment
See Section I.4										
III BOARD OF SUPERVISORS										
1	Nguyen Thi Thu Hien							7.800	0,04	Appointment

IV CHIEF ACCOUNTANT									
1	Bien Thi Chuyen		Chief Accountant				26.000	0,15	Bổ nhiệm
1.1	Bien Van Duc						0	0	Father
1.2	Chau Thi Ut						0	0	Mother
1.3	Nguyen Van Bui						0	0	Father-in-law
1.4	Nguyen Pham Truong Son						0	0	Husband
1.5	Nguyen Hoang Nam						0	0	Son (minor)
1.6	Dinh Hoang Quyen						0	0	Daughter
1.7	Bien Hung Ly						0	0	Elder brother
1.8	Bien Hung Nang						0	0	Elder brother
1.9	Truong Thi Thu Huyen						0	0	Sister-in-law
1.10	Bien Hung Cau						0	0	Younger brother
1.11	Bien Hung Huan						0	0	Younger brother
1.12	Nguyen Thi Huyen Trang						0	0	Sister-in-law
1.13	Mai Hong Tuoi						0	0	Sister-in-law

V CORPORATE GOVERNANCE OFFICER					
1	Nguyen Thi Thu Hien	Head of the Board of Supervisors cum Corporate Governance Officer		7.800	0,04 Appointment
See Section III.1					
VI OTHER RELATED PARTIES (SUBSIDIARIES, AFFILIATES...)					
1	Phuc Dien Hau Giang Investment Joint Stock Company	6300229987 6300229987 by Hau Giang Department of Planning and Investment, initially issued on 18/07/2013	National Highway 61, Tam Vu 1 Hamlet, Thanh Hoa Commune, Phung Hiep District, Hau Giang Province	30/12/2020	Subsidiary

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

IX. Other significant issues: None

Recipients:

- As above;
- Archives: VT./.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



NGUYỄN HOÀNG LUÂN

