

**PETROVIETNAM FERTILIZER AND
CHEMICALS CORPORATION
NORTHERN PETROVIETNAM FERTILIZER
AND CHEMICALS JSC**

No: 26-149/MB-TCHC
Re: Disclosure of the 2025
Corporate Governance Report

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ha Noi, 28th January 2026

To:

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

1. Name of company: Northern Petrovietnam Fertilizer and Chemicals JSC
2. Stock symbol: PMB
3. Head Office Address: 4th Floor, Vietnam Petroleum Institute Building, No. 167 Trung Kinh Street, Yen Hoa Ward, Hanoi City.
4. Tel: 024.35378256 Fax: 024.35378255
5. Person in charge of information disclosure: Mr Pham Tran Nguyen - Head of Administration and Human Resources Department
6. Type of Information Disclosure: ☐ 24h ☐ 72h ☐ Requirement ☐ Unusual ☐ Periodic
7. Content of Information Disclosure: Northern Petrovietnam Fertilizer and Chemicals JSC (Stock Symbol: PMB) discloses the Corporate Governance Report for 2025.
8. Website address for publishing the Report on Corporate Governance: www.pmb.vn

We hereby commit that the disclosed information is true and accurate, and we take full responsibility before the law for the content of the disclosed information.

Receiving place: *Mat*

- As above;
- BOD, BOS, Director (to report);
- Save VT, DNH.

Attached file:

- Report on Corporate Governance for 2025.

**PERSON IN CHARGE OF
INFORMATION DISCLOSURE**



**TRƯỞNG PHÒNG TCHC
Phạm Trần Nguyễn**

Ha Noi, 28 January 2026

**REPORT ON CORPORATE GOVERNANCE
(for the year of 2025)**

To: - The State Securities Commission
- The Ha Noi Stock Exchange

- Name of company: Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company
- Headquarter: 4th Floor, Vietnam Oil and Gas Institute Building, 167 Trung Kinh Street, Yen Hoa Ward, Hanoi City.
- Telephone: 024.35378257 Fax: 024.35378255 Email: pmb@pvfcco.com.vn
- Charter capital: VND 120.000.000.000 (One hundred twenty billion VND).
- Stock symbol: PMB
- Corporate Governance Model: General Shareholders' Meeting, Board of Directors, Supervisory Board, Executive Board
- Internal Audit Function: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

On 26th March 2025, the Company successfully held the General Meeting of Shareholders of 2025 in Hanoi.

The meeting discussed and approved the following items:

No	Resolution/Decision No.	Date	Content
1	39/NQ-ĐHĐCĐ	26/03/2025	<ul style="list-style-type: none">- Approval of the 2024 business results report and the main targets of the 2025 business plan.- Approval of the 2024 report on the activities of the Board of Directors and the 2025 activity plan.- Approval of the 2024 financial statements audited by Deloitte Vietnam Co., Ltd., and the 2024 profit distribution plan.- Approval of the 2025 profit distribution plan.- Approval of the 2024 report on salaries,

No	Resolution/Decision No.	Date	Content
			<p>remunerations, and other benefits of the Board of Directors and Supervisory Board, as well as the 2025 budget estimate.</p> <p>- Approval of the 2024 report on the activities of the Supervisory Board, the 2025 activity plan, and authorization for the Board of Directors to select one of the following three firms to audit the 2025 financial statements: (1) Deloitte Vietnam Co., Ltd., (2) Ernst & Young Vietnam Co., Ltd., (3) KPMG Vietnam Co., Ltd.</p> <p>- Approval of the policy to sign contracts and transactions with PetroVietnam Fertilizer and Chemicals Corporation – JSC.</p> <p>- Approval of the dismissal of Mr. Luong Anh Tuan from his position as a Member of the Board of Directors, effective from March 26, 2025.</p> <p>- Approval of the additional election of one Member of the Board of Directors for the 2021–2026 term.</p> <p>- Approval of the election regulations for the additional Member of the Board of Directors for the 2021–2026 term.</p> <p>- Approval of the result of the additional election of one Member of the Board of Directors: Mr. Cao Trung Kien was elected as a Member of the Board of Directors for the 2021–2026 term.</p>

II. Board of Director:

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	Mr Cao Trung Kiên	Chairman	26/03/2025	
2	Mr Lương Anh Tuấn	Former Chairman	10/01/2020	26/03/2025
3	Mr Bùi Tuấn Anh	Executive Director	15/09/2022	

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
4	Mr Tạ Quốc Phương	Independent member	22/06/2021	

2. Meetings of the Board of Directors

No	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Cao Trung Kiên	2/2	100%	Elected to the Board of Directors from March 26, 2025
2	Mr. Lương Anh Tuấn	1/1	100%	Dismissed from the Board of Directors from March 26, 2025
3	Mr. Bùi Tuấn Anh	3/3	100%	
4	Mr. Tạ Quốc Phương	3/3	100%	

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

- The Board of Directors directly guided and provided feedback to the Management Board during the implementation of the Company's activities; at the same time, it monitored and supervised the operations through reports and documents submitted by the General Director to the Board of Directors.
- The Board of Directors fulfilled its role in directing, supervising, and supporting the Management Board in the implementation of Resolutions and Decisions of the General Meeting of Shareholders and of the Board itself; it also periodically reviewed the implementation of the Company's plans and development strategies to promptly issue appropriate guidance.
- The Board of Directors reviewed and supervised monthly and quarterly business operation reports, as well as the semi-annual business performance report in 2025 from the Management Board
- Supervision results: The Management Board organized and managed the implementation of the business plan in 2025, achieving the following results:

Items	Unit	Planned for 2025	Actual performance for 2025	% Achievement
Total Output	Tons	220.000,00	232.817,345	106%

Items	Unit	Planned for 2025	Actual performance for 2025	% Achievement
Total Revenue	Billion VND	2.175,434	2.659,913	122%
Pre-tax Profit	Billion VND	14,20	25,46	179%
Net Profit	Billion VND	11,36	20,2	178%
Contribution to State Budget	Billion VND	3,85	7,25	188%

4. Activities of the Board of Directors' subcommittees:

The Board of Directors has not established any sub-committees. Instead, members of the Board of Directors are assigned to be in charge of specific areas to examine and review the contents under their authority before submitting them to the Board for decision; at the same time, they supervise, direct and urge the Board of Directors to implement the resolutions and decisions of the Board of Directors within the assigned areas.

5. Resolutions/Decisions of the Board of Directors:

In 2025, the Board of Directors held 04 Board meetings and conducted 13 rounds of written consultation with the Board members to approve several Resolutions/Decisions as follows:

Seq.	Resolution/Decision No.	Date	Content	Approval rate
1.	01-1/NQ-MB	02/01/2025	Issuance of Regulations on domestic business travel, transportation means, and other administrative expenses.	03/03
2.	02/NQ-MB	14/01/2025	Approval of the policy on signing contracts and transactions related to the sale and purchase of goods and services for the implementation of Technical Services, Social Security, Customer Care, and Sales Support activities with PetroVietnam Fertilizer and Chemicals Corporation – JSC in 2025.	03/03

Seq.	Resolution/Decision No.	Date	Content	Approval rate
3.	07/NQ-MB	20/01/2025	Issuance of accounts receivable limits and working capital limits for inventory applicable in 2025.	03/03
4.	17/NQ-MB	23/01/2025	Approval of the 2024 salary fund.	03/03
5.	18/NQ-MB	23/01/2025	Approval of the 2025 performance-based salary plan for the Representative of the Corporation at the Company	03/03
6.	19/NQ-MB	23/01/2025	Approval of the principles for cost allocation for fertilizer products in 2025.	03/03
7.	20/NQ-MB	24/01/2025	Approval and assignment of the 2025 business plan for PetroVietnam Northern Fertilizer and Chemicals Joint Stock Company.	03/03
8.	23/NQ-MB	06/02/2025	Approval of the 2025 cash flow plan.	03/03
9.	24/NQ-MB	06/02/2025	Approval of the plan for organizing the 2025 Annual General Meeting of Shareholders.	03/03
10.	69/NQ-MB	26/03/2025	Election of the Chairman of the Board of Directors of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company	03/03
11.	83/NQ-MB	18/04/2025	Organization and task allocation within the Board of Directors of Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company.	03/03
12.	87/NQ-MB	25/04/2025	Establishment of the Steering Committee for Organizational Streamlining.	03/03
13.	88/NQ-MB	25/04/2025	Implementation of the 2025 corporate governance targets and plans.	03/03
14.	89/NQ-MB	25/04/2025	Signing of the labor contract with the Chairman of the Board of Directors	03/03
15.	108/NQ-MB	24/06/2025	Selection of the audit firm for the 2025 financial statements.	03/03

Seq.	Resolution/Decision No.	Date	Content	Approval rate
16.	114/NQ-MB	07/07/2025	Approval of the list of banks and the investment limits for term deposits in 2025.	03/03
17.	117-1/NQ-MB	07/07/2025	Approval of the Cash Flow Plan for Quarter III/2025	03/03
18.	118/NQ-MB	07/07/2025	Execution of the 2024 cash dividend payment to shareholders.	03/03
19.	136/NQ-MB	20/8/2025	Approval of the receivables limit for self-traded fertilizer products for 2025	03/03
20.	146/NQ-MB	18/09/2025	Decision on salary increases	03/03
21.	147/NQ-MB	18/09/2025	Issuance of the Regulation on business travel allowances, transportation, and other administrative expenses	03/03
22.	165/NQ-MB	17/10/2025	Establishment of the Digital Transformation Steering Committee	03/03
23.	169/NQ-MB	11/11/2025	Approval of the Cash Flow Plan for Quarter IV/2025	03/03
24.	199/NQ-MB	31/12/2025	Approval for the issuance of the Distributor Regulation	03/03
25.	200/NQ-MB	31/12/2025	Approval for the issuance of the Regulation on Management of Self-Traded Goods	03/03
26.	207/NQ-MB	31/12/2025	Approval of the updated Salary Plan for 2025	03/03

III. Activities of the Board of Supervisor

1. Members of Board of Supervisor:

No.	Members of Board of Supervisor	Position	The date becoming/ceasing to be the member of the Board of Supervisor	Qualification
1	Ms Đào Thị Kim Anh	Head of BOS	13/01/2011	Bachelor of accounting
2	Ms Nguyễn Trà My	Member	18/10/2017	Bachelor of accounting

No.	Members of Board of Supervisor	Position	The date becoming/ceasing to be the member of the Board of Supervisor	Qualification
3	Ms Đỗ Thị Minh Tâm	Member	05/04/2016	Bachelor of accounting

2. Meetings of Board of Supervisor:

Seq	Members of Board of Supervisor	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Ms Đào Thị Kim Anh	2/2	100%	100%	
2	Ms Nguyễn Trà My	2/2	100%	100%	
3	Ms Đỗ Thị Minh Tâm	2/2	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisor.

- The Board of Supervisor participates in meetings of the Board of Directors, departmental meetings, mid-term and annual review meetings, and special seminars of the Company.
- Monitoring compliance with the Company's regulations, the parent company's regulations, group policies, and relevant laws.
- The Board of Supervisor examines the financial statements for the first half year of 2025 and the year of 2025; it also reviews the management and operation reports from the Board of Directors and the Executive Board.
- Checking and monitoring the implementation of the 2025 business plan approved by the Board of Directors in Resolution No. 20/NQ-MB dated January 24 2025, and by the General Shareholders' Meeting in Resolution No. 39/NQ-ĐHĐCĐ dated March 26, 2025.
- Supervision of the appropriation and use of funds.
- Inspection and supervision of practices related to thrift and anti-waste measures.
- Execution of other duties of the Supervisory Board in accordance with regulations.

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

The Board of Supervisor has closely collaborated with the Board of Directors and the Executive Board in organizing inspection and monitoring activities.

Throughout the execution of its duties, the The Board of Supervisor has consistently received support from the Board of Directors, the Executive Board, and the Company's departments and subsidiaries, ensuring access to necessary data, documents, evidence of economic transactions, and other relevant information to effectively fulfill its responsibilities.

5. Other activities of the Board of Supervisor

The Board of Supervisor develops an annual activity plan and assigns each member to collaborate with the Internal Audit Department and the functional departments of the parent company to conduct checks on various aspects of the Company's business operations.

IV. Board of Management

Stt	Members of Board of Management	Date of birth	Qualification	Date of appointment
1	Mr. Bùi Tuấn Anh	11/07/1979	Master's degree in Economics	15/09/2022
2	Mr. Nguyễn Quang Đoàn	26/08/1971	Master's degree in Economic Administration	01/03/2011

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr Nguyễn Tiến Hưng	27/01/1984	Bachelor of accounting	01/01/2025

VI. Training courses on corporate governance

The list of members of the Board of Directors, Supervisory Board, Executive Board, and other management staff who have participated in corporate governance training as required by corporate governance regulations includes:

1. Mr. Cao Trung Kiên - Chairman of the Board of Directors
2. Mr. Lương Anh Tuấn – Former Chairman of the Board of Directors
3. Mr. Bùi Tuấn Anh - Member of the Board of Directors and CEO
4. Mr. Tạ Quốc Phương - Independent Member of the Board of Directors
5. Mr. Nguyễn Quang Đoàn - Deputy General Director
6. Mr Nguyễn Tiến Hưng - Chief Accountant
7. Mrs. Đào Thị Kim Anh - Head of the Board of Supervisor
8. Mrs. Nguyễn Trà My - Member of the Board of Supervisor
9. Mrs. Đỗ Thị Minh Tâm - Member of the Board of Supervisor

10. Mr. Phạm Trần Nguyễn - Person in charge of Information Disclosure

11. Bà Đặng Ngọc Hà - Person in charge of Corporate Governance, Company Secretary

VII. List of related persons of the public company and transactions between the Company's related persons and the Company itself:

1. **List of related persons of the Company:** See attached Appendix 01
2. **Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, or related persons of internal person**

In 2025, the Company had transactions with PetroVietnam Fertilizer and Chemicals Corporation (the Parent Corporation and also a major shareholder of the Company) in two areas:

- Contracts for the purchase and sale of Phu My brand fertilizers;
- Contracts for technical services and logistics services: Transportation, handling, warehousing, trade promotion...

(Specific details are provided in the attached Appendix 02)

3. **Transactions between internal persons of the listed company, related persons of internal persons and subsidiaries, or companies controlled by the listed company:**

No transactions arose.

4. **Transactions between the Company and other parties:**

No transactions arose.

VIII. Share transactions of internal persons and related persons of internal persons

1. **List of internal persons and related persons of internal persons:** See attached Appendix 03
2. **Transactions of internal persons and related persons regarding the Company's shares:** No transactions arose.

IX. Other significant issues: None.

Northern PetroVietnam Fertilizer and Chemicals Joint Stock Company respectfully reports.

Sincerely./.

Recipient:

- As mentioned above;
- BOD; BOM; BOS;
- Archived: Archives, ĐNH.

**ON BEHALF OF THE BOARD
OF DIRECTOR
CHAIRMAN**



Cao Trung Kiên

APPENDIX 1: LIST OF RELATED PARTIES OF THE COMPANY

(Attached to Report No. 26-147/BC-MB dated 28/01/2026)

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID/Date of issue/ Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	PetroVietnam Fertilizer and Chemicals Corporation			0303165480, issued by the Department of Planning and Investment of Ho Chi Minh City, 16th amendment dated February 16, 2024.	43 Mac Dinh Chi Street, Sai Gon Ward, Ho Chi Minh City	01/01/2011			The major shareholder holds 75% of the company's charter capital.
2	Nghe An Agricultural Material Stock Corporation Company			2900326255, issued by the Department of Planning and Investment of Nghe An Province, 16th amendment dated April 4, 2025.	No. 96 Nguyen Truong To, Thanh Vinh Ward, Nghe An				The major shareholder holds 10% of the company's charter capital.
3	Cao Trung Kiên		Chairman of BOD			26/03/2025			
4	Lương Anh Tuấn		Former Chairman of BOD			01/10/2020	26/03/2025		



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID/Date of issue/ Place	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5	Bùi Tuấn Anh		Member of BOD, Director			15/09/2022			
6	Tạ Quốc Phương		Independent Member of BOD			22/06/2021			
7	Nguyễn Quang Đoàn		Deputy Director			01/03/2011			
8	Nguyễn Tiến Hưng		Chief Accountant			01/01/2025			
9	Đào Thị Kim Anh		Chairman of BOS			13/01/2011			
10	Nguyễn Trà My		Member of BOS			18/10/2017			
11	Đỗ Thị Minh Tâm		Member of BOS			05/04/2016			



**APPENDIX 2: LIST OF TRANSACTION AND CONTRACTS BETWEEN THE COMPANY
AND RELATED PARTIES IN 2025**

(Attached to report No 26-147/BC-MB dated 28/01/2026)

No	Name	Company	The main content of transactions and contracts.	Contract Number
1	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Cargo handling and delivery services	43/2025/PVFCCo/PB-PVFCCo North/D_BX-GN-VC-LK
2	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Promotional contract	197-25/PVFCCo/TTTT-PVFCCo-PMB/D_KM
3	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Promotional contract	219-25/PVFCCo/TTTT-PVFCCo-PMB/D_KM
4	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Promotional contract	694-25/PVFCCo/TTTT-PVFCCo-PMB/D-KM
5	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Advertising contract	204-25/PVFCCo/TTTT-PVFCCo-PMB/D_QC
6	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Advertising contract	789A/PVFCCo/TTTT-PVFCCo-PMB/D_QC
7	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	179-25/PVFCCo/KD-MB/B_Kali
8	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	128-25/PVFCCo/KD-MB/B_KALI
9	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	140-25/PVFCCo/KD-MB/B_KALI
10	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	241-25/PVFCCo/BKD-PMB/B-Kali
11	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	312-25/PVFCCo/BKD-PMB/B-Kali
12	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	368-25/PVFCCo/BKD-PMB/B-Kali

No	Name	Company	The main content of transactions and contracts.	Contract Number
13	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	409-25/PVFCCo/BKD-PMB/B-Kali
14	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	52-25/PVFCCo/KD-MB/B_KALI
15	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	114-25/PVFCCo/KD-MB/B-DPM
16	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	137-25/PVFCCo/KD-MB/B-DPM
17	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	164-25/PVFCCo/KD-MB/B-DPM
18	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	184-25/PVFCCo/KD-MB/B-DPM
19	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	25-25/PVFCCo/KD-MB/B-DPM
20	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	266-25/PVFCCo/KD-MB/B-DPM
21	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	273-25/PVFCCo/KD-MB/B-DPM
22	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	313-25/PVFCCo/KD-MB/B-DPM
23	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	337-25/PVFCCo/KD-MB/B-DPM
24	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	34-25/PVFCCo/KD-MB/B-DPM
25	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	353-25/PVFCCo/KD-MB/B-DPM
26	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	364-25/PVFCCo/KD-MB/B-DPM

No	Name	Company	The main content of transactions and contracts.	Contract Number
27	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	386-25/PVFCCo/KD-MB/B-DPM
28	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	394-25/PVFCCo/KD-MB/B-DPM
29	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	438-25/PVFCCo/KD-MB/B-DPM
30	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	441-25/PVFCCo/KD-MB/B-DPM
31	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	450-25/PVFCCo/KD-MB/B-DPM
32	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	53-25/PVFCCo/KD-MB/B-DPM
33	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	54-25/PVFCCo/KD-MB/B-DPM
34	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	97-25/PVFCCo/KD-MB/B-DPM
35	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	131-25/PVFCCo/KD-MB/B- ĐẠM KeBo
36	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	33-25/PVFCCo/KD-MB/B- ĐẠM KeBo
37	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	410-25/PVFCCo/KD-MB/B- ĐẠM KeBo
38	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	115-25/PVFCCo/KD-MB/B-NPK
39	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	124-25/PVFCCo/KD-MB/B-NPK
40	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	26-25/PVFCCo/KD-MB/B-NPK

No	Name	Company	The main content of transactions and contracts.	Contract Number
41	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	308-25/PVFCCo/BKD-PMB/B-NPK
42	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	338-25/PVFCCo/BKD-PMB/B-NPK
43	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	358-25/PVFCCo/BKD-PMB/B-NPK
44	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	398-25/PVFCCo/BKD-PMB/B-NPK
45	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	489-25/PVFCCo/BKD-PMB/B-NPK
46	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	490-25/PVFCCo/BKD-PMB/B-NPK
47	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	491-25/PVFCCo/BKD-PMB/B-NPK
48	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	540-25/PVFCCo/KD-MB/B-DPM
49	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	550-25/PVFCCo/KD-MB/B-ĐẠM KeBo
50	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	557-25/PVFCCo/KD-MB/B-DPM
51	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	559-25/PVFCCo/BKD-PMB/B-Kali
52	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	585-25/PVFCCo/KD-MB/B-DPM
53	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	586-25/PVFCCo/KD-MB/B-DPM
54	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	630-25/PVFCCo/KD-MB/B-DPM

No	Name	Company	The main content of transactions and contracts.	Contract Number
55	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	683-25/PVFCCo/KD-MB/B-DPM
56	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	702-25/PVFCCo/KD-MB/B-DPM
57	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	734-25/PVFCCo/KD-MB/B-DPM
58	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	746-25/PVFCCo/BKD-PMB/B-Huuco
59	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	750-25/PVFCCo/BKD-PMB/B-DPM
60	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	756-25/PVFCCo/BKD-PMB/B-DPM
61	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	800-25/PVFCCo/BKD-PMB/B-DPM
62	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	813-25/PVFCCo/BKD-PMB/B-DPM
63	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	821-25/PVFCCo/BKD-PMB/B-DPM
64	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	859-25/PVFCCo/KD-MB/B-DPM
65	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	866-25/PVFCCo/KD-MB/B-DPM
66	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	878-25/PVFCCo/KD-MB/B-DPM
67	PetroVietnam Fertilizer and Chemicals Corporation	Major shareholder	Fertilizer purchase and sale contract	879-25/PVFCCo/KD-MB/B_KALI

APPENDIX 3: THE LIST OF INTERNAL PERSON AND THEIR AFFILIATED PERSON

(Attached to report No 26-147/BC-MB dated 28/01/2026)

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1.	Cao Trung Kiên		Chairman of the Board of Directors			20.000	0,17%	
1.1	Trần Thu Phương					0	0	Wife
1.2	Trần Phúc Huy					0	0	Son
1.3	Cao Quang Nam					0	0	Son
1.4	Cao Phương Linh					0	0	Daughter
1.5	Cao Văn Cường					0	0	Father
1.6	Bùi Thị Yên					0	0	Mother
1.7	Cao Trùy Trang							Sister
1.8	Nguyễn Kim Sinh					1.000	0,0083	Brother in law
1.9	Trần Đồng							Father in law
1.10	Nguyễn Thị Bích							Mother in law
1.11	Trần Thị Bích Ngọc							Sister in law
1.12	Trần Thị Quỳnh Hoa							Sister in law

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
2.	Bùi Tuấn Anh		Member of BOD, Director					
2.1.	Nguyễn Thị Thu Huyền							Wife
2.2.	Bùi Diệp Anh							Daughter
2.3.	Bùi Quang Đạt							Son
2.4.	Bùi Minh Tuấn							Father
2.5.	Nguyễn Thị Hiền							Mother
2.6.	Bùi Anh Tú							Younger Brother
2.7.	Nguyễn Thị Vân Anh							Sister in law
2.8.	Nguyễn Gia Lộc							Father in law
2.9.	Trần Thị Lan							Mother in law
2.10.	Nguyễn Thu Hiền							Sister in law
2.11.	Nguyễn Đức Hưng							Brother in law
3.	Tạ Quốc Phương		Independent Member of BOD					

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
3.1.	Tạ Quốc Cường							Father
3.2.	Trương Thị Mùi							Mother
3.3.	Nguyễn Thu Hằng					2500	0,02%	Wife
3.4.	Tạ Linh Đan							Daughter
3.5.	Tạ Cao Minh							Son
3.6.	Tạ Thị Quyên							Younger sister
3.7.	Tạ Thị Dung							Younger sister
3.8.	Tạ Tấn Tài							Younger Brother
3.9.	Nguyễn Văn Tước							Father in law
3.10.	Vũ Thị Thảo							Mother in law
3.11.	Nguyễn Đức Hùng							Brother in law
4.	Nguyễn Quang Đoàn		Deputy Director			3.800	0.032%	
4.1	Nguyễn Thị Thân							Mother
4.2	Nguyễn Thị Thơm					1.000	0,008%	Wife

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
4.3	Nguyễn Quang Đức							Son
4.4	Nguyễn Phương Thảo							Daughter
4.5	Nguyễn Thị Thanh Vân					1.000	0,008%	Older Sister
4.6	Nguyễn Thị Thanh An							Older Sister
5.	Nguyễn Tiến Hưng		Chief Accountant					
5.1.	Nguyễn Thị Ngọc Hải							Wife
5.2.	Nguyễn Sơn Tùng							Son
5.3.	Nguyễn Nhật Minh							Son
5.4.	Nguyễn Văn Thục							Father
5.5.	Nguyễn Tiến Quyết							Younger Brother
5.6.	Nguyễn Thị Thảo							Younger sister in law
5.7.	Nguyễn Ngọc Hùng							Father in law
5.8.	Nguyễn Thị Minh Hằng							Mother in law

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
5.9.	Nguyễn Thị Ngọc Hà							Older Sister in law
6.	Đào Thị Kim Anh		Chairwoman of BOS					
6.1.	Võ Anh Tuấn							Husband
6.2.	Võ Tuấn Kiệt							Son
6.3.	Võ Anh Khoa							Son
6.4.	Đào Sỹ Nguyên					11.000	0,092%	Brother (passed away)
6.5.	Đào Chu Dương							Older brother
6.6.	Đào Chu Thiên							Older brother
6.7.	Đào Đình Nam							Older brother
6.8.	Đào Thị Thu Phương							Younger sister
7.	Nguyễn Trà My		Member of BOS					
7.1.	Nguyễn Trịnh Kiêm							Father
7.2.	Trần Kim Phượng							Mother

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
7.3.	Nguyễn Tuấn Anh							Younger brother
8.	Đỗ Thị Minh Tâm		Member of BOS					
8.1.	Đỗ Văn Tuấn							Father
8.2.	Nguyễn Thị Thảo							Mother
8.3.	Trần Hoài Nam							Husband
8.4.	Trần Minh Hữu							Son
8.5.	Trần Minh Quân							Son
8.6.	Đỗ Ngọc Thành							Older brother
8.7.	Phạm Thị Anh							Older sister in law
8.8.	Đỗ Văn Toàn							Older brother
8.9.	Trần Quang Lưu							Father in law
8.10.	Trần Thị Dự							Mother in law
8.11.	Trần Quang Khánh							Brother in law
9.	Phạm Trần		Person in			6.050	0,05%	

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
	Nguyễn		charge of information disclosure					
9.1.	Trần Thị Ái Hoan					1.000	0,008%	Mother
9.2.	Phạm Minh Thư					1.000	0,008%	Wife
9.3.	Phạm Bá Nghĩa							Son
9.4.	Phạm Minh Đăng							Son
9.5.	Phạm Thị Thu Huyền							Older sister
9.6.	Phí Hồng Quân							Brother in law
9.7.	Phạm Thái Hà							Older sister
9.8.	Matthias Chrítian							Brother in law
9.9.	Phạm Thái Bình							Father in law
9.10.	Phạm Hạnh Thúy					1.000	0,008%	Sister in law
9.11.	Phạm Phương Thu					1.000	0,008%	Sister in law
10.	Đặng Ngọc Hà		Company Secretary /					

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
			Person in charge of corporate governance					
10.1	Đặng Ngọc Tiến							Father
10.2	Nguyễn Thị Tuyết							Mother
10.3	Đặng Tuyết Mai							Older sister
10.4	Hoàng Văn Toàn							Husband
10.5	Hoàng Nam Anh							Son
10.6	Hoàng Bảo Anh							Daughter
10.7	Hoàng Gia Anh							Son
10.8	Hoàng Văn Đàm							Father in law
10.9	Phạm Thị Minh							Mother in law
10.10	Hoàng Văn Tân							Brother in law
10.11	Hoàng Văn Tường							Brother in law
10.12	Hoàng Thị Hồng Gấm							Sister in law

No	Name	Securities trading account	Position	ID/Passport number, issue date, place of issue.	Contact address.	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
11.	PetroVietnam Fertilizer and Chemicals Corporation			303165480 issued on 16/07/2013 by Department of Planning and Investment of Ho Chi Minh City.	No. 43 Mac Dinh Chi, Sai Gon ward, Ho Chi Minh City.	9.000.000	75%	