



Hai Phong, date July 29, 2025

PUBLIC VERSION

**REPORT ON CORPORATE GOVERNANCE**  
**(First 6 months of 2025)**

To: Hanoi Stock Exchange.

- Name of Company: **DAP-Vinachem Joint Stock Company.**
- Address of headoffice: Lot N5.8, Dinh Vu Industrial Zone, Dinh Vu Economic Zone, Cat Hai, Dong Hai Ward, Hai Phong City, Vietnam.
- Telephone: 02253.979368; Fax: 02253.979170;  
Email: daphaiphong@gmail.com.
- Charter capital: VND 1,461,099,000,000.
- Stock symbol: **DDV.**
- Governance model:
  - + General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- Regarding the implementation of internal audit: Not yet implemented.

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

Information on meetings, Resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholder approved in the form of written comments):

No.	Resolution/Decision Code	Date	Content
1	08/NQ-ĐHĐCĐ	23/4/2025	<ul style="list-style-type: none"><li>- Approval of the Board of Directors' report on 2024 activities and 2025 orientation;</li><li>- Approval of the audited 2024 Financial Statements;</li><li>- Approval of the 2024 profit distribution proposal;</li><li>- Approval of the 2024 Supervisory Board report,</li><li>- Approval of the 2025 Production and Business Plan proposal;</li><li>- Approval of the 2024 remuneration report and 2025 remuneration proposal;</li><li>- Approval of the audit firms for the 2025 Financial Statements;</li><li>- Approval of the proposal to supplement business</li></ul>

			lines and amend the Company Charter; - Approval of the election of members to the Board of Directors and Supervisory Board for the 2025–2030 term.
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## II. Board of Directors (First 6 months of 2025):

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Tuan Dung	Non-executive members of the Board of Directors	26/6/2020	-
2	Mr. Vu Van Bang	The Board of Directors; General Director	26/6/2020	-
3	Mr. Le Ngoc Nhan	The Board of Directors; Deputy General Director	26/6/2020	-
4	Mr. Nguyen Van Phien	Non-executive members of the Board of Directors	20/4/2023	-
5	Mr. Nguyen Ngoc Son	The Board of Directors; Deputy General Director	23/4/2025	-
6	Mrs. Nguyen Thi Mai	Non-executive members of the Board of Directors	26/6/2020	23/4/2025

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

No.	Board of Director' member	Number of meetings attended or attended by proxy by the Board of Directors	Attendance / Proxy Attendance Rate	Reasons for absence
1	Mr. Nguyen Tuan Dung	03/3	100%	
2	Mr. Vu Van Bang	03/3	100%	
3	Mr. Le Ngoc Nhan	03/3	100%	
4	Mr. Nguyen Van Phien	03/3	100%	

5	Mr. Nguyen Ngoc Son	01/3	33%	Newly appointed on April 23, 2025
5	Mrs. Nguyen Thi Mai	02/3	67%	Newly appointed on April 23, 2025

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

The Board of Directors of the Company has continued to focus on directing the promotion of production; maintaining and consolidating the machinery and equipment system; proactively preparing the best raw materials for production, especially apatite ore; increasing consumption; corporate governance, reducing costs, reducing the consumption of raw materials; focusing on faithfully implement investment and construction projects according to the set plan. In particular, the Board of Directors has directed the Board of Directors to closely follow developments in the domestic and foreign markets to flexibly adjust product prices, promote production and consumption of DAP products; and implement chemical business plans.

The Company's production and business activities, cost management plans, product prices and selling prices are always closely directed and monitored by the Board of Directors, with regular meetings held to promptly resolve arising problems, purchase raw materials, repair equipment, invest in construction and other work contents under the authority of the Company's Board of Directors.

The Board of Directors regularly inspects and supervises the Executive Board and other managers in complying with the provisions of law, the Company's Charter, internal management regulations and Resolutions and Decisions of the Board of Directors in the daily operation of the Company; promptly resolves proposals and recommendations of the Executive Board.

### 4. Activities of the Board of Directors' subcommittees (If any):

The Board of Directors has no subcommittees.

### 5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
<b>I</b>	<b>Resolutions:</b>			
1	01/NQ-HĐQT	20/01/2025	1st meeting of the Board of Directors in 2025	100%
2	02/NQ-HĐQT	08/02/2025	Business and construction investment results Q4/2024 and full year 2024; Business plan Q1/2025	100%
3	03/NQ-HĐQT	18/02/2025	Approval of tentative time, venue, and record date for Annual General Meeting of Shareholders 2025	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
4	04/NQ-HĐQT	31/03/2025	Approval of program, agenda, and documentation for the 2025 Annual General Meeting of Shareholders	100%
5	05/NQ-HĐQT	31/03/2025	Approval of adjustments to 2025 Industrial Production Value targets and updated reports	100%
6	06/NQ-HĐQT	18/04/2025	Nomination dossiers for BOD and Supervisory Board members for 2025–2030 term	100%
7	07/NQ-HĐQT	18/04/2025	Approval of staffing plan review and planning for leadership and management for 2021–2026 and 2026–2031 phases	100%
8	08/NQ-ĐHĐCĐ	23/04/2025	Annual General Meeting of Shareholders 2025	100%
9	09/NQ-HĐQT	13/05/2025	Approval of consumption norms for raw materials, fuels, and energy; regular maintenance plan 2025	100%
10	10/NQ-HĐQT	13/05/2025	Business results Q1/2025; Business plan Q2/2025	100%
11	11/NQ-HĐQT	15/05/2025	Agreement on seeking Party Committee's opinion on Chief Accountant appointment process	100%
12	13/NQ-HĐQT	16/05/2025	Dividend payment for 2024	100%
13	13/NQ-HĐQT	13/06/2025	Opening a credit line at VietinBank – Hong Bang Branch	100%
14	14/NQ-HĐQT	13/06/2025	Credit limit and authorization of representatives at BIDV – Lach Tray Branch	100%
15	15/NQ-HĐQT	13/06/2025	Credit limit and authorization of representatives at Agribank – Dong Hai Phong Branch	100%
<b>II</b>	<b>Decisions:</b>			
1	07/QD-DAP	07/01/2025	Approval of procurement plan for sulfur for production	100%
2	08/QD-DAP	08/01/2025	Approval of procurement plan for apatite ore for production	100%
3	17/QD-DAP	21/01/2025	Approval of procurement plan for sulfur for production (supplemental)	100%
4	24/QD-DAP	05/02/2025	Approval of construction investment plan for 2025	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
5	32/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 01 excavator” project	100%
6	33/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 15T truck crane” project	100%
7	34/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 01 wheel loader” project	100%
8	35/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 01 boom lift” project	100%
9	36/QD-DAP	07/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Street sweeper truck investment”	100%
10	37/QD-DAP	08/02/2025	Assignment of Q1/2025 production and business plan	100%
11	39/QD-DAP	11/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 02 47-seater buses” project	100%
12	40/QD-DAP	11/02/2025	Approval of technical-economic report, procurement plan, and estimate for “Purchasing 01 7-seater 4WD vehicle”	100%
13	73/QD-DAP	28/02/2025	Approval of 2024 payroll fund	100%
14	88/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Supplementing road and bridge to DAP plant port”	100%
15	89/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Diluted phosphoric acid tank”	100%
16	90/QD-DAP	05/3/2025	Adjustment of procurement plan for project “Construction and renovation of administration area”	100%
17	91/QD-DAP	05/3/2025	Approval of procurement plan for supply, transportation, and filling of cashew shell oil for fertilizer production	100%
18	92/QD-DAP	06/3/2025	Approval of procurement plan for purchasing liquid NH <sub>3</sub> in 2025	100%
19	135/QD-DAP	28/3/2025	Adjustment of total estimate for project “Construction and renovation of administration area”	100%
20	159/QD-DAP	10/4/2025	Approval of procurement plan for apatite ore for production	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
21	160/QD-DAP	10/4/2025	Approval of procurement plan for sulfur for production	100%
22	175/QD-DAP	22/4/2025	Approval of procurement plan for sulfuric acid purchase	100%
23	176/QD-DAP	23/4/2025	Issuance of Internal Spending Regulation of DAP Company (7th amendment and supplement)	100%
24	189/QD-DAP	28/4/2025	Approval of procurement plan to purchase an additional 3,500 tons of NH <sub>3</sub> for production and commercial sales	100%
25	202/QD-DAP	09/5/2025	Approval of procurement plan for supply, transport, and unloading of granular, lump, powdered lime and limestone	100%
26	206/QD-DAP	13/5/2025	Assignment of production and construction plan for Q2/2025	100%
27	207/QD-DAP	13/5/2025	Approval of regular maintenance plan for 2025	100%
28	208/QD-DAP	13/5/2025	Approval of main material and energy consumption norms in 2025	100%
29	218/QD-DAP	16/5/2025	Establishment of working delegation to China	100%
30	224/QD-DAP	19/5/2025	Approval of procurement plan for apatite ore for production	100%
31	242/QD-DAP	26/5/2025	Approval of procurement plan for sulfur for production	100%
32	258/QD-DAP	06/6/2025	Issuance of Procurement Regulation for consultancy and regular procurement services (1st amendment and supplement)	100%
33	275/QD-DAP	23/6/2025	Approval of procurement plan for sulfur for production	100%

### III. Board of Supervisors (*First 6 months of 2025*):

#### 1. *Information about members of Board of Supervisors or Audit Committee:*

No.	Members of Board of Supervisors (BoS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Ha Trung Kien	Head of The BoS	Dismissed from April 23th, 2025	Bachelor of Economics, Bachelor of Financial Managemf - Accountant
2	Mrs. Nguyen Thi Xuan Quyen	Head of The BoS	Election April 23th, 2025	Bachelor of Economics

3	Mr. Tran Van Doan	Member of the BoS	Election April 23th, 2025	University
4	Mrs. Pham Thi Nhung	Member of the BoS	19/4/2024	Bachelor of 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	Mr. Ha Trung Kien	02/02	100%	100%	
2	Mrs. Nguyen Thi Xuan Quyen	02/02	100%	100%	
3	Mr. Tran Van Doan	01/02	50%	50%	Elected April 23, 2025
4	Mrs. Pham Thi Nhung	02/02	100%	100%	

## 3. Supervisory activities of the Board of Supervisors:

The Board of Supervisors has recommended that the Board of Directors and the Board of General Directors continue to improve and promulgate the Company's internal management regulations, including a number of re-issued regulations in accordance with State regulations.

Documents sent to the Company's Board of Directors and resolutions and decisions of the Board of Directors are all sent to the Board of Supervisors in full and timely manner; Documents seeking opinions from members of the Board of Directors are all sent to the Board of Supervisors at the same time as they are sent to members of the Board of Directors.

The Board of Supervisors regularly inspects and supervises the Board of Directors in accordance with the resolutions of the General Meeting of Shareholders, resolutions and decisions of the Board of Directors; the Charter, other regulations of the Company and current laws to ensure that all production and business activities of the Company achieve the set goals.

In the first 6 months of 2025, the Board of Supervisors did not receive any complaints or denunciations any written notice of the shareholders

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

The Board of Supervisors, as a part of the Company's management structure, works on the principles of equality and independence but always coordinates closely with the Board of Directors and is supported by the Board of Directors in the performance of its duties, so that all tasks of the Board of Supervisors are completed.

The Board of Supervisors is invited to and attends all regular meetings of the Board in the first 6 months of 2025. The Board of Supervisors has directly contributed opinions at meetings and in writing, reporting when there is a written request for opinions from the Board of Directors.

In the process of working with the Board of Directors and other management staff, the Board of Supervisors always maintains independence and objectivity and has received close cooperation in the spirit of the common interests of the Company.

Resolutions of the Board of Directors and quarterly financial reports are fully and promptly sent to the Board of Supervisors.

**5. Other activities of the Board of Supervisors (if any): No.**

**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	Mr. Vu Van Bang	06/3/1969	Chemical engineer; Master of Business Administration	Appointed to the position of General Director on December 15, 2020
2	Mr. Le Ngoc Nhan	01/11/1970	Chemical Engineering, Bachelor of Economics	Reappointed to the position of Deputy General Director on March 23, 2023
3	Mr. Nguyen Thanh Hai	13/10/1973	Chemical Engineering Technologist	Appointed to the position of Deputy General Director on July 11, 2024
4	Mr. Nguyen Ngoc Son	25/3/1979	Bachelor of Inorganic Chemistry	Appointed to the position of Deputy General Director on June 11, 2021
5	Mr. Nguyen Hoang Trung	01/01/1982	Bachelor of Economics	Appointed to the position of Deputy General Director on July 25, 2023

**V. Chief Accountant/ Head of Financial Accounting Department/ Accounting Manager:**

Name	Date of birth	Qualification	Date of appointment/dismissal
Mrs. Lê Thị Hiền	26/7/1981	Bachelor of Business Administration (Accounting Major)	Appointed Head of Accounting Finance from 16/11/2021

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

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary in accordance with regulations on corporate governance: Attending seminars on corporate governance and information disclosure organized by the State Securities Commission and the Hanoi Stock Exchange organization.

**VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company):**



**1. The list of affiliated persons of the Company:**

*Details in the attached Appendix*

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

*Details in the attached Appendix*

**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**

*Details in the attached Appendix.*

**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):*

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):*

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:*

*Details in the attached Appendix.*

**VIII. Share transactions of internal persons and their affiliated persons (Report for the first 6 months of 2025):**

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

*Details in the attached Appendix.*

**2. Transactions of internal persons and affiliated persons with shares of the Company:**

*Details in the attached Appendix.*

**IX. Other significant issues:**

None.

**Recipient:**

- As above;
- Save: Office.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**Nguyen Tuan Dung**

**APPENDIX CORPORATE GOVERNANCE REPORT**

**First 6 months of 2025**

*(Attached to Report No.585/BC-DAP July 29, 2025)*

**VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY 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
1	Nguyen Tuan Dung		<b>President of the Board of Directors</b>			26/6/2020	-		Insider
1.1	Nguyen Van Oanh		-			26/6/2020	-		
1.2	Do Duy Phi		-			01/01/2021	-	Securities Law 2019	
1.3	Nguyen Thi Thanh Ha		-			01/01/2021	-	Securities Law 2019	
1.4	Do Quynh Nga		-			26/6/2020	-		
1.5	Nguyen Do Khoi Nguyen		-			26/6/2020	-		
1.6	Nguyen Do Hanh Quyen		-			26/6/2020	-		
1.7	Vietnam Chemical Group		Deputy General Director of the Group			26/6/2020	-		Mr. Nguyen Tuan Dung - Representative of capital of Vietnam National Chemical Group
2	Vu Van Bang		<b>The Board of Directors; General Director</b>			01/01/2015	-		Insider
2.1	Doan Thi Minh Thuy		-			01/01/2015	-		
2.2	Vu Tien Thang		-			01/01/2015	-		
2.3	Vu Minh Thu		-			01/01/2015	-		

2.4	Vu Tien Lu		-			01/01/2021	-	Securities Law 2019	
2.5	Vu Thi Hang		-			01/01/2015	-		
2.6	Vu Thi Hoa		-			01/01/2015	-		
2.7	Dang Thi Hoa		Deputy Head of Finance-Accounting Dept.			01/01/2021	-	Securities Law 2019	
2.8	Le Duy Sinh		-			01/01/2021	-		
2.9	Hoang Tien Dung		-			01/01/2021	-		
2.10	Pham Hong Anh		-			01/01/2021	-		
2.11	Vietnam Chemical Group		-			01/01/2015			Mr. Vu Van Bang - Representative of capital of Vietnam National Chemical Group
3	Le Ngoc Nhan		<b>The Board of Directors; Deputy General Director</b>			23/3/2020	-		Insider
3.1	Dong Thi Thu Lan		-			23/3/2020	-		
3.2	Le Kim Chi		-			23/3/2020	-		
3.3	Le Ngoc Khanh		-			23/3/2020	-		
3.4	Le Thi Minh Tu		-			23/3/2020	-		
3.5	Dong Van Chung		-			01/01/2021	-	Securities Law 2019	

3.6	Nguyen Thi Xung		-			01/01/2021	-	Securities Law 2019	
3.7	Kim Khanh Chemical and Equipment Company Limited		-			23/3/2020	-		
3.8	Vietnam Chemical Group		-			26/6/2020	-		Mr. Le Ngoc Nhan - Representative of capital of Vietnam National Chemical Group
4	Nguyen Thi Mai		<b>The Board of Directors</b>			26/6/2020	23/4/2025		
4.1	Ngo Thi Ket		-			26/6/2020	23/4/2025		
4.2	Nguyen Mai Anh		-			26/6/2020	23/4/2025		
4.3	Nguyen Cat Phuong		-			26/6/2020	23/4/2025		
4.4	Nguyen Hong Minh		-			26/6/2020	23/4/2025		
4.5	Nguyen Hong Doan		-			26/6/2020	23/4/2025		
4.6	Nguyen Thi Hoa		-			26/6/2020	23/4/2025		
4.7	Nguyen Ba Nghia		-			01/01/2021	23/4/2025		
4.8	Nguyen Thanh Dung		-			01/01/2021	23/4/2025		
4.9	Luong Van Bac		-			01/01/2021	23/4/2025		
5	Nguyen Van Phien		<i>The Board of Directors</i>			20/4/2023	-		Insider

5.1	Dao Thi Thu Hien		-			20/4/2023			
5.2	Nguyen Tuan Phuong		-			20/4/2023			
5.3	Nguyen Huy Hoang		-			20/4/2023			
5.4	Pham Thi Nhang		-			20/4/2023			
5.5	Nguyen Van eats the Proclamation		-			20/4/2023			
5.6	Nguyen Thi Que		-			20/4/2023			
5.7	Nguyen Song Hy		-			20/4/2023			
5.8	Nguyen Thi Voi		-			20/4/2023			
6	Nguyen Ngoc Son		<b>The Board of Directors; Deputy General Director</b>			11/6/2021	-		Insider
6.1	Nguyen Giang San		-			11/6/2021	-		
6.2	Dinh Thi Hat		-			11/6/2021	-		
6.3	Pham Van Lam		-			11/6/2021	-		
6.4	Nguyen Thi Tinh		-			11/6/2021	-		
6.5	Pham Thi Phuong Thao		Accounting Staff			11/6/2021	-		
6.6	Nguyen Nam Phong		-			11/6/2021	-		
6.7	Nguyen Minh Quang		-			11/6/2021	-		

6.8	Nguyen Ngoc Ha		-			11/6/2021	-		
6.9	Nguyen Ngoc Bich		-			11/6/2021	-		
6.10	Le Thi Thu Huong		-			11/6/2021	-		
6.11	Dang Van Ut		-			11/6/2021	-		
7	Nguyen Thanh Hai		<b>Deputy General Director</b>			11/7/2024	-		Insider
7.1	Nguyen Sy Yet		-			11/7/2024	-		
7.2	Nguyen Thi Van Duong		-			11/7/2024	-		
7.3	Nguyen Thi Ha		-			11/7/2024	-		
7.4	Nguyen Thi Thu Hang		Planning Department Staff			11/7/2024	-		
7.5	Nguyen Linh Giang		-			11/7/2024	-		
7.6	Nguyen Phuong Quynh		-			11/7/2024	-		
7.7	Nguyen Chi Tien		-			11/7/2024			
7.8	Nguyen Thi Bich Ngoc		-			11/7/2024			
7.9	Nguyen Chi Tien		-			11/7/2024			
7.10	Phung Bich Thuy		-			11/7/2024			
7.11	Nguyen Dinh Hong		-			11/7/2024			
7.12	Phi Thi Nhu Hoa		-			11/7/2024			

7.13	Vi Thi Mai Thao		-			11/7/2024			
8	Nguyen Hoang Trung		<b>Deputy General Director; Person in charge of corporate governance</b>			01/01/2015	-		Insider
8.1	Nguyen Thuy Lien		Deputy Head of the Administration and Organization Department			01/01/2015	-		
8.2	Nguyen Ngoc Hieu		-			01/01/2015	-		
8.3	Nguyen Ngan Ha		-			01/01/2015	-		
8.4	Nguyen Ngoc Dung		-			01/01/2015	-		
8.5	Hoang Thi Hang		-			01/01/2015	-		
8.6	Nguyen Xuan Dan		-			01/01/2021	-	Securities Law 2019	
8.7	Hoang Thai Kieu		-			01/01/2021	-	Securities Law 2019	
8.8	Nguyen Ngoc Huy		-			01/01/2015	-		
8.9	Nguyen Ngoc Tuan		-			01/01/2015	-		
8.10	Do Thuy Linh		-			01/01/2021	-	Securities Law 2019	
8.11	Tran Mai Trang		-			01/01/2021	-	Securities Law 2019	
9	Ha Trung Kien		<b>Head of The BoS</b>			26/6/2020	23/4/2025		
9.1	Ha Minh Kieu		-			26/6/2020	23/4/2025		
9.2	Tran Thi Sang		-			26/6/2020	23/4/2025		



9.3	Pham Thi Thu Trang		-			26/6/2020	23/4/2025		
9.4	Ha Thi Thanh Ngoc		-			26/6/2020	23/4/2025		
9.5	Ha Quang Minh		-			26/6/2020	23/4/2025		
9.6	Pham Van Chien		-			01/01/2021	23/4/2025		
9.7	Chu Thi Hao		-			01/01/2021	23/4/2025		
9.8	Ha Minh Quyet		-			26/6/2020	23/4/2025		
9.9	Nguyen Thi Quynh		-			01/01/2021	23/4/2025		
10	<b>Nguyen Thi Xuan Quyen</b>		<b>Head of The BoS</b>			01/01/2015	-		Insider
10.1	Duong Manh Tien		-			01/01/2015	-		
10.2	Duong Xuan Quynh Anh		-			01/01/2015	-		
10.3	Duong Huy Hoang		-			01/01/2015	-		
10.4	Pham Thi Thiem		-			01/01/2015	-		
10.5	Dang Thi Ngon		-			01/01/2021	-	Securities Law 2019	
10.6	Nguyen Thi Xuan Thuy		-			01/01/2015	-		
10.7	Nguyen Duy Dat		-			01/01/2015	-		
10.8	Giang Thanh Long		-			01/01/2021	-	Securities Law 2019	
10.9	Tuong Kim Phung		-			01/01/2021	-	Securities Law 2019	

11	Tran Van Doan		Member of the BoS			23/4/2025			Insider
11.1	Pham Thi Minh Phuong		-			23/4/2025			
11.2	Tran Ha Linh		-			23/4/2025			Young
11.3	Tran Hai Dang		-			23/4/2025			Young
11.4	Tran Van Do		-			23/4/2025			
11.5	Tran Thi Dang		-			23/4/2025			
11.6	Pham Van Tiep		-			23/4/2025			
11.7	Tran Thi Hong		-			23/4/2025			
11.8	Pham Minh Khuong		-			23/4/2025			
11.9	Tran Van Dong		-			23/4/2025			
11.10	Tran Thi Thu Huyen		-			23/4/2025			
11.11	Tran Van Dinh		-			23/4/2025			
11.12	T Tran Thi Anh		-			23/4/2025			
11.13	T Tran Van Trung		-			23/4/2025			
11.14	Tran Van Thanh		-			23/4/2025			
11.15	Nguyen Thi Phuong Anh		-			23/4/2025			
12	Pham Thi Nhung		Member of the BoS			19/4/2024			Insider

12.1	Nguyen Anh Dung		Company Secretary; Authorized Information Officer			19/04/2024			
12.2	Nguyen Khanh Linh		-			19/04/2024			
12.3	Nguyen Nhat Minh		-			19/04/2024			
12.4	Hoang Thi Xuyen		-			19/04/2024			
12.5	Pham Van Khung		-			19/04/2024			
12.6	Vu Thi Thi		-			19/04/2024			
12.7	Pham Hong Trang		-			19/04/2024			
13	<b>Le Thi Hien</b>		<b>Head of Financial Accounting Department</b>			01/01/2017	-		Insider
13.1	Mac Thi The		-			01/01/2017	-		
13.2	Le Khoi Nguyen		-			01/01/2017	-		
13.3	Le Thi Lan Anh		-			01/01/2017	-		
13.4	Le Thi Thu Huong		-			01/01/2017	-		
13.5	Hoang Nam Phong		-			01/01/2021	-	Securities Law 2019	
13.6	Nguyen The Anh		-			01/01/2021	-	Securities Law 2019	
14	Nguyen Anh Dung		The company's secretary; Person authorized to disclose information			25/01/2024	-		Insider

14.1	Vu Thi Thi		-			25/01/2024	-		
14.2	Hoang Thi Xuyen		-			25/01/2024	-		
14.3	Pham Van Khung		-			25/01/2024	-		
14.4	Pham Thi Nhung		Member of the Supervisory Board			25/01/2024	-		
14.5	Nguyen Khanh Linh		-			25/01/2024	-		
14.6	Nguyen Nhat Minh		-			25/01/2024	-		
14.7	Nguyen Manh Hung		-			25/01/2024	-		
14.8	Nguyen Thi Mai Anh		-			25/01/2024	-		
15	<b>Vietnam National Chemical Group</b>		-			01/01/2015	-		The parent company holds 64% of the charter capital
16	The Southern Fertilizer Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group
17	Can Tho fertilizer and chemical joint stock company		-						Subsidiary of Vietnam National Chemical Group
18	Binh Dien Fertilizer Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group
19	Lam Thao Fertilizers And Chemicals Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group

20	Ninh Binh Phosphate Fertilizer Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group
21	Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group
22	Dinh Vu gypsum joint stock company		-						Associate company
23	Vietnam Apatit Limited Company		-						Subsidiary of Vietnam National Chemical Group
24	Viet nam institute of industrial chemistry		-						Subsidiary of Vietnam National Chemical Group
25	Ha Noi Soap Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group
26	Chemical industry engineering joint stock company		-						A company in which Vietnam National Chemical Group holds more than 10% of charter capital
27	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company		-						Subsidiary of Vietnam National Chemical Group

28	Ninh Binh nitrogenous fertilizer ltd.company		-						Subsidiary of Vietnam National Chemical Group
29	South basic Chemicals joint stock company		-						Subsidiary of Vietnam National Chemical Group
30	College of Chemical Industry		-						The parent company holds 64% of the charter capital

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

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	The Southern Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	26,055 billion VND	
2	Can Tho fertilizer and chemical joint stock company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	16,71 billion VND	
3	Binh Dien Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	62,44 billion VND	
4	Lam Thao Fertilizers And Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	24,014 billion VND	
5	Ninh Binh Phosphate Fertilizer Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	-	
6	Van Dien Fused Magnesium Phosphate Fertilizer Joint Stock	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024		

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
	Company							
7	Dinh Vu gypsum joint stock company	Associate company			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	0,104 billion VND	
8	Vietnam Apatit Limited Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	283,106 billion VND	
9	Viet nam institute of industrial chemistry	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	8,187 billion VND	
10	Ha Noi Soap Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	16,59 billion VND	
11	Chemical industry engineering joint stock company	A company in which Vietnam National Chemical Group holds more than 10% of charter capital			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	0,556 billion VND	
13	Habac Nitrogenous Fertilizer & Chemicals Joint Stock Company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	44,846 billion VND	
13	Ninh Binh nitrogenous fertilizer ltd.company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	6,615 billion VND	
14	South basic Chemicals joint stock company	Subsidiary of Vietnam National Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	-	
15	Vietnam National Chemical Group	The parent company holds 64% of the charter capital			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	-	
16	College of Chemical Industry	Subsidiary of Vietnam Chemical Group			First 6 months of 2025	21 /NQ-HĐQT 13/31/2024	0,496 billion VND	

**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:**

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	<i>None</i>	

**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 (First 6 months of 2025):**

*(Content based on information provided by insiders and related persons)*

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



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	<b>Nguyen Tuan Dung</b>		<b>President of the Board of Directors</b>			125,200	0.086%	Excluding the number of shares representing ownership of Vietnam Chemical Group
1.1	Nguyen Van Oanh		Are not			400,300	0.274%	
1.2	Do Duy Phi		Are not			0	0 %	
1.3	Nguyen Thi Thanh Ha		Are not			0	0 %	
1.4	Do Quynh Nga		Are not			6,000	0.0041 %	
1.5	Nguyen Do Khoi Nguyen		Are not			6,300	0.0043 %	
1.5	Nguyen Do Hanh Quyen		Are not			0	0%	
1.7	Vietnam Chemical Group		Deputy General Director of the Group			93,510,336	64%	Mr. Nguyen Tuan Dung - Representative of capital of Vietnam National Chemical Group
2	<b>Vu Van Bang</b>		<b>The Board of Directors; General Director</b>			2,100	0.0014%	Excluding the shares representing the ownership of Vietnam National Chemical Group

2.1	Doan Thi Minh Thuy		Are not			2,100	0.0014%	
2.2	Vu Tien Thang		Are not			0	0%	
2.3	Vu Minh Thu		Are not			0	0%	
2.4	Vu Tien Lu		Are not			0	0%	
2.5	Vu Thi Hang		Are not			0	0%	
2.6	Vu Thi Hoa		Are not			0	0%	
2.7	Dang Thi Hoa		Deputy Head of Finance Accounting Dept			0	0%	
2.8	Le Duy Sinh		Are not			0	0%	
2.9	Hoang Tien Dung		Are not			0	0%	
2.10	Pham Hong Anh		Are not			0	0%	
2.11	Vietnam Chemical Group		Are not			93,510,336	64%	Mr. Vu Van Bang - Representative of Vietnam National Chemical Group's capital

3	Le Ngoc Nhan		<b>The Board of Directors; Deputy General Director</b>			600	0.0004%	Excluding the shares representing the ownership of Vietnam National Chemical Group
3.1	Dong Thi Thu Lan		Are not			0	0	
3.2	Le Kim Chi		Are not			0	0	
3.3	Le Ngoc Khanh		Are not			0	0	
3.4	Le Thi Minh Tu		Are not			0	0	
3.5	Dong Van Chung		Are not			0	0	
3.5	Nguyen Thi Xung		Are not			0	0	
3.7	Kim Khanh chemmicals and equipment company limited		-			0	0	
3.8	Vietnam National Chemical Group		Are not			93,510,336	64%	Mr. Le Ngoc Nhan - Representative of Vietnam National Chemical Group's capital
4	Nguyen Thi Mai		<b>The Board of Directors</b>			10,000	0.0315%	Dismissed on April 23, 2025
4.1	Ngo Thi Ket		Are not			0	0	
4.2	Nguyen Mai Anh		Are not			0	0	

4.3	Nguyen Cat Phuong		Are not			0	0	
4.4	Nguyen Hong Minh		Are not			0	0	
4.5	Nguyen Hong Doan		Are not			0	0	
4.6	Nguyen Thi Hoa		Are not			0	0	
4.7	Nguyen Ba Nghia		Are not			0	0	
4.8	Nguyen Thanh Dung		Are not			0	0	
4.9	Luong Van Bac		Are not			0	0	
<b>5</b>	<b>Nguyen Van Phien</b>		<b>The Board of Directors</b>			4,100	0.0028%	
5.1	Dao Thi Thu Hien		Are not			0	0%	
5.2	Nguyen Tuan Phuong		Are not			0	0%	
5.3	Nguyen Huy Hoang		Are not			0	0%	
5.4	Pham Thi Nhang		Are not			0	0%	
5.5	Nguyen Van eats the Proclamation		Are not			0	0%	
5.6	Nguyen Thi Que		Are not			0	0%	
5.7	Nguyen Song Hy		Are not			0	0%	
5.8	Nguyen Thi Voi		Are not			0	0%	

6	Nguyen Ngoc Son		<b>Member of the Board of Directors and Deputy General Director</b>			0	0%	
6.1	Nguyen Giang San		Are not			0	0%	
6.2	Dinh Thi Hat		Are not			0	0%	
6.3	Pham Van Lam		Are not			0	0%	
6.4	Nguyen Thi Tinh		Are not			0	0%	
6.5	Pham Thi Phuong Thao		Accounting Staff			0	0%	
6.6	Nguyen Nam Phong		Are not			0	0%	
6.7	Nguyen Minh Quang		Are not			0	0%	
6.8	Nguyen Ngoc Ha		Are not			0	0%	
6.9	Nguyen Ngoc Bich		Are not			0	0%	
6.10	Le Thi Thu Huong		Are not			0	0%	
6.11	Dang Van Ut		Are not			0	0%	
7	Nguyen Thanh Hai		<b>Deputy General Director</b>			0	0%	
7.1	Nguyen Sy Yet		Are not			0	0%	
7.2	Nguyen Thi Van Duong		Are not			0	0%	
7.3	Nguyen Thi Ha		Are not			0	0%	

7.4	Nguyen Thi Thu Hang		Planning Department Staff			5,000	0.0034%	
7.5	Nguyen Linh Giang		Are not			0	0%	
7.5	Nguyen Phuong Quynh		Are not			0	0%	
7.7	Nguyen Chi Tien		Are not			0	0%	
7.3	Nguyen Thi Bich Ngoc		Are not			0	0%	
7.9	Nguyen Chi Tien		Are not			0	0%	
7.10	Phung Bich Thuy		Are not			0	0%	
7.11	Nguyen Dinh Hong		Are not			0	0%	
8	<b>Nguyen Hoang Trung</b>		<b>Deputy General Director; Person in charge of corporate governance</b>			0	0%	
8.1	Nguyen Thuy Lien		Deputy Head of Administrative Department			0	0%	
8.2	Nguyen Ngoc Hieu		-			0	0%	Still young
8.3	Nguyen Ngan Ha		-			0	0%	Still young
8.4	Nguyen Ngoc Dung		Are not			0	0%	
8.5	Hoang Thi Hang		Are not			0	0%	
8.5	Nguyen Xuan Dan		Are not			0	0%	Securities Law 2019

8.7	Hoang Thai Kieu		Are not			0	0 %	Securities Law 2019
8.8	Nguyen Ngoc Huy		Are not			0	0 %	
8.9	Nguyen Ngoc Tuan		Are not			0	0 %	
8.10	Do Thuy Linh		Are not			0	0 %	Securities Law 2019
8.11	Tran Mai Trang		Are not			0	0 %	Securities Law 2019
<b>9</b>	<b>Ha Trung Kien</b>		<b>Head of The BoS</b>			0	0%	Dismissed on April 23, 2025
9.1	Ha Minh Kieu		Are not			0	0%	
9.2	Tran Thi Sang		Are not			0	0%	
9.3	Pham Thi Thu Trang		Are not			0	0%	
9.4	Ha Thi Thanh Ngoc		Are not			0	0%	
9.5	Ha Quang Minh		Are not			0	0%	
9.6	Pham Van Chien		Are not			0	0%	
9.7	Chu Thi Hao		Are not			0	0%	
9.8	Ha Minh Quyet		Are not			0	0%	
9.9	Nguyen Thi Quynh		Are not			0	0%	
<b>10</b>	<b>Nguyen Thi Xuan Quyen</b>		<b>Head of The BoS</b>			0	0%	

10.1	Duong Manh Tien		Are not			11,800	0.008 %	
10.2	Duong Xuan Quynh Anh		Are not			0	0%	
10.3	Duong Huy Hoang		Are not			0	0%	
10.4	Pham Thi Thiem		Are not			0	0%	
10.5	Dang Thi Ngon		Are not			0	0%	
10.6	Nguyen Thi Xuan Thuy		Are not			0	0%	
10.7	Nguyen Duy Dat		Are not			0	0%	
10.8	Giang Thanh Long		Are not			0	0%	
10.9	Tuong Kim Phung		Are not			0	0%	
11	<b>Pham Thi Nhung</b>		<b>Member of the BoS</b>			0	0%	
11.1	Nguyen Anh Dung		Company Secretary Authorized Information Officer			0	0%	
11.2	Nguyen Khanh Linh		-			0	0%	Still young
11.3	Nguyen Nhat Minh		-			0	0%	Still young
11.4	Hoang Thi Xuyen		Are not			0	0%	
11.5	Pham Van Khung		Are not			0	0%	



11.6	Vu Thi Thi		Are not			0	0%	
11.7	Pham Hong Trang		Are not			0	0%	
<b>12</b>	<b>Tran Van Doan</b>		<b>Member of the BoS</b>			94,300	0.06 %	Appointed on April 23, 2025
12.1	Pham Thi Minh Phuong		Are not			10,600	0.007%	
12.2	Tran Ha Linh		Are not			0	0%	Still young
12.3	Tran Hai Dang		Are not			0	0%	Still young
12.4	Tran Van Do		Are not			0	0%	
12.5	Tran Thi Dang		Are not			0	0%	
12.6	Pham Van Tiep		Are not			0	0%	
12.7	Tran Thi Hong		Are not			0	0%	
12.8	Pham Minh Khuong		Are not			0	0%	
12.9	Tran Van Dong		Are not			0	0%	
12.10	Tran Thi Thu Huyen		Are not			0	0%	
12.11	Tran Van Dinh		Are not			0	0%	
12.12	Tran Thi Anh		Are not			0	0%	
12.13	Tran Van Trung		Are not			0	0%	

12.14	Tran Van Thanh		Are not			0	0%	
12.15	Nguyen Thi Phuong Anh		Are not			0	0%	
<b>13</b>	<b>Le Thi Hien</b>		<b>Head of Financial Accounting Department</b>			0	0%	
13.1	Mac Thi The		Are not			0	0%	
13.2	Le Khoi Nguyen		-			0	0%	Still young
13.3	Le Thi Lan Anh		Are not			0	0%	
13.4	Le Thi Thu Huong		Are not			0	0%	
13.5	Hoang Nam Phong		Are not			0	0%	
13.6	Nguyen The Anh		Are not			0	0%	
<b>14</b>	<b>Nguyen Anh Dung</b>		<b>The company's secretary; Person authorized to disclose information</b>			0	0%	
14.1	Vu Thi Thi		Are not			0	0%	
14.2	Hoang Thi Xuyen		Are not			0	0%	
14.3	Pham Van Khung		Are not			0	0%	
14.4	Pham Thi Nhung		Board Member			0	0%	
14.5	Nguyen Khanh Linh		-			0	0%	Still young
14.6	Nguyen Nhat Minh		-			0	0%	Still young

14.7	Nguyen Manh Hung		Are not			0	0%	
14.8	Nguyen Thi Mai Ann		Are not			0	0%	

## 2. Transactions of internal persons and affiliated persons with shares of the Company (First 6 months of 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 (buying, selling, converting, rewarding, etc.) Transaction executor
			Number of shares	Percentage	Number of shares	Percentage	
1	Nguyen Tuan Dung	Nguyen Tuan Dung	86,200	0.059%	125,200	0.0857%	buying
2	Nguyen Van Oanh	Nguyen Tuan Dung	344,100	0.236%	400,300	0.2740%	buying
3	Nguyen Do Khai Nguyen	Nguyen Tuan Dung	0	0%	6,300	0.0043%	buying
4	Nguyen Van Phien	Nguyen Van Phien	7,600	0.005%	4,100	0.0028%	<i>selling</i>
5	Nguyen Thi Mai	Nguyen Thi Mai	46,000	0.0315%	10,000	0.0068%	<i>selling</i>
6	Nguyen Hoang Trung	Nguyen Hoang Trung	4,000	0.0027%	0	0%	<i>selling</i>
7	Dang Thi Hoa	Vu Van Bang	1,500	0.001%	0	0%	<i>selling</i>