

Ninh Binh, January 26<sup>th</sup>, 2026

**CORPORATE GOVERNANCE REPORT**  
**(2025)**

To: - State Securities Commission;  
- Stock Exchange.

Company name: Ninh Binh Phosphate Fertilizer Joint Stock Company

Head office address: Bo Dau Residential Area – Nam Hoa Lu Ward – Ninh Binh  
Province, Viet Nam

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Charter capital: VND 157,312,600,000

Stock code: NFC

Corporate governance model:

+ General meeting of shareholders, Board of directors, Supervisory board, Director.

Internal Audit function: Implemented

**I. Activities of the general meeting of shareholders.**

No	Resolution No	Date	Content
1	582/NQ-DHDCD	24/4/2025	1. Approval of the reports of the Board of Directors and General Director on 2024 activities and 2025 orientations. 2. Approval of the 2024 audited financial statements and income reports of the Board of Directors and General Director audited by Vietnam Valuation and Auditing Co., Ltd. 3. Approval of the Supervisory Board's report on oversight activities in 2024. 4. Approval of the 2024 profit distribution plan, fund appropriations, and dividend payments. 5. Authorization for the Board of Directors to decide and implement interim dividends in 2025. 6. Approval of the remuneration plan for the Board of Directors and Supervisory Board in 2025.

			<p>7. Approval and authorization for the Board to select an independent auditor for 2025 from the list proposed by the Supervisory Board.</p> <p>8. Approval of contract signing for Apatite ore purchase with Apatit Vietnam Co., Ltd.</p> <p>9. Approval of the dismissal of Mr. Pham Hong Son as Board member (2023–2028 term) and election of Mr. Nguyen Minh Viet Hung as replacement.  </p>
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## II. Board of Directors (2025)

### 1. Information on Board Members:

No	Board Member	Position	Start/end date	
			Appointment date	Dismissal date
1	Mr. Pham Manh Ninh	Chairman	21/4/2023	
2	Mr. Duong Nhu Duc	Member	21/4/2023	
3	Mr. Pham Hong Son	Member	21/4/2023	24/4/2025
4	Mr. Nguyen Ngoc Thach	Member	21/4/2023	
5	Mr. Ha Huy San	Member	21/4/2023	
6	Mr. Nguyen Minh Viet Hung	Member	24/4/2025	

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

No	Member	Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Pham Manh Ninh	13/13	100%	
2	Mr. Duong Nhu Duc	13/13	100%	
3	Mr. Pham Hong Son	2/13	15,38%	Dismissed from 24/04/2025
4	Mr. Nguyen Ngoc Thach	13/13	100%	
5	Mr. Ha Huy San	13/13	100%	



6	Mr. Nguyen Minh Viet Hung	11/13	84,62%	Appointed from 24/04/2025
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### **3. Supervisory Activities of the Board of Directors**

#### **3.1. Supervisory Activities**

Based on the functions and powers of the Board of Directors and the General Director as stipulated in the Law on Enterprises and the Company's Charter, the Board of Directors has regularly conducted supervisory and directive activities over the Executive Board and other managerial staff. The supervisory activities of the Board of Directors during the 2025 were carried out as follows:

- On a quarterly basis, the Board of Directors has conducted inspections and supervision over the Executive Board in terms of:

- + Implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.

- + Monthly and quarterly business operations and strategies for maintaining and expanding the market.

- + Implementation of economic and technical material norms, labor and salary policies.

- + Progress of investment plans in capital construction, fixed asset procurement, and major repairs.

- + Recruitment, employment, and labor management, etc.

Through inspections and supervision, the Board identified areas needing improvement and provided directives, guidance, and urged the Executive Board and relevant units to promptly address the issues, thereby enhancing their responsibility in task performance.

#### **3.2. Results of Supervision**

The Board of Directors promptly detected shortcomings and limitations, provided direction and supervision to the Executive Board and related units to rectify them, and enhanced accountability in the execution of assigned tasks. Specific results include:

- The Executive Board effectively implemented the Resolutions of the General Meeting of Shareholders and the quarterly Resolutions of the Board of Directors, promptly addressing and resolving arising issues during operations.

- The Executive Board identified opportunities and challenges, proactively managed operations, and issued internal documents within its authority to ensure effective control over the Company's production and business activities.

- The Company's production and business activities remained within the scope permitted by its business registration certificate and in compliance with current Vietnamese laws and regulations.

### **4. Activities of Subcommittees under the Board of Directors**

(There are no subcommittees under the Company's Board of Directors.)

## 5. Resolutions of the Board of Directors

In accordance with the Resolution of the Annual General Meeting of Shareholders in 2025, the Board of Directors of the Company has convened regular meetings and issued Resolutions to approve the discussed matters in order to organize and lead their implementation.

No.	Resolution No.	Date	Content	Approval Rate
1	88/NQ-HDQT	17/01/2025	<ul style="list-style-type: none"> <li>- Approval of Apatite ore purchase contract with Apatit Vietnam Co., Ltd.</li> <li>- Approval of sales contract with Southern Chemicals Import-Export JSC.</li> </ul>	100%  100%
2	92/NQ-HDQT	17/01/2025	<ul style="list-style-type: none"> <li>Regular meeting of the Board of Directors - First quarter of 2025.</li> <li>- Approval of 2024 business results, first quarter of 2025 plan, and proposed 2025 business plan.</li> <li>- Approval of 2025 market expense plan.</li> <li>- Approval of working capital borrowing plan for 2025 operations.</li> <li>- Approval of material consumption norms for producing 1 ton of fused magnesium phosphate fertilizer.</li> <li>- Approval of capital construction and major repair plan for 2025.</li> <li>- Approval of the 2025 labor utilization plan.</li> <li>- Approval of proposed date for the 2025 Annual General Meeting of Shareholders on 24/4/2025.</li> <li>- Approval of the restructuring plan for an efficient and streamlined organizational system.</li> </ul>	100%  100%  100%  100%  100%  100%



3	480/NQ-HDQT	02/04/2025	Approval of draft goods sales contract between Ninh Binh Phosphate JSC and Hoang Ngan Co., Ltd.	100%
4	481/NQ-HDQT	02/04/2025	Regular meeting of the Board of Directors second quarter of 2025: - Approval of first quarter/2025 business results and second quarter of 2025 plan. - Approval of meeting agenda and materials for the 2025 Annual General Meeting of Shareholders. - Internal audit report 2024 and approval of 2025 audit plan. - Approval of 2024 actual salary fund of the Company.	100%  100%  100%  100%
5	663/NQ-HDQT	07/05/2025	- Approval of draft regulations on salary, bonus distribution, and emulation classification for 2025 (written opinion). - Approval of 2024 managerial bonus fund distribution (written opinion).	100%  100%
6	742/NQ-HDQT	23/05/2025	- Approval of draft annex to contract between Ninh Binh Phosphate JSC and Hoang Ngan Co., Ltd. (written opinion). - Approval of the selection of Vietnam Audit and Valuation Co., Ltd. (written opinion).	100%  100%
7	1190/NQ-HDQT	29/7/2025	Regular Meeting of the Board of Directors – Q3/2025  - Approved the draft assignment of duties and responsibilities of the members of the Board of Directors for the 2023–2028 term.  - Approved the production and business performance results for	100%    100%

			<p>Q2/2025 and the first six months of 2025, as well as the production and business plan for third quarter of 2025.</p> <p>- Approved the draft amendments and supplements to three internal regulations (Major Repair Regulation, Investment Regulation, and Records and Archives Management Regulation).</p> <p>- Approved the proposal to amend and supplement certain articles of the “Internal Expenditure Regulation of Ninh Binh Phosphate Fertilizer Joint Stock Company.”</p> <p>- Approved the draft amendments and supplements to two regulations (Sales Regulation and Procurement Regulation for materials, goods, and services).</p> <p>- Approved the plan for adjustment and supplementation of the 2025 capital construction investment plan.</p> <p>- Reached consensus on merging the Employee Welfare Department into the Administration and Human Resources Department, and restructuring the Business Department into two specialized departments: the Market Department and the Planning and Materials Department</p>	<p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p>
8	1258/NQ-HĐQT	12/8/2025	<p>Approved the draft Regulation governing the working relationship between the Party Committee, the</p>	100%



			Board of Directors, and the General Director (through written consultation).	
9	1334/NQ-HĐQT	3/9/2025	Approved the results of the self-assessment and performance classification of enterprise managers for 2024 (through written consultation)	100%
10	1397/NQ-HĐQT	1 6/9/2025	Approved the appointment of Mr. Pham Gia Ngan as the Person in Charge of Corporate Governance (through written consultation).	100%
11	1543/NQ-HĐQT	9/10/2025	Approved the Economic and Technical Report on the project “Fire Prevention and Firefighting System” (through written consultation).	100%
12	643/NQ-HĐQT	27/10/2025	Approved the policy to implement the appointment process for the positions of Head of the Market Department and Manager of the Raw Materials Workshop (through written consultation).	100%
13	1732/NQ-HĐQT	12/11/2025	<p>Regular Meeting of the Board of Directors – The fourth quarter of 2025</p> <p>Approved the production and business performance results for Q3/2025, the first nine months of 2025, and Q4/2025.</p> <p>Approved the appointment of Ms. Nguyen Hong Nhung as Head of the Market Department and Mr. Dao Hoang Ha as Manager of the Raw Materials Workshop.</p>	<p>100%</p> <p>100%</p>
14		12/11/2025	Approved that Mr. Duong Nhu Duc, General Director of the Company,	100%

	1732b/NQ-HĐQT		shall cease to hold the position of General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company upon the expiration of his term, effective from 15 December 2025	
15	1797/NQ-HĐQT	28/11/2025	Approved the decision not to reappoint Mr. Duong Nhu Duc to the position of General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company upon the expiration of his term, effective from 15 December 2025.	100%
16	1797/NQ-HĐQT	12/12/2025	Approved the fixed-term appointment of Mr. Phung Quang Trung to the position of General Director of Ninh Binh Phosphate Fertilizer Joint Stock Company.	100%

### III. Supervisory Board (2025).

#### 1. Information on Members of the Supervisory Board.

No.	Member	Position	Start Date	Professional Qualification
1	Ms. Hoang Thi Tiep	Head of Supervisory Board	21/04/2023	Bachelor of Accounting
2	Ms. Ta Thi Kim Chuc	Member	21/04/2023	Bachelor of Accounting
3	Mr. Vu Tuan Anh	Member	21/04/2023	Bachelor of Economics

#### 2. Meetings of the Supervisory Board

No.	Member	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Ms. Hoang Thi Tiep	4/4	100%		
2	Ms. Ta Thi Kim Chuc	4/4	100%		
3	Mr. Vu Tuan Anh	4/4	100%		

#### 3. Supervisory Activities of the Supervisory Board over the Board of Directors, Executive Board, and Shareholders

##### 3.1. Oversight of Resolutions and Decisions of the Board of Directors:



- The procedures, sequence of meetings, notices of meetings, meeting minutes, resolutions, and decisions of the Board of Directors are compliant with the Law on Enterprises and the Company's Charter.
- The Board of Directors regularly conducted supervision, urging, and directing the Executive Board and other managers in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, as well as other management decisions: supervising the execution of investment plans, economic-technical norms, monthly and quarterly business operations, and debt recovery.

### **3.2. Monitoring the Activities of the Executive Board**

- Implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors, the Executive Board focused on leading the Company to overcome challenges such as severe weather, reduced purchasing power due to declining agricultural prices, and competition among fertilizer producers, while utilizing internal strengths and opportunities to fulfill the goals set by the General Meeting of Shareholders.
- The Executive Board properly followed the directions of the Board of Directors on key targets approved by the General meeting, ensuring sufficient capital for operations and marketing efforts.

### **4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and Other Managers**

- The Supervisory Board was frequently invited to attend Board of Directors meetings and participated in most of them, directly providing feedback during the meetings.
- Resolutions of the Board of Directors, the General Meeting of Shareholders, and financial reports were sent to the Supervisory Board in a timely and complete manner.
- The Supervisory Board regularly coordinated and exchanged opinions with the Board of Directors and the Executive Board on business activities in alignment with the objectives, plans approved by the General Meeting of Shareholders, legal regulations, and the Company's Charter.
- Shareholder Opinions: In 2025, the Supervisory Board did not receive any written complaints or accusations from shareholders regarding misconduct by the Board of Directors, Executive Board, or the Supervisory Board.

#### **IV. Executive board**

<b>No.</b>	<b>Member</b>	<b>Date of Birth</b>	<b>Qualification</b>	<b>Appointment Date</b>
1	Mr. Phung Quang Trung	23/10/1978	Bachelor of Economics	15/12/2025
2	Mr. Pham Hong Son	20/05/1972	Engineer	20/02/2023

**V. Chief Accountant**

No.	Full Name	Date of Birth	Qualification	Appointment Date
1	Mr. Nguyen Ngoc Thuan	20/10/1981	Bachelor of Accounting	05/04/2021

**VI. Corporate Governance Training:** None.**VII. List of Related Persons and Related Transactions**

1. Changes in the list of related persons of the public company as prescribed in Clause 34, Article 6 of the Securities Law: See appendix No 02 attached.

2. Transactions between the company and its related persons: See Appendix No 03 attached.

**VIII. Transactions in Company Shares by Insiders and Their Related Persons (2025)**

1. List of insiders and related persons: As detailed in the attached appendix.

2. Transactions in company shares by insiders and their related persons: See Appendix No 04 attached.

**IX. Other Notable Issues:** None.**Recipients:**

- As addressed;
- Company website;
- Filed at Finance – Accounting Department
- Boards of Directors

On behalf of the Board of Directors





Type of CG Report: Year

Reporting period (year):

2025

# LIST OF INTERNAL SHAREHOLDERS AND RELATED PERSONS (Enclosed with the Report on the Company's corporate governance in 2025)

Company name: Ninh Binh Phosphate Fertilizer Joint Stock Company

Stock code: NFC

No	Stock code	Full name	Securities trading account (if any)	Position in the Company (if any)	Relationship with Internal person	Personal ID/Passport/Business Reg. Certificate			Permanent/Contact address	Number of shares held at the end of period	Ownership ratio at end of period	Remarks (regarding ID/Passport issues or other notes)
						Personal ID	Issue date	Place of issue				
1	2	3	4	5	6	7	8	9	10	11	12	13
1	NFC	Pham Manh Minh	003C208666	Chairman of the Board of Directors		035066010547	30/03/2023	Police Department on Administrative Management of Social Order	Group 18, Phu Dien Ward, Hanoi, Vietnam	1,573,155	10.0%	
1.01	NFC	Trinh Thi Lan	Not available		Biological mother of Mr. Pham Manh Ninh - Chairman of the Board of Directors	035140000839	28/03/2021	PDAMS	Group 18, Phu Dien Ward, Hanoi, Vietnam	0	0	
1.02	NFC	Le Anh Dung	Not available		Pham Manh Ninh - Chairman of the Board of Directors	033040005803	24/06/2021	PDAMS	G2 Building, Greenbay Me Tri Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam	0	0	
1.03	NFC	Nguyen Thi Loi	Not available		Mother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	037146003780	24/06/2021	PDAMS	G2 Building, Greenbay Me Tri Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam	0	0	
1.04	NFC	Le Thi Lan Anh	Not available		Wife of Mr. Pham Manh Ninh - Chairman of the Board of Directors	037170008608	30/03/2023	PDAMS	Group 18, Phu Dien Ward, Hanoi, Vietnam	29,499	0.19%	
1.05	NFC	Pham Manh Quy	Not available		Child of Mr. Pham Manh Ninh - Chairman of the Board of Directors	037095005436	04/08/2022	PDAMS	Thang Long No.1 Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam	0	0	
1.06	NFC	Duong Thanh Dung	Not available		Daughter-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	037194008334	04/08/2022	PDAMS	Thang Long No.1 Apartment Complex, Dai Mo Ward, Hanoi City, Vietnam	0	0	
1.07	NFC	Pham Minh Quy	Not available		Child of Mr. Pham Manh Ninh - Chairman of the Board of Directors	037095007660	28/05/2023	PDAMS	Group 18, Phu Dien Ward, Hanoi, Vietnam	0	0	
1.08	NFC	Nguyen Thi Ha Trang	Not available		Daughter-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	022197001748	03/05/2023	PDAMS	Group 18, Phu Dien Ward, Hanoi, Vietnam	0	0	

No	Stock code	Full name	Securities trading account (if any)	Position in the Company (if any)	Relationship with Internal person	Personal ID/Passport/Business Reg. Certificate			Permanent/Contact address	Number of shares held at the end of period	Ownership ratio at end of period	Remarks (regarding ID/Passport issues or other notes)
						Personal ID	Issue date	Place of issue				
1.09	NFC	Pham Thi Khue Dung	Not available		Elder sister of Mr. Pham Manh Ninh - Chairman of the Board of Directors	035163003156	14/03/2021	PDAMS	Residential Group Hoang 16, Nghia Do Ward, Hanoi, Vietnam	0	0	
1.10	NFC	Nguyen Ngoc Ban	Not available		Brother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	033056000658	27/04/2021	PDAMS	Residential Group Hoang 16, Nghia Do Ward, Hanoi, Vietnam	0	0	
1.11	NFC	Pham Thi Kim Tuyen	Not available		lder sister of Mr. Pham Manh Ninh -Chairman of the Board of Directors	035164001001	13/08/2021	PDAMS	Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province, Vietnam	0	0	
1.12	NFC	Ta Ngoc Giam	Not available		Brother-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	035060001979	07/06/2018	PDAMS	Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province, Vietnam	0	0	
1.13	NFC	Pham Manh Hung	Not available		Younger brother of Mr. Pham Manh Ninh - Chairman of the Board of Directors	035068004078	20/01/2023	PDAMS	INDUSTRIE STRASSE 13 96114 - HIRSCHAID - CHLB Germany	0	0	
1.14	NFC	Bui Thi Thu Huong	Not available		Sister-in-law of Mr. Pham Manh Ninh - Chairman of the Board of Directors	025182014341	12/07/2021	PDAMS	Area 11, Thanh Ba Ward, Phu Tho Province, Vietnam	0	0	
1.15	NFC	Pham Manh Hong	Not available		Younger brother of Mr. Pham Manh Ninh – Chairman of the Board of Directors	035071001994	20/08/2022	PDAMS	Lien Bao Collective Area – Military Technical Academy, Vinh Phuc Ward, Phu Tho Province	0	0	
1.16	NFC	Nguyen Thi Nu	Not available		Sister-in-law of Mr. Pham Manh Ninh – Chairman of the Board of Directors	026174013061	18/12/2021	PDAMS	Cho Tong Residential Group, Vinh Phuc Ward, Phu Tho Province	0	0	
1.17	NFC	Nguyen Van Thanh	Not available		Younger brother-in-law of Mr. Pham Manh Ninh – Chairman of the Board of Directors	035070004296	05/09/2022	PDAMS	BAMBERGEN STR65 91301- FORCHHEIM - CHLB Germany	0	0	
1.18	NFC	Pham Thi Huyen	Not available		Younger sister of Mr. Pham Manh Ninh – Chairman of the Board of Directors	035178004356	05/09/2022	PDAMS	BAMBERGEN STR65 91301- FORCHHEIM - CHLB Germany	0	0	



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						Personal ID	Issue date	Place of issue				
2	NFC	Pham Hong Son	003C205372	Vice director		037072006500	28/06/2021	Police Department on Administrative Management of Social Order	Neighborhood 11 Dong Thanh, Hoa Lu Ward, Ninh Binh Province	201,928	1.28%	
2.01	NFC	Hoang My Hanh	003C203969		Wife of Mr. Pham Hong Son - Deputy General Director	001175044318	01/06/2021	PDAMS	Neighborhood 11 Dong Thanh, Hoa Lu Ward, Ninh Binh Province	163,925	1.04%	
2.02	NFC	Pham Hoang Dat	Not available		Biological child of Mr. Pham Hong Son - Deputy General Director	001200057431	17/04/2023	PDAMS	Thach Quy Street, Hoa Lu Ward, Ninh Binh Province	0	0	
2.03	NFC	Pham Hoang Ngoc Diep	Not available		Biological child of Mr. Pham Hong Son - Deputy General Director	001308002201	9/21/2022	PDAMS	Neighborhood 11 Dong Thanh, Hoa Lu Ward, Ninh Binh Province	0	0	
2.04	NFC	Pham Van So	Not available		Biological father of Mr. Pham Hong Son - Deputy General Director	037043003221	16/12/2021	PDAMS	Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province	0	0	
2.05	NFC	Nguyen Thi Dam	Not available		Biological mother of Mr. Pham Hong Son - Deputy General Director	037144000382	01/10/2022	PDAMS	Thach Quy Street, Hoa Lu Ward, Ninh Binh Province	0	0	
2.06	NFC	Pham Hong Thai	Not available		Younger brother of Mr. Pham Hong Son - Deputy General Director	037076001045	14/10/2016	PDAMS	Thach Quy Street, Hoa Lu Ward, Ninh Binh Province	17,146	0.11%	
2.07	NFC	Pham Thi Thoa	Not available		Younger sister of Mr. Pham Hong Son - Deputy General Director	037178001190	25/04/2021	PDAMS	Dong Phu Residential Area, Hoa Lu Ward, Ninh Binh Province	0	0	
2.08	NFC	Hoang Van Thung	Not available		Father-in-law of Mr. Pham Hong Son - Deputy General Director	033042000939	23/03/2021	PDAMS	No. 62, Alley 405, Ngoc Hoi Street, Thanh Tri Commune, Hanoi City	0	0	
2.09	NFC	Nguyen Thi Ngoc Hao	Not available		Mother-in-law of Mr. Pham Hong Son - Deputy General Director	037146000214	15/04/2021	PDAMS	No. 62, Alley 405, Ngoc Hoi Street, Thanh Tri Commune, Hanoi City	0	0	
2.10	NFC	Nguyen Thi Hoa	Not available		Sister-in-law of Mr. Pham Hong Son - Deputy General Director	026175001283	28/06/2021	PDAMS	Thach Quy Hamlet, Hoa Lu Ward, Ninh Binh Province	0	0	

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						Personal ID	Issue date	Place of issue				
2.11	NFC	Nguyen The Hai	Not available		Brother-in-law of Mr. Pham Hong Son - Deputy General Director	037075004249	04/04/2021	PDAMS	Dong Phu Village, Hoa Lu Ward, Ninh Binh Province	0	0	
3	NFC	Ha Huy San	Not available	Member of the Board of Directors		037063001029	03/06/2022	Police Department on Administrative Management of Social Order	Hoa Lu Ward, Ninh Binh Province	69,607	0.44%	
3.01	NFC	Nguyen Thi Dan	Not available		Wife of Mr. Ha Huy San - Member of the Board of Directors	037171001286	21/09/2022	PDAMS	Hoa Lu Ward, Ninh Binh Province	21,093	0.13%	
3.02	NFC	Ha Thi Lan Anh	Not available		Biological child of Mr. Ha Huy San - Member of the Board of Directors	037194001546	06/09/2022	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
3.03	NFC	Ha Minh Phuong	Not available		Biological child of Mr. Ha Huy San - Member of the Board of Directors	037196001897	22/03/2022	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
3.04	NFC	Ha Van Giang	Not available		Elder brother of Mr. Ha Huy San - Member of the Board of Directors	037061000045	09/03/2023	PDAMS	Ha Long Ward, Quang Ninh Province	0	0	
3.05	NFC	Ha Huy Nhi	Not available		Younger sister of Mr. Ha Huy San - Member of the Board of Directors	037066011126	10/05/2021	PDAMS	Thuan An Ward, Ho Chi Minh City	0	0	
3.06	NFC	Ha Quang Huy	Not available		Younger brother of Mr. Ha Huy San - Member of the Board of Directors	037068009314	10/07/2021	PDAMS	Tam Binh Ward, Ho Chi Minh City	0	0	
3.07	NFC	Ha Thi Khanh	Not available		Younger sister of Mr. Ha Huy San - Member of the Board of Directors	037171001153	04/05/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
3.08	NFC	Bui Thi Len	Not available		Mother-in-law of Mr. Ha Huy San - Member of the Board of Directors	037137000053	18/05/2023	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
3.09	NFC	Ta Tuan Ha	Not available		Son-in-law of Mr. Ha Huy San - Member of the Board of Directors	037089000606	06/09/2022	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
3.10	NFC	Nguyen Thi Thanh Bao	Not available		Sister-in-law of Mr. Ha Huy San - Member of the Board of Directors	022167007725	09/05/2021	PDAMS	Ha Long Ward, Quang Ninh Province	0	0	



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3.11	NFC	Nguyen Thi Phuong	Not available		Younger sister-in-law of Mr. Ha Huy San- Member of the Board of Directors	035176009786	10/07/2021	PDAMS	Thuan An Ward, Ho Chi Minh City	0	0	
3.12	NFC	Tran Thi Kieu Mai	Not available		Younger sister-in-law of Mr. Ha Huy San- Member of the Board of Directors	048175000060	12/01/2022	PDAMS	Tam Binh Ward, Ho Chi Minh City	0	0	
3.13	NFC	Tran Van Chien	Not available		Brother-in-law of Mr. Ha Huy San- Member of the Board of Directors	037067001928	09/05/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
4	NFC	Nguyen Ngoc Thach	044C015886	Member of the Board of Directors		036063002462	16/10/2022	Police Department on Administrative Management of Social Order	Yen Bai Hamlet, Thang Loi Commune, Thanh Hoa Province	32,850	0.21%	
4.01	NFC	Nguyen Van Tuan	Not available		Elder brother of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	0360550000501	01/05/2021	PDAMS	No. 22, Alley 100/29 Nguyen Xien Street, Thanh Liet Ward, Hanoi	0	0	
4.02	NFC	Nguyen Thi Hien	Not available		Sister-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	036158003610	01/05/2021	PDAMS	No. 22, Alley 100/29 Nguyen Xien Street, Thanh Liet Ward, Hanoi	0	0	
4.03	NFC	Nguyen Thi Dung	Not available		Elder sister of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	036151003723	25/04/2021	PDAMS	Y Yen Commune, Ninh Binh Province	0	0	
4.04	NFC	Le Ngoc Lien	Not available		Brother-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	036046006311	17/08/2022	PDAMS	Y Yen Commune, Ninh Binh Province	0	0	
4.05	NFC	Nguyen Thi Lien	Not available		5. Elder sister of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	036158018483	17/06/2021	PDAMS	Yen Dong Commune, Ninh Binh Province	0	0	
4.06	NFC	Dao Ngoc Dung	Not available		Brother-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	036056004740	16/12/2021	PDAMS	Yen Dong Commune, Ninh Binh Province	0	0	
4.07	NFC	Nguyen Hong Nhung	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	037189000009	05/10/2022	PDAMS	No. 49, Alley 135, Le Thai To Street, Khanh Binh, Hoa Lu Ward, Ninh Binh Province	0	0	

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4.08	NFC	Nguyen Sinh Phu	Not available		Son-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	011086008727	07/11/2021	PDAMS	No. 49, Alley 135, Le Thai To Street, Khanh Binh, Hoa Lu Ward, Ninh Binh Province	0	0	
4.09	NFC	Nguyen Thi Ngoc Ngan	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	037191001298	07/08/2023	PDAMS	Jamila Apartment, No. 60, Street 697, Quarter 12, Long Truong Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
4.10	NFC	Vo Thai Hoang	Not available		Son-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	077088000833	07/08/2023	PDAMS	Jamila Apartment, No. 60, Street 697, Quarter 12, Long Truong Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
4.11	NFC	Nguyen Anh Hoang	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	037092001857	21/02/2017	PDAMS	Eden Rose Urban Area, Thanh Liet Ward, Hanoi City	0	0	
4.12	NFC	Pham Thi Hoang Yen	Not available		Daughter-in-law of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	031194000178	13/11/2021	PDAMS	Eden Rose Urban Area, Thanh Liet Ward, Hanoi City	0	0	
4.13	NFC	Nguyen Duc Binh	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	037203001809	07/02/2023	PDAMS	No. 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province	0	0	
4.14	NFC	Nguyen Bach Van	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	037208009172	12/09/2022	PDAMS	No. 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province	0	0	
4.15	NFC	Nguyen Tuyet Linh	Not available		Biological child of Mr. Nguyen Ngoc Thach - Member of the Board of Directors	37312011209	06/10/2025	Ministry of Public Security	No. SN 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province	0	0	
4.16	NFC	Van Dien Fufed magnesium phosphate fertilizer	Not available		Mr. Nguyen Ngoc Thach - Member of the Board of Directors	0100103143 (Change No. 10)	06/08/2025	Hanoi Department of Finance	Phan Trong Tue Street, Dai Thanh Commune, Hanoi City	0	0	
4.17	NFC	Hoang Ngan Co.,Ltd	Not available		Mr. Nguyen Ngoc Thach - General Director	2700271351 (Change No. 22)	17/07/2025	Ninh Binh Department of Finance	No. SN 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province	2,555,951	16.25%	
4.18	NFC	Thanh Hoa Serpentine Branch - Hoang Ngan Company	Not available		Mr. Nguyen Ngoc Thach - Director	2612000328 (Change No. 3)	26/07/2025	Thanh Hoa Department of Finance	Yen Bai Hamlet, Thang Loi Commune, Thanh Hoa Province	0	0	



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5	NFC	Vu Anh Tuan	Not available	Member of the Supervisory Board		001091011533	22/11/2021	Police Department on Administrative Management of Social Order	125D Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	
5.01	NFC	Vu Kim Hao	Not available		Father of Mr. Vu Tuan Anh - Member of the Supervisory Board	001060058224	7/11/2021	PDAMS	125 Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	
5.02	NFC	Le Thi Kim Oanh	Not available		Mother of Mr. Vu Tuan Anh - Member of the Supervisory Board	001165008535	12/12/2016	PDAMS	125 Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	
5.03	NFC	Vu Cat Tuong Vy	Not available		Child of Mr. Vu Tuan Anh - Member of the Supervisory Board	Not available			126 Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	Underage
5.04	NFC	Vu Phuc Minh Khang	Not available		Child of Mr. Vu Tuan Anh - Member of the Supervisory Board	Not available			127 Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	Underage
5.05	NFC	Vu Hoang Anh	Not available		Younger brother of Mr. Vu Tuan Anh - Member of the Supervisory Board	001100021264	6/7/2016	PDAMS	128 Minh Khai Street, Minh Khai Ward, Hanoi City	0	0	
5.06	NFC	Saigon – Khanh Hoa Beer Joint Stock Company	Not available		Mr. Vu Tuan Anh - Head of the Supervisory Board	4201663910	4/9/2019	Department of Planning and Investment of Khanh Hoa Province	Dien Phu Industrial Cluster, Dien Phu Commune, Khanh Hoa Province	0	0	
6	NFC	Ta Thi Kim Chuc	003C205471	Member of the Supervisory Board cum Head of the Life Department		035187008105	14/10/2022	Police Department on Administrative Management of Social Order	Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province	32,729	0.21%	
6.01	NFC	Ta Ngoc Giam	Not available		Biological father of Mrs. Ta Thi Kim Chuc – Member of the Supervisory Board	035060001979	07/06/2018	PDAMS	Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province	0	0	
6.02	NFC	Pham Thi Kim Tuyen	Not available		Biological mother of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	035164001001	13/08/2021	PDAMS	Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province	0	0	
6.03	NFC	Ngo Minh Duong	Not available		Husband of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	035085009780	12/02/2025	PDAMS	Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province	0	0	

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6.04	NFC	Ngo Quyen	Not available		Biological child of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	035309008302	18/03/2024	PDAMS	Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province	0	0	
6.05	NFC	Ngo My Duyen	Not available		Biological child of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	Not available			Phuc Tri Street, Hoa Lu Ward, Ninh Binh Province	0	0	Underage
6.06	NFC	Ta Manh Giang	003C205812		Sibling of Mrs. Ta Thi Kim Chuc -Member of the Supervisory Board	035090014156	22/09/2022	PDAMS	Kieu Dan Thuong Hamlet, Ha Nam Ward, Ninh Binh Province	64,390	0.41%	
6.07	NFC	Pham Thi Cam Le Quynh	Not available		Sister-in-law of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	034193014833	04/07/2022	PDAMS	Dong 1 Residential Group, Dong Ngac Ward, Hanoi	0	0	
6.08	NFC	Doan Thi Mai	Not available		Mother-in-law of Mrs. Ta Thi Kim Chuc - Member of the Supervisory Board	035162009680	09/08/2021	PDAMS	Phu Ngoi Hamlet, Ha Nam Ward, Ninh Binh Province	0	0	
7	NFC	Hoang Thi Tiep	Not available	Head of the Supervisory Board		037185002754	14/05/2025	Ministry of Public Security	Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	
7.01	NFC	Hoang Minh Tiec	Not available		Biological father of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board	037059001979	26/04/2021	Police Department on Administrative Management of Social Order	Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	
7.02	NFC	Luong Thi Men	Not available		Biological mother of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board	035156008330	28/06/2021	PDAMS	Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	
7.03	NFC	Phung Van Hung	Not available		Husband of Mrs. Hoang Thi Tiep -Chief of the Supervisory Board	036079021042	13/08/2021	PDAMS	Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	
7.04	NFC	Phung Hoang Minh	Not available		Biological child of Mrs. Hoang Thi Tiep -Chief of the Supervisory Board	Not available			Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	Underage
7.05	NFC	Phung Van Hien	Not available		Father-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board	036050008916	7/2/2021	PDAMS	Vu Ban 1, Ninh Binh Province	0	0	



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7.06	NFC	Pham Thi Khuon	Not available		Mother-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board	036156018685	7/2/2021	PDAMS	Vu Ban 1, Ninh Binh Province	0	0	
7.07	NFC	Nguyen Thi Ly	Not available		Sister-in-law of Mrs. Hoang Thi Tiep - Chief of the Supervisory Board	037184006538	8/19/2021	PDAMS	Bo Dau Residential Area, Nam Hoa Lu Ward, Ninh Binh Province	0	0	
8	NFC	Phung Quang Trung	Not available	Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC		026078004567	26/9/2022	Police Department on Administrative Management of Social Order	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	0	0	
8.01	NFC	Phung Quang Dai	Not available		Father of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	026048004346	5/7/2021	PDAMS	Hoi Thinh Commune, Phu Tho Province	0	0	
8.02	NFC	Phung Thi Lan	Not available		Mother of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	26145005534	25/6/2021	PDAMS	Hoi Thinh Commune, Phu Tho Province	0	0	
8.03	NFC	Vo Thanh Son	Not available		Father-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	049064001559	13/4/2021	PDAMS	Hoa Son Commune, Dak Lak Province	0	0	
8.04	NFC	Tran Thi Te	Not available		Mother-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	049167001136	13/4/2023	PDAMS	Hoa Son Commune, Dak Lak Province	0	0	

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8.05	NFC	Vo Thi Thao	Not available		Wife of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	066191014901	26/9/2022	PDAMS	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	0	0	
8.06	NFC	Phung Thao Anh Thu	Not available		Daughter of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	066314019706	4/6/2024	PDAMS	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	0	0	Personal Identification Number
8.07	NFC	Phung Quang Thanh	Not available		Son of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	079224008185	8/4/2024	PDAMS	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	0	0	Personal Identification Number
8.08	NFC	Phung Quang Ta	Not available		Brother of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	026076002419	13/4/2017	PDAMS	Vinh Yen Ward, Phu Tho Province	0	0	
8.09	NFC	Nguyen Thi Quy	Not available		Sister-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	026176000289	10/5/2021	PDAMS	Vinh Yen Ward, Phu Tho Province	0	0	
8.1	NFC	Phung Thi Kim Dung	Not available		Younger sister of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	026181007139	16/12/2022	PDAMS	Vinh Phuc Ward, Phu Tho Province	0	0	
8.11	NFC	Nguyen Kim Tuyen	Not available		Brother-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	026077012738	26/8/2024	Vietnam Ministry of Public Security	Vinh Phuc Ward, Phu Tho Province	0	0	



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9	NFC	Nguyen Ngoc Thuan	003C205323	Chief Accountant cum Authorized Information Disclosure Officer		037081002743	11/08/2021	Police Department on Administrative Management of Social Order	Nam Hoa Lu Ward, Ninh Binh Province	2,565	0.016%	
9.01	NFC	Nguyen Tat Thanh			Biological father of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037049001835	29/04/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
9.02	NFC	Do Thi Mien			Biological mother of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	034149005976	29/04/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
9.03	NFC	Hoang Thi Hien			Wife of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037184005376	09/05/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
9.04	NFC	Nguyen Hoang Ngan Nhi			Biological child of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037310006234	21/03/2025	Ministry of Public Security	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
9.05	NFC	Nguyen Hoang Gia Bao			Biological child of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	Not available			Nam Hoa Lu Ward, Ninh Binh Province	0	0	Underage
9.06	NFC	Nguyen Tan Thanh			Elder brother of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037074008660	09/05/2021	PDAMS	Phường Hoa Lư - Tỉnh Ninh Bình	0	0	
9.07	NFC	Nguyen Thi Lan			Sister-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	036180017778	09/05/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	

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9.08	NFC	Hoang Huu Tam			Father-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037056006559	28/06/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
9.09	NFC	Dao Thi Huong			Mother-in-law of Mr. Nguyen Ngoc Thuan - Chief Accountant cum Authorized Information Disclosure Officer	037164010064	28/06/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
10	NFC	Pham Gia Ngan	Not available	Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department		033069010391	28/06/2021	Police Department on Administrative Management of Social Order	Hoa Lu Ward, Ninh Binh Province	0	0	
10.01	NFC	Nguyen Thi Van Giang	Not available		Wife of Mr. Pham Gia Ngan, Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	037176003688	09/05/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
10.02	NFC	Pham Thien Minh	Not available		Biological child of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	037205005945	19/06/2020	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
10.03	NFC	Pham Danh Minh	Not available		Biological child of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	Not available			Hoa Lu Ward, Ninh Binh Province	0	0	Underage



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10.04	NFC	Nguyen Thi Yen	Not available		Biological mother of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033133004231	14/04/2023	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
10.05	NFC	Nguyen Xuan Hanh	Not available		Father-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	037044000828	29/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0		
10.06	NFC	Pham Thi Phuong	Not available		Mother-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	037147001904	29/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
10.07	NFC	Pham Ngoc Duc	Not available		Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033059002449	26/07/2022	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
10.08	NFC	Nguyen Thi Thuy	Not available		Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033172004455	15/04/2021	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	

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10.09	NFC	Pham Van Hao	Not available		Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033061003857	24/04/2021	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
10.10	NFC	Nguyen Thi Kim Oanh	Not available		Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	031165007700	24/04/2021	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
10.11	NFC	Le Hong Quy	Not available		Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033178005095	13/04/2021	PDAMS	Mang Yang Commune, Gia Lai Province	0	0	
10.12	NFC	Pham Van Hoang	Not available		Biological brother of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033066001673	25/04/2021	PDAMS	Chi Linh Ward, Hai Phong City	0	0	
10.13	NFC	Vu Thi Huong	Not available		Sister-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	030171002261	25/04/2021	PDAMS	Chi Linh Ward, Hai Phong City	0	0	



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10.14	NFC	Pham Thi Yen	Not available		Biological sibling of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033171002581	05/10/2022	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
10.15	NFC	Nguyen Thanh Hung	Not available		Brother-in-law of Mr. Pham Gia Ngan - Company Secretary, Head of Corporate Governance; Head of the Organization and Administration Department	033071002598	05/10/2022	PDAMS	Chau Ninh Commune, Hung Yen Province	0	0	
11	NFC	Vietnam National Chemical Group			Parent company	0100100061 (6th amendment)	13/03/2025	Hanoi Department of Finance	No. 1A, Trang Tien Street, Cua Nam Ward, Hanoi City	8,023,428	51.0%	
12	NFC	Nguyen Minh Viet Hung	Not available	Member of the Board of Directors		030076000200	20/07/2021	PDAMS	No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi	0	0	
12.01	NFC	DAP No. 2 Joint Stock Company - Vinachem	Not available		Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	5300265969 (12th amendment)	07/07/2025	Lao Cai Department of Finance	Hamlet 6, Tang Loong Commune, Lao Cai Province	0	0	
12.02	NFC	Nguyen Van Khanh	Not available		Biological father of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	030047009164	14/09/2021	PDAMS	Thanh Mien Commune, Hai Phong City	0	0	
12.03	NFC	Vu Thi Anh	Not available		Biological mother of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	030152009265	20/11/2021	PDAMS	Tay Ho Ward, Hanoi City	0	0	
12.04	NFC	Vu Anh Thu	Not available		Wife of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	001180029489	04/10/2021	PDAMS	Tuong Mai Ward, Hanoi City	0	0	
12.05	NFC	Nguyen Vu Khanh Chi	Not available		Biological child of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	001308018230	15/01/2023	PDAMS	Tuong Mai Ward, Hanoi City	0	0	

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						Personal ID	Issue date	Place of issue				
12.06	NFC	Nguyen Vu Khanh Phong	Not available		Biological child of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	Not available			Tuong Mai Ward, Hanoi City	0	0	Underage
12.07	NFC	Nguyen Minh Thang	Not available		Biological brother of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	030075018105	05/10/2021	PDAMS	Tay Ho Ward, Hanoi City	0	0	
12.08	NFC	Nguyen Thi Thu Huyen	Not available		Sister-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	001186051347	05/02/2021	PDAMS	Tay Ho Ward, Hanoi City	0	0	
12.09	NFC	Vu Boi Tuyen	Not available		Father-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	033042000786	29/04/2021	PDAMS	Tuong Mai Ward, Hanoi City	0	0	
12.10	NFC	Van Thi Duc	Not available		Mother-in-law of Mr. Nguyen Minh Viet Hung - Member of the Board of Directors	Not available			Tuong Mai Ward, Hanoi City	0	0	Deceased
13	NFC	Duong Nhu Duc	003C210397	Member of the Board of Directors		037080002614	21/09/2022	Police Department on Administrative Management of Social Order	Hoa Lu Ward, Ninh Binh Province	3,280	0.02%	
13.01	NFC	Duong Nhu Tien	Not available		Biological father of Mr. Duong Nhu Duc - Member of the Board of Directors	037055000210	25/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.02	NFC	Dinh Thi Kim	Not available		Biological mother of Mr. Duong Nhu Duc - Member of the Board of Directors	037157000179	25/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.03	NFC	Nguyen Thi Thanh Thuy	Not available		Wife of Mr. Duong Nhu Duc - Member of the Board of Directors	037187000819	13/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.04	NFC	Duong Nhu Vu	Not available		Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors	Not available			Hoa Lu Ward, Ninh Binh Province	0	0	Underage
13.05	NFC	Duong Nhu Hung	Not available		Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors	Not available			Hoa Lu Ward, Ninh Binh Province	0	0	Underage



No	Stock code	Full name	Securities trading account (if any)	Position in the Company (if any)	Relationship with Internal person	Personal ID/Passport/Business Reg. Certificate			Permanent/Contact address	Number of shares held at the end of period	Ownership ratio at end of period	Remarks (regarding ID/Passport issues or other notes)
						Personal ID	Issue date	Place of issue				
13.06	NFC	Duong Nhu Hieu	Not available		Biological child of Mr. Duong Nhu Duc - Member of the Board of Directors	Not available			Hoa Lu Ward, Ninh Binh Province	0	0	Underage
13.07	NFC	Duong Thi Thu	Not available		Sibling of Mr. Duong Nhu Duc - Member of the Board of Directors	037185000521	28/06/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.08	NFC	Duong Thi Huong	Not available		Sibling of Mr. Duong Nhu Duc - Member of the Board of Directors	0371900006812	11/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.09	NFC	Dinh Van Quyet	Not available		Brother-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors	037079000353	28/06/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.1	NFC	Dang Xuan Tu	Not available		Brother-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors	037084007960	11/04/2021	PDAMS	Hoa Lu Ward, Ninh Binh Province	0	0	
13.11	NFC	Dinh Thi Nga	Not available		Mother-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors	037159000226	10/05/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	
13.12	NFC	Nguyen Duy Loi	Not available		Father-in-law of Mr. Duong Nhu Duc - Member of the Board of Directors	037053000148	10/05/2021	PDAMS	Nam Hoa Lu Ward, Ninh Binh Province	0	0	

Day 26 month 4 year 2026

On behalf of the Board of Directors

Chairman



Phạm Văn Ninh

**CHANGES IN THE LIST OF RELATED PERSONS**

*Of: Ninh Binh Phosphate Fertilizer Joint Stock Company  
(Attached to the Corporate Governance Report for 2025)*

No	Full Name	Relationship	Trading Account	ID/Business Registration No.	Date of issue	Place of issue	Address	Date became related person	Date No longer related person	Reason
1	Nguyen Minh Viet Hung			030076000200	20/07/2021	Department of Administrative Management of Social Order	No. 1A, Trang Tien St., Hoan Kiem Ward, Hanoi	24/04/2025		Newly elected Member of the BOD
1.01	DAP No.2 JSC-Vinachem	Mr. Nguyen Minh Viet Hung is Member of the BOD	Not available	05300265969	07/07/2025 (12th amendment)	Department of Finance of Lao Cai Province	Hamlet 6, Tang Loong Commune, Lao Cai Province	24/04/2025		Organization related to newly elected BOD member
1.02	Nguyen Van Khanh	Father of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	030047009164	14/09/2021	Department of Administrative Management of Social Order	Thanh Mien Commune, Hai Phong City	24/04/2025		Related person to newly elected BOD member
1.03	Vu Thi Anh	Mother of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	030152009265	20/11/2021	Department of Administrative Management of Social Order	Tay Ho Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.04	Vu Anh Thu	Wife of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	01180029489	4/10/2021	Department of Administrative Management of Social Order	Tuong Mai Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.05	Nguyen Vu Khanh Chi	Biological daughter of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	01308018230	15/01/2023	Department of Administrative Management of Social Order	Tuong Mai Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.06	Nguyen Vu Khanh Phong	Biological son of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	Underage			Tuong Mai Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.07	Nguyen Minh Thang	Older brother of Mr. Nguyễn Minh Việt Hưng	Not available	030075018105	5/10/2021	Department of Administrative Management of Social Order	Tay Ho Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member



No	Full Name	Relationship	Trading Account	ID/Business Registration No.	Date of issue	Place of issue	Address	Date became related person	Date No longer related person	Reason
1.08	Thai Thi Thu Huyen	Sister-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	01186051347	5/2/2021	Department of Administrative Management of Social Order	Tay Ho Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.09	Vu Boi Tuyen	Father-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	033042000786	29/04/2021	Department of Administrative Management of Social Order	Tuong Mai Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
1.10	Van Thi Duc	Mother-in-law of Mr. Nguyen Minh Viet Hung- Member of the BOD	Not available	Deceased			Tuong Mai Ward, Hanoi City	24/04/2025		Related person to newly elected BOD member
2	Phung Quang Trung	Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026078004567	26/9/2022	Department of Administrative Management of Social Order	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	15/12/2025		The appointed Company Director
2.01	Phung Quang Dai	Father of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026048004346	5/7/2021	Department of Administrative Management of Social Order	Hoi Thinh Commune, Phu Tho Province	15/12/2025		Related person of the appointed Company Director
2.02	Phung Thi Lan	Mother of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	26145005534	25/6/2021	Department of Administrative Management of Social Order	Hoi Thinh Commune, Phu Tho Province	15/12/2025		Related person of the appointed Company Director
2.03	Vo Thanh Son	Father-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	049064001559	13/4/2021	Department of Administrative Management of Social Order	Hoa Son Commune, Dak Lak Province	15/12/2025		Related person of the appointed Company Director

No	Full Name	Relationship	Trading Account	ID/Business Registration No.	Date of issue	Place of issue	Address	Date became related person	Date No longer related person	Reason
2.04	Tran Thi Te	Mother-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	049167001136	13/4/2023	Department of Administrative Management of Social Order	Hoa Son Commune, Dak Lak Province	15/12/2027		Related person of the appointed Company Director
2.05	Vo Thi Thao	Wife of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	066191014901	26/9/2022	Department of Administrative Management of Social Order	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	15/12/2025		Related person of the appointed Company Director
2.06	Phung Thao Anh Thu	Daughter of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	066314019706	4/6/2024	Department of Administrative Management of Social Order	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	15/12/2025		Related person of the appointed Company Director
2.07	Phung Quang Thanh	Son of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	079224008185	8/4/2024	Department of Administrative Management of Social Order	22/14 Phan Van Hon st, Dong Hung Thuan Ward, Ho Chi Minh City	15/12/2025		Related person of the appointed Company Director
2.08	Phung Quang Ta	Brother of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026076002419	13/4/2017	Department of Administrative Management of Social Order	Vinh Yen Ward, Phu Tho Province	15/12/2025		Related person of the appointed Company Director
2.09	Nguyen Thi Quy	Sister-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026176000289	10/5/2021	Department of Administrative Management of Social Order	Vinh Yen Ward, Phu Tho Province	15/12/2025		Related person of the appointed Company Director



No	Full Name	Relationship	Trading Account	ID/Business Registration No.	Date of issue	Place of issue	Address	Date became related person	Date No longer related person	Reason
2.10	Phung Thi Kim Dung	Younger sister of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026181007139	16/12/2022	Department of Administrative Management of Social Order	Vinh Phuc Ward, Phu Tho Province	15/12/2025		Related person of the appointed Company Director
2.11	Nguyen Kim Tuyen	Brother-in-law of Mr. Phung Quang Trung- Company Director, the legal representative of Ninh Binh Phosphate Fertilizer JSC	Not available	026077012738	26/8/2024	Vietnam Ministry of Public Security	Vinh Phuc Ward, Phu Tho Province	15/12/2025		Related person of the appointed Company Director

Date 26 month 1 year 2026

Chairman of the Board of Directors



Pham Manh Ninh

**TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES**  
**Of: Ninh Binh Phosphate Fertilizer Joint Stock Company**  
**(Enclosed with the Company's semi-annual corporate governance report for 2025)**

Unit: VND

No.	Name of organization/individual	Relationship with the Company	Business Registration Certificate No., Date of issue, Place of issue	Registered office / Contact address	Date of transaction with the Company	Resolution/Decision No. of the GMS/BOD, date of issuance	Details, quantity, total value of transaction	Remarks
1	Vietnam National Chemical Group	Parent company	0100100061 (6th Amendment ) Issued on: 13/03/2025 at Hanoi Department of Finance	No. 1A, Trang Tien Street, Hoan Kiem Ward, Hanoi, Vietnam	28/05/2025	582/GMS-Res dated 24/04/2025	16,046,856,000	Dividend for 2024
2	Hoang Ngan Co., Ltd.	Major shareholder	2700271351 (21st Amendment ) Issued on: 20/01/2025 at Ninh Binh Department of Planning and Investment	No. 02, Vu Duy Thanh Street, Hoa Lu Ward, Ninh Binh Province, Vietnam	28/05/2025	582/GMS-Res dated 24/04/2025	3,804,652,000	Dividend for 2024
3	Apatit Vietnam Co., Ltd. (Single-member)	Under the same parent company	5300100276 (16th Amendment ) Issued on: 23/07/2025 at Lao Cai Department of Finance	Tran Hung Dao Boulevard, Group 19 Bac Cuong, Cam Duong Ward, Lao Cai Province, Vietnam	30/01/2025	480/BOD-Res dated 02/04/2025	110,490,179,999	Sale of fertilizers
					31/05/2025	88/BOD-Res dated 17/01/2025	45,426,000,294	Purchase of Apatite ore
						582/GMS-Res dated 24/04/2025	132,773,289,645	Purchase of Apatite ore
4	Southern Chemical Import-Export JSC	Affiliate of the parent company	0305083191 (9th revision) Issued on: 17/05/2023 at Ho Chi Minh City Department of Planning and Investment	130 Tran Hung Dao Street, Ben Thanh Ward, Ho Chi Minh City, Vietnam	17/01/2025	88/BOD-Res dated 17/01/2025	175,625,870,620	Sale of fertilizers



No.	Name of organization/individual	Relationship with the Company	Business Registration Certificate No., Date of issue, Place of issue	Registered office / Contact address	Date of transaction with the Company	Resolution/Decision No. of the GMS/BOD, date of issuance	Details, quantity, total value of transaction	Remarks
5	Vietnam Institute of Industrial Chemistry	Under the same parent company	0100101121 (10th revision) Issued on: 28/11/2023 at Hanoi Department of Planning and Investment	No. 2, Pham Ngu Lao Street, Cua Nam Ward, Hanoi City, Vietnam	31/03/2025	Contract No.25/VHH-PT-QTMT dated 19/2/2025	37,368,000	Environmental monitoring expenses
6	College of Chemical Industry	Under the same parent company	110/2022/GCNDKHD-TCGDNN Issued on: 22/12/2022 by Directorate of Vocational Education and Training	Group 5, Lam Thao Commune, Phu Tho Province, Vietnam	7/2/2025	Invoice No.4,5,6 dated 07/02/2025; Invoice No.8 dated 24/04/2025; Invoice No.900 dated 03/12/2025	90,360,000	Tuition fees for the intermediate chemical course
					21/7/2025	Contract No.979/2025/HD-PLNB dated 11/7/2025; Invoice No. 872 dated 23/10/2025	408,000,000	Costs of vocational training in fertilizer manufacturing
7	Hanoi Soap Joint Stock Company	Under the same parent company	0100100311 (10th Amendment ) Issued on: 08/06/2022 at Hanoi Department of Planning and Investment	No. 233B, Nguyen Trai Street- Khuong Dinh Ward -Hanoi City, Vietnam	8/1/2025	Contract No. 06012025-HDPP-XP/PH/2025 dated 08/01/2025	102,235,000	Purchase of laundry detergent and dishwashing liquid

Date: 26 month 01 year 2026

On behalf of the Board of Directors

Chairman



Pham Manh Ninh

Appendix: 04

INTERNAL SHAREHOLDER TRANSACTIONS

Of: Ninh Binh Phosphate Fertilizer Joint Stock Company

(Attached to the annual corporate Governance report for 2025)

No	Name of the person conducting the transaction	Position	Shares held at the beginning of the period		Shares held at the end of the period		Reason for Increase/Decrease
			Number of shares	Ratio	Number of shares	Ratio	
1	Hoang Ngan Co., Ltd.	Related organization to the member of the Board of Directors, Mr. Nguyen Ngoc Thach	1,702,326	10,82	2,555,951	16,25	Purchase
	Total		1,702,326	10,82	2,555,951	16,25	

Date 26 month 1 year 2026

Chairman of the Board of Directors



Pham Manh Ninh