

## CHAPTER 2

### CORPORATE STRUCTURE AND HUMAN RESOURCES MANAGEMENT

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# CORPORATE STRUCTURE AND HUMAN RESOURCE MANAGEMENT

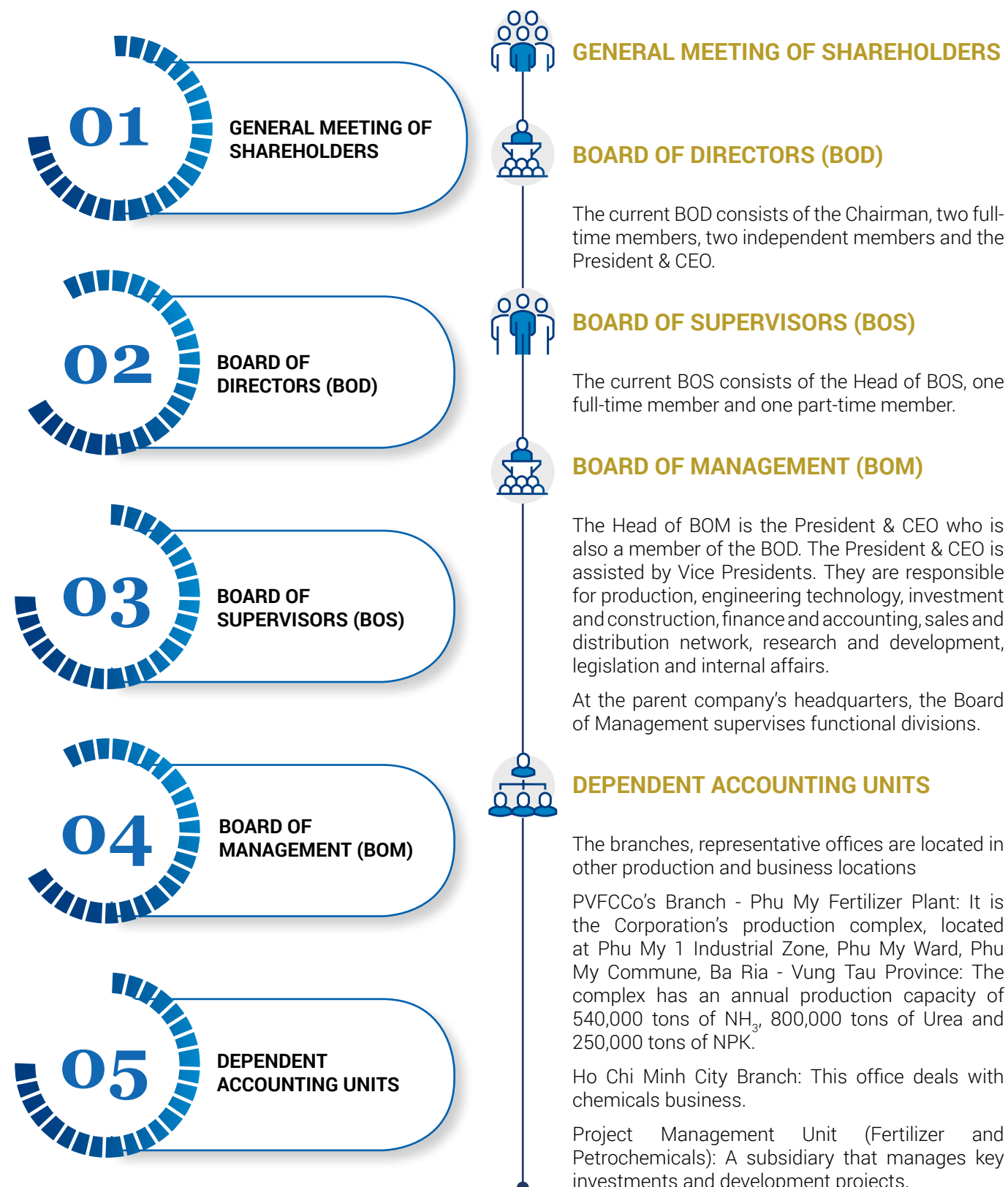
## GOVERNANCE

PVFCO IS A SUBSIDIARY OF PETROVIETNAM, A STATE-OWNED GROUP. PETROVIETNAM HOLDS 60% STAKE IN PVFCO. THE REMAINING SHARES ARE HELD BY LOCAL AND FOREIGN SHAREHOLDERS REPRESENTING INDIVIDUAL AND INSTITUTIONAL INVESTORS.

PVFCO'S PARENT COMPANY AND SUBSIDIARIES ARE SET UP AS PUBLIC JOINT STOCK COMPANIES, LISTED ON HA NOI STOCK EXCHANGE (HNX) AND HO CHI MINH STOCK EXCHANGE (HOSE) AND HAVE COMPLIED WITH REGULATIONS AND GOVERNANCE STANDARDS FOR LISTED ENTERPRISES.



## CORPORATE STRUCTURE





## RELATED COMPANIES

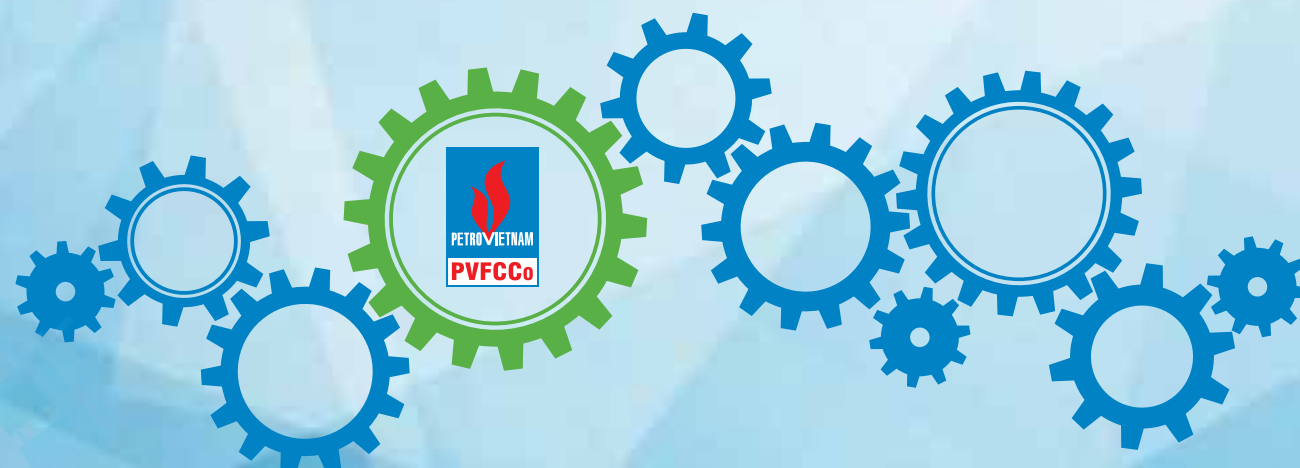
In 2020, the Corporation has four subsidiaries and five associates.

### COMPANIES WITH OVER 50% SHAREHOLDING

NO.	COMPANY NAME	BUSINESS SEGMENTS	CHARTER CAPITAL (MILLION VND)	OWNED BY PVFCCo
1	<b>North PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - North, stock code: PMB)</b> Address: 4 <sup>th</sup> Floor, 167 Trung Kinh Street, Cau Giay District, Hanoi	Fertilizer and chemicals production and trading	120,000	75%
2	<b>Central PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - Central, stock code: PCE)</b> Address: Lot A2, Nhon Binh Industrial Cluster, Quy Nhon City, Binh Dinh Province	Fertilizer and chemicals production and trading	100,000	75%
3	<b>South-East PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - SE, stock code: PSE)</b> Address: 27 Dinh Bo Linh Street, Binh Thanh District, Ho Chi Minh City	Fertilizer and chemicals production and trading	125,000	75%
4	<b>South-West PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - SW, stock code: PSW)</b> Address: 151/18 Tran Hoang Na Street, Ninh Kieu District, Can Tho City	Fertilizer and chemicals production and trading	170,000	75%

### COMPANIES WITH LESS THAN 50% SHAREHOLDING

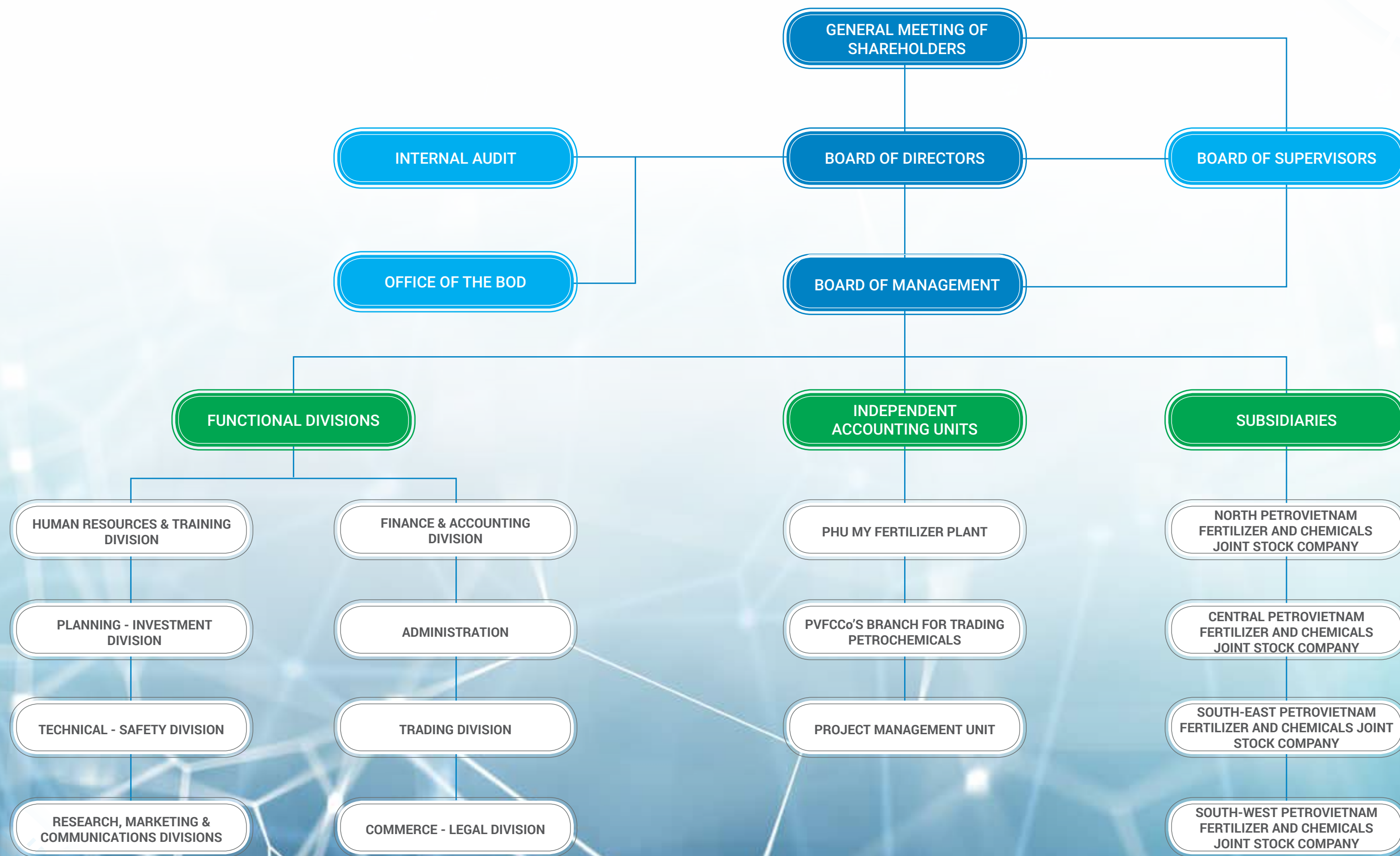
NO.	COMPANY NAME	BUSINESS SEGMENTS	CHARTER CAPITAL (MILLION VND)	OWNED BY PVFCCo
1	<b>Dam Phu My Packaging Joint Stock Company (PVFCCo - Packaging, stock code: PMP)</b> Address: Phu My 1 Industrial Zone, Phu My Town, Ba Ria - Vung Tau Province	Packaging manufacturing and trading	42,000	43.35%
2	<b>PetroVietnam Petrochemical and Textile Fiber Joint Stock Company (VNPOLY)</b> Address: Lot CN5.5A, Dinh Vu Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City	Textile fiber production and trading	2,165,110	25.99%
3	<b>PetroVietnam Information Technology, Telecom and Automation Joint Stock Company (PAIC)</b> Address: 4 <sup>th</sup> Floor, 167 Trung Kinh Street, Cau Giay District, Hanoi	Information technology, telecoms and automation, clean energy	42,352	8.5%
4	<b>PetroVietnam Urban Development Joint Stock Company (PVC Mekong)</b> Address: Lot D - Petroleum Urban Area, Ngo Quyen Street, Ward 1, Ca Mau City, Ca Mau province	Consulting, construction, construction materials production, real estate trading	280,869	35.63%
5	<b>Ut Xi Aquatic Products Processing Corporation</b> Address: Provincial Road 8, Tai Van Commune, Tran De District, Soc Trang Province	Aquaculture, Seafood processing and trading	354,000	6.78%







# ORGANIZATIONAL CHART





## BOARD OF DIRECTORS

INTRODUCTION OF PVFCCo

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AND HUMAN RESOURCES  
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CORPORATE PERFORMANCE  
REPORT

CORPORATE GOVERNANCE

SUSTAINABLE DEVELOPMENT  
REPORT

CONSOLIDATED FINANCIAL  
STATEMENTS

### MR. NGUYEN TIEN VINH

*Chairman of the BOD*

Year of Birth: 1962

#### Qualifications

Doctor of Engineering - Hanoi University of Mining and Geology, Master of Business Administration in Industry and Capital Construction - Asian Institute of Technology (AIT), and Oil and Gas Drilling and Production Machinery and Equipment Engineer - Bacu Petrochemical University (Soviet Union).

He was elected to the BOD by the General Meeting of Shareholders and took the position of Chairman of the BOD at the Extraordinary General Meeting of Shareholders on January 10, 2019.



### MR. LOUIS T NGUYEN

*Independent Member of the BOD*

Year of Birth: 1963

#### Qualifications

Bachelor of Accounting and Finance.

He was elected to the BOD by PVFCCo's General Meeting of Shareholders at the Annual General Meeting of Shareholders on 28 April 2016.



### MR. LE CU TAN

*Member of the BOD cum President and CEO*

Year of Birth: 1967

#### Qualifications

Marine Engineer, Bachelor of Business Administration, Master of Automation Engineering.

On April 26, 2018, he was re-elected to the BOD at the Annual General Meeting of Shareholders.



### MR. DUONG TRI HOI

*Member of the BOD*

Year of Birth: 1978

#### Qualifications

Industrial Electricity Engineer, Bachelor of Economics in Investment Planning.

He was elected to the BOD by PVFCCo's General Meeting of Shareholders at the Annual General Meeting of Shareholders on 17 April 2019.







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### MR. TRINH VAN KHIEM *Member of the BOD*

Year of Birth: 1973

#### Qualifications

Bachelor of Business Administration

He was elected to the BOD by PVFCCo's General Meeting of Shareholders at the Annual General Meeting of Shareholders on 16 June 2020.



### MR. NGUYEN HONG VINH *Member of the BOD*

Year of Birth: 1960

#### Qualifications

Agronomy Engineer, Agricultural Mechanical Engineer.

On April 26, 2018, he was re-elected to the BOD and relieved of his duty as Member of the BOD for retirement on 01 May 2020.

### MR. TA QUANG HUY *Independent Member of the BOD*

Year of Birth: 1978

#### Qualifications

Chemical engineer

He was elected to the BOD by PVFCCo's General Meeting of Shareholders at the Extraordinary General Meeting of Shareholders on 30 September 2020.



### MR. LE MINH HONG *Independent Member of the BOD*

Year of Birth: 1957

#### Qualifications

Industrial Management Engineer, Master of Business Administration.

He was elected to the BOD at the Extraordinary General Meeting of Shareholders on 10 January 2019. On 21 July 2020, he submitted his resignation application to the Corporation which was approved by the General Meeting of Shareholders at the Extraordinary General Meeting of Shareholders on 30 September 2020.





## BOARD OF MANAGEMENT

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### MR. LE CU TAN

*Member of the BOD cum President and CEO*

Year of Birth: 1967

#### Qualifications

Marine Engineer, Bachelor of Business Administration, Master of Automation Engineering.

On January 10, 2019, the Corporation's BOD decided to appoint Mr. Le Cu Tan, a Member of the BOD, as President and CEO of the Corporation as of 11 January 2019.



### MS. LE THI THU HUONG

*Vice President*

Year of Birth: 1975

#### Qualifications

Master of Business Administration

She has been appointed as the Corporation's Vice President since 01 March 2013 and was re-appointed on 01 October 2018.



### MR. LE VAN QUOC VIET

*Vice President*

Year of Birth: 1962

#### Qualifications

Bachelor of Economics in Planning.

He has been appointed as the Corporation's Vice President since 09 February 2009 and was re-appointed on 01 October 2018.



### MS. TRAN THI PHUONG THAO

*Vice President*

Year of Birth: 1970

#### Qualifications

Bachelor of Economics in International Trade

She has been appointed as the Corporation's Vice President since 29 April 2016.





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### MR. CAO TRUNG KIEN

*Vice President*

Year of Birth: 1976

#### Qualifications

Bachelor of Economics

He was appointed as Vice President of PVFCCo since 19 September 2019.



### MR. VO NGOC PHUONG

*Chief Accountant*

Year of Birth: 1978

#### Qualifications

Bachelor of Finance (Money and Credit).

He was appointed as Chief Accountant of PVFCCo since 29 April 2016.

### MR. DAO VAN NGOC

*Vice President*

Year of Birth: 1977

#### Qualifications

Refinery and Petrochemical Engineer

He was appointed as Vice President of PVFCCo since 21 April 2020.



### MR. TU CUONG

*Vice President*

Year of Birth: 1960

#### Qualifications

Organic Chemistry Engineer

Mr. Tu Cuong resigned as Vice President to enter retirement from 01 September 2020.







## BOARD OF SUPERVISORS

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### MR. HUYNH KIM NHAN *Chief Supervisor*

Year of Birth: 1976

#### Qualifications

Bachelor of Finance and Accounting

He was appointed as the Chief Supervisor of the Corporation since 28 April 2016.



### MR. LUONG PHUONG *Member of the BOS*

Year of Birth: 1973

#### Qualifications

Bachelor of Finance and Credit

On 26 April 2018, he was elected to the BOS.



### MR. LE VINH VAN *Member of the BOS*

Year of Birth: 1969

#### Qualifications

Bachelor of Economics in Finance and Accounting

He became a Member of the BOS from November 2008, and was then re-elected to the Board on 26 April 2018.





# HUMAN RESOURCES MANAGEMENT

## HUMAN RESOURCES IN 2020

The total staff of the Corporation as at 31 December 2020 (including parent company and subsidiaries): 1,529 employees



UNIVERSITY, COLLEGE AND  
POSTGRADUATE

**1,017**  
employees

VOCATIONAL

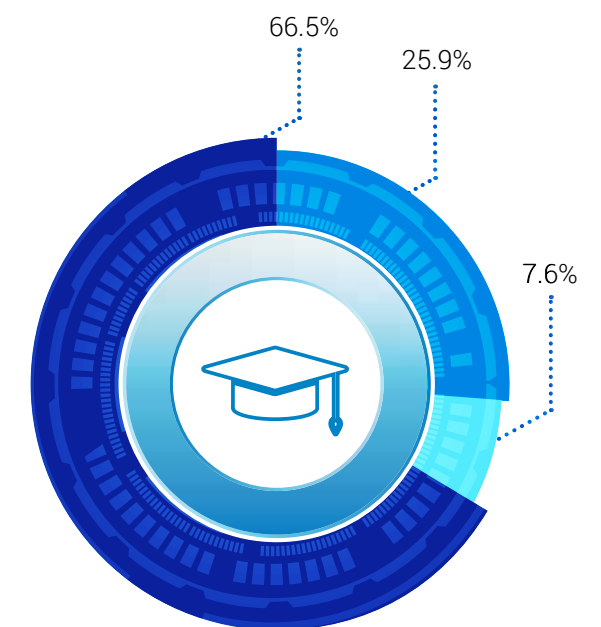
**116**  
employees

TECHNICAL AND OTHERS

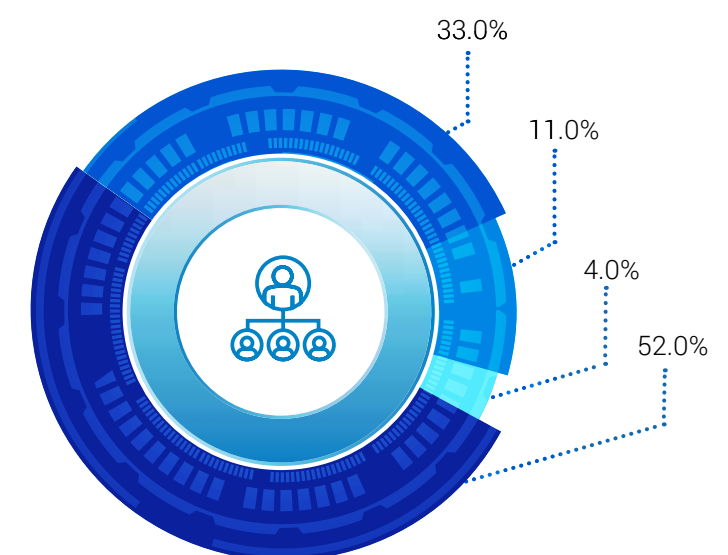
**396**  
employees



Classification by qualification	Quantity (employees)
University, College and Postgraduate	1,017
Vocational	116
Technical and Others	396
Total	1,529



Classification by expertise	Quantity (employees)
Leadership and Management	172
Technical and Professional	798
Supporting staff	53
Workers	506
Total	1,529







## HUMAN RESOURCES MANAGEMENT (CONTINUED)

### LABOR POLICY



### HUMAN RESOURCES POLICY

In 2008, PVFCCo formulated, documented and implemented a new compensation and benefits package fitting a joint stock company in accordance with the Labor Code. This move was to encourage talent retention while attracting new talent. The payroll system has been reviewed and is in compliance with the law and aligned with the market realities. In 2015, the Corporation has completed and implemented the Key Performance Indicators (KPI) system and payroll based on the results of the assessment of performance and personal performance. Accordingly, the organization, management and staffing will ensure the rightness, science, the right people in the right job. As a result, it measures

the capacity and performance of employees to make the salary and reward payment fairer and more accurate.

PVFCCo has Social Security, Health Insurance and Termination Benefits according to the Social Insurance Law and other Government regulations.

Although the HR Policy took effect in 1 January 2009, it has been revised annually taking into consideration the current conditions. It consists of employee welfare, remuneration scales, training and development funds, leisure benefits, employment practices and placement and even welfare schemes for skilled and qualified professional employees.

PVFCCo has formulated reward policies in recognition of skills sets. A tiered remuneration scheme is applied to specialists and several gradings for employees. These policies and schemes are directed at attracting and retaining talents who have professional knowledge and skills. Senior specialists have similar remuneration to senior management of PVFCCo and its subsidiaries. To date, PVFCCo has recognized 25 specialists in their fields of expertise.



### TRAINING AND DEVELOPMENT POLICY

Training and development of human resources have always played a very important role in production, business and sustainable development. The Corporation has paid great attention to and developed mechanisms, policies and regulations for scientific training which encourages staff members to improve their professional qualifications.

In 2020, the pandemic also brought challenges in the organization of training courses. Some training institutions suspended face-to-face courses. The Corporation encouraged employees to participate in online courses and implement self-study methods.

Internal training is always considered to be the most effective training method. The Corporation has continued to promptly organize training courses and disseminate new articles from the Labor Code, Enterprise Law and the amended Investment Law to employees. This has not only helped to maintain and raise their expertise, but also to operate the Phu My Fertilizer Plant safely and effectively, while mastering the sales and distribution system. Employees are ready for any changes in the Corporation's operation situation.

