

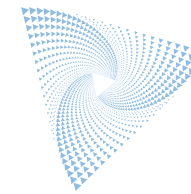
GROWING resilient

In favorable conditions, experience, intelligence and passion forge PVFCCo's bravery; in unfavorable conditions, bravery is an internal strength to enable PVFCCo to overcome difficulties and challenges.



Chapter 2.

CORPORATE STRUCTURE AND HUMAN RESOURCES MANAGEMENT



In 2021, the Corporation has four subsidiaries and five associates.

COMPANIES WITH OVER 50% SHAREHOLDING

No.	Company name	Business segments	Charter capital (VND million)	Owned by PVFCCo
1	North PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - North, stock code: PMB) Address: 4th Floor, 167 Trung Kinh Street, Cau Giay District, Hanoi	Fertilizer and chemicals production and trading	120,000	75%
2	Central PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - Central, stock code: PCE) Address: Lot A2, Nhon Binh Industrial Cluster, Quy Nhon City, Binh Dinh Province	Fertilizer and chemicals production and trading	100,000	75%
3	South-East PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - SE, stock code: PSE) Address: 27 Dinh Bo Linh Street, Binh Thanh District, Ho Chi Minh City	Fertilizer and chemicals production and trading	125,000	75%
4	South-West PetroVietnam Fertilizer and Chemicals Joint Stock Company (PVFCCo - SW, stock code: PSW) Address: 151/18 Tran Hoang Na Street, Ninh Kieu District, Can Tho City	Fertilizer and chemicals production and trading	170,000	75%



PVFCCo followed the corporate governance model which includes a General Meeting of Shareholders, Board of Directors, Board of Supervisors, and President and CEO, as prescribed at point a, clause 1, article 137 of the Law on Enterprises 2020.



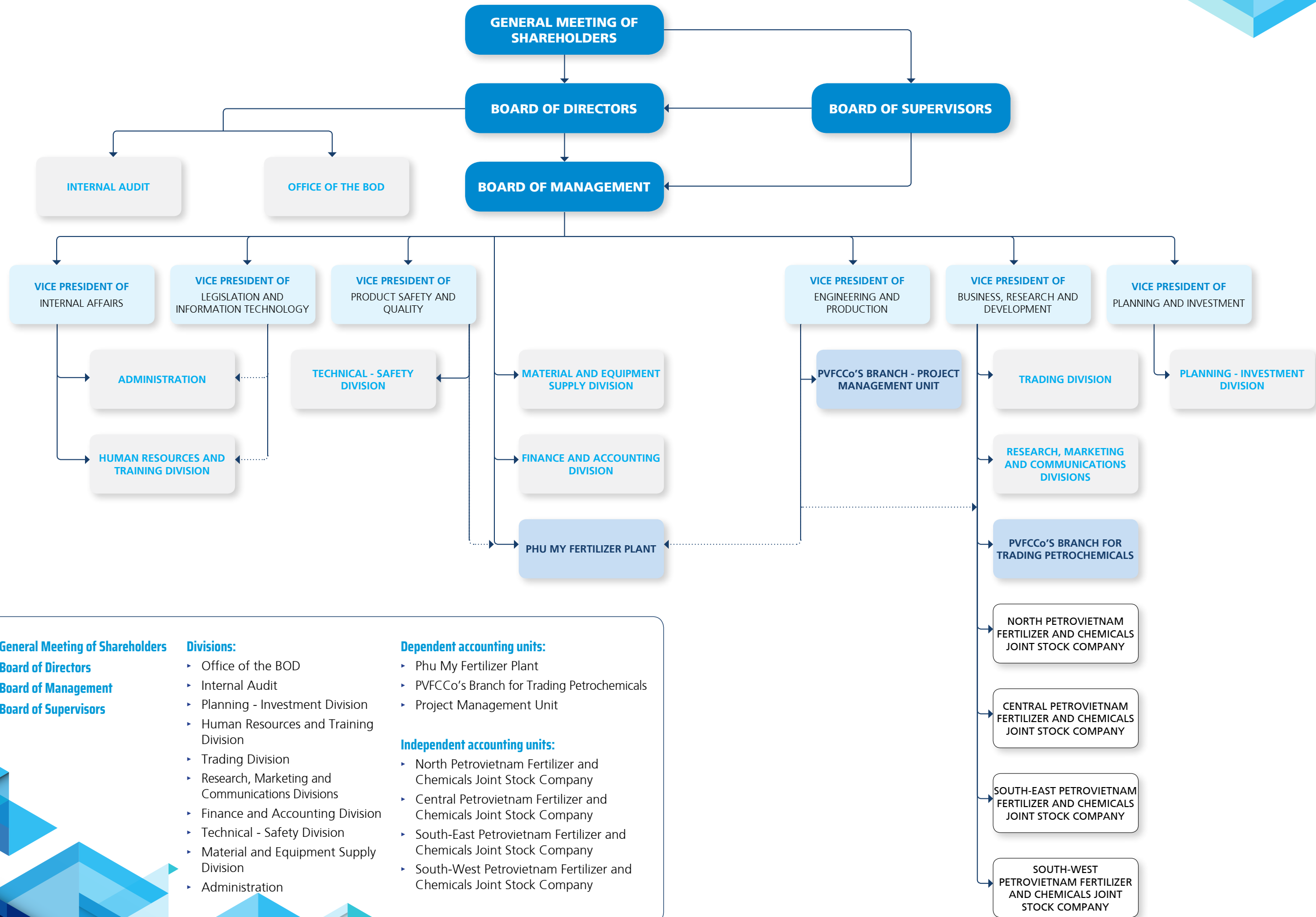
RELATED COMPANIES (Cont.)

COMPANIES WITH LESS THAN 50% SHAREHOLDING

No.	Company name	Business segments	Charter capital (VND Million)	Owned by PVFCCo
1	Dam Phu My Packaging Joint Stock Company (PVFCCo - Packaging, stock code: PMP) Address: Phu My 1 Industrial Zone, Phu My Town, Ba Ria - Vung Tau Province	Packaging manufacturing and trading	42,000	43.35%
2	PetroVietnam Petrochemical and Textile Fiber Joint Stock Company (VNPOLY) 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	PetroVietnam Information Technology, Telecom and Automation Joint Stock Company (PAIC) Address: 4 th Floor, 167 Trung Kinh Street, Cau Giay District, Hanoi	Information technology, telecoms and automation, clean energy	42,352	8.5%
4	PetroVietnam Urban Development Joint Stock Company (PVC Mekong) 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	Ut Xi Aquatic Products Processing Corporation Address: Provincial Road 8, Tai Van Commune, Tran De District, Soc Trang Province	Aquaculture, Seafood processing and trading	354,000	6.78%



ORGANIZATIONAL CHART



General Meeting of Shareholders
Board of Directors
Board of Management
Board of Supervisors

Divisions:

- ▶ Office of the BOD
- ▶ Internal Audit
- ▶ Planning - Investment Division
- ▶ Human Resources and Training Division
- ▶ Trading Division
- ▶ Research, Marketing and Communications Divisions
- ▶ Finance and Accounting Division
- ▶ Technical - Safety Division
- ▶ Material and Equipment Supply Division
- ▶ Administration

Dependent accounting units:

- ▶ Phu My Fertilizer Plant
- ▶ PVFCO's Branch for Trading Petrochemicals
- ▶ Project Management Unit

Independent accounting units:

- ▶ North Petrovietnam Fertilizer and Chemicals Joint Stock Company
- ▶ Central Petrovietnam Fertilizer and Chemicals Joint Stock Company
- ▶ South-East Petrovietnam Fertilizer and Chemicals Joint Stock Company
- ▶ South-West Petrovietnam Fertilizer and Chemicals Joint Stock Company

BOARD OF DIRECTORS



MR. HOANG TRONG DUNG
Year of Birth: 1973

- ▶ Chairman of the BOD
- ▶ Qualifications: Technology Engineer, Master of Economics



MR. LE CU TAN
Year of Birth: 1967

- ▶ Member of the BOD cum President and CEO
- ▶ Qualifications: Marine Engineer, Bachelor of Business Administration, Master of Automation Engineering



MR. DUONG TRI HOI
Year of Birth: 1978

- ▶ Member of the BOD
- ▶ Qualifications: Industrial Electricity Engineer, Bachelor of Economics in Investment Planning



MR. LOUIS T NGUYEN
Year of Birth: 1963

- ▶ Independent member of the BOD
- ▶ Qualifications: Bachelor of Accounting and Finance



MR. TRINH VAN KHIEM
Year of Birth: 1973

- ▶ Member of the BOD
- ▶ Qualifications: Bachelor of Business Administration

BOARD OF SUPERVISORS



MR. HUYNH KIM NHAN
Year of Birth: 1976

- ▶ Chief Supervisor
- ▶ Qualifications: Bachelor of Finance and Accounting



MR. LE VINH VAN
Year of Birth: 1969

- ▶ Member of the BOS
- ▶ Qualifications: Bachelor of Economics in Finance and Accounting



MR. LUONG PHUONG
Year of Birth: 1973

- ▶ Member of the BOS
- ▶ Qualifications: Bachelor of Finance and Credit

BOARD OF MANAGEMENT



MR. LE CU TAN
Year of Birth: 1967

- ▶ Member of the BOD cum President and CEO
- ▶ Qualifications: Marine Engineer, Bachelor of Business Administration, Master of Automation Engineering.



MR. LE VAN QUOC VIET
Year of Birth: 1962

- ▶ Vice President
- ▶ Qualifications: Bachelor of Economics in Planning



MS. LE THI THU HUONG
Year of Birth: 1975

- ▶ Vice President
- ▶ Qualifications: Master of Business Administration



MS. TRAN THI PHUONG THAO
Year of Birth: 1970

- ▶ Vice President
- ▶ Qualifications: Bachelor of Economics in International Trade



MR. CAO TRUNG KIEN
Year of Birth: 1976

- ▶ Vice President
- ▶ Qualifications: Bachelor of Economics



MR. DAO VAN NGOC
Year of Birth: 1977

- ▶ Vice President
- ▶ Qualifications: Master of Business Administration, Refinery and Petrochemical Engineer



MR. TA QUANG HUY
Year of Birth: 1978

- ▶ Vice President
- ▶ Qualifications: Chemical Engineer



MR. VO NGOC PHUONG
Year of Birth: 1978

- ▶ Chief Accountant
- ▶ Qualifications: Bachelor of Finance (Money and Credit)

CHANGES IN THE BOD, BOM AND BOS

Major changes in BOD and BOM in 2021:

- Mr. Nguyen Tien Vinh resigned from the position of Chairman of BOD and withdrew from the BOD to take up other positions as assigned by the Vietnam Oil and Gas Group from 27 April 2021.
- Mr. Hoang Trong Dung was elected to the BOD by the General Meeting of Shareholders and elected to hold the position of Chairman for a 5-year term (2021-2026) from 27 April 2021.
- Mr. Louis T. Nguyen was re-elected to the Board of Directors by the General Meeting of Shareholders for a five-year term beginning 27 April 2021.
- Mr. Ta Quang Huy resigned from the Board of Directors and was appointed Vice President as of 28 April 2021.
- Mr. Huynh Kim Nhan was re-elected as Chief Supervisor by the General Meeting of Shareholders for the following five-year term (2021-2026) beginning 27 April 2021.

HUMAN RESOURCES MANAGEMENT



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The Corporation's entire workforce, as of 31 December 2021 (including the parent firm and its subsidiaries) is 1,508 individuals, 360 of whom are female, a decrease of 21 people over 2020.

THE CORPORATION'S ENTIRE WORKFORCE

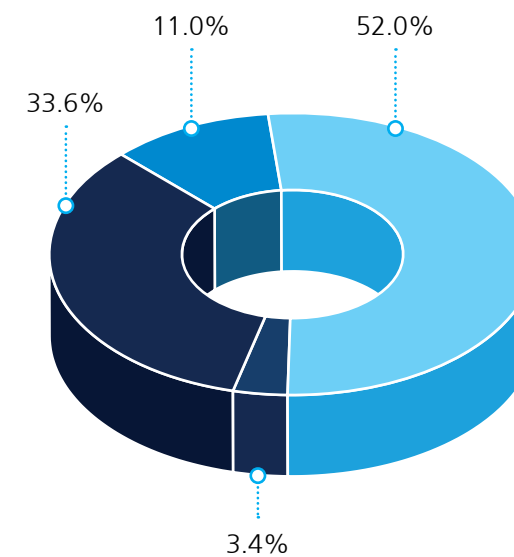
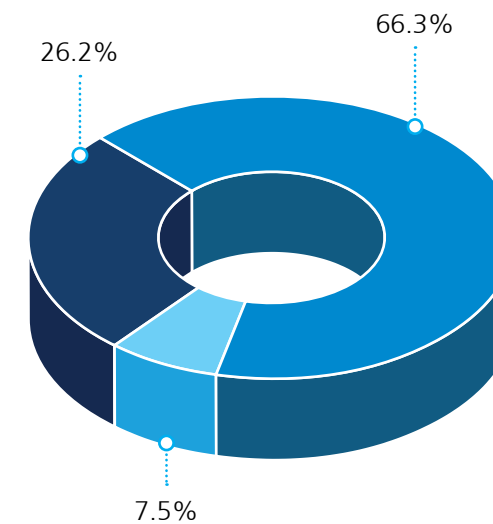
1,508 employees

UNIVERSITY, COLLEGE AND POSTGRADUATE

1,000 employees

TOTAL NUMBER OF FEMALE EMPLOYEES

360 employees



LABOR POLICY



Human resources policy

The Corporation has established, promulgated, and implemented a wage scale and table with the goal of paying salaries comparable with the market, in compliance with applicable law and the current state of production and business. As a result, the Corporation has completed and implemented a 3P system for evaluating job performance (KPIs) and compensating employees based on the findings of capacity assessments and individual work performance.

The Corporation administers Social Insurance, Health Insurance, Unemployment Insurance, and Occupational Accident and Disease Insurance for its employees in complete compliance with the rules of the Social Insurance Law and other Government regulations. In addition to this, the Corporation offers the following insurance programs: Health Care Insurance for employees, Voluntary pension insurance, Accident insurance for employees who travel overseas on business, and Life Insurance for employees, depending on the Corporation's production and business performance.

Additionally, the Corporation has issued an employment policy that maintains and enforces welfare policies for all employees, as well as a number of preferred policies for competent and loyal employees at the management level and above, which include Salary, bonus, training, study, rest, housing, and other welfare arrangements.



Training and development policy

Training and development of human resources always play a very important role in production, business, and sustainable development, and the Corporation has accordingly paid attention to and developed mechanisms, policies, and regulations for scientific training which encourages staff and employees to improve their professional qualifications, including external training services and internal training.

