

CORPORATE GOVERNANCE REPORT
First 6 months of 2026

To: Hanoi Stock Exchange

Company's name: Central PetroVietnam Fertilizer and Chemicals Joint Stock Company.

Head office address: Lot A2, Nhon Binh Industrial Cluster, Nhon Binh Ward, Quy Nhon City, Binh Dinh Province.

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Charter capital: 100,000,000,000 VND (One hundred billion VND).

Stock ticker: PCE

Corporate governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Supervisory Board (SB), Board of Management (BOM).

Internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders

On April 17, 2026, the Company successfully held the 2026 Annual General Meeting of Shareholders in Quy Nhon City, Binh Dinh Province.

The General Meeting discussed and approved the following contents in Resolution No. 26-50/NQ-ĐHĐCĐ dated April 17, 2026, with a 100% approval rate for all submitted items as follows:

1. Approval of the 2025 business results.
2. Approval of the 2026 business plan.
3. Approval of the 2025 activity report and the 2026 activity plan of the Board of Directors.
4. Approval of the 2025 activity report and the 2026 activity plan of the Supervisory Board.
5. The GMS agreed to authorize the Board of Directors to consider and select one of the three audit firms for the 2026 financial statements proposed by the Supervisory Board at the Meeting (Deloitte Vietnam Co., Ltd., Ernst & Young Vietnam Co., Ltd., PwC Vietnam Co., Ltd.).
6. Approval of the 2025 financial statements audited by Deloitte Vietnam Co., Ltd.
7. Approval of the 2025 profit distribution plan.

8. Approval of the 2026 profit distribution plan.
9. Approval of the 2025 report on salary, remuneration, and other benefits for the BOD and SB; 2026 plan for salary, remuneration, and other benefits for the BOD and SB.
10. Approval of the proposal on adding registered business lines; Updating and supplementing the Company's Charter; The GMS authorized the Board of Directors to carry out procedures to update the Company's business lines as mentioned above in accordance with State regulations on the Vietnam Standard Industrial Classification.
11. Approval of the policy on signing transactions and purchase/sale contracts with the major shareholder, PetroVietnam Fertilizer and Chemicals Corporation - JSC, and authorization for the Board of Directors to approve the signing of contracts and transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC under the authority of the General Meeting of Shareholders.
12. Approval of the election results for the Board of Directors and Supervisory Board for the 2026-2031 term.

II. Activities of the Board of Directors

1. Information on members of the Board of Directors

Ord	BOD Member	Position	Start date/End date as BOD member	
			Appointment date	Dismissal date
1	Mai Thanh Hai	Chairman	15/09/2022	
2	Nguyen Quang Doan	Independent member	15/09/2022	
3	Luong Anh Tuan	Member	28/03/2025	

2. Meetings of the Board of Directors

Ord	BOD Member	Number of BOD meetings attended	Attendance rate	Reason for absence
1	Mai Thanh Hai	3/3	100%	
2	Nguyen Quang Doan (Independent member)	3/3	100%	
3	Luong Anh Tuan	3/3	100%	

3. Supervisory activities of the BOD regarding the Board of Management

- The BOD attends meetings of the Board of Management regarding business operations and monthly briefings, directly providing guidance and feedback to the Board of Management on the Company's activities. The BOD monitors and grasps the Company's operational management through reports and documents sent by the Director to the BOD.
- The BOD directs, supervises, and supports the Board of Management in implementing Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders; reviews the implementation of the Company's plans and strategies and provides timely guidance.

- The BOD reviews and supervises quarterly financial statements, monthly and quarterly business activity reports, and the Board of Management's annual preliminary and final reports.
- Supervision results: The Board of Management organized and managed the effective implementation of the business plan for the first 6 months of 2026, with the following results:

Criteria	Unit	Plan 6M/2026	Actual 6M/2026	Ratio	Note
Output	Tons	221.500	237.578	107%	
Revenue	Billion VND	2.558	2.576	101%	
Pre-tax Profit	Billion VND	21,11	24,68	117%	
After-tax Profit	Billion VND	16,89	19,74	117%	
Payable to State Budget	Billion VND	7,05	9,25	131%	
Dividend	%	-	-	-	14% unpaid

4. Activities of sub-committees under the Board of Directors

The Board of Directors has not established sub-committees. BOD activities are specifically assigned to individual members in charge of each area to verify contents under the BOD's authority before decision-making, while also supervising, directing, and urging the Company to implement BOD resolutions and decisions according to assigned areas.

5. Resolutions/Decisions of the Board of Directors

In the first 6 months of 2026, the BOD held 03 meetings and conducted 11 written consultations to approve several resolutions/decisions as follows:

Ord	Number of Resolutions/ Decisions	Date	Contents	Pass Rate
1.	26-05/QD-CMT	07/01/2026	Resolution on approving and assigning the 2026 PCE business plan	100%
2.	26-17/QD-CMT	20/01/2026	Resolution etc. Implementing the management of cash capital in the first quarter of 2026	100%
3.	26-19/QD-CMT	20/01/2026	Decision etc. approving the settlement of the salary fund to be implemented in 2025	100%
4.	26-20/QD-CMT	20/01/2026	Resolution etc approving the sample of the Company's seal	100%

Ord	Number of Resolutions/ Decisions	Date	Contents	Pass Rate
5.	26-28/QD-CMT	30/01/2026	Decision etc. Promulgating the Regulation on salaries, bonuses and benefits of the Company	100%
6.	26-38/NQ-CMT	23/03/2026	Resolution on the approving and promulgating norms of inventory, warehouses and receivables in 2026	100%
7.	26-43/NQ-CMT	30/03/2026	Resolution of the Board of Directors Meeting in March 2026	100%
8.	26-50/NQ-CMT	17/04/2026	Resolution on the 2026 Annual General Meeting of Shareholders	100%
9.	26-51/NQ-CMT	17/04/2026	Resolution on the promulgation of the PVFCCo-PCE Charter (amended and supplemented for the 7th time)	100%
10.	26-52/NQ-CMT	17/04/2026	Resolution on the election of the Chairman of the Board of Directors of PVFCCo-PCE	100%
11.	26-53/NQ-CMT	17/04/2026	Resolution on the organization and assignment of work in the Board of Directors of PVFCCo-PCE for the term 2026-2031	100%
12.	26-81/NQ-CMT	29/05/2026	Resolution on approving the policy of receiving the transfer of assets attached to leased land and receiving the transfer of the right to continue leasing land in Nhon Hoa Industrial Park	100%
13.	26-86/NQ-CMT	08/06/2026	Resolution approving the adjustment of investment policy in Nhon Hoa Industrial Park	100%
14.	26-88/NQ-CMT	11/06/2026	Resolution on the approves the policy of liquidation of km15 warehouse in DakLak	100%
15.	26-89/NQ-CMT	12/06/2026	Resolution on the approving the selection of auditing units for financial statements in 2026	100%
16.	26-91/QD-CMT	12/06/2026	Decision to send Mr. Luong Anh Tuan on a business trip to Ho Chi Minh City, the United States, Canada from June 19, 2026 to July 6, 2026	100%
17.	26-97/NQ-CMT	29/06/2026	Resolution approving the list and limit of deposit investment at each credit institution	100%

III. Activities of the Supervisory Board

1. Information on members of the Supervisory Board

Ord	Member of the Supervisory Board	Position	Date of start/no longer being a member of the Board of Directors	Qualifications
1	Nguyen Thi Kim Anh	Head of Department	17/4/2026	Bachelor of Economics
2	Mai Hong Khanh	Head of Department	17/4/2026	Bachelor of Economics
3	Pham Thanh Long	Members	01/09/2012	Bachelor of Economics
4	Tran Thi Hai Yen	Members	18/06/2021	Bachelor of Organic Chemistry Technology

2. Meetings of the Supervisory Board:

Ord	Member of the Supervisory Board	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending
1	Nguyen Thi Kim Anh	1/2	50%	100%	Dismissal from 17/4/2026
2	Mai Hong Khanh	1/2	50%	100%	Appointed from 17/4/2026
3	Pham Thanh Long	2/2	100%	100%	
4	Tran Thi Hai Yen	2/2	100%	100%	

3. Supervisory activities of the SB regarding the BOD, BOM, and shareholders

- The SB supervises production and business activities and provides monthly assessment reports. The SB appraises the 2025 financial statements and the Q1 & Q2/2026 financial statements, providing appropriate recommendations for the Company's better operation.
- The SB monitors compliance with resolutions and decisions of the GMS and the Company's Charter; monitors the management and administration of business operations, financial management, and investment by the Board of Directors and the Board of Management; and controls compliance with the law and adherence to the Company's regulations, rules, and internal control systems during the decision-making process.
- Report on the assessment of the BOD's management to the General Meeting of Shareholders at the annual meeting.

- The SB proposed and recommended that the GMS authorize the BOD to select one of 3 firms to perform the review of the 6-month financial statements and the audit of the 2026 annual financial statements of the Company.
- The SB coordinates with the BOD and the Board of Management to execute the Company's SB reports related to the listed company in accordance with the Law on Enterprises and related circulars and decrees.

4. Coordination between the SB and the activities of the BOD, BOM, and other managers

The Supervisory Board coordinates well with the Board of Directors, the Board of Management, departments, and managers of the Company, and has sufficient information to perform its duties. During the performance of its functions and tasks, the Supervisory Board received support from the Board of Directors, the Board of Management, and the Company's departments and affiliated units to obtain timely data, documents, and information to serve the control work, contributing to the completion of the Supervisory Board's tasks.

5. Other activities of the SB

- In the first 6 months of 2026, the SB held 02 meetings to approve the Supervisory Board's activity plan and assign tasks to each member for inspection and supervision in various areas; discussed and agreed on ongoing work and implementation directions for the next period.
- The SB participated in conjunction with the Corporation's Supervisory Board, Internal Audit Department, and functional departments of the Corporation to conduct inspections of the Company's production and business activities.

IV. Executive Board

Ord	Member of the Board of Directors	Date of birth	Qualifications	Date of appointment/dismissal of members of the Executive Board
1	Luong Anh Tuan	21/08/1978	Bachelor of Economics	Appointed from 01/01/2025
2	Ta Quoc Phuong	19/09/1977	Bachelor of Economics	Appointed from 18/08/2020

V. Chief Accountant

Full name	Date of birth	Qualifications	Appointment/Dismissal Date
Le Thanh Vien	10/02/1975	Bachelor of Economics	Appointed from 01/03/2025

VI. Training on corporate governance

Members of the BOD, SB, BOM, and other managers have participated in training courses on corporate governance in accordance with corporate governance regulations.

VII. List of related persons of the listed company

1. List of related persons of the Company

Ord	Name of organization/ individual	Securities trading account	Position at the Company	Certificate number, date of issue, place of issue	Address	When to start is those who have Related	Timing no longer being a relevant person	Reason	Relationship with the Company
1.	PetroVietnam Fertilizer and Chemicals Corporation		Parent Company			01/01/2011			
2.	Mai Thanh Hai		President of BOD			21/02/2015			
3.	Nguyen Quang Doan		Independent Member of the BOD			18/6/2021			
4.	Luong Anh Tuan		Member of the BOD, Legal Representative			01/01/2025			
5.	Nguyen Thi Kim Anh		Head of SB			01/9/2012	17/4/2026	Dismissal	
6.	Mai Hong Khanh		Head of SB			17/4/2026		Appointment	
7.	Pham Thanh Long		Member of SB			01/9/2012			
8.	Tran Thi Hai Yen		Member of SB			18/6/2021			
9.	Ta Quoc Phuong		Deputy Director			18/8/2020			
10.	Le Thanh Vien		Chief Accountant, Disclosure Officer			01/01/2011			
11.	Cao Thi Le Thanh		Company Secretary, Company Administrator			01/01/2018			

2. Transactions between the company and its related persons; or between the company and major shareholders, internal persons, and related persons of internal persons

Internal transactions between the company and major shareholders: In the first 6 months of 2026, the Company had transactions with PetroVietnam Fertilizer and Chemicals Corporation - JSC in 03 areas: Contract for the purchase and sale of Phu My branded fertilizers; Contract for the decentralization of marketing, trade promotion, social welfare, and technical services; and logistics service contracts (loading, unloading, transport, storage...). These transactions were approved in principle by the GMS in the 2025 Annual GMS Resolution No. 49/NQ-ĐHĐCĐ dated March 28, 2025 (for transactions before April 17, 2026) and the 2026 Annual GMS Resolution No. 26-50/NQ-ĐHĐCĐ dated April 17, 2026 (for transactions from April 17, 2026).

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

No transactions.

4. Transactions between the company and other entities

No transactions.

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

- 1. List of internal persons and related persons of internal persons: (Attached).**
- 2. Transactions of internal persons and related persons regarding the listed company's shares: No transactions.**

IX. Other notes: None.

**BOARD OF DIRECTORS
PRESIDENT**

Mai Thanh Hai

List of internal and related persons of internal persons (attached to the Corporate Governance Report for the first 6 months of 2026)

Business name:

Central PetroVietnam Fertilizer and Chemicals Joint Stock Company

Stock code:

PCE

Ord	Stock Code	Name (*)	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Certificate (*) (ID/Passport/Business Registration Certificate)			Head Office Address/ Contact Address	Number of shares owned at the end of the period	Shareholding ratio at the end of the period	Notes (on the absence of the Certificate number and other notes)
						ID Number (*)	Date of Issue	Place of Issue				
1	2	3	4	5	6	7	8	9	10	11	12	13
1	PCE	Mai Thanh Hai	045C303788	Chairman of the BOD								
1,01	PCE	Mai Thanh Ha			Mr. Mai Thanh Hai's brother							
1,02	PCE	Mai Thi Hue			Mr. Mai Thanh Hai's sister							
1,03	PCE	Mai Thi Hue			Mr. Mai Thanh Hai's sister							
1,04	PCE	Quynh Thi Thu Trang	045C301719		Mr. Mai Thanh Hai's wife					60.000	0,60%	
1,05	PCE	Mai Duc Huy			Children of Mr. Mai Thanh Hai							
1,06	PCE	Mai Duc Nhat Minh			Children of Mr. Mai Thanh Hai							
1,07	PCE	Mai Duc Gia Hoi			Children of Mr. Mai Thanh Hai							SN 2020
2	PCE	Luong Anh Tuan		Member of BOD, Legal Representative								
2,01	PCE	Luong Duc Vinh			Mr. Luong Anh Tuan's father							
2,02	PCE	Tran Thi Chien			Mr. Luong Anh Tuan's mother							
2,03	PCE	Tran Thi Phuong Anh			Wife of Mr. Luong Anh Tuan							

2,04	PCE	Luong Tuan Dat			Son of Mr. Luong Anh Tuan							
2,05	PCE	Luong Tuan Khang			Son of Mr. Luong Anh Tuan							
2,06	PCE	Luong Duc Thang			Mr. Luong Anh Tuan's brother							
3	PCE	Nguyen Quang Doan		Independent Member of the BOD								
3,01	PCE	Nguyen Thi Thom			Wife of Mr. Nguyen Quang Doan							
3,02	PCE	Nguyen Quang Duc			Children of Mr. Nguyen Quang Doan							
3,03	PCE	Nguyen Phuong Thao			Children of Mr. Nguyen Quang Doan							
3,04	PCE	Nguyen Thi Thanh Van			Mr. Nguyen Quang Doan's sister							
3,05	PCE	Nguyen Thi Thanh An			Mr. Nguyen Quang Doan's sister							
4	PCE	Ta Quoc Phuong		Deputy Director								
4,01	PCE	Ta Quoc Cuong			Mr. Ta Quoc Phuong's father							
4,02	PCE	Truong Thi Mui			Mr. Ta Quoc Phuong's mother							
4,03	PCE	Ta Thi Quyen			Mr. Ta Quoc Phuong's younger brother							
4,04	PCE	Ta Thi Dung			Mr. Ta Quoc Phuong's younger brother							
4,05	PCE	Ta Tan Tai			Mr. Ta Quoc Phuong's younger brother							
4,06	PCE	Nguyen Thu Hang			Mr. Ta Quoc Phuong's wife							

4,07	PCE	Ta Linh Dan			Son of Mr. Ta Quoc Phuong							
4,08	PCE	Ta Cao Minh			Son of Mr. Ta Quoc Phuong							
5	PCE	Mai Hong Khanh	006C081342	Head of the SB								
5,01	PCE	Mai Ba Thien			Ms. Mai Hong Khanh's father							
5,02	PCE	Dang Thi Hoa			Ms. Mai Hong Khanh's mother							
5,03	PCE	Vu Manh Tran			Ms. Mai Hong Khanh's father-in-law							
5,04	PCE	Trinh Thi Thuan			Ms. Mai Hong Khanh's mother-in-law							
5,05	PCE	Vu Khanh Thien	006C083092		Husband of Mrs. Mai Hong Khanh							
5,06	PCE	Vu Hoang Quan			Ms. Mai Hong Khanh's son							
5,07	PCE	Vu Hoang Yen			Ms. Mai Hong Khanh's daughter							
6	PCE	Pham Thanh Long		Member of the SB								
6,01	PCE	Nguyen Thi Anh Tho			Mr. Pham Thanh Long's mother							85 years old, the age of CCCD has expired
6,02	PCE	Luong Thi Thanh Tam			Mr. Pham Thanh Long's wife							
6,03	PCE	Pham Viet Huy			Son of Mr. Pham Thanh Long							
6,04	PCE	Pham Bao An			Son of Mr. Pham Thanh Long							SN 2015
6,05	PCE	Pham Anh Tuan			Mr. Pham Thanh Long's brother							
6,06	PCE	Pham Thi Thanh Tu			Mr. Pham Thanh Long's sister							
6,07	PCE	Pham Hai Tung			Mr. Pham Thanh Long's brother							

7	PCE	Tran Thi Hai Yen		Member of the SB								
7,01	PCE	Tran Duc Tien			Ms. Tran Thi Hai Yen's father							
7,02	PCE	Tran Thi Thuong			Ms. Tran Thi Hai Yen's mother							
7,03	PCE	Tran Minh Khiem			Ms. Tran Thi Hai Yen's younger brother							
7,04	PCE	Pham Ngoc Duc			Husband of Ms. Tran Thi Hai Yen							
7,05	PCE	Pham Tran Mai Thy			Children of Ms. Tran Thi Hai Yen							
7,06	PCE	Pham Huu Phuc			Children of Ms. Tran Thi Hai Yen							SN 2015
8	PCE	Le Thanh Vien		Chief Accountant, Disclosure Officer								
8,01	PCE	Le Tan Hai			Mr. Le Thanh Vien's father							
8,02	PCE	Nguyen Thi Kang			Mr. Le Thanh Vien's mother							
8,03	PCE	Nguyen Tu Quyen			Wife of Mr. Le Thanh Vien					10.000	0,10%	
8,04	PCE	Le Quang Phuc			Children of Mr. Le Thanh Vien							
8,05	PCE	Le Truc Phuong			Children of Mr. Le Thanh Vien							SN 2016
8,06	PCE	Le Thi Thanh Thanh			Mr. Le Thanh Vien's sister							
8,07	PCE	Le Thanh Tu			Mr. Le Thanh Vien's brother							
8,08	PCE	Le Thanh Van			Mr. Le Thanh Vien's brother							
9	PCE	Cao Thi Le Thanh	045C304155	Company Secretary, Company Administrator						200	0,00%	

9,01	PCE	Cao Quang Bao			Ms. Cao Thi Le Thanh's father							
9,02	PCE	Cao Thi Kim Tuyet			Ms. Cao Thi Le Thanh's sister							
9,03	PCE	Cao Quang Lanh			Ms. Cao Thi Le Thanh's brother							
9,04	PCE	Cao Thi My Huong			Ms. Cao Thi Le Thanh's sister							
9,05	PCE	Cao Quang Hung			Ms. Cao Thi Le Thanh's brother							
9,06	PCE	Nguyen Viet Giang			Husband of Ms. Cao Thi Le Thanh							
9,07	PCE	Nguyen Thanh Thao			Children of Ms. Cao Thi Le Thanh							
9,08	PCE	Nguyen Thao Nguyen			Children of Ms. Cao Thi Le Thanh							
13	PCE	PetroVietnam Fertilizer and Chemicals Corporation - JSC			Parent Company					7.500.000	75%	