

No: 99 /BC-PLNB

Ninh Bình, January 21st, 2025

**REPORT ON COMPANY GOVERNANCE
(Year 2024)**

To: - State Securities Commission;
- Stock Exchange.

Company Name: Ninh Bình phosphates Fertilizer Joint Stock Company

Head Office Address: Ninh An Commune, Hoa Lu District, Ninh Bình Province

Phone: 0229.3610024; 0229.3610863

Fax: 0229.3610013

Email: Phan_lan_ninh_binh@yahoo.com

Chartered Capital: 157,312,600,000 VND.

Securities Code: NFC

Corporate Governance Model:

+ General Meeting of Shareholders, Board of Directors, Supervisory Board,
Director.

Regarding the implementation of internal audit functions: Implemented.

I. Activities of the General Meeting of Shareholders

No.	Resolution No.	Date	Content
1	618/NQ-ĐHĐCĐ	2024-4-24	<ol style="list-style-type: none">1. Approval of the report on the activities of the Board of Directors and the report of the company's management on the company's operations in 2023, and the company's tasks for 2024.2. Approval of the financial report, income of the Board of Directors, and management for 2023, audited by Vietnam Auditing and Valuation Co., Ltd.3. Approval of the Supervisory Board's report on the examination and supervision results

			<p>of the company's activities in 2023.</p> <p>4. Approval of the profit distribution plan, fund allocation, and dividend payment for 2023.</p> <p>5. The General Meeting of Shareholders authorizes the Board of Directors to decide on the interim dividend for 2024 and to pay interim dividends to shareholders based on the company's business results for the year.</p> <p>6. Approval of the salary and remuneration for the Board of Directors and Supervisory Board for 2024.</p> <p>7. Approval of the plan to select an auditing company for the 2024 financial report. The General Meeting of Shareholders authorizes the Board of Directors to select one independent auditing company from three companies proposed by the Supervisory Board, which meet the conditions, capabilities, reasonable audit costs, and are approved by the State Securities Commission to audit listed companies in 2024.</p>
--	--	--	---

II. Board of Directors (Year 2024)

1. Information about Board Members

No.	Member of the Board of Directors	Position in the Board of Directors	Date of start/no longer a member of the Board of Directors	
			Appointment Date	Termination Date
1	Mr. Pham Manh Ninh	Chairman	2023-04-21	
2	Mr. Duong Nhu Duc	Member	2023-04-21	
3	Mr. Pham Hong Son	Member	2023-04-21	
4	Mr. Nguyen Ngoc Thach	Member	2023-04-21	
5	Mr. Ha Huy San	Member	2023-04-21	

2. Board of Directors Meetings

No.	Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Mr. Pham Manh Ninh	15/15	100%	
2	Mr. Duong Nhu Duc	15/15	100%	
3	Mr. Pham Hong Son	15/15	100%	
4	Mr. Nguyen Ngoc Thach	15/15	100%	
5	Mr. Ha Huy San	15/15	100%	

3. Supervisory Activities of the Board of Directors over the Executive Board

3.1. Supervisory Activities:

Based on the powers and responsibilities of the Board of Directors and the Executive Director as stipulated in the Enterprise Law and the Company's Charter, the Board of Directors has regularly conducted supervisory work and directed the activities of the Executive Board and other management personnel. The supervisory activities of the Board of Directors over the Executive Board in 2024 are carried out as follows:

- Quarterly, the Board of Directors organized inspections to supervise the activities of the Executive Board regarding:

+ Implementation of the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors.

+ Monthly and quarterly production and business activities; solutions to maintain and develop the market.

+ Compliance with technical-economic norms and labor wage regulations.

+ Implementation of the basic construction investment plan, procurement of fixed assets, major repairs of fixed assets.

+ Recruitment, labor utilization, labor management, etc.

Through inspections and supervision, the Board of Directors identifies existing issues to direct, guide, and urge the Executive Board and related units to promptly rectify and enhance the sense of responsibility in performing their assigned tasks.

3.2. Results of Supervisory Activities:

Through inspections and supervision, the Board of Directors promptly identified existing limitations to direct, guide, and urge the Executive Board and related units to rectify issues in a timely manner, thus enhancing the sense of responsibility in performing their tasks. The results of the supervision include:

- The Executive Board has effectively implemented the resolutions passed by the Company's General Meeting of Shareholders and the quarterly resolutions set forth by the Board of Directors, timely reflecting and addressing issues arising during the performance of their tasks.

- The Executive Board has recognized the advantages and difficulties faced by the Company, thus proactively managing operations and issuing internal documents within their authority to effectively control the Company's production and business activities.

- The Company's production and business activities are all within the scope permitted by the business registration certificate, as well as in accordance with the current regulations and laws of Vietnam.

4. Activities of Subcommittees under the Board of Directors:

(The Company's Board of Directors has no subcommittees.)

5. Resolutions of the Board of Directors:

To implement the resolutions of the Company's Annual General Meeting of Shareholders in 2024, the Board of Directors has held regular meetings and issued resolutions to approve the meeting contents for the organization and leadership of implementation:

No.	Resolution No.	Date	Content	Approval Rate
1	14/NQ-HĐQT	2024-03-01	Approval of the contract for purchasing Apatite ore with Vietnam Apatite One Member Co., Ltd.	100%
2	60/NQ-HĐQT	2024-09-01	Approval of the appointment of Mr. Pham Ngoc Thuong as Workshop Manager (written opinion).	100%
3	62/NQ-HĐQT	2024-10-01	Approval of the contract for the transaction of Ninh Binh fused phosphate semi-finished products with Van Dien Fused Phosphate Joint Stock Company (written opinion).	100%
4	113/NQ-HĐQT	2024-01-18	Approval of the sales contract with Southern Chemical Import-Export Joint Stock Company, a subsidiary of Vietnam Chemicals Group (written opinion).	100%
5	191/NQ-HĐQT	2024-02-02	<p>Regular meeting of the Board of Directors First Quarter of 2024</p> <ul style="list-style-type: none"> - Approval of the business results for 2023 and the First Quarter of 2024 business plan, and the planned business plan for 2024. - Approval of the market cost plan for 2024. - Approval of the working capital loan plan for business activities in 2024. - Approval of the raw material consumption norms for producing 1 ton of fused phosphate product. - Approval of the basic construction and major repair investment plan for 2024. - Approval of the labor usage 	<p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p>

			plan for 2024. - Approval of the proposed date for the Annual General Meeting of Shareholders 2024 on 24/4/2024.	100%
6	361/NQ-HĐQT	2024-03-14	Approval of the salary fund for the year 2023 (written opinion).	100%
7	400/NQ-HĐQT	2024-03-21	Approval of the contract for the transaction of phosphate semi-finished products with Van Dien Phosphate Fertilizer Joint Stock Company (written opinion).	100%
8	459/NQ-HĐQT	2024-03-29	Approval of the draft content regarding the anti-corruption work plan for 2024 of Ninh Binh Phosphate Fertilizer Joint Stock Company (written opinion).	100%
9	512/NQ-HĐQT	2024-04-05	Regular meeting of the Board of Directors Second Quarter of 2024 - Approval of the business results for First Quarter of 2024 and the business plan for Second Quarter of 2024. - Approval of the program and documents for the Annual General Meeting of Shareholders 2024. - Report on the implementation of two internal audit topics for 2023 and approval of the internal audit plan for 2024.	100% 100% 100%
10	770/NQ-HĐQT	2024-05-17	Approval of the contract for the transaction of phosphate semi-finished products with Van Dien Fused Phosphate Joint Stock Company (written opinion).	100%
11	780/NQ-HĐQT	2024-05-20	- Approval of the selection of Vietnam Auditing and Valuation Company Limited to audit the financial statements for the first six months of 2024 and the full	100%

			<p>year 2024 (written opinion).</p> <ul style="list-style-type: none"> - Approval of the bonus distribution for the company's management fund for 2023 (written opinion). 	
12	1255/NQ-HĐQT	2024-07-23	<p>Regular meeting of the Board of Directors Third Quarter of 2024</p> <ul style="list-style-type: none"> - Approval of the business results for Second Quarter and the first six months of 2024. - Approval of the business plan for Fourth Quarter. 	<p>100%</p> <p>100%</p>
13	1698/NQ-HĐQT	2024-10-31	<p>Regular meeting of the Board of Directors Fourth Quarter of 2024</p> <ul style="list-style-type: none"> - Approval of the business results for Third Quarter and the first nine months of 2024. - Approval of the business plan for Fourth Quarter of 2024. - Approval of the list for reviewing and supplementing the leadership staff planning for the period 2021 – 2026 and 2026 – 2031. - Approval of the self-assessment results for enterprise management ranking in 2024. 	<p>100%</p> <p>100%</p> <p>100%</p> <p>100%</p>
14	1792/NQ-HĐQT	2024-11-21	<p>Approval of the plan to implement the appointment process for Workshop Manager of the Blast Furnace, Workshop Manager of Mechanical Engineering, and Head of Technical Department (written opinion).</p>	<p>100%</p>
15	1937/NQ-HĐQT	2024-12-13	<p>Approval of the appointment of the Workshop Manager of the Blast Furnace, Workshop Manager of Mechanical Engineering, and Head of Technical Department (written opinion).</p>	<p>100%</p>

III. Board of Supervisors (Year 2024)

1. Information about Board of Supervisors Members.

No.	Board Member	Position	Start Date as Board Member	Professional Qualifications
1	Ms. Hoang Thi Tiep	Head of Committee	2023-04-21	Bachelor's degree in Accounting
2	Ms. Ta Thi Kim Chuc	Member	2023-04-21	Bachelor's degree in Accounting
3	Mr. Vu Tuan Anh	Member	2023-04-21	Bachelor's degree in Economics

2. Meetings of the Board of Supervisors.

No.	Board Member	Number of 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 Board of Supervisors over the Board of Directors, Executive Board, and Shareholders

3.1. Control of Resolutions and Decisions of the Board of Directors:

The procedures, order of convening, notifications for meetings, meeting minutes, resolutions, decisions, and documents of the Board of Directors are in compliance with the Enterprise Law and the Company's Charter.

The Board of Directors has regularly carried out supervision, urging, and directing the activities of the Executive Board and other management personnel to effectively implement the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and other management decisions. This includes monitoring the operation of the Executive Board regarding the implementation of investment plans, adherence to economic and technical norms, monthly and quarterly business production situations, and debt recovery.

3.2. Control of the Activities of the Executive Board:

In executing the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and the set objectives, the Executive Board has focused on directing and working with the Company to overcome difficulties such as severe weather, reduced purchasing power due to falling agricultural prices, and competition among fertilizer production companies. At the same time, they have leveraged existing internal resources and opportunities to fulfill the objectives and tasks set by the General Meeting of Shareholders.

The Executive Board has effectively followed the directions of the Board of Directors regarding several objectives approved by the General Meeting of Shareholders, ensuring sufficient capital for production and business activities, and market operations.

4. Coordination between the Board of Supervisors and the Activities of the Board of Directors, Executive Board, and Other Management Personnel

The Board of Supervisors is regularly invited to attend meetings of the Board of Directors and participates in most meetings of the Board of Directors. The Board of Supervisors has directly provided feedback during the meetings.

Resolutions from Board of Directors meetings, resolutions of the General Meeting of Shareholders, and financial reports are sent promptly and fully to the Board of Supervisors.

The Board of Supervisors frequently collaborates, exchanges, and offers opinions with the Board of Directors and the Executive Board regarding the Company's production and business activities in alignment with the objectives and plans approved by the General Meeting of Shareholders, legal regulations, and the Company's Charter.

Shareholder Opinions: In 2024, the Board of Supervisors has not received any written complaints or denunciations from shareholders regarding violations by the Board of Directors, the Executive Board, or the Board of Supervisors.

IV. Executive Board

No.	Executive Board Member	Date of Birth	Professional Qualification	Appointment Date as Executive Board Member
1	Mr. Duong Nhu Duc	1980-12-03	Master's Degree in Economics	2020-12-15
2	Mr. Pham Hong Son	1972-05-20	Engineer	2023-02-20

V. Chief Accountant

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

VI. Training on Corporate Governance: None

VII. List of Related Persons of the Company and Transactions of Related Persons.

1. Changes to the list of related persons of the public company as stipulated in Clause 34, Article 6 of the Securities Law: Attached Appendix 02.

2. Transactions between the company and related persons: Attached Appendix 03.

VIII. Transactions of Internal Persons and Related Persons of Internal Persons (2024 Report)

1. List of internal persons and related persons of internal persons: Attached Appendix 01.

2. Transactions of internal persons and related persons regarding the company's shares: None.

IX. Other Issues to Note: None

Recipients:

- As addressed;
- Company website;
- Archive TCKT.

ON BEHALF OF THE BOARD OF
DIRECTORS

CHAIRMAN



Pham Manh Ninh

LIST OF INTERNAL SHAREHOLDERS AND RELATED PARTIES

From: Ninh Binh Fertilizer Joint Stock Company
(Attached to the company management report for the year 2024)

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
1	Pham Manh Ninh		Chairman of the Board or Chairperson of the Board	003C208666	035066010547	2023-03-30	Department of Administrative Management for Social Order and Safety/ Police	Group 18, Mai Dich Ward, Cau Giay District, Hanoi City	1,573,155	10.0%
1	Trinh Thi Lan	Biological Mother		not available	035140000839	2021-03-28	Department of Administrative Management for Social Order and Safety/ Police	Group 18, Mai Dich Ward, Cau Giay District, Hanoi City	0	
2	Le Anh Dung	Father-in-law		not available	033040005803	2021-06-24	Department of Administrative Management for Social Order and Safety/ Police	Greenbay Urban Area, Me Tri, Nam Tu Liem District, Hanoi City	0	
3	Nguyen Thi Loi	Mother-in-law		not available	037146003780	2021-06-24	Department of Administrative Management for Social Order and Safety/ Police	Greenbay Urban Area, Me Tri, Nam Tu Liem District, Hanoi City	0	
4	Le Thi Lan Anh	Wife		not available	037170008608	2023-03-30	Department of Administrative Management for Social Order and Safety/ Police	Group 18, Mai Dich Ward, Cau Giay District, Hanoi City	29,499	0.19%
5	Pham Manh Quy	Son		not available	037095005436	2022-08-04	Department of Administrative Management for Social Order and Safety/ Police	Group 18, Mai Dich Ward, Cau Giay District, Hanoi City	0	
6	Duong Thanh Dung	Daughter-in-law		not available	037194008334	2022-08-04	Department of Administrative Management for Social Order and Safety/ Police	No. 01 - Thang Long Avenue, Cau Giay District, Hanoi City	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
7	Pham Minh Quy	Son		not available	037095007660	2023-05-28	Department of Administrative Management for Social Order and Safety Police	Group 18, Mai Dich Ward, Cau Giay District, Hanoi City	0	
8	Nguyen Thi Ha Trang	Daughter-in-law		not available	022197001748	2023-05-03	Department of Administrative Management for Social Order and Safety Police	Dong Xa, Van Don District, Quang Ninh Province	0	
9	Pham Thi Khue Dung	Older Sister		not available	035163003156	2021-03-14	Department of Administrative Management for Social Order and Safety Police	Group 9, My Dinh 1, Nam Tu Liem District, Hanoi City	0	
10	Nguyen Ngoc Ban	Brother-in-law		not available	033056000658	2021-04-27	Department of Administrative Management for Social Order and Safety Police	Group 16, Co Nhue 1 Ward, Bac Tu Liem District, Hanoi City	0	
11	Pham Thi Kim Tuyen	Older Sister		not available	035164001001	2021-08-13	Department of Administrative Management for Social Order and Safety Police	Tien Tan District, Phu Ly City, Ha Nam Province	0	
12	Ta Ngoc Giam	Brother-in-law		not available	035060001979	2018-06-07	Department of Administrative Management for Social Order and Safety Police	Tien Tan District, Phu Ly City, Ha Nam Province	0	
13	Pham Manh Hung	Younger Brother		not available	035068004078	2023-01-20	Department of Administrative Management for Social Order and Safety Police	INDUSTRIE STRASSE 13, 96114 - HIRSCHAID - Federal Republic of Germany	0	
14	Bui Thi Thu Huong	Sister-in-law		not available	025182014341	2021-07-12	Department of Administrative Management for Social Order and Safety Police	Zone 11, Khai Xuan, Thanh Ba District, Phu Tho Province	0	
15	Pham Manh Hong	Younger Brother		not available	035071001994	2022-08-20	Department of Administrative Management for Social Order and Safety Police	Military Technical Academy Lien Bao Collective, Vinh Yen City, Vinh Phuc Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
16	Nguyen Thi Nu	Sister-in-law		not available	026174013061	2021-12-18	Department of Administrative Management for Social Order and Safety Police	Dan Pho Cho Tong - Lien Bao, Vinh Yen City - Vinh Phuc Province	0	
17	Nguyen Van Thanh	Brother-in-law		not available	035070004296	2022-09-05	Department of Administrative Management for Social Order and Safety Police	INDUSTRIE STRASSE 13, 96114 - HIRSCHAID - Federal Republic of Germany	0	
18	Pham Thi Huyen	Younger Sister		not available	035178004356	2022-09-05	Department of Administrative Management for Social Order and Safety Police	INDUSTRIE STRASSE 13, 96114 - HIRSCHAID - Federal Republic of Germany	0	
II	Pham Hong Son		Board Member and Vice Director	003C205372	037072006500	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Street 11 - P. Dong Thanh - Ninh Binh City - Ninh Binh Province	201,928	1.28%
1	Hoang My Hanh	Wife		003C203969	001175044318	2021-06-01	Department of Administrative Management for Social Order and Safety Police	Street 11 - Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	163,925	1.04%
2	Pham Hoang Dat	Son		not available	001200057431	2023-04-17	Department of Administrative Management for Social Order and Safety Police	Thach Quy Hamlet - Ninh My Commune - Hoa Lu District - Ninh Binh Province	0	
3	Pham Hoang Ngoc Diep	Daughter		not available	001308002201	2022-09-21	Department of Administrative Management for Social Order and Safety Police	Street 11 - Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
4	Pham Van So	Biological father		not available	037043003221	2021-12-16	Department of Administrative Management for Social Order and Safety Police	Thach Quy Hamlet - Ninh My Commune - Hoa Lu District - Ninh Binh Province	0	
5	Nguyen Thi Dam	Biological mother		not available	037144000382	2022-10-01	Department of Administrative Management for Social Order and Safety Police	Thach Quy Hamlet - Ninh My Commune - Hoa Lu District - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
6	Pham Hong Thai	Younger brother		not available	037076001045	2016-10-14	Department of Administrative Management for Social Order and Safety Police	Thach Quy Hamlet - Ninh My Commune - Hoa Lu District - Ninh Binh Province	17,146	0.11%
7	Pham Thi Thoa	Younger sister		not available	037178001190	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Dong Phu Hamlet - Ninh Khang Commune - Hoa Lu District - Ninh Binh Province	0	
8	Hoang Van Thung	Father-in-law		not available	033042000939	2021-03-23	Department of Administrative Management for Social Order and Safety Police	No. 62, Alley 405, Ngoc Hoi Street, Van Dien Town, Thanh Tri District, Hanoi City	0	
9	Nguyen Thi Ngoc Hao	Mother-in-law		not available	037146000214	2021-04-15	Department of Administrative Management for Social Order and Safety Police	No. 62, Alley 405, Ngoc Hoi Street, Van Dien Town, Thanh Tri District, Hanoi City	0	
10	Nguyen Thi Hoa	Sister-in-law		not available	026175001283	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Thach Quy Hamlet - Ninh My Commune - Hoa Lu District - Ninh Binh Province	0	
11	Nguyen The Hai	Brother-in-law		not available	037075004249	2021-04-04	Department of Administrative Management for Social Order and Safety Police	Dong Phu Hamlet - Ninh Khang Commune - Hoa Lu District - Ninh Binh Province	0	
III	Ha Huy San		Board Member	not available	037063001029	2022-06-03	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City	69,607	0.44%
1	Nguyen Thi Dan	Wife		not available	037171001286	2022-09-21	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City	21,093	0.13%
2	Ha Thi Lan Anh	Daughter		not available	037194001546	2022-09-06	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
3	Ha Minh Phuong	Daughter		not available	037196001897	2022-03-22	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City	0	
4	Ha Van Giang	Older brother		not available	037061000045	2023-03-09	Department of Administrative Management for Social Order and Safety Police	Hong Hai Ward - Ha Long City - Quang Ninh Province	0	
5	Ha Huy Nhi	Younger brother		not available	037066011126	2021-05-10	Department of Administrative Management for Social Order and Safety Police	Binh Hoa Ward - Thuan An City - Binh Duong Province	0	
6	Ha Quang Huy	Younger brother		not available	037068009314	2021-07-10	Department of Administrative Management for Social Order and Safety Police	Tam Phu - Thu Duc City - Ho Chi Minh City	0	
7	Ha Thi Khanh	Younger sister		not available	037171001153	2021-05-04	Department of Administrative Management for Social Order and Safety Police	Ninh Nhat Commune - Ninh Binh City - Ninh Binh Province	0	
8	Bui Thi Len	Mother-in-law		not available	037137000053	2023-05-18	Department of Administrative Management for Social Order and Safety Police	Ninh Nhat Commune - Ninh Binh City - Ninh Binh Province	0	
9	Ta Tuan Ha	Son-in-law		not available	037089000606	2022-09-06	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
10	Nguyen Thi Thanh Bao	Sister-in-law		not available	022167007725	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Hong Hai Ward - Ha Long City - Quang Ninh Province	0	
11	Nguyen Thi Phuong	Sister-in-law		not available	035176009786	2021-07-10	Department of Administrative Management for Social Order and Safety Police	Binh Hoa Ward - Thuan An City - Binh Duong Province	0	
12	Tran Thi Kieu Mai	Sister-in-law		not available	048175000060	2022-01-12	Department of Administrative Management for Social Order and Safety Police	Tam Phu - Thu Duc City - Ho Chi Minh City	0	
13	Tran Van Chien	Brother-in-law		not available	037067001928	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Ninh Nhat Commune - Ninh Binh City - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
IV	Nguyen Ngoc Thach		Board Member	044C015886	036063002462	2022-10-16	Department of Administrative Management for Social Order and Safety Police	Yen Bai Hamlet - Te Loi Commune - Nong Cong District - Thanh Hoa Province	32,850	0.21%
1	Nguyen Anh Tuan	Older brother		not available	036055000501	2021-05-01	Department of Administrative Management for Social Order and Safety Police	22 Alley 100/29 Nguyen Xien - Ha Dinh Ward, Thanh Xuan District - Hanoi City	0	
2	Nguyen Thi Hien	Sister-in-law		not available	036158003610	2021-05-01	Department of Administrative Management for Social Order and Safety Police	23 Alley 100/29 Nguyen Xien - Ha Dinh Ward, Thanh Xuan District - Hanoi City	0	
3	Nguyen Thi Dung	Older sister		not available	036151003723	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Yen Bang Commune - Yen Yen District - Nam Dinh Province	0	
4	Le Ngoc Lien	Brother-in-law		not available	036046006311	2022-08-17	Department of Administrative Management for Social Order and Safety Police	Yen Bang Commune - Yen Yen District - Nam Dinh Province	0	
5	Nguyen Thi Lien	Older sister		not available	036158018483	2021-06-17	Department of Administrative Management for Social Order and Safety Police	Yen Dong Commune - Yen Yen District - Nam Dinh Province	0	
6	Dao Ngoc Dung	Brother-in-law		not available	036056004740	2021-12-16	Department of Administrative Management for Social Order and Safety Police	Yen Dong Commune - Yen Yen District - Nam Dinh Province	0	
7	Nguyen Hong Nhung	Daughter		not available	037189000009	2013-02-06	Department of Administrative Management for Social Order and Safety Police	49 Alley 135 Le Thai To, Khanh Binh Street, Ninh Khanh Ward, Ninh Binh City	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
8	Nguyen Sinh Phu	Son-in-law		not available	011086008727	2021-11-07	Department of Administrative Management for Social Order and Safety Police	50 Alley 135 Le Thai To, Khanh Binh Street, Ninh Khanh Ward, Ninh Binh City	0	
9	Nguyen Thi Ngoc Ngan	Daughter		not available	037191001298	2017-03-07	Department of Administrative Management for Social Order and Safety Police	Jamila, Phu Huu, Thu Duc City - Ho Chi Minh City	0	
10	Vo Thai Hoang	Son-in-law		not available	077088000833	2023-08-07	Department of Administrative Management for Social Order and Safety Police	Jamila, Phu Huu, Thu Duc City - Ho Chi Minh City	0	
11	Nguyen Anh Hoang	Son		not available	037092001857	2017-02-21	Department of Administrative Management for Social Order and Safety Police	Eden Rose Urban Area, Thanh Liet, Thanh Tri District, Hanoi City	0	
12	Pham Thi Hoang Yen	Daughter-in-law		not available	031194000178	2021-11-13	Department of Administrative Management for Social Order and Safety Police	Eden Rose Urban Area, Thanh Liet, Thanh Tri District, Hanoi City	0	
13	Nguyen Duc Binh	Son		not available	037203001809	2023-02-07	Department of Administrative Management for Social Order and Safety Police	No. 02 - Vu Duy Thanh - Bich Dao Ward - Ninh Binh City - Ninh Binh Province	0	
14	Nguyen Bach Van	Son		not available	037208009172	2022-09-12	Department of Administrative Management for Social Order and Safety Police	No. 02 - Vu Duy Thanh - Bich Dao Ward - Ninh Binh City - Ninh Binh Province	0	
15	Nguyen Tuyet Linh	Daughter		not available	still small			No. 02 - Vu Duy Thanh - Bich Dao Ward - Ninh Binh City - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period
16	Van Dien Phosphate Fertilizer Joint Stock Company	Mr. Nguyen Ngoc Thach as Board Member		not available	0100103143 (Seventh Change)	14/05/2019	Hanoi Department of Planning and Investment	Phan Trong Tue Street - Tam Hiep Commune - Thanh Tri District - Hanoi City	0
17	Hoang Ngan Limited Liability Company	Mr. Nguyen Ngoc Thach as General Director			2700271351 (Twentieth Change)	10/12/2021	Ninh Binh Department of Planning and Investment	No. 02 - Vu Duy Thanh - Bich Dao Ward - Ninh Binh City - Ninh Binh Province	1,702,326
18	Seepentin Thanh Hoa Branch - Hoang Ngan Limited Liability Company	Mr. Nguyen Ngoc Thach as Director			2612000328	08/12/2008	Thanh Hoa Department of Planning and Investment	Te Loi Commune - Nong Cong District - Thanh Hoa Province	0
V	Vu Tuan Anh		Member of the Supervisory Board	not available	001091011533	22/11/2021	Department of Administrative Management for Social Order and Safety Police	No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0
1	Vu Kim Hao	Biological Father		not available	001060058224	7/11/2021	Department of Administrative Management for Social Order and Safety Police	No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0
2	Le Thi Kim Oanh	Biological Mother		not available	001165008535	12/12/2016	Department of Administrative Management for Social Order and Safety Police	No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0
3	Vu Cat Tuong Vy	Daughter		not available	still small			No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0
4	Vu Phuc Minh Khang	Son		not available	still small			No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period
5	Vu Hoang Anh	Younger Brother		not available	001100021264	6/7/2016	Department of Administrative Management for Social Order and Safety Police	No. 125D Minh Khai, Hai Ba Trung District, Hanoi City	0
6	Sai Gon Khanh Hoa Beer Joint Stock Company	Mr. Vu Tuan Anh as Head of Supervisory Board		not available	4201663910	4/9/2019	Khanh Hoa Department of Planning and Investment	Dien Phu Industrial Cluster, Dien Phu, Dien Khanh, Khanh Hoa Province	0
VI	Ta Thi Kim Chue		Member of the Supervisory Board and Acting Head of the Life Department	003C205471	035187008105	14/10/2022	Department of Administrative Management for Social Order and Safety Police	Phuc Tri - Nam Thanh - Ninh Binh City - Ninh Binh Province	32,729
1	Ta Ngoc Giam	Biological Father		not available	035060001979	07/06/2018	Department of Administrative Management for Social Order and Safety Police	Tien Tan Commune - Phu Ly City - Ha Nam Province	0
2	Pham Thi Kim Tuyen	Biological Mother		not available	035164001001	13/08/2021	Department of Administrative Management for Social Order and Safety Police	Tien Tan Commune - Phu Ly City - Ha Nam Province	0
3	Ngo Minh Duong	Husband		not available	035085009780	14/10/2022	Department of Administrative Management for Social Order and Safety Police	Phuc Tri - Nam Thanh - Ninh Binh City - Ninh Binh Province	0
4	Ngo Quyen	Daughter		not available	035309008302	18/03/2024	Department of Administrative Management for Social Order and Safety Police	Phuc Tri - Nam Thanh - Ninh Binh City - Ninh Binh Province	0
5	Ngo My Duyen	Daughter		not available	still small			Phuc Tri - Nam Thanh - Ninh Binh City - Ninh Binh Province	0

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
6	Ta Manh Giang	Younger Brother		003C205812	035090014156	2022-09-22	Department of Administrative Management for Social Order and Safety Police	Tien Tan Commune - Phu Ly City - Ha Nam Province	64,390	0.41%
7	Pham Thi Cam Le Quynh	Sister-in-law		not available	034193014833	2022-07-04	Department of Administrative Management for Social Order and Safety Police	Co Nhue 2, Bac Tu Liem District, Hanoi City	0	
8	Doan Thi Mai	Mother-in-law		not available	035162009680	2021-08-09	Department of Administrative Management for Social Order and Safety Police	Tien Hiep - Phu Ly City - Ha Nam Province	0	
VII	Hoang Thi Tiep		Chairman of the Supervisory Board	not available	037185002754	2021-05-10	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	0
1	Hoang Minh Tiec	Biological Father		not available	037059001979	2021-04-26	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
2	Luong Thi Men	Biological Mother		not available	035156008330	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
3	Phung Van Hung	Husband		not available	036079021042	2021-08-13	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
4	Phung Hoang Minh	Son		not available	still small			Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
5	Phung Van Hien	Father-in-law		not available	036050008916	2021-07-02	Department of Administrative Management for Social Order and Safety Police	Cong Hoa Commune - Vu Ban District - Nam Dinh Province	0	
6	Pham Thi Khuon	Mother-in-law		not available	036156018685	2021-07-02	Department of Administrative Management for Social Order and Safety Police	Cong Hoa Commune - Vu Ban District - Nam Dinh Province	0	
7	Nguyen Thi Ly	Sister-in-law		not available	037184006538	2021-08-19	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
VIII	Duong Nhu Duc		Board Member and Director, Legal Representative of the Company	003C210397	037080002614	2022-09-21	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	3,280	0.02%
1	Duong Nhu Tien	Biological Father		not available	037055000210	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
2	Dinh Thi Kim	Biological Mother		not available	037157000179	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
3	Nguyen Thi Thanh Thuy	Wife		not available	037187000819	2021-04-13	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
4	Duong Nhu Vu	Son		not available	still small			Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
5	Duong Nhu Hung	Son		not available	still small			Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
6	Duong Nhu Hieu	Son		not available	still small			Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
7	Duong Thi Thu	Younger Sister		not available	037185000521	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Bich Dao Ward - Ninh Binh City - Ninh Binh Province	0	
8	Duong Thi Huong	Younger Sister		not available	037190006812	2021-04-11	Department of Administrative Management for Social Order and Safety Police	Phuc Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
9	Dinh Van Quyet	Brother-in-law		not available	037079000353	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Bich Dao Ward - Ninh Binh City - Ninh Binh Province	0	
10	Dang Xuan Tu	Brother-in-law		not available	037084007960	2021-04-11	Department of Administrative Management for Social Order and Safety Police	Nam Binh Ward - Ninh Binh City - Ninh Binh Province	0	
11	Dinh Thi Nga	Mother-in-law		not available	037159000226	2021-05-10	Department of Administrative Management for Social Order and Safety Police	Ninh Van Commune - Hoa Lu District - Ninh Binh Province	0	
12	Nguyen Duy Loi	Father-in-law		not available	037053000148	2021-05-10	Department of Administrative Management for Social Order and Safety Police	Ninh Van Commune - Hoa Lu District - Ninh Binh Province	0	
IX	Nguyen Ngoc Thuan		Chief Accountant and Authorized Information Representative	003C205323	037081002743	2021-08-11	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	2,565	0.016%
1	Nguyen Tat Thanh	Biological Father			037049001835	2021-04-29	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
2	Do Thi Mien	Biological Mother			034149005976	2021-04-29	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
3	Hoang Thi Hien	Wife			037184005376	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
4	Nguyen Hoang Ngan Nhi	Daughter			still small			Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
5	Nguyen Hoang Gia Bao	Son			still small			Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
6	Nguyen Tan Thanh	Older Brother			037074008660	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
7	Nguyen Thi Lan	Sister-in-law			036180017778	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
8	Hoang Huu Tam	Father-in-law			037056006559	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
9	Dao Thi Huong	Mother-in-law			037164010064	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Ninh An Commune - Hoa Lu District - Ninh Binh Province	0	
X	Pham Gia Ngan		Company Secretary and Head of the Administrative Organization Department	not available	033069010391	2021-06-28	Department of Administrative Management for Social Order and Safety Police	Street 4, Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	0
1	Nguyen Thi Van Giang	Wife		not available	037176003688	2021-05-09	Department of Administrative Management for Social Order and Safety Police	Street 4, Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
2	Pham Thien Minh	Son		not available	037205005945	2020-06-19	Department of Administrative Management for Social Order and Safety Police	Street 4, Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
3	Pham Danh Minh	Son		not available	still small			Street 4, Dong Thanh Ward - Ninh Binh City - Ninh Binh Province	0	
4	Nguyen Thi Yen	Biological Mother		not available	033133004231	2023-04-14	Department of Administrative Management for Social Order and Safety Police	Dai Tap - Khoai Chau District - Hung Yen Province	0	
5	Nguyen Xuan Hanh	Father-in-law		not available	037044000828	2021-04-29	Department of Administrative Management for Social Order and Safety Police	Thanh Binh Ward - Ninh Binh City - Ninh Binh Province	0	
6	Pham Thi Phuong	Mother-in-law		not available	037147001904	2021-04-29	Department of Administrative Management for Social Order and Safety Police	Thanh Binh Ward - Ninh Binh City - Ninh Binh Province	0	
7	Pham Ngoc Duc	Older Brother		not available	033059002449	2022-07-26	Department of Administrative Management for Social Order and Safety Police	Khoai Chau Town - Khoai Chau District - Hung Yen Province	0	
8	Nguyen Thi Thuy	Sister-in-law		not available	033172004455	2021-04-15	Department of Administrative Management for Social Order and Safety Police	Khoai Chau Town - Khoai Chau District - Hung Yen Province	0	
9	Pham Van Hao	Older Brother		not available	033061003857	2021-04-24	Department of Administrative Management for Social Order and Safety Police	Dai Tap - Khoai Chau District - Hung Yen Province	0	
10	Nguyen Thi Kim Oanh	Sister-in-law		not available	031165007700	2021-04-24	Department of Administrative Management for Social Order and Safety Police	Dai Tap - Khoai Chau District - Hung Yen Province	0	
11	Le Hong Quy	Sister-in-law		not available	033178005095	2021-04-13	Department of Administrative Management for Social Order and Safety Police	TT Kon Dong, Mang Yang, Gia Lai Province	0	
12	Pham Van Hoang	Older Brother		not available	033066001673	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Pha Lai - Chi Linh District - Hai Duong Province	0	

No	Full Name	Relationship	Position in the Company	Securities custody registration account	ID Card	Date of Issue	Place of Issue	Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
13	Vu Thi Huong	Sister-in-law		not available	030171002261	2021-04-25	Department of Administrative Management for Social Order and Safety Police	Pha Lai - Chi Linh District - Hai Duong Province	0	
14	Pham Thi Yen	Younger Sister		not available	033171002581	2022-10-05	Department of Administrative Management for Social Order and Safety Police	Hong Tien, Khoai Chau District - Hung Yen Province	0	
15	Nguyen Thanh Hung	Brother-in-law		not available	033071002598	2022-10-05	Department of Administrative Management for Social Order and Safety Police	Hong Tien, Khoai Chau District - Hung Yen Province	0	
X	Vietnam Chemical Group	Mother Company			0100100061 (Fifth Change)	2021-11-19	Hanoi Department of Planning and Investment	1A - Trang Tien - Hoan Kiem District - Hanoi City	8,023,428	51.0%

Date: 10/04/2024 Month: 04 Year: 2025

ON BEHALF OF THE BOARD OF DIRECTORS

MSD
CÔNG CHÁI
CỘ PHẢN
PHÂN LÃN
NINH BÌNH
H. HOA LUYT NINH B. N

Pham Manh Ninh

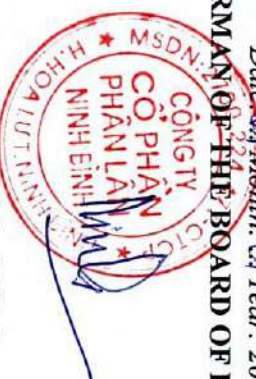
CHANGE IN THE LIST OF RELATED PARTIES

From: Ninh Binh Fertilizer Joint Stock Company
(Attached to the company management report for the year 2024)

No.	Full Name	Relationship	Position at the Company	Securities custody registration account	ID Number	Date of Issue	Issuing Authority	Address	Start Date as Related Party	End Date as Related Party	Reason
1	Trinh Quynh Trang	Wife		Not Applicable	001191003341	2015-05-12	Department of Administrative Management on Social Order	125D Minh Khai, Hai Ba Trung, Hanoi		2024-11-11	Related party is divorced from Supervisory Board Member Vu Tuan Anh
2	Trinh Hong Minh	Father-in-law		Not Applicable	035056002792	2023-01-18	Department of Administrative Management on Social Order	191 Truong Chinh, Thanh Xuan, Hanoi		2024-11-11	Related party is no longer father-in-law of Supervisory Board Member Vu Tuan Anh
3	Truong Thi Gam	Mother-in-law		Not Applicable	035155500063	2023-01-18	Department of Administrative Management on Social Order	191 Truong Chinh, Thanh Xuan, Hanoi		2024-11-11	Related party is no longer mother-in-law of Supervisory Board Member Vu Tuan Anh
4	Pham Van Cao	Biological Father		Not Applicable	033031002617	2023-04-14	Department of Administrative Management on Social Order	Dai Tap Commune, Khoai Chau District, Hung Yen Province		2024-12-27	Related party has deceased, Secretary Pham Gia Ngan

Date: 11/27/2024
Month: 11 Year: 2025

CHAIRMAN OF THE BOARD OF DIRECTORS



Pham Manh Ninh

TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

Appendix: 03

From: Ninh Binh Fertilizer Joint Stock Company

(Attached to the company management report for the year 2024)

Unit: VND

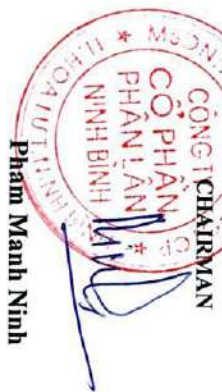
No.	Organization/ Individual Name	Relationship with the Company	Securities Registration Certificate, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Number of resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors, date of issuance	Content, Quantity, Total Value of Transaction	Notes
1	Vietnam Chemical Group	Parent Company	0100100061 (Change 5) on 2021/11/19 at Hanoi Department of Planning and Investment	1A - Trang Tien - Hoan Kiem - Hanoi	2024-05-30	618/NQ-DHDCB on 2024/04/24	12,837,484,800	dividends in 2023
2	Hoang Ngan Limited Liability Company	Major Shareholder	2700271351 (Change 20) on 2021/12/10 at Ninh Binh Department of Planning and Investment	No. 02 - Vo Duy Thanh Street - Bich Dao Ward, Ninh Binh City	2024-05-30	618/NQ-DHDCB on 2024/04/24	2,722,761,600	dividends in 2024
3	Apatit Vietnam Single Member Limited Liability Company	Same Parent Company	5300100276 (Change 13) on 2022/06/02 at Lao Cai Department of Planning and Investment	Bac Cuong Ward, Lao Cai City, Lao Cai Province	2024-01-05	14/NQ - HDQT on 2024/01/03	127,204,941,472	Buy Ore Apatit
4	Van Dien Phosphate Fertilizer Joint Stock Company	Same Parent Company	0100103143 (Change 7) on 2019/05/14 at Hanoi Department of Planning and Investment	Phan Trong Tu Street, Tam Hiep Commune, Thanh Tri District, Hanoi City	2024-01-10 2024-03-22 2024-05-17	62/NQ - HDQT on 2024/01/10 400/NQ - HDQT on 2024/03/21 770/NQ - HDQT on 2024/05/17	31,393,587,000 33,002,247,800 31,827,474,000	Sell Semi-finished products of fused phosphate fertilizer



No.	Organization/ Individual Name	Relationship with the Company	Securities Registration Certificate, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Number of resolutions/Decisions passed by the General Meeting of Shareholders/Board of Directors, date of issuance	Content, Quantity, Total Value of Transaction	Notes
5	Southern Chemical Import- Export Joint Stock Company	Affiliate with Parent Company	0305083191 (Change 9) on 2023/05/17 at Ho Chi Minh City Department of Planning and Investment	Pham Ngu Lao Ward, District 1, Ho Chi Minh City	2024-01-18	113/NQ - HDQT on 2024/01/18	87,121,569,500	Selling fertilizer

ON BEHALF OF THE BOARD OF DIRECTORS

Date: 21 Month: 01 Year: 2025



 CÔNG TY CỔ PHẦN
 PHÂN LÂN
 NINH BÌNH
 PHAM MANH NINH



 CÔNG TY CỔ PHẦN
 PHÂN LÂN
 NINH BÌNH