

**TAN CANG OFFSHORE  
SERVICES JSC.**

No.: 24/2025/CBTT-TOS

**SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness**

*Ho Chi Minh City, dated January 23<sup>rd</sup>, 2025*

**INFORMATION DISCLOSURE ON THE PORTALS OF STATE SECURITIES  
COMMITTEE, HANOI STOCK EXCHANGE AND THE COMPANY**

**To : The State Securities Commission;  
: The Vietnam Stock Exchange;  
: The Hanoi Stock Exchange.**

1. Organization name: Tan Cang Offshore Services Joint Stock Company  
- Address: No. 52 – 54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City,  
Ho Chi Minh City, Vietnam  
- Contact number: 028 7300 6826 Fax: 028 3535 5423  
- E-mail: [info@tco.com.vn](mailto:info@tco.com.vn)

**2. Content to disclose:**

Tan Cang Offshore Services Joint Stock Company discloses the 2024 Report on Corporate Governance.

3. This information has been disclosed on our company's portal on January 23<sup>rd</sup>, 2025 at the following link: <https://tancangoffshore.com//investor-relations>.

We hereby commit that the disclosed information above is true and take full responsibility before the law for the content of the disclosed information.

**\* Attachments:**

- The 2024 Report on corporate governance no. 23/2025/BC-TOS dated January 23<sup>rd</sup>, 2025

**Legal representative** *[Signature]*

(Sign, write full name, position and seal)



**Le Dang Phuc**  
**GENERAL DIRECTOR**

## Appendix V

### REPORT ON CORPORATE GOVERNANCE

*(Promulgated with the Circular No. 96/2020/TT-BTC on November 16<sup>th</sup>, 2020 of the Minister of Finance)*

**TAN CANG OFFSHORE  
SERVICES  
JOINT STOCK COMPANY**

No.: 23.../2025/BC-TOS

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom – Happiness**

Ho Chi Minh City, dated January 23<sup>rd</sup>, 2025

### REPORT

**On corporate governance**

**(2024)**

To: - The State Securities Commission;  
- The Vietnam Stock Exchange;  
- The Hanoi Stock Exchange.

- Company name: TAN CANG OFFSHORE SERVICES JOINT STOCK COMPANY
- Address of headoffice: No. 52 – 54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam
- Telephone: 028 7300 6826 Fax: 028 3535 5423  
Email: info@tco.com.vn
- Charter capital: 309,998,860,000 VND
- Stock symbol: TOS
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS) and General Director.
- The implementation of internal audit: Not yet implemented.

#### **I. Activities of the General Meeting of Shareholders**

Information on meetings, resolutions and decisions of the GMS (including the resolutions of the GMS approved in the form of written comments):

No.	Resolution No.	Date	Content
1	01/2024/NQ-ĐHĐCĐ	April 12 <sup>th</sup> , 2024	To approve the items within the GMS' authority at the Annual General Meeting of Shareholders (AGM): 1. Approved the BOD report on the BOD activities in 2023. 2. Approved the Executive Board's report on the 2023 business outcome and the 2024 business. 3. Approved the BOS report on the BOS activities in 2023.



			4. Approved the 2023 audited financial statements by A&C Auditing and Consulting Company Limited. 5. Approved the profit distribution plan and dividend payment for 2023; the profit distribution plan and dividend payment for 2024. 6. Approved the operational budget for 2023 and the operational budget for 2024 of the BOD and the BOS. 7. Approved the selection of the audit firm for the 2024 financial statements. 8. Approved the Plan to increase the charter capital in 2024 through the share issuance to increase charter capital from owner's equity for existing shareholders. 9. Approved the Plan to handle bad debts. 10. Approved the relocation of the head office and the amendment of the Company's charter.
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## II. Board of Directors (Annual report):

### 1. Information about the BOD members:

No.	BOD members	Position	The date becoming/ceasing to be the BOD member	
			Appointment date	Dismissal date
1	Vo Dac Thieu	BOD Chairman	April 28 <sup>th</sup> , 2022	-
2	Nguyen Son	Non-executive members of BOD	March 20 <sup>th</sup> , 2012 (re-elected on April 28 <sup>th</sup> , 2022, term from 2022 – 2027)	-
3	Le Dang Phuc	Member of BOD	March 20 <sup>th</sup> , 2012 (re-elected on April 28 <sup>th</sup> , 2022, term from 2022 – 2027)	-

### 2. Meetings of the BOD:

No.	BOD members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1	Vo Dac Thieu	26	100%	None
2	Nguyen Son	26	100%	None
3	Le Dang Phuc	26	100%	None

### 3. Supervising the Executive Board by the BOD:

In 2024, the BOD carried out governance and supervision of the Executive Board's activities through the Charter and the resolutions, regulations, and provisions approved and issued by the BOD. At the same time, the BOD provided feedback, assessments, and direct

guidance to the Executive Board on important issues in management and the implementation of the business plan to ensure that all activities of the Company comply with the law and adhere to the resolutions of the GMS and the BOD.

The BOD successfully organized the AGM on April 12<sup>th</sup>, 2024 to approve the business plan for the entire year of 2024 and other items within the authority of the GMS.

The Company has followed the correct procedures and processes for coordinating activities between the BOD, the Executive Board, and the BOS. Therefore, the management of the Executive Board's business operations has been smooth, and the supervision by the BOD and the BOS is maintained regularly and rigorously.

The Executive Board has been proactive and active in management, closely adhering to and seriously implementing the resolutions of the GMS and the BOD. The BOD highly appreciates the efforts of the Executive Board and all Company employees in implementing the business plan in 2024.

4. Activities of the Board of Directors' subcommittees (If any): None.

5. The BOD's resolutions (Annual report):

No.	Resolution no.	Date	Content	Approval rate
1	01/2024/NQ-HĐQT	January 4 <sup>th</sup> , 2024	Approved the cessation of operations: Tan Cang Offshore Services Joint Stock Company – Hai Phong Branch.	3/3
2	02/2024/NQ-HĐQT	January 16 <sup>th</sup> , 2024	Approved the policy to research the purchase of shares in Tan Cang Shipping Joint Stock Company.	3/3
3	03/2024/NQ-HĐQT	February 23 <sup>th</sup> , 2024	Approved the plan to organize the 2024 Annual General Meeting of Shareholders.	3/3
4	04/2024/ NQ-HĐQT	March 7 <sup>th</sup> , 2024	Approved the capital contribution plan for the establishment of Tan Cang Maritime Support And Offshore Services Joint Stock Company.	3/3
5	05/2024/ NQ-HĐQT	March 19 <sup>th</sup> , 2024	Approved the nomination for the change of personnel in the BOD and the position of Director at Tan Cang Que Vo Joint Stock Company.	3/3
6	06/2024/NQ-HĐQT	March 20 <sup>th</sup> , 2024	- Approved the issuance of a guarantee at Shinhan Bank Vietnam Limited. - Approved the investment in the purchase of one remotely operated underwater vehicle (ROV).	2/3
7	08/2024/NQ-HĐQT	March 26 <sup>th</sup> , 2024	Approved the plan to utilize the short-term credit limit at Joint Stock Commercial Bank for Investment and Development of Vietnam – Nam Ky Khoi Nghia Branch.	3/3
8	09/2024/NQ-HĐQT	April 2 <sup>nd</sup> , 2024	- Approved the report on the results of operations for Q1 2024, the plan for Q2	3/3



			2024, and the first six months of 2024. - Approved the matters related to the 2024 Annual General Meeting of Shareholders.	
9	09A/2024/NQ-HĐQT	April 2 <sup>nd</sup> , 2024	Approved the appointment of a representative for the capital at Kien Giang Newport Joint Stock Company.	3/3
10	10/2024/NQ-HĐQT	May 10 <sup>th</sup> , 2024	Approved the dismissal of Mr. Nguyen Quoc Dung from the position of Deputy General Director.	3/3
11	11/2024/NQ-HĐQT	May 20 <sup>th</sup> , 2024	Approved the 2023 dividend payment by cash.	3/3
12	12/2024/NQ-HĐQT	June 6 <sup>th</sup> , 2024	Approved the investment plan for purchasing shares in Tan Cang Shipping Joint Stock Company.	2/3
13	12A/2024/NQ-HĐQT	June 6 <sup>th</sup> , 2024	Approved the plan to utilize the short-term credit limit at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch.	3/3
14	12B/2024/NQ-HĐQT	June 6 <sup>th</sup> , 2024	Approved the plan to utilize the short-term credit limit at Military Commercial Joint Stock Bank – An Phu Branch.	3/3
15	13/2024/NQ-HĐQT	June 28 <sup>th</sup> , 2024	Approved the dissolution of Tan Cang Xuan Cau Joint Stock Company and the restoration of the operational status of the Tan Cang Offshore Services Joint Stock Company's branch in Hai Phong.	3/3
16	14/2024/NQ-HĐQT	July 1 <sup>st</sup> , 2024	Approved the nomination of personnel at Tan Cang Shipping Joint Stock Company.	3/3
17	15/2024/NQ-HĐQT	July 17 <sup>th</sup> , 2024	- Approved the report on the business performance results for Q2 2024 and the first half of 2024, as well as the plan for Q3 2024 and the second half of 2024. - Other matters.	3/3
18	16/2024/NQ-HĐQT	August 22 <sup>th</sup> , 2024	Approved the appointment of Mr. Nguyen Hong Son to the position of Deputy General Director.	3/3
19	17/2024/NQ-HĐQT	September 10 <sup>th</sup> , 2024	Approved the plan to reinstate and increase the guaranteed limit for business operations at Vietnam Joint Stock Commercial Bank For Industry And Trade – Dong Da Branch.	3/3
20	18/2024/NQ-HĐQT	October 2 <sup>nd</sup> , 2024	Approved the change in the representative of the capital contribution and the nomination of a new member to	3/3

			the BOD of Tan Cang Offshore Services Joint Stock Company at Tan Cang Gantry Joint Stock Company.	
21	19/2024/NQ-HĐQT	October 10 <sup>th</sup> , 2024	Approved the nomination of a new member to the BOD of Tan Cang Offshore Services Joint Stock Company at Tan Cang Offshore Travel and Flight Services Joint Stock Company.	3/3
22	20/2024/NQ-HĐQT	October 128 <sup>th</sup> , 2024	Approved the report on the business performance results for Q3 2024 and the first nine months of 2024, as well as the plan for Q4 2024 and the entire year of 2024.	3/3
23	21/2024/NQ-HĐQT	November 26 <sup>th</sup> , 2024	<ul style="list-style-type: none"> <li>- Approved the investment plan for the Hao Yi 11 barge.</li> <li>- Approved the plan to obtain medium-term financing and mortgage assets at Shinhan Bank Vietnam Limited.</li> </ul>	2/3
24	22/2024/NQ-HĐQT	December 10 <sup>th</sup> , 2024	Approved the plan to utilize the loan limit and credit card at Shinhan Bank Vietnam Limited.	3/3
25	23/2024/NQ-HĐQT	December 16 <sup>th</sup> , 2024	Approved the adjustment to increase the short-term guarantee limit from VND 80,000,000,000 to VND 100,000,000,000 at Vietnam Joint Stock Commercial Bank for Industry and Trade – Dong Da Branch, as approved in the BOD meeting minutes No. 17/2024/BBH-HĐQT and BOD Resolution No. 17/2024/NQ-HĐQT dated September 10, 2024.	3/3
26	24/2024/NQ-HĐQT	December 20 <sup>th</sup> , 2024	<ul style="list-style-type: none"> <li>- Approved the draft business performance results for 2024.</li> <li>- Approved the policy for the fleet restructuring plan in 2025, continuing the implementation of the project to rejuvenate TCO's fleet.</li> <li>- Approved the issuance of a new short-term credit limit contract at Shinhan Bank Vietnam Limited.</li> </ul>	3/3

### III. Board of Supervisors (Annual report):

#### 1. Information about the BOS members

No.	BOS members	Position	The date becoming/ceasing to be the BOS member	Qualification
1	Pham Duc Duy	Head of BOS	Start date: April 28 <sup>th</sup> , 2022 (elected as Head of BOS)	Master in Accounting – Audit



			since August 21 <sup>st</sup> , 2023)	
2	Pham Huy Vu	Member of BOS	Start date: April 27 <sup>th</sup> , 2018 (re-elected on April 28 <sup>th</sup> , 2022, term from 2022 – 2027)	Bachelor of business
3	Vu Thi Hai Yen	Member of BOS	Start date: April 28 <sup>th</sup> , 2022	Master in Accounting – Finance management

2. Meetings of the BOS:

No.	BOS members	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Pham Duc Duy	02	100%	100%	None
2	Pham Huy Vu	01	50%	50%	Absent
3	Vu Thi Hai Yen	02	100%	100%	None

3. Supervising the BOD, the Executive Board and shareholders by the BOS:

- The Board of Supervisors appointed a representative to attend BOD meetings and organize periodic BOS meetings every six months.
- The BOD effectively performed its oversight role of the Executive Board, holding numerous meetings to provide timely strategic direction and support the Executive Board in implementing the resolutions of the GMS.
- The BOD, the Executive Board fully complied with legal regulations in management and operation. All members of the BOD, the Executive Board, and management staff have carried out their duties and responsibilities as per the regulations.
- The Executive Board has effectively carried out forecasting, planning, and closely monitored investment projects, minimizing risks in business operations; developed business strategies in line with market conditions and adjusted the implementation schedule of investment projects to match the actual production situation of the company, contributing to achieving certain efficiencies.
- The BOD and the Executive Board strictly adhered to information disclosure regulations as required by the stock market's information disclosure laws.
- The GMS approved the proposals presented by the BOD in 2024.

4. The coordination among the BOS, the Executive Board, the BOD and other managers:

- The BOS closely coordinated with the BOD and the Executive Board while maintaining the independence of the BOS.
- The BOD sent meeting materials and invited the BOS to attend all BOD meetings, created favorable conditions as well as provided timely and complete resolutions and decisions to the BOS.
- The Executive Board facilitated the BOS in gathering relevant information and

documents related to the company's business operations upon request, ensuring timely and effective oversight.

- The BOD actively supervised the activities of the Executive Board and management staff to ensure proper implementation of the resolutions from the GMS, the BOD, and full compliance with legal regulations.

5. Other activities of the BOS (if any): None.

#### IV. The Executive Board

No.	Members of the Executive Board	Date of birth	Qualification	Appointment/dismissal date of members of the Executive Board
1	Le Dang Phuc	January 20 <sup>th</sup> , 1976	PhD in Economics	Date of appointment: April 26 <sup>th</sup> , 2017
2	Nguyen Quoc Dung	December 11 <sup>th</sup> , 1967	Bachelor of Economics Bachelor of Law Master of Foreign Languages	Date of appointment: November 8 <sup>th</sup> , 2017 Date of dismissal: May 10 <sup>th</sup> , 2024
3	Pham Thanh Binh	November 23 <sup>th</sup> , 1980	Bachelor of Maritime Studies	Date of appointment: March 29 <sup>th</sup> , 2018
4	Nguyen Phung Hung	September 15 <sup>th</sup> , 1975	Marine Navigation Engineer	Date of appointment: June 29 <sup>th</sup> , 2023
5	Nguyen Hong Son	February 22 <sup>th</sup> , 1970	Marine Navigation Engineer	Date of appointment: August 22 <sup>th</sup> , 2024

#### V. Chief Accountant

Name	Date of birth	Qualification	Appointment/dismissal date
Vu Quang Tien	October 8 <sup>th</sup> , 1987	Bachelor of business	Date of appointment: October 28 <sup>th</sup> , 2013

#### VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of the BOD, the BOS, General Director, other managers and secretaries in accordance with regulations on corporate governance, including:

- Specialized seminar on legal regulations regarding corporate governance, disclosure obligations, and the importance of Investor Relations (IR) for public companies, organized by the State Securities Commission Office in Ho Chi Minh City in collaboration with the Stock Exchange and Yuanta Securities Vietnam Limited Company, held on August 9<sup>th</sup>, 2024;
- Conference for Securities Registration Organizations at the Vietnam Securities Depository and Clearing Corporation (VSDC) in 2024, organized by VSDC in collaboration with the functional departments of the State Securities Commission, held on August 18<sup>th</sup>, 2024;
- Seminar on enhancing the effectiveness of corporate governance in public companies through internal regulations, organized by the Ho Chi Minh Stock Exchange (HOSE) and FPT Securities Joint Stock Company, held on September 13<sup>th</sup>, 2024;



- Training on disclosure obligations and corporate governance guidelines in the securities market, organized by the Hanoi Stock Exchange (HNX), held on September 27<sup>th</sup>, 2024.

**VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company**

1. The list of affiliated persons of the Company  
Appendix No. 01 attached.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.  
Appendix No. 01 attached.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.  
None.
4. Transactions between the Company and other objects.
  - 4.1. Transactions between the Company and the company that its members of the BOD, the BOS, General Director and other managers have been founding members or members of the BOD, or General Director in three (03) latest years (calculated at the time of reporting).
  - 4.2. Transactions between the Company and the company that its affiliated persons with members of BOD, BOS, General Director and other managers as a member of BOD, General Director.
  - 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of BOD, members of the BOS, General Director and other managers.

**VIII. Share transactions of internal persons and their affiliated persons (Annual report)**

1. The list of internal persons and their affiliated persons.  
Appendix No. 02 attached.
2. Transactions of internal persons and affiliated persons with shares of the company.

**IX. Other significant issues**

None.

**Recipients:**

- As above;
- Archived: BOD Secretary, Legal department.

**CHAIRMAN OF BOARD OF DIRECTORS**

*(Sign, full name, and affix seal)*



**Võ Đức Thiệu**

**APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY IN 2024**  
(Report on Corporate Governance in 2024 attached)

**1. The list of affiliated persons of the Company**

No.	Name of organization /individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
<b>I Board of Directors</b>									
1	Vo Dac Thieu		Chairman of BOD			28/04/2022	-	- Elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022, and holding the position of Chairman of the Board of Directors.	Company Insiders
2	Nguyen Son		Vice Chairman of BOD			20/03/2012	-	- Elected as a member of the Board of Directors on March 20, 2012. - Re-elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022, and holding the position of Vice Chairman of the Board of Directors.	Company Insiders
3	Le Dang Phuc		Member of BOD/ General Director/ Legal representative			20/03/2012	-	- Elected as a member of the Board of Directors on March 20, 2012, and appointed as General Director. - Re-elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022.	Company Insiders
<b>II Board of Supervisors</b>									
4	Pham Duc Duy		Head of BOS			28/04/2022	-	Elected as a member of Board of Supervisors for the 2022 – 2027	Company Insiders



							term starting from April 28, 2022, and appointed as the Head of Board of Supervisors since August 21, 2023.	
5	Pham Huy Vu		Member of BOS		27/04/2018	-	<ul style="list-style-type: none"> <li>- Elected as a member of Board of Supervisors since April 27, 2018.</li> <li>- Re-elected as a member of Board of Supervisors for the 2022 – 2027 term starting from April 28, 2022.</li> </ul>	Company Insiders
6	Vu Thi Hai Yen		Member of BOS		28/04/2022	-	Elected as a member of Board of Supervisors for the 2022 – 2027 term starting from April 28, 2022.	Company Insiders
<b>III The Executive Board</b>								
7	Nguyen Quoc Dung		Deputy General Director		08/11/2017	10/05/2024	<ul style="list-style-type: none"> <li>- Appointed to the position of Deputy General Director.</li> <li>- Ceased to hold the position of Deputy General Director from May 10, 2024.</li> </ul>	-
8	Pham Thanh Binh		Deputy General Director		29/03/2018	-	Appointed to the position of Deputy General Director	Company Insiders
9	Nguyen Phung Hung		Deputy General Director		29/06/2023	-	Appointed to the position of Deputy General Director	Company Insiders

10	Nguyen Hong Son		Deputy General Director			22/08/2024	-	Appointed to the position of Deputy General Director	Company Insiders
<b>IV Chief Accountant</b>									
11	Vu Quang Tien		Chief Accountant			28/10/2013	-	Appointed to the position of Chief Accountant of the Company.	Company Insiders
<b>V Organizations/individuals owning more than 10% of the voting shares</b>									
12	Saigon Newport One Member Limited Liability Corporation			0300514849 30/06/2010 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	17/03/2012	-		Major shareholder owning 36% of voting shares.
<b>VI Subsidiary companies</b>									
13	Tan Cang Offshore Travel and Flight Services			0313161911 16/03/2015 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	16/03/2015	-		The company owns 51% of the shares
14	Kien Giang Newport Joint Stock Company			1702075079 05/01/2017 Kien Giang Provincial Department of	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien	05/01/2017	-		The company owns 60%



				Planning and Investment	Giang Province, Vietnam				
15	Tan Cang Northern Maritime JSC			0314870146 30/01/2018 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	30/01/2018	-		The company owns 54% of the shares
16	Tan Cang Dredging And Salvage Joint Stock Company			0317167329 24/02/2022 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	24/02/2022	-		The company owns 51% of the shares

**2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.**

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Saigon Newport One Member Limited Liability Corporation	Major shareholder owning 36% of voting shares	0300514849 30/6/2010 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024		- Purchase services: 187,635,846 VND	
2	Tan Cang Offshore Travel and	Subsidiary company	0313161911 16/03/2015 Ho Chi Minh City	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City,	2024		- Sell services: 2,106,911,486 VND - Purchase services: 45,353,192,543 VND	

	Flight Services		Department of Planning and Investment	Ho Chi Minh City, Vietnam			
3	Tan Cang Northern Maritime JSC	Subsidiary company	0314870146 30/01/2018 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Sell services and rent assets: 12,668,822,452 VND</li> <li>- Purchase services: 8,798,280,410 VND</li> </ul>	
4	Tan Cang Gantry Joint Stock Company	Affiliated company	3502361710 03/5/2018 Ho Chi Minh City Department of Planning and Investment	6th Floor, 16-18 Nguyen Cong Tru, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Sell services: 879,156,407 VND</li> <li>- Purchase services: 39,318,705,872 VND</li> </ul>	
5	Tan Cang Dredging And Salvage Joint Stock Company	Subsidiary company	0317167329 24/02/2022 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Sell services and rent assets: 35,117,109,586 VND</li> <li>- Purchase services: 627,524,386 VND</li> </ul>	
6	Tan Cang Mermaid Subsea Services Company Limited	Affiliated company	0318206958 08/12/2023 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Sell services: 42,889,212,207 VND</li> </ul>	
7	Tan Cang Maritime Support And Offshore Services Joint Stock Company	Affiliated company	0318354152 15/3/2024 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Purchase services: 6,578,334,673 VND</li> </ul>	
8	Tan Cang Shipping Joint Stock Company	Affiliated company	0312566351 28/11/2013 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024	<ul style="list-style-type: none"> <li>- Sell services: 4,340,289,856 VND</li> </ul>	

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**APPENDIX 02: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS IN 2024**  
**(Report On Corporate Governance in 2024 attached)**

**1. The list of internal persons and their affiliated persons**

No.	Name	Securities trading account (if any)	Position at the company (if any)	Personal Identification Card, Citizen Identification Card, Passport, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1	Vo Dac Thieu		Chairman of the Board of Directors			133,527	0.43%	
1.1	Vo Dac Tao		Father			0	0	
1.2	Nguyen Thi Hanh		Mother			0	0	
1.3	Tran Thanh Huyen		Father in law			0	0	
1.4	Vu Thi Dung		Mother in law			0	0	
1.5	Vo Dac Tuyen		Older brother			0	0	

1.6	Vo Dac Truyen		Older brother			0	0	
1.7	Vo Dac Tuyen		Older brother			0	0	
1.8	Vo Dac Truyen		Older brother			0	0	
1.9	Vo Dac Thi		Younger brother			0	0	
1.10	Tran Thi Thanh Thuy		Wife			8,502	0.03%	
1.11	Vo Tran Bao Hoa		Child			0	0	
1.12	Vo Tran Bao Han		Child			0	0	
1.13	Saigon Newport One Member Limited		Representative of the capital contribution	0300514849 30/06/2010	No. 722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho	11,159,999	36%	



	Liability Corporation			Ho Chi Minh City's Department of Planning and Investment	Chi Minh City, Vietnam			
1.14	Tan Cang-Cai Mep Thi Vai One Member Limited Liability Company		Chairman of the Company	3502294165 30/11/2015 Ho Chi Minh City's Department of Planning and Investment	No. 722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	0	0	
2	Nguyen Son		Vice Chairman of the Board of Directors			283,415	0.91%	
2.1	Le Thi Ngoc Hoa		Wife			0	0	
2.2	Nguyen Hoan		Father			0	0	
2.3	Le Thi An		Mother			1,086,425	3.5%	
2.4	Nguyen Minh Thuong		Younger sister			850,246	2.74%	

2.5	Doan Thanh Long		Brother in law			0	0	
2.6	Nguyen Xuan Quy		Younger brother			0	0	
2.7	Nguyen Thi Thanh Ha		Sister in law			0	0	
2.8	Nguyen Hoang Phong		Child			0	0	
2.9	Nguyen Truong An		Child			0	0	
2.10	Nguyen Ngoc Linh		Child			0	0	
2.11	Asia Investment		General Director	0200809729 11/04/2008	HB TOWER Building, No. 669	0	0	



	And Asset Management Joint Stock Company			Hai Phong's Department of Planning and Investment	Dien Bien Phu Street, Ward 25, Binh Thanh District, Ho Chi Minh City, Vietnam			
2.12	Vietnam Yico Investment Joint Stock Company		Chairman of the Board of Directors	2803017999 31/03/2022 Thanh Hoa's Department of Planning and Investment	NQ 10 – 15, Nguyet Que 10, Vinhomes Star City Urban Area, Dong Huong Ward, Thanh Hoa City, Thanh Hoa Province, Vietnam	0	0	
2.13	Tan Cang Dredging And Salvage Joint Stock Company		Member of the Board of Directors	0317167329 24/02/2022 HCM City's Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	0	0	
2.14	Kien Giang Newport Joint Stock Company		Chairman of the Board of Directors/Representative of the capital contribution	1702075079 05/01/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
2.15	Tan Cang Song Than ICD Joint Stock Company		Vice Chairman of the Board of Directors	3700785006 27/03/2007 Binh Duong's Department of Planning and Investment	No. 7/20 DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Thuan An City, Binh Duong Province, Vietnam	0	0	

2.16	Amecc Mechanical Construction Joint Stock Company		Member of the Board of Directors	0200786983 02/01/2008 Hai Phong's Department of Planning and Investment	Km 35 National Highway 10, Quoc Tuan Commune, An Lao District, Hai Phong City, Vietnam	0	0	
3	Le Dang Phuc		<b>Member of BOD/ General Director/ Legal representative</b>			<b>1,454,865</b>	<b>4.69%</b>	
3.1	Nguyen Thi Bang		Mother			1,086,425	3.50%	
3.2	Le Van Phung		Father			0	0	
3.3	Le Dang Phong		Younger brother			94,472	0.3%	
3.4	Le Thi Thu		Older sister			944,718	3.05%	



3.5	Tran Anh Giang		Brother in law			0	0	
3.6	Doan Thi Hai Binh		Wife			0	0	
3.7	Le Phuc Hung		Child			0	0	
3.8	Le Dang Hieu		Child			0	0	
3.9	Doan Duc Thanh		Father in law			0	0	
3.10	Nguyen Thi Thuy		Mother in law			0	0	
3.11	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Representative of the capital contribution	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	

3.12	Tan Cang Northern Maritime Joint Stock Company		Chairman of the Board of Directors/ Representative of the capital contribution	0314870156 30/01/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
3.13	Tan Cang Dredging And Salvage Joint Stock Company		Chairman of the Board of Directors/ Representative of the capital contribution	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
3.14	Kien Giang Newport Joint Stock Company		Representative of the capital contribution	1702075079 05/01/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
3.15	Tan Cang Mermaid Subsea Services Company Limited		Member of the Board of Directors/Representative of the capital contribution	0318206958 08/12/2023 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
3.16	Tan Cang Shipping Joint Stock Company		Member of the Board of Directors/Representative of the capital contribution	0312566351 28/11/2013 HCM City's Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	0	0	



3.17	Tan Cang - Cai Mep Joint Stock Company		Member of the Board of Directors	3500871096 18/7/2023 Ba Ria – Vung Tau's Department of Planning and Investment	Tan Cang Saigon Corporation Building, Tan Phuoc Ward, Phu My Town, Ba Ria - Vung Tau Province	0	0	
4	Pham Duc Duy		Head of BOS			0	0	
4.1	Nguyen Huynh Ngan Thy		Wife			0	0	
4.2	Pham Thinh Van		Father			0	0	
4.3	Nguyen Thi Ut		Mother			0	0	

4.4	Nguyen Trung Son		Father in law			0	0	
4.5	Huynh Kim Khanh		Mother in law			0	0	
4.6	Pham Mai Phuong Uyen		Younger sister			0	0	
4.7	Pham Mai Ha Linh		Younger sister			0	0	
4.8	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Head of BOS	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
4.9	Tan Cang Northern Maritime Joint Stock Company		Head of BOS	0314870156 30/01/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	

4.10	Tan Cang Dredging And Salvage Joint Stock Company		Head of BOS	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
4.11	Tan Cang Gantry Joint Stock Company		Head of BOS	3502361710 03/05/2018 HCM City's Department of Planning and Investment	52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	
4.12	TCOTS Supply - Cat Lai Joint Stock Company		Head of BOS	0314786602 13/12/2017 HCM City's Department of Planning and Investment	No. 25, Street 4B, Group 7, Quarter 2, Phu Huu Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
4.13	Kien Giang Newport Joint Stock Company		Head of BOS	1702075079 05/01/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
4.14	Tan Cang Que Vo Joint Stock Company.		Head of BOS	2301021818 13/03/2018 Bac Ninh's Department of Planning and Investment	Kieu Luong Village, Duc Long Commune, Que Vo Town, Bac Ninh Province, Vietnam	0	0	
4.15	Tan Cang Maritime Support And Offshore Services Joint		Member of BOS	0318354152 15/03/2024 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho	0	0	



	Stock Company				Chi Minh City, Vietnam			
4.16	Tan Cang Shipping Joint Stock Company		Member of BOS	0312566351 28/11/2013 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
5	Pham Huy Vu		Member of BOS			0	0	
5.1	Pham Hoa Tuan		Father			0	0	
5.2	Pham Minh Tuan		Child			0	0	
5.3	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Member of BOS	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
5.4	Tan Cang Gantry Joint Stock Company		Member of BOS	3502361710 03/05/2018	6th Floor, 16-18 Nguyen Cong Tru, Nguyen Thai Binh Ward, District 1,	0	0	

				HCM City's Department of Planning and Investment	Ho Chi Minh City, Vietnam			
5.5	Tan Cang Dredging And Salvage Joint Stock Company		Member of BOS	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
5.6	TCOTS Supply - Cat Lai Joint Stock Company		Member of BOS	0314786602 13/12/2017 HCM City's Department of Planning and Investment	No. 25, Street 4B, Group 7, Quarter 2, Phu Huu Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
6	Vu Thi Hai Yen		Member of BOS			0	0	
6.1	Le Minh Thu		Mother			0	0	
6.2	Vu Minh Chau		Father			0	0	

6.3	Vu Le Hai		Older brother		0	0	
6.4	Huynh Le Dieu Vy		Sister in law		0	0	
6.5	Mai Anh Vu		Husband		0	0	
6.6	Mai Vu Thao My		Child		0	0	
6.7	Mai Vu Thanh Truc		Child		0	0	
6.8	Duong Thi Bup		Mother in law		0	0	
6.9	Mai Van Thuan		Father in law		0	0	



7	Pham Thanh Binh		Deputy General Director			0	0
7.1	Pham Van Hoa		Father			0	0
7.2	Pham Thi Tam		Mother			0	0
7.3	Pham Thi Hong Minh		Younger sister			0	0
7.4	Pham Thi Bich Thom		Wife			0	0
7.5	Pham Chau Thanh		Child			0	0

7.6	Pham Hoai Thu		Child		0	0	
7.7	Pham Van Be		Father in law		0	0	
7.8	Truong Thi Khan		Mother in law		0	0	
8	Nguyen Phung Hung		Deputy General Director		0	0	
8.1	Nguyen Thi Hong Thu		Wife		0	0	
8.2	Phung Thi Truong		Mother		0	0	

8.3	Tran Thi Ai		Mother in law		0	0	
8.4	Nguyen Si Nguyen		Younger brother		0	0	
8.5	To Ngoc Minh Phuong		Sister in law		0	0	
8.6	Nguyen Hong Anh		Child		0	0	
8.7	Nguyen Duc Phat		Child		0	0	



8.8	Tan Cang Maritime Support And Offshore Services Joint Stock Company		Member of the Board of Directors/ Representative of the capital contribution	0318354152 15/03/2024 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
8.9	Tan Cang Shipping Joint Stock Company		Member of the Board of Directors	0312566351 28/11/2013 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
9	Nguyen Hong Son		Deputy General Director			0	0	
9.1	Nguyen Thi Boi Quynh		Wife			0	0	
9.2	Nguyen Khac Viet		Father			0	0	
9.3	Dao Thi Nhung		Mother			0	0	

9.4	Nguyen Ngoc Mon		Father in law		0	0	
9.5	Nguyen Thi The		Mother in law		0	0	
9.6	Nguyen Quoc Dung		Younger brother		0	0	
9.7	Nguyen Thi Bich Hong		Older sister		0	0	
9.8	Nguyen Thi Hai Yen		Older sister		0	0	
9.9	Ha Huy Truc		Brother in law		0	0	

9.10	Nguyen Xuan Lai		Brother in law			0	0	
9.11	Dinh Thi Thu Hang		Sister in law			0	0	
9.12	Nguyen Bao Chau		Child			0	0	
9.13	Nguyen Minh Quang		Child			0	0	
9.14	Tan Cang Gantry Stock Company		Chairman of the Board of Directors	3502361710 03/05/2018 HCM City's Department of Planning and Investment	52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	
9.15	Tan Cang Offshore Travel And		Member of the Board of Directors	0313161911 16/03/2015	52-54 Truong Van Bang, Binh Trung Tay Ward, Thu	0	0	



	Flight Services Joint Stock Company			HCM City's Department of Planning and Investment	Duc City, HCM City			
10	Vu Quang Tien		Chief Accountant		t	0	0	
10.1	Vu Duc Hieu		Father			0	0	
10.2	Pham Thi Nga		Mother			0	0	
10.3	Nguyen Thi Yen		Wife			159,137	0.51%	
10.4	Vu Phuong Anh		Child			0	0	
10.5	Vu Nhat Nam		Child			0	0	

10.6	Nguyen Nang Pho		Father in law		0	0	
10.7	Nguyen Thi Minh		Mother in law		0	0	
11	<b>Nguyen Thi Gam</b>		<b>Authorized Information Disclosure Officer</b>		0	0	
11.1	Nguyen Van Bao		Father		0	0	
11.2	Tran Thi Lan		Mother		0	0	
11.3	Nguyen Thi Bich Hong		Younger sister		0	0	

11.4	Pham Nguyen Thanh Toan		Brother in law		0	0	
11.5	Nguyen Van Thang		Younger brother		0	0	
11.6	Luu Thi Bich Ngoc		Sister in law		0	0	
11.7	Nguyen Thi Hue		Younger sister		0	0	
11.8	Le Hoang		Child		0	0	
11.9	Le Hoang Phat		Child		0	0	



11.10	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Member of BOS	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	
11.11	Tan Cang Dredging And Salvage Joint Stock Company		Member of BOS	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	0	0	
12	<b>Tran Tuan Dung</b>		<b>Chief Financial Officer</b>			<b>9,400</b>	<b>0.03%</b>	
12.1	Nguyen Tran Huong Thao		Wife			0	0	
12.2	Tran Tuan Minh		Child			0	0	
12.3	Tran Van Hai		Father			77	0.00024 %	

12.4	Vu Thi Lan Anh		Mother			38	0.00012 %	
12.5	Tran Dieu Anh		Younger brother			0	0	
12.6	Nguyen Huy Quang		Father in law			0	0	
12.7	Tran Phuong Anh		Mother in law			0	0	
12.8	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Member of the Board of Directors	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	

C.T.C.P. ★ HANOI

12.9	Tan Cang Que Vo Joint Stock Company		Director/ Member of Board of Directors/ Capital contribution representative	2301021818 13/03/2018 Bac Ninh's Department of Planning and Investment	Kieu Luong Village, Duc Long Commune, Que Vo Town, Bac Ninh Province, Vietnam	0	0	
12.10	Tan Cang Gantry Joint Stock Company		Member of the Board of Directors	3502361710 03/05/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	
13	Trade Union of Tan Cang Offshore Services Joint Stock Company		Socio- political organization of public companies			0	0	

## 2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Tran Tuan Dung	Chief Financial Officer	0	0%	9,400	0.03%	Buying