

**INTERNATIONAL TRADING AND SERVICES INVESTMENT  
JOINT STOCK COMPANY**



***Interserco***

**REPORT  
CORPORATE GOVERNANCE STATEMENT  
First 6 months of 2025**

*Hà Nội, July 2025*



**INTERNATIONAL INVESTMENT TRADE  
AND SERVICE JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness.**

No: 169/BC-ILS

Hanoi, 28 July 2025

## **REPORT**

### **COMPANY MANAGEMENT SITUATION (FIRST 6 MONTHS OF 2025)**

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

- Company name: International Investment Trade, and Services Joint Stock Company.
- Head Office Address: No 17 Pham Hung Road, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City.
- Tel: +84 24 7308 6004; Email: [contact@ils.com.vn](mailto:contact@ils.com.vn)
- Charter Capital: VND 360,000,000,000 (In words: Three hundred sixty billion Vietnamese Dong).
- Stock Code: ILS
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Chief Executive Officer.
- Regarding the implementation of internal audit functions: Not yet implemented.

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

Details of meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions passed through written consultation):

No	Resolution/ Decision Number	Date	Content
1	01/NQ- ĐHĐCĐ	26/6/2025	<ul style="list-style-type: none"> <li>- Report No. 01/BC-HĐQT dated April 28, 2025 of the Board of Directors;</li> <li>- Report No. 01/BC-BKS dated April 28, 2025 of the Supervisory Board;</li> <li>- Proposal No. 01/TTr-HĐQT dated April 28, 2025 on approving the audited financial statements for 2024 and the 2025 plan;</li> <li>- Proposal No. 01/TTr-HĐQT dated April 28, 2025 on amending the Company Charter;</li> <li>- Approving Proposal No. 03/TTr-HĐQT dated April 28, 2025 on paying remuneration to the Board of Directors and Supervisory Board in 2025;</li> <li>- Proposal No. 04/TTr-HĐQT dated April 28, 2025 on the plan to issue shares to increase the Company's Charter Capital;</li> <li>- Proposal No. 05/TTr-BKS dated April 28, 2025 on selecting the audit unit for the 2025 financial statements.</li> </ul>
2	01/QĐ- ĐHĐCĐ	26/6/2025	Regarding the promulgation of the Company Charter (4th amendment)



## II. Board of Directors (First 6 months of 2025 Report):

### 1. Information about Members of the Board of Directors (BoD):

No	Board Member	Position	Start Date as BoD Member	
			Appointment Date	Termination Date
1	Mr Phung Tien Toan	Chairman of the BoD	30/06/2022	
2	Mr Nguyen Thai Hoa	BoD Member	30/06/2022	
3	Ms Phung Thuy Hoa	BoD Member	30/06/2022	
4	Mr Nguyen Van Thinh	BoD Member	30/06/2022	
5	Mr Trieu Van Bang	BoD Member	30/06/2022	

### 2. BoD Meetings

No	Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Mr Phung Tien Toan	06/06	100%	
2	Mr Nguyen Thai Hoa	06/06	100%	
3	Ms Phung Thuy Hoa	06/06	100%	
4	Mr Nguyen Van Thinh	06/06	100%	
5	Mr Trieu Van Bang	06/06	100%	

### 3. Oversight Activities of the Board of Directors Toward the Board of General Directors

With the assigned roles, powers, and responsibilities, the Board of Directors (BOD) has strictly implemented the direction and supervision of the General Director's operations, specifically as follows:

- The BOD regularly monitors the General Director's operating activities through attending meetings and providing timely guidance to improve the Company's business production efficiency.

- The BOD requires the General Director to strengthen operational management and fully implement reporting regimes, especially for key business activities of the Company.

- Direct the General Director to implement business production activities in accordance with the Resolutions of the General Meeting of Shareholders and the BOD; Timely handle issues arising during operations; Simultaneously issue or direct the issuance of necessary internal documents in accordance with authority to ensure effective control of all Company operations

Achieved results: The General Director has strictly adhered to and fully implemented the contents as per the Resolutions of the General Meeting of Shareholders and the BOD. Operational management has been carried out in accordance with assigned functions, duties, and powers; complying with the Company's Charter and current legal regulations. The General Director has also proactively assigned and flexibly adjusted work, taking advantage of favorable conditions, overcoming difficulties, and ensuring overall operational efficiency. In addition, the General Director fully implements reporting regimes on operational status and management orientation for the BOD to review, helping the BOD to grasp information promptly and provide appropriate guidance

### 4. Activities of sub-committees under the Board of Directors: None

## 5. Resolutions/Decisions of the Board of Directors in the first 6 months of 2025:

No	Resolution/ Decision Number	Date	Content	Approval Rate
<b>A</b>	<b>Board Resolution:</b>			
1	01/NQ-HĐQT	06/01/2025	On the basic salary adjustment for the General Director	100%
2	02/NQ-HĐQT	20/01/2025	On approving the contents of the 1st BOD meeting - 2025	100%
3	03/NQ-HĐQT	18/02/2025	On providing opinions on the decision regarding the content of Khang Viet Ha Joint Stock Company's request for shareholder opinions	100%
4	04/NQ-HĐQT	19/02/2025	On approving the Project of establishment and authorization to be the Capital Representative of ILS at Bauhaus Living Vietnam Joint Stock Company (renamed Curate IT Joint Stock Company)	100%
5	05/NQ-HĐQT	18/3/2025	On approving the capital borrowing plan, use of collateral, and execution of transactions related to accounts at Joint Stock Commercial Bank for Investment and Development of Vietnam – Hoai Duc Ha Noi Branch	100%
6	06/NQ-HĐQT	20/3/2025	On approving the capital borrowing plan, use of collateral, and execution of transactions related to accounts at Joint Stock Commercial Bank for Investment and Development of Vietnam - Hoai Duc Ha Noi Branch	100%
7	07/NQ-HĐQT	17/4/2025	Regarding: providing opinions on decisions regarding the contents requested by Capital Representatives at CGD, ILSI, ILST, ILSM, ILSW	100%
8	08/NQ-HĐQT	28/4/2025	On approving the contents of the 5th BOD meeting - 2025	100%
9	09/NQ-HĐQT	14/5/2025	On providing opinions on the decision regarding the content requested by the Capital Representative at Air Logistics Joint Stock Company	100%
10	10/NQ-HĐQT	26/5/2025	On approving the contents of the 6th BOD meeting - 2025	100%
11	11/NQ-HĐQT	17/6/2025	Regarding: providing opinions on decisions regarding the contents requested by Capital Representatives at ASG and USC	100%
<b>B</b>	<b>Board of Directors' Decision:</b>			
1	01/QĐ-HĐQT	06/01/2025	On the basic salary adjustment for the General Director	100%
2	02/QĐ-HĐQT	24/01/2025	On approving related party transactions in 2025	100%
3	03/QĐ-HĐQT	05/02/2025	On assigning tasks and business production plan targets for 2025 to Capital Representatives at subsidiaries	100%



No	Resolution/ Decision Number	Date	Content	Approval Rate
4	04/QĐ-HĐQT	05/02/2025	On temporarily assigning business production and investment plan targets for 2025	100%
5	05/QĐ-HĐQT	07/5/2025	Establishing the Organizing Committee for the 2025 Annual General Meeting of Shareholders	100%
6	06/QĐ-HĐQT	07/5/2025	Establishing the Shareholder Qualification Verification Committee for the 2025 Annual General Meeting of Shareholders	100%

### III. Supervisory Board (First 6 months of 2025 Report):

#### 1. Information about the members of the Supervisory Board

No	Members of the Supervisory Board	Position	Start to Join the Supervisory Board	Professional Qualifications
1	Ms Ngo Thi Hoang Yen	Head of the Supervisory Board	18/11/2016	Bachelor in Economics, specializing in Accounting
2	Ms Nguyen Minh Hao	Member of the Supervisory Board	22/04/2019	Master in Economic Law, specializing in Corporate Finance Management
3	Mr Nguyen Trung Dung	Member of the Supervisory Board	30/6/2022	Bachelor in Economics

#### 2. Meetings of the Supervisory Board

No	Members of the Supervisory Board	Number of Meetings Attended	Attendance Rate	Reason for Absence	Number of Meetings Attended
1	Ms Ngo Thi Hoang Yen	02/02	100%	100%	
2	Ms Nguyen Minh Hao	02/02	100%	100%	
3	Mr Nguyen Trung Dung	02/02	100%	100%	

#### 3. Supervisory activities of the Supervisory Board:

In the first 6 months of 2025, the Supervisory Board held 02 focused meetings to carry out its work..

- The first meeting focused on controlling and evaluating the implementation of the General Meeting of Shareholders' Resolution to serve as a basis for reporting to the 2025 Annual General Meeting of Shareholders;

- The second meeting of the Supervisory Board was held to appraise and select the audit unit for the 2025 financial statements according to the list of audit units approved by the Annual General Meeting of Shareholders.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and Other Management Personnel:

- The Supervisory Board has fully participated in all meetings of the Board of Directors and briefing meetings with units in the system. Minutes, Resolutions, and Decisions of the Board of Directors are fully and promptly sent to the Supervisory Board. All requests from the Supervisory Board for information related to management and business operations are fully met. The Supervisory Board has performed its functions, duties, and powers as stipulated in the company's Charter, the Enterprise Law, and relevant regulations. The Board of Directors and the General Director always coordinate closely with the Supervisory Board; functional departments have cooperated and created conditions for the Supervisory Board to perform its duties well.

5. Other Activities of the Supervisory Board

- Coordinate with the Company's internal control department to visit units to review, inspect, and evaluate the operational status of subsidiaries in the system, manage risks, and provide early warnings to Capital Representatives at units;
- Review accounting work and management and operational activities of the Company when deemed necessary;
- Conduct inspections and controls when requested by the Group of State Capital Management Representatives regarding the preservation and development of State capital at INTERSERCO Company.

**IV. The Board of General Directors**

No	Members of the Board of General Directors	Date of Birth	Professional Qualifications	Date of Appointment	End of Term Date
1	Mr Vu Hoang Thao	30/10/1968	Bachelor of Economics	01/12/2024	30/11/2027
2	Ms Phung Thuy Hoa	14/01/1981	Master of Business Administration	01/12/2024	30/11/2027
3	Mr Trieu Van Bang	07/07/1976	- Bachelor of Economics in Accounting, Bachelor of Economics in Business Administration	01/12/2024	30/11/2027

**V. Training on Corporate Governance**

Corporate governance training courses that members of the Board of Directors, members of the Supervisory Board, General Director (Director), other management personnel and the Company Secretary have participated in according to corporate governance regulations.

In 2024, ILS Company's Board of Directors set a goal to innovate governance work and improve the quality of human resources, with a focus on training. To implement this content, International Investment, Trade and Service Joint Stock Company (ILS) organized several training courses on professional skills and management skills for employees, specifically as follows:



To effectively implement the 2025 business operation plan of International Investment, Trade and Service Joint Stock Company (ILS) in accordance with current legal regulations, in the first 6 months of 2025, ILS Company's Board of Directors focused on introducing and popularizing AI application tools to support employees' work, and simultaneously updated, popularized, and internally guided employees on new points and major changes in legal documents and policies in 2025, specifically as follows:

- New points of the amended and supplemented Enterprise Law 2025 compared to the Enterprise Law 2020.
- New points amending and supplementing several articles of the Bidding Law, laws on investment, laws on Tax, Customs Law, law on management and use of public assets;
- New points of Value Added Tax Law No. 48/2024/QH15 dated November 26, 2024.
- Changes in administrative boundaries of communes/wards, districts/provinces from July 1, 2025.

**VI. List of related parties of the public company and transactions between the related parties and the company:**

**1. List of the company's related parties:**

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
1	Phung Tien Toan		Chairman of the Board	001055005133 Issued on November 1, 2021, by the National Immigration Registration and Data Management Police Department	No 164B Tran Vu Street, Truc Bach Ward, Ba Dinh District, Hanoi City	30/6/2022			Internal Person
	Phan Thi Vinh			001174009432 Issued on November 1, 2021, by the National Immigration Registration and Data Management Police Department	No 164B Tran Vu Street, Truc Bach Ward, Ba Dinh District, Hanoi City	30/6/2022			Wife of the company's manager
	Phung Nhat Minh			001189021616 Issued on August 13, 2019, by the Department on Administrative Management of Social Order	17 Lane 62 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Child of the company's manager
	Pham Minh Tuan			031089008430 Issued on October 25, 2018, by the Department on Administrative Management of Social Order	1/2/42 D3 Street, Ward 25, Binh Thanh District, Ho Chi Minh City	30/6/2022			Son-in-law of the company's manager
	Phung Tien Thanh			001204013290 Issued on November 1, 2021, by the Department on Administrative Management of Social Order	No 164B Tran Vu Street, Truc Bach Ward, Ba Dinh District, Hanoi City	30/6/2022			Child of the company's manager
	Phung Tien Dat			001207006836 Issued on November 1, 2021, by the Department on Administrative Management of Social Order	No 164B Tran Vu Street, Truc Bach Ward, Ba Dinh District, Hanoi City	30/6/2022			Child of the company's manager
	Phung Tien Cuong			001051006690 Issued on April 11, 2021, by the Department on Administrative Management of Social Order	No 35 Lane 94 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Brother of the company's manager
	Phung Tien Thang			001052003468 Issued on June 20, 2016, by the National Immigration	No 39 Lane 94 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Brother of the company's manager



No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/interpersonal person	Date of ceasing to be an affiliated person/interpersonal person	Reason	Relationship with the company
				Registration and Data Management Police Department					
	Phung Thi Minh Hoan			001154008816 Issued on April 10, 2021, by the Department on Administrative Management of Social Order	No 26A21 Nghia Tan Ward, Cau Giay District, Hanoi City	30/6/2022			Sister of the company's manager
	Phung Tien Vinh			001154008816 Issued on April 02, 2021, by the Department on Administrative Management of Social Order	No 22 Nguyen Truong To Street, Truc Bach Ward, Ba Dinh District, Hanoi City	30/6/2022			Younger brother of the company's manager
	Phung Tien Hiep			001069020480 Issued on October 15, 2022, by the Department on Administrative Management of Social Order	No 7 Lane 18 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Younger brother of the company's manager
	Nguyen Thi Thuy			027154001349 issued on April 24, 2021 by the Department of Administrative Management of Social Order	No 35 Lane 94 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Sister-in-law of the company's manager
	Nguyen Thi Ngoc Dau			010160240 issued on November 16, 2010 by Hanoi City's Public Security	No 12 Lane 23 Lane 94 Ngoc Ha Street, Ba Dinh District, Hanoi City	30/6/2022			Sister-in-law of the company's manager
	Nguyen Khac Hieu			001053007088 issued on April 10, 2021 by the Department of Administrative Management of Social Order	No 26A21 Nghia Tan Ward, Cau Giay District, Hanoi City	30/6/2022			Brother-in-law of the company's manager
	Vu Bich Ngoc			001164008819 issued on November 17, 2016 by the National Immigration Registration and National Data Management Police Department	No 62 Lo Su Street, Ly Thai To Ward, Hoan Kiem District, Hanoi City	30/6/2022			Younger sister-in-law of the company's manager

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
	Tran Bich Phuong			011510580 issued on December 08, 2010 by Hanoi City's Public Security	No 1 Lane 62 Truc Lac, Pho Phu Duc Chinh, Ba Dinh District, Hanoi City	30/6/2022			Younger sister-in-law of the company's manager
	Phan Huy Dinh			010415758 issued on June 01, 2005 by Hanoi City's Public Security	No 25 Alley 85, Chua Lien Lane, Bach Mai Street, Hai Ba Trung District, Hanoi City	30/6/2022			Father-in-law of the company's manager
	Le Thi Vinh			010415759 issued on June 01, 2005 by Hanoi City's Public Security	No 25 Alley 85, Chua Lien Lane, Bach Mai Street, Hai Ba Trung District, Hanoi City	30/6/2022			Mother-in-law of the company's manager
	International Manpower Supply and Trade Joint Stock company (ILSM)			Business Registration Certificate No. 0105619421 issued by Hanoi Department of Planning and Investment on November 08, 2011.	No 358 Lang Street, Thinh Quang Ward, Dong Da District, Hanoi City, Vietnam	30/6/2022			Company where an Internal Person Holds a Management Position.
	ALS Cargo Terminal Joint Stock Company (ALSC)			Business Registration Certificate No. 0106232917 issued by Hanoi Department of Planning and Investment on July 17, 2013	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	30/6/2022			Company where an Internal Person Holds a Management Position.
	Aviation Logistics Corporation (ALS)			Business Registration Certificate No. 0102355611 issued by Hanoi Department of Planning and Investment on August 29, 2007	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	30/6/2022			Company where an Internal Person Holds a Management Position.
	Hanoi International Manpower Supply			Decision on Establishment No. 1141/QĐ-UBND dated July 03,	Van Canh Commune, Hoai	30/6/2022			Company where an Internal Person



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	Vocational School (ILSE)			2007 by Ha Tay Provincial People's Committee	Duc District, Hanoi City				Holds a Management Position.
	Hong Van Port Joint Stock Company			Business Registration Certificate No. 0108433520 issued by Hanoi Department of Planning and Investment on September 14, 2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi City	30/6/2022			Company where an Internal Person Holds a Management Position.
2	Vu Hoang Thao		General Director	030068006865 issued on May 01, 2021 by the Department of Administrative Management of Social Order	29 Lane 18 Vu Thanh, O Cho Dua, Dong Da, Hanoi	1/12/2021			Internal Person
	Mac Thi Thanh Hai			001171021568 issued on May 10, 2021 by the Department of Administrative Management of Social Order	29 Lane 18 Vu Thanh, O Cho Dua, Dong Da, Hanoi	1/12/2021			Wife of the company's manager
	Vu Hoang Giang			013321832 issued on March 02, 2012 by Hanoi City's Public Security	29 Lane 18 Vu Thanh, O Cho Dua, Dong Da, Hanoi	1/12/2021			Child of the company's manager
	Vu Hoang Anh			001201003916 issued on December 27, 2024 by the Department of Administrative Management of Social Order	29 Lane 18 Vu Thanh, O Cho Dua, Dong Da, Hanoi	1/12/2021			Child of the company's manager
	Vu Huy Thiem			030038000532 issued on February 13, 2020 by the Department of Administrative Management of Social Order	Tuan Commune, Kim Thanh District, Hai Duong Province	1/12/2021			Father of the company's manager
	Nguyen Thi Tam			030140000857 issued on February 13, 2020 by the Department of Administrative Management of Social Order	Tuan Commune, Kim Thanh District, Hai Duong Province	1/12/2021			Mother of the company's manager

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
	Vu Thi Phin			030163001240 issued on September 19, 2023 by the National Immigration Registration and National Data Management Police Department	No 914 Tran Nhan Tong Street, Kien An, Hai Phong	1/12/2021			Sister of the company's manager
	Pham Ngoc Luyen			033063002623 issued on October 24, 2023 by the National Immigration Registration and National Data Management Police Department	No 914 Tran Nhan Tong Street, Kien An, Hai Phong	1/12/2021			Brother-in-law of the company's manager
	Vu Thi Tuyn			030165003948 issued on April 2, 2025 by the National Immigration Registration and National Data Management Police Department	No 60 Chi Lang Street, Hai Duong City, Hai Duong Province	1/12/2021			Sister of the company's manager
	Nghiem Viet Tan			030063007151 Issued on January 06, 2025 at the Ministry of Public Security	No 60 Chi Lang Street, Hai Duong City, Hai Duong Province	1/12/2021			Brother-in-law of the company's manager
	Vu Van Thang			030077024927 Issued on December 01, 2021 by the National Immigration Registration and National Data Management Police Department	Apartment 2209 N01 -T5 Building Ngoai Giao Area, Xuan Dinh Ward, Hanoi City	1/12/2021			Younger brother of the company's manager
	Pham Thi Minh Thanh			008177008408 Issued on December 01, 2021 by the National Immigration Registration and National Data Management Police Department	Apartment 2209 N01 -T5 Building Ngoai Giao Area, Xuan Dinh Ward, Hanoi City	1/12/2021			Younger sister-in-law of the company's manager
	Mac Nhu Hoang			026031000058 Issued on April 25, 2021 by the National Immigration Registration and National Data Management Police Department	Group 7, Hung Vuong Ward, Vinh Phuc Province	1/12/2021			Father-in-law of the company's manager



No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
	Vu Thi Nap			026136000211 Issued on April 24, 2021 by the National Immigration Registration and National Data Management Police Department	Group 7, Hung Vuong Ward, Vinh Phuc Province	1/12/2021			Mother-in-law of the company's manager
	Son Tay Port Joint Stock Company (ILSW)			0500238339 issued on October 15, 1992, by the Hanoi Department of Planning and Investment	No 302 Le Loi Ward, Son Tay Town, Hanoi	1/12/2021			Company where an Internal Person Holds a Management Position.
3	Nguyen Van Thinh		Member of the Board of Directors	036070018601 issued on September 18, 2022, by the Department of Administrative Management of Social Order	5/45/14 No Trang Long Tdp6, kp1p.07, Binh Thanh, Ho Chi Minh City	30/6/2022			Internal Person
	Nguyen Thi Thanh Lan			001172045450 issued on April 17, 2023, by the Department of Administrative Management of Social Order	No. 109, D4 Giang Vo, Giang Vo Ward, Ba Dinh District, Hanoi City	30/6/2022			Wife of the company's manager
	Tran Thi Thai			019138000016 issued on March 7, 2023, by the Department of Administrative Management of Social Order	No. 109, D4 Giang Vo, Giang Vo Ward, Ba Dinh District, Hanoi City	30/6/2022			Mother-in-law of the company's manager
	Nguyen Van Truong			036063026024 issued on October 21, 2022, by the Department of Administrative Management of Social Order	B2 12th Floor, Copac Building No. 12 Tong Dan, Ward 13, District 4, HCM City	30/6/2022			Brother of the company's manager
	Tran Thi Ngoc Ly			034171005931 issued on April 10, 2021, by the Department of Administrative Management of Social Order	B2 12th Floor, Copac Building No. 12 Tong Dan, Ward 13, District 4, HCM City	30/6/2022			Sister-in-law of the company's manager

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
	Nguyen Van Cuong			025619146 issued on March 26, 2012, by the Ho Chi Minh City Police	27K Tran Nhat Duat, Tan Dinh Ward, District 1, HCM City	30/6/2022			Brother of the company's manager
	Tran Thi Le Hoa			022641720 issued on June 8, 2010, by the Ho Chi Minh City Police	27K Tran Nhat Duat, Tan Dinh Ward, District 1, HCM City	30/6/2022			Sister-in-law of the company's manager
	Nguyen Duy Hung			019061006865 issued on May 10, 2021, by the Department of Administrative Management of Social Order	90/14 Tran Ba Giao, Ward 5, Go Vap District, HCM City	30/6/2022			Brother-in-law of the company's manager
	Nguyen Thi Thanh Van			036166019010 issued on May 10, 2021, by the Department of Administrative Management of Social Order	90/14 Tran Ba Giao, Ward 5, Go Vap District, HCM City	30/6/2022			Sister of the company's manager
	Nguyen Thi Hoa			035168003130 issued on April 25, 2021, by the Department of Administrative Management of Social Order	93/11B No Trang Long, Ward 11, Binh Thanh District, HCM city	30/6/2022			Sister of the company's manager
	ALS Infrastructure Investment Company Limited			0108318461 issued by the Hanoi Department of Planning and Investment on June 11, 2018	3rd Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City				Company where an Internal Person Holds a Management Position.
4	Nguyen Thai Hoa		Member of the Board of Directors	022076000057, issued on November 14, 2021 by the Department of Administrative Management on Social Order.	Room 1607, 17T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Internal Person



No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
	Nguyen Trong Chi			036043000966, issued on June 28, 2021 by the Department of Administrative Management on Social Order.	Room 1607, 17T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Father of the company's manager
	Bui Thi Minh Tan			036147008284, issued on May 10, 2021 by the Department of Administrative Management on Social Order.	Room 1607, 17T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Mother of the company's manager
	Chu Lan Phuong			040180029860 Issued on 12/12/2023 at Hanoi City Police	Room 1607, 17T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Wife of the company's manager
	Nguyen Thai Dan			001210198122 Issued on 12/12/2023 at Hanoi City Police	Room 1607, 17T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Child of the company's manager
	Chu Manh Hung			004010174754 Issued on 07/07/2022 at Nghe An Provincial Police	No. 26, Dang Thai Than Street, Cua Nam Ward, Vinh City, Nghe An Province	30/6/2022			Father-in-law of the company's manager
	Dau Thi Huong			Born in 1951	No. 26, Dang Thai Than Street, Cua Nam Ward, Vinh	30/6/2022			Mother-in-law of the company's manager

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/ Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
					City, Nghe An Province				
	Chu Tien Dung			Born in 1977	1/9, Park City Urban Area, Le Trong Tan, Ha Dong, Hanoi	30/6/2022			Brother-in-law of the company's manager
	Nguyen Thi Hang			Born in 1977	1/9, Park City Urban Area, Le Trong Tan, Ha Dong, Hanoi	30/6/2022			Sister-in-law of the company's manager
	Vinafco Joint Stock Company			Business registration number 0100108504, issued by the Hanoi Department of Planning and Investment on February 12, 2001.	Tu Khoat Village, Ngu Hiep Commune, Thanh Tri District, Hanoi City	30/6/2022			Related Person
	ASG Logistics Joint Stock Company			Business registration number 4601126886, issued by the Thai Nguyen Department of Planning and Investment on April 18, 2013.	Lot 5, Yen Binh Industrial Park, Dong Tien, Pho Yen, Thai Nguyen	30/6/2022			Company where an Internal Person Holds a Management Position.
	Tay Ninh International Logistics Joint Stock Company			Business registration number 3901309342, issued by the Tay Ninh Department of Planning and Investment on January 4, 2021.	Bung Binh Hamlet, Hung Thuan Commune, Trang Bang Town, Tay Ninh Province	30/6/2022			Company where an Internal Person Holds a Management Position.
	Vinafco Shipping Joint Stock Company			Business registration number 0105275178, issued by the Hanoi Department of Planning and Investment on January 16, 2006.	Tu Khoat, Ngu Hiep, Thanh Tri, Hanoi	30/6/2022			Company where an Internal Person Holds a Management Position.



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5	Phung Thuy Hoa		Member of the Board of Directors/Deputy General Director	001181022570, issued on 19 January 2021 by National Immigration Registration and Data Management Police Department	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Internal Person
	Tran Nhat Nam			042078000359, issued on May 15, 2018 by National Immigration Registration and Data Management Police Department	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Husband of the manager
	Phung Tien Cuong			001051006690, issued on April 11, 2021 by Department of Administrative Management of Social Order	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Father of the manager
	Nguyen Thi Thuy			027154001349, issued on April 24, 2021 by Department of Administrative Management of Social Order	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Mother of the manager
	Tran Khanh Chi			001307034514, issued on April 12, 2022 by Department of Administrative Management of Social Order	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Child of the manager
	Tran Anh Thu			001308013418, issued on November 10, 2022 by Department of Administrative Management of Social Order	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Child of the manager
	Tran Nguyen Phong			Born in 2021	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Child of the manager
	Phung Thuy Loan			001182018015, issued on April 15, 2021 by National Immigration Registration and Data Management Police Department	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	30/6/2022			Younger Sister of the manager

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	Nguyen Van Tung			001083044839, issued on April 23, 2021 by Department on Administrative Management of Social Order	No 86 Tran Quoc Toan, Hoa Kiem District, Hanoi	30/6/2022			Younger Brother-in-law of the manager
	Tran Hau Thin			183981300, issued on April 10, 2009 by Ha Tinh Provincial Public Security	No. 03, Alley 4/5, Hai Thuong Lan Ong Street, Ha Tinh City	30/6/2022			Father-in-law of the manager
	Dang Thi Hien			184120608, issued on February 31, 2011 by Ha Tinh Provincial Public Security	No. 03, Alley 4/5, Hai Thuong Lan Ong Street, Ha Tinh City	30/6/2022			Mother-in-law of the manager
	Interserco Vietnam International Trade Joint Stock Company			Business registration number 0104899254 issued by Hanoi Department of Planning and Investment, 8th amendment on April 15, 2022	Interserco Trade Center Building, No. 17, Pham Hung Road, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	30/6/2022			Company where an Internal Person holds a management position.
	Aviation Logistics Corporation (ALS)			Business registration number 0102355611 issued by Hanoi Department of Planning and Investment, 25th amendment on December 28, 2023	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City, Vietnam	30/6/2022			Company related to an internal person
	ASG Corporation Joint Stock Company			Business registration number 0104960269 issued by Hanoi Department of Planning and Investment, 24th amendment on March 21, 2024	Logistics Service Area, Noi Bai International Airport, Phu Minh	30/6/2022			Company related to an internal person
	Hanoi International Manpower Supply Vocational School (ILSE)			Decision number 1141/QĐ-UBND on July 03, 2007 by Ha Tay Provincial People's Committee	Van Canh Commune, Hoai Duc District, Hanoi City	30/6/2022			Company related to an internal person



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6	Trieu Van Bang		Member of the Board of Directors/Deputy General Director	025076000363, issued on 10 August 2022 by Department on Administrative Management of Social Order	Room 2006, A1 Building, An Binh City Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi	30/6/2022			Internal Person
	Kieu Thi Cat			025141002620, issued on 28/06/2021 by Department on Administrative Management of Social Order	Viet Tri City, Phu Tho	30/6/2022			Mother of the manager
	Le Thi Thu Ha			025176000460, issued on 22/12/2021 by Department on Administrative Management of Social Order	Room 2006, A1 Building, An Binh City Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi	30/6/2022			Wife of the manager
	Trieu Thanh Ngan			025303006261, issued on 22/03/2023 by Department on Administrative Management of Social Order	Room 2006, A1 Building, An Binh City Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi	30/6/2022			Child of the manager
	Trieu Hong Phuc			001208006837, issued on 20/09/2022 by Department on Administrative Management of Social Order	Room 2006, A1 Building, An Binh City Urban Area, Co Nhue 1 Ward, Bac Tu Liem, Hanoi	30/6/2022			Child of the manager
	Trieu Thi Thuy Thuy			025160000472 Issued on 23/03/2021 by the Police Department for Administrative Management of Social Order	Group 9, Duu Lau area, Viet Tri Ward, Phu Tho Province	30/6/2022			Sister of the manager
	Ta Hai Quyen			025057006497 Issued on 10/07/2021 by the Police Department for Administrative Management of Social Order	Group 9, Duu Lau area, Viet Tri Ward, Phu Tho Province	30/6/2022			Brother-in-law of the manager
	Trieu Van Khoa			025064015575 Issued on 13/07/2024 by the Police	No. 1070 Hung Vuong Street, Thanh	30/6/2022			Brother of the manager

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				Department for Administrative Management of Social Order	Mieu Ward, Phu Tho Province				
	Vu Thi Bich Tam			025167001713 Issued on 29/04/2021 by the Police Department for Administrative Management of Social Order	No. 1070 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Sister-in-law of the manager
	Trieu Van Giap			025069000164 Issued on 25/04/2021 by the Police Department for Administrative Management of Social Order	Dong 5 Residential Group, Dong Ngac Ward, Hanoi City	30/6/2022			Brother of the manager
	Dang Thi Kieu Cham			025169000194 Issued on 25/04/2021 by the Police Department for Administrative Management of Social Order	Dong 5 Residential Group, Dong Ngac Ward, Hanoi City	30/6/2022			Sister-in-law of the manager
	Le Van Viet			025052007583 Issued on 12/08/2021 by the Police Department for Administrative Management of Social Order	No. 922 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Father-in-law of the manager
	Do Thi Ki			025152008959 Issued on 10/08/2021 by the Police Department for Administrative Management of Social Order	No. 922 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Mother-in-law of the company's manager
	Hong Van Port Joint Stock Company			Business Registration Certificate No. 0108433520, first issued on 14 September 2018 by Department of Planning and Investment of Hanoi	Xam Xuyen Village, Hong Van Commune, Thuong Tin District, Hanoi				Company where an Internal Person Holds a Management Position.
	United Supply Chain Corporation (USC)			Business Registration Certificate No. 0108518541, first issued on 20 November 2018 by Department of Planning and Investment of Hanoi	No. 17, Pham Hung Road, My Dinh 2 Ward, Nam Tu Liem District, Hanoi				Company where an Internal Person Holds a Management Position.



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	Interserco Vietnam International Trade Joint Stock Company			Business Registration Certificate No. 0104899254, first issued on 8 September 2010 by Department of Planning and Investment of Hanoi	No. 17, Pham Hung Road, My Dinh 2 Ward, Nam Tu Liem District, Hanoi				Company where an Internal Person Holds a Management Position.
	Su Pan 1 Hydropower Joint Stock Company			Business Registration Certificate No. 0102137236, first issued on 10 January 2007 by Department of Planning and Investment of Hanoi	Land plot No. 21, lot No. 1, resettlement area, lane 21 Ke Ve, Dong Ngac Ward, Bac Tu Liem District, Hanoi City, Vietnam				Company where an Internal Person Holds a Management Position.
7	Ngo Thi Hoang Yen		Head of Supervisory Board	001168013404, issued on 27/12/2021 by National Immigration Registration and Data Management Police Department	Room 308C3, Nam Dong Urban Area, Dong Da, Hanoi	30/6/2022			Internal Person
	Dinh Tien Dung			015062000052, issued on 8/5/2020 by National Immigration Registration and Data Management Police Department	Room 2405, Building A, 165 Thai Ha – Lang Ha Ward - Dong Da – Hanoi	30/6/2022			Husband of the Head of the Supervisory Board
	Dinh Quoc Hoang			001092015776, issued on 8/8/2017 by National Immigration Registration and Data Management Police Department	French Republic	30/6/2022			Son of the Head of the Supervisory Board
	Le Thanh Dieu Huong			001193010417, issued on 8/8/2017 by National Immigration Registration and Data Management Police Department	French Republic	30/6/2022			Daughter-in-law of the Head of the Supervisory Board

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	Dinh Tien Phu			001099001004, issued on 14/3/2014 by National Immigration Registration and Data Management Police Department	Room 2405, Building A, 165 Thai Ha – Lang Ha Ward - Dong Da – Hanoi	30/6/2022			Son of the Head of the Supervisory Board
	Ngo Manh Danh			Born in 1937	No. 9, Lane 45, Nguyen Hong Street – Dong Da – Hanoi	30/6/2022			Father of the Head of the Supervisory Board
	Do Thi Loi			Born in 1940	No. 9, Lane 45, Nguyen Hong Street – Dong Da – Hanoi	30/6/2022			Mother of the Head of the Supervisory Board
	Ngo Thi Thanh Huyen			001159000179, issued on 04/02/2020 by National Immigration Registration and Data Management Police Department	Lane 164, Alley 35/7, Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District, Hanoi	30/6/2022			Sister of the Head of the Supervisory Board
	Nguyen Xuan Bach			001061009680 Issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	Lane 164, Alley 35/7, Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District, Hanoi	30/6/2022			Brother-in-law of the Head of the Supervisory Board
	Ngô Thị Kim Loan			001163003268 Issued on 07/8/2023 by the Police Department for Administrative Management of Social Order	No. 180, Thanh Binh Street, Mo Lao Ward, Ha Dong – Hanoi	30/6/2022			Sister of the Head of the Supervisory Board
	Nguyen Minh Tam			001060003662 Issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	No. 01, Alley 18, Lane 164, Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District – Hanoi	30/6/2022			Brother-in-law of the Head of the Supervisory Board



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	Ngo Thi Hoang Anh			001170020326, issued on 02/06/2020 by National Immigration Registration and Data Management Police Department	Số 80 ngõ 62 phố Trần Quý cấp, P. Văn Miếu, Q. Đống Đa - HN	30/6/2022			Younger Sister of the Head of the Supervisory Board
	Hua Xuân Sinh			033070004343, issued on 11/11/2020 by National Immigration Registration and Data Management Police Department	No. 80, Lane 62, Tran Quy Cap Street, Van Mieu Ward, Dong Da District - Hanoi	30/6/2022			Younger Brother-in-law of the Head of the Supervisory Board
	Ngo Manh Hung			001074017891, issued on 16/03/2018 by National Immigration Registration and Data Management Police Department	No. 9, Lane 45, Nguyen Hong Street - Dong Da - Hanoi	30/6/2022			Younger Brother of the Head of the Supervisory Board
	Le Thanh Van			001177022031, issued on 6/9/2019 by National Immigration Registration and Data Management Police Department	No. 9, Lane 45, Nguyen Hong Street - Dong Da - Hanoi	30/6/2022			Younger Sister-in-law of the Head of the Supervisory Board
	Ngo Thi Thanh Ha			001176001952, issued on 7/11/2017 by National Immigration Registration and Data Management Police Department	Lane 4 Thanh Binh Street, Mo Lao Ward, Ha Dong - Hanoi	30/6/2022			Younger Sister of the Head of the Supervisory Board
	Nguyen Khac Trung			001072013113, issued on 26/05/2017 by National Immigration Registration and Data Management Police Department	Lane 4 Thanh Binh Street, Mo Lao Ward, Ha Dong - Hanoi	30/6/2022			Younger Brother-in-law of the Head of the Supervisory Board
	International Manpower Supply and Trade Joint Stock company (ILSM)			Business Registration Certificate No. 0105619421, issued on 8 November 2011 by Department of Planning and Investment of Hanoi	No. 358 Lang Road, Thinh Quang Ward, Dong Da District, Hanoi City, Vietnam	22/4/2024			Company where an Internal Person Holds a Management Position.

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	Son Tay Port Joint Stock Company (ILSW)			Business Registration Certificate No. 0107730538, issued on 21 February 2017 by Department of Planning and Investment of Hanoi	Lot No. 1 Son Tay Port, Le Loi Street, Le Loi Ward, Son Tay Town, Hanoi	1/11/2023			Company where an Internal Person Holds a Management Position.
8	Nguyen Minh Hao		Member of the Supervisory Board	001183043661, issued on 23/10/2023 by the Department of Administrative Management of Social Order.	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Internal Person
	Nguyen Khac Hieu			001053007088, issued on 10/04/2021 by the Department on Administrative Management of Social Order.	No. 24-A21, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Father of the Supervisory Board member
	Phung Thi Minh Hoan			001154008816, issued on 10/04/2021 by the Department on Administrative Management of Social Order.	No. 24-A21, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Mother of the Supervisory Board member
	Le Ngoc			038083000133, issued on 23/10/2023 by the Department on Administrative Management of Social Order.	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Husband of the Supervisory Board member
	Le Minh Chau			001313049245 Issued on 21/8/2024 by the Ministry of Public Security	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Daughter of the Supervisory Board member
	Le Minh Khoi			001215074523 Issued on 22/8/2024 by the Ministry of Public Security	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Son of the Supervisory Board member
	Nguyen Minh Huong			001185005535, issued on 09/06/2015 by the National Immigration Registration and Data Management Police Department.	No. 24-A21, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Younger sister of the Supervisory Board member



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	Nguyen Khac Hien			001053007088, issued on 10/04/2021 by the Department on Administrative Management of Social Order.	No. 24-A21, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Younger brother of the Supervisory Board member
	Le Van Son			174915020, issued on 10/09/2014 by Thanh Hoa Provincial Police	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Father-in-law of the Supervisory Board member
	Tran Thi Thao			038159000295, issued on 21/04/2021 by the Department on Administrative Management of Social Order.	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	30/6/2022			Mother-in-law of the Supervisory Board member
9	Nguyen Trung Dung		Member of the Supervisory Board	026074002570, issued on 04 November 2021 by the Department on Administrative Management of Social Order.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Internal Person
	Kieu Thi Thao			026149000408, issued on 27/9/2024 by the National Immigration Registration and Data Management Police Department.	Thong Nhat Residential Group, Thanh Lang, Binh Xuyen, Vinh Phuc	30/6/2022			Mother of the Supervisory Board member
	Vu Thi Thao Hien			025177000592, issued on 01/11/2021 by the Department on Administrative Management of Social Order.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Wife of the Supervisory Board member
	Nguyen Vu Binh Duong			026201003222, issued on 04/11/2021 by the National Immigration Registration and Data Management Police Department.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Child of the Supervisory Board member
	Nguyen Quang Sang			026207011819, issued on 23/11/2021 by the Department on Administrative Management of Social Order.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Child of the Supervisory Board member

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	Nguyen Thi Nga			026180001576, issued on 01/09/2021 by the Department on Administrative Management of Social Order.	Xuan Mai Residential Group, Lien Bao, Vinh Yen, Vinh Phuc	30/6/2022			Younger sister of the Supervisory Board member
	Nguyen Duc Anh			026082012204, issued on 10/07/2021 by the Department on Administrative Management of Social Order.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Younger brother-in-law of the Supervisory Board member
	Doan Thi Hong Gam			027184000216, issued on 24/6/2021 by the Department on Administrative Management of Social Order.	Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi.	30/6/2022			Younger sister-in-law of the Supervisory Board member
	Vu Tien Nhan			026051000654, issued on 13/4/2021 by the Department on Administrative Management of Social Order.	Tan Dan, Viet Tri City, Phu Tho	30/6/2022			Father-in-law of the Supervisory Board member
	Doan Thi Diep Thuc			025153000541, issued on 13/4/2021 by the Department on Administrative Management of Social Order.	Tan Dan, Viet Tri City, Phu Tho	30/6/2022			Mother-in-law of the Supervisory Board member
10	Pham Xuan Phuong		KTT kiêm trưởng ban TCKT	034070009241 Issued on 28/02/2025 by the Ministry of Public Security	N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi	2/10/2023			Internal Person
	Le Thi Tuyet			Born in 1934	Le Loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Mother of the Chief Accountant
	Nguyen Thi Thu Ha			001181032543, issued on 16/04/2021 by the Department on Administrative Management of Social Order.	N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi	2/10/2023			Wife of the Chief Accountant



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	Pham Tam Uyen			001309107069 Issued on 28/12/2023 by the Police Department for Administrative Management of Social Order	N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi	2/10/2023			Child of the Chief Accountant
	Pham Bao Khanh			001312123736 Issued on 20/06/2025 by the Ministry of Public Security	N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi	2/10/2023			Child of the Chief Accountant
	Pham Ngoc Quynh			034058004398, issued on 01/5/2021 by the Department on Administrative Management of Social Order.	No. 21 Alley 69A/72 Hoang Van Thai – Hanoi	2/10/2023			Brother of the Chief Accountant
	Pham Quang Thuan			034059005923, issued on 07/01/2022 by the Department on Administrative Management of Social Order	Group 10, Yen Hoa Ward, Cau Giay District, Hanoi	2/10/2023			Brother of the Chief Accountant
	Dang Thi Luyen			034164002716, issued on 01/05/2021 by the Department on Administrative Management of Social Order.	No. 21 Alley 69A/72 Hoang Van Thai – Hanoi	2/10/2023			Sister-in-law of the Chief Accountant
	Luong Thi Phan			0611640003152, issued on 07/01/2022 by the Department on Administrative Management of Social Order.	Group 10, Yen Hoa Ward, Cau Giay District, Hanoi	2/10/2023			Sister-in-law of the Chief Accountant
	Pham Thi Hoan			034163009709, issued on 25/6/2023 by the Department on Administrative Management of Social Order.	Le Loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Sister of the Chief Accountant
	Nguyen Huu Tinh			034059005327, issued on 19/12/2021 by the Department on Administrative Management of Social Order.	Le Loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Brother-in-law of the Chief Accountant

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	Nguyen Ngoc Quang			001058011767, issued on 16/04/2021 by the Department on Administrative Management of Social Order.	No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi	2/10/2023			Father-in-law of the Chief Accountant
	Pham Thi Minh			001156009042, issued on 16/04/2021 by the Department on Administrative Management of Social Order.	No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi	2/10/2023			Mother-in-law of the Chief Accountant
	Interserco My Dinh Joint Stock Company			Registration Certificate No 0106286937, issued on 23 August 2013 by the Hanoi Department of Planning and Investment.	No 17 Pham Hung road, My Dinh 2 ward, Nam Tu Liem district, Hanoi.	23/04/2024			Company where an Internal Person Holds a Management Position.
	Hong Van Port Joint Stock Company			Registration Certificate No. 0108433520, issued for the first time on 14 September 2018 by the Hanoi Department of Planning and Investment.	Xam Xuyen Village, Hong Van Commune, Thuong Tin District, Hanoi	23/04/2024			Company related to an internal person
12	Dao Thi Lan Huong			001178024437, issued on 01/03/2021 by the Department on Administrative Management of Social Order.	Room 509 CT3 Apartment Building, HN Command Housing Area, Yen Nghia Ward, Ha Dong District, Hanoi				Manager of the subsidiary
13	Vu Thanh Hai			001062000296, issued on 24/06/2021 by the Department on Administrative Management of Social Order.	No. 01 Yen Bai II Street, Pho Hue Ward, Hai Ba Trung District, Hanoi				Manager of the subsidiary
14	Nguyen Xuan Hien			001071024190, issued on 24/04/2021 by the Department on Administrative Management of Social Order.	753 De La Thanh, Thanh Cong, Ba Dinh, Hanoi				Manager of the subsidiary



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15	Phung Thuy Loan			001182018015, issued on 15/04/2021 by the National Immigration Registration and Data Management Police Department.	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi				Manager of the subsidiary
16	Dao Thi Hanh			033179000045, issued on 24/06/2021 by the Department on Administrative Management of Social Order.	Kim Giang Street, Group 32 Dai Kim, Hoang Mai, Hanoi				Manager of the subsidiary
17	Mai Duy Chung			031076002993, issued on 21/06/2016 by the National Immigration Registration and Data Management Police Department.	No. 3/133 Chua Hang Street, Ho Nam, Le Chan, Hai Phong				Manager of the subsidiary
18	Tang Minh Ngoc			110121326, issued on 31/01/2007 by the Ha Tay Police Department.	Phu Xa Village, Vien Son, Son Tay Town, Hanoi				Manager of the subsidiary
19	Truong Quang Luong			111590091, issued on 08/03/2014.	Village 400, Thanh My Commune, Son Tay Town, Hanoi				Manager of the subsidiary
20	Duong Hoai Nam			001079032332, issued on 25/04/2021 by the Department on Administrative Management of Social Order.	Cuu Luc Village, Xuan Dinh Commune, Phuc Tho District, Hanoi				Manager of the subsidiary
21	Bui Le Trung			031077000068, issued on 10/07/2021 by the Department on Administrative Management of Social Order.	PA2603 88 Lang Ha, Dong Da, Hanoi				Manager of the subsidiary
22	Son Tay Port Joint Stock Company			Registration Certificate No. 0500238339, issued on 15/10/1992 by the Hanoi Department of Planning and Investment.	No. 302, Le Loi Ward, Son Tay Town, Hanoi Hanoi				Subsidiary
23	Interserco My Dinh Joint Stock Company			Registration Certificate No. 0106286937, issued on 23/08/2013 by the Hanoi Department of Planning and Investment.	No. 17 Pham Hung road, My Dinh 2 Ward, Nam Tu Liem District, Hanoi				Subsidiary

No	Name	Securities trading accounts (if available)	Position at the company (if available)	NSH* No, Date and Place of issue	Address/Head office address	Date of becoming an affiliated person/inter personal person	Date of ceasing to be an affiliated person/inter personal person	Reason	Relationship with the company
24	International Manpower Supply and Trade Joint Stock company			Registration Certificate No. 0105619421, issued on 08/11/2011 by the Hanoi Department of Planning and Investment.	No. 358 Lang Street, Tinh Quang, Dong Da, Hanoi				Subsidiary
25	The Hanoi People's Committee				No. 79 Dinh Tien Hoang, Hoan Kiem, Hanoi				Shareholders owning more than 10% of voting shares
27	Aviation Logistics Corporation (ALS)			Registration Certificate No. 0102355611, issued on 30/07/2015 by the Hanoi Department of Planning and Investment.	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Ward, Soc Son District, Hanoi City, Vietnam				Shareholders owning more than 10% of voting shares

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

No	Name of Company/Individual	Related party relationship with the company	NSH* Number, Date of Issue, Issuing Authority	Head office address	Time of transaction	Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance)	Content, Quantity, and Total Transaction Value	Note
1	Hong Van Port Joint Stock Company	Related Party	Business Registration Certificate No. 0108433520 issued by Hanoi Department of Planning and Investment for the first time on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi	18/02/2025		Loan transaction: 1,000,000,000 VND	



No	Name of Company/Individual	Related party relationship with the company	NSH* Number, Date of Issue, Issuing Authority	Head office address	Time of transaction	Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance)	Content, Quantity, and Total Transaction Value	Note
2	Son Tay Port Joint Stock Company	Subsidiary	Business Registration Certificate No. 0500238339 issued by Hanoi Department of Planning and Investment on 15/10/1992	No. 302, Le Loi Ward, Son Tay Town, Hanoi City	15/04/2025		Loan transaction: 2,000,000,000 VND	
3	Interserco Vietnam International Trade Joint Stock Company	Associate Company	Business Registration Certificate No. 0104899254 issued by Hanoi Department of Planning and Investment on 08/9/2010	Interserco Commercial Center Building, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City.	27/6/2025		Loan transaction: 8,000,000,000 VND	
4	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	03/03/2025		Commercial transaction of AG-Master (L) anti-taking agent Value: VND 583,200,000	Contract Addendum No. 0383/PLHD/ILS-ILSI
5	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	05/03/2025		Commercial transaction of AG-Master (L) anti-taking agent Value: VND 156,000,000	Contract Addendum No. 0483/PLHD/ILS-ILSI

No	Name of Company/Individual	Related party relationship with the company	NSH* Number, Date of Issue, Issuing Authority	Head office address	Time of transaction	Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance)	Content, Quantity, and Total Transaction Value	Note
6	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	15/04/2025		Commercial transaction of AG-Master (L) anti-caking agent - Value: VND 561,600,000	Contract Addendum No. 0583/PLHD/ILSI
7	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	23/04/2025		Commercial transaction of AG-Master (L) anti-caking agent - Value: VND 561,600,000	Contract Addendum No. 0683/PLHD/ILSI
8	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	06/05/2025		Commercial transaction of AG-Master (L) anti-caking agent - Value: VND 561,600,000	Contract Addendum No. 0783/PLHD/ILSI
9	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by Hanoi Department of Planning and Investment on Aug 23, 2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City	07/05/2025		Commercial transaction of AG-Master (L) anti-caking agent - Value: VND 561,600,000	Contract Addendum No. 0883/PLHD/ILSI

*Note: NSH document number\*: ID card/Passport number (for individuals) or Business Registration Certificate, Operating License, or equivalent legal document (for organizations).*



3. Transactions between the company's internal persons, related persons of internal persons, with subsidiaries or companies controlled by the company: None.

No	Transaction parties	Relationship with internal person	Position at the listed company	ID card/Passport number, date of issue, issuing authority	Address	Name of the subsidiary or company controlled by the listed company	Time of transaction	Content, total quantity, transaction value	Note
1									
2									
3									

4. Transactions between the company and other parties: None

4.1. Transactions between the company and a company where members of the Board of Directors, Supervisory Board, CEO (General Director), and other managers have been or are founders or members of the Board of Directors, CEO (General Director) in the past three (03) years (calculated at the time of report preparation).

4.2. Transactions between the company and a company where related persons of members of the Board of Directors, Supervisory Board, CEO (General Director), and other managers are members of the Board of Directors, CEO (General Director).

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, Supervisory Board, CEO (General Director), and other managers.

#### VII. Transactions shares of internal persons and related persons of internal persons (Report for the First 6 Months of 2025):

1. List of internal persons and related persons of internal persons.

No	Name	Securities trading accounts (if available)	Position at the ILS company (if available)	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the 2024 period at ILS	Percentage	Note
1	Phung Tien Toan		Chairman of the Board	001055005133 Issued on November 1, 2021, by the National Immigration Registration and Data Management Police Department	No 164B Tran Vu Street, Truc Bach Ward, Ba Dinh District, Hanoi City	1,620,000	4.50%	

No	Name	Securities trading accounts (if available)	Position at the ILS company (if available)	ID card/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the 2024 period at ILS	Percentage	Note
	Nguyen Khac Hieu			001053007088 issued on April 10, 2021 by the Department of Administrative Management of Social Order	No 26A21 Nghia Tan Ward, Cau Giay District, Hanoi City	3,400	0.0094%	Brother-in-law
	Aviation Logistics Corporation (ALS)			Business Registration Certificate No. 0102355611 issued by Hanoi Department of Planning and Investment on August 29, 2007	4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	9,270,000	25.75%	Company where an Internal Person Holds a Management Position.
2	Phung Thuy Hoa		Member of the Board of Directors/Deputy General Director	001181022570, issued on 19 January 2021 by National Immigration Registration and Data Management Police Department	No. 35, Lane 94, Ngoc Ha Street, Ba Dinh District, Hanoi	641,700	1.78%	
3	Ngo Thi Hoang Yen		Head of Supervisory Board	001168013404, issued on 7 June 2018 by National Immigration Registration and Data Management Police Department	Room 308C3, Nam Dong Urban Area, Dong Da, Hanoi	6,789	0.0189%	
4	Nguyen Minh Hao		Member of the Supervisory Board	001183043661, issued on 23 October 2023 by the Department on Administrative Management of Social Order.	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	688,503	1.91%	
	Nguyen Khac Hieu			001053007088, issued on 10 April 2021 by the Department on Administrative Management of Social Order.	No. 24-A21, Nghia Tan Ward, Cau Giay District, Hanoi	3,400	0.0094%	Father



2. Transactions of Internal Person and Related Parties Regarding the Company's Shares: **None**

No	Transaction Performer	Related to Internal Person	Shares Owned at the Beginning		Shares Owned at the End		Reason for Increase/Decrease (Purchase, Sale, Conversion, Bonus, etc.)
			Shares	Percentage (%)	Shares	Percentage (%)	
1							
2							
3							

VIII. Other Notable Issues: **None****Recipients:**

- State Securities Commission of Vietnam (SSC);
- Hanoi Stock Exchange (HNX);
- File: Office, Finance & Accounting Department.

CHAIRMAN OF THE BOARD OF DIRECTORS

*(Signed, full name, and sealed)*

PHUNG TIEN TOAN