

SAI GON NEWPORT CORP
ICD JOIN STOCK COMPANY
TAN CANG SONG THAN

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 356 /BC-ICDST

Ho Chi Minh City, July 30, 2025

SEMI-ANNUAL CORPORATE GOVERNANCE REPORT
First 6 Months of 2025

To:

- The State Securities Commission;
- The Hanoi Stock Exchange.

Company name: ICD Tan Cang Song Than Joint Stock Company (ICDST)

Head office address: No. 7/20 DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Ho Chi Minh City, Vietnam.

Phone: (84-274) 3766 999

Fax: (84-274) 3731 355 **Email:** icdsongthan@saigonnewport.com.vn

Website: www.icdsongthan.com.vn

Charter capital: VND 150,084,920,000

Stock code: IST

Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.

Regarding the implementation of internal audit functions: ICDST is not classified among enterprises subject to compulsory internal audit. However, ICDST conducts internal audits in accordance with the plan of its parent company, Saigon Newport Corporation – a wholly state-owned enterprise operating under the parent-subsidary model.

I.Activities of the General Meeting of Shareholders (GMS)

On April 25, 2025, the Annual General Meeting of Shareholders approved Resolution No. 212/NQ-GMS with the following contents:

- Approval of the full text of the 2024 business and development performance report, and the 2025 business and development plan.
- Approval of the full text of the Board of Directors' 2024 activity report and 2025 orientation.
- Approval of the full text of the Supervisory Board's 2024 activity report and 2025 orientation.
- Approval of the full text of the 2024 audited financial statements.
- Approval of the proposal on the list of independent audit firms for the 2025 financial statement audit.
- Approval of the proposal on the 2024 profit distribution plan and 2025 plan.
- Approval of the proposal on the 2024 and 2025 budget for the Board of Directors and the Supervisory Board.

- Approval of the proposal on the 2024 and 2025 salary, bonus, and remuneration fund.
- Approval of the proposal on productivity bonus fund for key managers in 2024 and 2025.
- Approval of the proposal on contracts and transactions between ICDST and related persons.
- Approval of the proposal to adjust the company's business sectors in compliance with the maximum foreign ownership ratio.
- Approval of the proposal to amend and supplement the company's charter in 2025.

II. Board of Directors (BOD)

1. Information about BOD members:

The BOD of ICDST is structured to ensure compliance with Corporate Governance Principles and current legal regulations in Vietnam, as demonstrated by the following points:

Ensuring the ratio of non-executive members: The BOD comprises 2 out of 5 (40%) non-executive members, exceeding the minimum requirement of 1/3 (33%) as stipulated in Article 276 of Decree 155/2020/ND-CP. This promotes independence in oversight and decision-making.

Diverse composition: The BOD ensures diversity in knowledge, experience, age, and gender, in accordance with best governance practices. This diversity contributes to the effectiveness of the BOD through a variety of perspectives and experiences.

The structure of the BOD reflects the Company's commitment to applying best corporate governance practices, balancing management and supervision, and optimizing operational efficiency for the benefit of the Company and its shareholders.

Members of the Board of Directors:

No	BOD Member	Position¹	Date of Appointment	Date of Dismissal
1	Ms. Vu Thi Lan Anh * Logistics/Possessing 30 years of extensive experience in financial management and internal audit, with a particular focus on the port operation, warehousing, and logistics industry.	Chairwoman	25/6/2021	-

¹ Independent members of the Board of Directors, Non-executive members of the Board of Directors.

2	Mr. Nguyen Son * Possessing extensive experience in business administration, particularly in key sectors such as the provision of oil and gas support vessels, maritime transport and logistics services, as well as the supply of human resources, including crew members and workers for overseas employment.	Vice Chairman *Non-executive	01/6/2016	-
3	Mr. Tran Tri Dung * Possessing 20 years of experience in the logistics industry, with expertise in management, business development, and marketing across warehousing, yards, distribution centers, and port operations.	Member	27/6/2020	-
4	Mr. Thanh Quang Vinh *Possessing extensive experience in business management and administration, particularly in the provision of oil and gas services, maritime transport and logistics, as well as the supply of human resources, including crew members and workers for overseas employment	Non-executive Member	01/6/2016	-
5	Mr. Luu Phuoc Hong *Seasoned logistics professional with 25 years of management experience in various areas, such as warehousing, yards, distribution centers, and	Member	25/4/2024	-

	cross-border transportation.			
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The members of ICDST's BOD possess a thorough understanding of their roles and responsibilities, adhering to Best Practices of Corporate Governance, legal regulations, the Company's Charter, and the Board's Operating Regulations. Proactively participated in overseeing the Company's operations, thoroughly reviewing all materials provided prior to each meeting/written request for opinion to contribute ideas, engage in discussions, and vote with the aim of ensuring the highest benefit for shareholders and upholding the law. Furthermore, the BOD closely coordinated with the Supervisory Board and the Executive Board, thereby contributing to the successful fulfillment of the roles and responsibilities of the ICDST BOD during the first six months of 2025.

2. Meetings of the BOD

During the first six months of 2025, the Chairwoman and other BOD members maintained effective operations through regular meetings and written consultations. Notably, 100% of the BOD members fully participated in all meetings and actively contributed their opinions. All meeting materials were duly and simultaneously distributed to the BOD members, the Supervisory Board, the Executive Board, and the Corporate Secretary in a complete and timely manner, in compliance with legal requirements.

TT	BOD Member	Number of Meetings/Written Consultations Participated	Attendance Rate
1	Ms. Vu Thi Lan Anh	8/8	100%
2	Mr. Nguyen Son	8/8	100%
3	Mr. Tran Tri Dung	8/8	100%
4	Mr. Thanh Quang Vinh	8/8	100%
5	Mr. Luu Phuoc Hong	8/8	100%

3. Supervising the Board of Management by the BOD:

The Board of Directors (BOD) effectively fulfilled its supervisory role over the Company's information disclosure and communications, ensuring full compliance with legal regulations.

The BOD strictly monitored the accuracy and transparency of the internal reporting system and statutory reports, with a particular focus on business performance reports and periodic financial statements. It also actively urged and supervised the implementation of the 2025 business and development plan, the 2024 audited financial statements, and the Q1 2025 financial statements of ICDST. The BOD monitored the performance plans and solutions of associated

companies, including Tan Cang Binh Duong Logistics JSC and Maruzen Unithai Logistics Vietnam JSC. It also closely oversaw the execution of the Company's annual investment plans.

The BOD rigorously supervised the organization of the 2025 Annual General Meeting of Shareholders and monitored the Executive Board's execution of GMS and BOD Resolutions, with particular attention to their progress, quality, and outcomes.

The BOD closely monitored the Company's financial management, especially regarding the handling of non-performing receivables. In addition, the BOD proactively assessed potential risks the Company may face and supervised the Executive Board's risk tracking and mitigation activities on a regular basis.

The BOD highly appreciated the Executive Board's management capacity in operating the Company's production, business, and development activities during the first half of 2025.

4. Activities of BOD' subcommittees, Corporate Governance Officer:

Based on the actual situation of the Company and relevant legal provisions, ICDST's Board of Directors has not yet established specialized subcommittees. However, to enhance corporate governance efficiency, ICDST appointed a Corporate Secretary in 2022. The Corporate Secretary is responsible for supporting the BOD in four main areas: Governance, Advisory, Communication, and Compliance.

In the first six months of 2025, under the direction of the BOD, the Corporate Secretary effectively performed assigned duties in accordance with the Company's Charter, legal regulations, and instructions from the BOD. Key responsibilities included:

- Supporting the BOD in adopting the Corporate Governance Code of Best Practices for Vietnamese public companies to align with the Company's sustainable development orientation toward "greening and digital transformation" and stakeholder expectations;
- Serving as a liaison with relevant stakeholders such as regulatory bodies, shareholders, BOD members, Supervisory Board, and the Executive Board;
- Providing legal and governance training advice to the BOD;
- Contributing to enhanced coordination, transparency, and overall governance capacity.

5. Resolutions of the Board of Directors in the First Half of 2025:

No.	Resolution No.	Date	Key Content	Approval Rate
1	32/NQ-HĐQT	23/01/2025	<ul style="list-style-type: none"> – Approved the starting price and implementation plan for the liquidation of fixed assets in 2024. – Agreed to transfer one damaged amplifier set, previously approved for fixed asset liquidation under Decision No. 65/QĐ-HĐQT dated 26/6/2024, to 	100%

			the list of tools and instruments for liquidation, as proposed in Submission No. 02/TTr-ICDST dated 02/01/2025.	
2	41/NQ-HĐQT	07/02/2025	– Approved the proposal for entering a contract to lease rooftop space for installing solar panels and purchasing solar power, as per Submission No. 502/TTr-ICDST dated 28/11/2024.	100%
3	62/NQ-HĐQT	27/02/2025	– Approved the proposed time and venue for the 2025 Annual General Meeting of Shareholders, as stated in Submission No. 60/TTr-ICDST dated 26/02/2025.	100%
4	210/NQ-HĐQT	24/4/2025	<p>– Approved additional investment in racking systems at Warehouse 11 and new installations to serve Nabati, as per Submissions No. 188 and 189/TTr-ICDST dated 16/04/2025.</p> <p>– Approved the adjustment of profit margin for the domestic logistics service segment, as proposed in Submission No. 187/TTr-ICDST.</p> <p>– Agreed to temporarily suspend the implementation of ICDST's Technical Management Regulation issued under Decision No. 330/QĐ-ICDST dated 03/10/2022.</p>	100%
5	236/NQ-HĐQT	19/5/2025	– Approved the policy to participate in life insurance for employees, as proposed in Submission No. 227/TTr-ICDST dated 13/05/2025.	100%
6	256/NQ-HĐQT	30/5/2025	<p>– Approved the signing of a warehouse service agreement with Nabati Vietnam Co., Ltd., as per Submission No. 1804/2025/TTr-ICDST dated 18/04/2025.</p> <p>– Approved the plan to handle inventory discrepancies for Marico, as per Submission No. 19.5/TTr-ICDST.</p>	100%
7	275/NQ-HĐQT	12/6/2025	<p>– Approved the selection of A&C Auditing and Consulting Co., Ltd. – Hanoi Branch as the independent auditor for ICDST's 2025 financial statements.</p> <p>– Approved the liquidation of fixed assets that are damaged, irreparable, or</p>	100%

			no longer in use, per Submission No. 263/TTr-ICDST dated 05/06/2025. – Approved the issuance of regulations on the management and use of fixed assets, per Submission No. 273/TTr-ICDST. – Authorized the capital representative of ICDST at Unithai Maruzen Logistics Vietnam JSC to comment and vote at the 2025 BOD and AGM meetings of Unithai.	
8	298/NQ-HĐQT	30/6/2024	– Continued authorization for ICDST's capital representative at Unithai to comment and vote at the 2025 BOD and AGM meetings of Unithai.	100%

III. Supervisory Board (SB):

1. Information on Members of the Supervisory Board:

No.	Member Name	Position	Date of Appointment	Academic Qualification
1	Mr. Nguyen Viet Hung	Head of SB	27/6/2020	Doctorate in Accounting – Auditing
2	Ms. Pham Thi Hong Nhung	Member (Supervisor)	27/6/2020	Bachelor's Degree in Business Accounting
3	Mr. Le Thanh Son	Member (Supervisor)	17/7/2023	Master's in Transport Organization and Management; Bachelor's in Business Accounting

2. Meetings of the Supervisory Board:

- The Supervisory Board (SB) was active and effective during the reporting period, specifically:
 - Held 2 periodic meetings to discuss and assess internal control issues and the Company's financial position;
 - All members of the SB attended 2 BOD meetings to promptly grasp important information on the Company's operations and strategic development;
 - Participated in 2 rounds of written consultations of the BOD, contributing feedback to important corporate decisions.

No.	Member Name	Meetings Attended	Attendance Rate	Voting Participation
1	Mr. Nguyen Viet Hung	2/2	100%	100%
2	Ms. Pham Thi Hong Nhung	2/2	100%	100%
3	Mr. Le Thanh Son	2/2	100%	100%

3. Supervising BOD, BOM and Shareholders by BS:

The Supervisory Board effectively fulfilled its supervisory role over BOD, the Executive Board, and shareholders, contributing to ensuring the Company's operations comply with laws, the Company's Charter, and internal regulations, while protecting the interests of shareholders.

The SB collaborated effectively and reviewed compliance with laws, the Company's Charter, and resolutions of the General Meeting of Shareholders in the BOD's activities. The SB monitored compliance with regulations, decisions, responsibilities, and the division of authority between the AGM and the BOD; and supervised the process of issuing BOD resolutions in accordance with legal regulations.

Regarding BOM: SB monitored compliance with BOD resolutions and supervised management activities, particularly in the areas of financial management, accounting, investment, and risk management, as well as compliance with regulations and decisions regarding the division of authority between the BOD and the General Director. The SB directly communicated with the Executive Board to understand the Company's production and business situation; and attended the Company's monthly meetings chaired by the General Director to stay informed, contribute opinions, and monitor the Executive Board's compliance with legal regulations.

The SB ensured that shareholder rights are respected and information is disclosed transparently and promptly. The SB supervised shareholders in matters related to procedures for attending, eligibility to attend, expressing opinions, and voting at the 2024 Annual General Meeting of Shareholders, as well as information disclosure and share transactions by internal persons and their related persons.

During the first half of 2025, the SB observed that the BOD and the Executive Board managed and operated the Company in close accordance with the plans and directions approved by the AGM, achieving many positive results.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and Corporate Governance Officer:

SB maintained close and effective coordination with the BOD, the Executive Board, and the Corporate Governance Officer, creating a strong link in governance, supervision, and management, contributing to the sustainable development of the Company:

Participated fully in BOD meetings, reported on supervisory activities, and gave objective and independent opinions on key matters.

- The SB regularly exchanged information, reported on supervision results, and provided opinions on important issues of the Company in BOD's meeting. The SB attended all BOD meetings, contributing to important decisions and ensuring objectivity and independence in its supervisory activities.

– **Coordination with BOM:** The SB proactively worked with the Executive Board to collect information and documents for its supervisory activities. The SB exchanged and discussed with the Executive Board on issues related to financial management, accounting, investment, and risk management, ensuring that management activities comply with laws and regulations of the Company.

– The Supervisory Board collaborates with the Corporate Governance Officer to review the content of Board of Directors' meetings and General Meetings of Shareholders, ensuring alignment with the Company's Charter, legal regulations, and best corporate governance practices.

5. Other Activities of the Supervisory Board

In addition to regular supervision duties, the SB actively enhanced its professional capacity and updated knowledge on corporate governance.

IV. Board of Management:

No.	Member Name	Date of Birth	Academic Qualification	Date of Appointment
1	Mr. Tran Tri Dung	30/5/1981	Master's Degree in Financial Management and International Maritime Transport	21/4/2020
2	Mr. Luu Phuoc Hong	29/09/1974	Bachelor's Degree in Maritime Economics	01/7/2023
3	Mr. Do Chien Cong	23/12/1979	Master's Degree in Logistics	28/6/2024
4	Mr. Nguyen Van Huu	08/10/1978	Bachelor's Degree in Finance and Banking	01/12/2021

V. Chief Accountant:

No.	Full Name	Date of Birth	Academic Qualification	Date of Appointment
1	Mr. Nguyen Van Huu	08/10/1978	Bachelor's Degree in Finance and Banking	01/12/2021

VI. Training courses on corporate governance:

To enhance governance capacity and meet the increasing demands of corporate governance, ICDST has focused on training and developing knowledge for its key leadership team: As a result, all members of the BOD, SB, BOM, and the Corporate Governance Officer have obtained certifications or equivalent qualifications in Corporate Governance. The BOD, SB, Executive Board, and the Corporate Secretary have successfully completed the Corporate Governance Training Program organized by the State Securities Commission at the Securities Research and Training Center. This achievement demonstrates ICDST's strong

commitment to continuously improving its governance capabilities, adopting best corporate governance practices, and aiming toward sustainable and transparent development.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: (Attached in Appendix).

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

The content of the contracts and transactions is diverse, covering the company's core business activities, from warehousing and transportation to support services and business cooperation. Specifically: Rental of assets and infrastructure, Warehousing services, Freight transport, Transport support services, Packaging services, Domestic distribution services, Loading and unloading, stuffing and stripping of goods, Cleaning and repairing containers, Rental/leasing of equipment and means of loading, unloading, and transport, Rental/leasing of yards and office space, Business cooperation, Provision of training services, Information technology solutions, Supply of fuel (diesel oil, Mechanical equipment repair services.

No.	Entity Name	Year	Resolution No. / Date	Content & Transaction Value
1	Saigon Newport Corporation	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 2.418.851.367 - Purchase of goods and services: 7.356.045.634
2	Unithai Maruzen Logistics Vietnam Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 893.969.704
3	Tan Cang - Binh Duong Logistics Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 1.145.248.519 - Purchase of goods and services: 4.150.231.603
4	Tan Cang Infrastructure Development Investment Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 462.573.126 - Purchase of goods and services: 12.972.312.828 - Profit from BCC project: 1.774.804.238
5	Tan Cang - Tay Ninh Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 300.801.100

6	Cat Lai Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 66.000.000
7	Cat Lai International Port Logistics Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Sales of services: 44.250.000
8	Tan Cang Container Services Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 34.100.000
9	Tan Cang IT Solutions Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 158.820.000
10	Tan Cang Mien Trung Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 3.756.838.372
11	Tan Cang Long Binh Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 143.100.000
12	Tan Cang-STC Human Resource Development Limited Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 43.333.333
13	Tan Cang - Long Binh ICD Joint Stock Company	6 months of 2025	44/NQ-ĐHĐCĐ Date 25/4/2024	- Purchase of goods and services: 191.850.000

3. Transactions Between Company Insiders/Related Persons and Subsidiaries or Controlled Entities: None

4. Other Related Party Transactions:

4.1. Transactions with companies where BOD/SB/Executive Board members have held founder or management positions in the last three (03) years: Already listed in Section VII.2.

4.2. Transactions with companies where related persons of BOD/SB/Executive Board members currently hold positions: None

4.3. Other transactions that may bring material or immaterial benefits to members of the BOD, SB, Executive Board, or key managers: None

VIII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons: Attached Appendix.

2. Transactions of internal persons and affiliated persons with shares of the Company: None.

IX. Other significant issues: None

Recipients:

- As above;
- Shareholders;
- BOD, SB;
- BOM;
- Corporate Governance Officer;
- Authorized person to disclose information;
- Lưu: VT, HĐQT. T09.

**ON BEHALF THE BOD
CHAIRWOMAN**



Vu Thi Lan Anh

**CÔNG TY CỔ
PHẦN ICD
TÂN CẢNG
SÓNG THẦN.**

Digitally signed by CÔNG TY CỔ
PHẦN ICD TÂN CẢNG SÓNG THẦN.
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LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

Securities code: IST

Name of Company: Tan cang Song Than ICD Joint Stock Company

Date: 30/7/2025

No.	Securities code	Full Name	Position at the Company	Relationship with the internal person	Type of document	NSH No.	Date of issue
1	2	3	4	5	6	7	8
1	IST	Vu Thi Lan Anh	Chairwoman of the BOD		Identity Card	022171004511	04/11/2021
1.01	IST	Vu Nang Dap		Father			
1.01	IST	Nguyen Thi Hong		Mother			
1.01	IST	Tran Van Hai		Spouse			
1.02	IST	Tran Tuan Dung		Child			
1.03	IST	Nguyen Tran Huong Thao		Daughter-in-law			
1.04	IST	Tran Dieu Anh		Child			
1.05	IST	Vu Thi Quynh Trang		Sibling			
1.06	IST	Dang Thanh Binh		Brother-in-law			
1.07	IST	Vu Son Tra		Sibling			
1.08	IST	Hoang Le Diem Thuy		Sister-in-law			
1.09	IST	Vu Hai Long		Sibling			
1.10	IST	Vo Ngoc Minh Thu		Sister-in-law			
1.11	IST	Saigon Newport Corporation		Related Organizations			
2	IST	Nguyen Son	Vice Chairman of the BOD		Identity Card	038074015751	16/01/2022
2.01	IST	Nguyen Hoan		Father			
2.02	IST	Le Thi An		Mother			
2.03	IST	Nguyen Hoang Phong		Child			
2.04	IST	Asia Maritime Joint Stock Company		Related Organizations			

No.	Securities code	Full Name	Position at the Company	Relationship with the internal person	Type of document	NSH No.	Date of issue
1	2	3	4	5	6	7	8
2.05	IST	Asia Investment And Asset Management Joint Stock Company		Related Organizations			
2.06	IST	Tan Cang Offshore Services Joint Stock Company		Related Organizations			
3	IST	Tran Tri Dung	Member of the Board of Directors, Director		Identity Card	038081008533	05/04/2021
3.01	IST	Tran Tri Tap		Father			
3.02	IST	Tran Thi Dung		Mother			
3.03	IST	Lai Van San		Father-in-law			
3.04	IST	Nguyen Thi Nu		Mother-in-law			
3.05	IST	Lai Thi Thuy		Spouse			
3.06	IST	Tran Lai Binh Minh		Child			
3.07	IST	Tran Lai Nhat Minh		Child			
3.08	IST	Tran Tri Nam		Brother			
3.09	IST	Hoang Doan Hanh		Sister-in-law			
3.10	IST	Tran Thi Phuong		Sister			
3.11	IST	Tran Van Hung		Brother-in-law			
3.12	IST	Saigon Newport Corporation		Related Organizations			
4	IST	Thanh Quang Vinh	Member of the Board of Directors		Identity Card	031075008760	08/04/2020
4.01	IST	Thanh Tich		Father			
4.02	IST	Nguyen Thi Nong		Mother			
4.03	IST	Nguyen Thi Anh Nguyet		Spouse			
4.04	IST	Thanh Bao Hoa		Child			
4.05	IST	Thanh Bao Han		Child			
4.06	IST	Asia Maritime Joint Stock Company		Related Organizations			

No.	Securities code	Full Name	Position at the Company	Relationship with the internal person	Type of document	NSH No.	Date of issue
1	2	3	4	5	6	7	8
5	IST	Luu Phuoc Hong	Member of the Board of Directors, Deputy Director		Identity Card	07007400005	19/2/2022
5.01	IST	Cao Hong Hanh		Mother			
5.02	IST	Hoang Van Thu		Father-in-law			
5.03	IST	Hoang Thi Vinh		Mother-in-law			
5.04	IST	Hoang T. Thu Hang		Spouse			
5.05	IST	Luu Hoang Thuy Ha		Child			
5.06	IST	Luu Hoang Minh Hien		Child			
5.07	IST	Luu Phuoc Nhan		Sibling			
5.08	IST	Luu Phuoc Thao		Sibling			
5.09	IST	Saigon Newport Corporation		Related Organizations			
6	IST	Nguyen Viet Hung	The Head of BS				
6.01	IST	Mai Xuan Thao		Spouse			
6.02	IST	Nguyen Duc Minh		Child			
6.03	IST	Nguyen Duc Tri		Child			
7	IST	Pham Thi Hong Nhung	Supervisory Board Member				
7.01	IST	Nguyen Pham Hong Le		Child			
7.02	IST	Nguyen Pham Hong Nhi		Child			
7.03	IST	Dang Thi Dung		Mother			
7.04	IST	Pham Thi Hong Nhen		Sister			
7.05	IST	Pham Van Hung		Brother			
7.06	IST	Pham Duy Hung		Brother			
8	IST	Le Thanh Son	Supervisory Board Member		Identity Card	38081014125	13/08/2020
8.01	IST	Le Trong Pham		Father	Identity Card	38035003279	15/8/2021
8.02	IST	Tran Thi Tru		Mother	Identity Card	38143007497	15/8/2021
8.03	IST	Le Thi Diep		Sister	Identity Card	38165013139	06/12/2021
8.04	IST	Le Trong Duong		Anh	Identity Card	38066006869	12/04/2021
8.05	IST	Le Thanh Hai		Anh	Identity Card	38070008649	14/12/2021
8.06	IST	Le Thi Thu Yen		Sister	Identity Card	38172028424	07/10/2021

No.	Securities code	Full Name	Position at the Company	Relationship with the internal person	Type of document	NSH No.	Date of issue
1	2	3	4	5	6	7	8
8.07	IST	Doi Sy Nhung		Father-in-law	Identity Card	38059002841	26/10/2017
8.08	IST	Bui Thi Thuy		Mother-in-law	Identity Card	38160001997	18/01/2017
8.09	IST	Doi Thi Dung		Spouse	Identity Card	38182010315	04/04/2018
8.10	IST	Le Viet Anh		Child		Little	
8.11	IST	Le Trong Nam Anh		Child		Little	
9	IST	Do Chien Cong	Deputy Director		Identity Card	022079013950	14/8/2023
9.01	IST	Le Thi Le		Mother			
9.02	IST	Cao Tien Thuan		Father-in-law			
9.03	IST	Le Thu Huyen		Mother-in-law			
9.04	IST	Cao Thi Mai Huong		Spouse			
9.05	IST	Do Cao Thien Bao		Child			
9.06	IST	Do Cao Thien Kim		Child			
9.07	IST	Do Viet Hung		Sibling			
10	IST	Nguyen Van Huu	Chief Accountant		Identity Card	042078000305	15/03/2021
10.01	IST	Phan Le Quyen		Spouse			
10.02	IST	Nguyen Ha Minh Chau		Child			
10.03	IST	Nguyen Huu Duc		Child			
10.04	IST	Nguyen Manh Cuong		Father			
10.05	IST	Nguyen Thi Minh		Mother			
10.06	IST	Nguyen Van Tinh		Brother			
10.07	IST	Nguyen Van Quynh		Sibling			
10.08	IST	Phan Thanh Hai		Father-in-law			
10.09	IST	Cao Thi Cam Nang		Mother-in-law			
11	IST	Do Thanh Tung	Person in charge of corporate governance		Identity Card	052090000116	01/12/2022
11.01	IST	Do Ngoc Thao		Father			
11.02	IST	To My Ha		Spouse			
11.03	IST	Do Minh Triet		Child			
11.04	IST	Do Thanh Binh		Brother			
11.05	IST	Phan Thi Ngoc Bich		Sister-in-law			

No.	Securities code	Full Name	Position at the Company	Relationship with the internal person	Type of document	NSH No.	Date of issue
1	2	3	4	5	6	7	8
12	IST	Ho Hai Dang	Persons authorized to disclose information		Identity Card	044086004260	12/02/2022
12.01	IST	Mai Thi Hong Nhung		Spouse			
12.02	IST	Ho Minh Thanh		Child			
12.03	IST	Ho Minh Thao		Child			
12.04	IST	Ho Minh Tang		Father			
12.05	IST	Tran Thi Binh		Mother			
12.06	IST	Mai Xuan Que		Father-in-law			
12.07	IST	Dinh Thi Liu		Mother-in-law			
12.08	IST	Ho Hai An		Brother			
12.09	IST	Nguyen Thi Kim Nhung		Sister-in-law			
12.10	IST	Ho Thi Hoan		Sibling			
12.11	IST	Nguyen Thanh Quan		Brother-in-law			