

No: 03/PTS



Haiphong, January 26, 2026



REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANY
(In 2025)

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

- Company name: Petrolimex Haiphong Transportation and Services Joint Stock Company
- Head office's address: No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong.
- Phone: 02253.768505 Website: www.ptshaiphong.petrolimex.com.vn
- Charter capital: VND 55,680,000,000
- Security code: PTS
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders

On 16/4/2025, the Company held the 2025 Annual General Meeting of Shareholders in accordance with the provisions of law and the Company's Charter. Information on the Resolution of the 2025 Annual General Meeting of Shareholders is as follows:

No.	Resolution	Date	Content
	No. 01/2025/NQ -DHDCD	16/04/2025	<ul style="list-style-type: none">- Approval of the 2024 Business Performance Report with a number of indicators confirmed by An Viet Auditing Company Limited.- Approval of the 2025 Production, Business and Investment Plan with some basic targets.- Approval of 2024 financial statements, 2024 consolidated financial statements audited by An Viet Auditing Company Limited.- Approval of the Board of Directors' 2024 Performance Report and 2025 operating direction.- Approval of the Board of Supervisors' 2024 Monitoring Results Report and 2025 operating direction.- Approval of the Report on the Settlement of Salary and Remuneration Funds of the Board

			<p>of Directors and the Board of Supervisors in 2024.</p> <ul style="list-style-type: none"> - Approval of the plan to distribute and set funds from profits after-tax in 2024. - The General Meeting of Shareholders authorizes the Board of Directors to decide to select one of the companies on the list to audit the Company's Financial Statements and Consolidated Financial Statements for 2025. - Approval of the salary and remuneration plan of the Board of Directors and Board of Supervisors in 2025. - Approval of contracts and transactions between the Company and related parties upon request of the Board of Directors.
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II. Activities of the Board of Directors in 2025

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming to be the member of the Board of Directors	Note
1	Mr. Dao Thanh Liem	Chairman	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
2	Mr. Nguyen Trong Thuy	Member	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
3	Mr. Lam Viet Hong	Non-executive Member	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
4	Mr. Trinh Chien Chinh	Member	29/04/2022	
5	Mr. Nguyen Minh Truong	Member	29/04/2022	

2. Board of Directors' Meetings:

No.	Board of Directors' members	Number of Board of Directors' meetings	Attendance rate	Note
1	Mr. Dao Thanh Liem	05	100%	
2	Mr. Nguyen Trong Thuy	05	100%	
3	Mr. Lam Viet Hong	05	100%	
4	Mr. Trinh Chien Chinh	05	100%	
5	Mr. Nguyen Minh Truong	05	100%	

3. Supervisory activities of the Board of Directors over the Board of Management:

- Based on the Company's Charter, the Board of Directors supervised the activities of the Board of Management in implementing the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors in 2025.
- In 2025, the Board of Directors issued a series of resolutions related to business operations, investment activities, and human resources organization, and assigned the General Director to implement these resolutions in accordance with the law and the Company's Charter. Specifically, the Board of Directors directed and supervised the following activities of the Board of Management:
 - + Successfully organized the 2025 Annual General Meeting of Shareholders;
 - + Assigned the 2025 business and investment plans to the Parent Company and Subsidiary;
 - + Prepared the Parent Company's financial statements and the consolidated financial statements for Q1, Q2, the first half-year, and Q3 of 2025;
 - + Supervised the General Director in complying with and implementing the regulations stipulated in the Company's Charter, and in the Rules and Regulations issued by the Board of Directors;
 - + Directed and supervised the General Director in implementing policies and regulations of the State for employees. Ensured the Company fulfilled its obligations to employees such as contributions to Social Insurance (SI), Health Insurance (HI), and Unemployment Insurance (UI)...
 - + Other matters within its authority.
- Method of supervision: The Board of Directors exchanged opinions and questioned the Board of Management regarding the development of plans, strategies, implementation of business operations, and objectives approved by the General Meeting of Shareholders. The Board of Directors held discussions and exchanges with the Board of Management during BoD meetings to promptly direct and resolve arising difficulties and issues under the authority of the Board, thereby facilitating the Board of Management's management activities.

- The Board of Directors discussed and approved decisions via resolutions after each meeting and/or collected written opinions from BoD members on relevant matters to provide a basis for the Board of Management to proceed with implementation.

Overall, in 2025, the Board of Management fulfilled its functions and responsibilities in accordance with the delegation and direction of the Board of Directors, complied with the legal and internal regulations, proactively executed the assigned tasks, and made considerable efforts in business operations, overcoming difficulties and challenges (such as fluctuations in fuel prices, extreme weather conditions...) to fulfill the assigned business targets.

4. Activities of the Committees under the Board of Directors:

The committees under the Board of Directors proactively provided consultation to the Board in accordance with their assigned functions and duties, supporting the Board of Directors in daily operations to achieve the Company's overall objectives.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision number	Date	Content
1	01/2025/NQ-HDQT	06/01/2025	Regarding the approval of the cost estimate and contractor selection method for the 5-year scheduled dry-docking of vessel PTS HAI PHONG 03 in 2025
2	02/2025/NQ-HDQT	10/01/2025	Regarding the approval of organizing a meeting and offering gifts to the Retirees Association
3	03/2025/NQ-HDQT	16/01/2025	Regarding the approval of the policy for scheduled repairs of vessel PTS 22 in 2025
4	04/2025/NQ-HDQT	17/01/2025	Regarding the issuance of the audited 2024 financial statements in English
5	05/2025/NQ-HDQT	17/01/2025	Regarding the approval of the selection of a translation service provider for disclosure-related documents
6	06/2025/NQ-HDQT	06/02/2025	Regarding the approval of the plan and cost estimate for scheduled repairs of vessel PTS 22 in 2025
7	07/2025/NQ-HDQT	10/02/2025	Regarding the plan for organizing the 2025 General Meeting of Shareholders
8	08/2025/NQ-HDQT	10/02/2025	Approval of certain contents of the first BoD meeting
9	09/2025/NQ-HDQT	24/02/2025	Regarding the evaluation of performance and enterprise classification for 2024
10	10/2025/NQ-HDQT	11/03/2025	Regarding the approval of the report on scheduled repairs of vessel PTS 26

11	11/2025/NQ-HDQT	11/03/2025	Regarding the approval of the adjustment from purchasing to building a new oil tanker
12	12/2025/NQ-HDQT	11/03/2025	Regarding the approval of the total cost estimate and contractor selection plan for repairs and materials supply for the 4th scheduled dry-docking of vessel PTS IIAI PHONG 03 in 2025
13	14/2025/NQ-HDQT	20/03/2025	Regarding the approval of the policy and cost estimate for scheduled dry-docking repairs of vessel PTS 18 in 2025
14	15/2025/NQ-HDQT	24/03/2025	Regarding the approval of contractor selection results for shipyard, repair unit, and materials supply for the 4th scheduled dry-docking of vessel PTS IIAI PHONG 03 in 2025
15	16/2025/NQ-HDQT	26/03/2025	Regarding the approval of design, cost estimate, technical-economic report, and contractor selection plan for building two new 560-ton oil tankers
16	17/2025/NQ-HDQT	28/03/2025	Regarding the contractor selection plan for scheduled repairs of vessel PTS 18 in 2025
17	18/2025/NQ-HDQT	14/04/2025	Regarding the approval of the contractor selection plan for building two new 560-ton oil tankers
18	19/2025/NQ-HDQT	17/04/2025	Regarding the approval of cost estimate and contractor selection results for scheduled repairs of vessel PTS 18 in 2025
19	20/2025/NQ-HDQT	23/04/2025	Approval of certain contents of the 3rd BoD meeting
20	21/2025/NQ-HDQT	23/04/2025	Regarding the approval of the 2024 financial statements
21	22/2025/NQ-HDQT	23/04/2025	Regarding the approval of the 2024 consolidated financial statements
22	23/2025/NQ-HDQT	23/04/2025	Regarding the approval of the audited 2024 financial statements
23	24/2025/NQ-HDQT	23/04/2025	Regarding the assignment of 2025 business and investment plans
24	25/2025/NQ-HDQT	23/04/2025	Regarding the assignment of 2025 business plan to PTS IIAI Phong Shipyard Co., Ltd.
25	26/2025/NQ-HDQT	23/04/2025	Regarding remuneration and salaries for the BoD and Board of Supervisors in 2025

26	27/2025/NQ-HDQT	23/04/2025	Regarding the allocation and appropriation of funds from 2024 after-tax profits
27	28/2025/NQ-HDQT	23/04/2025	Regarding the approval of contracts and transactions between the Company and related parties
28	29/2025/NQ-HDQT	05/05/2025	Regarding the approval of contractor selection results for building two new 560-ton oil tankers
29	30/2025/NQ-HDQT	05/05/2025	Regarding the policy and cost estimate for mid-term dry-docking repairs of vessel PTS 28
30	31/2025/NQ-HDQT	14/05/2025	Regarding the addition of personnel to the Digital Transformation Committee of Petrolimex Hai Phong Transportation and Services Joint Stock Company
31	32/2025/NQ-HDQT	19/05/2025	Regarding the approval of the report on repair results for scheduled repairs of vessel PTS 24
32	33/2025/NQ-HDQT	19/05/2025	Regarding the payment of 2024 cash dividends
33	34/2025/NQ-HDQT	19/05/2025	Regarding the addition of retirees eligible to receive retirement gifts
34	35/2025/NQ-HDQT	14/05/2025	Regarding the approval of plan and cost estimate for scheduled repairs of vessel PTS 28 in 2025
35	36/2025/NQ-HDQT	04/06/2025	Regarding the appropriation from the welfare fund to reward students with academic achievements in school year 2024-2025
36	37/2025/NQ-HDQT	04/06/2025	Regarding the transfer of the welfare fund to PTS Hai Phong Shipyard Co., Ltd.
37	38/2025/NQ-HDQT	24/06/2025	Regarding the approval of the selection of a bank to finance the construction of two new 560-ton oil tankers
38	39/2025/NQ-HDQT	25/06/2025	Regarding the approval of the policy and cost estimate for scheduled dry-docking repairs of vessel PTS 19 in 2025
39	40/2025/NQ-HDQT	03/07/2025	Regarding employees taking leave abroad
40	41/2025/NQ-HDQT	03/07/2025	Regarding the approval of the final settlement report for the 4th scheduled dry-docking of vessel PTS HAI PHONG 03 in 2025
41	42/2025/NQ-HDQT	03/07/2025	Regarding the approval of plan and cost estimate for scheduled dry-docking repairs of vessel PTS 19 in 2025

42	43/2025/NQ-HDQT	25/07/2025	Regarding the approval of the policy and cost estimate for scheduled dry-docking repairs of vessel PTS 27 in 2025
43	44/2025/NQ-HDQT	25/07/2025	Regarding the approval of the change to the Company's official seal template
44	45/2025/NQ-HDQT	30/07/2025	Regarding the approval of financial support for employee tourism activities
45	46/2025/NQ-HDQT	01/08/2025	Regarding the approval of plan and cost estimate for scheduled dry-docking repairs of vessel PTS 27 in 2025
46	47/2025/NQ-HDQT	19/08/2025	Regarding the approval of the report on repair results for scheduled repairs of vessels PTS 22 and PTS 18
47	48/2025/NQ-HDQT	03/09/2025	Regarding the revision of manning design for river and SB vessels, cost estimates, and contractor selection
48	49/2025/NQ-HDQT	23/09/2025	Regarding the re-approval of pledged assets to secure the loan for building two new 560-ton oil tankers and the loan plan
49	50/2025/NQ-HDQT	23/09/2025	Regarding the replacement of fuel dispensers at Petrol Station No. 02 and No. 03, cost estimates, and contractor selection
50	51/2025/NQ-HDQT	30/09/2025	Regarding the approval of the report on repair results for scheduled repairs of vessel PTS 19
51	52/2025/NQ-HDQT	30/09/2025	Regarding Mid-Autumn Festival gift-giving for employees
52	53/2025/NQ-HDQT	09/10/2025	Regarding the re-appointment of management personnel
53	54/2025/NQ-HDQT	22/10/2025	Regarding the approval of the adjusted bank loan plan for the investment loan to build two new 560-ton oil tankers
54	55/2025/NQ-HDQT	22/10/2025	Regarding the approval of the policy and cost estimate for mid-term repairs of vessel PTS 23 in 2025
55	56/2025/NQ-HDQT	22/10/2025	Regarding the approval of the report on the results of scheduled repairs of vessel PTS 27
56	57/2025/NQ-HDQT	07/11/2025	Regarding the approval of the plan and cost estimate for mid-term repairs of vessel PTS 23 in 2025
57	58/2025/NQ-HDQT	10/11/2025	Regarding the reappointment of the Company's Deputy General Director
58	59/2025/NQ-HDQT	25/11/2025	Regarding the approval of the adjustment to meal allowance rates for the Company's employees

59	60/2025/NQ-HDQT	25/11/2025	Regarding the approval of the business and investment performance report for the first 9 months of 2025 and the plan for the final 3 months of 2025
60	61/2025/NQ-HDQT	08/12/2025	Regarding the performance evaluation and classification of individuals and teams in 2025
61	62/2025/NQ-HDQT	08/12/2025	Regarding gift-giving for employees on the Company's anniversary
62	63/2025/NQ-HDQT	08/12/2025	Regarding gift-giving for employees of PTS Hai Phong Shipyard Co., Ltd. on the Company's anniversary
63	01/2025/QD-HDQT	10/02/2025	Regarding the establishment of subcommittees for the 2025 Annual General Meeting of Shareholders
64	02/2025/QD-HDQT	10/02/2025	Regarding the establishment of the Shareholder Eligibility Verification Committee for the 2025 AGM
65	03/2025/QD-HDQT	10/02/2025	Regarding the establishment of the Executive Committee for the 2025 AGM
66	04/2025/QD-HDQT	10/02/2025	Regarding the convening of the 2025 Annual General Meeting of Shareholders
67	05/2025/QD-HDQT	14/05/2025	Regarding the restructuring of the Digital Transformation Committee of Petrolimex Haiphong Transportation and Services JSC
68	06/2025/QD-HDQT	19/05/2025	Regarding gifts for the BoD and Board of Supervisors members ending their terms/resigning, and retiring employees
69	08/2025/QD-HDQT	10/11/2025	Regarding the re-appointment of the Company's Deputy General Director
70	09/2025/QD-HDQT	08/12/2025	Performance evaluation and classification results of managers and employees in 2025

II. Board of Supervisors

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors
1	Hoang Anh Tuan	Head of Board of Supervisors	18/04/2023
2	Vu Duc Anh	Member	29/04/2022
3	Doan Nhat Tan	Member	29/04/2022

2. Information about the Board of Supervisors' meeting:

No.	Members of Board of Supervisors	Number of meetings attended by the Board of Supervisors	Attendance rate	Voting rate	Reason for not attending the meeting
1	Hoang Anh Tuan	03	100%	100%	
2	Vu Duc Anh	03	100%	100%	
3	Doan Nhat Tan	03	100%	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, the Board of Management, and Shareholders:

Based on its stipulated rights and obligations, the Board of Supervisors carried out supervision over the Board of Directors and the Board of Management in the governance and operation of the Company, specifically as follows:

- Supervised the issuance and implementation of resolutions by the General Meeting of Shareholders (GMS) and the Board of Directors (BoD). The resolutions of the GMS and BoD were issued in compliance with the Company's Charter, GMS resolutions, and internal governance regulations and policies.
- Supervised the activities of the Board of Directors and the Board of Management in managing and operating the Company's activities in 2025.
- Through its supervisory activities, the Board of Supervisors found that the members of the Board of Directors and the Board of Management had made significant efforts to fulfill their duties in governance and management. The operations of the Board of Directors were conducted in accordance with its legal rights and obligations, in compliance with the law, GMS resolutions, and the Company's Charter.
- The Board of Management adhered to the functions, duties, and delegation assigned by the Board of Directors, and actively implemented the resolutions of the GMS and BoD.
- The meetings of the Board of Directors were held in accordance with the provisions of the Charter and relevant laws.

4. Coordination between the Board of Supervisors and the activities of the Board of Directors, the Board of Management, and other Management Personnel:

- All meetings of the Board of Directors and the Board of Supervisors were attended in full. During these meetings, the Board of Supervisors provided its opinions to the Board of Directors with the aim of ensuring that the Company's business operations remained compliant with the law, the Company's Charter, and respectful of shareholders' interests.
- The Board of Directors and the Board of Management consistently facilitated the Board of Supervisors' oversight activities by fully providing relevant information and documents related to the Company's operations. To effectively perform its duties, the Board of Supervisors frequently communicated with relevant departments and divisions to promptly grasp information regarding the governance and management activities of the Board of Directors and the Board of Management.

- The Board of Supervisors' periodic reports on inspection and supervision of management and operations, capital management and utilization, bookkeeping, and the preparation of quarterly financial statements were submitted to the Board of Directors and the Board of Management.

5. Other activities of the Board of Supervisors (if any):

- Prepared and finalized reports under its responsibility for submission to the 2025 Annual General Meeting of Shareholders;
- Conducted inspections and assessments of the Company's quarterly business performance and results;
- Participated in meetings of the Board of Directors.

III. Board of Management:

No.	Members Board of Management	Date of birth	Qualification	Date of appointment
1	Nguyen Trong Thuy	28/10/1966	Bachelor of Economics	29/04/2022
2	Trinh Chien Chinh	28/01/1979	Marine engineer	01/12/2023
3	Nguyen Minh Truong	23/09/1981	Master of Business Administration	10/11/2025
4	Pham Thi Ngoc Anh	19/11/1971	Bachelor of Finance and Accounting	03/05/2021

IV. Chief Accountant of the Company

No.	Members Board of Management	Date of birth	Qualification	Date of appointment
1	Pham Thi Thu Trang	08/09/1983	Bachelor of Finance and Accounting	03/03/2022

V. Corporate Governance Training

Corporate governance training programs attended by members of the Board of Directors, members of the Board of Supervisors, the Board of Management, other management personnel, and the Corporate Secretary in accordance with corporate governance regulations.

Members of the Board of Directors, Board of Supervisors, the Board of Management, and other management personnel participated in training programs on corporate governance, financial management, finance-accounting, auditing, digital transformation, and other programs organized during the year by Vietnam National Petroleum Group in coordination with the Institute of Corporate Governance.

VI. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: *Appendix 01*.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: 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 entities: None.

VII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: *Appendix 02*.

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

VIII. Other Notable Issues: None.

Recipients:

- As to;
- Filed at General Personnel Committee of BOD.

FOR AND ON BEHALF OF
BOARD OF DIRECTORS

Chairman



Đào Thanh Liem





CORPORATE GOVERNANCE IN 2025


Appendix 01: The list of affiliated persons of the Company

No.	Name of organization/individual	Position at the Company (if any)	ID card No./Passport No. (*)	Head office address	Time of starting to be affiliated person	Relationship with the Company
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Petrolimex Tanker Corporation		106116043	No. 1, Kham Thien, Van Mieu - Quoc Tu Giam Ward, Hanoi	07/03/2013	Shareholder owning 51% of the Company's charter capital
2	PTS Hai Phong Shipyard Co., Ltd.		0200820994	No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong	09/06/2008	Subsidiary Company 100% owned by PTS
3	Trade Union - Petrolimex Haiphong Transportation and Services Joint Stock Company		10/QD-CT	No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong	23/03/2001	The Company Trade Union

Appendix 02: Transactions between the Company and affiliated persons; Or between the Company and major shareholders, internal persons of the Company, affiliated persons of internal persons

No.	Name of organization/individual	Related relationship with the Company	Business Registration Certificate No. (*)	Head office address	Time of transaction with the Company	Content, quantity, total transaction value	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Vietnam National Petroleum Group	The parent company of the major shareholder owning 51% of the Company's charter capital.	0100107370	No. 1, Kham Thien, Van Mieu - Quoc Tu Giam Ward, Hanoi	From 01/01/2025 to 31/12/2025	Transportation of petroleum products by inland waterways and sea, value: VND 192,260,401,796	Framework contract with quantities and executed value arising per individual shipment order
2	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary	0200820994	No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong	From 01/01/2025 to 31/12/2025	Provision of new shipbuilding and repair services, value: VND 8,297,918,365	

Appendix 03: List of internal persons of the Company



No.	Full name	Position at the Company (if any)	ID card No./ Passport No., date of issue, place of issue	Contact address	The starting time to be internal person	Time is no longer relevant	Reason
(1)	(2)	(3)		(4)	(5)	(6)	(7)
1	Dao Thanh Liem	Chairman of the Board of Director			29/04/2022		
2	Nguyen Trong Thuy	Member of Board of Directors, General Director			29/04/2022		
3	Trinh Chien Chinh	Member of Board of Directors, Deputy General Director			29/04/2022		
4	Nguyen Minh Truong	Member of Board of Directors, Deputy General Director			29/04/2022		
5	Lam Viet Hong	Non-executive Member of Board of Directors			29/04/2022		
6	Hoang Anh Tuan	Head of Board of Supervisors			18/04/2023		
7	Vu Duc Anh	Member of Board of Supervisors			29/04/2022		
8	Doan Nhat Tan	Member of Board of Supervisors			29/04/2022		
9	Pham Thi Ngoc Anh	Deputy General Director			03/05/2021		
10	Pham Thi Thu Trang	Chief Accountant			03/03/2022		
11	Do Thi Thuy	Company Secretary/Authorized Information Disclosure Person					
12	Petrolimex Tanker Corporation	Major shareholder			07/03/2013		
13	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary			09/06/2008		

CORPORATE GOVERNANCE REPORT IN 2025
Appendix 04: List of internal persons of the Company, affiliated persons of internal persons

No.	Full name	Position at the Company (if any)	ID card/Passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of period	Note
1	Dao Thanh Liem	Chairman of the Board of Directors			20,000	0.0036%	State capital representative of Petrolimex Tanker Corporation
2	Nguyen Thi Thu Hanh						
3	Dao Gia Trung				11	0.0002%	Wife
4	Dao Gia Linh						Son
5	Trinh Thi Kinh						Daughter
6	Nguyen Trong Thuy	Member of Board of Directors, General Director			12,456	0.002%	State capital representative of Petrolimex Tanker Corporation
7	Le Thi Anh Ngoc						
8	Nguyen Minh Tri				320	0.006%	Wife
9	Nguyen Thi Minh Trang						Son
10	Vu Duong Thuy Tien						Daughter
11	Nguyen Van Oanh						Daughter in law
12	Truong Thi Lung						Father
13	Nguyen Quy Nhan						Mother
14	Nguyen The Hien						Brother
15	Vu Hai Ha						Brother in law
16	Nguyen Thi Kim Ngan						Brother in law
17	Nguyen Thi Thanh Huynh						Younger brother
18	Tran Thi Xuan Khanh						Younger brother
19	Trinh Chien Chinh	Member of Board of Directors, Deputy General Director					Mother in law
20	Le Thi Thanh Huyen						
21	Trinh Quoc Hoang						Wife
22	Trinh Tue Nhi						Son
23	Trinh Van Ton						Daughter
24	Nguyen Thi Khang						Father
25	Trinh Thi Khao						Mother
26	Trinh Van Tuan						Older sister
27	Trinh Van Nguyen						Older brother
							Brother in law

28	Bui Thanh Huong							
29	Le Xuan Hai							Sister in law
30	Dan Thi Khai Hang							Father in law
31	Nguyen Minh Truong	Member of Board of Directors, Deputy General Director				8,600	0.0015%	Mother in law
32	Nguyen Thi Thanh Nga							
33	Nguyen Khanh Linh							Wife
34	Nguyen Hieu Minh							Daughter
35	Nguyen Anh Dung							Son
36	Nguyen Van Giang							Son
37	To Thi Luong							Father
38	Nguyen Thi Doan Trang							Mother
39	Nguyen Thi Mai Phuong							Older sister
40	Nguyen Thi Phuong Thao							Younger sister
41	Nguyen Thi Hien							Younger sister
42	Nguyen Thi Hang							Younger sister
43	Lam Viet Hong	Non-executive Member of Directors						Mother in law
44	Tran Thi Xuan							
45	Lam Viet Ha							Wife
46	Lam Viet Tuan							Daughter
47	Lam Xuan							Son
48	Tran Thi Bau							Father
49	Dang Thi Chau							Mother
50	Lam Quoc Son							Mother in law
51	Lam Thi Lien							Younger brother
52	Lam Thi Mai Phuong							Younger sister
53	Nguyen Thi Nhung							Younger sister
54	Nguyen The Phiet							Sister in law
55	Tran Sy Hoang							Brother in law
56	Hoang Anh Tuan	Head of Board of Supervisors						Brother in law
57	Nguyen Thi Kim Hoa							
58	Hoang Ngoc Bao Tran							Wife
59	Hoang Duc Tri							Daughter
60	Hoang Ngoc Nghieu							Son
61	Nguyen Thi Ha							Father
62	Hoang Van Anh							Mother
63	Pham Thi Ruyen							Younger sister
								Mother in law

64	Vu Duc Anh	Member of Board of Supervisors					
65	Vu Hang Nga						
66	Vu Truong Giang						Wife
67	Vu Truong Lam						Son
68	Vu Duc Dung						Son
69	Dang Thi Bien						Father
70	Bui Thi Lien						Mother
71	Vu Duc Dong						Mother in law
72	Vu Duc Dai						Older brother
73	Dinh Thi Thuy						Older brother
74	Vu Hanh Ninh						Sister in law
75	Doan Nhat Tan	Member of Board of Supervisors					Sister in law
76	Vu Thi Xuan						
77	Doan Tuan Phong						Wife
78	Doan Tue Nhu						Son
79	Nguyen Thi Dung						Daughter
80	Vu Van Thanh						Mother
81	Vu Thi Van						Father in law
82	Doan Hoang Long						Mother in law
83	Cao Thi Phuong Thao						Older brother
84	Pham Thi Ngoc Anh	Deputy General Director					Sister in law
85	Nguyen Canh Thang				19,748	0.0035%	
86	Nguyen Canh Vinh				3,040	0.0005%	Husband
87	Nguyen Thi Ngoc Trang						Son
88	Tran Long Hai						Daughter
89	Nguyen Thi Nhan						Son in law
90	Pham Mai Anh						Mother
91	Pham Quang Anh						Younger sister
92	Do Thi Ngoc Phuong						Younger brother
93	Pham Xuan Hoang						Sister in law
94	Nguyen Van Tien						Brother in law
95	Pham Thi Thu Trang	Chief Accountant					Father in law
96	Hoang Hiep				1,080	0.0002%	
97	Hoang Gia Minh				9,160	0.0016%	Husband
98	Hoang Gia Huy						Son
99	Hoang Gia Khanh						Son
100	Pham Ngoc Hoa						Son
101	Chu Thi Thao				29,480	0.005%	Father
							Mother

102	Pham Trang Anh							Younger brother
103	Hoang Van Thien							Brother in law
104	Hoang Dang							Father in law
105	Nguyen Thi Han							Mother in law
106	Do Thi Thuy	Company Secretary/Authorized Information Disclosure Person			475	0.009%		
107	Do Ngoc Sang							
108	Truong Thi Thu							Father
109	Do Ngoc Dung							Mother
110	Nguyen Thi Duc							Younger brother
								Sister in law
111	Petrolimex Tanker Corporation	Major shareholder			2,839,680	51%		Shareholder holding 51% of the company's charter capita
112	Trade Union - Petrolimex Haiphong Transportation and Services Joint Stock Company				0	0		Company Trade Union
113	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary						Wholly owned subsidiary