

No.: 0226/POS-HĐQT

Ho Chi Minh City, January 30, 2026

REPORT CORPORATE GOVERNANCE (In 2025)

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

- Name of company: PTSC Offshore Services Joint Stock Company.
- Address: PTSC Downstream Port, No. 65A, 30-4 Road, Rach Dua Ward, Vung Tau city.
- Telephone: 0254 – 3515758 Fax: 0254 – 3515759
- Charter capital: 459,999,650,000 VND
- Stock symbol: POS
- Governance model: General meeting of shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

On June 27, 2025, PTSC Offshore Services Joint Stock Company (POS) successfully convened thenAnnual General Meeting of Shareholders in 2025 with the attendance rate of shareholders representing 93.84% of the total number of votes.

On November 05, 2025, POS Company approved the content of the shareholders' consultation in writing to amend the Contract for Docking and Commissioning Services for Block B – O Mon Project (Package No. 1)" between POS Company and PTSC M&C with an approval rate of 60.1465% of the total voting shares.

As of December 31, 2025, the General Meeting of Shareholders of POS Company has issued 02 Resolutions, details as follows:

No.	Resolution/Decision Number	Date	Content
1	09/NQ-POS-ĐHĐCĐ	June 27, 2025	Resolution of the Annual General Meeting of Shareholders in 2025
2	28/NQ-POS-ĐHĐCĐ	November 05, 2025	Resolution approving the contents of collecting shareholders' opinions in writing



II. The Board of Directors (BODs)

1. Information about the members of BODs

No.	Board of Directors' Members	Position	The date becoming/ceasing to be the member of the BODs	
			Date of appointment	Date of dismissal
1.	Mr. Nguyen Tien Phong	Chairman	-26/04/2023 – reappointed as Chairman. -25/04/2023 reappointed as member of BODs. -12/04/2018 – reappointed as Chairman. -01/04/2013 – appointed as Chairman.	
2.	Mr. Duong Hung Van	Non-executive Member of the BODs	-26/04/2022 reappointed as member of BODs. -19/04/2017 reappointed as member of BODs. -18/03/2012, appointed as member of BODs.	27/6/2025
3.	Mr. Nguyen Tuan	Non-executive Member of the BODs	-14/06/2024 reappointed as member of BODs. -25/4/2019, appointed as member of BODs.	27/6/2025
4.	Mr. Nguyen The Hoang	Non-executive Member of the BODs	-27/04/2021 – reappointed as member of BODs. -15/09/2015- appointed as member of BODs.	27/6/2025
5.	Mr. Nguyen Duc Thien	Non-executive Member of the BODs	-26/04/2022 appointed as member of BODs	
6.	Mr. Vu Dinh Cao Son	Member of the BODs cum Director	-27/06/2025 appointed as member of BODs	
7.	Mr. Nguyen Van Hai	Non-executive Member of the BODs	-27/06/2025 appointed as member of BODs	
8.	Mr. Nguyen Nam Anh	Independent BOD member	-27/06/2025 appointed as Independent member of BODs	



2. Meetings of BODs

No.	BODs Members	Position	The number of meetings
1.	Mr. Nguyen Tien Phong	Chairman	04/04
2.	Mr. Vu Dinh Cao Son	Member of the BODs cum Director	04/04
3.	Mr. Nguyen Duc Thien	Non-executive Member of the BODs	04/04
4.	Mr. Nguyen Van Hai	Non-executive Member of the BODs	04/04
5.	Mr. Nguyen Nam Anh	Independent BOD member	04/04

3. Supervising the Board of Management by BODs

In 2025, the Company continued to face many difficulties and challenges as the world and regional economic situation continued to be complicated and unpredictable, the USD/VND exchange rate and gold prices increased sharply; crude oil prices, materials prices, and freight rates fluctuated strongly; the domestic oil and gas sector has not shown any signs of improvement. In the above challenging conditions, in order to maintain and promote the production and business, BODs of the Company strengthened regular and timely supervision and directed the Board of Management activities in accordance with its functions and authority, in accordance with the provisions of the Law and the Company's Charter, specifically as follows:

- BODs regularly monitored the activities of the Board of management and the Company's management staff through BODs direct meetings, monthly briefing of the Company, of BODs and reports (Financial statement, Business and production reports).

- BODs of the Company focused on monitoring and inspecting the plans preparation and approval procedures, on organization of production and business activities, and implementation of Resolutions of the General Meeting of Shareholders, Resolutions and Decisions of BODs.

- In addition, to intensify effectiveness of support tools for supervision activities, BODs resolutely directed the review and development of a system of bill of material and regulations in accordance with State regulations, practices on business management and corporate governance and the Company's production and business situation. Developed an action plan to implement key tasks in 2025 and disseminated it to all departments, officers and workers; mobilized all resources for production and business development.

4. Activities of BODs subcommittees:

The Company's Board of Directors does not arrange any affiliated subcommittees.

The Company's Board of Directors has 01 person working as the Secretary of BODs and Person in charge of corporate governance to facilitate the Board of Directors in organizing meetings, drafting meeting minutes, providing information and keeping information confidential for the Board of Directors.

5. Resolutions/Decisions of the Board of Directors:



In 2025, the Board of Directors organized 04 meetings and 30 opinion polls, issued 06 Decisions and 29 Resolutions related to business production issues, investment, human resources organization and other activities. The list of Resolutions and Decisions issued by the Board of Directors is stated in Appendix 01 of this Report.

III. Board of Supervisors

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Nguyen Minh Tuan	Chief of Board of Supervisors	26/04/2023 – appointed as Chief of Board of Supervisors	Bachelor of Accounting
2	Tran Thi Minh Huong	Supervisor	-25/04/2023 – reappointed as member of Board of Supervisors) -12/04/2018 – appointed as member of Board of Supervisors. -01/04/2013- reappointed as member of Board of Supervisors.	Bachelor of Banking and Finance
3	Pham Thu Hien	Supervisor	27/04/2021- appointed as Chief of Board of Supervisors	Bachelor of Accounting

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Nguyen Minh Tuan	5/5	100%	100%	
2	Tran Thi Minh Huong	5/5	100%	100%	
3	Pham Thu Hien	5/5	100%	100%	



3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

Based on the authority and responsibility of the Board of Supervisors as prescribed by the current Enterprise Law and the Company's Charter, the Board of Supervisors conducted inspection and supervision on the organization of production and business activities and financial management of the Company according to the following contents:

- Monitored the implementation of the Resolution of the 2025 General Meeting of Shareholders. Implementation and compliance with the Company's Charter, Enterprise Law, and state laws.
- Monitored the implementation of the 2025 yearly and quarterly production and business plan.
- Inspected the audited financial statements for 2025 and the post-audit review report for the first 6 months of 2025 and reviewed the 2025 quarterly financial statements, prepared a report on inspection and supervision activities in 2024 and the 2025 operation plan of the Board of Supervisors to submit to the 2025 Annual General Meeting of Shareholders; submitted to the 2025 Annual General Meeting of Shareholders a list of 04 proposed auditing companies and proposed the General Meeting of Shareholders to authorize the Board of Directors to decide on selection of contractor implementing review of the Company's semi-annual financial statements and auditing the Company's 2025 financial statements; Monitored the financial situation, evaluated the performance and debt payment ability, the situation of capital management and use, the balance and use of cash flow, and the preservation and development of equity.
- Monitored the implementation status and progress of the Company's projects.
- Supervised the implementation of the inspection and supervision plan during the period and their implementation status, handled the recommendations of the inspection teams of the State authorities. Coordinated with the State authorities in inspecting and supervising the management and production and business activities at the Company.

Resolutions/Decisions of the Board of Directors, of the Director and Financial Statements were presented to the Board of Supervisors. Therefore, the Board of Supervisors could grasp and monitor the Company's activities. Every quarter, the Board of Supervisors reviewed the Financial Statements, evaluated the Company's production and business activities and presented its recommendations to the Board of Directors and the Director.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers

- The Board of Supervisors coordinated with the Board of Directors and the Company's Director in performing assigned functions and tasks, coordinated in internal inspection, supervision and control activities, and coordinated in equity management.
- The Board of Directors and the Executive Board created favorable conditions for the Board of Supervisors to perform its duties. Provided information and documents related to the Company's operations; The Board of Supervisors is invited to attend meetings of the Board of Directors and the Company's briefings.



- The Board of Supervisors informed the Board of Directors and the Director of the inspection and supervision task contents for 2025 and the quarterly in 2025 for coordination. The Board of Supervisors activities report has been consulted with the Board of Directors before being submitted to the General Meeting of Shareholders.

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

IV. Board of Management

No	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1.	Vu Dinh Cao Son	11/3/1984	Marine Engineering Engineer	- 01/07/2024 appointed as Director. - 15/04/2021 appointed as Deputy Director.
2.	Luong Van Luc	10/8/1975	Electrical and Power Supply Engineer	- 13/01/2025 appointed as Deputy Director
3.	Le Toan Thang	08/09/1968	Marine engine Master/ Mechanic, Maritime Economist	- 16/12/2017 re-appointed as Deputy Director. - 10/10/2014 re-appointed as Deputy Director. - 10/11/2011 appointed as Deputy Director.
4.	Nguyen Van Duong	02/03/1977	Petroleum chemical industry machinery and equipment engineer	- 14/04/2020 appointed as Deputy Director.

V. Chief Accountant:

No	Full name	Date of birth	Qualification	Date of appointment/ dismissal
1.	Hoang Van Duy	16/10/1977	Bachelor of Economics	15/07/2021

VI. Training courses on corporate governance

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the Executive Director, the other managers and the Company Secretary in accordance with regulations on corporate governance: Members of the Board of Directors, members of the Board of Supervisors, and the Director have fully and in accordance with prescribed entry-list attended training programs on governance organized by the State Securities Commission of Vietnam and relevant agencies.

VII. The list of affiliated persons and transactions of affiliated persons



1. The list of affiliated persons (organizations) of the company: as attached Appendix 2.
2. Transactions between the company and affiliated persons (organizations) of the company; or between the company and major shareholders, company's insiders, and related persons of company's insiders: as attached in Appendix 3.
3. Transactions between company company's insiders, related parties of company's insiders and subsidiaries, affiliates: none.
4. Transactions between the company and other entities: none.

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: as attached Appendix 4.
2. Transactions of internal persons and affiliated persons with shares: as attached Appendix 5.

IX. List of State Shareholders, Major Shareholders

Closing date of ownership list: *January 05, 2026*

No	Name of Shareholders	Shareholder classification		ID card / Business registration number	Date of issue	Number of share owned at the end of the period	Percentage of share Ownership at the end of the period (%)	Note
		State share-holder	Major share-holder					
1	Petro Vietnam Technical Services Corporation		✓	0100150577	10/7/2015	39.077.805	84,95%	
2	Modern Bank of Vietnam - MBV		✓	0800006089	17/6/2015	4.029.485	8,76%	

X. Other significant issues: None.

CHAIRMAN

Recipients:

- As above;
- BOD, BOS, BOM;
- Company Website;
- Archive: Office, BOD Secretary.

Nguyen Tien Phong



APPENDIX 01**The List of Resolutions, Decisions of the Board of Directors as at December 30, 2025**

No.	Issuance Date	Resolution, Decision number	Content
1.	20/01/2025	01/NQ-POS-HDQT	Resolution approving the reward plan for completing the production and business plan in 2024 from the Bonus Fund of the Board of Directors
2.	13/01/2025	075/QD-POS-HDQT	Decision for Personnel Appointment
3.	13/01/2025	076/QD-POS-HDQT	Decision for Salary Arrangement
4.	20/01/2025	089/QD-POS-HDQT	Decision for Salary Adjustment for Company's Employees
5.	14/02/2025	02/NQ-POS-HDQT	Resolution for Collecting shareholders' opinions in writing
6.	06/03/2025	03/NQ-POS-HDQT	Resolution for Approval of organization and collecting shareholders' opinions in writing
7.	12/03/2025	04/NQ-POS-HDQT	Resolution for Extension of 2025 General Meeting of Shareholders
8.	07/03/2025	187/QD-POS-HDQT	Decision on Establishment of the Vote Counting Committee for collecting shareholders' opinions in writing
9.	22/04/2025	05/NQ-POS-HDQT	Resolution for 2025 Business Plan of PTSC Offshore Installation, Operation and Maintenance Services Joint Stock Company
10.	06/05/2025	06/NQ-POS-HDQT	Resolution for Approval of adjustment to the time of holding 2025 General Meeting of Shareholders
11.	06/06/2025	07/NQ-POS-HDQT	Resolution for Approval of draft materials for the 2025 Annual General Meeting of Shareholders
12.	25/06/2025	08/NQ-POS-HDQT	Resolution for Approval of the updated agenda and draft materials for the 2025 Annual General Meeting of Shareholders
13.	01/07/2025	512/QD-POS-HDQT	Decision to resign from holding the position of Mr. Pham Minh Tuan
14.	08/07/2025	10/NQ-POS-HDQT	Resolution approving the Contract with Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company
15.	17/08/2025	11/NQ-POS-HDQT	Resolution approving the Contract with PTSC Mechanical & Construction.
16.	22/07/2025	12/NQ-POS-HDQT	Resolution approving the Supplement to the Contract with the PTSC Supply Base
17.	22/07/2025	13/NQ-POS-HDQT	Resolution approving the Contract with the PTSC Supply Base



No.	Issuance Date	Resolution, Decision number	Content
18.	05/08/2025	14/NQ-POS-HDQT	Resolution on approving the change of seal content of POS
19	06/08/2025	15/NQ-POS-HDQT	Resolution on the Promulgation of the Charter and Internal Regulations on Corporate Governance of POS and floating vehicles
20	06/08/2025	16/NQ-POS-HDQT	Resolution on the level of meals and allowances applied to employees working on construction ships, barges and floating vehicles
21	06/08/2025	17/NQ-POS-HDQT	Resolution on Approval of financial statement review and audit service providers
22	06/08/2025	18/NQ-POS-HDQT	Resolution approving the Contract with PTSC Mechanical & Construction.
23	12/08/2025	19/NQ-POS-HDQT	Resolution approving the Contract with the PTSC Supply Base
24	20/08/2025	20/NQ-POS-HDQT	Resolution approving the implementation of the share issuance plan to increase share capital from equity
25	25/08/2025	21/NQ-POS-HDQT	Resolution approving the policy of signing contracts and transactions between POS and related persons
26	12/09/2025	22/NQ-POS-HDQT	Resolution on promulgation of Norms for equipping mobile phones, mobile phone charges, data packages, laptops, and removable screens
27	16/09/2025	23/NQ-POS-HDQT	Resolution on approving the last date of registration for exercise of the right to receive issued shares to increase share capital from equity
29	07/10/2025	24/NQ-POS-HDQT	Resolution on Collecting Shareholders' Opinions in Writing
30	07/10/2025	723/QD-POS-HDQT	Decision on Establishment of the Vote Counting Committee for collecting shareholders' opinions in writing
31	17/10/2025	25/NQ-POS-HDQT	Resolution approving the amendment of the Charter and adjustment of the Certificate of Enterprise Registration, additional securities registration with VSDC and additional transaction registration with HNX
32	30/10/2025	26/NQ-POS-HDQT	Resolution Approving the Contract with PTSC Mechanical & Construction
33	30/10/2025	27/NQ-POS-HDQT	Resolution approving the amendment of the planning for the title of Head of Department of POS for the period of 2026 - 2031
34	27/11/2025	29/NQ-POS-HDQT	Resolution Approving Non-Assurance Service Policies and Procedures
35	01/12/2025	30/NQ-POS-HDQT	Resolution Approving the Contract between POS and Rosemary Overseas Ltd and PTSC South East Asia Pte Ltd.
35	23/12/2025	31/NQ-POS-HDQT	Resolution Handling of irrecoverable receivables from Marsol Offshore Construction L.L.C



Appendix 2. THE LIST OF AFFILIATED PERSONS

Reporting period: 2025

STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
I	ORGANIZATION										
1.	PetroVietnam Technical Services Corporation (PTSC)							17/12/2010		Parent Company	MAJOR SHAREHOLDERS
2.	PTSC Supply Base										Branch of PTSC (PTSC is the Major Shareholder of POS)
3.	PTSC Marine										Branch of PTSC (PTSC is the Major Shareholder of POS)
4.	PTSC Mechanical & Construction (PTSC M&C)										Related Persons (NCLQ) of Major Shareholders
5.	Petro Hotel Company Limited										Subsidiaries, Affiliates of PTSC
6.	PTSC Geos and Subsea Services - Branch of										Branch of PTSC (PTSC is the Major Shareholder of POS)



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
	PetroVietnam Technical Services Corporation (PTSC G&S)										
7.	PTSC Quang Ngai Joint Stock Company										Subsidiaries, Affiliates of PTSC
8.	PTSC Phu My Port Joint Stock Company (PTSC Phu My)										Subsidiaries, Affiliates of PTSC
9.	PTSC Thanh Hoa Technical Services Company										Subsidiaries, Affiliates of PTSC
10.	PTSC Petroleum Production Services Joint Stock Company										Subsidiaries, Affiliates of PTSC
11.	Dinh Vu Petroleum Service Port Joint Stock Company										Subsidiaries, Affiliates of PTSC
12.	PV Security Service Corporation										Subsidiaries, Affiliates of PTSC
13.	Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company (PVSb)										Subsidiaries, Affiliates of PTSC



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
14.	Vietnam Offshore Floating Terminal Limited (VOFT)										Subsidiaries, Affiliates of PTSC
15.	PTSC South East Asia Pte Ltd (PTSC SEA)										Subsidiaries, Affiliates of PTSC
16.	PTSC Asia Pacific Pte Ltd (PTSC AP)										Subsidiaries, Affiliates of PTSC
17.	Rong Doi MV12 Pte Ltd (MV12)										Subsidiaries, Affiliates of PTSC
18.	PTSC Abu Dhabi										Branch of PTSC (PTSC is the Major Shareholder of POS)
19.	PTSC Labuan Company Limited										Subsidiaries, Affiliates of PTSC
20.	PTSC CRD Ltd.										Subsidiaries, Affiliates of PTSC



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
21.	Malaysia Vietnam Offshore Terminal (L) Limited (MVOT)										Subsidiaries, Affiliates of PTSC
II	PERSONAL										
1.	Nguyen Tien Phong	01010 01983	Chairman					26/04/2023			Internal person
2.	Vu Dinh Cao Son		Member of the Board of Directors/ Director					27/6/2025			Internal person
3.	Nguyen Duc Thien		Member of the Board of Directors					26/04/2022			Internal person
4.	Nguyen Nam Anh		Independent Member of the Board of Directors					27/6/2025			Internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
5.	Nguyen Van Hai		Member of the Board of Directors					27/6/2025			Internal person
6.	Le Toan Thang		Deputy Director					10/10/2014			Internal person
7.	Nguyen Van Duong		Deputy Director					14/04/2020			Internal person
8.	Luong Van Luc		Deputy Director					13/01/2025			Internal person
9.	Hoang Van Duy		Chief Accountant					15/07/2021			Internal person
10.	Ta Thi Ngoc Duyen		Person in charge of administration/					06/07/2023			Internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
			Secretary of the Board of Directors								
11.	Tran Thi Minh Huong		Controller					26/04/2023			Internal person
12.	Pham Thu Hien		Controller					27/04/2021			Internal person
13.	Nguyen Minh Tuan		Head of the Supervisory Board					26/04/2023			Internal person
14.	Tien Duc Cuong		Persons authorized to disclose information					08/07/2024			Internal person
15.	Duong Hung Van		Member of the Board of Directors						27/6/2025	Dismissal	Internal person



STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH number, date of issue, place of issue			Address	Time of starting to be affiliated person Time of ending to be affiliated person	Time of starting to be affiliated person Time of ending to be affiliated person	Reason	Relationship with the company
				No	Date of Issue	Place of Issue					
16.	Nguyen Tuan		Member of the Board of Directors						27/6/2025	Dismissal	Internal person
17.	Nguyen The Hoang		Member of the Board of Directors						27/6/2025	Dismissal	Internal person



**Appendix 3. Transactions between the Company and its affiliates persons (organizations)
or between the Company and its major shareholders, internal persons and Affiliates persons**

No.	Name of organization/individual	Relationship with the company	No, date of issue, place of issue			Address	Time of transactions/ contract signing with the company	Document number approved	Content, quantity, total value without VAT (as at 30/6/2025)	Notes
			Number	Date of Issue	Place of Issue					
1.	PetroVietnam Technical Services Joint Stock Corporation (PTSC)	Major shareholders					2025	13/NQ-POS-HDQT dated 21/06/2023, 23/NQ-POS-HDQT dated 23/10/2023, 09/NQ-POS-HDQT dated 15/4/2024, 21/NQ-POS-HDQT dated 25/8/2025	Technical service support contract for projects,...: 91.209.740.133 VND	
2.	PTSC Supply Base	Branch of PTSC (PTSC is the Major Shareholder of POS)					2025	07/NQ-POS-HDQT dated 31/03/2022, 15/NQ-POS-HDQT dated 03/07/2023, 21/NQ-POS-HDQT dated 25/8/2025	Contract for the supply of goods, yards and logistics services at the port, on yard lease. Total value 31.710.868.371 VND	
3.	PTSC Geos and Subsea services	Branch of PTSC (PTSC is the Major Shareholder of POS)					2025	16/NQ-POS-HDQT dated 13/6/2024	Drop Core Sampling Cost. Total value: 652.002.500 VND	
4.	Petro Hotel company limited	NCLQ of Major Shareholders					2025	17/NQ-POS-HDQT dated 08/9/2022, 21/NQ-POS-HDQT dated 25/8/2025	The contract in principle provides accommodation, conference, catering, travel, event organization and logistics services. Total value: 12.213.705.520 VND	



5.	PTSC M&C	NCLQ of Major Shareholders					2025	25/NQ-POS-HDQT dated 15/12/2023, 21/NQ-POS-HDQT dated 25/8/2025	Collection of fees for service provision. Total value: 41.154.772.100 VND	
6.	PTSC AP	NCLQ of Major Shareholders					2025	24/NQ-POS-HDQT dated 29/10/2024	Contract No. LDVFSO-PAP-PRM-CMT-0001 (BDV/POS/24/327C). Total value: 279.903.194.371 VND	
7.	PTSC Marine	Branch of PTSC (PTSC is the Major Shareholder of POS)					2025	03/NQ-POS-HDQT dated 28/02/2024	Cost of mobilizing PTSC Tien Phong to transport goods: Total value: 1.453.973.100 VND	
8.	Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company	NCLQ of Major Shareholders					2025	10/NQ-POS-HDQT Date 08/07/2025	Lease contract: 84.413.200 VND	
9.	PTSC Thanh Hoa Technical Services Company	NCLQ of Major Shareholders					2025	21/NQ-POS-HDQT dated 25/8/2025	Service purchase contract: 207.000.000 VND	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID card No./Passport No.,	Date of issue	Time of starting to be affiliated person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Tien Phong		Chairman				26/04/2023	4.600	0,01%	
1.01	Nguyen Trong An			Father				0	0	
1.02	Le Thi Hoai Phuong			Mother				0	0	
1.03	Nguyen Thi Thanh Hang			Sister				0	0	
1.04	Nguyen Thi Quynh Tam			Wife				0	0	
1.05	Nguyen Trong Bach			Son				0	0	
1.06	Nguyen Khanh Linh			Daughter				0	0	
1.07	Nguyen The Quang			Brother				0	0	Dead
1.08	Nguyen Bui Thai			Father in law				0	0	
1.09	Chu Thi Anh Ha			Mother in law				0	0	
1.10	PetroVietnam Technical Services Corporation (PTSC)			Mr. Nguyen Tien Phong is the Capital Representative				25.277.805	54,95%	
2	Vu Dinh Cao Son		Member of BODs/Director				27/6/2025	0	0	
2.01	Vu Dinh Sau			Father				0	0	
2.02	Tran Thi Thanh			Mother				0	0	
2.03	Vu Dai Hai			Brother				0	0	
2.04	Lam Thao Chuong			Wife				0	0	
2.05	Nguyen Quynh Nhu			Sister in law				0	0	
2.06	Lam Ngoc Chi			Father in law				0	0	
2.07	Tran Thi Phuong Trang			Mother in law				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

2.08	Vu Minh Anh			Daughter				0	0	Young
2.09	PetroVietnam Technical Services Corporation (PTSC)			Mr. Vu Dinh Cao Son is the Capital Representative				13.800.000	30%	
3.	Nguyen Duc Thien		Member of BODs				26/04/2022	0	0	
3.01	Nguyen Thanh			Father				0	0	
3.02	Cai Thi Ha			Mother				0	0	
3.03	Nguyen Thi Hong			Wife				0	0	
3.04	Nguyen Ngoc Phuong Thy			Daughter				0	0	Young
3.05	Nguyen Ngoc Kim Hien			Daughter				0	0	Young
3.06	Nguyen Thanh Duy			Son				0	0	Young
3.07	Nguyen Thi Kim Huong			Sister				0	0	
3.08	Nguyen Thi Thu Hong			Sister				0	0	
3.09	Nguyen Duc Tho			Brother				0	0	
3.10	Nguyen Duc Thanh			Brother				0	0	
3.11	Nguyen Duc Thinh			Father in law				0	0	
3.12	Pham Thi Lan			Mother in law				0	0	
4.	Nguyen Nam Anh		Independent Member of BODs				27/6/2025	0	0	
4.01	Bui Thanh Kim Ngoc			Wife				0	0	
4.02	Nguyen Ngoc Ha Ngan			Daughter				0	0	Young
4.03	Nguyen Ha Anh			Daughter				0	0	Young
4.04	Nguyen Nam Khanh			Son				0	0	Young
4.05	Nguyen Van Tien			Father				0	0	
4.06	Doan Kim Dung			Mother				0	0	
4.07	Nguyen Tuan Anh			Brother				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

4.08	Bui Quang Hung			Father in law				0	0	
4.09	Kim Thanh Xuyen			Mother in law				0	0	
4.10	Bui Quang Thoai			Brother in law				0	0	
4.11	Dang Hoai Nhat Linh			sister in law				0	0	
5	Nguyen Van Hai		Member of BODs				27/06/2025	0	0	
5.01	Nguyen Nhu Quynh			Father				0	0	Dead
5.02	Dinh Thi Nhu			Mother				0	0	Dead
5.03	Tran Huu Tam			Father in law				0	0	Dead
5.04	Dang Thi Nga			Mother in law				0	0	
5.05	Tran Thi Lan			Wife				0	0	
5.06	Nguyen Bao Ngoc			Daughter				0	0	
5.07	Nguyen Thanh Nam			Son				0	0	
5.08	Nguyen Khanh Hung			Brother				0	0	
5.09	Nguyen Thi Thu Hoa			Sister				0	0	
5.10	Nguyen Dinh Nghia			Brother in law				0	0	
5.11	Nguyen Le Huy			Brother				0	0	
5.12	Nguyen Thi Nguyet			Sister in law				0	0	
6	Le Toan Thang		Deputy Director				10/10/2014	57.500	0,125%	
6.01	Le Quy Vinh			Father				0	0	Dead
6.02	Nguyen Thi Lan Phuong			Mother				0	0	
6.03	Le Thi Thu Hien			Wife				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

6.04	Le Thi Quynh Anh			Daughter				0	0	
6.05	Le Thi Chau Anh			Daughter				0	0	
6.06	Le Thi Bao Anh			Daughter				0	0	
6.07	Le Hung			Brother				0	0	
6.08	Le Nguyen Quang			Brother				0	0	
6.09	Le Thi Lan Huong			Sister				0	0	
6.10	Le Thi Thanh Huyen			Sister				0	0	
6.11	Le Bao Giam			Father in law				0	0	Dead
6.12	Nguyen Thi Ha			Mother in law				0	0	
7	Nguyen Van Duong		Deputy Director				14/04/2020	11.500	0,025%	
7.01	Phan Thi Thu Hien			Wife				0	0	
7.02	Nguyen Van Duy Anh			Son				0	0	
7.03	Nguyen Van Huy Anh			Son				0	0	Young
7.04	Nguyen Thi Luong			Wife				0	0	
7.05	Nguyen Thi Lam			Sister				0	0	
7.06	Nguyen Van Toan			Brother				0	0	
7.07	Lam Van Loc			Brother in law				0	0	
7.08	Nguyen Tien Nam			Brother in law				0	0	
7.09	Ho Thi Kim Anh			Sister in law				0	0	
7.10	Phan Minh Tien			Father in law				0	0	
7.11	Nguyen Thi Ngon			Mother in law				0	0	
7.12	Nguyen Van Quy			Father				0	0	Dead
7.13	Dau Thi Huong			Mother				0	0	
8	Hoang Van Duy		Chief Accountant				15/07/2021	0	0	
8.01	Hoang Van Lam			Father				0	0	
8.02	Trinh Thi Mung			Mother				0	0	
8.03	Nguyen Thi Phuong Anh			Wife				0	0	
8.04	Hoang Anh Thu			Daughter				0	0	Young
8.05	Hoang Si Khoi			Son				0	0	
8.06	Hoang Thien Ngan			Daughter				0	0	Young
8.07	Hoang Thi Tam			Sister				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

8.08	Hoang Thi Phuoc			Sister				0	0	
8.09	Nguyen Hieu Trung			Father in law				0	0	
8.10	Nguyen Thi Nga			Mother in law				0	0	
9	Ta Thi Ngoc Duyen		Person in charge of corporate governance				06/07/2023	0	0	
9.01	Ta Hong Phong			Father				0	0	
9.02	Nguyen Thi Sim			Mother				0	0	
9.03	Trinh Quang Cuong			Husband				0	0	
9.04	Trinh Hoàng Lam Vy			Daughter				0	0	Young
9.05	Trinh Van Mai			Father in law				0	0	Dead
9.06	Nguyen Thi An			Mother in law				0	0	
9.07	Ta Thi Kim Ngoc			Sister				0	0	
9.08	Bui Nang Tiep			Brother in law				0	0	
10	Tran Thi Minh Huong		Member of Board of Supervisors				26/04/2023	0	0	
10.1	Tran Ngoc Minh			Father				0	0	
10.2	Tran Thi Hong Minh			Mother				0	0	
10.3	Nguyen Thanh Binh			Son				0	0	Young
10.4	Nguyen Minh Hieu			Son				0	0	Young
10.5	Tran Thi Minh Chuyen			Sister				0	0	
10.6	Tran Minh Nhan			Brother				0	0	
11	Pham Thu Hien		Member of Board of Supervisors				27/04/2021	0	0	
11.1	Tran Thi Thai Ha			Mother				0	0	
11.2	Pham Thanh Tuan			Brother				0	0	
11.3	Nguyen Xuan Tuan			Husband				0	0	
11.4	Nguyen Xuan Vinh			son				0	0	Young
11.5	Nguyen Xuan Minh			son				0	0	Young
11.6	Nguyen Thi Thoa			Mother in law				0	0	
11.7	Mai Thi Hong Nhung			Sister in law				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

11.8	Nguyen Xuan Ton			Father in law				0	0	Dead
11.9	Pham Thai Hoa			Father				0	0	Dead
12	Nguyen Minh Tuan		Head of Board of Supervisors				26/04/2023	0	0	
12.1	Nguyen Van Sung			Father				0	0	
12.2	Nguyen Thi Loan			Mother				0	0	
12.3	Doan Ngoc Anh			Father in law				0	0	
12.4	Nguyen Thi Hue			Mother in law				0	0	
12.5	Doan Nguyen Truong An			Wife				0	0	
12.6	Nguyen Minh Tu			Sister				0	0	
12.7	Nguyen Minh Anh			Sister				0	0	
12.8	Nguyen Doan Minh Truong			Son				0	0	
13	Tien Duc Cuong		Authorized person to disclose information				08/07/2024	5.750	0,013%	
13.1	Dinh Thi An			Mother				0	0	
13.2	Tran Duc Long			Father in law				0	0	
13.3	Nguyen Thi Ly			Mother in law				0	0	
13.4	Tran Thi Thyy			Wife				0	0	
13.5	Tien Hai Huy			Son				0	0	Young
13.6	Tien Minh Chau			Daughter				0	0	Young
13.7	Tien Minh Anh			Son				0	0	Young
13.8	Tien Vu Tung			Brother				0	0	
13.9	Tien Thi Duc Hanh			Sister				0	0	
13.10	Tien Trong Nghia			Brother				0	0	
13.11	Vu Van Thanh			Brother in law				0	0	
13.12	Nguyen Thi Kim Lien			Sister in law				0	0	
14	Luong Van Luc		Deputy Director				13/01/2025	0	0	
14.1	Pham Thuy Anh Thu		Cost Control Specialist	Wife				4.500	0,012%	
14.2	Pham Van Thuy			Father-in-law				0	0	



APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

14.3	Nguyen Thi Hue			Mother-in-law				0	0	
14.5	Luong The Kiet			Son				0	0	
14.6	Luong Thuy Nhat Ha			Daughter				0	0	
14.7	Luong Van Long			Father				0	0	
14.8	Luong Thi Lai			Mother				0	0	
14.9	Luong Van Sy			Brother				0	0	



**APPENDIX 5. TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED
PERSONS WITH SHARES OF THE COMPANY**

Reporting period: 2025

No	Transaction Executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease (buying, selling, converting, rewarding, etc....)
			Number of shares	Percenta ge	Number of shares	Percenta ge	
1	PetroVietnam Technical Services Corporation (PTSC)	Mr. Nguyen Tien Phong, Mr. Vu Dinh Cao Son are the representatives of PTSC's capital at POS	33.980.700	84,95%	39.077.805	84,95%	Increase in the number of shares due to the increase in charter capital by the company issuing shares
2	Nguyen Tien Phong	Chairman	4.000	0,010%	4.600	0,010%	Increase in the number of shares due to the increase in charter capital by the company issuing shares
3	Le Toan Thang	Deputy Director	50.000	0,125%	57.500	0,125%	Increase in the number of shares due to the increase in charter capital by the company issuing shares
4	Nguyen Van Duong	Deputy Director	10.000	0,025%	11.500	0,025%	Increase in the number of shares due to the increase in charter capital by the company issuing shares
5	Tien Duc Cuong	Persons authorized to disclose information	5.000	0,013%	5.750	0,013%	Increase in the number of shares due to the increase in



6	Pham Thuy Anh Thu	Affiliated person of Mr . Luong Van Luc – Wife	4.500	0,011%	5.405	0,012%	charter capital by the company issuing shares Increase in the number of shares due to the company issuing shares to increase charter capital, Buy
7	Luong Van Long	Affiliated person of Mr . Luong Van Luc – father	4.200	0,011%	0	0	Sell



STATEMENT ON CORPORATE GOVERNANCE

Reporting period: 2025

STT		Question	Answer section
1	General Information	Stock symbol	POS
2		Percentage of State Shareholding (%)	0%
3		Governance Model (1 or 2) 1: According to point a, clause 1, Article 137, Law on Enterprise 2020 2: According to point b, clause 1, Article 137, Law on Enterprise 2020	1
4		Number of Legal Representatives?	1
5		Company Charter amended according to Law on Enterprises 2020 (Yes/No)?	Yes
6		Does the Company have Internal Regulations on Corporate Governance in accordance with Law on Enterprise 2020 and Decree No. 155/2020/ND-CP?	Yes
7	General Meeting of Shareholders (During the reporting period)	Date of the Annual General Meeting of Shareholders	27/06/2025
8		Release Date of documents for Annual General Meeting of Shareholders on company website?	25/06/2025
9		Release Date of documents for Annual General Meeting of Shareholders to be disclosed to Ha Noi Stock Exchange?	25/06/2025
10		Release Date of Resolution and Minutes of General Meeting of Shareholders to Ha Noi Stock Exchange?	30/06/2025
11		At which attempt did the company hold the Annual General Meeting of Shareholders successfully? (1st/2nd/3rd)	1
12		Does the company include the remuneration of each member of the Board of Directors as a separate item in the company's annual financial statements (Yes/No)	Yes
13		Does the Company report the remuneration of each member of the Board of Directors at the Annual General Meeting of Shareholders (Yes/No)	Yes
14		Does the company include the salary content of the General Director (Director) and other managers as a separate item in the company's annual financial statements (Yes/No)	Yes
15		Does the company report the salaries of the General Director (Director) and other managers at the Annual General Meeting of Shareholders (Yes/No)	Yes
16		Does the company invite the representative of the approved audit organization to the Annual General Meeting of Shareholders if the audit report includes material misstatements, disclaimers, or qualifications in the company's annual financial statements?	Audit opinion fully approved
17		Are there any complaints regarding the organization of the General Meeting of Shareholders or the General Meeting Resolutions? (Yes/No)	No
18		Date of Extraordinary General Meeting of Shareholders	No
19		Release Date of the documents for the Extraordinary General Meeting of Shareholders on the company website?	No
20		Release Date of the documents for the Extraordinary General Meeting of Shareholders to Ha Noi Stock Exchange?	No



21		Release Date of the Extraordinary General Meeting Resolution and Minutes to Ha Noi Stock Exchange?	No
22		At which attempt did the company hold the Extraordinary General Meeting of Shareholders successfully? (1st/2nd/3rd)	1
23		Are there any complaints regarding the organization or the Resolution of the company's Extraordinary General Meeting of Shareholders?(Yes/No)	No
24		Number of times reminded and noted by the Stock Exchange related to the organization and disclosure of information about the General Meeting of Shareholders	0
25		Number of times reminded and noted by the SSC related to the organization and disclosure of information about the General Meeting of Shareholders?	0
26	Board of Directors	Number of members of the Board of Directors	5
27		Number of independent Directors?	1
28		Does the Chairman of the Board of Directors concurrently hold the CEO position? (Yes/No)	No
29		Number of Board of Directors meetings in the reporting period?	4
30		Committees reporting to the Board of Directors (Yes/No)	No
31		Name of Committees reporting to the Board of Directors?	No
32		Has the Company appointed a person in charge of Corporate Governance? (Yes/No)	Yes
33	Board of Supervisors	Does the Chief of Board of Supervisors work full-time at the Company? (Yes/No)	No
34		Number of members of the Board of Supervisors?	3
35		Number of Supervisors who are related persons of the Board of Directors, CEO/Managing Director, and other executives (List the names of supervisors, if any) (Question for the Company's Model 1) (Yes/No)	0
36		Number of Supervisors of the company holding executive positions (List the names and positions, if any) (Question for the Company's Model 1) (Yes/No)	0
37		Number of Supervisors who worked in the finance or accounting department or as an auditor of the company within the last 3 years before being elected to the Board of Supervisors (Yes/No) (Question for the Company's Model 1)	No
38		Number of the meetings of the Board of Supervisors (Question for the Company's Model 1)	5
42	Other issues	Does the Company's website provide sufficient information to shareholders as required by regulations? (Yes/No)	Yes
43		Does the Company pay dividends within 6 months from the end of the Annual General Meeting of Shareholders? (Yes/No)	No
44		Have the Stock Exchange or the State Securities Commission reminded the company about transactions with related parties? (Yes/No)	No
45		Has the company implemented the internal audit function? (Implemented/Not yet implemented)	Not yet implemented

