

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



Interserco

**REPORT
CORPORATE GOVERNANCE STATEMENT
YEAR 2025**

Ha Noi, January 2026

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

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness.

No.: 21/BC-ILS

Hanoi, 30 January 2026

REPORT

COMPANY MANAGEMENT SITUATION 2025

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

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

I. Activities of the General Meeting of Shareholders:

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

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

II. Board of Directors (2025 Report):

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

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

2. Bod Meetings

| No | Board Member | Number of Meetings Attended | Attendance Rate | Reason for Absence |
|----|---------------------|-----------------------------|-----------------|--------------------|
| 1 | Mr Phung Tien Toan | 08/08 | 100% | |
| 2 | Mr Nguyen Thai Hoa | 08/08 | 100% | |
| 3 | Ms Phung Thuy Hoa | 08/08 | 100% | |
| 4 | Mr Nguyen Van Thinh | 08/08 | 100% | |
| 5 | Mr Trieu Van Bang | 08/08 | 100% | |

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

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

- The BOD regularly monitors the General Director's operating activities through attending meetings and providing timely guidance to improve the Company's business production efficiency.
- The BOD requires the General Director to strengthen operational management and fully implement reporting regimes, especially for key business activities of the Company.
- Direct the General Director to implement business production activities in accordance with the Resolutions of the General Meeting of Shareholders and the BOD; Timely handle issues arising during operations; Simultaneously issue or direct the issuance of necessary internal documents in accordance with authority to ensure effective control of all Company operations

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

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

5. Resolutions/Decisions of the Board of Directors in 2025:

| No | Resolution/ Decision Number | Date | Content | Approval Rate |
|----------|-----------------------------------|------------|---|------------------|
| A | Board Resolution: | | | |
| 1 | 01/NQ-HĐQT | 06/01/2025 | On the basic salary adjustment for the General Director | 100% |
| 2 | 02/NQ-HĐQT | 20/01/2025 | On approving the contents of the 1st BOD meeting - 2025 | 100% |
| 3 | 03/NQ-HĐQT | 18/02/2025 | On providing opinions on the decision regarding the content of Khang Viet Ha Joint Stock Company's request for shareholder opinions | 100% |
| 4 | 04/NQ-HĐQT | 19/02/2025 | On approving the Project of establishment and authorization to be the Capital Representative of ILS at Bauhaus Living Vietnam Joint Stock Company (renamed Curate IT Joint Stock Company) | 100% |
| 5 | 05/NQ-HĐQT | 18/3/2025 | On approving the capital borrowing plan, use of collateral, and execution of transactions related to accounts at Joint Stock Commercial Bank for Investment and Development of Vietnam – Hoai Duc Ha Noi Branch | 100% |
| 6 | 06/NQ-HĐQT | 20/3/2025 | On approving the capital borrowing plan, use of collateral, and execution of transactions related to accounts at Joint Stock Commercial Bank for Investment and Development of Vietnam - Hoai Duc Ha Noi Branch | 100% |
| 7 | 07/NQ-HĐQT | 17/4/2025 | Regarding: providing opinions on decisions regarding the contents requested by Capital Representatives at CGD, ILSI, ILST, ILSM, ILSW | 100% |
| 8 | 08/NQ-HĐQT | 28/4/2025 | On approving the contents of the 5th BOD meeting - 2025 | 100% |
| 9 | 09/NQ-HĐQT | 14/5/2025 | On providing opinions on the decision regarding the content requested by the Capital Representative at Air Logistics Joint Stock Company | 100% |
| 10 | 10/NQ-HĐQT | 26/5/2025 | On approving the contents of the 6th BOD meeting - 2025 | 100% |
| 11 | 11.1/NQ-BOD | 16/06/2025 | Issuance of opinions and decisions on matters submitted by the capital representative at Khang Viet Ha Joint Stock Company | 100% |
| 12 | 11/NQ-HĐQT | 17/6/2025 | Regarding: providing opinions on decisions regarding the contents requested by Capital Representatives at ASG and USC | 100% |
| 13 | 12/NQ-HĐQT | 18/8/2025 | Approval of matters discussed at the 7th Board of Directors' Meeting in 2025 | 100% |
| 14 | 13/NQ-HĐQT | 08/9/2025 | Supplementation of the contractor selection plan for the package “Construction Quality Inspection” – My Dinh ICD Project in Hoai Duc Commune | 100% |

| No | Resolution/ Decision Number | Date | Content | Approval Rate |
|----------|--------------------------------------|------------|---|------------------|
| 15 | 14/NQ-HĐQT | 20/10/2025 | Approval of adjustments and supplements to certain contents of the My Dinh ICD Inland Container Depot Project in Hoai Duc Commune | 100% |
| 16 | 15/NQ-HĐQT | 06/11/2025 | Approval of matters discussed at the 8th Board of Directors' Meeting in 2025 | 100% |
| 17 | 16/NQ-HĐQT | 24/11/2025 | Issuance of opinions and decisions on matters submitted by the capital representative at ICC | 100% |
| 18 | 17/NQ-HĐQT | 05/12/2025 | Issuance of opinions and decisions on matters submitted by the capital representative at CGD | 100% |
| 19 | 18/NQ-HĐQT | 18/12/2025 | Issuance of opinions and decisions on matters submitted by the capital representative at USC | 100% |
| B | Board of Directors' Decision: | | | |
| 1 | 01/QĐ-HĐQT | 06/01/2025 | On the basic salary adjustment for the General Director | 100% |
| 2 | 02/QĐ-HĐQT | 24/01/2025 | On approving related party transactions in 2025 | 100% |
| 3 | 03/QĐ-HĐQT | 05/02/2025 | On assigning tasks and business production plan targets for 2025 to Capital Representatives at subsidiaries | 100% |
| 4 | 04/QĐ-HĐQT | 05/02/2025 | On temporarily assigning business production and investment plan targets for 2025 | 100% |
| 5 | 05/QĐ-HĐQT | 07/5/2025 | Establishing the Organizing Committee for the 2025 Annual General Meeting of Shareholders | 100% |
| 6 | 06/QĐ-HĐQT | 07/5/2025 | Establishing the Shareholder Qualification Verification Committee for the 2025 Annual General Meeting of Shareholders | 100% |
| 7 | 07/QĐ-HĐQT | 07/7/2025 | Capital contribution for the establishment of Curate IT Enterprise | 100% |
| 8 | 08/QĐ-HĐQT | 10/7/2025 | Assignment of business operation and investment targets for 2025 | 100% |
| 9 | 09/QĐ-HĐQT | 19/8/2025 | Approval of adjustments to the contractor selection plan for certain construction packages – My Dinh ICD Inland Container Depot Project in Hoai Duc Commune | 100% |
| 10 | 10/QĐ-HĐQT | 19/8/2025 | Issuance of the Financial Management Regulations (1st amended version) | 100% |
| 11 | 11/QĐ-HĐQT | 19/8/2025 | Assignment of responsibilities and delegation of authority between the Chairman of the Board of Directors and the Executive Management in company operations | 100% |
| 12 | 12/QĐ-HĐQT | 08/9/2025 | Approval of additional contractor selection plan for the package “Construction Quality Inspection” – My Dinh ICD Inland Container Depot Project in Hoai Duc Commune | 100% |

| No | Resolution/ Decision Number | Date | Content | Approval Rate |
|----|-----------------------------------|------------|---|------------------|
| 13 | 13/QĐ-HĐQT | 20/10/2025 | Approval of adjustments and supplements to certain contents of the My Dinh ICD Inland Container Depot Project in Hoai Duc Commune | 100% |
| 14 | 14/QĐ-HĐQT | 06/11/2025 | Change of capital representative at USC | 100% |
| 15 | 15/QĐ-HĐQT | 06/11/2025 | Change of capital representative at ICC | 100% |

III. Supervisory Board (2025 Report):

1. Information about the members of the Supervisory Board

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

2. Meetings of the Supervisory Board

| No | Members of the Supervisory Board | Number of Meetings Attended | Attendance Rate | Reason for Absence | Number of Meetings Attended |
|----|-------------------------------------|-----------------------------------|--------------------|--------------------------|-----------------------------------|
| 1 | Ms Ngo Thi Hoang Yen | 03/03 | 100% | 100% | |
| 2 | Ms Nguyen Minh Hao | 03/03 | 100% | 100% | |
| 3 | Mr Nguyen Trung Dung | 03/03 | 100% | 100% | |

3. Supervisory activities of the Supervisory Board:

In 2025, the Supervisory Board convened three (03) formal meetings to implement its supervisory duties.

- At the first meeting, the Supervisory Board conducted supervision and assessment of the implementation of the resolutions of the General Meeting of Shareholders, serving as the basis for reporting to the 2025 Annual General Meeting of Shareholders;
- At the second meeting, the Supervisory Board reviewed and selected the auditor for the 2025 Financial Statements from the list of audit firms approved by the Annual General Meeting of Shareholders.

- At the third meeting, the Supervisory Board carried out a focused review of the accounting data for the first six months of 2025

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

The Supervisory Board fully participated in meetings of the Board of Directors and regular coordination meetings with units across the system. All minutes, resolutions and decisions of the Board of Directors were provided to the Supervisory Board in a complete and timely manner. Requests from the Supervisory Board for information relating to management and business operations were fully satisfied. The Supervisory Board performed its duties strictly in accordance with its functions, responsibilities and authority as stipulated in the Company Charter, the Law on Enterprises and relevant legal regulations. The Board of Directors and the General Director consistently maintained close coordination with the Supervisory Board, while functional departments actively cooperated and facilitated the Supervisory Board in effectively fulfilling its responsibilities.

5. Other Activities of the Supervisory Board

- Coordinated with the Company's internal control unit to conduct reviews, inspections and assessments of the operating performance of subsidiary companies within the system, including risk management and early warning to capital representatives at such entities;
- Reviewed accounting activities as well as the Company's management and operational practices when deemed necessary;
- Conducted inspections and supervision upon request of the Group of State Capital Management Representatives regarding the preservation and development of State capital at INTERSERCO.

IV. The Board of General Directors

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

V. Training on Corporate Governance

Corporate governance training programs attended by members of the Board of Directors, members of the Supervisory Board, the General Director (Executive Director), other management personnel and the Company Secretary were conducted in accordance with corporate governance regulations.

In order to effectively implement the 2025 business operation plan of International Logistics Services Investment, Trading and Services Joint Stock Company (ILS) in compliance with current legal regulations, in 2025 the Company's management focused on introducing and disseminating AI-based tools to support work activities for employees. At the same time, the Company updated, disseminated and provided internal guidance to officers and employees on new and significant amendments to laws and policies in 2025, including:

- Key new amendments and supplements to the 2025 Law on Enterprises compared to the 2020 Law on Enterprises.
- Key amendments and supplements to certain provisions of the Law on Bidding, investment-related laws, tax laws, the Customs Law, and regulations on the management and use of public assets;
- Key new provisions of the Law on Value Added Tax No. 48/2024/QH15 dated 26 November 2024;
- Changes in administrative boundaries of communes/wards and districts/provinces effective from 1 July 2025.

VI. List of related parties of the public company and transactions between the related parties and the company:
1. List of the company's related parties:

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|------------------|--|--|---|---|---|--|--------|-------------------------------------|
| 1 | Phung Tien Toan | | Chairman of the Board | ID No. 001055005133, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | No. 164B Tran Vu Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Internal Person |
| | Phan Thi Vinh | | | ID No. 001174009432, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | No. 164B Tran Vu Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Wife of the company's manager |
| | Phung Nhat Minh | | | ID No. 001189021616, issued on 06 Jun 2023 by the Department of Administrative Management of Social Order | No. 17, Alley 62 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the company's manager |
| | Pham Minh Tuan | | | ID No. 031089008430, issued on 17 Dec 2021 by the Department of Administrative Management of Social Order | 1/2/42 D3 Street, Block 58, Thanh My Tay Ward, Ho Chi Minh City | 30/6/2022 | | | Son-in-law of the company's manager |
| | Phung Tien Thanh | | | ID No. 001204013290, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | No. 164B Tran Vu Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the company's manager |
| | Phung Tien Dat | | | ID No. 001207006836, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | No. 164B Tran Vu Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the company's manager |
| | Phung Tien Cuong | | | ID No. 001051006690, issued on 11 Apr 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Brother of the company's manager |
| | Phung Tien Thang | | | ID No. 001052003468, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | No. 39, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Brother of the company's manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---------------------|--|--|---|---|---|--|--------|--|
| | Phung Thi Minh Hoan | | | ID No. 001154008816, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26A21, Nghia Do Ward, Hanoi | 30/6/2022 | | | Sister of the company's manager |
| | Phung Tien Vinh | | | ID No. 001154008816, issued on 02 Apr 2021 by the Department of Administrative Management of Social Order | No. 22 Nguyen Truong To Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Younger brother of the company's manager |
| | Phung Tien Hiep | | | ID No. 001069020480, issued on 15 Oct 2022 by the Department of Administrative Management of Social Order | No. 7, Alley 18 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Younger brother of the company's manager |
| | Nguyen Thi Thuy | | | ID No. 027154001349, issued on 24 Apr 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Sister-in-law of the company's manager |
| | Nguyen Thi Ngoc Dau | | | ID No. 010160240, issued on 16 Nov 2010 by Hanoi Police | No. 12, Lane 23, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Sister-in-law of the company's manager |
| | Nguyen Khac Hieu | | | ID No. 001053007088, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26A21, Nghia Do Ward, Hanoi | 30/6/2022 | | | Brother-in-law of the company's manager |
| | Vu Bich Ngoc | | | ID No. 001164008819, issued on 17 Nov 2016 by the National Population Database Authority | No. 62 Lo Su Street, Hoan Kiem Ward, Hanoi | 30/6/2022 | | | Younger sister-in-law of the company's manager |
| | Tran Bich Phuong | | | ID No. 011510580, issued on 08 Dec 2010 by Hanoi Police | No. 1, Alley 62 Truc Lac, Pho Duc Chinh Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Younger sister-in-law of the company's manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--|--|--|---|---|---|--|--------|---|
| | Phan Huy Dinh | | | ID No. 010415758, issued on 01 Jun 2005 by Hanoi Police | No. 25, Lane 85, Chua Lien Alley, Bach Mai Ward, Hanoi | 30/6/2022 | | | Father-in-law of the company's manager |
| | Le Thi Vinh | | | ID No. 010415759, issued on 01 Jun 2005 by Hanoi Police | No. 25, Lane 85, Chua Lien Alley, Bach Mai Ward, Hanoi | 30/6/2022 | | | Mother-in-law of the company's manager |
| | International Manpower Supply and Trade Joint Stock company (ILSM) | | | Business Registration Certificate No. 0105619421 issued by Hanoi DPI on 08 Nov 2011 | No. 358 Lang Street, Dong Da District, Hanoi, Vietnam | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| | ALS Cargo Terminal Joint Stock Company (ALSC) | | | Business Registration Certificate No. 0106232917 issued by Hanoi DPI on 17 Jul 2013 | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Hanoi | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| | Aviation Logistics Corporation (ALS) | | | Business Registration Certificate No. 0102355611 issued by Hanoi DPI on 29 Aug 2007 | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Hanoi | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| | Hanoi International Manpower Supply Vocational School (ILSE) | | | Establishment Decision No. 1141/QD-UBND dated 03 Jul 2007 | Van Canh Commune, Hoai Duc District, Hanoi | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|-----------------------------------|--|--|---|---|---|--|--------|---|
| | Hong Van Port Joint Stock Company | | | Business Registration Certificate No. 0108433520 issued by Hanoi DPI on 14 Sep 2018 | Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| 2 | Vu Hoang Thao | | General Director | ID No. 030068006865, issued on 01 May 2021 by the Department of Administrative Management of Social Order | No. 29, Alley 18 Vu Thanh Street, O Cho Dua Ward, Dong Da District, Hanoi | 1/12/2021 | | | Internal Person |
| | Mac Thi Thanh Hai | | | ID No. 001171021568, issued on 10 May 2021 by the Department of Administrative Management of Social Order | No. 29, Alley 18 Vu Thanh Street, O Cho Dua Ward, Hanoi | 1/12/2021 | | | Wife of the company's manager |
| | Vu Hoang Giang | | | ID No. 013321832, issued on 02 Mar 2012 by Hanoi Police | No. 29, Alley 18 Vu Thanh Street, O Cho Dua Ward, Hanoi | 1/12/2021 | | | Child of the company's manager |
| | Vu Hoang Anh | | | ID No. 001201003916, issued on 27 Dec 2024 by the Ministry of Public Security | No. 29, Alley 18 Vu Thanh Street, O Cho Dua Ward, Hanoi | 1/12/2021 | | | Child of the company's manager |
| | Vu Huy Thiem | | | ID No. 030038000532, issued on 13 Feb 2020 by the Department of Administrative Management of Social Order | Cam Dong Hamlet, Lai Khe Commune, Hai Phong City | 1/12/2021 | | | Father of the company's manager |
| | Nguyen Thi Tam | | | ID No. 030140000857, issued on 13 Feb 2020 by the Department of Administrative Management of Social Order | Cam Dong Hamlet, Lai Khe Commune, Hai Phong City | 1/12/2021 | | | Mother of the company's manager |
| | Vu Thi Phin | | | ID No. 030163001240, issued on 19 Sep 2023 by the Department of Administrative Management of Social Order | No. 914 Tran Nhan Tong Street, Kien An Ward, Hai Phong City | 1/12/2021 | | | Sister of the company's manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---|--|--|---|---|---|--|--------|--|
| | Pham Ngoc Luyen | | | ID No. 033063002623, issued on 24 Oct 2023 by the Department of Administrative Management of Social Order | No. 914 Tran Nhan Tong Street, Kien An Ward, Hai Phong City | 1/12/2021 | | | Brother-in-law of the company's manager |
| | Vu Thi Tuyn | | | ID No. 030165003948, issued on 02 Apr 2025 by the National Population Database Authority | Alley 60, Lane 4 Chi Lang Street, Thanh Dong Ward, Hai Phong City | 1/12/2021 | | | Sister of the company's manager |
| | Nghiem Viet Tan | | | ID No. 030063007151, issued on 06 Jan 2025 by the Ministry of Public Security | Alley 60, Lane 4 Chi Lang Street, Thanh Dong Ward, Hai Phong City | 1/12/2021 | | | Brother-in-law of the company's manager |
| | Vu Van Thang | | | ID No. 030077024927, issued on 01 Dec 2021 by the Department of Administrative Management of Social Order | Apartment 2209, Building N01-T5, Diplomatic Corps Area, Xuan Dinh Ward, Hanoi | 1/12/2021 | | | Younger brother of the company's manager |
| | Pham Thi Minh Thanh | | | ID No. 008177008408, issued on 01 Dec 2021 by the Department of Administrative Management of Social Order | Apartment 2209, Building N01-T5, Diplomatic Corps Area, Xuan Dinh Ward, Hanoi | 1/12/2021 | | | Younger sister-in-law of the company's manager |
| | Mac Nhu Hoang | | | ID No. 026031000058, issued on 25 Apr 2021 by the Department of Administrative Management of Social Order | Residential Group No. 7, Hung Vuong Ward, Vinh Phuc Province | 1/12/2021 | | | Father-in-law of the company's manager |
| | Vu Thi Nap | | | ID No. 026136000211, issued on 24 Apr 2021 by the Department of Administrative Management of Social Order | Residential Group No. 7, Hung Vuong Ward, Vinh Phuc Province | 1/12/2021 | | | Mother-in-law of the company's manager |
| | Son Tay Port Joint Stock Company (ILSW) | | | Business Registration No. 0500238339 issued by Hanoi DPI on 15 Oct 1992 | No. 302, Son Tay Ward, Hanoi City | 1/12/2021 | | | Company where an Internal Person Holds a |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|----------------------|--|--|---|--|---|--|--------|--|
| | | | | | | | | | Management Position. |
| 3 | Nguyen Van Thinh | | Member of the Board of Directors | ID No. 036070018601, issued on 18 Sep 2022 by the Department of Administrative Management of Social Order | 5/45/14 No Trang Long Street, Residential Group 6, Quarter 1, Ward 07, Binh Thanh District, Ho Chi Minh City | 30/6/2022 | | | Internal Person |
| | Nguyen Thi Thanh Lan | | | ID No. 001172045450, issued on 17 Apr 2023 by the Department of Administrative Management of Social Order | No. 109, D4 Giang Vo Street, Giang Vo Ward, Ba Dinh District, Hanoi | 30/6/2022 | | | Wife of the company's manager |
| | Tran Thi Thai | | | ID No. 019138000016, issued on 07 Mar 2023 by the Department of Administrative Management of Social Order | No. 109, D4 Giang Vo Street, Giang Vo Ward, Ba Dinh District, Hanoi | 30/6/2022 | | | Mother-in-law of the company's manager |
| | Nguyen Van Truong | | | ID No. 036063026024, issued on 21 Oct 2022 by the Department of Administrative Management of Social Order | B2, 12th Floor, Copac Building, No. 12 Tong Dan Street, Ward 13, District 4, Ho Chi Minh City | 30/6/2022 | | | Brother of the company's manager |
| | Tran Thi Ngoc Ly | | | ID No. 034171005931, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | B2, 12th Floor, Copac Building, No. 12 Tong Dan Street, Ward 13, District 4, Ho Chi Minh City | 30/6/2022 | | | Sister-in-law of the company's manager |
| | Nguyen Van Cuong | | | ID No. 025619146, issued on 26 Mar 2012 by Ho Chi Minh City Police | 27K Tran Nhat Duat Street, Tan Dinh Ward, District 1, Ho Chi Minh City | 30/6/2022 | | | Brother of the company's manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter national person | Date of ceasing to be an affiliated person/inter national person | Reason | Relationship with the company |
|----|---|--|--|---|---|---|--|--------|---|
| | Tran Thi Le Hoa | | | ID No. 022641720, issued on 08 Jun 2010 by Ho Chi Minh City Police | 27K Tran Nhat Duat Street, Tan Dinh Ward, District 1, Ho Chi Minh City | 30/6/2022 | | | Sister-in-law of the company's manager |
| | Nguyen Duy Hung | | | ID No. 019061006865, issued on 10 May 2021 by the Department of Administrative Management of Social Order | 90/14 Tran Ba Giao Street, Ward 5, Go Vap District, Ho Chi Minh City | 30/6/2022 | | | Brother-in-law of the company's manager |
| | Nguyen Thi Thanh Van | | | ID No. 036166019010, issued on 10 May 2021 by the Department of Administrative Management of Social Order | 90/14 Tran Ba Giao Street, Ward 5, Go Vap District, Ho Chi Minh City | 30/6/2022 | | | Sister of the company's manager |
| | Nguyen Thi Hoa | | | ID No. 035168003130, issued on 25 Apr 2021 by the Department of Administrative Management of Social Order | 93/11B No Trang Long Street, Ward 11, Binh Thanh District, Ho Chi Minh City | 30/6/2022 | | | Sister of the company's manager |
| | ALS Infrastructure Investment Company Limited | | | Business Registration Certificate No. 0108318461 issued by Hanoi DPI on 11 Jun 2018 | 3rd Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi | | | | Company where an Internal Person Holds a Management Position. |
| 4 | Nguyen Thai Hoa | | Member of the Board of Directors | ID No. 022076000057, issued on 14 Nov 2021 by the Department of Administrative Management of Social Order | Room 1607, Building 17T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Internal Person |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|------------------|--|--|---|---|---|--|--------|--|
| | Nguyen Trong Chi | | | ID No. 036043000966, issued on 28 Jun 2021 by the Department of Administrative Management of Social Order | Room 1607, Building 17T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Father of the company's manager |
| | Bui Thi Minh Tan | | | ID No. 036147008284, issued on 10 May 2021 by the Department of Administrative Management of Social Order | Room 1607, Building 17T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Mother of the company's manager |
| | Chu Lan Phuong | | | ID No. 040180029860, issued on 12 Dec 2023 by Hanoi Police | Room 1607, Building 17T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Wife of the company's manager |
| | Nguyen Thai Dan | | | ID No. 001210198122, issued on 12 Dec 2023 by Hanoi Police | Room 1607, Building 17T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Child of the company's manager |
| | Chu Manh Hung | | | ID No. 004010174754, issued on 07 Jul 2022 by Nghe An Provincial Police | No. 26 Dang Thai Than Street, Cua Nam Ward, Vinh City, Nghe An Province | 30/6/2022 | | | Father-in-law of the company's manager |
| | Dau Thi Huong | | | ID No. 004010174974, issued on 07 Jul 2022 by Nghe An Provincial Police | No. 26 Dang Thai Than Street, Cua Nam Ward, Vinh | 30/6/2022 | | | Mother-in-law of the company's manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--|--|--|---|---|---|--|--------|---|
| | | | | | City, Nghe An Province | | | | |
| | Chu Tien Dung | | | Born in 1977 | No. 1/9, Park City Urban Area, Le Trong Tan Street, Ha Dong District, Hanoi | 30/6/2022 | | | Brother-in-law of the company's manager |
| | Nguyen Thi Hang | | | Born in 1977 | No. 1/9, Park City Urban Area, Le Trong Tan Street, Ha Dong District, Hanoi | 30/6/2022 | | | Sister-in-law of the company's manager |
| | Vinafco Joint Stock Company | | | Business Registration No. 0100108504 issued by Hanoi DPI on 12 Feb 2001 | Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi | 30/6/2022 | | | Related Person |
| | ASG Logistics Joint Stock Company | | | Business Registration No. 4601126886 issued by Thai Nguyen DPI on 18 Apr 2013 | Lot No. 5, Yen Binh Industrial Park, Dong Tien Ward, Pho Yen City, Thai Nguyen Province | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| | Tay Ninh International Logistics Joint Stock Company | | | Business Registration No. 3901309342 issued by Tay Ninh DPI on 04 Jan 2021 | Bung Binh Hamlet, Hung Thuan Commune, Trang Bang Town, Tay Ninh Province | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |
| | Vinafco Shipping Joint Stock Company | | | Business Registration No. 0105275178 issued by Hanoi DPI on 16 Jan 2006 | Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi | 30/6/2022 | | | Company where an Internal Person Holds a Management Position. |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|-------------------|--|--|---|--|---|--|--------|---------------------------------------|
| 5 | Phung Thuy Hoa | | Member of the Board of Directors/Deputy General Director | ID No. 001181022570, issued on 20 Jul 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Internal Person |
| | Tran Nhat Nam | | | ID No. 042078000359, issued on 15 May 2018 by the National Population Database Authority | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Husband of the manager |
| | Phung Tien Cuong | | | ID No. 001051006690, issued on 11 Apr 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Father of the manager |
| | Nguyen Thi Thuy | | | ID No. 027154001349, issued on 24 Apr 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Mother of the manager |
| | Tran Khanh Chi | | | ID No. 001307034514, issued on 12 Apr 2022 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the manager |
| | Tran Anh Thu | | | ID No. 001308013418, issued on 10 Nov 2022 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the manager |
| | Tran Nguyen Phong | | | ID No. 001221015119, issued on 01 Apr 2025 by the Ministry of Public Security | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Child of the manager |
| | Phung Thuy Loan | | | ID No. 001182018015, issued on 15 Apr 2021 by the National Population Database Authority | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 30/6/2022 | | | Younger Sister of the manager |
| | Nguyen Van Tung | | | ID No. 001083044839, issued on 23 Apr 2021 by the Department of | 86 Tran Quoc Toan Street, Hoan Kiem District, Hanoi | 30/6/2022 | | | Younger Brother-in-law of the manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal | Date of ceasing to be an affiliated person/inter personal | Reason | Relationship with the company |
|----|--|--|--|---|--|--|---|--------|---|
| | | | | Administrative Management of Social Order | | | | | |
| | Tran Hau Thin | | | ID No. 042050008690, issued on 10 May 2021 by the Department of Administrative Management of Social Order | No. 03, Lane 4/5, Hai Thuong Lan Ong Street, Thanh Sen Ward, Ha Tinh City | 30/6/2022 | | | Father-in-law of the manager |
| | Dang Thi Hien | | | ID No. 042151000470, issued on 11 Apr 2021 by the Department of Administrative Management of Social Order | No. 03, Lane 4/5, Hai Thuong Lan Ong Street, Thanh Sen Ward, Ha Tinh City | 30/6/2022 | | | Mother-in-law of the manager |
| | Interserco Vietnam International Trade Joint Stock Company | | | Business Registration No. 0104899254 (8th amendment dated 15 Apr 2022) | Interserco Commercial Center Building, No. 17 Pham Hung Street, Cau Giay Ward, Hanoi | 30/6/2022 | | | Company where an Internal Person holds a management position. |
| | Aviation Logistics Corporation (ALS) | | | Business Registration No. 0102355611 (25th amendment dated 28 Dec 2023) | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Hanoi, Vietnam | 30/6/2022 | | | Company related to an internal person |
| | ASG Corporation Joint Stock Company | | | Business Registration No. 0104960269 (24th amendment dated 21 Mar 2024) | Logistics Service Area, Noi Bai International Airport, Hanoi, Vietnam | 30/6/2022 | | | Company related to an internal person |
| | Hanoi International Manpower Supply Vocational School (ILSE) | | | Establishment Decision No. 1141/QD-UBND dated 03 Jul 2007 | Van Canh Commune, Hoai Duc District, Hanoi | 30/6/2022 | | | Company related to an internal person |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---------------------|--|--|---|--|---|--|--------|-------------------------------|
| 6 | Trieu Van Bang | | Member of the Board of Directors/Deputy General Director | ID No. 025076000363, issued on 10 Aug 2022 by the Director General of the Department of Administrative Management of Social Order | Apartment 2006, Tower A1, An Binh City, Giao Luu Urban Area, Hoang 21 Residential Group, Co Nhue 1 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Internal Person |
| | Kieu Thi Cat | | | ID No. 025141002620, issued on 28 Jun 2021 by the Department of Administrative Management of Social Order | Viet Tri City, Phu Tho Province | 30/6/2022 | | | Mother of the manager |
| | Le Thi Thu Ha | | | ID No. 025176000460, issued on 22 Nov 2021 by the Department of Administrative Management of Social Order | Apartment 2006, Tower A1, An Binh City, Giao Luu Urban Area, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Wife of the manager |
| | Trieu Thanh Ngan | | | ID No. 025303006261, issued on 22 Mar 2023 by the Department of Administrative Management of Social Order | Apartment 2006, Tower A1, An Binh City, Giao Luu Urban Area, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Child of the manager |
| | Trieu Hong Phuc | | | ID No. 001208006837, issued on 20 Sep 2022 by the Department of Administrative Management of Social Order | Apartment 2006, Tower A1, An Binh City, Giao Luu Urban Area, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Child of the manager |
| | Trieu Thi Thuy Thuy | | | ID No. 025160000472, issued on 23 Mar 2021 by the Department of Administrative Management of Social Order | Residential Group 9, Duu Lau Area, Viet Tri Ward, Phu Tho Province | 30/6/2022 | | | Sister of the manager |
| | Ta Hai Quyen | | | ID No. 025057006497, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | Residential Group 9, Duu Lau Area, Viet Tri Ward, Phu Tho Province | 30/6/2022 | | | Brother-in-law of the manager |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---------------------------------------|--|--|---|---|---|--|--------|---|
| | Trieu Van Khoa | | | ID No. 025064015575, issued on 13 Jul 2024 by the Department of Administrative Management of Social Order | No. 1070 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province | 30/6/2022 | | | Brother of the manager |
| | Vu Thi Bich Tam | | | ID No. 025167001713, issued on 29 Apr 2021 by the Department of Administrative Management of Social Order | No. 1070 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province | 30/6/2022 | | | Sister-in-law of the manager |
| | Trieu Van Giap | | | ID No. 025069000164, issued on 25 Apr 2021 by the Department of Administrative Management of Social Order | Dong 5 Residential Group, Dong Ngac Ward, Hanoi | 30/6/2022 | | | Brother of the manager |
| | Dang Thi Kieu Cham | | | ID No. 025169000194, issued on 25 Apr 2021 by the Department of Administrative Management of Social Order | Dong 5 Residential Group, Dong Ngac Ward, Hanoi | 30/6/2022 | | | Sister-in-law of the manager |
| | Le Van Viet | | | ID No. 025052007583, issued on 12 Aug 2021 by the Department of Administrative Management of Social Order | No. 922 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province | 30/6/2022 | | | Father-in-law of the manager |
| | Do Thi Ki | | | ID No. 025152008959, issued on 10 Aug 2021 by the Department of Administrative Management of Social Order | No. 922 Hung Vuong Street, Thanh Mieu Ward, Phu Tho Province | 30/6/2022 | | | Mother-in-law of the company's manager |
| | Hong Van Port Joint Stock Company | | | Business Registration Certificate No. 0108433520 issued by Hanoi DPI on 14 Sep 2018 | Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi | | | | Company where an Internal Person Holds a Management Position. |
| | United Supply Chain Corporation (USC) | | | Business Registration Certificate No. 0108518541 issued by Hanoi DPI on 20 Nov 2018 | No. 17 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi, Vietnam | | | | Company where an Internal Person Holds a |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--|--|--|---|---|---|--|--------|---|
| | | | | | | | | | Management Position. |
| | Interserco Vietnam International Trade Joint Stock Company | | | Business Registration Certificate No. 0104899254 issued by Hanoi DPI on 08 Sep 2010 | No. 17 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi, Vietnam | | | | Company where an Internal Person Holds a Management Position. |
| | Su Pan 1 Hydropower Joint Stock Company | | | Business Registration Certificate No. 0102137236 issued by Hanoi DPI on 10 Jan 2007 | Land Lot No. 21, Lot No. 1, Resettlement Area, Alley 21 Ke Ve, Dong Ngac Ward, Bac Tu Liem District, Hanoi, Vietnam | | | | Company where an Internal Person Holds a Management Position. |
| 7 | Ngo Thi Hoang Yen | | Head of Supervisory Board | ID No. 001168013404, issued on 27 Dec 2021 by the Department of Administrative Management of Social Order | Apartment P308C3, Nam Dong Residential Area, Dong Da District, Hanoi | 30/6/2022 | | | Internal Person |
| | Dinh Tien Dung | | | ID No. 015062000052, issued on 08 May 2020 by the National Population Database Authority | Apartment 2405, Building A, No. 165 Thai Ha Street, Lang Ha Ward, Dong Da District, Hanoi | 30/6/2022 | | | Husband of the Head of the Supervisory Board |
| | Dinh Quoc Hoang | | | ID No. 001092015776, issued on 08 Aug 2017 by the National Population Database Authority | French Republic | 30/6/2022 | | | Son of the Head of the Supervisory Board |
| | Le Thanh Dieu Huong | | | ID No. 001193010417, issued on 08 Aug 2017 by the National Population Database Authority | French Republic | 30/6/2022 | | | Daughter-in-law of the Head of the Supervisory Board |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---------------------|--|--|---|---|---|--|--------|--|
| | Dinh Tien Phu | | | ID No. 001099001004, issued on 14 Mar 2014 by the National Population Database Authority | Apartment 2405, Building A, No. 165 Thai Ha Street, Lang Ha Ward, Dong Da District, Hanoi | 30/6/2022 | | | Son of the Head of the Supervisory Board |
| | Nguyen Minh Trang | | | ID No. 001197012300, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | Apartment 2405, Building A, No. 165 Thai Ha Street, Dong Da District, Hanoi | 11/01/2025 | | | Daughter-in-law of the Head of the Supervisory Board |
| | Ngo Manh Danh | | | Born in 1937 | No. 9, Alley 45 Nguyen Hong Street, Dong Da District, Hanoi | 30/6/2022 | | | Father of the Head of the Supervisory Board |
| | Do Thi Loi | | | Born in 1940 | No. 9, Alley 45 Nguyen Hong Street, Dong Da District, Hanoi | 30/6/2022 | | | Mother of the Head of the Supervisory Board |
| | Ngo Thi Thanh Huyen | | | ID No. 001159000179, issued on 04 Feb 2020 by the National Population Database Authority | Alley 164, Lane 35/7 Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District, Hanoi | 30/6/2022 | | | Sister of the Head of the Supervisory Board |
| | Nguyen Xuan Bach | | | ID No. 001061009680, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | Alley 164, Lane 35/7 Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District, Hanoi | 30/6/2022 | | | Brother-in-law of the Head of the Supervisory Board |
| | Ngo Thi Kim Loan | | | ID No. 001163003268, issued on 07 Aug 2023 by the Department of Administrative Management of Social Order | No. 180 Thanh Binh Street, Mo Lao Ward, Ha Dong District, Hanoi | 30/6/2022 | | | Sister of the Head of the Supervisory Board |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/interpersonal person | Date of ceasing to be an affiliated person/interpersonal person | Reason | Relationship with the company |
|----|-------------------|--|--|---|--|--|---|--------|---|
| | Nguyen Minh Tam | | | ID No. 001060003662, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | No. 01, Lane 18, Alley 164 Hong Mai Street, Quynh Loi Ward, Hai Ba Trung District, Hanoi | 30/6/2022 | | | Brother-in-law of the Head of the Supervisory Board |
| | Ngo Thi Hoang Anh | | | ID No. 001170020326, issued on 02 Jun 2020 by the National Population Database Authority | No. 80, Alley 62 Tran Quy Cap Street, Van Mieu Ward, Dong Da District, Hanoi | 30/6/2022 | | | Younger Sister of the Head of the Supervisory Board |
| | Hua Xuân Sinh | | | ID No. 033070004343, issued on 11 Nov 2020 by the National Population Database Authority | No. 80, Alley 62 Tran Quy Cap Street, Van Mieu Ward, Dong Da District, Hanoi | 30/6/2022 | | | Younger Brother-in-law of the Head of the Supervisory Board |
| | Ngo Manh Hung | | | ID No. 001074017891, issued on 16 Mar 2018 by the National Population Database Authority | No. 9, Alley 45 Nguyen Hong Street, Dong Da District, Hanoi | 30/6/2022 | | | Younger Brother of the Head of the Supervisory Board |
| | Le Thanh Van | | | ID No. 001177022031, issued on 06 Sep 2019 by the National Population Database Authority | No. 9, Alley 45 Nguyen Hong Street, Dong Da District, Hanoi | 30/6/2022 | | | Younger Sister-in-law of the Head of the Supervisory Board |
| | Ngo Thi Thanh Ha | | | ID No. 001176001952, issued on 07 Nov 2017 by the National Population Database Authority | Alley 4 Thanh Binh Street, Mo Lao Ward, Ha Dong District, Hanoi | 30/6/2022 | | | Younger Sister of the Head of the Supervisory Board |
| | Nguyen Khac Trung | | | ID No. 001072013113, issued on 26 May 2017 by the National Population Database Authority | Alley 4 Thanh Binh Street, Mo Lao Ward, Ha Dong District, Hanoi | 30/6/2022 | | | Younger Brother-in-law of the Head of the Supervisory Board |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--|--|--|---|--|---|--|--------|---|
| | International Manpower Supply and Trade Joint Stock company (ILSM) | | | Business Registration Certificate No. 0105619421 issued by Hanoi DPI on 08 Nov 2011 | No. 358 Lang Street, Thanh Quang Ward, Dong Da District, Hanoi, Vietnam | 22/4/2024 | | | Company where an Internal Person Holds a Management Position. |
| | Son Tay Port Joint Stock Company (ILSW) | | | Business Registration Certificate No. 0107730538 issued by Hanoi DPI on 21 Feb 2017 | Lot No. 1, Son Tay Port, Le Loi Street, Le Loi Ward, Son Tay Town, Hanoi | 1/11/2023 | | | Company where an Internal Person Holds a Management Position. |
| 8 | Nguyen Minh Hao | | Member of the Supervisory Board | ID No. 001183043661, issued on 23 Oct 2023 by the Department of Administrative Management of Social Order | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Internal Person |
| | Nguyen Khac Hieu | | | ID No. 001053007088, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26-A21, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Father of the Supervisory Board member |
| | Phung Thi Minh Hoan | | | ID No. 001154008816, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26-A21, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Mother of the Supervisory Board member |
| | Le Ngoc | | | ID No. 038083000133, issued on 23 Oct 2023 by the Department of Administrative Management of Social Order | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Husband of the Supervisory Board member |
| | Le Minh Chau | | | ID No. 001313049245, issued on 21 Aug 2024 by the Ministry of Public Security | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Daughter of the Supervisory Board member |
| | Le Minh Khoi | | | ID No. 001215074523, issued on 22 Aug 2024 by the Ministry of Public Security | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Son of the Supervisory Board member |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|----------------------|--|--|---|---|---|--|--------|---|
| | Nguyen Minh Huong | | | ID No. 001185005535, issued on 09 Jun 2015 by the National Population Database Authority | No. 26-A21, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Younger sister of the Supervisory Board member |
| | Nguyen Khac Hien | | | ID No. 001053007088, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26-A21, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Younger brother of the Supervisory Board member |
| | Le Van Son | | | ID No. 038057024977, issued on 11 Aug 2021 by the Department of Administrative Management of Social Order | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Father-in-law of the Supervisory Board member |
| | Tran Thi Thao | | | ID No. 038159000295, issued on 21 Apr 2021 by the Department of Administrative Management of Social Order | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 30/6/2022 | | | Mother-in-law of the Supervisory Board member |
| 9 | Nguyen Trung Dung | | Member of the Supervisory Board | ID No. 026074002570, issued on 04 Nov 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Internal Person |
| | Kieu Thi Thao | | | ID No. 026149000408, issued on 27 Sep 2024 by the Ministry of Public Security | Thong Nhat Residential Group, Thanh Lang Commune, Binh Xuyen District, Vinh Phuc Province | 30/6/2022 | | | Mother of the Supervisory Board member |
| | Vu Thi Thao Hien | | | ID No. 025177000592, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Wife of the Supervisory Board member |
| | Nguyen Vu Binh Duong | | | ID No. 026201003222, issued on 04 Nov 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Child of the Supervisory Board member |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--------------------|--|--|---|--|---|--|--------|--|
| | Nguyen Quang Sang | | | ID No. 026207011819, issued on 23 Nov 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Child of the Supervisory Board member |
| | Nguyen Thi Nga | | | ID No. 026180001576, issued on 01 Sep 2021 by the Department of Administrative Management of Social Order | Xuan Mai Residential Group, Lien Bao Ward, Vinh Yen City, Vinh Phuc Province | 30/6/2022 | | | Younger sister of the Supervisory Board member |
| | Nguyen Duc Anh | | | ID No. 026082012204, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Younger brother-in-law of the Supervisory Board member |
| | Doan Thi Hong Gam | | | ID No. 027184000216, issued on 24 Jun 2021 by the Department of Administrative Management of Social Order | Dong 2 Residential Group, Co Nhue 2 Ward, Bac Tu Liem District, Hanoi | 30/6/2022 | | | Younger sister-in-law of the Supervisory Board member |
| | Vu Tien Nhan | | | ID No. 026051000654, issued on 13 Apr 2021 by the Department of Administrative Management of Social Order | Tan Dan Commune, Viet Tri City, Phu Tho Province | 30/6/2022 | | | Father-in-law of the Supervisory Board member |
| | Doan Thi Diep Thuc | | | ID No. 025153000541, issued on 13 Apr 2021 by the Department of Administrative Management of Social Order | Tan Dan Commune, Viet Tri City, Phu Tho Province | 30/6/2022 | | | Mother-in-law of the Supervisory Board member |
| 10 | Pham Xuan Phuong | | Chief Accountant cum Head of Finance & Accounting Department | ID No. 034070009241, issued on 28 Feb 2025 by the Ministry of Public Security | N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi | 2/10/2023 | | | Internal Person |
| | Le Thi Tuyet | | | Born in 1934 | Le Loi Commune, Kien Xung District, Thai Binh Province | 2/10/2023 | | | Mother of the Chief Accountant |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|-------------------|--|--|--|--|---|--|--------|---------------------------------------|
| | Nguyen Thi Thu Ha | | | ID No. 001181032543, issued on 16 Apr 2021 by the Department of Administrative Management of Social Order | N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi | 2/10/2023 | | | Wife of the Chief Accountant |
| | Pham Tam Uyen | | | ID No. 001309107069, issued on 28 Dec 2023 by the Department of Administrative Management of Social Order | N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi | 2/10/2023 | | | Child of the Chief Accountant |
| | Phạm Bao Khanh | | | ID No. 001312123736, issued on 20 Jun 2025 by the Ministry of Public Security | N2 Collective Housing of Military Technical Institute, Nghia Do, Cau Giay, Hanoi | 2/10/2023 | | | Child of the Chief Accountant |
| | Pham Ngoc Quynh | | | ID No. 034058004398, issued on 01 May 2021 by the Department of Administrative Management of Social Order | No. 21 Alley 69A/72 Hoang Van Thai – Hanoi | 2/10/2023 | | | Brother of the Chief Accountant |
| | Pham Quang Thuan | | | ID No. 034059005923, issued on 07 Jan 2022 by the Department of Administrative Management of Social Order | Group 10, Yen Hoa Ward, Cau Giay District, Hanoi | 2/10/2023 | | | Brother of the Chief Accountant |
| | Dang Thi Luyen | | | ID No. 034164002716, issued on 01 May 2021 by the Department of Administrative Management of Social Order | No. 21 Alley 69A/72 Hoang Van Thai – Hanoi | 2/10/2023 | | | Sister-in-law of the Chief Accountant |
| | Luong Thi Phan | | | ID No. 0611640003152, issued on 07 Jan 2022 by the Department of Administrative Management of Social Order | Group 10, Yen Hoa Ward, Cau Giay District, Hanoi | 2/10/2023 | | | Sister-in-law of the Chief Accountant |
| | Pham Thi Hoan | | | ID No. 034163009709, issued on 25 Jun 2023 by the Department of Administrative Management of Social Order | Le Loi Commune, Kien Xuong District, Thai Binh Province | 2/10/2023 | | | Sister of the Chief Accountant |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|--|--|--|---|--|---|--|--------|---|
| | Nguyen Huu Tinh | | | ID No. 034059005327, issued on 19 Dec 2021 by the Department of Administrative Management of Social Order | Le Loi Commune, Kien Xuong District, Thai Binh Province | 2/10/2023 | | | Brother-in-law of the Chief Accountant |
| | Nguyen Ngoc Quang | | | ID No. 001058011767, issued on 16 Apr 2021 by the Department of Administrative Management of Social Order | No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi | 2/10/2023 | | | Father-in-law of the Chief Accountant |
| | Pham Thi Minh | | | ID No. 001156009042, issued on 16 Apr 2021 by the Department of Administrative Management of Social Order | No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi | 2/10/2023 | | | Mother-in-law of the Chief Accountant |
| | Interserco My Dinh Joint Stock Company | | | Business Registration No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No 17 Pham Hung road, My Dinh 2 ward, Nam Tu Liem district, Hanoi. | 23/04/2024 | | | Company where an Internal Person Holds a Management Position. |
| | Hong Van Port Joint Stock Company | | | Business Registration Certificate No. 0108433520 issued by Hanoi DPI on 14 Sep 2018 | Xam Xuyen Village, Hong Van Commune, Thuong Tin District, Hanoi | 23/04/2024 | | | Company related to an internal person |
| 11 | Do Thi Huong | | Person in charge of Corporate Governance | ID No. 027179000725, issued on 25 Jul 2021 by the Department of Administrative Management of Social Order | 812-CT1, Tay Mo Industrial-Urban Area, Tay Mo Ward, Hanoi | 1/6/2023 | | | Insider |
| | Nguyen Mai Phuong | | | ID No. 027305000205, issued on 20 Jul 2021 by the Department of Administrative Management of Social Order | 812-CT1, Tay Mo Industrial-Urban Area, Tay Mo Ward, Hanoi | 1/6/2023 | | | Biological child of the person in charge of CG |
| | Nguyễn Phương Anh | | | ID No. 027310012402, issued on 24 Jul 2024 by the Ministry of Public Security | 812-CT1, Tay Mo Industrial-Urban Area, Tay Mo Ward, Hanoi | 1/6/2023 | | | Biological child of the person in charge of CG |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|-------------------|--|--|---|--|---|--|--------|---|
| | Do Van Phuc | | | ID No. 027056007980, issued on 07 Dec 2022 by the Department of Administrative Management of Social Order | Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province | 1/6/2023 | | | Elder brother of the person in charge of CG |
| | Vu Thi Diep | | | ID No. 027163009660, issued on 13 Sep 2024 by the Ministry of Public Security | Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province | 1/6/2023 | | | Sister-in-law of the person in charge of CG |
| | Do Thi Bich | | | ID No. 027161004396, issued on 08 Nov 2022 by the Department of Administrative Management of Social Order | Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province | 1/6/2023 | | | Elder sister of the person in charge of CG |
| 12 | Dao Thi Lan Huong | | | ID No. 001178024437, issued on 01 Mar 2021 by the Department of Administrative Management of Social Order | Apartment 509, CT3 Building, Hanoi Capital Command Housing Area, Yen Nghia Ward, Ha Dong District, Hanoi | | | | Manager of the subsidiary |
| 13 | Vu Thanh Hai | | | ID No. 001062000296, issued on 24 Jun 2021 by the Department of Administrative Management of Social Order | No. 01 Yen Bai II Street, Pho Hue Ward, Hai Ba Trung District, Hanoi | | | | Manager of the subsidiary |
| 14 | Nguyen Xuan Hien | | | ID No. 001071024190, issued on 24 Apr 2021 by the Department of Administrative Management of Social Order | No. 753 De La Thanh Street, Thanh Cong Ward, Ba Dinh District, Hanoi | | | | Manager of the subsidiary |
| 15 | Phung Thuy Loan | | | ID No. 001182018015, issued on 15 Apr 2021 by the National Population Database Authority | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh District, Hanoi | | | | Manager of the subsidiary |
| 16 | Dao Thi Hanh | | | ID No. 033179000045, issued on 24 Jun 2021 by the Department of Administrative Management of Social Order | Kim Giang Area, Residential Group 32, Dai Kim Ward, Hoang Mai District, Hanoi | | | | Manager of the subsidiary |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter personal person | Date of ceasing to be an affiliated person/inter personal person | Reason | Relationship with the company |
|----|---|--|--|---|---|---|--|--------|-------------------------------|
| 17 | Mai Duy Chung | | | ID No. 031076002993, issued on 13 Sep 2022 by the National Population Database Authority | No. 9/133 Chua Hang Street, Ho Nam Ward, Le Chan District, Hai Phong City | | | | Manager of the subsidiary |
| 18 | Tang Minh Ngoc | | | ID No. 001061012041, issued on 29 Apr 2021 by the National Population Database Authority | Phu Xa Hamlet, Vien Son Commune, Son Tay Town, Hanoi | | | | Manager of the subsidiary |
| 19 | Truong Quang Luong | | | ID No. 001056026267, issued on 17 Aug 2021 by the Department of Administrative Management of Social Order | Hamlet 400, Thanh My Commune, Son Tay Town, Hanoi | | | | Manager of the subsidiary |
| 20 | Duong Hoai Nam | | | ID No. 001079032332, issued on 25 Apr 2021 by the Department of Administrative Management of Social Order | Cuu Luc Hamlet, Xuan Dinh Commune, Phuc Tho District, Hanoi | | | | Manager of the subsidiary |
| 21 | Bui Le Trung | | | ID No. 031077000068, issued on 10 Jul 2021 by the Department of Administrative Management of Social Order | Apartment PA2603, No. 88 Lang Ha Street, Dong Da District, Hanoi | | | | Manager of the subsidiary |
| 22 | Son Tay Port Joint Stock Company | | | Business Registration No. 0500238339 issued by Hanoi DPI on 15 Oct 1992 | No. 302, Le Loi Ward, Son Tay Town, Hanoi | | | | Subsidiary |
| 23 | Interserco My Dinh Joint Stock Company | | | Business Registration No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi | | | | Subsidiary |
| 24 | International Manpower Supply and Trade Joint Stock company | | | Business Registration No. 0105619421 issued by Hanoi DPI on 08 Nov 2011 | No. 358 Lang Street, Thinh Quang Ward, Dong Da District, Hanoi | | | | Subsidiary |

| No | Name | Securities trading accounts (if available) | Position at the company (if available) | NSH* No, Date and Place of issue | Address/ Head office address | Date of becoming an affiliated person/inter national person | Date of ceasing to be an affiliated person/inter national person | Reason | Relationship with the company |
|----|--------------------------------------|--|--|---|--|---|--|--------|--|
| 25 | The Hanoi People's Committee | | | | No. 79 Dinh Tien Hoang, Hoan Kiem, Hanoi | | | | Shareholders owning more than 10% of voting shares |
| 27 | Aviation Logistics Corporation (ALS) | | | Business Registration No. 0102355611 issued by Hanoi DPI on 30 Jul 2015 | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Hanoi, Vietnam | | | | Shareholders owning more than 10% of voting shares |

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

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|-----------------------------------|---|---|--|---------------------|--|---|---|
| 1 | Hong Van Port Joint Stock Company | Related party | Business Registration Certificate No. 0108433520 issued by Hanoi DPI on 14 Sep 2018 | Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi | 18/02/2025 | | Loan transaction: VND 1,000,000,000 | |
| | | | | | 2/10/2025 | | Sale of anti-caking agent AG-Master (L), liquid form: VND 626,400,000 | Contract No. 0210/HĐMB/ILS-ILSV dated 02 Oct 2025 |
| | | | | | Year 2025 | | ILS brand usage fee for 2025: VND 50,400,000 | |
| | | | | | Year 2025 | | Warehouse rental fee for 2025: VND 108,000,000 | |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|--|---|---------------------|--|--|------|
| | | | | | Year 2025 | | Cargo handling costs (ocean freight, local charges, etc.): VND 857,266,695 | |
| 2 | Khang Viet Ha Joint Stock Company | Related party | Business Registration Certificate No. 2300550199 issued by Bac Ninh DPI on 26 May 2010 | Dong Ky Industrial Cluster, Dong Ky Ward, Tu Son City, Bac Ninh | Year 2025 | | Parking and electricity expenses for 2025: VND 30,420,645 | |
| | | | | | 12/12/2025 | | Capital contribution to increase charter capital: VND 980,000,000 | |
| 3 | Aviation Logistics Joint Stock Company | Related party | Business Registration Certificate No. 0102355611 issued by Hanoi DPI on 30 Jul 2015 | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi | Year 2025 | | Warehouse management software service fee: VND 304,603,646 | |
| | | | | | 10/7/2025 | | Charter capital contribution – tranche 1: VND 1,000,000,000 | |
| 4 | Curate IT Joint Stock Company | Associated company | Business Registration Certificate No. 0111038993 issued by | 4th Floor, My Dinh ICD Building, No. 17 Pham Hung Street, | 28/11/2025 | | Charter capital contribution – tranche | |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|--|---------------------|--|--|-----------------------------------|
| | | | Hanoi Department of Finance on 28 Apr 2025 | Cau Giay Ward, Hanoi | | | 2: VND 1,000,000,000 | |
| | | | | | Year 2025 | | Office rental, parking and electricity expenses: VND 70,464,005 | From Jun 2025 to Dec 2025 |
| | | | | | Year 2025 | | Warranty payment: VND 46,445,810 | Contract No. 04/2023/HĐXD/ILS-ICC |
| | | | | | Year 2025 | | Advance payment for stone embankment, brick wall foundation and fencing: VND 528,297,000 | Contract No. 33/2018/HĐXD |
| | | | | | Year 2025 | | Advance payment based on completed work volume of Package XL02 – Duc Thuong Project: VND 493,119,000 | Contract No. 33/2018/HĐXD |
| 5 | ICC Vietnam Construction Joint Stock Company | Related party | Business Registration Certificate No. 0500563716 issued by Hanoi DPI on 21 Jun 2007 | Cluster 4, Son Dong Commune, Hanoi | Year 2025 | | Office rental, parking and electricity expenses: VND 60,871,463 | |
| 6 | United Supply Chain Joint Stock Company | Related party | Business Registration Certificate No. 0108518541 issued by Hanoi DPI on 20 Nov 2018 | 4th Floor, My Dinh ICD Building, No. 17 Pham Hung Street, Cau Giay Ward, Hanoi | Year 2025 | | | |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|--|---------------------|--|---|------------------------------|
| 7 | Son Tay Port Joint Stock Company | Subsidiary | Business Registration Certificate No. 0500238339 issued by Hanoi DPI on 15 Oct 1992 | No. 302, Le Loi Ward, Son Tay Town, Hanoi | 15/04/2025 | | Loan transaction: VND 2,000,000,000 | |
| | | | | | Year 2025 | | ILS brand usage fee for 2025: VND 75,600,000 | |
| | | | | | Nov-Dec 2025 | | Interest expense: VND 78,267,125 | |
| 8 | Interserco Vietnam International Trading Joint Stock Company | Associated company | Business Registration Certificate No. 0104899254 issued by Hanoi DPI on 08 Sep 2010 | Interserco Commercial Center Building, My Dinh 2 Ward, Nam Tu Liem District, Hanoi | 27/6/2025 | | Loan transaction: VND 8,000,000,000 | |
| | | | | | Year 2025 | | Electricity, water and courier expenses: VND 93,876,057 | |
| | | | | | | | ILS brand usage fee: VND 109,200,000 | |
| | | | | | | | Premises rental expense: VND 176,727,270 | |
| 9 | CGD Vietnam Construction Joint Stock Company | Associated company | Business Registration Certificate No. 0105393100 issued by | No. 358 Lang Street, Thinh Quang Ward, Dong Da District, Hanoi | Year 2025 | | Interest expense: VND 9,205,479 | |
| | | | | | Year 2025 | | Electricity, water and courier expenses: VND 73,950,790 | |
| | | | | | Year 2025 | | Project management consultancy fee: VND 259,944,616 | Contract No. 18/2017/HD-QLDA |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|---|---|---|--|---------------------|--|---|---|
| | | | Hanoi DPI on 05 Jul 2011 | | Year 2025 | | Adjustment of total investment, financial efficiency and project explanation – Duc Thuong ICD Project: VND 71,296,296 | Contract No. 1125/2024/HĐTV dated 29 Nov 2024 |
| | | | | | Year 2025 | | Preliminary total investment and investment efficiency study – My Dinh ICD Project: VND 816,666,667 | Contract No. 1124/2024/HĐTV dated 24 Dec 2024 |
| 10 | International Manpower Supply and Trading Joint Stock Company | Subsidiary | Business Registration Certificate No. 0105619421 issued by Hanoi DPI on 08 Nov 2011 | No. 358 Lang Street, Thinh Quang Ward, Dong Da District, Hanoi | Year 2025 | | Courier service charges: VND 834,924 ILS brand usage fee: VND 109,200,000 | |
| 11 | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | Year 2025 | | Parking, warehouse rental and handling fees: VND 926,251,661 | |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|---|---------------------|--|--|---------------------------------|
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | Year 2025 | | ILS brand usage fee: VND 75,600,000 | |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 3/3/2025 | | Sale of anti-caking agent AG-Master (L): VND 583,200,000 | Appendix No. 0383/PLHH/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 5/3/2025 | | Sale of anti-caking agent AG-Master (L): VND 156,000,000 | Appendix No. 0483/PLHH/ILS-ILSI |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|---|---------------------|--|--|---------------------------------|
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 15/4/2025 | | Sale of anti-caking agent AG-Master (L): VND 561,600,000 | Appendix No. 0583/PLHĐ/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 23/4/2025 | | Sale of anti-caking agent AG-Master (L): VND 561,600,000 | Appendix No. 0683/PLHĐ/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 6/5/2025 | | Sale of anti-caking agent AG-Master (L): VND 561,600,000 | Appendix No. 0783/PLHĐ/ILS-ILSI |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|---|---------------------|--|--|---------------------------------|
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | 7/5/2025 | | Sale of anti-caking agent AG-Master (L): VND 561,600,000 | Appendix No. 0883/PLHH/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | | | Sale of anti-caking agent AG-Master (L): VND 806,400,000 | Appendix No. 0983/PLHH/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | Year 2025 | | Sale of anti-caking agent AG-Master (L): VND 518,400,000 | Appendix No. 1183/PLHH/ILS-ILSI |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. | No. 17 Pham Hung Street, Cau Giau Ward, Hanoi | Year 2025 | | Warehouse rental expense: VND 912,000,000 | |

| No | Name of Company/Individual | Related party relationship with the company | NSH* Number, Date of Issue, Issuing Authority | Head office address | Time of transaction | Resolution/Decision number of the General Meeting of Shareholders/Board of Directors (if applicable, specify the date of issuance) | Content, Quantity, and Total Transaction Value | Note |
|----|--|---|---|---|---------------------|--|--|------|
| | | | 0106286937 issued by Hanoi DPI on 23 Aug 2013 | | | | | |
| | Interserco My Dinh Joint Stock Company | Subsidiary | Business Registration Certificate No. 0106286937 issued by Hanoi DPI on 23 Aug 2013 | No. 17 Pham Hung Street, Cau Giay Ward, Hanoi | Year 2025 | | Cargo handling costs (ocean freight, local charges, etc.): VND 5,739,584,843 | |

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

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

[illegible]

4. Transactions between the company and other parties: None

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

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

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

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

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

| No | Name | Securities trading accounts (if available) | Position at the ILS company (if available) | ID card/Passport number, date of issue, place of issue | Address | Number of shares owned at the end of the 2024 period at ILS | Percentage | Note |
|----|--------------------------------------|--|--|---|---|---|------------|---|
| 1 | Phung Tien Toan | | Chairman of the Board | ID No. 001055005133, issued on 01 Nov 2021 by the Department of Administrative Management of Social Order | No. 164B Tran Vu Street, Ba Dinh Ward, Hanoi | 1,620,000 | 4.50% | |
| | Nguyen Khac Hieu | | | ID No. 001053007088, issued on 10 Apr 2021 by the Department of Administrative Management of Social Order | No. 26A21, Nghia Do Ward, Hanoi | 3,400 | 0.0094% | Brother-in-law |
| | Aviation Logistics Corporation (ALS) | | | Business Registration Certificate No. 0102355611 issued by Hanoi DPI on 29 Aug 2007 | 4th Floor, ALS Cargo Terminal, Noi Bai International Airport, Hanoi | 9,270,000 | 25.75% | Company where an Internal Person Holds a Management Position. |

| No | Name | Securities trading accounts (if available) | Position at the ILS company (if available) | ID card/Passport number, date of issue, place of issue | Address | Number of shares owned at the end of the 2024 period at ILS | Percentage | Note |
|----|-------------------|--|--|---|--|---|------------|------|
| 2 | Phung Thuy Hoa | | Member of the Board of Directors/Deputy General Director | ID No. 001181022570, issued on 20 Jul 2021 by the Department of Administrative Management of Social Order | No. 35, Alley 94 Ngoc Ha Street, Ba Dinh Ward, Hanoi | 641,700 | 1.78% | |
| 3 | Ngo Thi Hoang Yen | | Head of Supervisory Board | ID No. 001168013404, issued on 27 Dec 2021 by the Department of Administrative Management of Social Order | Apartment P308C3, Nam Dong Residential Area, Dong Da District, Hanoi | 6,789 | 0.0189% | |
| 4 | Nguyen Minh Hao | | Member of the Supervisory Board | ID No. 001183043661, issued on 23 Oct 2023 by the Department of Administrative Management of Social Order | No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi | 688,503 | 1.91% | |

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

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

VIII. Other Notable Issues: None

Recipients:

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

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed, full name, and sealed)

**PHUNG TIEN TOAN**