

No.: 1188/POS-HDOT

Ho Chi Minh City, July 29, 2025

REPORT CORPORATE GOVERNANCE (First 6 months of 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: 400,000,000,000 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 94% of the total number of votes. As at June 30 2025, the General Meeting of Shareholders of POS issued 01 Resolution as follow:

No.	Resolution/Decision Number	Date	Content
1	09/NQ-POS-ĐHĐCĐ	June 27 2025	Resolution of the Annual General Meeting of Shareholders in 2025

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	- Member of the BODs and Director (until 30/06/2024). - Non-executive Member of the BODs (From 01/07/2024)	-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. Supervising the Board of Management by BODs

In the first 6 months of 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.

3. 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.

4. Resolutions/Decisions of the Board of Directors:

In the first 6 months of 2025, the Board of Directors organized 09 opinion polls, issued 04 Decisions and 08 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)	Bachelor of Banking and Finance



			-12/04/2018 – appointed as member of Board of Supervisors. -01/04/2013- reappointed as member of Board of Supervisors.	
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	4/4	100%	100%	
2	Tran Thi Minh Huong	4/4	100%	100%	
3	Pham Thu Hien	4/4	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 In the first 6 months of 2025 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 2024 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 2024 and the quarters I, quarters II 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.

3. 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: none.

IX. List of State Shareholders, Major Shareholders

Closing date of ownership list: April 29th 2025

No	Name of Shareholders	Shareholder classification	ID card / Business	Date of issue	Number of share	Percentage of share	Note
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				registration number		owned at the end of the period	Ownership at the end of the period (%)	
		State share- holder	Major share- holder					
1	Petro Vietnam Technical Services Corporation		✓	0100150577	10/07/ 2015	33,980,700	84.95%	

X. Other significant issues: None.

CHAIRMAN
(signed)

Recipients:

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

Nguyen Tien Phong



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

No.	Issuance Date	Resolution, Decision number	Content
1.	20/01/2025	01/NQ-POS-HĐQT	Resolution for Approval of the bonus plan for completion of 2024 business plan from the Executive Bonus Fund
2.	14/02/2025	02/NQ-POS-HĐQT	Resolution for Collecting shareholders' opinions in writing
3.	06/03/2025	03/NQ-POS-HĐQT	Resolution for Approval of organization and collecting shareholders' opinions in writing
4.	12/03/2025	04/NQ-POS-HĐQT	Resolution for Extension of 2025 General Meeting of Shareholders
5.	22/04/2025	06/NQ-POS-HĐQT	Resolution for 2025 Business Plan of PTSC Offshore Installation, Operation and Maintenance Services Joint Stock Company
6.	06/05/2025	07/NQ-POS-HĐQT	Resolution for Approval of adjustment to the time of holding 2025 General Meeting of Shareholders
7.	06/06/2025	08/NQ-POS-HĐQT	Resolution for Approval of draft materials for the 2025 Annual General Meeting of Shareholders
8.	25/06/2025	09/NQ-POS-HĐQT	Resolution for Approval of the updated agenda and draft materials for the 2025 Annual General Meeting of Shareholders
9.	07/03/2025	05/NQ-POS-HĐQT	Decision on Establishment of the Vote Counting Committee for collecting shareholders' opinions in writing
10.	13/01/2025	075/QĐ-POS-HĐQT	Decision for Personnel Appointment
11.	13/01/2025	076/QĐ-POS-HĐQT	Decision for Salary Arrangement
12.	20/01/2025	089/QĐ-POS-HĐQT	Decision for Salary Adjustment for Company's Employees



Appendix 2. The list of affiliated persons (organizations) of the company In the first 6 months of 2025

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	No., date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				No.	Date of Issue	Place of issue					
1.	PetroVietnam Technical Services Corporation (PTSC)			0100150577	12/03/2007	Ho Chi Minh City Department of Planning and Investment	5th Floor, PetroVietnam Tower, 1-5 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	17/12/2010		The Parent Company	Major Shareholders
2.	PTSC Supply Base			0100150577-033			65A, 30/4 Street, Thang Nhat Ward, Vung Tau City				PTSC Branches (PTSC is the Major Shareholders of POS)
3.	PTSC Marine			0100150577-034			73 30/4 Street, Thang Nhat Ward, Vung Tau City				PTSC Branches (PTSC is the Major Shareholders of POS)
4.	PTSC Mechanical & Construction (PTSC M&C)			3500790168	04/01/2016	Department of Planning and Investment BRVT	31, 30/4 Street, Ward 9, Vung Tau City				Subsidiaries, Affiliates of PTSC
5.	Petro Hotel Company Limited			3501400999	27/12/2012	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Ward 1, Vung Tau City				Subsidiaries, Affiliates of PTSC
6.	PTSC Geos & Subsea Services Co., LTD. (PTSC G&S)			3501701562	20/08/2014	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Ward 1, Vung Tau City				Subsidiaries, Affiliates of PTSC
7.	PTSC Quang Ngai Joint Stock Company			4300351623	27/02/2012	Quang Ngai Department of Planning and Investment	Lot 4h, Ton Duc Thang, Le Hong Phong Ward, Quang Ngai City				Subsidiaries, Affiliates of PTSC
8.	PTSC Phu My Port Joint Stock Company (PTSC Phu My)			3501811766	04/04/2011	Department of Planning and Investment BRVT	Street No. 3, Phu My 1 Industrial Park, Phu My Ward, Phu My Town, Ba Ria – Vung Tau Province				Subsidiaries, Affiliates of PTSC
9.	PTSC Thanh Hoa Technical Services Company			2801448559	05/03/2013	Thanh Hoa Department of	Nghi Son Commune, Tinh Gia District, Thanh Hoa Province				Subsidiaries, Affiliates of PTSC



No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	No., date of issue, place of issue			Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the company
				No.	Date of Issue	Place of issue					
						Planning and Investment					
10.	PTSC Petroleum Production Services Joint Stock Company			35018 11660	21/05/2014	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Ward 1, Vung Tau City				Subsidiaries, Affiliates of PTSC
11.	Dinh Vu Petroleum Service Port Joint Stock Company			02007 54420	24/03/2015	Hai Phong Department of Planning and Investment	Dinh Vu Industrial Park, Dong Hai II Ward, Hai An District, Hai Phong City				Subsidiaries, Affiliates of PTSC
12.	PetroVietnam Security Protection Services Joint Stock Company			01033 35223	22/05/2015	Hanoi Department of Planning and Investment	G3rd Floor, B4 Kim Lien Building, Pham Ngoc Thach Street, Kim Lien Ward, Dong Da District, Hanoi				Subsidiaries, Affiliates of PTSC
13.	Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company			35007 94814	05/06/2014	Department of Planning and Investment BRVT	16th Floor, No. 9 Hoang Dieu Street, Ward 1, Vung Tau City				Subsidiaries, Affiliates of PTSC
14.	PetroVietnam Marine shipyard JSC										Subsidiaries, Affiliates of PTSC
15.	Vietnam Offshore Floating Terminal Limited										Subsidiaries, Affiliates of PTSC
16.	PTSC South East Asia Pte Ltd (PTSC SEA)										Subsidiaries, Affiliates of PTSC
17.	PTSC Asia Pacific Private Limited										Subsidiaries, Affiliates of PTSC
18.	Rong Doi MV12 Pte Ltd (MV12)										Subsidiaries, Affiliates of PTSC



**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)	Note
			No.	Date of issue	Place of issue					
1.	PetroVietnam Technical Services Joint Stock Corporation (PTSC)	Major shareholders	010 015 057 7	10/12/2024	Department of Planning and Investment of Ho Chi Minh City	5th Floor, PetroVietnam Tower, 1-5 Le Duan, Sai Gon Ward, Ho Chi Minh City	First 6 months of 2025	13/NQ-POS-HDQT dated 21/06/2023	Technical service support contract 170-2023/PTSC-CHW2204/HD. Total value: 593.409.000 VND	
								09/NQ-POS-HDQT dated 15/4/2024	Technical service support contract - 231-2024/PTSC-SWEPC/HD. Total value: 1.010.753.000 VND	
								23/NQ-POS-HDQT dated 23/10/2023	Technical service support contract - 342-2023/PTSC-CHW2204/HD. Total value: 68.672.350.940 VND	
2.	PTSC Supply Base	PTSC Branches (PTSC is the Major Shareholders of POS)	010 015 057 7- 033			65A, 30/4 Street, Rach Dua Ward, Ho Chi Minh City	First 6 months of 2025	07/NQ-POS-HDQT dated 31/03/2022 and 15/NQ-POS-HDQT dated 03/07/2023	Contract No. 009, 010-2022/PTSC-CDV/BDV on provision of yard and logistics services at the port and Contract No. 011-2023/PTSC-CDV/BDV on yard lease. Total value 8.326.076.198 VND	
3.	PTSC Survey and Underground Works Services Company Limited	Subsidiaries, Affiliates of PTSC	350 170 156 2	20/08/2014	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Vung Tau Ward, Ho Chi Minh City	First 6 months of 2025	16/NQ-POS-HDQT dated 13/6/2024	Cost of Drop Core Sampling at 2.5m depth at SSTs for 3 samples. Total value: 652.002.500 VND	



4.	Petro Hotel Company Limited	Subsidiaries, Affiliates of PTSC	350 140 099 9	27/12 /2012	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Vung Tau Ward, Ho Chi Minh City	First 6 months of 2025	17/NQ-POS-HDQT dated 08/9/2022	The principle contract provides accommodation, conference, catering, travel, event organization and logistics services. Total value: 10.440.478.491 VND	
5.	PTSC Mechanical & Construction (PTSC M&C)	Subsidiaries, Affiliates of PTSC	350 079 016 8	04/01 /2016	Department of Planning and Investment BRVT	31 30/4 Street, Tam Thang Ward, Vung Tau City	First 6 months of 2025	25/NQ-POS-HDQT dated 15/12/2023	Payment for service provision in Qatar DA GL3_Phase B2 under Contract No.: 16-2024/PTSCMC-TM/MDV. Total value. Total value: 1.170.221.888 VND	
6.	PTSC Asia Pacific Private Limited	Subsidiaries, Affiliates of PTSC					First 6 months of 2025	24/NQ-POS-HDQT dated 29/10/2024	Contract No. LDVFSO-PAP-PRM-CMT-0001 (BDV/POS/24/327C) dated 18/11/2024 between PRO-POS Joint Venture and PTSC AP v/v Supply of mooring towers and mooring systems for FSO vessels – Golden Camel Block 15-1/05 Mine Development Project off the coast of Vietnam. Total Value: 206.160.533.909 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		040075000429	10/07/2021	26/04/2023	4.000	0,01%	
1.01	Nguyen Trong An			Father	040042004046	11/11/2021		0	0	
1.02	Le Thi Hoai Phuong			Mother	040148001690	11/04/2021		0	0	
1.03	Nguyen Thi Thanh Hang			Sister	040174019954	11/08/2021		0	0	
1.04	Nguyen Thi Quynh Tam			Wife	042178003819	28/04/2021		0	0	
1.05	Nguyen Trong Bach			Son	040204008307	09/06/2023		0	0	
1.06	Nguyen Khanh Linh			Daughter	001307009791	22/11/2021		0	0	
1.07	Nguyen The Quang			Brother	none	none		0	0	Dead
1.08	Nguyen Bui Thai			Father in law	042043000293	05/04/2021		0	0	
1.09	Chu Thi Anh Ha			Mother in law	040149001353	05/04/2021		0	0	
1.10	PetroVietnam Technical Services Corporation (PTSC)			Mr. Nguyen Tien Phong is the Capital Representative	0100150577			21.980.700	54,95%	
2	Vu Dinh Cao Son		Member of BODs/Director		033084015679		27/6/2025	0	0	
2.01	Vu Dinh Sau			Father	034058006192			0	0	
2.02	Tran Thi Thanh			Mother	034158006170			0	0	
2.03	Vu Dai Hai			Brother	031094005866			0	0	
2.04	Lam Thao Chuong			Wife	054196007303			0	0	
2.05	Nguyen Quynh Nhu			Sister in law	077195001141			0	0	
2.06	Lam Ngoc Chi			Father in law	054067000615			0	0	
2.07	Tran Thi Phuong Trang			Mother in law	054167000620			0	0	



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2.08	Vu Minh Anh			Daughter	none	none		0	0	Young
2.09	PetroVietnam Technical Services Corporation (PTSC)			Mr. Vu Dinh Cao Son is the Capital Representative	0100150577			12.000.000	30%	
3.	Nguyen Duc Thien		Member of BODs		075077011275	08/11/2022	26/04/2022	0	0	
3.01	Nguyen Thanh			Father	046052000090	15/06/2017		0	0	
3.02	Cai Thi Ha			Mother	022152000400	15/06/2017		0	0	
3.03	Nguyen Thi Hong			Wife	034182018457	02/07/2021		0	0	
3.04	Nguyen Ngoc Phuong Thy			Daughter	none	none		0	0	Young
3.05	Nguyen Ngoc Kim Hien			Daughter	none	none		0	0	Young
3.06	Nguyen Thanh Duy			Son	none	none		0	0	Young
3.07	Nguyen Thi Kim Huong			Sister	048175000043	27/12/2021		0	0	
3.08	Nguyen Thi Thu Hong			Sister	077179005118	02/07/2021		0	0	
3.09	Nguyen Duc Tho			Brother	077081003085	28/10/2022		0	0	
3.10	Nguyen Duc Thanh			Brother	077084011259	12/08/2022		0	0	
3.11	Nguyen Duc Thinh			Father in law	034052005763	28/06/2021		0	0	
3.12	Pham Thi Lan			Mother in law	034157012325	28/06/2021		0	0	
3.13	PetroVietnam Technical Services Corporation (PTSC)			Mr. Nguyen Duc Thien is the Representative	0100150577			0	0	
4.	Nguyen Nam Anh		Independent Member of BODs		001079036087	22/12/2022	27/6/2025	0	0	
4.01	Bui Thanh Kim Ngoc			Wife	077185006801	07/02/2024		0	0	
4.02	Nguyen Ngoc Ha Ngan			Daughter	none	none		0	0	Young
4.03	Nguyen Ha Anh			Daughter	none	none		0	0	Young
4.04	Nguyen Nam Khanh			Son	none	none		0	0	Young



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4.05	Nguyen Van Tien			Father	034048012429	19/07/2022		0	0	
4.06	Doan Kim Dung			Mother	none	none		0	0	
4.07	Nguyen Tuan Anh			Brother	N2389989	14/10/2021		0	0	
4.08	Bui Quang Hung			Father in law	001053004879	07/02/2021		0	0	
4.09	Kim Thanh Xuyen			Mother in law	077162005305	06/03/2022		0	0	
4.10	Bui Quang Thoai			Brother in law	077091010760	06/03/2022		0	0	
4.11	Dang Hoai Nhat Linh			sister in law	Q00583999	27/11/2024		0	0	
5	Nguyen Van Hai		Member of BODs		001076026349	30/06/2023	27/06/2025	0	0	
5.01	Nguyen Nhu Quynh			Father	none	none		0	0	Dead
5.02	Dinh Thi Nhu			Mother	none	none		0	0	Dead
5.03	Tran Huu Tam			Father in law	none	none		0	0	Dead
5.04	Dang Thi Nga			Mother in law	040135000196	22/04/2021		0	0	
5.05	Tran Thi Lan			Wife	040177015330	02/07/2021		0	0	
5.06	Nguyen Bao Ngoc			Daughter	077305002652	31/07/2024		0	0	
5.07	Nguyen Thanh Nam			Son	077209001294	31/07/2023		0	0	
5.08	Nguyen Khanh Hung			Brother	001066001557	04/12/2021		0	0	
5.09	Nguyen Thi Thu Hoa			Sister	001170013708	18/11/2021		0	0	
5.10	Nguyen Dinh Nghia			Brother in law	001066006066	21/04/2021		0	0	
5.11	Nguyen Le Huy			Brother	001077004231	23/01/2021		0	0	
5.12	Nguyen Thi Nguyet			Sister in law	033184004500	02/07/2024		0	0	



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6	Le Toan Thang		Deputy Director		001068018229	20/02/2022	10/10/2014	0	0	
6.01	Le Quy Vinh			Father	none	none		0	0	Dead
6.02	Nguyen Thi Lan Phuong			Mother	027139000267	25/04/2021		0	0	
6.03	Le Thi Thu Hien			Wife	027172000342	09/10/2022		0	0	
6.04	Le Thi Quynh Anh			Daughter	077197008449	15/11/2023		0	0	
6.05	Le Thi Chau Anh			Daughter	077303002884	23/08/2022		0	0	
6.06	Le Thi Bao Anh			Daughter	077308005166	21/09/2022		0	0	
6.07	Le Hung			Brother	027061007902	27/06/2021		0	0	
6.08	Le Nguyen Quang			Brother	027064001627	25/04/2021		0	0	
6.09	Le Thi Lan Huong			Sister	027166000038	27/04/2021		0	0	
6.10	Le Thi Thanh Huyen			Sister	027176000655	18/12/2021		0	0	
6.11	Le Bao Giam			Father in law	none	none		0	0	Dead
6.12	Nguyen Thi Ha			Mother in law	027143005099	12/08/2021		0	0	
7	Nguyen Van Duong		Deputy Director		040077014628	02/07/2021	14/04/2020	0	0	
7.01	Phan Thi Thu Hien			Wife	040179010097	28/06/2021		0	0	
7.02	Nguyen Van Duy Anh			Son	040207008757	09/01/2022		0	0	
7.03	Nguyen Van Huy Anh			Son	none	none		0	0	Young
7.04	Nguyen Thi Luong			Wife	040175019678	08/07/2021		0	0	
7.05	Nguyen Thi Lam			Sister	040178021790	28/06/2021		0	0	
7.06	Nguyen Van Toan			Brother	040083036228	28/06/2021		0	0	
7.07	Lam Van Loc			Brother in law	040068043385	08/07/2021		0	0	
7.08	Nguyen Tien Nam			Brother in law	040076022299	16/12/2021		0	0	
7.09	Ho Thi Kim Anh			Sister in law	066187000087	28/06/2021		0	0	
7.10	Phan Minh Tien			Father in law	040048000610	13/04/2021		0	0	
7.11	Nguyen Thi Ngon			Mother in law	040149000869	13/04/2021		0	0	
7.12	Nguyen Van Quy			Father	none	none		0	0	Dead
7.13	Dau Thi Huong			Mother	040154000856	01/04/2021		0	0	
8	Hoang Van Duy		Chief Accountant		036077009820	10/07/2021	15/07/2021	0	0	
8.01	Hoang Van Lam			Father	036056005506	06/03/2021		0	0	
8.02	Trinh Thi Mung			Mother	036156007311	27/04/2021		0	0	



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

8.03	Nguyen Thi Phuong Anh			Wife	077184009323	09/01/2022		0	0	
8.04	Hoang Anh Thu			Daughter	none	none		0	0	Young
8.05	Hoang Si Khoi			Son	077207004548	11/05/2022		0	0	
8.06	Hoang Thien Ngan			Daughter	none	none		0	0	Young
8.07	Hoang Thi Tam			Sister	036175009382	15/04/2021		0	0	
8.08	Hoang Thi Phuoc			Sister	036180008787	25/04/2021		0	0	
8.09	Nguyen Hieu Trung			Father in law	079057007538	07/05/2020		0	0	
8.10	Nguyen Thi Nga			Mother in law	077159001175	07/05/2020		0	0	
9	Ta Thi Ngoc Duyen		Person in charge of corporate governance		077195010414	02/07/2021	06/07/2023	0	0	
9.01	Ta Hong Phong			Father	034057003601	02/07/2021		0	0	
9.02	Nguyen Thi Sim			Mother	077160002492	13/01/2023		0	0	
9.03	Trinh Quang Cuong			Husband	077092010356	02/07/2021		0	0	
9.04	Trinh Hoang Lam Vy			Daughter	none	none		0	0	Young
9.05	Trinh Van Mai			Father in law	none	none		0	0	Dead
9.06	Nguyen Thi An			Mother in law	042167000114	13/12/2022		0	0	
9.07	Ta Thi Kim Ngoc			Sister	077191006067	04/10/2022		0	0	
9.08	Bui Nang Tiep			Brother in law	030091009994	19/04/2021		0	0	
10	Tran Thi Minh Huong		Member of Board of Supervisors		042188012837	28/06/2021	26/04/2023	0	0	
10.1	Tran Ngoc Minh			Father	042057010831	10/08/2021		0	0	
10.2	Tran Thi Hong Minh			Mother	042162010874	11/08/2021		0	0	
10.3	Nguyen Thanh Binh			Son	none	none		0	0	Young
10.4	Nguyen Minh Hieu			Son	none	none		0	0	Young
10.5	Tran Thi Minh Chuyen			Sister	042192015590	31/01/2023		0	0	
10.6	Tran Minh Nhan			Brother	182249416	06/11/2020		0	0	
11	Pham Thu Hien		Member of Board of Supervisors		019188011633	30/08/2021	27/04/2021	0	0	
11.1	Tran Thi Thai Ha			Mother	019161000104			0	0	
11.2	Pham Thanh Tuan			Brother	019084000214	02/10/2021		0	0	



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

11.3	Nguyen Xuan Tuan			Husband	017085000229	27/12/2021		0	0	
11.4	Nguyen Xuan Vinh			son	none	none		0	0	Young
11.5	Nguyen Xuan Minh			son	none	none		0	0	Young
11.6	Nguyen Thi Thoa			Mother in law	017163006338	27/12/2021		0	0	
11.7	Mai Thi Hong Nhung			Sister in law	046190000174			0	0	
11.8	Nguyen Xuan Ton			Father in law	none	none		0	0	Dead
11.9	Pham Thai Hoa			Father	none	none		0	0	Dead
12	Nguyen Minh Tuan		Head of Board of Supervisors		044096001056	13/08/2021	26/04/2023	0	0	
12.1	Nguyen Van Sung			Father	044070001181	08/06/2018		0	0	
12.2	Nguyen Thi Loan			Mother	044173009226	13/08/2021		0	0	
12.3	Doan Ngoc Anh			Father in law	044070009515	04/05/2021		0	0	
12.4	Nguyen Thi Hue			Mother in law	044170009361	04/05/2021		0	0	
12.5	Doan Nguyen Truong An			Wife	044196004378	27/06/2021		0	0	
12.6	Nguyen Minh Tu			Sister	C3836389	09/10/2017		0	0	
12.7	Nguyen Minh Anh			Sister	P01546176	25/02/2023		0	0	
12.8	Nguyen Doan Minh Truong			Son	079224035616	09/12/2024		0	0	
13	Tien Duc Cuong		Authorized person to disclose information		025076002280	06/08/2022	08/07/2024	5.000	0,01%	
13.1	Dinh Thi An			Mother	077152000857	19/04/2021		0	0	
13.2	Tran Duc Long			Father in law	037060000359	25/04/2021		0	0	
13.3	Nguyen Thi Ly			Mother in law	037161001937	29/09/2022		0	0	
13.4	Tran Thi Thyy			Wife	037190004600	26/09/2022		0	0	
13.5	Tien Hai Huy			Son	none	none		0	0	Young
13.6	Tien Minh Chau			Daughter	none	none		0	0	Young
13.7	Tien Minh Anh			Son	none	none		0	0	Young
13.8	Tien Vu Tung			Brother	025076000492	28/06/2021		0	0	
13.9	Tien Thi Duc Hanh			Sister	077178002316	11/04/2021		0	0	
13.10	Tien Trong Nghia			Brother	077081000917	30/12/2022		0	0	
13.11	Vu Van Thanh			Brother in law	077075000867	01/05/2021		0	0	



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

13.12	Nguyen Thi Kim Lien			Sister in law	077178001173	28/06/2021		0	0	
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STATEMENT ON CORPORATE GOVERNANCE

Reporting period: First 6 months of 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)	4
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

