

Appendix V

REPORT ON CORPORATE GOVERNANCE

(Promulgated with the Circular No. 96/2020/TT-BTC on November 16th, 2020 of the Minister of Finance)

**TAN CANG OFFSHORE
SERVICES
JOINT STOCK COMPANY**

No.: 23.../2024/BC-TOS

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Ho Chi Minh City, dated January 23rd, 2025

REPORT

On corporate governance

(2024)

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

- Company name: TAN CANG OFFSHORE SERVICES JOINT STOCK COMPANY
- Address of headoffice: No. 52 – 54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam
- Telephone: 028 7300 6826 Fax: 028 3535 5423
Email: info@tco.com.vn
- Charter capital: 309,998,860,000 VND
- Stock symbol: TOS
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS) and General Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the GMS (including the resolutions of the GMS approved in the form of written comments):

No.	Resolution No.	Date	Content
1	01/2024/NQ-ĐHĐCĐ	April 12 th , 2024	To approve the items within the GMS' authority at the Annual General Meeting of Shareholders (AGM): 1. Approved the BOD report on the BOD activities in 2023. 2. Approved the Executive Board's report on the 2023 business outcome and the 2024 business. 3. Approved the BOS report on the BOS activities in 2023.

			<ol style="list-style-type: none"> 4. Approved the 2023 audited financial statements by A&C Auditing and Consulting Company Limited. 5. Approved the profit distribution plan and dividend payment for 2023; the profit distribution plan and dividend payment for 2024. 6. Approved the operational budget for 2023 and the operational budget for 2024 of the BOD and the BOS. 7. Approved the selection of the audit firm for the 2024 financial statements. 8. Approved the Plan to increase the charter capital in 2024 through the share issuance to increase charter capital from owner's equity for existing shareholders. 9. Approved the Plan to handle bad debts. 10. Approved the relocation of the head office and the amendment of the Company's charter.
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II. Board of Directors (Annual report):

1. Information about the BOD members:

No.	BOD members	Position	The date becoming/ceasing to be the BOD member	
			Appointment date	Dismissal date
1	Vo Dac Thieu	BOD Chairman	April 28 th , 2022	-
2	Nguyen Son	Non-executive members of BOD	March 20 th , 2012 (re-elected on April 28 th , 2022, term from 2022 – 2027)	-
3	Le Dang Phuc	Member of BOD	March 20 th , 2012 (re-elected on April 28 th , 2022, term from 2022 – 2027)	-

2. Meetings of the BOD:

No.	BOD members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1	Vo Dac Thieu	26	100%	None
2	Nguyen Son	26	100%	None
3	Le Dang Phuc	26	100%	None

3. Supervising the Executive Board by the BOD:

In 2024, the BOD carried out governance and supervision of the Executive Board's activities through the Charter and the resolutions, regulations, and provisions approved and issued by the BOD. At the same time, the BOD provided feedback, assessments, and direct

guidance to the Executive Board on important issues in management and the implementation of the business plan to ensure that all activities of the Company comply with the law and adhere to the resolutions of the GMS and the BOD.

The BOD successfully organized the AGM on April 12th, 2024 to approve the business plan for the entire year of 2024 and other items within the authority of the GMS.

The Company has followed the correct procedures and processes for coordinating activities between the BOD, the Executive Board, and the BOS. Therefore, the management of the Executive Board's business operations has been smooth, and the supervision by the BOD and the BOS is maintained regularly and rigorously.

The Executive Board has been proactive and active in management, closely adhering to and seriously implementing the resolutions of the GMS and the BOD. The BOD highly appreciates the efforts of the Executive Board and all Company employees in implementing the business plan in 2024.

4. Activities of the Board of Directors' subcommittees (If any): None.

5. The BOD's resolutions (Annual report):

No.	Resolution no.	Date	Content	Approval rate
1	01/2024/NQ-HĐQT	January 4 th , 2024	Approved the cessation of operations: Tan Cang Offshore Services Joint Stock Company – Hai Phong Branch.	3/3
2	02/2024/NQ-HĐQT	January 16 th , 2024	Approved the policy to research the purchase of shares in Tan Cang Shipping Joint Stock Company.	3/3
3	03/2024/NQ-HĐQT	February 23 th , 2024	Approved the plan to organize the 2024 Annual General Meeting of Shareholders.	3/3
4	04/2024/NQ-HĐQT	March 7 th , 2024	Approved the capital contribution plan for the establishment of Tan Cang Maritime Support And Offshore Services Joint Stock Company.	3/3
5	05/2024/NQ-HĐQT	March 19 th , 2024	Approved the nomination for the change of personnel in the BOD and the position of Director at Tan Cang Que Vo Joint Stock Company.	3/3
6	06/2024/NQ-HĐQT	March 20 th , 2024	- Approved the issuance of a guarantee at Shinhan Bank Vietnam Limited. - Approved the investment in the purchase of one remotely operated underwater vehicle (ROV).	2/3
7	08/2024/NQ-HĐQT	March 26 th , 2024	Approved the plan to utilize the short-term credit limit at Joint Stock Commercial Bank for Investment and Development of Vietnam – Nam Ky Khoi Nghia Branch.	3/3
8	09/2024/NQ-HĐQT	April 2 nd , 2024	- Approved the report on the results of operations for Q1 2024, the plan for Q2	3/3

			2024, and the first six months of 2024. - Approved the matters related to the 2024 Annual General Meeting of Shareholders.	
9	09A/2024/NQ-HĐQT	April 2 nd , 2024	Approved the appointment of a representative for the capital at Kien Giang Newport Joint Stock Company.	3/3
10	10/2024/NQ-HĐQT	May 10 th , 2024	Approved the dismissal of Mr. Nguyen Quoc Dung from the position of Deputy General Director.	3/3
11	11/2024/NQ-HĐQT	May 20 th , 2024	Approved the 2023 dividend payment by cash.	3/3
12	12/2024/NQ-HĐQT	June 6 th , 2024	Approved the investment plan for purchasing shares in Tan Cang Shipping Joint Stock Company.	2/3
13	12A/2024/NQ-HĐQT	June 6 th , 2024	Approved the plan to utilize the short-term credit limit at Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch.	3/3
14	12B/2024/NQ-HĐQT	June 6 th , 2024	Approved the plan to utilize the short-term credit limit at Military Commercial Joint Stock Bank – An Phu Branch.	3/3
15	13/2024/NQ-HĐQT	June 28 th , 2024	Approved the dissolution of Tan Cang Xuan Cau Joint Stock Company and the restoration of the operational status of the Tan Cang Offshore Services Joint Stock Company 's branch in Hai Phong.	3/3
16	14/2024/NQ-HĐQT	July 1 st , 2024	Approved the nomination of personnel at Tan Cang Shipping Joint Stock Company.	3/3
17	15/2024/NQ-HĐQT	July 17 th , 2024	- Approved the report on the business performance results for Q2 2024 and the first half of 2024, as well as the plan for Q3 2024 and the second half of 2024. - Other matters.	3/3
18	16/2024/NQ-HĐQT	August 22 th , 2024	Approved the appointment of Mr. Nguyen Hong Son to the position of Deputy General Director.	3/3
19	17/2024/NQ-HĐQT	September 10 th , 2024	Approved the plan to reinstate and increase the guaranteed limit for business operations at Vietnam Joint Stock Commercial Bank For Industry And Trade – Dong Da Branch.	3/3
20	18/2024/NQ-HĐQT	October 2 nd , 2024	Approved the change in the representative of the capital contribution and the nomination of a new member to	3/3

			the BOD of Tan Cang Offshore Services Joint Stock Company at Tan Cang Gantry Joint Stock Company.	
21	19/2024/NQ-HĐQT	October 10 th , 2024	Approved the nomination of a new member to the BOD of Tan Cang Offshore Services Joint Stock Company at Tan Cang Offshore Travel and Flight Services Joint Stock Company.	3/3
22	20/2024/NQ-HĐQT	October 128 th , 2024	Approved the report on the business performance results for Q3 2024 and the first nine months of 2024, as well as the plan for Q4 2024 and the entire year of 2024.	3/3
23	21/2024/NQ-HĐQT	November 26 th , 2024	- Approved the investment plan for the Hao Yi 11 barge. - Approved the plan to obtain medium-term financing and mortgage assets at Shinhan Bank Vietnam Limited.	2/3
24	22/2024/NQ-HĐQT	December 10 th , 2024	Approved the plan to utilize the loan limit and credit card at Shinhan Bank Vietnam Limited.	3/3
25	23/2024/NQ-HĐQT	December 16 th , 2024	Approved the adjustment to increase the short-term guarantee limit from VND 80,000,000,000 to VND 100,000,000,000 at Vietnam Joint Stock Commercial Bank for Industry and Trade – Dong Da Branch, as approved in the BOD meeting minutes No. 17/2024/BBH-HĐQT and BOD Resolution No. 17/2024/NQ-HĐQT dated September 10, 2024.	3/3
26	24/2024/NQ-HĐQT	December 20 th , 2024	- Approved the draft business performance results for 2024. - Approved the policy for the fleet restructuring plan in 2025, continuing the implementation of the project to rejuvenate TCO's fleet. - Approved the issuance of a new short-term credit limit contract at Shinhan Bank Vietnam Limited.	3/3

III. Board of Supervisors (Annual report):

1. Information about the BOS members

No.	BOS members	Position	The date becoming/ceasing to be the BOS member	Qualification
1	Pham Duc Duy	Head of BOS	Start date: April 28 th , 2022 (elected as Head of BOS)	Master in Accounting – Audit

			since August 21 st , 2023)	
2	Pham Huy Vu	Member of BOS	Start date: April 27 th , 2018 (re-elected on April 28 th , 2022, term from 2022 – 2027)	Bachelor of business
3	Vu Thi Hai Yen	Member of BOS	Start date: April 28 th , 2022	Master in Accounting – Finance management

2. Meetings of the BOS:

No.	BOS members	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Pham Duc Duy	02	100%	100%	None
2	Pham Huy Vu	01	50%	50%	Absent
3	Vu Thi Hai Yen	02	100%	100%	None

3. Supervising the BOD, the Executive Board and shareholders by the BOS:

- The Board of Supervisors appointed a representative to attend BOD meetings and organize periodic BOS meetings every six months.
- The BOD effectively performed its oversight role of the Executive Board, holding numerous meetings to provide timely strategic direction and support the Executive Board in implementing the resolutions of the GMS.
- The BOD, the Executive Board fully complied with legal regulations in management and operation. All members of the BOD, the Executive Board, and management staff have carried out their duties and responsibilities as per the regulations.
- The Executive Board has effectively carried out forecasting, planning, and closely monitored investment projects, minimizing risks in business operations; developed business strategies in line with market conditions and adjusted the implementation schedule of investment projects to match the actual production situation of the company, contributing to achieving certain efficiencies.
- The BOD and the Executive Board strictly adhered to information disclosure regulations as required by the stock market's information disclosure laws.
- The GMS approved the proposals presented by the BOD in 2024.

4. The coordination among the BOS, the Executive Board, the BOD and other managers:

- The BOS closely coordinated with the BOD and the Executive Board while maintaining the independence of the BOS.
- The BOD sent meeting materials and invited the BOS to attend all BOD meetings, created favorable conditions as well as provided timely and complete resolutions and decisions to the BOS.
- The Executive Board facilitated the BOS in gathering relevant information and

documents related to the company's business operations upon request, ensuring timely and effective oversight.

- The BOD actively supervised the activities of the Executive Board and management staff to ensure proper implementation of the resolutions from the GMS, the BOD, and full compliance with legal regulations.

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

IV. The Executive Board

No.	Members of the Executive Board	Date of birth	Qualification	Appointment/dismissal date of members of the Executive Board
1	Le Dang Phuc	January 20 th , 1976	PhD in Economics	Date of appointment: April 26 th , 2017
2	Nguyen Quoc Dung	December 11 th , 1967	Bachelor of Economics Bachelor of Law Master of Foreign Languages	Date of appointment: November 8 th , 2017 Date of dismissal: May 10 th , 2024
3	Pham Thanh Binh	November 23 th , 1980	Bachelor of Maritime Studies	Date of appointment: March 29 th , 2018
4	Nguyen Phung Hung	September 15 th , 1975	Marine Navigation Engineer	Date of appointment: June 29 th , 2023
5	Nguyen Hong Son	February 22 th , 1970	Marine Navigation Engineer	Date of appointment: August 22 th , 2024

V. Chief Accountant

Name	Date of birth	Qualification	Appointment/dismissal date
Vu Quang Tien	October 8 th , 1987	Bachelor of business	Date of appointment: October 28 th , 2013

VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of the BOD, the BOS, General Director, other managers and secretaries in accordance with regulations on corporate governance, including:

- Specialized seminar on legal regulations regarding corporate governance, disclosure obligations, and the importance of Investor Relations (IR) for public companies, organized by the State Securities Commission Office in Ho Chi Minh City in collaboration with the Stock Exchange and Yuanta Securities Vietnam Limited Company, held on August 9th, 2024;
- Conference for Securities Registration Organizations at the Vietnam Securities Depository and Clearing Corporation (VSDC) in 2024, organized by VSDC in collaboration with the functional departments of the State Securities Commission, held on August 18th, 2024;
- Seminar on enhancing the effectiveness of corporate governance in public companies through internal regulations, organized by the Ho Chi Minh Stock Exchange (HOSE) and FPT Securities Joint Stock Company, held on September 13th, 2024;

- Training on disclosure obligations and corporate governance guidelines in the securities market, organized by the Hanoi Stock Exchange (HNX), held on September 27th, 2024.

VII. The list of affiliated persons of the public company (Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company
Appendix No. 01 attached.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.
Appendix No. 01 attached.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.
None.
4. Transactions between the Company and other objects.
 - 4.1. Transactions between the Company and the company that its members of the BOD, the BOS, General Director and other managers have been founding members or members of the BOD, or General Director in three (03) latest years (calculated at the time of reporting).
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of BOD, BOS, General Director and other managers as a member of BOD, General Director.
 - 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of BOD, members of the BOS, General Director and other managers.

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. The list of internal persons and their affiliated persons.
Appendix No. 02 attached.
2. Transactions of internal persons and affiliated persons with shares of the company.

IX. Other significant issues

None.

Recipients:

- As above;
- Archived: BOD Secretary, Legal department.

CHAIRMAN OF BOARD OF DIRECTORS *Kod*

(Sign, full name, and affix seal)



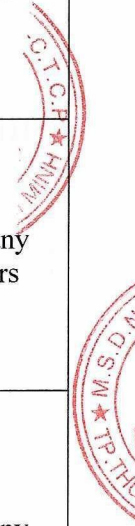
Võ Đức Thiệu

APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY IN 2024
(Report on Corporate Governance in 2024 attached)



1. The list of affiliated persons of the Company

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
I Board of Directors									
1	Vo Dac Thieu		Chairman of BOD			28/04/2022	-	- Elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022, and holding the position of Chairman of the Board of Directors.	Company Insiders
2	Nguyen Son		Vice Chairman of BOD			20/03/2012	-	- Elected as a member of the Board of Directors on March 20, 2012. - Re-elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022, and holding the position of Vice Chairman of the Board of Directors.	Company Insiders
3	Le Dang Phuc		Member of BOD/ General Director/ Legal representative			20/03/2012	-	- Elected as a member of the Board of Directors on March 20, 2012, and appointed as General Director. - Re-elected as a member of the Board of Directors for the term 2022 – 2027 starting from April 28, 2022.	Company Insiders
II Board of Supervisors									
4	Pham Duc Duy		Head of BOS			28/04/2022	-	Elected as a member of Board of Supervisors for the 2022 – 2027	Company Insiders



							term starting from April 28, 2022, and appointed as the Head of Board of Supervisors since August 21, 2023.	
5	Pham Huy Vu		Member of BOS		27/04/2018	-	- Elected as a member of Board of Supervisors since April 27, 2018. - Re-elected as a member of Board of Supervisors for the 2022 – 2027 term starting from April 28, 2022.	Company Insiders
6	Vu Thi Hai Yen		Member of BOS		28/04/2022	-	Elected as a member of Board of Supervisors for the 2022 – 2027 term starting from April 28, 2022.	Company Insiders
III The Executive Board								
7	Nguyen Quoc Dung		Deputy General Director		08/11/2017	10/05/2024	- Appointed to the position of Deputy General Director. - Ceased to hold the position of Deputy General Director from May 10, 2024.	-
8	Pham Thanh Binh		Deputy General Director		29/03/2018	-	Appointed to the position of Deputy General Director	Company Insiders
9	Nguyen Phung Hung		Deputy General Director		29/06/2023	-	Appointed to the position of Deputy General Director	Company Insiders

10	Nguyen Hong Son		Deputy General Director			22/08/2024	-	Appointed to the position of Deputy General Director	Company Insiders
IV Chief Accountant									
11	Vu Quang Tien		Chief Accountant			28/10/2013	-	Appointed to the position of Chief Accountant of the Company.	Company Insiders
V Organizations/individuals owning more than 10% of the voting shares									
12	Saigon Newport One Member Limited Liability Corporation			0300514849 30/06/2010 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	17/03/2012	-		Major shareholder owning 36% of voting shares.
VI Subsidiary companies									
13	Tan Cang Offshore Travel and Flight Services			0313161911 16/03/2015 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	16/03/2015	-		The company owns 51% of the shares
14	Kien Giang Newport Joint Stock Company			1702075079 05/01/2017 Kien Giang Provincial Department of	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien	05/01/2017	-		The company owns 60%

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				Planning and Investment	Giang Province, Vietnam				
15	Tan Cang Northern Maritime JSC			0314870146 30/01/2018 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	30/01/2018	-		The company owns 54% of the shares
16	Tan Cang Dredging And Salvage Joint Stock Company			0317167329 24/02/2022 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	24/02/2022	-		The company owns 51% of the shares

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

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Saigon Newport One Member Limited Liability Corporation	Major shareholder owning 36% of voting shares	0300514849 30/6/2010 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024		- Purchase services: 187,635,846 VND	
2	Tan Cang Offshore Travel and	Subsidiary company	0313161911 16/03/2015 Ho Chi Minh City	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City,	2024		- Sell services: 2,106,911,486 VND - Purchase services: 45,353,192,543 VND	

	Flight Services		Department of Planning and Investment	Ho Chi Minh City, Vietnam			
3	Tan Cang Northern Maritime JSC	Subsidiary company	0314870146 30/01/2018 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024		- Sell services and rent assets: 12,668,822,452 VND - Purchase services: 8,798,280,410 VND
4	Tan Cang Gantry Joint Stock Company	Affiliated company	3502361710 03/5/2018 Ho Chi Minh City Department of Planning and Investment	6th Floor, 16-18 Nguyen Cong Tru, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City, Vietnam	2024		- Sell services: 879,156,407 VND - Purchase services: 39,318,705,872 VND
5	Tan Cang Dredging And Salvage Joint Stock Company	Subsidiary company	0317167329 24/02/2022 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024		- Sell services and rent assets: 35,117,109,586 VND - Purchase services: 627,524,386 VND
6	Tan Cang Mermaid Subsea Services Company Limited	Affiliated company	0318206958 08/12/2023 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024		- Sell services: 42,889,212,207 VND
7	Tan Cang Maritime Support And Offshore Services Joint Stock Company	Affiliated company	0318354152 15/3/2024 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2024		- Purchase services: 6,578,334,673 VND
8	Tan Cang Shipping Joint Stock Company	Affiliated company	0312566351 28/11/2013 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, Ho Chi Minh City, Vietnam	2024		- Sell services: 4,340,289,856 VND

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APPENDIX 02: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Attached to Official Dispatch No. 2070/SGDHN-QLNY dated September 14, 2023 of Hanoi Stock Exchange)

Stock symbol: **TOS**
 Name of company: **TAN CANG OFFSHORE SERVICES JOINT STOCK COMPANY**
 Closing date: **22/1/2024**

No.	Stock symbol	Name	Position at the company (if any)	Relationship with internal persons	Type of owner's registered ID (Personal Identification Card, Citizen Identification Card, Passport, Business Registration Certificate)	Owner's registered ID	Date of issue owner's registered ID	Time of being appointed to be company insider/ starting to be affiliated person	Note
1	2	3	4	5	6	7	8	9	10
Text	Text	Text	Text	Text	Text	Text	Date (dd/mm/yyyy)	Date (dd/mm/yyyy)	Text
1	TOS	Vo Dac Thieu	Chairman of the Board of Directors		Citizen Identification Card			28/4/2022	
1.1	TOS	Vo Dac Tao		Father	Personal Identification Card			28/4/2022	
1.2	TOS	Nguyen Thi Hanh		Mother	Personal Identification Card			28/4/2022	
1.3	TOS	Tran Thanh Huyen		Father in law	Personal Identification Card			28/4/2022	
1.4	TOS	Vu Thi Dung		Mother in law	Personal Identification Card			28/4/2022	
1.5	TOS	Vo Dac Tuyen		Older brother	Personal Identification Card			28/4/2022	
1.6	TOS	Vo Dac Truyen		Older brother	Personal Identification Card			28/4/2022	
1.7	TOS	Vo Dac Tuyen		Older brother	Personal Identification Card			28/4/2022	
1.8	TOS	Vo Dac Truyen		Older brother	Personal Identification Card			28/4/2022	
1.9	TOS	Vo Dac Thi		Younger brother	Personal Identification Card			28/4/2022	
1.10	TOS	Tran Thi Thanh Thuy		Wife	Citizen Identification Card			28/4/2022	
1.11	TOS	Vo Tran Bao Hoa		Child	Personal Identification Card			28/4/2022	
1.12	TOS	Vo Tran Bao Han		Child	None			28/4/2022	Still small
1.13	TOS	Tan Cang-Cai Mep Thi Vai One Member Limited Liability Company		Mr. Vo Dac Thieu is Chairman of the Company	Business Registration Certificate	3502294165	30/11/2015	28/4/2022	
2	TOS	Nguyen Son	Vice Chairman of the Board of Directors		Citizen Identification Card			20/3/2012	
2.1	TOS	Le Thi Ngoc Hoa		Wife	Citizen Identification Card			20/3/2012	
2.2	TOS	Nguyen Hoan		Father	Personal Identification Card			20/3/2012	



No.	Stock symbol	Name	Position at the company (if any)	Relationship with internal persons	Type of owner's registered ID (Personal Identification Card, Citizen Identification Card, Passport, Business Registration Certificate)	Owner's registered ID	Date of issue owner's registered ID	Time of being appointed to be company insider/ starting to be affiliated person	Note
1	2	3	4	5	6	7	8	9	10
2.3	TOS	Le Thi An		Mother	Personal Identification Card			20/3/2012	
2.4	TOS	Nguyen Minh Thuong		Younger sister	Personal Identification Card			20/3/2012	
2.5	TOS	Doan Thanh Long		Brother in law	Citizen Identification Card			20/3/2012	
2.6	TOS	Nguyen Xuan Quy		Younger brother	Citizen Identification Card			20/3/2012	
2.7	TOS	Nguyen Thi Thanh Ha		Sister in law	Citizen Identification Card			20/3/2012	
2.8	TOS	Nguyen Hoang Phong		Child	Citizen Identification Card			20/3/2012	
2.9	TOS	Nguyen Truong An		Child	None			20/3/2012	Still small
2.10	TOS	Nguyen Ngoc Linh		Child	None			20/3/2012	Still small
2.11	TOS	Asia Investment And Asset Management Joint Stock Company		Mr. Nguyen Son is General Director	Business Registration Certificate	0200809729	11/4/2008	20/3/2012	
2.12	TOS	Vietnam Yico Investment Joint Stock Company		Mr. Nguyen Son is Chairman of the Board of Directors	Business Registration Certificate	2803017999	31/3/2022	31/3/2022	
2.13	TOS	Tan Cang Dredging And Salvage Joint Stock Company		Mr. Nguyen Son is a member of the Board of Directors	Business Registration Certificate	0317167329	24/2/2022	24/2/2022	
2.14	TOS	Kien Giang Newport Joint Stock Company		Mr. Nguyen Son is Chairman of the Board of Directors/Representative of the capital contribution	Business Registration Certificate	1702075079	5/1/2017	5/1/2017	
2.15	TOS	Tan Cang Song Than ICD Joint Stock Company		Mr. Nguyen Son is Vice Chairman of the Board of Directors	Business Registration Certificate	3700785006	27/3/2007	20/3/2012	
2.16	TOS	Amecc Mechanical Construction Joint Stock Company		Mr. Nguyen Son is a member of the Board of Directors	Business Registration Certificate	0200786983	2/1/2008	20/3/2012	
3	TOS	Le Dang Phuc	Member of BOD/General Director/Legal representative		Citizen Identification Card			20/3/2012	
3.1	TOS	Nguyen Thi Bang		Mother	Citizen Identification Card			20/3/2012	
3.2	TOS	Le Van Phung		Father	Citizen Identification Card			20/3/2012	
3.3	TOS	Le Dang Phong		Younger brother	Citizen Identification Card			20/3/2012	
3.4	TOS	Le Thi Thu		Older sister	Personal Identification Card			20/3/2012	
3.5	TOS	Tran Anh Giang		Brother in law	Citizen Identification Card			20/3/2012	

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1	2	3	4	5	6	7	8	9	10
3.6	TOS	Doan Thi Hai Binh		Wife	Personal Identification Card			20/3/2012	
3.7	TOS	Le Phuc Hung		Child	None			20/3/2012	Still small
3.8	TOS	Le Dang Hieu		Child	None			20/3/2012	Still small
3.9	TOS	Doan Duc Thanh		Father in law	Personal Identification Card			20/3/2012	
3.10	TOS	Nguyen Thi Thuy		Mother in law	Personal Identification Card			20/3/2012	
3.11	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Mr. Le Dang Phuc is the representative of the capital contribution	Business Registration Certificate	0313161911	16/3/2015	16/3/2015	
3.12	TOS	Tan Cang Northern Maritime Joint Stock Company		Mr. Le Dang Phuc is Chairman of the Board of Directors/ Representative of the capital contribution	Business Registration Certificate	0314870156	30/1/2018	30/1/2018	
3.13	TOS	Tan Cang Dredging And Salvage Joint Stock Company		Mr. Le Dang Phuc is Chairman of the Board of Directors/ Representative of the capital contribution	Business Registration Certificate	0317167329	24/2/2022	24/2/2022	
3.14	TOS	Kien Giang Newport Joint Stock Company		Mr. Le Dang Phuc is the representative of the capital contribution	Business Registration Certificate	1702075079	5/1/2017	5/1/2017	
3.15	TOS	Tan Cang Mermaid Subsea Services Company Limited		Mr. Le Dang Phuc is a Member of the Board of Members/ Representative of capital contribution	Business Registration Certificate	0318206958	8/12/2023	8/12/2024	
3.16	TOS	Tan Cang Shipping Joint Stock Company		Mr. Le Dang Phuc is a member of the Board of Directors/Representative of the capital contribution	Business Registration Certificate	0312566351	28/11/2013	28/11/2013	
3.17	TOS	Tan Cang - Cai Mep Joint Stock Company		Mr. Le Dang Phuc is a member of the Board of Directors	Business Registration Certificate	3500871096	18/7/2023	10/10/2024	

15/10/2024

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1	2	3	4	5	6	7	8	9	10
4	TOS	Pham Duc Duy	Head of BOS		Citizen Identification Card			28/4/2022	
4.1	TOS	Nguyen Huynh Ngan Thy		Wife	Citizen Identification Card			28/4/2022	
4.2	TOS	Pham Van Thinh		Father	Citizen Identification Card			28/4/2022	
4.3	TOS	Nguyen Thi Ut		Mother	Citizen Identification Card			28/4/2022	
4.4	TOS	Nguyen Trung Son		Father in law	Citizen Identification Card			28/4/2022	
4.5	TOS	Huynh Kim Khanh		Mother in law	Citizen Identification Card			28/4/2022	
4.6	TOS	Pham Mai Phuong Uyen		Younger sister	Citizen Identification Card			28/4/2022	
4.7	TOS	Pham Mai Ha Linh		Younger sister	Passport			28/4/2022	
4.8	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	0313161911	16/3/2015	28/4/2022	
4.9	TOS	Tan Cang Northern Maritime Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	0314870156	30/1/2018	28/4/2022	
4.10	TOS	Tan Cang Dredging And Salvage Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	0317167329	24/2/2022	28/4/2022	
4.11	TOS	Tan Cang Gantry Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	3502361710	3/5/2018	6/6/2022	
4.12	TOS	TCOTS Supply - Cat Lai Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	0314786602	13/12/2017	28/4/2022	
4.13	TOS	Kien Giang Newport Joint Stock Company		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	1702075079	5/1/2017	28/4/2022	
4.14	TOS	Tan Cang Que Vo Joint Stock Company.		Mr. Pham Duc Duy is Head of the Board of Supervisors	Business Registration Certificate	2301021818	13/3/2018	28/4/2022	
4.15	TOS	Tan Cang Maritime Support And Offshore Services Joint Stock Company		Mr. Pham Duc Duy is a member of the Board of Supervisors	Business Registration Certificate	0318354152	15/3/2024	15/3/2024	
4.16	TOS	Tan Cang Shipping Joint Stock Company		Mr. Pham Duc Duy is a member of the Board of Supervisors	Business Registration Certificate	0312566351	28/11/2013	10/7/2024	
5	TOS	Pham Huy Vu	Member of BOS		Personal Identification Card			27/04/2018	

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1	2	3	4	5	6	7	8	9	10
5.1	TOS	Pham Tuan Hoa		Father	Citizen Identification Card			27/04/2018	
5.2	TOS	Pham Tuan Minh		Child	None			27/04/2018	Still small
5.3	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Mr. Pham Huy Vu is a member of the Board of Supervisors.	Business Registration Certificate	0313161911	16/3/2015	27/4/2018	
5.4	TOS	Tan Cang Gantry Joint Stock Company		Mr. Pham Huy Vu is a member of the Board of Supervisors	Business Registration Certificate	3502361710	3/5/2018	6/6/2022	
5.5	TOS	Tan Cang Dredging And Salvage Joint Stock Company		Mr. Pham Huy Vu is a member of the Board of Supervisors	Business Registration Certificate	0317167329	24/2/2022	24/2/2022	
5.6	TOS	TCOTS Supply - Cat Lai Joint Stock Company		Mr. Pham Huy Vu is a member of the Board of Supervisors	Business Registration Certificate	0314786602	13/12/2017	27/4/2018	
6	TOS	Vu Thi Hai Yen	Member of BOS		Citizen Identification Card			28/4/2022	
6.1	TOS	Le Minh Thu		Mother	Citizen Identification Card			28/4/2022	
6.2	TOS	Vu Minh Chau		Father	Citizen Identification Card			28/4/2022	
6.3	TOS	Vu Le Hai		Older brother	Citizen Identification Card			28/4/2022	
6.4	TOS	Huynh Le Dieu Vy		Sister in law	Citizen Identification Card			28/4/2022	
6.5	TOS	Mai Anh Vu		Husband	Personal Identification Card			28/4/2022	
6.6	TOS	Mai Vu Thao My		Child	None			28/4/2022	Still small
6.7	TOS	Mai Vu Thanh Truc		Child	None			28/4/2022	Still small
6.8	TOS	Duong Thi Bup		Mother in law	Citizen Identification Card			28/4/2022	
6.9	TOS	Mai Van Thuan		Father in law	Citizen Identification Card			28/4/2022	
7	TOS	Pham Thanh Binh	Deputy General Director		Citizen Identification Card			29/3/2018	
7.1	TOS	Pham Van Hoa		Father	Citizen Identification Card			29/3/2018	
7.2	TOS	Pham Thi Tam		Mother	Citizen Identification Card			29/3/2018	
7.3	TOS	Pham Thi Hong Minh		Younger sister	Citizen Identification Card			29/3/2018	
7.4	TOS	Pham Thi Bich Thom		Wife	Citizen Identification Card			29/3/2018	
7.5	TOS	Pham Chau Thanh		Child	Citizen Identification Card			29/3/2018	
7.6	TOS	Pham Hoai Thu		Child	None			29/3/2018	Still small
7.7	TOS	Pham Van Be		Father in law	Citizen Identification Card			29/3/2018	
7.8	TOS	Truong Thi Khan		Mother in law	Citizen Identification Card			29/3/2018	
8	TOS	Nguyen Phung Hung	Deputy General Director		Citizen Identification Card			29/6/2023	
8.1	TOS	Nguyen Thi Hong Thu		Wife	Citizen Identification Card			29/6/2023	

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1	2	3	4	5	6	7	8	9	10
8.2	TOS	Phung Thi Truong		Mother	Citizen Identification Card			29/6/2023	
8.3	TOS	Tran Thi Ai		Mother in law	Citizen Identification Card			29/6/2023	
8.8	TOS	Nguyen Si Nguyen		Younger brother	Citizen Identification Card			29/6/2023	
8.5	TOS	To Ngoc Minh Phuong		Sister in law	Citizen Identification Card			29/6/2023	
8.6	TOS	Nguyen Hong Anh		Child	Citizen Identification Card			29/6/2023	
8.7	TOS	Nguyen Duc Phat		Child	None			29/6/2023	Still small
8.8	TOS	Tan Cang Maritime Support And Offshore Services Joint Stock Company		Mr. Nguyen Phung Hung is a member of the Board of Directors/Representative of the capital contribution	Business Registration Certificate	0318354152	15/3/2024	15/3/2024	
8.9	TOS	Tan Cang Shipping Joint Stock Company		Mr. Nguyen Phung Hung is a member of the Board of Directors	Business Registration Certificate	0312566351	28/11/2013	10/7/2024	
9	TOS	Nguyen Hong Son	Deputy Director General		Citizen Identification Card			22/8/2024	
9.1	TOS	Nguyen Thi Boi Quynh		Wife	Citizen Identification Card			22/8/2024	
9.2	TOS	Nguyen Ngoc Mon		Father in law	Citizen Identification Card			22/8/2024	
9.3	TOS	Nguyen Thi The		Mother in law	Citizen Identification Card			22/8/2024	
9.4	TOS	Nguyen Quoc Dung		Younger brother	Citizen Identification Card			22/8/2024	
9.5	TOS	Nguyen Thi Bich Hong		Older sister	Citizen Identification Card			22/8/2024	
9.6	TOS	Nguyen Thi Hai Yen		Older sister	Citizen Identification Card			22/8/2024	
9.7	TOS	Ha Huy Truc		Brother in law	Citizen Identification Card			22/8/2024	
9.8	TOS	Nguyen Xuan Lai		Brother in law	Citizen Identification Card			22/8/2024	
9.9	TOS	Dinh Thi Thu Hang		Sister in law	Citizen Identification Card			22/8/2024	
9.10	TOS	Nguyen Bao Chau		Child	Citizen Identification Card			22/8/2024	
9.11	TOS	Nguyen Minh Quang		Child	Citizen Identification Card			22/8/2024	
9.12	TOS	Tan Cang Gantry Joint Stock Company		Mr. Nguyen Hong Son is Chairman of the Board of Directors	Business Registration Certificate	3502361710	3/5/2018	30/10/2024	
9.13	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Mr. Nguyen Hong Son is a member of the Board of Directors	Business Registration Certificate	0313161911	16/3/2015	9/12/2024	
10	TOS	Vu Quang Tien	Chief Accountant		Citizen Identification Card			28/10/2013	
10.1	TOS	Vu Duc Hieu		Father	Citizen Identification Card			28/10/2013	
10.2	TOS	Pham Thi Nga		Mother	Citizen Identification Card			28/10/2013	

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1	2	3	4	5	6	7	8	9	10
10.3	TOS	Nguyen Thi Yen		Wife	Citizen Identification Card			28/10/2013	
10.4	TOS	Vu Phuong Anh		Child	None			28/10/2013	Still small
10.5	TOS	Vu Nhat Nam		Child	None			28/10/2013	Still small
10.6	TOS	Nguyen Nang Pho		Father in law	Citizen Identification Card			28/10/2013	
10.7	TOS	Nguyen Thi Minh		Mother in law	Personal Identification Card			28/10/2013	
11	TOS	Nguyen Thi Gam	Corporate Governance Officer/Authorized Information Disclosure Officer		Citizen Identification Card			12/9/2022	
11.1	TOS	Nguyen Van Bao		Father	Citizen Identification Card			12/9/2022	
11.2	TOS	Tran Thi Lan		Mother	Citizen Identification Card			12/9/2022	
11.3	TOS	Nguyen Thi Bich Hong		Younger sister	Citizen Identification Card			12/9/2022	
11.4	TOS	Pham Nguyen Thanh Toan		Brother in law	Citizen Identification Card			12/9/2022	
11.5	TOS	Nguyen Van Thang		Younger brother	Citizen Identification Card			12/9/2022	
11.6	TOS	Luu Thi Bich Ngoc		Sister in law	Citizen Identification Card			12/9/2022	
11.7	TOS	Nguyen Thi Hue		Younger sister	Citizen Identification Card			12/9/2022	
11.8	TOS	Le Hoang		Child	None			12/9/2022	Still small
11.9	TOS	Le Hoang Phat		Child	None			12/9/2022	Still small
11.10	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Ms. Nguyen Thi Gam is a member of the Board of Supervisors	Business Registration Certificate	0313161911	16/3/2015	12/9/2022	
11.11	TOS	Tan Cang Dredging And Salvage Joint Stock Company		Ms. Nguyen Thi Gam is a member of the Board of Supervisors	Business Registration Certificate	0317167329	24/2/2022	12/9/2022	
12	TOS	Tran Tuan Dung	Chief Financial Officer		Citizen Identification Card			10/11/2021	
12.1	TOS	Nguyen Tran Huong Thao		Wife	Citizen Identification Card			10/11/2021	
12.2	TOS	Tran Tuan Minh		Child	None			10/11/2021	Still small
12.3	TOS	Tran Van Hai		Father	Citizen Identification Card			10/11/2021	
12.4	TOS	Vu Thi Lan Anh		Mother	Citizen Identification Card			10/11/2021	
12.5	TOS	Tran Dieu Anh		Younger brother	Citizen Identification Card			10/11/2021	
12.6	TOS	Nguyen Huy Quang		Father in law	Citizen Identification Card			10/11/2021	
12.7	TOS	Tran Phuong Anh		Mother in law	Citizen Identification Card			10/11/2021	
12.9	TOS	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Mr. Tran Tuan Dung is a member of the Board of Directors	Business Registration Certificate	0313161911	16/3/2015	29/6/2023	

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1	2	3	4	5	6	7	8	9	10
12.10	TOS	Tan Cang Que Vo Joint Stock Company		Mr. Tran Tuan Dung is Director/ Member of Board of Directors/ Capital contribution representative	Business Registration Certificate	2301021818	13/3/2018	19/3/2024	
12.11	TOS	Tan Cang Gantry Joint Stock Company		Mr. Tran Tuan Dung is a member of the Board of Directors	Business Registration Certificate	3502361710	3/5/2018	6/6/2022	
13	TOS	Trade Union of Tan Cang Offshore Services Joint Stock Company		Socio-political organization of public companies	Establishment decision	18/QĐ-LĐLĐ	4/12/2013	4/12/2013	

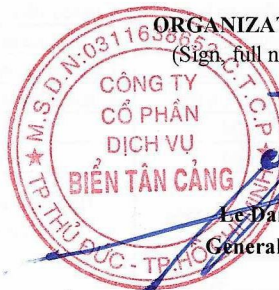
PREPARED BY



Nguyen My Hanh

ORGANIZATION REPRESENTATIVE

(Sign, full name and seal)



Le Dang Phuc
General Director