

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.: 08../2026/BC-TOS

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom – Happiness

Ho Chi Minh City, dated January 29th, 2026

REPORT

On corporate governance

(2025)

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

- Company name: TAN CANG OFFSHORE SERVICES JOINT STOCK COMPANY (TCO)
- Address of head office: No. 52 – 54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam
- Telephone: 028 7300 6826 Fax: 028 3535 5423
- Email: info@tco.com.vn
- Charter capital: 449,996,810,000 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	01/2025/NQ-DHDCD	June 25 th , 2025	Approval of matters within the authority of the GMS at the Annual General Meeting of Shareholders (AGM) meeting: 1. Approval of the BOD's report regarding its performance in 2024 2. Approval of the Board of Management's report on the 2024 business performance and the 2025 business plan 3. Approval of the BOS's report on its activities in 2024 4. Approval of the audited Financial Statements for 2024 prepared by A&C Auditing and Consulting Company Limited. 5. Approval of the 2024 profit distribution and dividend

			<p>payment plan, and the 2025 profit distribution and dividend payment plan.</p> <p>6. Approval of the dismissal of a BOD member and the List of Candidates for the Election of One Additional BOD Member for the 2022–2027 term</p> <p>- Approval of the election result for the additional Board member for the 2022–2027 term.</p> <p>7. Approval of the 2024 operating budget report and the 2025 operating budget plan of the BOD and the BOS.</p> <p>8. Approval of the selection of the audit firm for the 2025 financial statements.</p> <p>9. Approval of the plan for handling bad debts.</p> <p>10. Approval of the plan to issue shares to increase charter capital from owner’s equity.</p> <p>11. Approval of the report on related persons and their interests.</p> <p>12. Approval of the amendments to the Operational Regulations of the BOS.</p>
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II. Board of Directors (Annual Report for 2025):

1. Information about the BOD members:

No.	BOD members	Position	The date becoming/ceasing to be the BOD member/ independent BOD member	
			Appointment date	Dismissal date
1	Vo Dac Thieu	BOD Chairman	April 28 th , 2022	June 25 th , 2025
2	Nguyen Son	Non-executive member of BOD	March 20 th , 2012 (re-elected on April 28 th , 2022, term from 2022 – 2027)	-
3	Le Dang Phuc	BOD Chairman	March 20 th , 2012 (re-elected as a BOD Member on April 28 th , 2022, for the 2022–2027 term) Elected as BOD Chairman effective July 2 nd , 2025.	-
4	Tran Quang Thao	Non-executive member of BOD	June 25 th , 2025	-

2. Meetings of the BOD:

No.	BOD members	Number of meetings attended by the BOD	Attendance rate	Reasons for absence
1	Vo Dac Thieu	14	100%	None
2	Nguyen Son	36	100%	None
3	Le Dang Phuc	36	100%	None
4	Tran Quang Thao	22	100%	None

3. Supervisory Activities of the BOD over the Board of Management (BOM):

In 2025, the BOD carried out its governance and supervisory responsibilities over the BOM in accordance with the Company's Charter, and based on the resolutions, regulations, and policies previously approved and issued by the BOD. In addition, the BOD provided assessments, remarks, and direct instructions to the BOM on significant matters relating to operations and the implementation of the business plan, to ensure that all Company activities complied with legal requirements and were aligned with the resolutions of the GMS and the BOD.

The BOD successfully organized the 2025 Annual GMS on June 25th, 2025, during which the full-year business plan for 2025 and other matters within the authority of the GMS were approved.

The Company ensured proper coordination procedures and mechanisms among the BOD, the BOM, and the BOS. This coordination facilitated the effective management of business operations by the BOM and allowed the BOD and BOS to maintain regular and rigorous supervision.

The BOM remained proactive and committed in its operations, closely adhering to and seriously implementing the resolutions of the GMS and the BOD. The BOD highly values the efforts and dedication of the BOM and all Company staff in executing the business plan for the year 2025.

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

5. Resolutions of the Board of Directors (Annual Report for 2025):

No.	Resolution no.	Date	Content	Approval rate
1	01/2025/NQ-HDQT	January 10 th , 2025	- Approval of the report on business performance in Q4/2024 and the fiscal year 2024. - Other matters	3/3
2	02/2025/NQ-HDQT	February 19 th , 2025	Approval of the designation of an authorized representative for TCO's capital contribution in Tan Cang Mermaid Subsea Services Company Limited	3/3
3	03/2025/NQ-HDQT	March 4 th , 2025	- Approval of the investment plan for an offshore service vessel. - Approval of the restructuring of the Crew Safety and Quality Department	3/3
4	04/2025/NQ-HDQT	March 17 th , 2025	Approval of the implementation of the charter capital increase plan via share issuance from owners' equity to existing shareholders, as approved at the 2024 AGM on April 12 th , 2024.	3/3
5	05/2025/NQ-HDQT	March 19 th , 2025	Approval of the renewal of the credit line agreement with the Bank for Investment and Development of Vietnam (BIDV) – Nam Ky Khoi Nghia Branch.	3/3
6	06/2025/NQ-	March 20 th ,	Approval in principle of the sale of	2/3

	HDQT	2025	vessel TC ROYAL	
7	07/2025/NQ-HDQT	March 31 st , 2025	Approval of the sale of vessel TC ROYAL to Asia Investment And Asset Management Joint Stock Company.	2/2
8	08/2025/NQ-HDQT	April 15 th , 2025	<ul style="list-style-type: none"> - Approval of the report on business performance in Q1/2025, the Q2/2025 plan, and the plan for the first half of 2025. - Approval of the contents of reports and proposals to be submitted to the 2025 AGM, to enable the capital representative of Saigon Newport One Member Limited Liability Corporation (SNP) at TCO to seek opinions from SNP in accordance with regulations. - Approval for submission to the GMS of the proposed resolution on handling bad debts. - Other matters. 	3/3
9	09/2025/NQ-HDQT	April 16 th , 2025	Approval of the extension of the 2025 AGM organization plan.	3/3
10	10/2025/NQ-HDQT	April 17 th , 2025	Approval of the capital contribution plan to establish Tan Cang Lach Huyen Joint Stock Company	2/3
11	11/2025/NQ-HDQT	April 25 th , 2025	<ul style="list-style-type: none"> - Approval of the capital increase plan and the plan to raise TCO's ownership ratio in Vietnam YICO Investment Joint Stock Company (YICO). - Approval of the designation of an authorized representative for TCO's capital contribution in YICO. - Approval of the renaming of YICO. 	2/3
12	12/2025/NQ-HDQT	May 19 th , 2025	Approval of the termination of the charter capital increase plan as per Proposal No. 05A/2024/TTr-HDQT dated April 12 th , 2024, previously approved at the 2024 AGM under Resolution No. 01/2024/NQ-DHDCD dated April 12 th , 2024	3/3
13	13/2025/NQ-HDQT	May 29 th , 2025	<ul style="list-style-type: none"> - Approval for submission to the GMS of the dismissal of Mr. Vo Dac Thieu from the BOD and the initiation of procedures for nomination and candidacy of a new BOD member to be elected by the GMS for the 2022–2027 term in accordance with the law and TCO's Charter. - Approval of the 2025 AGM meeting 	3/3

			documents.	
14	14/2025/NQ-HDQT	June 20 th , 2025	Approval of contracts/transactions between TCO and internal persons, their related persons, or related persons of TCO.	
			- Contracts/transactions with SNP	3/3
			- Contracts/transactions with Tan Cang Offshore Travel and Flight Services Joint Stock Company (TCOTS)	2/2
			- Contracts/transactions with Tan Cang Northern Maritime Joint Stock Company	2/2
			- Contracts/transactions with Tan Cang Gantry Joint Stock Company	3/3
			- Contracts/transactions with Tan Cang Dredging and Salvage Joint Stock Company	1/1
			- Contracts/transactions with Tan Cang Mermaid Subsea Services Company Limited	2/2
			- Contracts/transactions with Tan Cang Maritime Support and Offshore Services Joint Stock Company (TCOS)	3/3
			- Contracts/transactions with TCOTS – Cat Lai Supply Joint Stock Company	2/2
			- Contracts/transactions with Tan Cang–Cai Mep Thi Vai One Member Limited Liability Company	2/2
			- Contracts/transactions with Tancang – Petro Camranh Company Limited	3/3
			- Contracts/transactions with Truong Sa Seafood Company Limited	3/3
			- Contracts/transactions with Tan Cang Technical Services Joint Stock Company.	3/3
			- Contracts/transactions with Tan Cang Shipping Joint Stock Company	2/2
			- Contracts/transactions with Kien Giang Newport Joint Stock Company	1/1
			To authorize the General Director / Legal Representative of TCO to carry out all procedures related to the execution and performance of the contracts/transactions	3/3
			To assign the BOD Secretary to prepare the dossiers and seek opinions from SNP with respect to contracts/transactions for which the capital representative is required, in accordance with regulations (if any), to obtain approval from SNP, and to implement such contracts/transactions	3/3

			only upon receipt of approval from the capital representative.	
15	15/2025/NQ-HDQT	July 2 nd , 2025	Approval of the election of Mr. Le Dang Phuc as Chairman of the HDQT for the 2022–2027 term.	2/3
			Approval of the dismissal of Mr. Le Dang Phuc from the positions of General Director and Legal Representative of TCO.	2/3
			Approval of the appointment of Mr. Nguyen Phung Hung to the positions of General Director and Legal Representative of TCO.	2/3
16	16/2025/NQ-HDQT	July 7 th , 2025	Approval of the cash dividend payment for the year 2024.	2/3
17	17/2025/NQ-HDQT	July 7 th , 2025	Approval of the detailed implementation plan for the issuance of shares to increase charter capital from owners' equity, as approved by the 2025 Annual General Meeting of Shareholders on June 25 th , 2025.	3/3
18	18/2025/NQ-HDQT	July 8 th , 2025	- Approval of contracts/transactions between TCO and the TCOTS Branch in Khanh Hoa. - Approval of contracts/transactions between TCO and Asia Maritime Joint Stock Company. - Approval of contracts/transactions between TCO and Asia Asset Investment and Management Joint Stock Company.	2/2
			Approval of the authorization of the General Director / Legal Representative of TCO to carry out procedures related to the execution and performance of the above-mentioned contracts/transactions.	3/3
19	19/2025/NQ-HDQT	July 18 th , 2025	Approval of the re-execution and increase of the credit facility limit under the credit facility agreement with Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch	2/3
20	20/2025/NQ-HDQT	July 28 th , 2025	- Approval of the business performance results for the second quarter of 2025 and the first six months of 2025, and the business plan for the third quarter of 2025 and the first nine months of 2025 - Approval of the appointment of Ms. Nguyen My Hanh as Company Secretary.	3/3
21	21/2025/NQ-HDQT	August 1 st , 2025	Approval of the renewal of the short-term credit facility agreement with Military Commercial Joint Stock Bank – Dong Ho	3/3

			Chi Minh Branch.	
22	22/2025/NQ-HDQT	August 7 th , 2025	Approval of the plan to adjust and increase the short-term credit facility limit with Shinhan Bank Vietnam One Member Limited Liability Company.	2/3
23	23/2025/NQ-HDQT	August 11 th , 2025	Approval of the record date for determining the list of shareholders entitled to receive shares issued from the increase of charter capital from owners' equity, in accordance with the plan approved under Resolution No. 01/2025/NQ-DHDCCD of the 2025 Annual General Meeting of Shareholders dated June 25 th , 2025.	3/3
24	24A/2025/NQ-HDQT	August 14 th , 2025	Approval of the detailed issuance ratio in accordance with Resolution No. 17/2025/NQ-HDQT dated July 7 th , 2025 on the implementation of the share issuance plan to increase charter capital from owners' equity.	3/3
	24B/2025/NQ-HDQT		<ul style="list-style-type: none"> - Approval of the cancellation of the previously determined record date for finalizing the list of shareholders entitled to receive shares issued from the increase of charter capital from owners' equity under Resolution No. 23/2025/NQ-HDQT dated August 11th, 2025. - Approval of the new record date for determining the list of shareholders entitled to receive shares issued from the increase of charter capital from owners' equity in accordance with the plan approved under Resolution No. 01/2025/NQ-DHDCCD of the 2025 Annual General Meeting of Shareholders dated June 25th, 2025. 	3/3
25	25/2025/NQ-HDQT	August 28 th , 2025	Approval of contracts/transactions between TCO and TCOTS.	2/2
26	26/2025/NQ-HDQT	August 29 th , 2025	Approval of the investment plan for the offshore service vessel BOURBON AMPAN.	2/3
27	27/2025/NQ-HDQT	September 10 th , 2025	Approval of the change of the authorized representative for TCO's contributed capital in Tan Cang Mermaid Subsea Services Company Limited.	3/3
28	28/2025/NQ-HDQT	September 11 th , 2025	Approval of the investment plan for the offshore service vessel BOURBON KAIMOOK.	2/3
29	29/2025/NQ-	September 11 th ,	Approval of amendments to the Charter,	3/3

	HDQT	2025	adjustment of information on the number of registered securities, change of registration for trading of shares issued to increase charter capital from owners' equity, and adjustment of the Enterprise Registration Certificate.	
30	30/2025/NQ-HDQT	October 13 th , 2025	- Approval of the business performance results for the third quarter of 2025 and the first nine months of 2025, and the business plan for the fourth quarter of 2025 and the estimated performance for the year 2025. - Other related matters.	3/3
31	31/2025/NQ-HDQT	October 20 th , 2025	Approval of the re-execution of the short-term guarantee facility agreement with Vietnam Joint Stock Commercial Bank for Industry and Trade – Dong Da Branch.	3/3
32	32/2025/NQ-HDQT	October 22 nd , 2025	Approval of contracts/transactions between TCO and TCOS.	3/3
33	33/2025/NQ-HDQT	November 6 th , 2025	Approval of the investment plan for two container vessels with a capacity of 1,056 TEU each.	2/3
34	34/2025/NQ-HDQT	December 11 th , 2025	Approval of the plan to adjust and renew the short-term credit facility limit with Shinhan Bank Vietnam One Member Limited Liability Company.	3/3
35	35/2025/NQ-HDQT	December 11 th , 2025	Approval of the plan to renew the short-term credit facility limit with Shinhan Bank Vietnam One Member Limited Liability Company.	3/3
36	36/2025/NQ-HDQT	December 29 th , 2025	Approval of the plan to increase the value of TCO's capital contribution in Tan Cang Lach Huyen Joint Stock Company.	2/3

III. Board of Supervisors (Annual Report for 2025):

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 since August 21 st , 2023)	Master in Accounting – Audit
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	03	100%	100%	None
2	Pham Huy Vu	02	66%	66%	Absent
3	Vu Thi Hai Yen	03	100%	100%	None

3. Supervisory activities of the BOS over the BOD, BOM, and shareholders:

- The BOS appointed its representatives to attend BOD meetings and held regular meetings on a semi-annual basis, as well as extraordinary meetings when necessary.
- The BOD effectively fulfilled its supervisory role over the BOM, convening multiple meetings to promptly provide strategic direction and support the BOM in executing the GMS's resolutions.
- The BOD and BOM complied fully with legal regulations in corporate governance and management. Members of the BOD, the BOM, and managerial staff performed their assigned functions and duties in accordance with regulations.
- The BOM demonstrated strong performance in forecasting, planning, and closely monitoring investment projects, thereby minimizing business risks; it also developed market-appropriate business strategies and adjusted the implementation schedule of investment projects to align with actual production conditions, contributing to improved operational efficiency.
- The BOS monitored information disclosure and identified certain related-party transactions that were not disclosed in a timely manner in accordance with regulations, although they were presented in the financial statements. The primary cause was a procedural lapse in internal coordination. The BOM addressed this by supplementing the disclosures, reviewing and adjusting the process, and reallocating responsibilities for information disclosure.
- The GMS approved the BOD's submitted proposals in 2025.

4. Coordination between the BOS and the BOD, BOM, and other management personnel:

- The BOS maintained close coordination with the BOD and BOM while ensuring the independence of its supervisory function.
- The BOD provided meeting materials and invited the BOS to attend all BOD meetings; it also facilitated access and timely provision of its Resolutions and Decisions to the BOS.
- The BOM supported the BOS in collecting information and documents related to the Company's business operations upon request, enabling timely and effective supervisory work.
- The BOD actively supervised the activities of the BOM and other managerial staff to ensure the proper implementation of the GMS and BOD resolutions in compliance with legal regulations.

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

IV. Board of Management

No.	Members of the BOM	Position	Date of birth	Qualification	Appointment/dismissal date of members of the BOM
1	Le Dang Phuc	General	January	PhD in	Date of appointment:

		Director	20 th , 1976	Economics	April 26 th , 2017 Date of dismissal: July 2 nd , 2025
2	Pham Thanh Binh	Deputy General Director	November 23 th , 1980	Bachelor of Maritime Studies	Date of appointment: March 29 th , 2018
3	Nguyen Phung Hung	Deputy General Director/ General Director	September 15 th , 1975	Marine Navigation Engineer	Date of appointment as Deputy General Director: June 29 th , 2023 Date of appointment as General Director: July 2 nd , 2025
4	Nguyen Hong Son	Deputy General Director	February 22 nd , 1970	Marine Navigation Engineer	Date of appointment: August 22 nd , 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

Corporate Governance Training Programs attended by Members of the BOD, BOS, General Director, Other Management Personnel, and the Corporate Secretary in accordance with Corporate Governance Regulations:

- Corporate governance and information disclosure training program organized by the Hanoi Stock Exchange on June 27th, 2025 in Da Nang.
- Corporate governance training program 2025 organized by the Securities Science Research and Training Center under the State Securities Commission of Vietnam, held from August 7th – 8th, 2025 in Hanoi.
- Training course on “Enhancing professional skills for Corporate Secretaries at public companies in the context of upgrading the Vietnamese stock market”, organized by the State Securities Commission of Vietnam, held on August 22nd, 2025.
- Corporate governance seminar with the theme “*Corporate governance and the pathway to sustainable development for enterprises*” and “*The Hanoi Stock Exchange Annual Corporate Conference 2025*”, held on November 7th, 2025 in Ha Long.

VII. The list of affiliated persons of the public company (Annual Report for 2025) 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).

Appendix No. 01 attached

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.

Appendix No. 01 attached

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

Appendix No. 01 attached

VIII. Share transactions of internal persons and their affiliated persons (Annual Report for 2025)

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.

Appendix No. 02 attached.

IX. Other significant issues

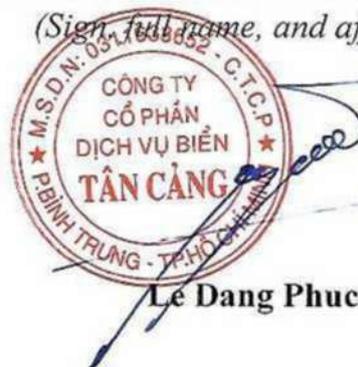
None.

Recipients:

- As above;
- Archived by Secretary.

CHAIRMAN OF BOARD OF DIRECTORS *for*

(Sign, full name, and affix seal)



Le Dang Phuc


APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY IN 2025
 (Enclosed with the Report on Corporate Governance for the Year 2025)

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		BOD Chairman			28/4/2022	25/6/2025	<ul style="list-style-type: none"> - Elected as a member of the BOD for the term 2022 – 2027 starting from April 28th, 2022, and holding the position of BOD Chairman. - The General Meeting of Shareholders dismissed him from the position of BOD member, which is effective from June 25th, 2025 	Internal person of the Company
2	Le Dang Phuc		BOD Chairman / General Director and BOD Member			20/3/2012	-	<ul style="list-style-type: none"> - Elected as BOD Chairman effective from July 2nd, 2025 - Dismissed from the position of General Director effective on July 2nd, 2025. 	Internal person of the Company
3	Nguyen Son		BOD Member			20/3/2012	-	<ul style="list-style-type: none"> - Elected as a BOD Member on March 20th, 2012. - Re-elected as a BOD member for the term 2022 – 2027 starting from April 28th, 2022. 	Internal person of the Company

4	Tran Quang Thao		BOD Member
II Board of Supervisors			
5	Pham Duc Duy		Head of BOS
6	Pham Huy Vu		Member of BOS
7	Vu Thi Hai Yen		Member of BOS
III Board of Management			
8	Nguyen Phung Hung		General Director and Legal representative/ Deputy General Director

25/6/2025	-	- Elected as a BOD member on June 25 th , 2025	Internal person of the Company
28/4/2022	-	Elected as a BOS member for the 2022 – 2027 term starting from April 28 th , 2022, and appointed as the Head of BOS since August 21 th , 2023.	Internal person of the Company
27/4/2018	-	- Elected as a BOS member. - Re-elected as a BOS member for the 2022 – 2027 term starting from April 28 th , 2022.	Internal person of the Company
28/4/2022		Elected as a BOS member for the 2022 – 2027 term starting from April 28 th , 2022.	Internal person of the Company
29/6/2023	-	- Appointed to the position of Deputy General Director - Dismissed from the position of Deputy General Director effective July 2 nd , 2025 - Appointed to the position of General Director effective from July 2 nd , 2025.	Internal person of the Company

9	Pham Thanh Binh		Deputy General Director	29/3/2018	-	Appointed to the position of Deputy General Director	Internal person of the Company
10	Nguyen Hong Son		Deputy General Director	22/8/2024	-	Appointed to the position of Deputy General Director	Internal person of the Company
IV Chief Accountant							
11	Vu Quang Tien		Chief Accountant	28/10/2013	-	Appointed to the position of Chief Accountant of the Company.	Internal person of the Company
V Corporate Governance Officer/ Authorized Information Disclosure Officer							
12	Nguyen Thi Gam		Corporate Governance Officer/ Authorized Information Disclosure Officer	12/9/2022	-	- Appointed to the position of Corporate Governance Officer/ Authorized Information Disclosure Officer - The authorization of the Information Disclosure Representative was terminated effective from August 2 nd , 2025	Internal person of the Company
VI Chief Financial Officer							
13	Tran Tuan Dung		Chief Financial Officer	10/11/2021	-	Appointed to the position of Chief Financial Officer	Internal person of the Company

VII Corporate Secretary/ Authorized Information Disclosure Officer									
14	Nguyen My Hanh		Corporate Secretary/ Authorized Information Disclosure Officer			28/07/2025	-	- Appointed to the position of Company Secretary. - Appointed to the position of the Authorized Information Disclosure Officer effective from August 1 st , 2025.	Internal person of the Company
VIII Organizations/individuals owning more than 10% of the voting shares									
15	Saigon Newport One Member Limited Liability Corporation (SNP)			0300514849 30/06/2010 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Thanh My Tay Ward, HCM City, Vietnam	17/3/2012	-		Major shareholder owning 36% of voting shares.
IX Subsidiary companies									
16	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 Ward, HCM City, Vietnam	16/3/2015	-		The company owns 51% of the shares
16.1	Le Dang Phuc		BOD Chairman			17/1/2020	-	Representative of TOS's Capital Contribution	

16.2	Le Dang Phong		
16.3	Nguyen Hong Son		Deputy General Director
16.4	Tran Tuan Dung		Chief Financial Officer
16.5	Pham Anh Kha		
16.6	Tran Hoang Ha		

29/6/2023	-	BOD Chairman/ Legal Representative	
10/10/2024	-	BOD member	
23/6/2023	-	BOD member	
31/3/2025	-	Director	
29/5/2025	-	Deputy Director	

17	Kien Giang Newport Joint Stock Company			1702075079 05/01/2017 Kien Giang Provincial Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	05/1/2017	-		The company owns 60% of the shares
17.1	Le Dang Phuc		BOD Chairman			05/1/2017		Representative of TOS's Capital Contribution	
17.2	Nguyen Son		BOD member			05/1/2017		BOD Chairman/ Legal Representative	
17.3	Tang Viet Hùng					15/4/2022	-	BOD member	
17.4	Do Van Tan					26/4/2024		BOD member/ Director / Legal Representative	

18	Tan Cang Northern Maritime Joint Stock 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	30/1/2018	-	The company owns 54% of the shares
18.1	Le Dang Phuc		BOD Chairman			30/1/2018		BOD Chairman/ Representative of TOS's Capital Contribution
18.2	Ryota Kimura					30/1/2018		BOD Member
18.3	Luu Anh Tuan					30/1/2018		BOD Member
18.4	Nguyen Dinh Tri					30/1/2018		Director / Legal Representative

19	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	24/2/2022	-		The company owns 51% of the shares
19.1	Le Dang Phuc		BOD Chairman	07		24/2/2022		BOD Chairman/ Representative of TOS's Capital Contribution	
19.2	Nguyen Son		BOD Member			24/2/2022		BOD Member	
19.3	Ho Manh Hung					24/2/2022		BOD Member/ Representative of TOS's Capital Contribution	
19.4	Dinh Tuan Minh					24/2/2022		BOD Member/ Director / Legal Representative	

19.5	Nguyen Si Nguyen				24/2/2022	-	Deputy Director	
20	Tan Cang Lach Huyen Joint Stock Company			0202284259 22/4/2025 Hai Phong City Department of Finance	Saigon Newport Corporation Building, 808 Le Hong Phong Street, Hai An Ward, Hai Phong City, Vietnam.	22/4/2025	-	The company owns 70% of the shares
20.1	Le Dang Phuc		BOD Chairman			22/4/2025	-	Representative of TOS's Capital Contribution
20.2	Tran Tuan Dung		Chief Financial Officer			22/4/2025	-	Representative of TOS's Capital Contribution / BOD member
20.3	Nguyen Dinh Tri					22/4/2025	-	Chairman of the Board of Directors / Director / Legal Representative

20.4	Nguyen Vinh Hau					22/4/2025	-	BOD member
21	Tan Cang Industrial Infrastructure Investment Joint Stock Company			2803017999 31/3/2022 Department of Planning and Investment of Thanh Hoa Province	NQ 10-15, Nguyet Que 10, Vinhomes Star City Urban Area, Dong Huong Ward, Thanh Hoa City, Thanh Hoa Province, Vietnam	31/3/2022	-	The company owns 51% of the shares
21.1	Le Dang Phuc		BOD Chairman			31/3/2022	-	Representative of TOS's Capital Contribution
21.2	Nguyen Son		BOD member			31/3/2022	-	Representative of TOS's Capital Contribution
21.3	Ta Dang Tinh					31/3/2022		BOD Member

21.4	Doan Viet Cuong					31/3/2022		General Director
X	Associated companies							
22	Tan Cang Mermaid Subsea Services Company Limited			0318206958 08/12/2023 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	08/12/2023		The company owns 50% of the shares
22.1	Phiboon Buakhung amcharoen					08/12/2023	-	Member of the Council of Members
22.2	Pattarapol Wannarat					08/12/2023	-	Member of the Council of Members
22.3	Nguyen Xuan Quy		Head of Business Planning Department			08/12/2023	30/9/2025	Member of the Council of Members / Director/ Legal Representative

22.4	Tran Tuan Dung		Chief Financial Officer			19/2/2025	-	Member of the Council of Members
22.5	Nai Thanh Vy		Deputy Head of the Business Planning Department			30/9/2025	-	Member of the Council of Members / Director/ Legal Representative
23	Tan Cang Que Vo Joint Stock Company			2301021818 13/3/2018 Department of Planning and Investment of Bac Ninh Province	Kieu Luong Hamlet, Duc Long Commune, Que Vo Town, Bac Ninh Province, Vietnam	13/3/2018	-	The company owns 31% of the shares
23.1	Kelvin Lim Chia Siong					13/3/2018	-	BOD member
23.2	Tran Tuan Dung		Chief Financial Officer			13/3/2018	-	BOD member/Diector

23.3	Dinh Van Phu				13/3/2018	-	BOD member	
23.4	Le Chi Dang				13/3/2018	-	BOD member	
24	Tan Cang Gantry Joint Stock Company			3502361710 03/5/2018 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	03/5/2018	-	The company owns 45% of the shares
24.1	Nguyen Hong Son		Deputy General Director		30/10/2024	-	BOD Chairman	
24.2	Tran Tuan Dung		Chief Financial Officer		24/12/2021	-		

24.3	Pham Viet Hung					24/12/2021	-	BOD member	
24.4	Nguyen Van Tuan					30/7/2020	-	Member of the Board of Directors / General Director / Legal Representative	
24.5	Dao Thuy Vinh					18/4/2022	-	Deputy Director	
25	Tan Cang Maritime Support And Offshore Services Joint Stock Company			0318354152 15/3/2024 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	15/3/2024	-		The company owns 36% of the shares
25.1	Pham Trung Thang					15/3/2024	-	BOD member	

25.2	Nguyen Phung Hung		General Director/ Legal Representative			15/3/2024	-	Representative of TOS's Capital Contribution/ BOD member
25.3	Pham Quang Trung Nghia		Assistant to the General Director			15/3/2024	-	Member of the Board of Directors / Director / Legal Representative
25.4	Vu Van Bien					15/3/2024	01/6/2025	Deputy Director
26	Tan Cang Shipping Joint Stock Company			0312566351 28/11/2013 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City, Vietnam	01/7/2024	-	The company owns 43.785% of the shares
26.1	Truong Tan Loc					1/10/2024	-	Chairman of the Board of Directors

26.2	Dinh Xuan Khanh				1/10/2024	-	Member of the Board of Directors
26.3	Le Dang Phuc		BOD Chairman		01/7/2024	-	Representative of TOS's Capital Contribution/ Member of the Board of Directors
26.4	Nguyen Phung Hung		General Director / Legal Representative		11/7/2024	-	Member of the Board of Directors
26.5	Bui Anh Tuan				2/8/2024	-	Director/ Legal Representative
26.6	Vu Duy Quang				01/7/2024	-	Deputy Director



26.7	Pham Ky Anh				01/7/2024	-	Deputy Director
26.8	Le Hai Ha				01/7/2024	-	Deputy Director

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 GMS/ BOD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Saigon Newport One Member Limited	Major shareholder owning 36% of	0300514849 30/06/2010 Ho Chi Minh City Department of Planning	722 Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services purchased: VND 246,834,779 - Services provided: VND 189,525,096,107 - Dividends distributed: VND 33,479,997,000	

	Liability Corporation	voting shares.	and Investment				
2	Tan Cang Offshore Travel and Flight Services	Subsidiary company	0313161911 16/03/2015 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025; Resolution No. 25/2025/NQ-HDQT dated August 28 th , 2025	<ul style="list-style-type: none"> - Services provided: VND 29,236,576,540 - Services purchased: VND 92,845,214,283 - Dividends distributed: VND 7,650,000,000 - Collections/payments on behalf: VND 45,352,182
3	Kien Giang Newport Joint Stock Company	Subsidiary company	1702075079 05/01/2017 Kien Giang Provincial Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Interest expense: VND 2,919,563,600
4	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 Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Provision of services and asset leasing: VND 10,550,332,300 - Services purchased: VND 28,163,542,333
5	Tan Cang Que Vo Joint Stock Company	Associated company	2301021818 13/3/2018 Department of Planning and Investment of	Kieu Luong Hamlet, Duc Long Commune, Que Vo Town, Bac Ninh Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Dividends distributed: VND 9,617,726,365

			Bac Ninh Province					
6	Tan Cang Gantry Joint Stock Company	Associated company	3502361710 03/5/2018 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Services provided: VND 608,724,117 - Services purchased: VND 44,014,023,578 - Loan interest income: VND 810,000,001 	
7	Tan Cang Dredging And Salvage Joint Stock Company	Subsidiary company	0317167329 24/02/2022 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Provision of services and asset leasing: VND 44,985,529,291 - Services purchased: VND 23,529,534,733 	
8	Tan Cang Mermaid Subsea Services Company Limited	Associated company	0318206958 08/12/2023 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Services provided: VND 29,042,349,786 - Services purchased: VND 3,527,699,554 	
9	Tan Cang Maritime Support And Offshore Services Joint Stock Company	Associated company	0318354152 15/3/2024 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Services purchased: VND 5,027,939,699 	

10	Tan Cang Shipping Joint Stock Company	Associated company	0312566351 28/11/2013 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Thanh My Tay Ward, HCMC, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services provided: VND 22,269,606,170 - Services purchased: VND 1,747,724,147	
11	TCOTS Supply - Cat Lai Joint Stock Company	Indirect subsidiary	0314786602 13/12/2017 Ho Chi Minh City Department of Planning and Investment	No. 25, Street 4B, Group 7, Quarter 2, Phu Huu Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services purchased: VND 9,892,001,630	
12	Tan Cang-Cai Mep Thi Vai One Member Limited Liability Company	SNP-affiliated company	3502294165 30/11/2015 Ho Chi Minh City Department of Planning and Investment	Tan Loc Quarter, Phuoc Hoa Ward, Phu My City, Ba Ria – Vung Tau Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services provided: VND 60,000,000,000 - Collections/payments on behalf: VND 582,000,000	
13	Tancang - Petro Camranh Company Limited	SNP-affiliated company	4201604785 07/07/2014 Khanh Hoa Department of Planning and Investment	Cam Ranh Peninsula, Cam Nghia Ward, Cam Ranh City, Khanh Hoa Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services provided: VND 2,636,018,519 - Services purchased: VND 10,623,566,667	
14	Truong Sa Seafood Company Limited	SNP-affiliated company	3500101033 17/09/2010 Ba Ria-Vung Tau Department	No. 1451, 30/4 Street, Ward 12, Vung Tau City, Ba Ria – Vung Tau Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated	- Services purchased: VND 17,892,697,551	

			of Planning and Investment			June 20 th , 2025	
15	Tan Cang Technical Services Joint Stock Company	SNP-affiliated company	0305736891 12/05/2008 Ho Chi Minh City Department of Planning and Investment	722 Dien Bien Phu, Thanh My Tay Ward, HCMC, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services purchased: VND 12,536,462,046
16	Tan Cang Maritime Services Joint Stock Company	SNP-affiliated company	0311297674 01/11/2011 Ho Chi Minh City Department of Planning and Investment	1295B Nguyen Thi Dinh Street, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services purchased: VND 31,231,789,000
17	Asia Shipping Joint Stock Company (Ashipco)	BOD Chairman concurrently serving as a BOD member of TOS	0200760826 13/09/2007 Ho Chi Minh City Department of Planning and Investment	8th Floor, ACB Building, 15 Hoang Dieu Street, Minh Khai Ward, Hong Bang District, Hai Phong City, Vietnam	2025	Resolution No. 18/2025/NQ-HDQT dated July 8 th , 2025	- Services purchased: VND 89,408,829,727
18	Asia Shipping Joint Stock Company (Ashico)	General Director concurrently serves as a BOD member of TOS	0200809729 11/04/2008 Ho Chi Minh City Department of Planning and Investment	HB TOWER Building, No. 669 Dien Bien Phu Street, Ward 25, Binh Thanh District, Ho Chi Minh City, Vietnam	2025	Resolution No. 18/2025/NQ-HDQT dated July 8 th , 2025	- Services provided: VND 8,849,130,746 - Services purchased: VND 103,445,368,231 - Sale of fixed assets: VND 363,779,200,000

3. Transactions between the company and other objects

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
I	Transactions between the Company and any company in which a member of the Board of Directors, a member of the Supervisory Board, the General Director, or other managerial personnel has been or is currently a founding member, a member of the Board of Directors, or the General Director within the past three (03) years.							
1	Kien Giang Newport Joint Stock Company	Subsidiary company	1702075079 05/01/2017 Kien Giang Provincial Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Interest expense: VND 2,919,563,600	BOD Chairman concurrently serving as BOD Member of TOS
2	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 Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Provision of services and asset leasing: VND 10,550,332,300 - Services purchased: VND 28,163,542,333	BOD Chairman concurrently serving as BOD Chairman of TOS
3	Tan Cang Dredging And Salvage Joint Stock Company	Subsidiary company	0317167329 24/02/2022 Ho Chi Minh City Department of	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Provision of services and asset leasing: VND 44,985,529,291 - Services purchased: VND 23,529,534,733	- BOD Chairman concurrently served as the BOD Chairman of TOS.

			Planning and Investment					- BOD member concurrently served as BOD member of TOS.
4	Tan Cang Maritime Support And Offshore Services Joint Stock Company	Associated company	0318354152 15/3/2024 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services purchased: VND 5,027,939,699	BOD member concurrently served as the General Director and Legal Representative of TOS.
5	Tan Cang-Cai Mep Thi Vai One Member Limited Liability Company	SNP-affiliated company	3502294165 30/11/2015 Ho Chi Minh City Department of Planning and Investment	Tan Loc Quarter, Phuoc Hoa Ward, Phu My City, Ba Ria – Vung Tau Province, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	- Services provided: VND 60,000,000,000 - Collections/payments on behalf: VND 582,000,000	Company Chairman concurrently serving as BOD Chairman of TOS
6	Asia Shipping Joint Stock Company (Ashipco)	BOD Chairman concurrently serving as a BOD member of TOS	0200760826 13/09/2007 Ho Chi Minh City Department of Planning and Investment	8th Floor, ACB Building, 15 Hoang Dieu Street, Minh Khai Ward, Hong Bang District, Hai Phong City, Vietnam	2025	Resolution No. 18/2025/NQ-HDQT dated July 8 th , 2025	- Services purchased: VND 89,408,829,727	BOD Chairman concurrently serving as BOD Member of TOS
7	Asia Shipping Joint Stock Company (Ashico)	General Director concurrently serves as a BOD member of TOS	0200809729 11/04/2008 Ho Chi Minh City Department of Planning and Investment	HB TOWER Building, No. 669 Dien Bien Phu Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 18/2025/NQ-HDQT dated July 8 th , 2025	- Services provided: VND 8,849,130,746 - Services purchased: VND 103,445,368,231 - Sale of fixed assets: VND 363,779,200,000	General Director concurrently serving as BOD Member of TOS

II Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director								
1	Tan Cang Offshore Travel and Flight Services	Subsidiary company	0313161911 16/03/2015 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025; Resolution No. 25/2025/NQ-HDQT dated August 28 th , 2025.	<ul style="list-style-type: none"> - Services provided: VND 29,236,576,540 - Services purchased: VND 92,845,214,283 - Dividends distributed: VND 7,650,000,000 - Collections/payments on behalf: VND 45,352,182 	The BOD Chairman is a related person of the BOD Chairman of TOS.
2	Tan Cang Mermaid Subsea Services Company Limited	Associated company	0318206958 08/12/2023 Ho Chi Minh City Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	2025	Resolution No. 14/2025/NQ-HDQT dated June 20 th , 2025	<ul style="list-style-type: none"> - Services provided: VND 29,042,349,786 - Services purchased: VND 3,527,699,554 	Member of the Members' Council/ Director is a related person of the BOD Member of TOS.
III Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers								
	None							

APPENDIX 02: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS IN 2025
(Enclosed with the Report on Corporate Governance for the Year 2025)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	Personal Identification Card, Citizen Identification Card, Passport, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1	Vo Dac Thieu		BOD Chairman			210,523	0.47%	The GMS dismissed him from the position of BOD Member, which is effective from June 25 th , 2025
1.1	Vo Dac Tao		Father			0	0	
1.2	Nguyen Thi Hanh		Mother			0	0	
1.3	Tran Thanh Huyen		Father in law			0	0	
1.4	Vu Thi Dung		Mother in law			0	0	
1.5	Vo Dac Tuyen		Older brother			0	0	

1.6	Vo Dac Truyen		Older brother			0	0	
1.7	Vo Dac Tuyen		Older brother			0	0	
1.8	Vo Dac Truyen		Older brother			0	0	
1.9	Vo Dac Thi		Younger brother			0	0	
1.10	Tran Thi Thanh Thuy		Wife			12,341	0.03%	
1.11	Vo Tran Bao Hoa		Child			0	0	
1.12	Vo Tran Bao Han		Child			0	0	
1.13	Saigon Newport One Member Limited Liability Corporation		Representative of the capital contribution	0300514849 30/06/2010 Ho Chi Minh City's Department of Planning and Investment	No. 722 Dien Bien Phu, Thanh My Tay Ward, HCM City, Vietnam	16,200,058	36%	
1.14	Tan Cang-Cai Mep Thi Vai One Member Limited Liability Company		Chairman of the Company	3502294165 30/11/2015 Ho Chi Minh City's Department of	No. 722 Dien Bien Phu, Thanh My Tay Ward, HCM City, Vietnam	0	0	

2	Nguyen Son		BOD Member
2.1	Le Thi Ngoc Hoa		Wife
2.2	Nguyen Hoan		Father
2.3	Le Thi An		Mother
2.4	Nguyen Minh Thuong		Younger sister
2.5	Doan Thanh Long		Brother in law

i	411,410	0.91%	
	0	0	
	0	0	
	851.265	1,89%	
	1.234.232	2.74%	
i	0	0	

2.6	Nguyen Xuan Quy		Brother					0	0
2.7	Nguyen Thi Thanh Ha		Younger brother					0	0
2.8	Nguyen Hoang Phong		Sister in law					0	0
2.9	Nguyen Truong An		Child					0	0
2.10	Nguyen Ngoc Linh		Child					0	0
2.11	Asia Investment And Asset Management Joint Stock Company		General Director	0200809729 11/04/2008 Hai Phong's Department of	HB TOWER Building, No. 669 Dien Bien Phu Street, Thanh My			0	0

				Planning and Investment	Tay Ward, HCM City, Vietnam			
2.12	Tan Cang Industrial Infrastructure investment Joint Stock Company		BOD Chairman	2803017999 31/03/2022 Thanh Hoa's Department of Planning and Investment	NQ 10 – 15, Nguyet Que 10, Vinhomes Star City Urban Area, Dong Huong Ward, Thanh Hoa City, Thanh Hoa Province, Vietnam	0	0	
2.13	Tan Cang Dredging And Salvage Joint Stock Company		BOD Member	0317167329 24/02/2022 HCM City's Department of Planning and Investment	722 Dien Bien Phu, Thanh My Tay Ward, HCM City	0	0	
2.14	Kien Giang Newport Joint Stock Company		BOD Chairman/ Representative of the capital contribution	1702075079 05/01/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
2.15	Tan Cang Song Than ICD Joint Stock Company		BOD Vice Chairman	3700785006 27/03/2007 Binh Duong's Department of Planning and Investment	No. 7/20 DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Thuan An City, Binh Duong Province, Vietnam	0	0	
2.16	Amecc Mechanical Construction Joint Stock Company		BOD Member	0200786983 02/01/2008 Hai Phong's Department of	Km 35 National Highway 10, Quoc Tuan Commune, An Lao District, Hai	0	0	

3	Le Dang Phuc		BOD Chairman / General Director and BOD Member
3.1	Nguyen Thi Bang		Mother
3.2	Le Van Phung		Father
3.3	Le Dang Phong		Younger brother
3.4	Le Thi Thu		Older sister
3.5	Tran Anh Giang		Brother in law

	2,111,908	4.69%	- Dismissed from the position of General Director effective July 2 nd , 2025. - Elected as BOD Chairman effective July 2 nd , 2025
	1,577,074	3.50%	
	60.137	0.134%	
	1,371,369	3.05%	
y	0	0	



			P-			
3.6	Doan Thi Hai Binh		Wife		0	0
3.7	Le Phuc Hung		Child		0	0
3.8	Le Dang Hieu		Child		0	0
3.9	Doan Duc Thanh		Father in law		0	0
3.10	Nguyen Thi Thuy		Mother in law		0	0

3.11	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Representative of the capital contribution	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	0	0	
3.12	Tan Cang Northern Maritime Joint Stock Company		BOD Chairman/ Representative of the capital contribution	0314870156 30/01/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	0	0	
3.13	Tan Cang Dredging And Salvage Joint Stock Company		BOD Chairman/ Representative of the capital contribution	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, Ho Chi Minh City, Vietnam	0	0	
3.14	Kien Giang Newport Joint Stock Company		Representative of the capital contribution	1702075079 05/01/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
3.15	Tan Cang Shipping Joint Stock Company		BOD Member/ Representative of the capital contribution	0312566351 28/11/2013 HCM City's Department of Planning and Investment	722 Dien Bien Phu, Ward 22, Binh Thanh District, HCM City, Vietnam	0	0	
3.16	Tan Cang - Cai Mep Joint Stock Company		BOD Member	3500871096 18/7/2023	Tan Cang Saigon Corporation Building, Tan	0	0	

				Ba Ria – Vung Tau’s Department of Planning and Investment	Phuoc Ward, Phu My Town, Ba Ria - Vung Tau Province			
3.17	Tan Cang Lach Huyen Joint Stock Company		Representative of the capital contribution	0202284259 22/04/2025 Department of Finance of Hai Phong City	Saigon Newport Corporation Building, No. 808 Le Hong Phong Street, Hai An Ward, Hai Phong City, Vietnam	0	0	
3.18	Tan Cang Industrial Infrastructure investment Joint Stock Company		Representative of the capital contribution	2803017999 31/03/2022 Thanh Hoa’s Department of Planning and Investment	NQ 10 – 15, Nguyet Que 10, Vinhomes Star City Urban Area, Dong Huong Ward, Thanh Hoa City, Thanh Hoa Province, Vietnam	0	0	
4	Tran Quang Thao		BOD Member			0	0	
4.1	Le Thi Kim Chi		Wife			0	0	
4.2	Tran Le Ngoc Quynh		Child			0	0	

4.3	Tran Le Minh Nguyet		Child
4.4	Tran Quang Trung		Father
4.5	Nguyen Thi Hoa		Mother
4.6	Le Van Vinh		Father-in-law
4.7	Vuong Thi The		Mother-in-law
4.8	Tran Hong Thom		Sister

0	0	
0	0	
0	0	
0	0	
0	0	

4.9	Tran Quang Hieu		Brother			0	0	
4.10	Tran The Nguyen		Younger brother			0	0	
4.11	Mai Quang Hop		Brother-in-law			0	0	
4.12	Ha Thi Phuong Mai		Sister-in-law			0	0	
4.13	Ha Thi Thuy Hang		Sister-in-law			0	0	
4.14	Saigon Newport One Member		Representative of the capital contribution	0300514849 30/6/2010	No. 722 Dien Bien Phu Street, Ward 22, Binh	16,200,058	36%	

	Limited Liability Corporation			HCM City's Department of Planning and Investment	Thanh District, HCM City, Vietnam			
4.15	Tan Cang Warehousing Joint Stock Company		BOD Member	0309532497 04/1/2010 HCM City's Department of Planning and Investment	Tan Cang – Cat Lai Terminal, Cat Lai Ward, Thu Duc City, HCM City, Vietnam	0	0	
4.16	Tan Cang Warehousing Depot Joint Stock Company		BOD Member	0318512521 14/6/2024 HCM City's Department of Planning and Investment	1295B Nguyen Thi Dinh Street, Cat Lai Ward, Thu Duc City, HCM City, Vietnam	0	0	
5	Pham Duc Duy		Head of BOS			0	0	
5.1	Nguyen Huynh Ngan Thy		Wife			0	0	
5.2	Pham Van Thinh		Father			0	0	
5.3	Nguyen Thi Ut		Mother			0	0	

5.4	Nguyen Trung Son		Father in law			0	0	
5.5	Huynh Kim Khanh		Mother in law			0	0	
5.6	Pham Mai Phuong Uyen		Younger sister			0	0	
5.7	Pham Mai Ha Linh		Younger sister			0	0	
5.8	Tan Cang Offshore Travel And Flight Services Joint Stock Company		Head of BOS	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City, Vietnam	0	0	

5.9	Tan Cang Northern Maritime Joint Stock Company		Head of BOS	0314870156 30/01/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City, Vietnam	0	0	
5.10	Tan Cang Dredging And Salvage Joint Stock Company		Head of BOS	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City, Vietnam	0	0	
5.11	Tan Cang Gantry Joint Stock Company		Head of BOS	3502361710 03/5/2018 HCM City's Department of Planning and Investment	52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City	0	0	
5.12	TCOTS Supply - Cat Lai Joint Stock Company		Head of BOS	0314786602 13/12/2017 HCM City's Department of Planning and Investment	No. 25, Street 4B, Group 7, Quarter 2, Phu Huu Ward, Thu Duc City, HCM City, Vietnam	0	0	
5.13	Kien Giang Newport Joint Stock Company		Head of BOS	1702075079 05/1/2017 Kien Giang's Department of Planning and Investment	39 Tran Hung Dao, Kien Tan Quarter, Kien Luong Town, Kien Luong District, Kien Giang Province, Vietnam	0	0	
5.14	Tan Cang Que Vo Joint Stock Company.		Head of BOS	2301021818 13/3/2018	Kieu Luong Village, Duc Long Commune, Que	0	0	

				Bac Ninh's Department of Planning and Investment	Vo Town, Bac Ninh Province, Vietnam			
5.15	Tan Cang Maritime Support And Offshore Services Joint Stock Company		BOS Member	0318354152 15/3/2024 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City, Vietnam	0	0	
5.16	Tan Cang Shipping Joint Stock Company		BOS Member	0312566351 28/11/2013 HCM City's Department of Planning and Investment	No. 722 Dien Bien Phu Street, Ward 22, Binh Thanh District, HCM City, Vietnam	0	0	
5.17	Tan Cang Mermaid Subsea Services Company Limited		Head of BOS	0318206958 08/12/2023 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Tay Ward, Thu Duc City, HCM City, Vietnam	0	0	
5.18	Tan Cang Offshore Engineering Construction Joint Stock Company		Head of BOS	0305499979 18/2/2008 HCM City's Department of Planning and Investment	96/7 Vo Thi Sau Street, Tan Dinh Ward, HCM City, Vietnam	0	0	
6	Pham Huy Vu		BOS Member			0	0	

6.1	Pham Tuan Hoa		Father	1		0	0	
6.2	Pham Tuan Minh		Child			0	0	
6.3	Tan Cang Gantry Joint Stock Company		BOS Member	3502361710 03/5/2018 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	0	0	
6.4	Tan Cang Dredging And Salvage Joint Stock Company		BOS Member	0317167329 24/2/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	0	0	
6.5	TCOTS Supply - Cat Lai Joint Stock Company		BOS Member	0314786602 13/12/2017 HCM City's Department of Planning and Investment	No. 25, Street 4B, Group 7, Quarter 2, Phu Huu Ward, Thu Duc City, HCM City, Vietnam	0	0	
7	Vu Thi Hai Yen		Member of BOS			0	0	

7.1	Le Minh Thu		Mother
7.2	Vu Minh Chau		Father
7.3	Vu Le Hai		Older brother
7.4	Huynh Le Dieu Vy		Sister in law
7.5	Mai Anh Vu		Husband
7.6	Mai Vu Thao My		Child
7.7	Mai Vu Thanh Truc		Child

	0	0	
	0	0	
	0	0	
	0	0	
	0	0	
	0	0	

7.8	Duong Thi Bup		Mother in law	I		0	0		
7.9	Mai Van Thuan		Father in law	I		0	0		
7.10	Tan Cang Hai Phong International Container Terminal Company Limited		Head of BOS		0201222436 28/11/2011 Department of Planning and Investment of Hai Phong City	Don Luong Area, Cat Hai Special Zone, Hai Phong City, Vietnam	0	0	
8	Nguyen Phung Hung		General Director and Legal Representative / Deputy General Director				0	0	- Dismissed from the position of Deputy General Director effective July 2 nd , 2025. - Appointed to the position of General Director effective July 2 nd , 2025.

8.1	Nguyen Thi Hong Thu		Wife		0	0	
8.2	Phung Thi Truong		Mother		0	0	
8.3	Tran Thi Ai		Mother in law		0	0	
8.4	Nguyen Si Nguyen		Younger brother		0	0	
8.5	To Ngoc Minh Phuong		Sister in law		0	0	
8.6	Nguyen Hong Anh		Child		0	0	

8.7	Nguyen Duc Phat		Child			0	0	
8.8	Tan Cang Maritime Support And Offshore Services Joint Stock Company		BOD Member/ Representative of the capital contribution	0318354152 15/03/2024 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	0	0	
8.9	Tan Cang Shipping Joint Stock Company		BOD Member	0312566351 28/11/2013 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City, Vietnam	0	0	
9	Pham Thanh Binh		Deputy General Director			0	0	
9.1	Pham Van Hoa		Father			0	0	

9.8	Truong Thi Khan		Mother in law		0	0	
10	Nguyen Hong Son		Deputy General Director		0	0	
10.1	Nguyen Thi Boi Quynh		Wife		0	0	
10.2	Nguyen Khac Viet		Father				
10.3	Dao Thi Nhung		Mother				
10.4	Nguyen Ngoc Mon		Father in law		0	0	
10.5	Nguyen Thi The		Mother in law		0	0	
10.6	Nguyen Quoc Dung		Younger brother		0	0	

				F
10.7	Nguyen Thi Bich Hong		Older sister	
10.8	Nguyen Thi Hai Yen		Older sister	
10.9	Ha Huy Truc		Brother in law	
10.10	Nguyen Xuan Lai		Brother in law	
10.11	Dinh Thi Thu Hang		Sister in law	

0	0	
0	0	
0	0	
0	0	
0	0	

10.12	Nguyen Bao Chau		Child			0	0	
10.13	Nguyen Minh Quang		Child			0	0	
10.14	Tan Cang Gantry Joint Stock Company		BOD Chairman	3502361710 03/05/2018 HCM City's Department of Planning and Investment	52-54 Truong Van Bang, Binh Trung Ward, HCM City	0	0	
10.15	Tan Cang Offshore Travel And Flight Services Joint Stock Company		BOD Member	0313161911 16/03/2015 HCM City's Department of Planning and Investment	52-54 Truong Van Bang, Binh Trung Ward, HCM City	0	0	
11	Vu Quang Tien		Chief Accountant			0	0	
11.1	Vu Duc Hieu		Father			0	0	

11.2	Pham Thi Nga		Mother		0	0	
11.3	Nguyen Thi Yen		Wife		231,006	0.51%	
11.4	Vu Phuong Anh		Child		0	0	
11.5	Vu Nhat Nam		Child		0	0	
11.6	Nguyen Nang Pho		Father in law		0	0	
11.7	Nguyen Thi Minh		Mother in law		0	0	

12	Nguyen Thi Gam		Corporate Governance Officer/ Authorized Information Disclosure Officer		0	0	The authorization of the Information Disclosure Officer was terminated from August 1 st , 2025
12.1	Nguyen Van Bao		Father		0	0	
12.2	Tran Thi Lan		Mother		0	0	
12.3	Nguyen Thi Bich Hong		Younger sister		0	0	
12.4	Pham Nguyen Thanh Toan		Brother in law		0	0	

12.5	Nguyen Van Thang		Younger brother			0	0	
12.6	Luu Thi Bich Ngoc		Sister in law			0	0	
12.7	Nguyen Thi Hue		Younger sister			0	0	
12.8	Le Hoang		Child			0	0	
12.9	Le Hoang Phat		Child			0	0	
12.10	Tan Cang Offshore Travel And Flight Services Joint Stock Company		BOS Member	0313161911 16/03/2015 HCM City's Department of	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City	0	0	

12.11	Tan Cang Dredging And Salvage Joint Stock Company		BOS Member	0317167329 24/02/2022 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City	0	0	
13	Tran Tuan Dung		Chief Financial Officer			13,645	0.03%	
13.1	Nguyen Tran Huong Thao		Wife			0	0	
13.2	Tran Tuan Minh		Child			0	0	
13.3	Tran Van Hai		Father			111	0.00024 %	
13.4	Vu Thi Lan Anh		Mother			55	0.00012 %	

13.5	Tran Dieu Anh		Younger brother			0	0	
13.6	Nguyen Huy Quang		Father in law			0	0	
13.7	Tran Phuong Anh		Mother in law			0	0	
13.8	Tan Cang Offshore Travel And Flight Services Joint Stock Company		BOD Member	0313161911 16/03/2015 HCM City's Department of Planning and Investment	No. 52-54 Truong Van Bang, Binh Trung Ward, HCM City	0	0	
13.9	Tan Cang Que Vo Joint Stock Company		Director/ BOD Member/ Capital contribution representative	2301021818 13/03/2018 Bac Ninh's Department of Planning and Investment	Kieu Luong Village, Duc Long Commune, Que Vo Town, Bac Ninh Province, Vietnam	0	0	
13.10	Tan Cang Gantry Joint Stock Company		BOD Member	3502361710 03/05/2018	No. 52-54 Truong Van Bang, Binh	0	0	

				HCM City's Department of Planning and Investment	Trung Ward, HCM City			
13.1	Tan Cang Lach Huyen Joint Stock Company		Representative of the capital contribution/ BOD Member	0202284259 22/4/2025 Department of Finance of Hai Phong City	Saigon Newport Corporation Building, No. 808 Le Hong Phong Street, Hai An Ward, Hai Phong City, Vietnam	0	0	
14	Nguyen My Hanh		Corporate Secretary/ Authorized Information Disclosure Officer			0	0	Appointed to the position of the Authorized Information Disclosure Officer effective from August 1 st , 2025.
14.1	Pham Thi Thanh Nhan		Mother			0	0	
14.2	Nguyen Van Nhan		Father			0	0	

14.3	Nguyen Van Hieu		Younger Brother			0	0	
14.4	La Tuan Khang		Child			0	0	
15	Trade Union of Tan Cang Offshore Services Joint Stock Company		Socio-political organization of public companies			0	0	

2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Le Thi An	Affiliated person of BOD Member	1,086,425	3.5%	586,425	1.89%	Sold
2	Le Dang Phong	Affiliated person of BOD Chairman	137,137	0.305%	60,137	0.134%	Sold