

No.: 0118/POS-HDQT

Vung Tau, January 24th, 2025**REPORT CORPORATE GOVERNANCE**
Year 2024

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

- Name of company: PTSC Offshore Services Joint Stock Company.
- Address: PTSC Downstream Port, No. 65A, 30-4 Road, Thang Nhat ward, Vung Tau city.
- Telephone: 0254 – 3515758 Fax: 0254 – 3515759
- Charter capital: 400,000,000,000 VND
- Stock symbol: POS
- Governance model: General meeting of shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

On 14/06/2024, PTSC Offshore Services Joint Stock Company (POS) successfully convened then Annual General Meeting of Shareholders in 2024 with the attendance rate of shareholders representing 94% of the total number of votes. As at 31/12/2024, the General Meeting of Shareholders of POS issued 01 Resolution as follow:

No.	Resolution/Decision Number	Date	Content
1	17/NQ-POS-ĐHĐCĐ	14/07/2024	Resolution of the Annual General Meeting of Shareholders in 2024

II. The Board of Directors (BODs)

1. Information about the members of BODs

No.	Board of Directors'	Position	The date becoming/ceasing to be the member of the BODs
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	Members		Date of appointment	Date of dismissal
1.	Mr. Nguyen Tien Phong	Chairman	-26/04/2023 – reappointed as Chairman. -25/04/2023 reappointed as member of BODs. -12/04/2018 – reappointed as Chairman. -01/04/2013 – appointed as Chairman.	
2.	Mr. Duong Hung Van	- Member of the BODs and Director (until 30/06/2024). - Non-executive Member of the BODs (From 01/07/2024)	-26/04/2022 reappointed as member of BODs. -19/04/2017 reappointed as member of BODs. -18/03/2012, appointed as member of BODs.	
3.	Mr. Nguyen Tuan	Non-executive Member of the BODs	-14/06/2024 reappointed as member of BODs. -25/4/2019, appointed as member of BODs.	
4.	Mr. Nguyen The Hoang	Non-executive Member of the BODs	-27/04/2021 – reappointed as member of BODs. -15/09/2015- appointed as member of BODs.	
5.	Mr. Nguyen Duc Thien	Non-executive Member of the BODs	-26/04/2022 appointed as member of BODs	

2. Meetings of BODs

No.	BODs Members	Position	The number of meetings	Reason for absence
1.	Mr. Nguyen Tien Phong	Chairman	04	
2.	Mr. Duong Hung Van	- Member of Board and Director (until 30/06/2024). - Non-executive Member of the BODs (From 01/04/2024).	03	Busy with work schedule
3.	Mr. Nguyen Duc Thien	Non-executive Member of the BODs	04	

No.	BODs Members	Position	The number of meetings	Reason for absence
4.	Mr. Nguyen Tuan	Non-executive Member of the BODs	04	
5.	Mr. Nguyen The Hoang	Non-executive Member of the BODs	04	

3. Supervising the Board of Management by BODs

In 2024, the Company continued to face many difficulties and challenges as the world and regional economic situation continued to be complicated and unpredictable, the USD/VND exchange rate and gold prices increased sharply; crude oil prices, materials prices, and freight rates fluctuated strongly; the domestic oil and gas sector has not shown any signs of improvement. In the above challenging conditions, in order to maintain and promote the production and business, BODs of the Company strengthened regular and timely supervision and directed the Board of Management activities in accordance with its functions and authority, in accordance with the provisions of the Law and the Company's Charter, specifically as follows:

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

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

- In addition, to intensify effectiveness of support tools for supervision activities, BODs resolutely directed the review and development of a system of bill of material and regulations in accordance with State regulations, practices on business management and corporate governance and the Company's production and business situation. Developed an action plan to implement key tasks in 2024 and disseminated it to all departments, officers and workers; mobilized all resources for production and business development.

4. Activities of BODs subcommittees:

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

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

5. Resolutions/Decisions of the Board of Directors:

In 2024, the Board of Directors organized 04 meetings and issued 30 opinion polls, issued 15 Decisions and 27 Resolutions related to business production issues, investment, human resources organization and other activities. The list of Resolutions and Decisions issued by the Board of Directors is stated in Appendix 01 of this Report.

III. Board of Supervisors

1. Information about members of Board of Supervisors:

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

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Tran Thi Minh Huong	04	100%	100%	
2	Pham Thu Hien	04	100%	100%	
3	Nguyen Minh Tuan	04	100%	100%	

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

Based on the authority and responsibility of the Board of Supervisors as prescribed by the current Enterprise Law and the Company's Charter, the Board of Supervisors conducted

inspection and supervision on the organization of production and business activities and financial management of the Company during the year according to the following contents:

- Monitored the implementation of the Resolution of the 2024 General Meeting of Shareholders. Implementation and compliance with the Company's Charter, Enterprise Law, and state laws.
- Monitored the implementation of the 2024 yearly and quarterly production and business plan in 2024.
- Inspected the audited financial statements for 2023 and the post-audit review report for the first 6 months of 2024 and reviewed the 2024 quarterly financial statements, prepared a report on inspection and supervision activities in 2023 and the 2024 operation plan of the Board of Supervisors to submit to the 2024 Annual General Meeting of Shareholders; submitted to the 2024 Annual General Meeting of Shareholders a list of 03 proposed auditing companies and proposed the General Meeting of Shareholders to authorize the Board of Directors to decide on selection of contractor implementing review of the Company's semi-annual financial statements and auditing the Company's 2024 financial statements; Monitored the financial situation, evaluated the performance and debt payment ability, the situation of capital management and use, the balance and use of cash flow, and the preservation and development of equity.
- Monitored the implementation status and progress of the Company's projects.
- Supervised the implementation of the inspection and supervision plan during the period and their implementation status, handled the recommendations of the inspection teams of the State authorities. Coordinated with the State authorities in inspecting and supervising the management and production and business activities at the Company.

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

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

- The Board of Supervisors coordinated with the Board of Directors and the Company's Director in performing assigned functions and tasks, coordinated in internal inspection, supervision and control activities, and coordinated in equity management.
- The Board of Directors and the Executive Board created favorable conditions for the Board of Supervisors to perform its duties. Provided information and documents related to the Company's operations; The Board of Supervisors is invited to attend meetings of the Board of Directors and the Company's briefings.
- The Board of Supervisors informed the Board of Directors and the Director of the inspection and supervision task contents for 2023 and the quarters in 2024 for coordination. The Board of Supervisors activities report has been consulted with the Board of Directors before being submitted to the General Meeting of Shareholders.

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

IV. Board of Management

No	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
1.	Vu Dinh Cao Son	11/3/1984	Marine Engineering Engineer	- 01/07/2024 appointed as Director. - 15/04/2021 appointed as Deputy Director.
2.	Duong Hung Van	05/04/1975	Civil Engineer, Bachelor of Business Administration	- 01/07/2024, resigned as Director. - 19/09/2016 re-appointed as Director - 28/12/2011 Appointed as Director
3.	Le Toan Thang	08/09/1968	Marine engine Master/ Mechanic, Maritime Economist	- 16/12/2017 re-appointed as Deputy Director. - 10/10/2014 re-appointed as Deputy Director. - 10/11/2011 appointed as Deputy Director.
4.	Nguyen Van Duong	02/03/1977	Petroleum chemical industry machinery and equipment engineer	- 14/04/2020 appointed as Deputy Director.

V. Chief Accountant:

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

VI. Training courses on corporate governance

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

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

1. The list of affiliated persons (organizations) of the company: as attached Appendix 2.

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

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: as attached Appendix 4.
2. Transactions of internal persons and affiliated persons with shares: none.

IX. List of State Shareholders, Major Shareholders

Closing date of ownership list: 02/12/2024

No	Name of Shareholders	Shareholder classification		ID card / Business registration number	Date of issue	Number of share owned at the end of the period	Percentage of share Ownership at the end of the period (%)	Note
		State shareholder	Major shareholder					
1	Petro Vietnam Technical Services Corporation		✓	0100150577	10/07/2015	33,980,700	84.95%	
2	Modern Bank of Vietnam - MBV	✓	✓	0800006089	17/06/2015	3,503,900	8.76%	

X. Other significant issues: None.

CHAIRMAN

Recipients:

- As above;
- BOD, BOS, BOM;
- Company Website;
- Archive: Office, BOD Secretary, ND (02).



Nguyen Tien Phong

APPENDIX 01: The List of Resolutions, Decisions of the Board of Directors Year 2024

No.	Issuance Date	Resolution, Decision number	Content
1.	24/01/2024	01/NQ-POS-HĐQT	Resolution for Approval of the bonus plan for completing the 2023 Production and Business plan from the Executive Board Bonus Fund
2.	02/02/2024	02/NQ-POS-HĐQT	Resolution for Agreeing the Contract and Order Letter with PTSC Mechanical and Construction Limited Company
3.	28/02/2024	03/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PTSC Marine
4.	01/04/2024	04/NQ-POS-HĐQT	Resolution for Agreeing the Supplement to the Contract with PTSC Supply base
5.	02/04/2024	05/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PTSC Marine
6.	09/04/2024	06/NQ-POS-HĐQT	Resolution for Approval of the 2024 Production and Business plan of PTSC-POS
7.	09/04/2024	07/NQ-POS-HĐQT	Resolution for Agreeing the Supplement to the Contract with PTSC Supply base
8.	11/04/2024	08/NQ-POS-HĐQT	Resolution for Agreeing the extension of the 2024 Annual General Meeting of Shareholders
9.	15/04/2024	09/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PetroVietnam Technical Services Corporation
10.	22/04/2024	10/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PTSC Supply base
11.	22/05/2024	11/NQ-POS-HĐQT	Resolution for agreeing the Order with PTSC Supply base
12.	27/05/2024	12/NQ-POS-HĐQT	Resolution for Approval of the documents draft for the 2024 Annual General Meeting of Shareholders of POS
13.	03/06/2024	13/NQ-POS-HĐQT	Resolution for Agreeing the Contract with Murphy Cuu Long Bac Oil Co., Ltd
14.	10/06/2024	14/NQ-POS-HĐQT	Resolution for Promulgating the Company's financial management regulations
15.	10/06/2024	15/NQ-POS-HĐQT	Resolution for Agreeing the Order with PTSC Supply base
16.	13/06/2024	16/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PTSC Geos and Subsea Services Company Ltd.
17.	19/06/2024	18/NQ-POS-HĐQT	Resolution for Promulgating the Charter of POS
18.	28/06/2024	356/QD-POS-HĐQT	Decision on appointment of staff
19.	28/06/2024	357/QD-POS-HĐQT	Decision on appointment of staff
20.	28/06/2024	358/QD-POS-HĐQT	Decision on appointment of staff
21.	28/06/2024	359/QD-POS-HĐQT	Decision on Salary arrangement for staff
22.	28/06/2024	360/QD-POS-HĐQT	Decision on Salary arrangement for staff
23.	28/06/2024	361/QD-POS-HĐQT	Decision on Salary arrangement for staff

No.	Issuance Date	Resolution, Decision number	Content
24.	28/06/2024	367/QD-POS-HĐQT	Decision on Resignation of Mr. Duong Hung Van
25.	28/6/2024	368/QD-POS-HĐQT	Decision on Appointment of POS Director
26.	28/06/2024	370/QD-POS-HĐQT	Decision on Termination of labor contract with Mr. Duong Hung Van - Director of POS
27.	08/07/2024	19/NQ-POS-HĐQT	Resolution on Agreeing the Contract with PTSC Supply Base
28.	09/07/2024	381/QD-POS-HĐQT	Decision on Salary arrangement for Mr. Vu Dinh Cao Son
29.	29/07/2024	414/QD-POS-HĐQT	Decision on Payment of severance allowance to Mr. Duong Hung Van
30.	03/07/2024	374/QD-POS-HĐQT	Decision on Approval of the contractor providing services of reviewing and auditing Financial Statements
31.	31/07/2024	20/NQ-POS-HĐQT	Resolution for Agreeing the Contract with Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company
32.	19/08/2024	21/NQ-POS-HĐQT	Resolution for Agreeing the Contract with Larsen & Toubro Limited (L&T)
33.	23/08/2024	22/NQ-POS-HĐQT	Resolution for Agreeing the Contract with PTSC Mechanical and Construction Limited Company
34.	06/09/2024	23/NQ-POS-HĐQT	Resolution for Agreeing the Supplement to the Contract with PTSC Supply Base
35.	29/10/2024	24/NQ-POS-HĐQT	Resolution for Agreeing the Contract between the Consortium Promor Pte. Ltd. and POS with PTSC Asia Pacific Private Limited
36.	06/11/2024	25/NQ-POS-HĐQT	Resolution for Dividend payment of 2023
37.	06/11/2024	665/QD-POS-HĐQT	Decision on Promulgating the Risk Management Regulations of POS
38.	20/11/2024	26/NQ-POS-HĐQT	Resolution for Promulgating Regulations on Domestic Business Travel Allowances
39.	27/12/2024	27/NQ-POS-HĐQT	Resolution for Approval of the List for Head of Department positions of POS for the period 2020 - 2025 and the period 2026 - 2031
40.	30/12/2024	28/NQ-POS-HĐQT	Resolution for Amendment of the Production and Business Plan and Approval of the 2024 Salary fund of POS
41.	28/06/2024	365/QD-POS-HĐQT	Decision on Approving and promulgating the BOM for processing and assembling onshore steel structures and technological pipelines
42.	28/06/2024	366/QD-POS-HĐQT	Decision on Approving and promulgating the Anti-corrosion paint BOM for onshore fabrication and onshore technological pipelines

Appendix 2. The list of affiliated persons (organizations) of the company 2024

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

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

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

No.	Name of organization/ individual	Relationship with the company	No, date of issue, place of issue			Address	Time of transactions/ contract signing with the company	Document number approved	Content, quantity, total value without VAT (as at 31/12/2024)	Note
			No.	Date of issue	Place of issue					
1.	PetroVietnam Technical Services Joint Stock Corporation (PTSC)	Major shareholders	0100 1505 77	12/3/ 2007	Departme nt of Planning and Investmen t of Ho Chi Minh City	5th Floor, PetroVietnam Tower, 1-5 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	2024	13/NQ-POS- HDQT dated 21/06/2023	Technical service support contract 170- 2023/PTSC-CHW2204/HD. Total value: 215,315,185,665 VND	
2.	PTSC Supply Base	PTSC Branches (PTSC is the Major Shareholders of POS)	0100 1505 77- 033			65A, 30/4 Street, Thang Nhat Ward, Vung Tau City	2024	07/NQ-POS- HDQT dated 31/03/2022 and 15/NQ- POS-HDQT dated 03/07/2023	Contract No. 009, 010-2022/PTSC- CDV/BDV on provision of yard and logistics services at the port and Contract No. 011-2023/PTSC-CDV/BDV on yard lease. Total value 15,679,342,903 VND	
								10/NQ-POS- HDQT dated 22/4/2024 and 23/NQ-POS- HDQT dated 06/09/2024	Contract No. BDV/POS/24/135A and Supplement No. 01 on Provision of services for lease of factories and equipment for sandblasting Total value 7,749,348,535 VND	

3.	PTSC Mechanical & Construction (PTSC M&C)	Subsidiaries, Affiliates of PTSC	3500790168	04/01/2016	Department of Planning and Investment BRVT	31 30/4 Street, Ward 9, Vung Tau City	2024	02/NQ-POS-HDQT dated 02/02/2024	Material purchase contract. Total value: 80,220,000 VND	
								25/NQ-POS-HDQT dated 15/12/2023	Collection of fees for the provision of services in Qatar according to Contract No. 04/2023/PTSCMC-PTKD/MDV-E dated 15/12/2023. Total value: 20,599,129,551 VND Collecting fees for services in Qatar DA GL3_Phase B2 - Details according to Interim Valuation No.: IVC-GLF3-POS-LS-002 Total value: 27,492,389,946 VND	
4	PTSC Marine	PTSC Branches (PTSC is the Major Shareholders of POS)	0100150577-034			73 30/4 Street, Thang Nhat Ward, Vung Tau City	2024	03/NQ-POS-HDQT dated 28/02/2024	The cost of mobilizing PTSC Tien Phong ships according to the MDV/POS/24/055 contract. Total value: 15,385,715,136 VND	
							2024	05/NQ-POS-HDQT dated 02/04/2024	Providing Calibration/Inspection and Certification Services for PTSC Thai Binh & PTSC Thang Long Measurement Equipment. Total value: 6,046,920 VND	
5	Petro Hotel Company Limited	Subsidiaries, Affiliates of PTSC	3501400999	27/12/2012	Department of Planning and Investment BRVT	9-11 Hoang Dieu Street, Ward 1, Vung Tau City	2024	17/NQ-POS-HDQT dated 08/9/2022	The principle contract provides accommodation, conference, catering, travel, event organization and logistics services. Total value: 7,441,243,040 VND	

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	ID card No./Passport No.,	Date of issue	Time of starting to be affiliated person	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyễn Tiên Phong		Chairman				26/04/2023	4.000	0,01%	
1.01	Nguyễn Trọng Ân			Father				0	0	
1.02	Lê Thị Hoài Phương			Mother				0	0	
1.03	Nguyễn Thị Thanh Hằng			Sister				0	0	
1.04	Nguyễn Thị Quỳnh Tâm			Wife				0	0	
1.05	Nguyễn Trọng Bách			Son				0	0	
1.06	Nguyễn Khánh Linh			Daughter				0	0	
1.07	Nguyễn Thế Quang			Brother				0	0	Dead
1.08	Nguyễn Bùi Thái			Father in law				0	0	
1.09	Chu Thị Anh Hà			Mother in law				0	0	
1.10	PetroVietnam Technical Services Corporation (PTSC)			Major Shareholders of POS				13.980.700	34,95%	
2	Dương Hùng Văn		Member of BODs					0	0	
2.01	Dương Văn Hùng			Father				0	0	
2.02	Bùi Thị Lan			Mother				0	0	
2.03	Vương Thị Thanh Thủy			Wife				0	0	
2.04	Dương Hùng Dũng			Son				0	0	Young
2.05	Dương Hùng Tuấn			Son				0	0	Young
2.06	Dương Thị Lan Phương			Sister				0	0	
2.07	Dương Thị Lan Anh			Sister				0	0	
2.08	Dương Thị Lan Chi			Sister				0	0	
2.09	Dương Thị Lan Hương			Sister				0	0	

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

2.10	Vương Đức Đủ			Father in law				0	0	
2.11	Lê Thị Ánh Nguyệt			Mother in law				0	0	
2.12	Lữ Đình Tiến			Brother in law				0	0	
2.13	PetroVietnam Technical Services Corporation (PTSC)			Major Shareholders of POS				12.000.000	30%	
3.	Nguyễn Đức Thiện		Member of BODs				26/04/2022	0	0	
3.01	Nguyễn Thành			Father				0	0	
3.02	Cái Thị Hà			Mother				0	0	
3.03	Nguyễn Thị Hồng			Wife				0	0	
3.04	Nguyễn Ngọc Phương Thy			Daughter				0	0	Young
3.05	Nguyễn Ngọc Kim Hiền			Daughter				0	0	Young
3.06	Nguyễn Thành Duy			Son				0	0	Young
3.07	Nguyễn Thị Kim Hương			Sister				0	0	
3.08	Nguyễn Thị Thu Hồng			Sister				0	0	
3.09	Nguyễn Đức Thọ			Brother				0	0	
3.10	Nguyễn Đức Thạnh			Brother				0	0	
3.11	Nguyễn Đức Thịnh			Father in law				0	0	
3.12	Phạm Thị Lan			Mother in law				0	0	
3.13	PetroVietnam Technical Services Corporation (PTSC)			Major Shareholders of POS				8.000.000	20%	
4.	Nguyễn Tuấn		Member of BODs				14/06/2024	0	0	
4.01	Nguyễn Thị Thúy Nhung			Mother				0	0	
4.02	Trần Minh Hằng			Wife				0	0	
4.03	Nguyễn Khánh Tường			Son				0	0	Young
4.04	Nguyễn Khánh Dương			Son				0	0	Young
4.05	Nguyễn Thị Thảo			Sister				0	0	
4.06	Nguyễn Thị Minh			Sister				0	0	
4.07	Nguyễn Thị Diệu Thu			Sister				0	0	

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

4.08	Trần Cao Minh			Father in law				0	0	
4.09	Hoàng Phương Dung			Mother in law				0	0	
4.10	Nguyễn Văn Quán			Brother in law				0	0	
4.11	Lương Đức Hanh			Brother in law				0	0	
4.12	Phạm Anh Tuấn			Brother in law				0	0	
4.13	PetroVietnam Technical Services Corporation (PTSC)			Major Shareholders of POS				0	0	
5	Nguyễn Thế Hoàng		Member of BODs				27/04/2021	0	0	
5.01	Đỗ Thị Thuần			Mother				0	0	
5.02	Trương Việt Mỹ			Wife				0	0	
5.03	Nguyễn Thế Tùng			Son				0	0	Young
5.04	Nguyễn Lê Phương Linh			Daughter				0	0	Young
5.05	Nguyễn Ngọc Khánh Ngân			Daughter				0	0	Young
5.06	Nguyễn Thu Quỳnh			Sister				0	0	
5.07	Nguyễn Quốc Trí			Brother				0	0	
5.08	Trương Văn Chúc			Father in law				0	0	
5.09	Nông Bạch Như			Mother in law				0	0	
6	Lê Toàn Thắng		Deputy Director				10/10/2014	0	0	
6.01	Lê Quý Vinh			Father				0	0	Dead
6.02	Nguyễn Thị Lan Phương			Mother				0	0	
6.03	Lê Thị Thư Hiên			Wife				0	0	
6.04	Lê Thị Quỳnh Anh			Daughter				0	0	
6.05	Lê Thị Châu Anh			Daughter				0	0	
6.06	Lê Thị Bảo Anh			Daughter				0	0	
6.07	Lê Hùng			Brother				0	0	
6.08	Lê Nguyên Quang			Brother				0	0	
6.09	Lê Thị Lan Hương			Sister				0	0	
6.10	Lê Thị Thanh Huyền			Sister				0	0	
6.11	Lê Bảo Giám			Father in law				0	0	Dead

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

6.12	Nguyễn Thị Hà			Mother in law				0	0	
7	Vũ Đình Cao Sơn		Director/ Deputy Director				01/7/2024	0	0	
7.01	Vũ Đình Sáu			Father				0	0	
7.02	Trần Thị Thanh			Mother				0	0	
7.03	Vũ Đại Hải			Brother				0	0	
7.04	Lâm Thảo Chương			Wife				0	0	
7.05	Nguyễn Quỳnh Như			Sister in law				0	0	
7.06	Lâm Ngọc Chi			Father in law				0	0	
7.07	Trần Thị Phương Trang			Mother in law				0	0	
7.08	Vũ Minh Anh			Daughter				0	0	Young
8	Nguyễn Văn Dương		Deputy Director				14/04/2020	0	0	
8.01	Phan Thị Thu Hiền			Wife				0	0	
8.02	Nguyễn Văn Duy Anh			Son				0	0	
8.03	Nguyễn Văn Huy Anh			Son				0	0	Young
8.04	Nguyễn Thị Lương			Wife				0	0	
8.05	Nguyễn Thị Lâm			Sister				0	0	
8.06	Nguyễn Văn Toàn			Brother				0	0	
8.07	Lâm Văn Lộc			Brother in law				0	0	
8.08	Nguyễn Tiến Nam			Brother in law				0	0	
8.09	Hồ Thị Kim Anh			Sister in law				0	0	
8.10	Phan Minh Tiến			Father in law				0	0	
8.11	Nguyễn Thị Ngân			Mother in law				0	0	
8.12	Nguyễn Văn Quý			Father				0	0	Dead
8.13	Đậu Thị Hương			Mother				0	0	
9	Hoàng Văn Duy		Chief Accountant				15/07/2021	0	0	
9.01	Hoàng Văn Lâm			Father				0	0	
9.02	Trịnh Thị Mừng			Mother				0	0	
9.03	Nguyễn Thị Phương Anh			Wife				0	0	
9.04	Hoàng Anh Thu			Daughter				0	0	Young

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

9.05	Hoàng Sĩ Khôi			Son				0	0	
9.06	Hoàng Thiên Ngân			Daughter				0	0	Young
9.07	Hoàng Thị Tâm			Sister				0	0	
9.08	Hoàng Thị Phước			Sister				0	0	
9.09	Nguyễn Hiếu Trung			Father in law				0	0	
9.10	Nguyễn Thị Nga			Mother in law				0	0	
10	Tạ Thị Ngọc Duyên		Person in charge of corporate governance				06/07/2023	0	0	
10.1	Tạ Hồng Phong			Father				0	0	
10.2	Nguyễn Thị Sim			Mother				0	0	
10.3	Trịnh Quang Cường			Husband				0	0	
10.4	Trịnh Hoàng Lâm Vy			Daughter				0	0	Young
10.5	Trịnh Văn Mãi			Father in law				0	0	Dead
10.6	Nguyễn Thị An			Mother in law				0	0	
10.7	Tạ Thị Kim Ngọc			Sister				0	0	
10.8	Bùi Năng Tiệp			Brother in law				0	0	
11	Trần Thị Minh Hương		Member of Board of Supervisors				26/04/2023	0	0	
11.1	Trần Ngọc Minh			Father				0	0	
11.2	Trần Thị Hồng Minh			Mother				0	0	
11.3	Nguyễn Thanh Bình			Son				0	0	Young
11.4	Nguyễn Minh Hiếu			Son				0	0	Young
11.5	Trần Thị Minh Chuyên			Sister				0	0	
11.6	Trần Minh Nhân			Brother				0	0	
12	Phạm Thu Hiền		Member of Board of Supervisors				27/04/2021	0	0	
12.1	Trần Thị Thái Hà			Mother				0	0	
12.2	Phạm Thanh Tuấn			Brother				0	0	
12.3	Nguyễn Xuân Tuấn			Husband				0	0	
12.4	Nguyễn Xuân Vinh			son				0	0	Young

APPENDIX 04. THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024

12.5	Nguyễn Xuân Minh			son				0	0	Young
12.6	Nguyễn Thị Thoa			Mother in law				0	0	
12.7	Mai Thị Hồng Nhung			Sister in law				0	0	
12.8	Nguyễn Xuân Tân			Father in law				0	0	Dead
12.9	Phạm Thái Hòa			Father				0	0	Dead
13	Nguyễn Minh Tuấn		Head of Board of Supervisors				26/04/2023	0	0	
13.1	Nguyễn Văn Sung			Father				0	0	
13.2	Nguyễn Thị Loan			Mother				0	0	
13.3	Đoàn Ngọc Anh			Father in law				0	0	
13.4	Nguyễn Thị Huê			Mother in law				0	0	
13.5	Đoàn Nguyễn Trường An			Wife				0	0	
13.6	Nguyễn Minh Tú			Sister				0	0	
13.7	Nguyễn Minh Anh			Sister				0	0	
13.8	Nguyễn Đoàn Minh Trường			Son				0	0	
14	Tiến Đức Cường		Authorized person to disclose information				08/07/2024	5.000	0,01%	
14.1	Đinh Thị Ân			Mother				0	0	
14.2	Trần Đức Long			Father in law				0	0	
14.3	Nguyễn Thị Lý			Mother in law				0	0	
14.4	Trần Thị Thúy			Wife				0	0	
14.5	Tiến Hải Huy			Son				0	0	Young
14.6	Tiến Minh Châu			Daughter				0	0	Young
14.7	Tiến Minh Anh			Son				0	0	Young
14.8	Tiến Vũ Tùng			Brother				0	0	
14.9	Tiến Thị Đức Hạnh			Sister				0	0	
14.10	Tiến Trọng Nghĩa			Brother				0	0	
14.11	Võ Văn Thanh			Brother in law				0	0	
14.12	Nguyễn Thị Kim Liên			Sister in law				0	0	

**STATEMENT ON CORPORATE GOVERNANCE
YEAR 2024**

STT		Question	Answer section
1	General Information	Stock symbol	POS
2		Percentage of State Shareholding (%)	8,76%
3		Governance Model (1 or 2) 1: According to point a, clause 1, Article 137, Law on Enterprise 2020 2: According to point b, clause 1, Article 137, Law on Enterprise 2020	1
4		Number of Legal Representatives?	1
5		Company Charter amended according to Law on Enterprises 2020 (Yes/No)?	Yes
6		Does the Company have Internal Regulations on Corporate Governance in accordance with Law on Enterprise 2020 and Decree No. 155/2020/ND-CP?	Yes
7	General Meeting of Shareholders (During the reporting period)	Date of the Annual General Meeting of Shareholders	14/06/2024
8		Release Date of documents for Annual General Meeting of Shareholders on company website?	14/06/2024
9		Release Date of documents for Annual General Meeting of Shareholders to be disclosed to Ha Noi Stock Exchange?	14/06/2024
10		Release Date of Resolution and Minutes of General Meeting of Shareholders to Ha Noi Stock Exchange?	14/06/2024
11		At which attempt did the company hold the Annual General Meeting of Shareholders successfully? (1st/2nd/3rd)	1
12		Does the company include the remuneration of each member of the Board of Directors as a separate item in the company's annual financial statements (Yes/No)	Yes
13		Does the Company report the remuneration of each member of the Board of Directors at the Annual General Meeting of Shareholders (Yes/No)	Yes
14		Does the company include the salary content of the General Director (Director) and other managers as a separate item in the company's annual financial statements (Yes/No)	Yes
15		Does the company report the salaries of the General Director (Director) and other managers at the Annual General Meeting of Shareholders (Yes/No)	Yes
16		Does the company invite the representative of the approved audit organization to the Annual General Meeting of Shareholders if the audit report includes material misstatements, disclaimers, or qualifications in the company's annual financial statements?	Audit opinion fully approved
17		Are there any complaints regarding the organization of the General Meeting of Shareholders or the General Meeting Resolutions? (Yes/No)	No
18		Date of Extraordinary General Meeting of Shareholders	No
19		Release Date of the documents for the Extraordinary General Meeting of Shareholders on the company website?	No

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