



Haiphong, July 25, 2025

REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANIES
(The first half of 2025)

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

- Company name: Petrolimex Haiphong Transportation and Services Joint Stock Company
- Head office's address: No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong.
- Phone: 02253.768505 Website: www.ptshaiphong.petrolimex.com.vn
- Charter capital: VND 55,680,000,000
- Security code: PTS
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders

On 16/4/2025, the Company held the 2025 Annual General Meeting of Shareholders in accordance with the provisions of law and the Company's Charter. Information on the Resolution of the 2025 Annual General Meeting of Shareholders is as follows:

No.	Resolution	Date	Content
	No. 01/2025/NQ -DHDCD	16/04/2025	<ul style="list-style-type: none">- Approval of the 2024 Business Performance Report with a number of indicators confirmed by An Viet Auditing Company Limited.- Approval of the 2025 Production, Business and Investment Plan with some basic targets.- Approval of 2024 financial statements, 2024 consolidated financial statements audited by An Viet Auditing Company Limited.- Approval of the Board of Directors' 2024 Performance Report and 2025 operating direction.- Approval of the Board of Supervisors' 2024 Monitoring Results Report and 2025 operating direction.- Approval of the Report on the Settlement of

			<p>Salary and Remuneration Funds of the Board of Directors and the Board of Supervisors in 2024.</p> <ul style="list-style-type: none"> - Approval of the plan to distribute and set funds from profits after-tax in 2024. - The General Meeting of Shareholders authorizes the Board of Directors to decide to select one of the companies on the list to audit the Company's Financial Statements and Consolidated Financial Statements for 2025. - Approval of the salary and remuneration plan of the Board of Directors and Board of Supervisors in 2025. - Approval of contracts and transactions between the Company and related parties upon request of the Board of Directors.
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II. Activities of the Board of Directors in 2025

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming to be the member of the Board of Directors	Note
1	Mr. Dao Thanh Liem	Chairman	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
2	Mr. Nguyen Trong Thuy	Member	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
3	Mr. Lam Viet Hong	Non-executive Member	29/04/2022	State Capital representative of Petrolimex Tanker Corporation
4	Mr. Trinh Chien Chinh	Member	29/04/2022	
5	Mr. Nguyen Minh Truong	Member	29/04/2022	

2. Board of Directors' Meetings:

No.	Board of Directors' members	Number of Board of Directors' meetings	Attendance rate	Note
1	Mr. Dao Thanh Liem	03	100%	
2	Mr. Nguyen Trong Thuy	03	100%	
3	Mr. Lam Viet Hong	03	100%	
4	Mr. Trinh Chien Chinh	03	100%	
5	Mr. Nguyen Minh Truong	03	100%	

3. Supervisory activities of the Board of Directors over the Board of Management:

- Pursuant to the Company's Charter, the Board of Directors has supervised the activities of the Board of Management in implementing the resolutions and decisions of the General Meeting of Shareholders and the Resolution of the Board of Directors in 2025.

- In the first 6 months of 2025, the Board of Directors issued a series of resolutions related to production and business issues, investment work, human resource organization work and assigned the General Director to implement the Resolutions in accordance with the provisions of law and the Company's Charter. Specifically, the Board of Directors of the Company directed and supervised the Board of Management in the following activities:

- + Successfully organized 2025 Annual General Meeting of Shareholders;
- + Assigned 2025 business and investment plan to Parent Company and Subsidiary;
- + Prepared Parent Company's financial statements and consolidated financial statements for Quarter I, Quarter II of 2025;
- + Supervised the Company's General Director in complying with and implementing the provisions of the Company Charter, the Rules and Regulations issued by the Board of Directors;
- + Directed and supervised the General Director in implementing the State's policies, regulations and regimes for employees. Fulfilled the Company's obligations to employees such as paying social insurance, health insurance, unemployment insurance, etc.
- + Some other content under authority.

- Supervision method: The Board of Directors has discussed and questioned the activities of the Board of Management in planning, strategy, implementation of production and business plans and targets approved by the General Meeting of Shareholders. The Board of Directors has discussed and exchanged with the Board of Management at Boards meetings to promptly direct and resolve difficulties and arising issues under the authority of the Board of Directors in order to create favorable conditions for the management activities of the Board of Management.

- The Board of Directors discussed and approved decisions by issuing resolution after each meeting and/or consulted the Board of Directors' members in writing on relevant content so that the Board of Management has a basis for implementation.

In general, in the first 6 months of 2025, the Board of Management performed its functions and tasks in accordance with the decentralization and direction of the Board of Directors, complied with the provisions of the law and the Company, actively implemented the tasks assigned by the Board of Directors, made many efforts in production and business activities, overcame difficulties and disadvantages (fluctuations in gasoline prices, etc.) to strive to complete the assigned production and business tasks.

4. Activities of subcommittees under the Board of Directors:

Advise and support the Board of Directors' activities according to assigned functions and tasks.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision number	Date	Content
1	01/2025/NQ-HDQT	06/01/2025	Regarding the approval of the cost estimate and the contractor selection method for the 5-year periodic docking of PTS Hai Phong 03 vessel in 2025
2	02/2025/NQ-HDQT	10/01/2025	Regarding the approval of organizing a gathering and presenting gifts to the Retirees' Association
3	03/2025/NQ-HDQT	16/01/2025	Regarding the approval of the policy on periodic maintenance for the PTS 22 vessel in 2025
4	04/2025/NQ-HDQT	17/01/2025	Regarding the issuance of the audited financial statements for the year 2024 in English
5	05/2025/NQ-HDQT	17/01/2025	Regarding the approval of the selection of a translation service provider for disclosure-related documents
6	06/2025/NQ-HDQT	06/02/2025	Regarding the approval of the repair plan and cost estimate for the periodic maintenance of the PTS 22 vessel in 2025
7	07/2025/NQ-HDQT	10/02/2025	Regarding the plan for organizing the 2025 Annual General Meeting of Shareholders
8	08/2025/NQ-HDQT	10/02/2025	Approval of certain matters from the first meeting of the Board of Directors
9	09/2025/NQ-HDQT	24/02/2025	Regarding the evaluation of performance and classification of the enterprise in 2024
10	10/2025/NQ-HDQT	11/03/2025	Regarding the approval of the periodic

			repair result report for the PTS 26 vessel
11	11/2025/NQ-HDQT	11/03/2025	Regarding the approval of the adjustment of the policy from purchasing an oil tanker to building a new one
12	12/2025/NQ-HDQT	11/03/2025	Regarding the approval of the total cost estimate and the contractor selection plan for repair services and material supply for the 4th docking of the PTS Hai Phong 03 vessel in 2025
13	14/2025/NQ-HDQT	20/03/2025	Regarding the approval of the policy and cost estimate for the periodic dry-docking repair of the PTS 18 vessel in 2025
14	15/2025/NQ-HDQT	24/03/2025	Regarding the approval of the contractor selection result for the shipyard, repair unit, and material supplier for the 4th periodic dry-docking inspection of the PTS Hai Phong 03 vessel in 2025
15	16/2025/NQ-HDQT	26/03/2025	Regarding the approval of the design, cost estimate, techno-economic report, and contractor selection plan for the construction of two new 560-ton oil tankers
16	17/2025/NQ-HDQT	28/03/2025	Regarding the contractor selection plan for the periodic maintenance of the PTS 18 vessel in 2025
17	18/2025/NQ-HDQT	14/04/2025	Regarding the approval of the contractor selection plan for the construction of two new 560-ton oil tankers
18	19/2025/NQ-HDQT	17/04/2025	Regarding the approval of the cost estimate and contractor selection result for the periodic maintenance of the PTS 18 vessel in 2025
19	20/2025/NQ-HDQT	23/04/2025	Approval of certain matters from the third meeting of the Board of Directors
20	21/2025/NQ-HDQT	23/04/2025	Regarding the approval of the financial statements for the year 2024
21	22/2025/NQ-HDQT	23/04/2025	Regarding the approval of the consolidated financial statements for the year 2024
22	23/2025/NQ-HDQT	23/04/2025	Regarding the approval of the audited financial statements for the year 2024
23	24/2025/NQ-HDQT	23/04/2025	Regarding the assignment of the business and investment plan for 2025

24	25/2025/NQ-HDQT	23/04/2025	Regarding the assignment of the 2025 business plan to PTS Hai Phong Shipyard Co., Ltd.
25	26/2025/NQ-HDQT	23/04/2025	Regarding the remuneration and salary payment for the Board of Directors and Supervisory Board in 2025
26	27/2025/NQ-HDQT	23/04/2025	Regarding the allocation and appropriation of funds from the 2024 after-tax profit
27	28/2025/NQ-HDQT	23/04/2025	Regarding the approval of contracts and transactions between the Company and related parties
28	29/2025/NQ-HDQT	05/05/2025	Regarding the approval of the contractor selection result for the construction of two new 560-ton oil tankers
29	30/2025/NQ-HDQT	05/05/2025	Regarding the policy and preliminary cost estimate for the mid-term dry-docking repair of the PTS 28 vessel
30	31/2025/NQ-HDQT	14/05/2025	Regarding the addition of personnel to the Digital Transformation Committee of Petrolimex Haiphong Transportation and Services Joint Stock Company
31	32/2025/NQ-HDQT	19/05/2025	Regarding the approval of the post-repair result report for the periodic maintenance of the PTS 24 vessel
32	33/2025/NQ-HDQT	19/05/2025	Regarding the payment of dividends in cash for the year 2024
33	34/2025/NQ-HDQT	19/05/2025	Regarding the addition of eligible employees for retirement gift entitlement
34	35/2025/NQ-HDQT	14/05/2025	Regarding the approval of the repair plan and cost estimate for the periodic maintenance of the PTS 28 vessel in 2025
35	36/2025/NQ-HDQT	04/06/2025	Regarding the allocation from the welfare fund to reward students with outstanding academic achievements in the 2024–2025 school year
36	37/2025/NQ-HDQT	04/06/2025	Regarding the transfer of welfare funds to PTS Hai Phong Shipyard Co., Ltd.
37	38/2025/NQ-HDQT	24/06/2025	Regarding the approval of the selection of a bank to provide credit for the construction project of two new 560-ton oil tankers
38	39/2025/NQ-HDQT	25/06/2025	Regarding the approval of the policy and

			preliminary cost estimate for the periodic dry-docking repair of the PTS 19 vessel in 2025
39	01/2025/QD-HDQT	10/02/2025	Regarding the establishment of subcommittees for the 2025 Annual General Meeting of Shareholders
40	02/2025/QD-HDQT	10/02/2025	Regarding the establishment of the Shareholder Eligibility Verification Committee for the 2025 General Meeting of Shareholders
41	03/2025/QD-HDQT	10/02/2025	Regarding the establishment of the Executive Committee for the 2025 General Meeting of Shareholders
42	04/2025/QD-HDQT	10/02/2025	Regarding the convocation of the 2025 Annual General Meeting of Shareholders
43	05/2025/QD-HDQT	14/05/2025	Regarding the consolidation of the Digital Transformation Committee of Petrolimex Haiphong Transportation and Services Joint Stock Company
44	06/2025/QD-HDQT	19/05/2025	Regarding the presentation of gifts to Board of Directors and Supervisory Board members upon completion of their term or retirement, and to employees upon retirement

II. Board of Supervisors

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming to be the member of the Board of Supervisors
1	Hoang Anh Tuan	Head of Board of Supervisors	18/04/2023
2	Vu Duc Anh	Member	29/04/2022
3	Doan Nhat Tan	Member	29/04/2022

2. Information about the Board of Supervisors' meeting:

No.	Board of Supervisors	Number of meetings attended by the Board of Supervisors	Attendance rate	Voting rate	Reason for not attending the meeting
1	Hoang Anh Tuan	02	100%	100%	
2	Vu Duc Anh	02	100%	100%	

3	Doan Nhat Tan	02	100%	100%	
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3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

- The Board of Supervisors operates on the principles of collective, independence and objectivity. Members of the Board of Supervisors are responsible to the General Meeting of Shareholders and the law for their activities and conclusions regarding the Company's business operations.
- The Board of Supervisors' operating objective is to protect shareholders' interests and ensure the Company's sustainable development.
- Supervise the issuance and implementation of resolutions of the General Meeting of Shareholders and the Board of Directors: Resolutions of the General Meeting of Shareholders and the Board of Directors are issued on the basis of compliance with the Company's Charter, Resolutions of the General Meeting of Shareholders and the Company's regulations and rules.
- Supervise the implementation of key tasks of the Company's Board of Directors such as: Organizing the 2025 Annual General Meeting of Shareholders; Developing and implementing the 2025 production and business plan; Organizing and directing the implementation of regimes and policies for employees.
- Basically, the Board of Directors and the Board of Management have fully complied with the provisions of law in economic and financial management. The members of the Board of Directors, the Board of Management and the management staff have properly performed the assigned functions and tasks according to the provisions of the Enterprise Law, the Company Charter and the Resolution of the General Meeting of Shareholders.
- Meetings of the Board of Directors comply with the provisions of the Charter and the law.

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

- All meetings of the Board of Directors and the Board of Supervisors were fully invited to attend. At the meetings, the Board of Supervisors gave opinions to the Board of Directors with the aim of helping the Company's business activities always comply with the provisions of law, the Company's Charter and respect the interests of shareholders.
- The Board of Directors and the Board of Management always create favorable conditions for the Board of Supervisors to perform its supervisory duties by providing full information and documents related to the Company's operations.
- Inspection and supervision reports on management and operation activities, capital management and use, bookkeeping and quarterly financial reporting by the Board of Supervisors are periodically sent to the Board of Directors and the Board of Management.

5. Other activities of the Board of Supervisors (if any):

- Develop and complete the report under the responsibility to submit to the 2025 Annual General Meeting of Shareholders;
- Organize, inspection and evaluation of quarterly production and business performance;
- Participate in Board of Directors meetings.

III. Board of Management:

No.	Members Board of Management	Date of birth	Qualification	Date of appointment
1	Nguyen Trong Thuy	28/10/1966	Bachelor of Economics	29/04/2022
2	Trinh Chien Chinh	28/01/1979	Marine engineer	01/12/2023
3	Nguyen Minh Truong	23/09/1981	Master of Business Administration	09/11/2020
4	Pham Thi Ngoc Anh	19/11/1971	Bachelor of Economics	03/05/2021

IV. Training courses on corporate governance

V. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company: *Appendix 01*.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: 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 entities: None.

VI. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: *Appendix 02*.
2. Transactions of internal persons and affiliated persons with shares of the Company: None.

VII. Other issues to note: None.

Recipients:

- As to;
- Filed at General Personnel Dept. of BOD.

FOR AND ON BEHALF OF
BOARD OF DIRECTORS
Chairman



Dao Thanh Liem



CORPORATE GOVERNANCE FOR THE FIRST HALF OF 2025

Appendix 01: The list of affiliated persons of the Company as of 30/6/2025

No.	Name of organization/individual	Position at the Company (if any)	ID card No./Passport No. (*)	Head office address	Time of starting to be affiliated person	Relationship with the Company
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Petrolimex Tanker Corporation		106116043	No. 1, Kham Thien, Van Mieu - Quoc Tu Giam Ward, Hanoi	07/03/2013	Shareholder owning 51% of the Company's charter capital
2	PTS Hai Phong Shipyard Co., Ltd.	Member company	0200820994	No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong	09/06/2008	Company 100% owned by PTS

Appendix 02: Transactions between the Company and affiliated persons;

Or between the Company and major shareholders, internal persons of the Company, affiliated persons of internal persons as of 30/6/2025

No.	Name of organization/individual	Related relationship with the Company	Business Registration Certificate No. (*)	Head office address	Time of transaction with the Company	Content, quantity, total transaction value	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	8
1	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary	0200820994	No. 16 Ngo Quyen Street, Ngo Quyen Ward, Hai Phong	6 months of 2025	Providing shipbuilding and repair services	3,341,889,128

Appendix 03: List of internal persons of the Company as of 30/6/2025

No.	Full name	Position at the Company (if any)	ID card No./ Passport No., date of issue, place of issue	Contact address	The starting time to be internal person	Time is no longer relevant	Reason
(1)	(2)	(3)		(4)	(5)	(6)	(7)
1	Dao Thanh Liem	Chairman of the Board of Director			29/04/2022		
2	Nguyen Trong Thuy	Member of Board of Directors, General Director			29/04/2022		
3	Trinh Chien Chinh	Member of Board of Directors, Deputy General Director			29/04/2022		
4	Nguyen Minh Truong	Member of Board of Directors, Deputy General Director			29/04/2022		
5	Lam Viet Hong	Non-executive Member of Board of Directors			29/04/2022		
6	Hoang Anh Tuan	Head of Board of Supervisors			18/04/2023		
7	Vu Duc Anh	Member of Board of Supervisors			29/04/2022		
8	Doan Nhat Tan	Member of Board of Supervisors			29/04/2022		
9	Pham Thi Ngoc Anh	Deputy General Director			03/05/2021		
10	Pham Thi Thu Trang	Chief Accountant			03/03/2022		
11	Do Thi Thuy	Company Secretary/Authorized Information Disclosure Person					
12	Petrolimex Tanker Corporation	Major shareholder			07/03/2013		
13	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary			09/06/2008		

CORPORATE GOVERNANCE REPORT FOR THE FIRST HALF OF 2025

Appendix 04: List of internal persons of the Company, affiliated persons of internal persons as of 30/6/2025

No.	Full name	Position at the Company (if any)	ID card/Passport number, date of issue, place of issue	Contact address	Number of shares owned at the end of the period	Share ownership ratio at the end of period	Note
1	Dao Thanh Liem	Chairman of the Board of Directors			20,000	0.36	State capital representative of Petrolimex Tanker Corporation
2	Nguyen Thi Thu Hanh				11	0.0002	Wife
3	Dao Gia Trung						Son
4	Dao Gia Linh						Daughter
5	Nguyen Trong Thuy	Member of Board of Directors, General Director			12,456	0.2	State capital representative of Petrolimex Tanker Corporation
6	Le Thi Anh Ngoc				320	0.006	Wife
7	Nguyen Minh Tri						Son
8	Nguyen Thi Minh Trang						Daughter
9	Vu Duong Thuy Tien						Daughter in law
10	Nguyen Van Oanh						Father
11	Truong Thi Lung						Mother
12	Nguyen Quy Nhan						Brother
13	Nguyen The Hien						Brother in law
14	Vu Hai Ha						Brother in law
15	Nguyen Thi Kim Ngan						Younger brother
16	Nguyen Thi Thanh Huynh						Younger brother
17	Tran Thi Xuan Khanh						Mother in law
18	Trinh Chien Chinh	Member of Board of Directors, Deputy General Director					
19	Le Thi Thanh Huyen						Wife
20	Trinh Quoc Hoang						Son
21	Trinh Tue Nhi						Daughter
22	Trinh Van Ton						Father
23	Nguyen Thi Khang						Mother
24	Trinh Thi Khao						Sister

25	Trinh Van Tuan						Brother
26	Trinh Van Nguyen						Brother in law
27	Bui Thanh Huong						Sister in law
28	Le Xuan Hai						Father in law
29	Dan Thi Khai Hang						Mother in law
30	Nguyen Minh Truong	Member of Board of Directors, Deputy General Director			8,600	0.15	
31	Nguyen Thi Thanh Nga						Wife
32	Nguyen Khanh Linh						Daughter
33	Nguyen Hieu Minh						Son
34	Nguyen Anh Dung						Son
35	Nguyen Van Giang						Father
36	To Thi Luong						Mother
37	Nguyen Thi Doan Trang						Older sister
38	Nguyen Thi Mai Phuong						Younger sister
39	Nguyen Thi Phuong Thao						Younger sister
40	Nguyen Thi Hien						Younger sister
41	Nguyen Thi Hang						Mother in law
42	Lam Viet Hong	Non-executive Member of Directors					
43	Tran Thi Xuan						Wife
44	Lam Viet Ha						Son
45	Lam Viet Tuan						Son
46	Lam Xuan						Father
47	Tran Thi Bau						Mother
48	Dang Thi Chau						Mother in law
49	Lam Quoc Son						Younger brother
50	Lam Thi Lien						Younger sister
51	Lam Thi Mai Phuong						Younger sister
52	Nguyen Thi Nhung						Sister in law
53	Nguyen The Phiet						Brother in law
54	Tran Sy Hoang						Brother in law
55	Hoang Anh Tuan	Head of Board of Supervisors					
56	Nguyen Thi Kim Hoa						Wife
57	Hoang Ngoc Bao Tran						Daughter
58	Hoang Duc Tri						Son

59	Hoang Ngoc Nghieu						Father
60	Nguyen Thi Ha						Mother
61	Hoang Van Anh						Younger sister
62	Pham Thi Ruyen						Mother in law
63	Vu Duc Anh	Member of Board of Supervisors					
64	Vu Hang Nga						Wife
65	Vu Truong Giang						Son
66	Vu Truong Lam						Son
67	Vu Duc Dung						Father
68	Dang Thi Bien						Mother
69	Bui Thi Lien						Mother in law
70	Vu Duc Dong						Older brother
71	Vu Duc Dai						Younger brother
72	Dinh Thi Thuy						Sister in law
73	Vu Hanh Ninh						Sister in law
74	Doan Nhat Tan	Member of Board of Supervisors					
75	Vu Thi Xuan						Wife
76	Doan Tuan Phong						Son
77	Doan Tue Nhu						Daughter
78	Nguyen Thi Dung						Mother
79	Vu Van Thanh						Father in law
80	Vu Thi Van						Mother in law
81	Doan Hoang Long						Older brother
82	Cao Thi Phuong Thao						Sister in law
83	Pham Thi Ngoc Anh	Deputy General Director			19,748	0.35	
84	Nguyen Canh Thang				3,040	0.05	Husband
85	Nguyen Canh Vinh						Son
86	Nguyen Thi Ngoc Trang						Daughter
87	Tran Long Hai						Son in law
88	Nguyen Thi Nhan						Mother
89	Pham Mai Anh						Younger sister
90	Pham Quang Anh						Younger brother
91	Do Thi Ngoc Phuong						Sister in law
92	Pham Xuan						Brother in

	Hoang						law
93	Nguyen Van Tien						Father in law
94	Pham Thi Thu Trang	Chief Accountant			1,080	0.02	
95	Hoang Hiep				9,160	0.16	Husband
96	Hoang Gia Minh						Son
97	Hoang Gia Huy						Son
98	Hoang Gia Khanh						Son
99	Pham Ngoc Hoa						Father
100	Chu Thi Thao						Mother
101	Pham Trang Anh						Younger brother
102	Hoang Dang						Father in law
103	Nguyen Thi Han						Mother in law
104	Do Thi Thuy	Company Secretary/Authorized Information Disclosure Person			475	0.009	
105	Do Ngoc Sang						Father
106	Truong Thi Thu						Mother
107	Do Ngoc Dung						Younger brother
108	Nguyen Thi Duc						Sister in law
109	Petrolimex Tanker Corporation	Major shareholder					
110	PTS Hai Phong Shipyard Co., Ltd.	Subsidiary					