

**2024 REPORT ON CORPORATE GOVERNANCE**

To: - State Securities Commission  
- Hanoi Stock Exchange

- Public Company Name: Vietnam Sea Transport and Chartering Joint Stock Company
- Head Office Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City
- Phone: (028) 39404271 Fax: (028) 39404711 Email: vtc-hcm@vitranschart.com.vn
- Charter Capital: 689,993,370,000 VND
- Stock Code: VST
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
- Implementation of Internal Audit: Not yet implemented (The Company is not subject to implementation according to Article 10 of Decree 05/2019/ND-CP dated January 22, 2019, of the Government)

**I. Activities of the General Meeting of Shareholders:**

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No.	Number Resolution/Decision	Date	Content
1	01/2024/NQ-DHĐCĐ	28/03/2024	Resolution of the Annual General Meeting of Shareholders 2024 approving the following contents: - Report of the Board of Directors for 2023 and operational direction for 2024 - Report of the Board of Managements on the results of production and business activities in 2023 and the business plan for 2024 - Report of the Board of Supervisors on inspection and supervision results in 2023 - Audited Financial Statements for 2023 - Production and Business Plan for 2024, Investment and Vessel Sale Plan for 2024 - Settlement of remuneration for the Board of Directors and Board of Supervisors for 2023 and payment plan for 2024 - List of auditing units for the fiscal year 2024 - Plan for private placement of shares to swap debts and assign the Board of Directors to implement the plan in accordance with regulations.

**II. Board of Directors:**

**1. Information on members of the Board of Directors (BOD)**

No.	Board of directors members	Position	The date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Huynh Nam Anh	Chairman of the Board of Directors (Non-Executive)	21/04/2023	-
2	Mr. Le Duy Duong	Member of the Board of Directors (Non-Executive)	21/04/2023	
3	Mr. Trinh Huu Luong	Member of the Board of Directors (Executive)	21/04/2023	-
4	Mr. Nguyen Hoang Sang	Member of the Board of Directors (Non-Executive)	21/04/2023	
5	Mrs. Mai Thi Thu Van	Member of the Board of Directors (Executive)	21/04/2023	-



## **2. Information about the members of the Board of Directors**

No.	Board of directors members	Number of meetings attended	Attendance Rate	Reason for Absence
1	Mr. Huynh Nam Anh	4/4	100%	-
2	Mr. Le Duy Duong	4/4	100%	-
3	Mr. Trinh Huu Luong	4/4	100%	-
4	Mr. Nguyen Hoang Sang	4/4	100%	-
5	Mrs. Mai Thi Thu Van	4/4	100%	-

In addition to holding meetings, BOD members also conduct their duties through telephone and email exchanges.

## **3. BOD's Supervision of the Board of Management:**

The BOD regularly monitors the activities of the Board of Management and other management tasks, coordinating with the Board of Supervisors to inspect the following issues:

- Implementation of the plan targets set by the General Meeting of Shareholders and the BOD.
- Implementation of Resolutions of the General Meeting of Shareholders, the BOD, and BOD decisions issued according to the schedule; implementation measures.
- Inspection of compliance with the provisions of the Enterprise Law, the Company Charter, and current State regulations.

**4. Activities of the Board of Directors' subcommittees (if any):** The BOD does not establish subcommittees.

## **5. Resolutions/Decisions of the Board of Directors:**

In 2024, the Company's Board of Directors issued 42 resolutions and decisions related to all activities, including organization, personnel, production and business, investment, etc. All resolutions and decisions issued by the Board of Directors were unanimously agreed upon by all members and complied with the Company Charter.

No.	Resolution/ Decision Number	Date	Content	Approval Rate
01	01/NQ-HDQT	02/01/2024	Decision on approving the human resources for management and executive personnel of the Company for the period 2020-2025 and subsequent years	100%
02	02/NQ-HDQT	10/01/2024	Decision on awarding the title "Emulation Fighter" in 2023	100%
03	03/QĐ-HDQT	11/01/2024	Resolution of the meeting on 11/01/2024	100%
04	04/QĐ-HDQT	11/01/2024	Decision on establishing the Organizing Committee for the 2024 Annual General Meeting of Shareholders	100%
05	05/NQ-HDQT	11/01/2024	Resolution on the Company's Board of Directors' action plan for 2024	100%
06	06/NQ-HDQT	25/01/2024	Decision on the distribution of after-tax profit in 2023 of SCC Crew Supply Co., Ltd.	100%
07	07/QĐ-HDQT	02/02/2024	Decision on issuing Regulations on the use of the company's reward and welfare fund	100%
08	08/QĐ-HDQT	02/02/2024	Resolution on organizing the 2024 Annual General Meeting of Shareholders	100%
09	09/NQ-HDQT	07/03/2024	Resolution approving the meeting agenda and documents for the 2024 Annual General Meeting of Shareholders	100%
10	10/QĐ-HDQT	29/03/2024	Resolution of the Board of Directors meeting on 29/03/2024	100%
11	11/NQ-HDQT	12/04/2024	Resolution on signing a contract between Vitranschart and subsidiaries	100%



12	12/NQ-HĐQT	22/04/2024	Decision on establishing the Organizing Committee for the Company's 50th anniversary celebration	100%
13	13/QĐ-HĐQT	27/05/2024	Resolution on Implementing the Private Placement of Shares to Swap Debt.	100%
14	14/QĐ-HĐQT	27/05/2024	Resolution on Approving the Dossier for Private Placement of Shares to Swap Debt	100%
15	15/QĐ-HĐQT	27/05/2024	Decision on establishing the Liquidation and Sale Council for the Vien Dong 3 vessel	100%
16	16/QĐ-HĐQT	26/06/2024	Decision on reappointing Mrs. Mai Thi Thu Van - Deputy General Director of the company	100%
17	17/NQ-HĐQT	26/06/2024	Decision on reappointing Mrs. Le Kim Phuong - Chief Accountant of the company	100%
18	18/QĐ-HĐQT	26/06/2024	Resolution on Approving the Plan for SCCM to relocate the office of SCCM's representative office in Hai Phong	100%
19	19/NQ-HĐQT	02/07/2024	Resolution on signing a contract between Vitranschart and a affiliated persons.	100%
20	20/QĐ-HĐQT	03/07/2024	Decision on changing the legal representative of Hai Dang Ship Management Co., Ltd.	100%
21	21/NQ-HĐQT	12/07/2024	Resolution of the Board of Directors meeting on 12/07/2024	100%
22	22/QĐ-HĐQT	26/07/2024	Decision on assigning Personnel for Overseas Business Trip	100%
23	23/QĐ-HĐQT	26/07/2024	Decision on assigning Personnel for Overseas Business Trip	100%
24	24/QĐ-HĐQT	01/08/2024	Decision approving the Vien Dong 3 Vessel Sale Project	100%
25	25/QĐ-HĐQT	12/08/2024	Decision approving the Human Resource Planning for Management and Executive Personnel for the Period 2020-2024 and Subsequent Years	100%
26	26/NQ-HĐQT	16/09/2024	Resolution regarding Human Resource matters	100%
27	27/QĐ-HĐQT	19/09/2024	Decision approving the Sale of Vien Dong 3 Vessel	100%
28	28/QĐ-HĐQT	19/09/2024	Decision on dismissal of Capital Representative and Chairman of SCCM	100%
29	29/QĐ-HĐQT	19/09/2024	Decision on appointing Capital Representative and Assigning Chairman of SCCM	100%
30	30/QĐ-HĐQT	19/09/2024	Decision on dismissal of Capital Representative and Chairman of Hai Dang SMC	100%
31	31/QĐ-HĐQT	19/09/2024	Decision on appointing Capital Representative and assigning the role of Chairman of Hai Dang SMC	100%
32	32/QĐ-HĐQT	20/09/2024	Decision on Changing the Legal Representative of Hai Dang Shipping Management Company Limited	100%
33	33/NQ-HĐQT	08/10/2024	Resolution of the Board of Directors Meeting on 08/10/2024	100%
34	34/QĐ-HĐQT	30/10/2024	Decision on Issuing the Personnel Working Regulations of Vitranschart	100%
35	35/NQ-HĐQT	11/11/2024	Resolution on Registering Charter Capital Increase, Amending the Business Registration Certificate, Supplemental Securities Registration, and Supplemental Securities Trading Registration	100%
36	36/NQ-HĐQT	28/11/2024	Resolution on handling the Loans at MSB	100%
37	37/QĐ-HĐQT	05/12/2024	Decision on Signing the land lease contract and Issuing the Certificate of land use rights for zone I - 428NTT	100%
38	38/QĐ-HĐQT	09/12/2024	Decision on Funding for the 50th Anniversary of Vitranschart	100%
39	39/QĐ-HĐQT	10/12/2024	Decision Approving the 2024 salary and income fund, and provisionally assigning the 2025 salary and income plan	100%
40	40/QĐ-HĐQT	25/12/2024	Decision on awarding the title of "Emulation Fighter" in 2024	100%
41	41/QĐ-HĐQT	25/12/2024	Decision on Issuing Regulations on procedures and documents for purchasing, selling, and building new vessels of Vitranschart	100%
42	42/QĐ-HĐQT	31/12/2024	Decision on Rewarding BoMs for outstanding achievements bringing high economic efficiency to the company	100%



### III. Board of Supervisors:

#### 1. Information on members of Board of Supervisors:

No.	Members of the board of supervisors	Position	The date becoming members of the board of supervisors	Qualification
1	Vu Thi Diep	Head of board of supervisors	21/04/2023	Bachelor of Economics, majoring in Accounting
2	Nguyen Thi Phuong Thao	Member	21/04/2023	Bachelor of Business Administration
3	Nguyen Quynh Lien	Member	21/04/2023	Bachelor of Economics

#### 2. Meetings of Board of Supervisors

No.	Members of the board of supervisors	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Vu Thi Diep	04/04	100%	100%	-
2	Nguyen Thi Phuong Thao	04/04	100%	100%	-
3	Nguyen Quynh Lien	04/04	100%	100%	-

In addition to holding meetings, members of Board of Supervisors also carry out work through telephone and email exchanges.

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

In 2024, the Board of Supervisors carried out the task of inspecting and supervising the BOD, Board of Management, and other tasks as regulated, focusing on the following main contents:

- Organizing the Annual General Meeting of Shareholders and implementing the resolutions of the 2024 Annual General Meeting of Shareholders.

- Organizing the activities of the BOD, issuing resolutions/decisions/directives of the BOD; organizing BOD meetings.

- Organization of the Board of Management's activities, implementation of resolutions/decisions/documents of the General Meeting of Shareholders and the Board of Directors.

- Amendment, issuance, and implementation of the Company's internal regulations, rules, and processes.

- Inspection and supervision of management and administration activities; implementation of the 2024 production, business, and investment plan; appraisal of the Company's 2023 and first 6 months of 2024 Financial Statements. Based on the inspection and supervision results, the Board of Supervisors makes recommendations and notes to the Board of Directors and the Board of Management of the Company.

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

- The Board of Directors, Board of Supervisors, Board of Management, and other manager of the Company have always closely coordinated and responsibly performed their assigned functions and tasks.

- The Board of Supervisors is provided with information and documents related to the decisions of the Board of Directors and the Board of Management of the Company.

- The Board of Supervisors has access to Board of Directors meeting materials, attends Board of Directors meetings, and contributes opinions related to the Company's management and administration.

#### 5. Other activities of the Board of Supervisors (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 BoM
1	Trịnh Hữu Lương		Engineer, Master of Accounting	Appointed: 01/09/2020
2	Mai Thị Thu Vân		Master of Economics (Corporate Finance)	Reappointed: 26/06/2024
3	Vương Nguyễn Triều Quang		Master of Naval Architecture and Ocean Engineering	Appointed: 03/08/2020

**V. Chief Accountant:**

Full name	Date of birth	Qualification	Date of appointment/ dismissal
Lê Kim Phượng		Bachelor of Economics	Reappointed: 26/06/2024

**VI. Training courses on corporate governance:**

Training courses and seminars on Corporate governance that members of the Board of Directors, Board of Supervisors, the Board of Management, other managers, and the Company Secretary participated in during 2024 through online methods, E-learning courses organized by Vietnam Maritime Corporation, internal training sessions at the Company:

- Conference "Corporate Culture"; Seminar "ESG with Practical Actions"; "For a Renewed and Effective General Meeting of Shareholders".
- Professional activity program: some notes regarding Decree 13 on personal data protection.
- Internal training courses: Effective work planning and organization, High-performance teamwork, Communication skills, Problem-solving skills, Emotional management skills, Self-discipline, Customer journey map and action plan 'Customer-centric'.

**VII. The list of affiliated persons of the public company and transactions of affiliated persons of the company.****1. The list of affiliated persons of the Company.**

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	Shareholder Identification Number*, date and place of issue	Head office address/Contact address	Start date of related person status	End date of related person status	Reason	Relationship with the company
<b>A Organization</b>									
1	Vietnam Maritime Corporation			0100104595, 18/08/2020, Hanoi Department of Planning and Investment	01 Dao Duy Anh, Dong Da District, Hanoi	31/12/2007			Major shareholder, representative capital participating in VST's BOD
2	SCC Crew Manning Company Limited			0315174176, 18/07/2018, Department of Planning and Investment of HCMC	36 Nguyen Thi Minh Khai, Dakao Ward, District 1, HCMC	18/07/2018			Subsidiary of VST
3	Hai Dang Ship Management Company Limited			0316801824, 13/04/2021, Department of Planning and Investment of HCMC	428 Nguyen Tat Thanh, Ward 18, District 4, HCMC	12/04/2021			Subsidiary of VST
4	Vietnam Sea Transport and Chartering Joint Stock Company Union			10/QĐ-CĐHVN, 07/01/2013, Union of Vietnam Maritime Corporation	428 Nguyen Tat Thanh Street, Ward 18, District 4, HCMC	25/08/2021			The President of the Union is a member of VST's BOD

<b>B Board of Directors, Board of Management</b>							
1	Mr. Huynh Nam Anh		Chairman of the BOD		21/04/2023		
1.1	And Mr. Huynh Nam Anh's affiliated persons			is report.			
2	Mr. Le Duy Duong		Member of the BOD		21/04/2023		
2.1	And Mr. Le Duy Duong's affiliated persons			report.			
3	Mr. Trinh Huu Luong		Member of the BOD, General Director		21/04/2023		
3.1	And Mr. Trinh Huu Luong's affiliated persons			is report.			
4	Mr. Nguyen Hoang Sang		Member of the BOD		21/04/2023		
4.1	And Mr. Nguyen Hoang Sang's affiliated persons			o this report.			
5	Mrs. Mai Thi Thu Van		Member of the BOD / Deputy General Director		21/04/2023		
5.1	And Mrs. Mai Thi Thu Van's affiliated persons			his report.			
6	Mr. Vuong Nguyen Trieu Quang		Deputy General Director		03/08/2020		
6.1	And Mr. Vuong Nguyen Trieu Quang's affiliated persons			tached to this report.			
<b>C Board of Supervisors</b>							
1	Mrs. Vu Thi Diep		Head of Board of Supervisors		21/04/2023		
1.1	And Mrs. Vu Thi Diep's affiliated persons			o this report.			
2	Mrs. Nguyen Thi Phuong Thao		Member of Board of Supervisors		21/04/2023		
2.1	And Mrs. Nguyen Thi Phuong Thao's affiliated persons			ched to this report.			
3	Mrs. Nguyen Quynh Lien		TV BKS		21/04/2023		
3.1	And Mrs. Nguyen Quynh Lien's affiliated persons			to this report.			
<b>D Chief Accountant</b>							
1	Mrs. Le Kim Phuong		Chief Accountant		17/07/2019		
1.1	And Mrs. Le Kim Phuong's affiliated persons			is report.			
<b>E Person in charge of corporate governance</b>							
1	Mr. Nguyen The Le Nhan		Deputy Head of Finance and Accounting		14/05/2021		
1.1	And Mr. Nguyen The Le Nhan's affiliated persons as per Appendix 01			attached to this report.			



F	Legal Representative, Manager of the subsidiary				
1	Mr. Vuong Nguyen Trieu Quang			01/10/2024	Chairman of VST's subsidiary
2	Mr. Cao Xuan Hoan			11/08/2023	Director of VST's subsidiary
3	Mr. Le Hoang Son			01/10/2024	Chairman of VST's subsidiary
4	Mrs. Doan Thi Thu Hoa			03/07/2024	Director of VST's subsidiary

Note:

- Identification Certificate: ID card/Passport number (for individuals) or Enterprise Registration Certificate number, Operating License, or equivalent legal document (for organizations);
- PDAMSO: Police Department for Administrative Management of Social Order.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons in 2024.

No.	Organization /Individual Name	Relationship with the company	Enterprise Registration Certificate No.*, Date of Issue, Place of Issue	Head Office Address /Contact Address	Transaction Date with the company	Resolution/ Decision No. of the GSM/BOD... approved (if any, specify the date of issuance)	Content, Quantity, Total Transaction Value	Notes
1	SCC Crew Manning Company Limited (SCCM)	Subsidiary VST holds 100% charter capital, Member of VST's BOD is the Chairman of SCCM	0315174176, 18/07/2018, Department of Planning and Investment of HCMC	36 Nguyen Thi Minh Khai, Dakao Ward, District 1, HCMC	Year 2024	Resolution No. 10/NQ-BOD (07/04/2022) Resolution No. 11/NQ-BOD (April 12, 2024)	Crew supply for VST: 5,189,320,000 VND; VST provides office services and equipment rental: 490,040,000 VND	
2	Hai Dang Ship Management Company Limited (HaiDang SMC)	Subsidiary VST holds 100% charter capital, Chairman of VST's Board of Directors is Chairman of HaiDang SMC	0316801824, 12/04/2021, Department of Planning and Investment of HCMC	428 Nguyen Tat Thanh Street, Ward 18, District 4, HCMC	Year 2024	Resolution No. 10/NQ-HĐQT (07/04/2022) Resolution No. 11/NQ-HĐQT (12/04/2024)	Bareboat charter from VST, management by VST: 46,453,583,922 VND	

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 Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or General Director in three (03) latest years (calculated at the time of reporting).

No.	Organization/ Individual Name	Relationship with the company	Enterprise Registration Certificate No.*, Date of Issue, Place of Issue	Head Office Address /Contact Address	Transaction Date with the company	Resolution/ Decision No. of the GSM/BOD... approved (if any, specify the date of issuance)	Content, Quantity, Total Transaction Value	Notes
1	SCC Crew Manning Company Limited	Member of the BOD is Chairman of SCCM	0315174176, 18/07/2018, Department of Planning and Investment of HCMC	36 Nguyen Thi Minh Khai, Dakao Ward, District 1, HCMC	Year 2024	Resolution No. 10/NQ-HDQT (07/04/2022)	Crew supply for VST	
2	Hai Dang Ship Management Company Limited	Chairman of the BOD is Chairman of HaiDang SMC	0316801824, 12/04/2021, Department of Planning and Investment of HCMC	428 Nguyen Tat Thanh Street, Ward 18, District 4, HCMC	Year 2024	Resolution No. 11/NQ-HDQT (12/04/2024)	Bareboat charter from VST	

4.2 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: None.

4.3 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.

### VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: Appendix 01 attached

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	Vietnam See Transport and Chartering Joint Stock Company Union	President of the Union is a member of the BOD of Vietnam See Transport and Chartering Joint Stock Company	2,098,400	3.13%	2,019,500	2.93%	Sell

IX. Other significant issues: None.

#### Recipients:

- As above;
- BoD; BoM.
- Archived: VT.

#### CHAIRMAN OF THE BOARD OF DIRECTORS



Huynh Nam Anh



**Appendix 01: List of Internal person and Affiliated persons (Individuals, Organizations) to the Internal persons**

Stock code: **VST**  
 Company name: **Vietnam Sea Transport and Chartering Joint Stock Company**  
 Closing date: **29/02/2024**

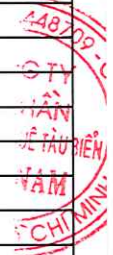
No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
Text	Text	Text	Text	Text	Text	Text	Date (dd/mm/yyyy)	Date (dd/mm/yyyy)	Text
<b>1</b>	<b>VST</b>	<b>Huynh Nam Anh</b>	<b>Chairman of the Board of Directors</b>					<b>21/04/2023</b>	
1.1	VST	Pham Thi Phuong		Mother					
1.2	VST	Lam Thi Thu Nam		Wife					
1.3	VST	Huynh Lam Yen Dan		Child					
1.4	VST	Huynh Mai Hoa		Younger sibling					
1.5	VST	Tran Thu Thuy		Mother-in-law					
1.6	VST	Lam Thanh Khang		Father-in-law					Deceased
1.7	VST	Vo Lam		Brother-in-law					
1.8	VST	Vietnam Maritime Corporation		Major shareholder of VST					Mr. HN Anh is the representative of VIMC's capital
1.9	VST	Hai Dang Ship Management Company Limited		Subsidiary of VST					Mr. HN Anh is the Chairman of Hai Dang SMC until 30/09/2024
<b>2</b>	<b>VST</b>	<b>Trinh Huu Luong</b>	<b>Board of Directors member/General</b>					<b>21/04/2023</b>	
2.1	VST	Trinh Huu Riem		Father					
2.2	VST	Nguyen Thi Sim		Mother					
2.2	VST	Truong Thi Ha		Wife					
2.4	VST	Trinh Ha Hai		Child					
2.5	VST	Trinh Huu Tam		Child					Minor
2.6	VST	Trinh Huu Thien		Child					Minor
2.7	VST	Trinh Quang Dan		Older brother					
2.8	VST	Trinh Tien Son		Younger sibling					
2.9	VST	Hoang Thi Nhan		Sister-in-law					
2.10	VST	Vu Thi Thu Hien		Sister-in-law					
2.11	VST	Truong Cong Sam		Father-in-law					Deceased
2.12	VST	Truong Thi Thanh		Mother-in-law					



No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
2.13	VST	Vietnam Maritime Corporation		Major shareholder of VST					Mr. TH Luong is the representative of VIMC's capital
2.14	VST	SCC Crew Manning Company Limited		Subsidiary of VST					Mr. TH Luong is the Chairman of SCCM until 30/09/2024
<b>3</b>	<b>VST</b>	<b>Mai Thi Thu Van</b>	<b>Board of Directors member/ Deputy General Director</b>					<b>21/04/2023</b>	
3.1	VST	Mai Ngoc Thien		Father					Deceased
3.2	VST	Nguyen Thi Ai Minh		Mother					
3.3	VST	Phan Van Toai		Father-in-law					Deceased
3.4	VST	Vo Thi Du		Mother-in-law					Deceased
3.5	VST	Phan Van Phuc		Husband					
3.6	VST	Phan Mai Tan Loi		Child					
3.7	VST	Phan Mai Thanh Ngoc		Child					
3.8	VST	Mai The Anh		Younger sibling					
3.9	VST	Nguyen Thi Bich Kieu		Sister-in-law					
3.10	VST	Mai The Dung		Younger sibling					
3.11	VST	La Thi Hong Linh		Sister-in-law					
3.12	VST	Vietnam Sea Transport and Chartering Joint Stock Company Union (VST Union)		Political-social organization of VST (Trade Union)					Mrs. MTT Van is the Chairwoman of VST's Union
<b>4</b>	<b>VST</b>	<b>Le Duy Duong</b>	<b>Board of Directors member</b>					<b>21/04/2023</b>	
4.1	VST	Le Duy Loc		Father					Deceased
4.2	VST	Dao Thi Minh Nguyet		Mother					
4.3	VST	Le Dinh Tri		Father-in-law					
4.4	VST	Nguyen Thi Hang		Mother-in-law					
4.5	VST	Le Thi Thanh Tam		Wife					
4.6	VST	Le Duy Hoang		Child					Minor
4.7	VST	Le Duy An		Child					Minor
4.8	VST	Le Duy Nam		Older brother					
4.9	VST	Tran Thi Nga		Sister-in-law					
4.10	VST	Le Thi Thanh Nga		Younger sibling					



No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
4.11	VST	Tran Anh Tu		Brother-in-law					
4.12	VST	Vietnam Maritime Corporation		Major shareholder of VST					Mr. LD Duong is the representative of VIMC's capital
<b>5</b>	<b>VST</b>	<b>Nguyen Hoang Sang</b>	<b>Board of Directors member</b>					<b>21/04/2023</b>	
5.1	VST	Huynh Thanh Mai		Wife					
5.2	VST	Nguyen Hoang Bao Tran		Child					Minor
5.3	VST	Nguyen Hoang Khang		Child					Minor
5.4	VST	Nguyen Van Xinh		Father					Deceased
5.5	VST	Nguyen Thi Be		Mother					
5.5	VST	Huynh Van Tat		Father-in-law					
5.7	VST	Nguyen Thi Thanh		Mother-in-law					Deceased
5.8	VST	Nguyen Thi Yen Xuan		Older sister					
5.9	VST	Le Huu Tri		Brother-in-law					
5.10	VST	Nguyen Le Sa		Younger sibling					
5.11	VST	Huynh Van Hien		Brother-in-law					
5.12	VST	Nguyen Kim Thi		Younger sibling					
5.13	VST	Nguyen Van Thanh		Younger sibling					
5.14	VST	Nguyen Ngoc Thuy		Younger sibling					
5.15	VST	Nguyen Hoang Thai		Younger sibling					
5.16	VST	Hai Dang Ship Management Company Limited		Subsidiary of VST					Mr. NH Sang is the Director of Hai Dang SMC until 01/07/2024
<b>6</b>	<b>VST</b>	<b>Vu Thi Diep</b>	<b>Head of the Supervisory Board</b>					<b>21/04/2023</b>	
6.1	VST	Vu Huu Binh		Father					Deceased
6.2	VST	Pham Thi My		Mother					
6.3	VST	Nguyen Duc Thuong		Father-in-law					
6.4	VST	Nguyen Thi Thieng		Mother-in-law					
6.5	VST	Nguyen Duc Quang		Husband					
6.6	VST	Nguyen Duc Vinh		Child					
6.7	VST	Nguyen Que Linh		Child					Minor
6.8	VST	Vu Thi Phuong		Younger sibling					
6.9	VST	Vu Huu Dat		Younger sibling					



No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
6.10	VST	Dang Thi Kim Tui		Sister-in-law					
<b>7</b>	<b>VST</b>	<b>Nguyen Thi Phuong Thao</b>	<b>Member of the Supervisory Board</b>					<b>21/04/2023</b>	
7.1	VST	Nguyen Van Huy		Father					
7.2	VST	Hoang Thi Hue		Mother					Deceased
7.3	VST	Tran Van Cuong		Husband					
7.4	VST	Tran Minh Khoa		Child					Minor
7.5	VST	Tran Anh Khoi		Child					Minor
7.6	VST	Tran Van Tan		Father-in-law					
7.7	VST	Dao Thi Kim Thoa		Mother-in-law					
7.8	VST	Nguyen Thi Huong Giang		Older sister					
7.9	VST	Le Hong Linh		Brother-in-law					
<b>8</b>	<b>VST</b>	<b>Nguyen Quynh Lien</b>	<b>Member of the Supervisory Board</b>					<b>21/04/2023</b>	
8.1	VST	Nguyen Manh Quy		Father					
8.2	VST	Pham Thuy Lan		Mother					
8.3	VST	Nguyen Thi Hue		Mother-in-law					
8.4	VST	Nguyen Duong Lam		Husband					
8.5	VST	Nguyen Khang Hung		Child					Minor
8.6	VST	Nguyen Duong Phong		Child					Minor
8.7	VST	Nguyen Quynh Anh		Younger sibling					
8.8	VST	Le Huynh Anh Kiet		Brother-in-law					
<b>9</b>	<b>VST</b>	<b>Vuong Nguyen Trieu Quang</b>	<b>Deputy General Director</b>					<b>03/08/2020</b>	
9.1	VST	Vuong Hong Chau		Father					
9.2	VST	Nguyen Thi Nguyet		Mother					
9.3	VST	Nguyen Thuy Dung		Wife					
9.4	VST	Vuong Nguyen Anh Khoa		Child					Minor
9.5	VST	Vuong Nguyen Uyen Nhi		Child					Minor
9.6	VST	Vuong Nguyen Trieu Vinh		Older brother					Deceased
9.7	VST	Vuong Nguyen Trieu Bao		Younger sibling					
9.8	VST	Nguyen Cong Tao		Father-in-law					
9.9	VST	Do Thi Hanh		Mother-in-law					
9.10	VST	Le Thi Ngoc Phuong		Sister-in-law					
9.11	VST	Le Thi Hoai Thuong		Sister-in-law					



No	Stock symbol	Name	Position	Relationship with internal persons	Identification certificate (ID card/Passport/Business registration certificate)	ID card No.	Date of issue	Time of appointment of Internal Person/becoming a Related Party	Note
1	2	3	4	5	6	7	8	9	10
10	VST	Le Kim Phuong	Chief Accountant					26/06/2024	
10.1	VST	Le Van Lanh		Father					Deceased
10.2	VST	Bui Thi Hue		Mother					
10.3	VST	Tran Dai Hong Dung		Husband					
10.4	VST	Tran Le Phuong Dung		Child					Minor
10.5	VST	Le Kim Ngoc		Younger sibling					
10.6	VST	Tran Dai Hong Son		Father-in-law					
10.7	VST	Nguyen Thi Muoi		Mother-in-law					
10.8	VST	Nguyen Phu Hieu		Brother-in-law					
11	VST	Nguyen The Le Nhan	Person in charge of Corporate					14/05/2021	
11.1	VST	Do Thi Thanh Binh		Wife					
11.2	VST	Nguyen Binh Thuc Tram		Child					
11.3	VST	Nguyen Binh Thuc Nhen		Child					
11.4	VST	Nguyen The Le Gia		Father					
11.5	VST	Le Thi Hanh		Mother					
11.6	VST	Do Ngoc Anh		Father-in-law					Settle in Canada
11.7	VST	Phan Thi Thuyen		Mother-in-law					Settle in Canada
11.8	VST	Nguyen The Le Tri		Younger sibling					
11.9	VST	To Thi Anh Vung		Sister-in-law					

PREPARER

Nguyen The Le Nhan

Ho Chi Minh City, January 23, 2025  
 REPRESENTATIVE OF THE ORGANIZATION  
 CHAIRMAN OF THE BOARD OF DIRECTORS



Huynh Nam Anh