

**PETROLIMEX WATER TRANSPORT
CORPORATION
VIPCO PETROLEUM TRANSPORTATION
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAMNAM
Independence - Freedom - Happiness



PETROLIMEX

No: 17/VIPCO-CV-CBTT

*Disclosure of Information: Corporate Governance
Report 2024*

Hai Phong, January 21, 2025

To: - **THE STATE SECURITIES COMMISSION**
- **THE HO CHI MINH CITY STOCK EXCHANGE**

1. Information of organization:

- Organization's name: VIPCO Petroleum Transport Joint Stock Company
- Stock code: VIP
- Head office address: Maritime Alliance Building - No. 802 Le Hong Phong Street, Thanh To Ward, Hai An District, Hai Phong City, Vietnam.
- Phone: 0225 3838680 / Fax: 0225 3838033

2. Information disclosure content:

Pursuant to the provisions of Circular No. 96 /2020/TT-BTC dated November 16, 2020 on information disclosure on the stock market.

VIPCO Petroleum Transport Joint Stock Company hereby discloses the 2024 Corporate Governance Report (with attached Report file).

3. This information has been disclosed on the Company's website on January 21, 2025 at the link: <http://www.vipco.com.vn> (Investor section/Shareholder information).

We hereby certify that the disclosed information is accurate and undertake full legal responsibility for the content of the disclosed information.

Attached documents:

Corporate Governance Report 2024

Recipient:

- As above
- Save: AO, Thanhpt

**VIPCO PETROLEUM TRANSPORTATION JOINT
STOCK COMPANY
INFORMATION DISCLOSURE PERSON**



*L. CHỦ TỊCH HĐQT
TRƯỞNG BAN TỔNG HỢP HĐQT
Lê Trung Tấn*

**PETROLIMEX WATER
TRANSPORT CORPORATION**

**VIPCO PETROLEUM
TRANSPORT JOINT STOCK
COMPANY**

No.: 15 VIPCO-BC-HĐQT



Re: 2024 Management Report

**THE SOCIALIST REPUBLIC OF
VIETNAMNAM**

Independence - Freedom - Happiness

Hai Phong, January 21, 2025

**CORPORATE GOVERNANCE REPORT
Year 2024**

To: - The State Securities Commission
- The Ho Chi Minh City Stock Exchange

- **Company Name:** VIPCO Petroleum Transport Joint Stock Company
- **Head office address:** Lien Minh Maritime Building, No. 802 Le Hong Phong Street, Thanh To Ward, Hai An District, Hai Phong City, Vietnam
- **Phone:** (0225) 383-8680
- **Fax:** (0225) 383-8033
- **Email:** vipco@petrolimex.com.vn
- **Charter capital:** 684,709,410,000 VND
- **Stock code:** VIP
- **Governance model:** General meeting of shareholders, Board of Directors, Board of Supervisors and General Director
- **The implementation of internal audit:** Implemented

I. Activities of the General Meeting of Shareholders

1. Meetings of the General Meeting of Shareholders

In 2024, the Company held 01 online General Meeting of Shareholders on April 17, 2024.

2. Resolutions of the General Meeting of Shareholders:

No.	Resolution Number	Date	Content
1	99/VIPCO-NQ-DHĐCĐ	April 17, 2024	<ul style="list-style-type: none"> - Approval of the report on business performance in 2023 and plan for 2024. - Approve the Board of Directors' performance report in 2023, direction and tasks in 2024, and evaluation report of independent Board members in 2023. - Approval of the Board of Supervisors' 2023 Operational Report and 2024 Tasks and Directions. - Approval of the 2023 consolidated financial statements audited by KPMG Vietnam Co., Ltd. and the 2023 profit distribution plan. - Approval of the report on the settlement of salary and remuneration for the Board of Directors and Board of Supervisors in 2023. - Approval of salary and remuneration plan for the Board of Directors and Board of Supervisors in 2024. - Approve the list of auditing companies to select the unit to audit the 2024 financial statements and authorize the Board of Directors to select one of the auditing companies in the approved list to audit the Company's 2024 financial statements. - Approve contracts and transactions between the Company and "related persons" as prescribed in Article 167 of the 2020 Enterprise Law, Article 293 of Decree 155/2020/ND-CP and 15 of the Company's Charter.

II. Board of Directors Activities (Annual Report):

1. Information about the members of Board of Directors.

No.	Member Board of Directors	Position	Date of starting/cease being the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Nguyen Huu Thanh	Chairman of the Board	January 11, 2019	
2	Vu Dinh Hien	Board of Directors	January 1, 2014	
3	Do Lenh Cong	Board of Directors	June 28, 2021	
4	Nguyen Quang Minh	Board of Directors	April 25, 2016	
5	Vu Ngoc Vinh	Board of Directors	June 22, 2020	
6	Nguyen Dinh Tuan	Independent Board Member	June 28, 2021	
7	Nguyen Tien Sang	Independent Board Member	June 11, 2023.	

2. Board of Directors Meetings:

In 2024, the Company's Board of Directors held 12 meetings on January 17; March 12; April 5; May 17; May 31; June 27, July 12, September 16, November 12, November 18, December 2, December 30 and 21 times collected written opinions from Board members.

No.	Member Board of Directors	Number of meetings attended	Meeting attendance rate	Reason for absence
1	Nguyen Huu Thanh	12	100%	
2	Nguyen Quang Minh	12	100%	
3	Do Lenh Cong	12	100%	
4	Vu Dinh Hien	11	91.67%	Sickness approved by the Board of Directors

5	Vu Ngoc Vinh	12	100%	
6	Nguyen Dinh Tuan	10	83.33%	Busy with work approved by the Board of Directors
7	Nguyen Tien Sang	8	66.67%	Busy with work, approved by the Board of Directors / UQ for the Chairman of the Board of Directors

3. Supervising the Board of Management by the Board of Directors:

The Board of Directors supervises and directs the Board of General Directors in the daily production and business operations of the company; promptly resolves issues arising under the authority of the Board of Directors to facilitate the operations of the Board of General Directors:

- Direct the successful organization of the 2024 Annual General Meeting of Shareholders online on April 17, 2024.
- Direct the development of the 2024 plan and implement the 2024 plan according to the resolution of the 2024 Annual General Meeting of Shareholders.
- Directing the work of organizing staff.
- Mobilize reward and welfare funds and some other contents.

In general, in 2024, the Board of Directors seriously and responsibly implemented the directions, Resolutions and Decisions of the Board of Directors.

4. Activities of the Board of Directors' subcommittees:

❖ Activities of the General Affairs Division of the Board of Directors:

- Review and summarize the Board of Directors' report on the 2024 plan and deploy work according to functions and tasks.
- Prepare contents and documents for the successful organization of the 2024 Annual Online General Meeting of Shareholders on April 17, 2024 in accordance with regulations; prepare documents for Board of Directors meetings and collect written opinions.
- Periodically and irregularly disclose information as required about the Company's operations to the State Securities Commission and the Ho Chi Minh City Stock Exchange in accordance with the law.
- Other tasks according to the functions and tasks of the Board.

❖ **Activities of the Internal Audit Department:**

- Develop an internal audit plan for 2024 and conduct thematic audits according to the plan approved by the Company's Board of Directors.

- Conduct risk control assessment in the Company's governance and management.

- Implement other audit work as required or as requested by the Board of Directors.

- Review the budget for major repairs of Petrolimex ships in 2024.

5. Resolutions of the Board of Directors:

No.	Resolution Number	Date	Content	Approval Rate
1	05/VIPCO-NQ-HĐQT (Session 23)	19/01/2024	<p>Temporarily hand over the 2024 plan to the Parent Company and LLCs</p> <p>Approve the policy to continue completing the remaining items of technical infrastructure at Anh Dung 7 Project under the responsibility of the investor to soon complete and hand over to the receiving unit for operation and exploitation according to the content of Submission No. 13/VIPCO-BC-TGD dated January 16, 2024 of the General Director.</p> <p>Assign the General Director to direct the approval of the budget and implementation of the construction project to supplement the drainage system connection system according to item 2, schedule 1 in report No. 13/VIPCO-BC_TGD dated January 16, 2024 of the General Director.</p> <p>Approve the plan to pay Tet Giap Thin bonus in 2024 according to the content of Submission No. 06/VIPCO-PA-TGD-CD dated January 11, 2024 of the General Director.</p>	100%

			<ul style="list-style-type: none"> - Approve the plan to use the 2024 welfare fund according to the content of the submission No. 09/VIPCO-CV-TGD-CD dated January 15, 2024 of the General Director. - Some other content. 	
2	33/VIPCO-ND-HĐQT	16/02/2024	<ul style="list-style-type: none"> - Agree to the liquidation policy of the H24 ship according to the content of the Submission No. 07/VIPCOHL-TT-CT dated January 10, 2024 of the Chairman of VIPCO Ha Long One Member Co., Ltd. The Chairman of VIPCO Ha Long One Member Co., Ltd. is responsible for directing and implementing the liquidation sale of the H24 ship in accordance with the provisions of the Law and the Company, maximizing efficiency, and reporting to the Board of Directors on the implementation results. During the implementation process, he is responsible for organizing the exploitation and safe anchoring of the ship, protecting the environment of the Ha Long Bay heritage area. 	100%
3	35/VIPCO-ND-HĐQT	21/02/2024	<ul style="list-style-type: none"> - Convene the 2024 Annual General Meeting of Shareholders. - Assign the Chairman of the Board of Directors of the Company to direct the implementation of related procedures to finalize the list of shareholders attending the 2024 Annual General Meeting of Shareholders, and at the same time select and sign a service contract for organizing the 2024 online General Meeting of Shareholders with a consulting unit to ensure compliance with current regulations. 	100%

			<ul style="list-style-type: none"> - Establish a Steering Committee to organize the 2024 Annual General Meeting of Shareholders. - Establish a Board to check the qualifications of shareholders to attend the 2024 Annual General Meeting of Shareholders. 	
4	45/VIPCO-NQ-HĐQT (Session 24)	18/03/2024	<ul style="list-style-type: none"> - Approval of settlement value of repair costs for Petrolimex 21 ship - Organizing the 2024 Annual General Meeting of Shareholders: Based on the results of production and business activities in 2023, the Board of Directors is requested to urgently review and develop a production and business plan for 2024. Members of the Steering Committee for organizing the General Meeting of Shareholders shall promptly complete the draft reports and submissions to the 2024 General Meeting of Shareholders and send them to the Board of Directors' Synthesis Committee for synthesis and reporting to the Board of Directors. - Approve the 2024 internal audit plan according to the content of the report No. 16/VIPCO-KH-KTNB dated March 11, 2024 of the Internal Audit Board. - Some other content 	100%
5	47/VIPCO-NQ-HĐQT	18/3/2024	<ul style="list-style-type: none"> - Agree on the policy of hosting the Sports Festival for workers and employees of Petrolimex Waterway Transport Corporation in 2024 and the contents according to Document No. 14/CV/DU dated March 15, 2024 of the Company's Party Committee. 	100%
6	82/VIPCO-NQ-HĐQT	21/3/2024	<ul style="list-style-type: none"> - Bonus for the investment search team at the Company's office. 	100%

			<ul style="list-style-type: none"> - Dissolve the Company's Headquarters Investment Search Board because it has completed the task of searching for a location to invest in the Company's headquarters. - Establish the "Steering Committee for the implementation of the Project of Investment in the construction of the headquarters of VIPCO Petroleum Transport Joint Stock Company (Steering Committee for the implementation of the project). The composition and tasks of the Steering Committee for the implementation of the project are in accordance with the contents of the proposed report dated March 15, 2024 of the Investment Search Committee for the Company's office headquarters. 	
7	83/VIPCO-NQ-HĐQT	21/3/2024	Approve the tasks, cost estimates, select a consulting unit to survey, design and estimate the traffic road surface items to complete the road surface of Anh Dung 7 Project according to the report No. 62/VIPCO-TT-TGD dated March 15, 2024 of the General Director.	100%
8	85/VIPCO-NQ-HĐQT	25/3/2024	Establishment of the Board of Investment Implementation of VIPCO Petroleum Transport Joint Stock Company with Mr. Vu Dinh Hien - Member of the Board of Directors, General Director as Head of the Board.	100%
9	88/VIPCO-NQ-HĐQT	25/3/2024	Approving the time, venue and content of the documents for the 2024 Annual General Meeting of Shareholders.	100%
10	89/VIPCO-NQ-HĐQT	01/4/2024	Continue to implement Decision No. 63/VP-QD-HĐQT dated April 12, 2019 on appointing Mr. Dao Ngoc Trung to the position of Deputy	100%

			General Director of the Company from April 1, 2024 until a new decision on personnel work of the Company's Board of Directors is made.	
11	92/VIPCO-NQ-HĐQT (Session 25)	08/4/2024	<ul style="list-style-type: none"> - Continue to reappoint Mr. Dao Ngoc Trung to hold the position of Deputy General Director of VIPCO Petroleum Transport Joint Stock Company from April 8, 2024 until retirement according to the regime. - Continue to reappoint Mr. Vu Ngoc Vinh to hold the position of Director of VIPCO Ha Long One Member Co., Ltd. for a term of 5 years from April 15, 2024. 	100%
12	95/VIPCO-NQ-HĐQT (Session 25)	08/4/2024	Amending and supplementing some information in documents submitted to the 2024 Annual General Meeting of Shareholders.	100%
13	100/VIPCO-NQ-HĐQT	22/4/2024	Agree to spend the welfare fund to give gifts according to the collective labor agreement and give gratitude gifts to employees based on Document No. 92/VIPCO-CV-HĐQT dated April 3, 2024 of the Chairman of the Board of Directors, Report No. 32a/VIPCOHL-BC-CT dated March 20, 2024 and Submission No. 50/VIPCOHL-BC-CT dated April 12, 2024 of the Chairman of VIPCO Ha Long One Member Co., Ltd.	100%
14	103/VIPCO-NQ-HĐQT	24/4/2024	Approving the bonus payment plan for the holidays of April 30 and May 1 according to the content of Document No. 125/VIPCO-PA-TGD dated April 22, 2024 of the General Director	100%
15	149/VIPCO-NQ-HĐQT (Session 26)	17/5/2024	Implement some contents of the Resolution of the 2024 Annual General Meeting of Shareholders as follows:	100%

			<ul style="list-style-type: none"> - Agree to assign the 2024 production and business plan to the parent company, approve the 2024 production and business plan of the LLCs - Approval of 2023 financial statements of VIPCO Petroleum Transport Joint Stock Company and its LLCs. - Finalize the list of shareholders to pay cash dividends as follows: <ul style="list-style-type: none"> + Last registration date: 06/06/2024 + Dividend payout ratio: 10%/share + Payment date: June 27, 2024 	
16	151/VIPCO-NQ-HĐQT (Session 26)	20/5/2024	Agree with the content of the 2024 Annual General Meeting of Shareholders of VP Petrochemical Transportation Joint Stock Company	100%
17	159/VIPCO-NQ-HĐQT (Session 27)	04/6/2024	<ul style="list-style-type: none"> - Agree to hire a project management consulting unit to advise and perform the work contents under the responsibility of the investor to deploy the construction of the headquarters of VIPCO Petroleum Transport Joint Stock Company in accordance with the provisions of law on the basis of the Submission dated May 29, 2024 of the Project Steering Committee. - Based on the report of the Chairman of VIPCO Ha Long Company, the Board of Directors agreed on the policy of selling and liquidating the VIPCO Ha Long 01 ship. The Chairman of VIPCO Ha Long analyzed the market, evaluated the related contents in detail and prepared a specific project to sell the VIPCO Ha Long 01 ship and reported to the Board of Directors for consideration and decision. 	100%

			- Approval in principle for the position of Deputy Director of VIPCO Ha Long Company for Mr. Phan Thanh Hai	
18	164/VIPCO-NQ-HĐQT	12/6/2024	Approve the final settlement value for repairing Petrolimex 16 ship according to Submission No. 157/VIPCO-TT-TGD dated June 4, 2024 of the General Director.	100%
19	171/VIPCO-NQ-HĐQT (Session 28)	28/6/2024	<ul style="list-style-type: none"> - Agreed to select KPMG LLC as the unit to audit the Company's 2024 financial statements. - Approving the policy of reappointing Mr. Nguyen Hai Ha to the position of Deputy Director of VIPCO Ha Long One Member Co., Ltd. according to the content of Submission No. 92/VIPCOHL-TT-CT dated June 11, 2024 of the Chairman of VIPCO Ha Long Company. 	100%
20	173/VIPCO-NQ-HĐQT	05/07/2024	Approve the repair estimate on the Petrolimex 18 ship dock according to the content of the report No. 183/VIPCO-TT-TGD dated June 27, 2024 of the Company's General Director.	100%
21	178/VIPCO-NQ-HĐQT (Session 29)	12/07/2024	<ul style="list-style-type: none"> - Mr. Vu Dinh Hien ceased to hold the position of General Director of VIPCO Petroleum Transport Joint Stock Company from July 12, 2024 due to the expiration of the appointment term according to Decision No. 158/VP-QD-HĐQT dated July 11, 2019 of the Company's Board of Directors. - The Board of Directors authorizes Mr. Nguyen Huu Thanh - Chairman of the Board of Directors to directly supervise and organize the implementation of the Board of Directors' resolutions and decisions on behalf of the Board of Directors, and to 	100%

			<p>be in charge of organizing and operating the Board of Directors until the Board of Directors appoints a new General Director. Assign the Chairman of the Board of Directors of the Company to temporarily assume the rights and obligations of the legal representative currently assigned to the General Director of the Company.</p> <p>- Assign the task of full-time Board of Directors member to Mr. Vu Dinh Hien - Board of Directors member.</p>	
22	187/VIPCO-NQ-HĐQT	01/08/2024	<p>- Continue to appoint Mr. Nguyen Quang Minh - Member of the Board of Directors, Deputy General Director of VIPCO Petroleum Transport Joint Stock Company to concurrently hold the position of Chairman of VIPCO Crew Member LLC from August 1, 2024 until the position of Chairman of VIPCO Crew Member LLC is completed.</p> <p>- Mr. Nguyen Quang Minh is entitled to a concurrent salary with a coefficient of 0.6 calculated on the average salary of VIPCO Crew Member Company Limited, and the settlement is made according to regulations.</p>	100%
23	237/VIPCO-NQ-HĐQT	23/08/2024	Approving the plan to pay bonuses on the occasion of National Day September 2 according to the content of Submission No. 232/VIPCO-PA-TGD dated August 19, 2024 of the Board of Directors.	100%
24	202/VIPCO-NQ-HĐQT	05/09/2024	- Agree to implement the plan to complete the position of General Director of VIPCO Company from on-site human resources and the management staff planning for the	100%

			<p>period 2020 - 2025 approved by the Board of Directors.</p> <p>- Assign the Chairman of the Board of Directors of the Company to implement procedures and processes according to current regulations on personnel work, report to competent authorities and the Board of Directors.</p>	
25	203/VIPCO-NQ-HĐQT	10/09/2024	<p>- Adjust some 2024 plan targets of VIPCO Petroleum Transport Joint Stock Company.</p> <p>- Assign the Board of Directors to implement the plan to adjust the salary and social insurance plan for employees, sign an additional appendix to the crew supply contract, to improve the lives of employees, enhance their sense of responsibility, and strive to exceed the 2024 production and business plan targets.</p>	100%
26	213/VIPCO-NQ-HĐQT (Session 30)	16/09/2024	<p>- Approval of the construction scale of the investment project to build the headquarters of VIPCO Petroleum Transport Joint Stock Company, including 9 floors above ground, 01 attic and 01 basement.</p> <p>- Agree on the establishment of an appraisal team including 01 expert with a practice certificate outside the Company and other members. Assign the Chairman of the Board of Directors/Head of the Project Steering Committee to decide on the establishment of the appraisal team.</p> <p>- Assign the Chairman of the Board of Directors/Head of the Project Steering Committee to complete the Project Steering Committee as decided by the Head of the Committee, report to the Company's Board of Directors,</p>	100%

			<ul style="list-style-type: none"> - The Board of Directors agreed to coordinate with the Company's Party Committee to implement procedures to amend and supplement the planning of management leadership positions for the period 2020 - 2025. - Approve the settlement contents in the Report dated September 12, 2024 of the Board of Directors of the Company on organizing tours and vacations for employees in 2023 according to Decision No. 107/VIPCO-QD-HĐQT dated July 18, 2023 of the Board of Directors. - Approving the plan to organize a tour for leaders, officers and employees of VIPCO Petroleum Transport Joint Stock Company in 2024 according to the content of Submission No. 267/VIPCO-KH-BTGĐ dated September 10, 2024 of the Company's Board of Directors. - Some other content 	
27	214/VIPCO-NQ-HĐQT	19/09/2024	Approving the amendment and supplement to the Regulations on internal cost and expenditure management at VIPCO Petroleum Transport Joint Stock Company, including 03 chapters and 18 articles; the amended and supplemented regulations replace the Regulations on internal cost and expenditure management issued together with Decision No. 65/VP-QD-HĐQT dated March 10, 2021 of the Board of Directors.	100%
28	218/VIPCO-NQ-HĐQT	20/09/2024	Re-appoint Mr. Nguyen Quang Minh to hold the position of Deputy General Director of VIPCO Petroleum Transport Joint Stock Company for the	100%

			second term from September 21, 2024; term of 05 years.	
29	220a/VIPCO-NQ-HĐQT (Session 30)	23/09/2024	Approving the amendment and supplementation of the planning of management leadership positions for the period 2020 - 2025. This amendment and supplementation replaces the planning of management leadership positions for the period 2020 - 2025 issued under Decision No. 276/VP-QĐ-HĐQT dated December 31, 2019 of the Board of Directors.	100%
30	227/VIPCO-NQ-HĐQT	17/10/2024	<p>- Provide welfare fund for VIPCO Ha Long Company Limited to support overcoming the consequences of storm No. 3, repair and restore facilities, ensure safe working and living conditions and environment for employees.</p> <p>- The Chairman and Director of VIPCO Ha Long LLC are responsible for using the welfare fund for the right purposes and accounting according to the provisions of the Law and the Company, and reporting the implementation results to the Board of Directors.</p>	100%
31	234/VIPCO-NQ-HĐQT (Session 31)	14/11/2024	<p>- Approve the investment policy for items affected by storm No. 3 at Anh Dung 7 project in 2024 and technical infrastructure maintenance items according to the content of Submission No. 302/VIPCO-BC-BTGD dated November 8, 2024 of the Board of Directors.</p> <p>- Approve the project outline and cost estimate for investment preparation: Investment in construction of VIPCO Petroleum Transport Joint Stock Company's headquarters according to</p>	100%

			<p>the proposal report dated November 9, 2024 of the Steering Committee for the implementation of the investment project to construct the VIPCO Petroleum Transport Joint Stock Company's headquarters.</p> <ul style="list-style-type: none"> - Approval of the policy of investing in oil/chemical tankers with a capacity of under 50,000 DWT to replace Petrolimex10 ships in 2025 - 2026; investing in cars to replace old cars with a maximum of 4.8 billion VND. - Establish and consolidate a number of Committees - Personnel work 	
32	237/VIPCO-NQ-HĐQT (Session 32)	18/11/2024	The Chairman of the Board of Directors of the Company ceases to assume the rights and obligations of the legal representative currently assigned to the General Director of the Company from November 19, 2024.	100%
33	238/VIPCO-NQ-HĐQT (Session 32)	18/11/2024	Appoint Mr. Nguyen Quang Minh - Deputy General Director of VIPCO Petroleum Transport Joint Stock Company to hold the position of General Director of VIPCO Petroleum Transport Joint Stock Company from November 19, 2024, for a term of 05 years.	100%
34	250/VIPCO-NQ-HĐQT	27/11/2024	Approving the assignment of tasks to members of the Board of Directors for the remaining term of 2021-2025, replacing the assignment of tasks issued with Decision No. 184/VIPCO-QD-HĐQT dated December 8, 2023 of the Board of Directors.	100%
35	257/VIPCO-NQ-HĐQT (Session 33)	05/12/2024	- Maintain Mr. Vu Dinh Hien's salary at the same level as the salary of the General Director level 2 according to the Company's salary management	100%

			<p>regulations and other regimes according to current regulations of law and the Company; from July 12, 2024 to November 18, 2024.</p> <ul style="list-style-type: none"> - From November 19, 2024, Mr. Vu Dinh Hien will continue to receive a salary as a full-time member of the Board of Directors equal to 90% of the salary level 1 of the position of Deputy General Director of the Company according to the resolution of the General Meeting of Shareholders. - About personnel work - The Board of Directors agreed to remove Mr. Nguyen Quang Minh from the List of candidates for the position of General Director of the Company for the period 2020 - 2025, which has been reviewed and supplemented according to the Board of Directors' decision No. 221a/VIPCO-QD-HDQT dated September 23, 2024 because he was appointed by the Board of Directors to the position of General Director from November 19, 2024. - Request the Chairman of the Board of Directors to direct relevant departments and Chairmen of LLCs with 10370% charter capital owned by VIPCO Company: Organize assessment and introduce sources of management staff to be appointed/approved by the Board of Directors so that the Board of Directors can coordinate with the Company's Party Committee to carry out the process of including them in the next phase of planning. - The precious reward for the General Director to reward and express 	
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			<p>gratitude to organizations and individuals who have contributed to the Company's production and business activities on the occasion of the traditional Lunar New Year 2025 according to the content of the General Director's Submission No. 320/VIPCO-TT-TGD dated December 2, 2024.</p> <p>- The Board of Directors unanimously commented on the quality assessment of the Board members who are Party members in 2024: They have been proactive and have completed their tasks well according to the provisions of the Charter, Company Management Regulations and assigned tasks.</p>	
36	260/VIPCO-NQ-HĐQT (Session 33)	05/12/2024	<p>- Approval of contractor selection plan for the investment preparation phase of the project: Construction of VIPCO Petroleum Transport Joint Stock Company headquarters.</p> <p>- Assign the Chairman of the Board of Directors/Head of the Project Steering Committee to coordinate with relevant departments, divisions and units to organize the selection of contractors according to the approved Contractor Selection Plan to ensure compliance with current regulations.</p> <p>- Assign the Advisory Appraisal Team during the project implementation process established under Decision No. 220/VIPCP-QD-HĐQT dated September 27, 2024: Preside and coordinate with relevant departments and offices to supervise and monitor the implementation process of the approved Contractor Selection Plan according to regulations.</p>	100%

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			- Assign the Chairman of the Board of Directors to decide on the establishment of working groups to assist in the implementation of the investment project to build the headquarters of VIPCO Petroleum Transport Joint Stock Company.	
37	277/VIPCO-NQ-HĐQT	23/12/2024	<p>- Approve the plan to pay bonuses to employees according to the content of Submission No. 33t/VIPCO-TT-TGD dated December 17, 2024 of the Company's General Director, Submission No. 188/VIPVOHL-TT-CT dated December 13, 2024 of the Chairman of VIPCO Ha Long Company and Submission No. 05/VPC-TT-GD dated December 18, 2024 of the Chairman of VIPCO Crew Company</p> <p>- Amend Clause 1.2, Article 2 of Resolution No. 260/VIPCO-NG-HĐQT and Decision No. 261/VIPCO-QD-HĐQT dated December 5, 2024 as follows: "Assign the Chairman of the Board of Directors/Head of the Steering Committee for project implementation to direct, implement and sign the contents related to contractor selection according to the approved contractor selection plan to ensure compliance with current regulations"; other contents remain unchanged.</p>	100%
38	230/VIPCO-NQ-HĐQT	27/12/2024	Supplementing some contents according to the bonus payment plan for employees approved in Resolution of the Board of Directors No. 277/VIPCO-NQ-HĐQT dated December 23, 2024 according to the	100%

			content of the submission No. 342/VIPCO-TT-TGD dated December 24, 2024 of the General Director.	
39	233/VIPCO-NQ-HĐQT (Session 34)	31/12/2024	<p>- With the business results in 2024, the Board of Directors acknowledges and highly appreciates the solidarity, continuous efforts, and overcoming of difficulties in the past time of the Executive Board, functional departments and all employees of the Company. Proposes the General Director, Chairman of the LLC, the Group of authorized representatives for the Company's capital at VP Petrochemical Transport Joint Stock Company, based on the assessment of the results in 2024, analysis and forecast of advantages and difficulties in 2025 and the following years, work closely with Petrolimex Waterway Transport Corporation, partners and related parties to continue to evaluate, review and complete the business plan in 2025 to ensure it is close to reality and effective, and submit it to the Board of Directors for consideration and decision.</p> <p>- Temporarily assign the 2025 plan to the parent company and LLCs.</p> <p>- Approve the final settlement value of the repair cost of Petrolimex 18 ship according to Submission No. 343/VIPCO-TT-TGD dated December 25, 2024 of the General Director.</p> <p>- Approving the report and proposal dated December 16, 2024 of the Authorized Representative Group regarding the Company's capital at VP Petrochemical Transportation Joint Stock Company as follows:</p>	100%

			<p>+ VIPCO Petroleum Transport Joint Stock Company and Petrolimex Petrochemical Joint Stock Company jointly hired a legal consulting unit regarding the implementation of credit contract guarantees and solutions for VP Company, including proposing a specialized legal consulting unit, currently working with Vietnam National Petroleum Group, specifically Goldsun Law Company Limited.</p> <p>+ Assign the Chairman of VIPCO Board of Directors/Head of representative team at VP Company to direct implementation, report consulting results and propose specific solutions to the Board of Directors.</p> <p>- Some other content.</p>	
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III. Board of Supervisors:

1. Information about Board of Supervisors members

No.	Member of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Professional qualifications
			Date of appointment	Date of Dismissal	
1	Nguyen Thi Thanh Hao	Head of Board of Supervisors members	June 11, 2023.		Bachelor
2	Nguyen Tien Long	Board Member	June 28, 2021		Bachelor
3	Phi Tuyet Thanh	Board Member	June 28, 2021		Bachelor

2. Meetings of Board of Supervisors:

In 2024, the Company's Board of Supervisors held 3 meetings on March 12, July 26 and December 3, 2024.

No.	Member Board of Supervisors	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Nguyen Thi Thanh Hao	03	100%	100%	
2	Nguyen Tien Long	03	100%	100%	
3	Phi Tuyet Thanh	03	100%	100%	

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

- Monitor compliance with legal regulations, compliance with the Charter, Internal Regulations on Corporate Governance, and Operating Regulations of the Board of Directors.

- Supervise the implementation of the organization of the 2024 Annual Online General Meeting of Shareholders on April 17, 2024.

- Monitor transactions of members of the Board of Directors, Board of Supervisors and related parties in stock transactions and economic contracts with businesses and related parties.

- The Board of Supervisors fully participates in the meetings of the Board of Directors, monthly meetings of the Board of Directors, grasps the actual production and business situation of the Company and gives opinions to the Board of Directors and the Board of Directors in implementing the goals approved by the 2024 Shareholders' Meeting.

- Work with KPMG auditors on matters related to the 2024 audit contract.

- Review the collection of bad debts arising during the production and business process of the parent company and its member companies.

- Supervise information disclosure according to regulations of the State Securities Commission and Ho Chi Minh City Stock Exchange.

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

- Coordinate with the Board of Directors and the Board of Management to participate in developing and amending the Charter, governance and management regulations, and submit them to the 2024 Shareholders' Meeting.

- Agree on the contents of documents submitted to the 2024 Annual General Meeting of Shareholders, select a list of independent auditing companies to submit to the General Meeting of Shareholders.

- Participate with the Board of Directors at Board of Directors meetings and regular meetings of the Board of Directors to promptly grasp the Company's production and business activities.

5. Other activities of the Board of Supervisors :

5.1. Implement thematic testing program:

- At the parent company:
 - + Check the implementation of State regulations on business operations at gas stations, compliance with regulations on management and use of electronic invoices for each sale for retail gasoline business.
 - + Evaluation of the petroleum business situation at VIPCO petroleum stations in 2023 and the first quarter of 2024.
- At VIPCO Ha Long Company Limited
 - + Check and evaluate restructuring work
 - + Evaluation of business and construction activities in 2023 and the first quarter of 2024.

5.2. Conduct periodic monitoring and inspection for 6 months in 2024 at VIPCO Petroleum Transport Joint Stock Company and its affiliated units (VIPCO Ha Long LLC, VIPCO Crew LLC and Hong Bang Branch). Inspection content:

- Grasp the Board of Directors' performance in implementing the 2024 Shareholders' Meeting resolution - 2024 Business and Production Plan.
- No. of implementation of the 2024 production and business plan - No. of implementation of the 6-month production and business plan in 2024.
- Compliance with State regulations, laws, policies, and the Company's Charter and governance regulations.

IV. Board of Management

No.	Members of Board of Management	Position	Date of birth	Professional qualifications	Date of appointment / dismissal of members of the Board of Management
1	Nguyen Quang Minh	General Director	May 21, 1979	Bachelor	11/19/2024

2	Dao Ngoc Trung	Deputy General Director	September 28, 1965	Bachelor	04/08/2024
3	Le Duc Dung	Deputy General Director	March 10, 1974	Bachelor	01/02/2020
4	Le Duc Binh	Deputy General Director	October 18, 1968	Bachelor	11/06/2023

V. Chief Accountant:

Full name	Date of birth	Professional qualifications	Date of appointment
Bui Duc Hoa	September 21, 1976	Bachelor	11/06/2023

VI. Training courses on corporate governance:

Every year, members of the Board of Directors, members of the Supervisory Board, General Director, Person in Charge of corporate governance, Company Secretary and other managers participate in corporate governance courses organized by the Vietnam National Petroleum Group, Petrolimex Waterway Transport Corporation or specialized training centers to improve professional qualifications for managers at all levels.

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: (Refer to Appendix 01, 02).
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

No	Organization/ individual name	Relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head office address/Cont act address	Time of transaction with the company	Resolution No. Resolution / Decision of the General Meeting of Shareholders/ Board of Directors passed	Content, quantity, total transaction value	Note
1	Petrolimex Water Transport Corporation	State shareholders own 51% of charter capital of Vipco Company.	Business Registration Certificate No. 0106116043, issued on March 7, 2013	1 Kham Thien, Dong Da District, Hanoi	From 01/01/202 4 to 31/12/202 4	Board of Directors Resolution No. 99/VP-NQ- ĐHĐCĐ dated April 17, 2024	Time charter contract. Actual value in 2024: 460,345,953,549 VND	Contract in principle . Actual payment value.
2	Vipco Ha Long Company Limited	LLC with 100% charter capital owned by VIPCO Company	Business Registration Certificate No. 5700587576, issued on April 13, 2006	Group 6, Zone 5, Yet Kieu Ward, Ha Long, Quang Ninh	From 01/01/202 4 to 31/12/202 4	Board of Directors Resolution No. 99/VP-NQ- ĐHĐCĐ dated April 17, 2024	Shipping agency service contract. Actual value in 2024: 5,483,269,498 VND	Contract in principle . Actual payment value.
3	Vipco Crew Company Limited	LLC with 100% charter capital owned by VIPCO Company	Business Registration Certificate No. 0201120681, issued on December 21, 2006	No. 156/109 Truong Chinh Street, Dong Hoa Industrial Park, Dong Hoa Ward, Kien An District, Hai Phong City	From 01/01/202 4 to 31/12/202 4	Board of Directors Resolution No. 99/VP-NQ- ĐHĐCĐ dated April 17, 2024	Crew agency contract. Actual value in 2024: 58,922,472,039 VND	Contract in principle . Actual payment value.
4	VP Petrochemical Transport Joint Stock Company	Affiliated company owned by VIPCO Company with 45.1% charter capital	Business Registration Certificate No. 0200809454, issued on April 23, 2008	P7.03 Centre Tower building, No. 43 Quang Trung, Hong Bang, Hai Phong	From 01/01/202 4 to 31/12/202 4	Board of Directors Resolution No. 99/VP-NQ- ĐHĐCĐ dated April 17, 2024	Service provision contract. Actual value in 2024: 12,391,615,630 VND	Contract in principle . Actual payment value.

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, Director (General Director) have been founding members or members of Board of

Directors, or CEOs in three (03) latest years (calculated at the time of reporting).: *None*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO).: *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, Director (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 công ty: Refer to Appendix 02.

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

No	Full name	Stock trading account	Position at the company	ID card number	Date of issue	Place of issue	Contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1	Nguyen Dinh Tuan	012C041985	Independent Board Member	031085002789	06/06/22	Police Department	41 Cau Dat, Ngo Quyen, HP	7,755	0.0011	

IX. Other matters to note: Share sale transactions of major shareholders

1. Major shareholder stock transactions

No	Transaction executor	Position/Relationship	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Number of shares owned at the beginning of the period		Reason
			Number of shares	Percentage (%)	Increase	Decrease	Number of shares	Percentage (%)	
1	Petrolimex Insurance Joint Stock Corporation	Major shareholder	3,614,249	5,278		328,000	3,286,249	4,799	No longer a member from June 13, 2024

No	Transaction executor	Position/Relationship	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Number of shares owned at the beginning of the period		Reason
			Number of shares	Percentage (%)	Increase	Decrease	Number of shares	Percentage (%)	
2	TM HOLDING Fund Company Limited	Major shareholder	4,000,000	5.84	1,050,000		55,050,000	6.45	Become a member from 11/11/2024

2. Transactions with other related companies in the Vietnam National Petroleum Group

No	Name of organization/individual	Relationship with the company	Contract	Head office address/Contact address	Time of transaction with the company	Content, quantity, total transaction value	Note
1	Petroleum Company Region III	Other related companies in Vietnam National Petroleum Group	Oil Sales Contract	No. 1 So Dau, So Dau Ward, Hong Bang District, Hai Phong City	From 01/01/2024 to 31/12/2024	Oil sales contract. Actual value in 2024: 49,162,578,584 VND	Contract in principle. Actual payment value.
2	Petrolimex Petrochemical Corporation	Other related companies in Vietnam National Petroleum Group	Principle contract for sale of lubricants	18th & 19th Floor, 229 Tay Son, Nga Tu So Ward, Dong Da District, Hanoi	From 01/01/2024 to 31/12/2024	Contract for the sale of lubricants. Actual value in 2024: 13,668,508,453 VND	Contract in principle. Actual payment value.
3	PJICO Hai Phong Insurance Joint Stock Company	Other related companies in Vietnam National Petroleum Group	Hull Insurance Contract and Public Liability Insurance Contract (P&I)	No. 1 Tran Hung Dao, Hong Bang District, Hai Phong City.	From 01/01/2024 to 31/12/2024	Insurance Contract. Actual value in 2024: 21,540,795,431 VND	Contract in principle. Actual payment value.

4	Vitaco Petroleum Transport Company	Other related companies in Vietnam National Petroleum Group	Service Contract	236/106/1A Dien Bien Phu, Ward 17, Binh Thanh District, HCMC	From 01/01/2024 to 31/12/2024	Service provision contract. Actual value in 2024: 533,358,500 VND	Contract in principle. Actual payment value.
5	VITACO SG Company Limited	Other related companies in Vietnam National Petroleum Group	Service Contract	236/106/1A Dien Bien Phu, Ward 17, Binh Thanh District, HCMC	From 01/01/2024 to 31/12/2024	Service provision contract. Actual value in 2024: 591,600,000 VND	Contract in principle. Actual payment value.
6	Petrolimex HP Transport and Service Joint Stock Company	Other related companies in Vietnam National Petroleum Group	Shipping agency contract	No. 16 Ngo Quyen Street, May Chai Ward, Ngo Quyen District, Hai Phong City	From 01/01/2024 to 31/12/2024	Shipping agency contract. Actual value in 2024: 742,148,148 VND	Contract in principle. Actual payment value is based on occurrence.
7	Petrolimex Waterway Construction Materials Joint Stock Company	Other related companies in Vietnam National Petroleum Group	Shipping agency contract	7th floor, 322 Dien Bien Phu building, ward 12, Binh Thanh district, Ho Chi Minh city	From 01/01/2024 to 31/12/2024	Shipping agency contract. Actual value in 2024: 343,518,519 VND	Contract in principle. Actual payment value is based on occurrence.
8	B12 Oil Port	Other related companies in Vietnam National Petroleum Group	Port service contract & goods purchase	Bai Chay Ward - Ha Long City - Quang Ninh	From 01/01/2024 to 31/12/2024	Port service contract & goods purchase and sale. Actual value in 2024: 92,502,678 VND	Contract in principle. Actual payment value is based on occurrence.

Recipient:

- As above
- Save: BTH, Thanhpt

CHAIRMAN OF THE BOARD OF DIRECTORS



CHỦ TỊCH HĐQT

Nguyễn Hữu Thành

Appendix 01: Changes to the List of internal persons

Status No.	Name of organization/individual	Securities trading account (if any)	Position in the company (if any)	ID card/Business registration number	Date of issue	Place of issue	Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason
1	3	4	5	8	9	10	11	14	15	16
1	Nguyen Huu Thanh		Chairman of the Board of Directors							Retired from the position of Executive Board Director from November 19, 2024 (Chairman of the Board of Directors in charge of Executive Board Director from September 11, 2024 to November 19, 2024)
2	Nguyen Quang Minh		Member of Board of Directors, General Director					November 19, 2024		New appointment
3	Vu Dinh Hien		Member of the Board of Directors							Retired from the position of General Director of the Company from September 11, 2024



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Appendix 02: List of affiliated persons of the Company

No.	Stock code	Name of organization/individual	Securities trading account (if any)	Position in the company (if any)	Relationship with the company/internal persons	Type of NSH Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*) NSH No.	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Number of shares owned at the end of the period	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason (when changes arise related to items 13 and 14)	Notes (regarding the absence of NSH Certificate at number and other notes) (**)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	VIP	Nguyen Huu Thanh		Chairman of the Board									November 01, 2019		Appoint	
1.1	VIP	Nguyen Huu Thien			Dad								November 01, 2019			
1.2	VIP	Pham Thi Quang			Mom								November 01, 2019			

1.3	VIP	Nguyen Thi Ngan																					November 01, 2019						
1.4	VIP	Nguyen Thi Thao Hien																					November 01, 2019						
1.5	VIP	Nguyen Thi Minh Thu																					November 01, 2019						
1.6	VIP	Nguyen Thi Yen																					November 01, 2019						
1.7	VIP	Nguyen Huu Dung																					November 01, 2019						
1.8	VIP	Nguyen Quang Khai																					November 01, 2019						

1.9	VIP	Pham Thi Nga			Mother in law								November 01, 2019			
1.10	VIP	Pham Quang Trung			brother in law								November 01, 2019			
1.11	VIP	Nguyen Thi Thu Phuong			sister in law								November 01, 2019			
2	VIP	Nguyen Quang Minh			Board Member/ General Director								November 19, 2024	Appoint		
2.1	VIP	Nguyen Dao Thinh			Dad								November 19, 2024			
2.2	VIP	Le Thi Huan			Mom								November 19, 2024			

2.3	VIP	Vu Thi Thu Huong			Wife							10700	November 19, 2024					still young without ID card
2.4	VIP	Nguyen Huong Tra			Daughter								November 19, 2024					
2.5	VIP	Nguyen Khanh An			Daughter								November 19, 2024					still young without ID card
2.6	VIP	Nguyen Minh Anh			Daughter								November 19, 2024					still young without ID card
2.7	VIP	Nguyen Minh Anh			Daughter								November 19, 2024					still young without ID card
2.8	VIP	Vu Ngoc Hai			father in law								November 19, 2024					

	VIP	Khuec Thi Can			Mother in law										November 19, 2024					
	VIP	Nguyen Quang Hao			Younger brother										November 19, 2024					
	VIP	Nguyen Le Thien Huong			Younger sister										November 19, 2024					
	VIP	Le Thi Hong Phuong			sister in law										November 19, 2024					
	VIP	Luu Tuan Anh			brother in law										November 19, 2024					
3	VIP	Vu Dinh Hien			Board Member										July 12, 2024					

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3.7	VIP	Vu Dinh Manh								Older brother				July 12, 2024			
3.8	VIP	Bui Thi Lan								Sister in law				July 12, 2024			
3.9	VIP	Vu Thi Thanh Hau								Younger sister				July 12, 2024			
3.10	VIP	Bui Cong Vien								brother in law				July 12, 2024			
3.11	VIP	Vu Thi Thanh Huong								Older sister				July 12, 2024			
3.12	VIP	Doan Thi Anh								Mother in law				July 12, 2024			

4	VIP	Do Lenh Cong		Board Member															June 28, 2021	Appoint	
4.1	VIP	Do Lenh Dien																	June 28, 2021		
4.2	VIP	Nguyen Thi Kim Lan																	June 28, 2021		
2.3	VIP	Dinh Quynh Le																	June 28, 2021		
4.4	VIP	Do Bao Linh																	June 28, 2021		still young without ID card
4.5	VIP	Do Dang Duong																	June 28, 2021		still young without ID card

4.6	VIP	Hoang Thi Phuong Thao			Sister in law									June 28, 2021					
4.7	VIP	Le Kim Loan			Mother in law									June 28, 2021					
4.8	VIP	Dinh Thien Son			father in law									June 28, 2021					
5	VIP	Vu Ngoc Vinh			Board Member									June 22, 2020	Re- appointment				
5.1	VIP	Bui Thi Bich Thuy			Wife									June 22, 2020					
5.2	VIP	Vu Minh			Son									June 22, 2020					

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6.8	VIP	Nguyen Thuy Duong									Younger sister			June 28, 2021			
6.9	VIP	Vu Van Dat									father in law			June 28, 2021			
6.1	VIP	Mai Thi Nhat									Mother in law			June 28, 2021			
7	VIP	Nguyen Tien Sang								Independent Board Member				November 06, 2023	Appoint		
7.1	VIP	Nguyen Thi Thu Thuy									Wife			November 06, 2023			
7.2	VIP	Nguyen Thi Thuy Tien									Daughter			November 06, 2023			

7.3	VIP	Nguyen Thuy Linh			Daughter								November 06, 2023						
7.4	VIP	Nguyen Van Thuan			father in law								November 06, 2023						
7.5	VIP	Nguyen Kim Phung			Mother in law								November 06, 2023						
7.6	VIP	Nguyen Van Son			Father								November 06, 2023						
7.7	VIP	Nguyen Thi Hien			Mother								November 06, 2023						
7.8	VIP	Nguyen Van Trong			Younger brother								November 06, 2023						

7.9	VIP	Le Thi Minh Huong			sister in law									November 06, 2023					
7.10	VIP	Nguyen Van Cuong			Younger brother									November 06, 2023					
7.11	VIP	Nguyen Thi Bich Huong			sister in law									November 06, 2023					
7.12	VIP	Nguyen Manh Phu			Younger brother									November 06, 2023					
7.13	VIP	Do Thi Quynh Trang			sister in law									November 06, 2023					
8	VIP	Dao Ngoc Trung				Deputy General Manager								April 08, 2024				Re- appointment	

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9.6	VIP	Le Thi Minh Hue								Older sister									February 01, 2020				
9.7	VIP	Vu Van Ha								brother in law									February 01, 2020				
9.8	VIP	Le Thi Thu Huong								Younger sister									February 01, 2020				
9.9	VIP	Nguyen Hong Quang								brother in law									February 01, 2020				
9.10	VIP	Vu Dinh Duy								father in law									February 01, 2020				
9.11	VIP	Nguyen Thi Duyen								Mother in law									February 01, 2020				

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10.6	VIP	Vu Thi Minh Nguyet								Sister in law				November 06, 2023					
10.7	VIP	Le Thi Dung								Older sister				November 06, 2023					
10.8	VIP	Nguyen Quang Hoc								brother in law				November 06, 2023					
10.9	VIP	Le Thi Thoa								Older sister				November 06, 2023					
10.10	VIP	Tran Van Hoang								brother in law				November 06, 2023					
11.0	VIP	Le Trung Tan							Company Administra tor/ Information Security Officer					July 01, 2021				Appoint	

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12.1	VIP	Dang Thuy Lam									Daughter							November 06, 2023				
12.2	VIP	Bui Thi Thai									Mother							November 06, 2023				
12.3	VIP	Pham Thu Trang									Younger sister							November 06, 2023				
13	VIP	Nguyen Tien Long								Member of Supervisory Board								June 28, 2021	Appoint			
13.1	VIP	Nguyen Thi Thuy An									Wife							June 28, 2021				
13.2	VIP	Nguyen Thi Chin									Mom							June 28, 2021				

13.3	VIP	Nguyen Canh Duong			Older brother									June 28, 2021					
13.4	VIP	Nguyen Thi Linh			Sister in law									June 28, 2021					
13.5	VIP	Nguyen Cong Toan			Older brother									June 28, 2021					
13.6	VIP	Nguyen Thi Diem Huong			Sister in law									June 28, 2021					
14	VIP	Phi Tuyet Thanh			Member of Supervisory Board									June 28, 2021	Appoint				
14.1	VIP	Ngo Duc Chien			Husband									June 28, 2021					

14.2	VIP	Ngo Thi Yen Nhi									Daughter							June 28, 2021				
14.3	VIP	Ngo Thi Khanh Nhi									Daughter							June 28, 2021				
14.4	VIP	Phi Van Thien									Father							June 28, 2021				
14.5	VIP	Luong Thi Oanh									Mother							June 28, 2021				
14.6	VIP	Phi Luong Thach									Younger brother							June 28, 2021				
14.7	VIP	Phi Thi Hong Van									Younger sister							June 28, 2021				

14.8	VIP	Dam Thang									brother in law		June 28, 2021						
14.9	VIP	Ngo Van Lap									father in law		June 28, 2021						
14.10	VIP	Nguyen Thi Thoi									Mother in law		June 28, 2021						
15	VIP	Bui Duc Hoa									Chief Accountant		November 06, 2023	Appoint					
15.1		Bui Duc An									Father		November 06, 2023						
15.2		Vu Thi Nu									Mother		November 06, 2023						

11/12/2023

15.3	Hoang Kim Khanh				father in law										November 06, 2023			
15.4	Hoang Thi Quy				Mother in law										November 06, 2023			
15.5	Hoang Thi Thanh Thuy				Wife										November 06, 2023			
15.6	Bui Hoang Dieu Linh				Daughter										November 06, 2023			
15.7	Bui Duc Huy Anh				Son										November 06, 2023			
15.8	Bui Duc Sang				Brother										November 06, 2023			

15.8	Bui Duc Canh		younger brother							November 06, 2023					
15.9	Bui Thi Huyen		younger brother							November 06, 2023					
15.10	Vu Thi Luyen		Sister-in-law							November 06, 2023					
15.11	Le Thi Anh Tho		Sister-in-law							November 06, 2023					
15.12	Le Dang Hai		Brother-in-law							November 06, 2023					
16	Pham The Long	VIP	Company Secretary							December 03, 2023				Re-appointment	

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16.1	VIP	Pham Van Khanh		Father										December 03, 2023							still young without ID card
16.2	VIP	Nguyen Thi Tuyet		Mother										December 03, 2023							
16.3	VIP	Tran Dang Chien		father in law										December 03, 2023							
16.4	VIP	Tran Thi Kim Nhung		Mother in law										December 03, 2023							
16.5	VIP	Tran Thi Van		Wife										December 03, 2023							
16.6	VIP	Pham Gia Khanh		Son										December 03, 2023							

16.7	VIP	Pham Thu Uyen																still young without ID card
16.8	VIP	Doan Manh Hung																
16.9	VIP	Pham Thi Minh Hue																
16.10	VIP	Pham Sy Long																
17	VIP	Ta Thi Thu Huong																
17.1	VIP	Le Van Dung																

17.2	VIP	Le Thi Huong Ly								Daughter								January 7, 2022			
17.3	VIP	Le Thi Huong Giang								Daughter								January 7, 2022			
17.4	VIP	Nguyen Thi Hanh								Mother								January 7, 2022			
17.5	VIP	Ta Thi Quynh Nga								Younger sister								January 7, 2022			
17.6	VIP	Ta Duy Lam								Younger brother								January 7, 2022			
17.7	VIP	Dao Minh Hue								sister in law								January 7, 2022			

18.6	VIP	Nguyen Thi Phuong Thao									sister in law										January 8, 2022						
19	VIP	Petrolimex Water Transport Corporation									Parent Company of Listed Organization										June 20, 2013						
20	VIP	VIPCO Ha Long Company Limited									100% owned subsidiary of listed organization										April 13, 2006						
21	VIP	VIPCO Crew Company Limited									100% owned subsidiary of listed organization										December 21, 2006						
22	VIP	VP Petrochemical Joint Stock Company									Affiliated company in which listed organization owns 45.1% of charter capital										April 23, 2008						
23	VIP	TM HOLDING Fund Company Limited									Major shareholder										November 11, 2024						