

**INTERNATIONAL TRADING AND SERVICES INVESTMENT
JOINT STOCK COMPANY**



Interserco

**REPORT
CORPORATE GOVERNANCE STATEMENT
First 6 months of 2026**

Ha Noi, July 2026



No.: /BC-ILS

Hanoi, 30 July 2026

REPORT**On the Company's corporate governance
(First 6 months of 2026)**

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

- Company name: Investment, Trade and International Services Joint Stock Company.
- Head office address: No. 17, Pham Hung Street, Cau Giay Ward, Hanoi City.
- Telephone: 024.73086004; Email: contact@ils.com.vn
- Charter capital: VND 360,000,000,000 (In words: Three hundred and sixty billion dong).
- Stock code: ILS
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director.
- On the performance of the internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders:

Information on the meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted by way of written ballot):

No.	Resolution/Decision No.	Date	Content
1	01/NQ-DHDCD	15/6/2026	Approval of the Reports and Proposals to the 2026 General Meeting of Shareholders: - Report No. 01/BC-HDQT dated 15/5/2026 summarising the activities of the Board of Directors for the 2022-2026 term and strategic orientations for the 2026-2031 term; - Report No. 01/BC-BKS dated 15/5/2026 summarising the activities of the Supervisory Board in 2025; - Proposal No. 01/TTr-HDQT dated 15/5/2026 on the approval of the audited separate and consolidated financial statements for 2025; - Proposal No. 02/TTr-HDQT dated 15/5/2026 on the payment of remuneration to the Board of Directors and the Supervisory Board for 2026 - Proposal No. 03/TTr-BKS dated 15/5/2026 on the selection of the auditor for the Company's 2026 financial statements; - Proposal No. 04/TTr-HDQT dated 15/5/2026 on the approval of the plan to issue shares to increase the

No.	Resolution/Decision No.	Date	Content
			Company's charter capital; - Proposal No. 05/TTr-HDQT dated 15/5/2026 on the change of the Company's business lines; - Proposal No. 06/TTr-HDQT dated 15/5/2026 on the amendment and supplementation of the Company Charter (5th amendment) - Proposal No. 07/TTr-HDQT dated 15/5/2026 on: (i) Adjustment of the investment project for construction of the My Dinh ICD inland container depot in Hoai Duc commune, Hanoi City, in accordance with the adjusted 1/500 master plan; (ii) Approval of the policy to study investment in new projects for the 2026-2030 period; - Results of the election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term
2	01/QD-DHDCD	15/6/2026	On the issuance of the Company Charter (5th amendment)
3	02/QD-DHDCD	17/6/2026	On the change of enterprise registration particulars

II. Board of Directors (Report for the first 6 months of 2026):

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

No.	BOD member	Position	Start date as a member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr Phung Tien Toan	Chairman of the Board of Directors	30/06/2022	
2	Mr Nguyen Thai Hoa	BOD member	30/06/2022	
3	Mr Trieu Van Bang	BOD member	30/06/2022	15/06/2026
4	Ms Phung Thuy Hoa	BOD member	30/06/2022	
5	Mr Nguyen Van Thinh	BOD member	30/06/2022	15/06/2026
6	Ms Nguyen Thi Huyen Oanh	BOD member	15/06/2026	
7	Mr Truong Minh Giam	BOD member	15/06/2026	

2. Meetings of the Board of Directors:

No.	BOD member	Number of meetings of the BOD attended	Ratio of attendance	Reason for non-attendance
1	Mr Phung Tien Toan	04/04	100%	

2	Mr Nguyen Thai Hoa	04/04	100%	
3	Ms Phung Thuy Hoa	04/04	100%	
4	Mr Nguyen Van Thinh	03/03	100%	
5	Mr Trieu Van Bang	03/03	100%	
6	Ms Nguyen Thi Huyen Oanh	01/01	100%	
7	Mr Truong Minh Giam	01/01	100%	

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

In performing its assigned role, powers and responsibilities, the Board of Directors (BOD) has diligently carried out the direction and supervision of the activities of the Board of Management, specifically as follows:

- The Board of Directors closely and regularly monitored the management activities of the Board of Management by attending meetings and providing timely directions, with a view to improving the Company's production and business efficiency.

- The Board of Directors required the General Director to strengthen management work and to fully comply with reporting obligations, particularly in respect of the Company's material business activities.

- Directed the Board of Management to carry out production and business activities in strict accordance with the Resolutions of the General Meeting of Shareholders and of the Board of Directors; promptly handled issues arising in the course of management; and issued, or directed the issuance of, the necessary internal documents within its authority so as to ensure effective control over all of the Company's operations.

Results achieved: The Board of Management has diligently adhered to and fully implemented the contents of the Resolutions of the General Meeting of Shareholders and of the Board of Directors. Management work was carried out in accordance with the functions, duties and powers assigned and delegated, in compliance with the Company Charter and applicable laws. The Board of Management also proactively assigned and flexibly adjusted work, took advantage of favourable conditions and overcame difficulties so as to ensure overall operating efficiency. In addition, the Board of Management fully complied with reporting obligations on operating performance and management orientations for the Board of Directors' consideration, enabling the Board of Directors to obtain timely information and issue appropriate directions.

4. Activities of the sub-committees of the Board of Directors: None

5. Resolutions/Decisions of the Board of Directors in the first 6 months of 2026:

No.	Resolution/Decision No.	Date	Content	Approval ratio
A	Resolutions of the Board of Directors:			
1	01/NQ-HDQT	20/01/2026	On the approval of the matters considered at the 1st session of the Board of Directors in 2026	100%
2	02/NQ-HDQT	25/02/2026	On the approval of the credit limit facility at NCB	100%
3	03/NQ-HDQT	17/03/2026	On giving a decision on the matters on which ILSW sought shareholder approval	100%

No.	Resolution/Decision No.	Date	Content	Approval ratio
4	04/NQ-HDQT	23/3/2026	On giving a decision on the matters on which ILSM sought shareholder approval	100%
5	05/NQ-HDQT	30/3/2026	On giving a decision on the matters on which ILSI sought shareholder approval	100%
6	06/NQ-HDQT	30/3/2026	On giving a decision on the matters on which ILST sought shareholder approval	100%
7	07/NQ-HDQT	30/3/2026	On giving a decision on the matters on which USC sought shareholder approval	100%
8	08/NQ-HDQT	06/4/2026	On giving a decision on the matters on which IPC sought shareholder approval	100%
9	09/NQ-HDQT	10/4/2026	On the approval of the matters considered at the 2nd session of the Board of Directors in 2026	100%
10	10/NQ-HDQT	13/4/2026	Approval of the plan for borrowing, use of collateral and execution of transactions at BIDV - Hoai Duc Branch	100%
11	11/NQ-HDQT	15/5/2026	Approval of the Regulations on the management of capital representatives (2nd amendment)	100%
12	12/NQ-HDQT	05/6/2026	On the adjustment of the 2026 charter capital increase plan	100%
13	13/NQ-HDQT	12/6/2026	On giving decisions on the matters on which ALS, ASG and CRV sought shareholder approval	100%
14	14/NQ-HDQT	12/6/2026	Approval of the Financial Management Regulations (3rd amendment)	100%
15	15/NQ-HDQT	15/6/2026	Election of the Chairman of the Board of Directors	100%
16	16/NQ-HDQT	15/6/2026	Election of the Vice Chairman of the Board of Directors	100%
B	Decisions of the Board of Directors:			
1	01/QD-HDQT	26/01/2026	Issuance of the Salary and Bonus Regulations (3rd amendment)	100%
2	02/QD-HDQT	27/01/2026	Provisional assignment of 2026 production, business and investment plan targets	100%
3	03/QD-HDQT	27/01/2026	On the assignment of duties and 2026 production and business plan targets to capital representatives	100%
4	04/QD-HDQT	27/01/2026	Approval of the 2026 ILS/INTERSERCO trademark usage fee	100%
5	05/QD-HDQT	27/01/2026	Approval of transactions with related persons in 2026	100%

No.	Resolution/Decision No.	Date	Content	Approval ratio
6	06/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in Khang Viet Ha Joint Stock Company	100%
7	07/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in the International Manpower Vocational School	100%
8	08/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in ILSI	100%
9	09/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in ILSM	100%
10	10/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in ILST	100%
11	11/QD-HDQT	27/01/2026	Authorisation to represent ILS's capital contribution in ILSW	100%
12	12/QD-HDQT 13/QD-HDQT 14/QD-HDQT 15/QD-HDQT 16/QD-HDQT 17/QD-HDQT 18/QD-HDQT	27/01/2026	Application of performance-based salary and bonus levels for Company managers	100%
13	19/QD-HDQT	15/4/2026	Assignment of staff on business trips	100%
14	20/QD-HDQT	15/4/2026	Appointment of Mai Duy Chung as Deputy General Director	100%
15	21/QD-HDQT	15/4/2026	Appointment of Nguyen Van Long as Head of the Project Board	100%
16	22/QD-HDQT	15/4/2026	Application of performance-based salary and bonus levels for Company managers	100%
17	23/QD-HDQT	15/4/2026	Establishment of the Organising Committee for the 2026 Annual General Meeting of Shareholders	100%
18	24/QD-HDQT	15/4/2026	Establishment of the Shareholder Eligibility Verification Committee	100%
19	25/QD-HDQT	15/4/2026	Appointment of the Assistant to the Chairman of the Board of Directors	100%
20	26/QD-HDQT	29/4/2026	Assignment of duties and delegation of authority between the Chairman of the Board of Directors and the Board of Management in management activities	100%
21	27/QD-HDQT	29/4/2026	Application of performance-based salary and bonus levels for Company managers	100%

No.	Resolution/Decision No.	Date	Content	Approval ratio
22	28/QD-HDQT	15/5/2026	Issuance of the Regulations on the management of capital representatives (2nd amendment)	100%

III. Supervisory Board (Report for the 6 months of 2026):

1. Information on the members of the Supervisory Board (SB):

No.	Supervisory Board member	Position	Date of commencement/cessation of Supervisory Board membership	Professional qualification
1	Ms Ngo Thi Hoang Yen	Head of the Supervisory Board	Dismissed from the Supervisory Board for the 2022-2027 term on 15/06/2026	Bachelor of Economics, majoring in Accounting
2	Mr Nguyen Trung Dung	Head of the Supervisory Board	Dismissed from the Supervisory Board for the 2022-2027 term; elected to the Supervisory Board for the 2026-2031 term and appointed Head of the Supervisory Board on 15/06/2026	Bachelor of Economics, majoring in Accounting
3	Ms Nguyen Minh Hao	Supervisory Board member	Dismissed from the Supervisory Board for the 2022-2027 term; elected to the Supervisory Board for the 2026-2031 term on 15/06/2026	Master of Economic and Management Law, majoring in Corporate Finance
4	Mr Tran Quang Huy	Supervisory Board member	Elected to the Supervisory Board for the 2026-2031 term on 15/06/2026	Bachelor of Business Administration (Marketing)

2. Meetings of the Supervisory Board:

No.	Supervisory Board member	No. meetings attended	Ratio of attendance	Ratio of voting	Reason for non-attendance
1	Ms Ngo Thi Hoang Yen	01/01	100%	100%	
2	Ms Nguyen Minh Hao	03/03	100%	100%	
3	Mr Nguyen Trung Dung	03/03	100%	100%	
4	Mr Tran Quang Huy	02/02	100%	100%	

(In the first 6 months of 2026 the Supervisory Board held 03 meetings; in addition to the meetings listed above, the members of the Supervisory Board regularly exchanged views, reached consensus and decided on matters falling within the functions and duties of the Supervisory Board)

3. Supervisory activities of the Supervisory Board over the Board of Directors, the Board of Management and shareholders, and activities of the Supervisory Board:

- The meetings of the Board of Directors were held in strict compliance with the Company Charter and the Company's internal regulations. The matters discussed at the meetings were analysed and debated democratically and were put to a vote before Resolutions and Decisions were issued.
- The Board of Management conducted business operations in close alignment with the Resolutions of the General Meeting of Shareholders and the Resolutions and Decisions of the Board of Directors.
- The Supervisory Board attended all meetings of the Board of Directors, supervised the implementation of the Resolutions of the General Meeting of Shareholders and reviewed the audited financial statements for 2025

4. Coordination between the Supervisory Board and the activities of the Board of Directors, the executive management and other managers:

- The Supervisory Board coordinated with the Board of Directors and the Board of Management in performing its supervisory functions and duties. In the course of performing its duties, the Supervisory Board was provided with full information and documentation.
- The Supervisory Board was invited to attend all meetings of the Board of Directors; the minutes, Resolutions and Decisions of the Board of Directors and of the Company were all sent to the Supervisory Board in full and in a timely manner.

5. Work plan of the Supervisory Board for the last 6 months of 2026:

- Review the implementation of the business plan for the first 6 months of 2026.
- Continue to supervise the implementation of Resolution No. 01/NQ-DHDCD dated 15 June 2026 of the 2026 Annual General Meeting of Shareholders and to supervise the implementation of the business plan for the last 06 months of 2026
- Coordinate with the Board of Directors and the Board of Management in order to exercise the Supervisory Board's supervision and inspection functions in a substantive and effective manner.

IV. Board of Management:

No.	Member Board of Management	Date of birth	Qualification qualification	Date of appointment	Term expiry date
1	Mr Vu Hoang Thao	30/10/1968	Bachelor of Economics	01/12/2024	30/11/2027
2	Ms Phung Thuy Hoa	14/01/1981	Master Business Administration	01/12/2024	30/11/2027

No.	Member Board of Management	Date of birth	Qualification qualification	Date of appointment	Term expiry date
3	Mr Trieu Van Bang	07/07/1976	- Bachelor of Economics in Accounting; - Bachelor of Economics in Business Administration	01/12/2024	30/11/2027
4	Mr Mai Duy Chung	19/01/1976	- Master of Maritime Transport Management; - Maritime Transport Economics Engineer; - Bachelor of English	15/04/2026	14/04/2029

V. Corporate governance training:

In the first 6 months of 2026, in order to optimise management capability and ensure legal compliance with corporate governance regulations, ILS's leadership, managers and employees focused on organising and attending a number of in-depth training programmes on systemic risk management, digital transformation, professional development and updates on new legal policies, specifically as follows:

1. Strategic & Risk Management
 - Risk management in international trade 2026;
 - Comprehensive human resources management 2026 - from contract strategy to optimisation of internal legal records & the roadmap for implementing electronic labour contracts under Decree No. 337/2025/ND-CP.
2. Professional Skills & Digitalisation
 - Professional selling skills;
 - International network administration specialist - CCNA v7.0.
3. Finance - Accounting & Tax
 - Updates on Decree No. 373/2025/ND-CP, Decree No. 20/2026/ND-CP and Law No. 109/2025/QH15 on personal income tax - Review of records and guidance on 2025 personal income tax finalisation;
 - Updates on Decree No. 320/2025/ND-CP, Decree No. 20/2026/ND-CP, Resolution No. 198/2025/QH15 and the Circular guiding Law No. 67/2025/QH15 on corporate income tax - Review of records and guidance on 2025 corporate income tax finalisation;
 - In-depth update on new 2026 tax policies - Decree No. 144/2026/ND-CP on value added tax effective from 20/6/2026 - Risk prevention in tax inspections;

VI. List of related persons of the public company (Report for the first 6 months of 2026) and transactions between related persons of the Company and the Company itself:

1. List of related persons of the Company:

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
1	Phung Tien Toan		Chairman of the Board of Directors	001055005133 issued on 01/11/2021 by the Police Department for Administrative Management of Social Order	No. 164B Tran Vu, Ba Dinh Ward, Hanoi	30/6/2022			Insider
	Phan Thi Vinh			001174009432 issued on 01/11/2021 by the Police Department for Administrative Management of Social Order	No. 164B Tran Vu, Ba Dinh Ward, Hanoi	30/6/2022			Wife of a Company manager
	Phung Nhat Minh			001189021616 issued on 06/06/2023 by the Police Department for Administrative Management of Social Order	No. 17 Lane 62 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a Company manager
	Pham Minh Tuan			031089008430 issued on 17/12/2021 by the Police Department for Administrative Management of Social Order	1/2/42 D3, Quarter 58, Thanh My Tay Ward, Ho Chi Minh City	30/6/2022			Son-in-law of a Company manager
	Phung Tien Thanh			001204013290 issued on 01/11/2021 by the Police Department for Administrative Management of Social Order	No. 164B Tran Vu, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a Company manager
	Phung Tien Dat			001207006836 issued on 01/11/2021 by the Police Department for Administrative Management of Social Order	No. 164B Tran Vu, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a Company manager

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Phung Tien Cuong			001051006690 issued on 11/4/2021 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Elder brother of a Company manager
	Phung Tien Thang			001052003468 issued on 10/07/2021 by the Police Department for Administrative Management of Social Order	No. 39 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Elder brother of a Company manager
	Phung Thi Minh Hoan			001154008816 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	No. 26A21, Nghia Do Ward, Hanoi	30/6/2022			Elder sister of a Company manager
	Phung Tien Vinh			001154008816 issued on 02/04/2021 by the Police Department for Administrative Management of Social Order	No. 22 Nguyen Truong To, Ba Dinh Ward, Hanoi	30/6/2022			Younger sibling of a Company manager
	Phung Tien Hiep			001069020480 issued on 15/10/2022 by the Police Department for Administrative Management of Social Order	No. 7 Lane 18 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Younger sibling of a Company manager
	Nguyen Thi Thuy			027154001349 issued on 24/4/2021 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Sister-in-law of a Company manager
	Nguyen Thi Ngoc Dau			010160240 issued on 16/11/2010 by the Hanoi Police Department	No. 12 Alley 23 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Sister-in-law of a Company manager

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Nguyen Khac Hieu			001053007088 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	No. 26A21, Nghia Do Ward, Hanoi	30/6/2022			Brother-in-law of a Company manager
	Vu Bich Ngoc			001164008819 issued on 17/11/2016 by the Police Department for Residence Registration Management and the National Population Database	No. 62 Lo Su, Hoan Kiem Ward, Hanoi	30/6/2022			Younger sister- in-law of a Company manager
	Tran Bich Phuong			001170036631 issued on 27/12/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 1 Lane 62 Truc Lac, Pho Duc Chinh, Ba Dinh Ward, Hanoi	30/6/2022			Younger sister- in-law of a Company manager
	Phan Huu Dinh			010415758 issued on 01/6/2005 by the Hanoi Police Department	No. 25 Alley 85, Lane Chua Lien, Bach Mai Ward, Hanoi	30/6/2022	27/01/2026	Deceased	Father-in-law (wife's father) of a Company manager
	Le Thi Vinh			038153004617 issued on 01/03/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 25 Alley 85, Lane Chua Lien, Bach Mai Ward, Hanoi	30/6/2022			Mother-in-law (wife's mother) of a Company manager

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	International Manpower Supply and Trade Joint Stock Company (ILSM)			Enterprise Registration Certificate No. 0105619421 issued by the Hanoi Department of Planning and Investment on 08/11/2011	No. 358 Lang Street, Dong Da Ward, Hanoi City, Vietnam	30/6/2022			Organisation in which the insider holds managerial positions
	ALS Cargo Terminal Joint Stock Company (ALSC)			Enterprise Registration Certificate No. 0106232917 issued by the Hanoi Department of Planning and Investment on 17/7/2013	Floor 4, ALS Cargo Terminal, Noi Bai International Airport, Noi Bai Commune, Hanoi City	30/6/2022			Organisation in which the insider holds managerial positions
	Aviation Logistics Joint Stock Company (ALS)			Enterprise Registration Certificate No. 0102355611 issued by the Hanoi Department of Planning and Investment on 29/8/2007	Floor 4, ALS Cargo Terminal, Noi Bai International Airport, Noi Bai Commune, Hanoi City	30/6/2022			Organisation in which the insider holds managerial positions
	Hanoi International Manpower Vocational Secondary School			Establishment Decision No. 1141/QĐ-UBND dated 03/7/2007 of the People's Committee of Ha Tay Province	Van Canh Commune, Van Canh Commune, Hoai Duc District, Hanoi	30/6/2022			Organisation in which the insider holds managerial positions
	Hong Van Port Joint Stock Company			Enterprise Registration Certificate No. 0108433520 issued by the Hanoi Department of Planning and Investment first issued on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi	30/6/2022			Organisation in which the insider holds managerial positions

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
2	Vu Hoang Thao		General Director	030068006865 issued on 01/05/2021 by the Police Department for Administrative Management of Social Order	29 Lane 18 Vu Thanh, O Cho Dua, Dong Da, Hanoi	1/12/2021			Insider
	Mac Thi Thanh Hai			001171021568 issued on 10/05/2021 by the Police Department for Administrative Management of Social Order	29 Lane 18 Vu Thanh, O Cho Dua Ward, Hanoi City	1/12/2021			Wife of a Company manager
	Vu Hoang Giang			013321832 issued on 02/03/2012 by the Hanoi Police Department	29 Lane 18 Vu Thanh, O Cho Dua Ward, Hanoi City	1/12/2021			Biological child of a Company manager
	Vu Hoang Anh			001201003916 issued on 27/12/2024 by the Ministry of Public Security	29 Lane 18 Vu Thanh, O Cho Dua Ward, Hanoi City	1/12/2021			Biological child of a Company manager
	Vu Huy Thiem			030038000532 issued on 13/02/2020 by the Police Department for Administrative Management of Social Order	Cam Dong Hamlet, Lai Khe Commune, Hai Room City	1/12/2021			Biological father of a Company manager
	Nguyen Thi Tam			030140000857 issued on 13/02/2020 by the Police Department for Administrative Management of Social Order	Cam Dong Hamlet, Lai Khe Commune, Hai Room City	1/12/2021			Biological mother of a Company manager
	Vu Thi Phin			030163001240 issued on 19/9/2023 by the Police Department for Administrative Management of Social Order	House No. 914 Tran Nhan Tong, Kien An Ward, Hai Room City	1/12/2021			Elder sister of a Company manager

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Pham Ngoc Luyen			033063002623 issued on 24/10/2023 by the Police Department for Administrative Management of Social Order	House No. 914 Tran Nhan Tong, Kien An Ward, Hai Room City	1/12/2021			Brother-in-law of a Company manager
	Vu Thi Tuyn			030165003948 issued on 02/4/2025 by the Police Department for Residence Registration Management and the National Population Database	Lane 60 Alley 4 Chi Lang, Thanh Dong Ward, Hai Room City	1/12/2021			Elder sister of a Company manager
	Nghiem Viet Tan			030063007151 issued on 06/01/2025 by the Ministry of Public Security	Lane 60 Alley 4 Chi Lang, Thanh Dong Ward, Hai Room City	1/12/2021			Brother-in-law of a Company manager
	Vu Van Thang			030077024927 issued on 01/12/2021 by the Police Department for Administrative Management of Social Order	Apartment 2209 Building N01 -T5 Ngoai Giao Diplomatic Area, Xuan Dinh Ward, Hanoi City	1/12/2021			Younger brother of a Company manager
	Pham Thi Minh Thanh			008177008408 issued on 01/12/2021 by the Police Department for Administrative Management of Social Order	Apartment 2209 Building N01 -T5 Ngoai Giao Diplomatic Area, Xuan Dinh Ward, Hanoi City	1/12/2021			Younger sister- in-law of a Company manager
	Mac Nhu Hoang			026031000058 issued on 25/04/2021 by the Police Department quan Management of Social Order	Residential Group 7, Hung Vuong Ward, Vinh Phuc Province	1/12/2021			Father-in-law (wife's father) of a person manager of the Company

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Vu Thi Nap			026136000211 issued on 24/04/2021 by the Police Department for Administrative Management of Social Order	Residential Group 7, Hung Vuong Ward, Vinh Phuc Province	1/12/2021			Mother-in-law (wife's mother) of a Company manager
	Son Tay Port Joint Stock Company (ILSW)			0500238339 issued by the Hanoi Department of Planning and Investment on 15/10/1992	No. 302, Son Tay Ward, Hanoi City	1/12/2021			Organisation in which the insider holds managerial positions
	Khang Viet Ha Joint Stock Company			2300550199 issued by the Bac Ninh Department of Planning and Investment first on 26/05/2010	Dong Ky Industrial Cluster, Dong Ky Ward, Tu Son City, Bac Ninh	14/06/2024			Organisation in which the insider holds managerial positions
	CGD Vietnam Construction Consulting Joint Stock Company			Enterprise Registration Certificate No. 0105393100 issued by the Hanoi Department of Planning and Investment on 05/07/2011	No. 358 Lang Thinh Street, Quang Ward, Dong Da, Hanoi.	4/2/2022			Organisation in which the insider holds managerial positions
	International Real Estate Joint Stock Company			0102642341 issued by the Hanoi Department of Planning and Investment first on 30/01/2008, 03th amendment issued on 18/11/2010	No. 17 Pham Hung, Cau Giay Ward, Hanoi City				Organisation in which the insider holds managerial positions
3	Truong Minh Giam		BOD member	034080004210 issued on 08/02/2021 by the Police Department for Administrative Management of Social Order	Apartment 3215 Building B, Thang Long Number 1 Apartment	15/6/2026			Insider

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
					Building, Dai Mo, Hanoi City				
	Truong Anh Viet			034049003505 by the Police Department for Administrative Management of Social Order	Kien Xuong Commune, Hung Yen				Biological father of a Company insider
	Truong Anh Dung			034078024939 issued on 10/07/2021 by the Police Department for Administrative Management of Social Order	House No. 24 Lane 259/5 VongHai Ba Trung Hanoi				Elder brother of a Company insider
	Vu Thi Dao			034182012508 issued on 31/01/2021 by the Police Department for Administrative Management of Social Order	Apartment 3215 Building B, Thang Long Number 1 Apartment Building, Dai Mo, Hanoi City				Wife of a Company insider
	Vu Quang Binh			034054005227 issued on 24/07/2021 by the Police Department for Administrative Management of Social Order	Yen Phu, Thanh Tri, Hanoi				Father-in-law (wife's father) of a Company insider
	Ngo Thi Nga			034155004619 issued on 24/07/2021 by the Police Department for Administrative Management of Social Order	Yen Phu, Thanh Tri, Hanoi				Mother-in-law (wife's mother) of a Company insider
	Truong Dang Minh			001208062544 issued on 06/03/2023 by the Police Department for Administrative Management of Social Order	Apartment 3215 Building B, Thang Long Number 1 Apartment Building, Dai Mo, Hanoi City				Son of a Company insider

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	Truong Dang Thanh			001213074323 issued on 09/09/2024 by the Police Department for Administrative Management of Social Order	Apartment 3215 Building B, Thang Long Number 1 Apartment Building, Dai Mo, Hanoi City				Son of a Company insider
4	Nguyen Thi Huyen Oanh		BOD member	026176013186 issued on 07/01/2022 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Group Phuong Liet, Hanoi	15/6/2026			Insider
	Nguyen Duc Hung			035052002272 issued on 01/5/2021 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Group 31, Phuong Liet, Hanoi				Biological father of a Company insider
	Nguyen Thi Chanh			035151001507 issued on 01/5/2021 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Group 31, Phuong Liet, Hanoi				Biological mother of a Company insider
	Nguyen Quoc Hung			035073001191 issued on 22/11/2021 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Group 31, Phuong Liet, Hanoi				Elder brother of a Company insider

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	Chu Thu Phuong			001180026157 issued on 16/07/2020 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Area, Group 31, Phuong Liet, Hanoi				Sister-in-law of a Company insider
	Ngo Tuan Hop			Military ID No. 82AA961184511 issued on 01/5/2002 by the General Department of Logistics	Pharmaceutical Company I Collective Housing Area, Group 31, Phuong Liet, Hanoi				Husband of a Company insider
	Ngo Lam Tung			001203011213 issued on 17/01/2018 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Area, Group 31, Phuong Liet, Hanoi				Son of a Company insider
	Ngo Tuan Bach			01206008902 issued on 06/3/2021 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Area, Group 31, Phuong Liet, Hanoi				Son of a Company insider
	Nguyen Thu Huong			0011820198381 issued on 11/04/2021 by the Police Department for Administrative Management of Social Order	Pharmaceutical Company I Collective Housing Area, Group 31, Phuong Liet, Hanoi				Younger sister- in-law of a Company insider

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	Long Thanh Investment and Consulting Joint Stock Company			Enterprise Registration No. 0107965843 issued by the Department of Planning and Investment Hanoi issued on 16/8/2017	Floor 7, Plaschem Building, No. 562 Nguyen Van Cu, Long Bien, Hanoi				Organisation in which the insider holds managerial positions
	VINAFCO Joint Stock Company			Enterprise Registration No. 0105600685 issued by the Hanoi Department of Planning and Investment on 31/10/2011	Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi				Organisation related to the insider
5	Nguyen Thai Hoa		BOD member	022076000057 issued on 14/11/2021 by the Police Department for Administrative Management of Social Order	Room 1607, Building 17T2 Hoang Dao Thuy, Ward Trung Hoa, Cau Giay District, Hanoi City	30/6/2022			Insider
	Nguyen Trong Chi			036043000966 issued on 28/6/2021 by the Police Department for Administrative Management of Social Order	Room 1607, Building 17T2 Hoang Dao Thuy, Ward Trung Hoa, Cau Giay District, Hanoi City	30/6/2022			Biological father of a Company manager
	Bui Thi Minh Tan			036147008284 issued on 10/5/2021 by the Police Department for Administrative Management of Social Order	Room 1607, Building 17T2 Hoang Dao Thuy, Ward Trung Hoa, Cau Giay District, Hanoi City	30/6/2022			Biological mother of a Company manager

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	Chu Lan Phuong			040180029860 issued on 12/12/2023 by the Hanoi Police Department	Room 1607, Building 17T2 Hoang Dao Thuy, Ward Trung Hoa, Cau Giay District, Hanoi City	30/6/2022			Wife of a Company manager
	Nguyen Thai Dan			001210198122 issued on 12/12/2023 by the Hanoi Police Department	Room 1607 Building 17T2 Hoang Dao Thuy, Trung Hoa Ward, Cau Giay District, Hanoi City	30/6/2022			Child of a Company manager
	Chu Manh Hung			004010174754 issued on 07/07/2022 by the Nghe An Provincial Police Department	House No. 26, Dang Thai Than, Cua Nam Ward, Vinh City, Nghe An Province	30/6/2022			Father-in-law (wife's father) of a Company manager
	Dau Thi Huong			004010174974 issued on 07/07/2022 by the Nghe An Provincial Police Department	House No. 26, Dang Thai Than, Cua Nam Ward, Vinh City, Nghe An Province	30/6/2022			Mother-in-law (wife's mother) of a Company manager
	Chu Tien Dung			Born in 1977	1/9, Park City Urban Area, Le Trong Tan, Ha Dong, Hanoi	30/6/2022			Wife's elder brother of a Company manager
	Nguyen Thi Hang			Born in 1977	1/9, Park City Urban Area, Le Trong Tan, Ha Dong, Hanoi	30/6/2022			Sister-in-law of a Company manager

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	Vinafco Joint Stock Company			Enterprise Registration No. 0100108504 issued by the Hanoi Department of Planning and Investment on 12/02/2001	Tu Khoat Hamlet, Ngu Hiep Commune, Thanh Tri District, Hanoi City	30/6/2022			Related person
	Joint Stock Company Logistics ASG			Enterprise Registration No. 4601126886 issued by the Thai Nguyen Department of Planning and Originally issued on 18/4/2013	Lot No. 5, Yen Binh Industrial Zone, Dong Tien, Pho Yen, Thai Nguyen	30/6/2022			Organisation in which the insider holds managerial positions
	Tay Ninh International Logistics Joint Stock Company			Enterprise Registration No. 3901309342 issued by the Tay Ninh Department of Planning and Investment on 04/01/2021	Bung Binh Hamlet, Hung Thuan Commune, Trang Bang Town, Tay Ninh Province	30/6/2022			Organisation in which the insider holds managerial positions
	Vinafco Shipping Joint Stock Company			Enterprise Registration No. 0105275178 issued by the Hanoi Department of Planning and Investment on 16/01/2006	Tu Khoat, Ngu Hiep, Thanh Tri, Hanoi	30/6/2022			Organisation in which the insider holds managerial positions
6	Phung Thuy Hoa		Vice Chairman of the BOD / Deputy General Director	001181022570 issued on 20/07/2021 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Insider
	Tran Nhat Nam			042078000359 issued on 15/5/2018 by the Police Department for Residence Registration Management and	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Husband of a manager

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				the National Population Database					
	Phung Tien Cuong			001051006690 issued on 11/4/2021 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological father of a manager
	Nguyen Thi Thuy			027154001349 issued on 24/4/2021 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological mother of a manager
	Tran Khanh Chi			001307034514 issued on 12/4/2022 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a manager
	Tran Anh Thu			001308013418 issued on 10/11/2022 by the Police Department for Administrative Management of Social Order	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a manager
	Tran Nguyen Phong			001221015119 issued on 01/04/2025 by the Ministry of Public Security	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Biological child of a manager
	Phung Thuy Loan			001182018015 issued on 15/4/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 35 Lane 94 Ngoc Ha, Ba Dinh Ward, Hanoi	30/6/2022			Younger sister of a manager
	Nguyen Van Tung			001083044839 issued on 23/4/2021 by the Police	86 Tran Quoc Toan, Hoa Kiem Ward, Hanoi	30/6/2022			Younger brother- in-law of a manager

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				Department for Administrative Management of Social Order					
	Tran Hau Thin			042050008690 issued on 10/5/2021 by the Police Department for Administrative Management of Social Order	House No. 03 Alley 4/5, Hai Thuong Lan Ong, Thanh Sen Ward, Ha Tinh	30/6/2022			Father-in-law (husband's father) of a manager
	Dang Thi Hien			042151000470 issued on 11/4/2021 by the Police Department for Administrative Management of Social Order	House No. 03 Alley 4/5, Hai Thuong Lan Ong, Thanh Sen Ward, Ha Tinh	30/6/2022			Mother-in-law (husband's mother) of a manager
	Interserco Vietnam International Trade Joint Stock Company			Enterprise Registration No. 0104899254 issued by the Hanoi Department of Planning and Investment 8th amendment on 15/04/2022	Interserco Trade Centre Building, No. 17 Pham Hung Street, Cau Giay Ward, Hanoi	30/6/2022			Organisation in which the insider holds managerial positions
	Aviation Logistics Joint Stock Company			0102355611 issued by the Hanoi Department of Planning and Investment 25th amendment on 28/12/2023	Floor 4 ALS Cargo Terminal, Noi Bai International Airport, Noi Bai Commune, Hanoi City, Vietnam	30/6/2022			Organisation related to the insider
	ASG Group Joint Stock Company			0104960269 issued by the Hanoi Department of Planning and Investment 24th amendment on 21/03/2024	Logistics Service Area, Noi Bai International Airport, Noi Bai Commune, Hanoi City, Vietnam	30/6/2022			Organisation related to the insider

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	Hanoi International Manpower Vocational Secondary School			Establishment Decision No. 1141/QĐ-UBND dated 03/7/2007 of the People's Committee of Ha Tay Province	Van Canh Commune, Van Canh Commune, Hoai Duc District, Hanoi	30/6/2022			Organisation related to the insider
	Curate IT Joint Stock Company			0111038993 issued by the Hanoi Department of Finance on 28/4/2025	Floor 4, ICD My Dinh Building, No. 17 Pham Hung, Cau Giay Ward, Hanoi.	10/7/2025			Associate company
	ICC Vietnam Construction Joint Stock Company			0500563716 issued by the Hanoi Department of Planning and Investment on 21/6/2007	Cluster 4, Son Dong Commune, Hanoi City.				Organisation in which the insider holds managerial positions
7	Nguyen Van Thinh		BOD member	036070018601 issued on 18/09/2022 by the Police Department for Administrative Management of Social Order	5/45/14 No Trang Long Residential Group 6,, kp1Ward 7, Binh Thanh, Ho Chi Minh City	30/6/2022	15/06/2026	term ended	Insider
	Nguyen Thi Lan Thanh			001172045450 issued on 17/04/2023 by the Police Department for Administrative Management of Social Order	No. 109, D4 Giang Vo, Giang Vo Ward, Ba Dinh District, Hanoi	30/6/2022	15/06/2026	Mr Nguyen Van Thinh's	Wife of a Company manager
	Tran Thi Thai			019138000016 issued on 07/03/2023 by the Police Department for Administrative Management of Social Order	No. 109, D4 Giang Vo, Giang Vo Ward, Ba Dinh District, Hanoi	30/6/2022	15/06/2026		Mother-in-law (wife's mother) of a Company manager

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	Nguyen Van Truong			036063026024 issued on 21/10/2022 by the Police Department for Administrative Management of Social Order	B2 Floor 12, Copac Building No. 12 Tong Dan, Ward 13, District 4, Ho Chi Minh City	30/6/2022	15/06/2026	term ended	Elder brother of a Company manager
	Tran Thi Ngoc Ly			034171005931 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	B2 Floor 12, Copac Building No. 12 Tong Dan, Ward 13, District 4, Ho Chi Minh City	30/6/2022	15/06/2026		Sister-in-law of a Company manager
	Nguyen Van Cuong			025619146 issued on 26/03/2012 by the Ho Chi Minh City Police Department	27K Tran Nhat Duat, Tan Dinh Ward, District 1, Ho Chi Minh City	30/6/2022	15/06/2026		Elder brother of a Company manager
	Tran Thi Le Hoa			022641720 issued on 08/06/2010 by the Ho Chi Minh City Police Department	27K Tran Nhat Duat, Tan Dinh Ward, District 1, Ho Chi Minh City	30/6/2022	15/06/2026		Sister-in-law of a Company manager
	Nguyen Duy Hung			019061006865 issued on 10/05/2021 by the Police Department for Administrative Management of Social Order	90/14 Tran Ba Giao, Ward 5, Go Vap District, Ho Chi Minh City	30/6/2022	15/06/2026	Mr Nguyen Van Thinh's term ended	Brother-in-law of a Company manager
	Nguyen Thi Thanh Van			036166019010 issued on 10/05/2021 by the Police Department for Administrative Management of Social Order	90/14 Tran Ba Giao, Ward 5, Go Vap District, Ho Chi Minh City	30/6/2022	15/06/2026		Elder sister of a Company manager

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	Nguyen Thi Hoa			035168003130 issued on 25/04/2021 by the Police Department for Administrative Management of Social Order	93/11B No Trang Long, Ward 11, Binh Thanh District, Ho Chi Minh City	30/6/2022	15/06/2026	Mr Nguyen Van Thinh's term ended	Elder sister of a Company manager
	ALS Infrastructure Investment Company Limited			0108318461 issued issued by the Hanoi Department of Planning and Investment on 11/06/2018	Floor 3, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi.		15/06/2026		Organisation in which the insider holds managerial positions
8	Trieu Van Bang		Deputy General Director	025076000363 issued by the Director of the Police Department for Administrative Management of Social Order on 10/08/2022	Apartment 2006, Building A1, An Binh City, Giao Luu City Urban Area, Hoang 21 Residential Group, Co Nhue 1, Bac Tu Liem, Hanoi	30/6/2022			Insider
	Kieu Thi Cat			Citizen ID No. 025141002620 issued by the Police Department for Administrative Management of Social Order on 28/06/2021	Viet Tri City, Phu Tho	30/6/2022			Biological mother of a manager

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	Le Thi Thu Ha			025176000460 issued by the Director of the Police Department for Administrative Management of Social Order on 22/11/2021	Apartment 2006, Building A1, An Binh City, Giao Luu City Urban Area, Hoang 21 Residential Group, Co Nhue 1, Bac Tu Liem, Hanoi	30/6/2022			Wife of a manager
	Trieu Thanh Ngan			025303006261 issued by the Director of the Police Department for Administrative Management of Social Order on 22/03/2023	Apartment 2006, Building A1, An Binh City, Giao Luu City Urban Area, Hoang 21 Residential Group, Co Nhue 1, Bac Tu Liem, Hanoi	30/6/2022			Biological child of a manager
	Trieu Hong Phuc			001208006837 issued by the Director of the Police Department for Administrative Management of Social Order on 20/09/2022	Apartment 2006, Building A1, An Binh City, Giao Luu City Urban Area, Hoang 21 Residential Group, Co Nhue 1, Bac Tu Liem, Hanoi	30/6/2022			Biological child of a manager
	Trieu Thi Thu Thuy			Citizen ID No. 025160000472 issued by the Police Department for Administrative Management of Social Order on 23/03/2021	Group 9, Duu Lau Area, Viet Tri Ward, Phu Tho Province	30/6/2022			Elder sister of a manager

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	Ta Hai Quyen			Citizen ID No. 025057006497 issued by the Police Department for Administrative Management of Social Order on 10/07/2021	Group 9, Duu Lau Area, Viet Tri Ward, Phu Tho Province	30/6/2022			Brother-in-law of a manager
	Trieu Van Khoa			Citizen ID No. 025064015575 issued by the Police Department for Administrative Management of Social Order on 13/07/2024	House No. 1070 Hung Vuong, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Elder brother of a manager
	Vu Thi Bich Tam			Citizen ID No. 025167001713 issued by the Police Department for Administrative Management of Social Order on 29/04/2021	House No. 1070 Hung Vuong, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Sister-in-law of a manager
	Trieu Van Giap			Citizen ID No. 025069000164 issued by the Police Department for Administrative Management of Social Order on 25/04/2021	Dong 5 Residential Group, Dong Ngac Ward, Thanh Hanoi	30/6/2022			Elder brother of a manager
	Dang Thi Kieu Cham			Citizen ID No. 025169000194 issued by the Police Department for Administrative Management of Social Order on 25/04/2021	Dong 5 Residential Group, Dong Ngac Ward, Thanh Hanoi	30/6/2022			Sister-in-law of a manager
	Le Van Viet			Citizen ID No. 025052007583 issued by the Police Department for Administrative Management of Social Order on 12/08/2021	House No. 922 Hung Vuong, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Father-in-law (wife's father) of a manager

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	Do Thi Ky			Citizen ID No. 025152008959 issued by the Police Department for Administrative Management of Social Order on 10/08/2021	House No. 922 Hung Vuong, Thanh Mieu Ward, Phu Tho Province	30/6/2022			Mother-in-law (wife's mother) of a manager
	Hong Van Port Joint Stock Company			Enterprise Registration Certificate No. 0108433520 issued by the Hanoi Department of Planning and Investment first on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi				Organisation in which the insider holds managerial positions
	United Supply Chain Joint Stock Company (USC)			Enterprise Registration Certificate No. 0108518541 issued by the Hanoi Department of Planning and Investment first on 20/11/2018	No. 17 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam				Organisation in which the insider holds managerial positions
	Interserco Vietnam International Trade Joint Stock Company (ILST)			Enterprise Registration Certificate No. 0104899254 issued by the Hanoi Department of Planning and Investment first on 08/09/2010	No. 17 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam				Organisation in which the insider holds managerial positions
	Su Pan 1 Hydropower Joint Stock Company			Enterprise Registration Certificate No. 0102137236 issued by the Hanoi Department of Planning and Investment first on 10/01/2007	Land plot No. 21 to No. 1 resettlement area, Lane 21 Ke Ve, Dong Ngac Ward, Bac Tu Liem District, Hanoi City, Vietnam				Organisation in which the insider holds managerial positions

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	ICC Vietnam Construction Joint Stock Company			0500563716 issued by the Hanoi Department of Planning and Investment on 21/6/2007	Cluster 4, Son Dong Commune, Hanoi City.				Organisation in which the insider holds managerial positions
9	Mai Duy Chung		Deputy General Director of ILS	031076002993 issued on 13/9/2022 by the Police Department for Administrative Management of Social Order	No. 9/133 Chua Hang, Ho Nam, Le Chan, Hai Room				Insider
	Mai Duy Luong			031043003022 issued on 11/08/2021 by the Police Department for Administrative Management of Social Order	No. 67 Chua Hang, Le Chan, Hai Room				Biological father of a Company manager
	Nguyen Thi Be			001145003219 issued on 26/01/2022 by the Police Department for Administrative Management of Social Order	No. 67 Chua Hang, Le Chan, Hai Room				Biological mother of a Company manager
	Mai Duy Chien			031068000916 issued on 30/06/2023 by the Police Department for Administrative Management of Social Order	No. 23/11 Hang Kenh, Trai Cau, Le Chan, Hai Room				Elder brother of a Company manager
	Dinh Thi Le			031176016976 issued on 20/08/2021 by the Police Department for Administrative Management of Social Order	No. 3/133 Chua Hang, Le Chan Ward, Hai Room City				Wife of a Company manager
	Mai Duy Hai Long			031207000825 issued on 03/05/2021 by the Police Department for Administrative Management of Social Order	No. 3/133 Chua Hang, Le Chan Ward, Hai Room City				Son of a Company manager

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	Mai Duy Truong Lam			031209004719 issued on 11/08/2023 by the Police Department for Administrative Management of Social Order	No. 9/133 Chua Hang, Le Chan Ward, Hai Room City				Son of a Company manager
	Interserco My Dinh Joint Stock Company			0106286937 issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	1/1/2022			Organisation in which the insider holds managerial positions
	GFI Financial and Gold Investment Group Joint Stock Company			0102327734 issued by the Hanoi Department of Finance; first registered on 23/07/2007	No. 17 Pham Hung Street, Cau Giay Ward, Hanoi	9/1/2025			Organisation in which the insider holds managerial positions
	Hong Van Port Joint Stock Company			Enterprise Registration Certificate No. 0108433520 issued by the Hanoi Department of Planning and Investment first on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi				Organisation related to the insider
10	Nguyen Minh Hao		Supervisor y Board member	001183043661 issued on 23/10/2023 by the Police Department for Administrative Management of Social Order	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Insider
	Nguyen Khac Hieu			001053007088 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	No. 26-A21, Nghia Do Ward, Hanoi	30/6/2022			Biological father of a Supervisor
	Phung Thi Minh Hoan			001154008816 issued on 10/04/2021 by the Police	No. 26-A21, Nghia Do Ward, Hanoi	30/6/2022			Biological mother of a Supervisor

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				Department for Administrative Management of Social Order					
	Le Ngoc			038083000133 issued on 23/10/2023 by the Police Department for Administrative Management of Social Order	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Husband of a Supervisor
	Le Minh Chau			001313049245 issued by the Ministry of Public Security on 21/8/2024	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Daughter of a Supervisor
	Le Minh Khoi			001215074523 issued by the Ministry of Public Security on 22/8/2024	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Son of a Supervisor
	Nguyen Minh Huong			001185005535 issued on 09/06/2015 by the Police Department for Residence Registration Management and the National Population Database	No. 26-A21, Nghia Do Ward, Hanoi	30/6/2022			Younger sister of a Supervisor
	Nguyen Khac Hien			001053007088 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	No. 26-A21, Nghia Do Ward, Hanoi	30/6/2022			Younger brother of a Supervisor
	Le Van Son			038057024977 issued on 11/08/2021 by the Police Department for Administrative Management of Social Order	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Father-in-law (husband's father) of a Supervisor
	Tran Thi Thao			038159000295 issued on 21/04/2021 by the Police Department for Administrative Management of Social Order	No. 24-A29, Nghia Do Ward, Hanoi	30/6/2022			Mother-in-law (husband's mother) of a Supervisor

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
11	Tran Quang Huy	002C13 8996	Supervisor y Board member	001082044208 issued on 18/12/2021 by the Police Department for Administrative ly Hanh Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City	15/06/2026			Insider
	Tran Van Hieu			001056013792 issued on 01/12/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Biological father of a Company insider
	Nguyen Hong Le			001163010510 issued on 10/07/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Biological mother of a Company insider
	Tran Minh Trang			001198017074 issued on 10/07/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Younger sister of a Company insider
	Nguyen Ba Le			031098004512 issued on 25/04/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Younger brother- in-law of a Company insider
	Nguyen Phuong Nga			001183044027 issued on 10/05/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Wife of a Company insider
	Tran Anh Dung			001210050600 issued on 15/06/2024 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Son of a Company insider

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Tran Minh Dang			001221042675 issued on 28/01/2026 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City				Son of a Company insider
	Hanoi Aviation Tourism and Services Joint Stock Company			Enterprise Registration No. 0105169356 issued by the Hanoi Department of Planning and Investment on 02/03/2011	Floor 3, NTS Building, Noi Bai International Airport, Noi Bai Commune, Hanoi City, Vietnam				Organisation related to the insider
12	Nguyen Trung Dung		Head of the Supervisory Board	026074002570 issued on 04/11/2021 by the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi	30/6/2022			Insider
	Kieu Thi Thao			026149000408 issued on 27/09/2024 by the Ministry of Public Security	Thong Nhat Residential Group, Thanh Lang, Binh Xuyen, Vinh Phuc	30/6/2022			Biological mother of a Supervisor
	Vu Thi Thao Hien	009C18 2386 (VCBS)		025177000592 issued on 01/11/2021 by the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi	30/6/2022			Wife of a Supervisor
	Nguyen Vu Binh Duong			026201003222 issued on 04/11/2021 by the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi	30/6/2022			Biological child of a Supervisor
	Nguyen Quang Sang			026207011819 issued on 23/11/2021 by the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi	30/6/2022			Biological child of a Supervisor

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Nguyen Thi Nga	002C14 6957 (BSC)		026180001576 issued on 01/09/2021 by the Police Department for Administrative Management of Social Order	Xuan Mai Residential Group, Lien Bao, Vinh Yen, Vinh Phuc	30/6/2022			Younger sister of a Supervisor
	Nguyen Duc Anh	105C67 8850 (TCBS)		026082012204 issued on 10/07/2021 the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi Noi	30/6/2022			Younger brother of a Supervisor
	Doan Thi Hong Gam	105C38 4520 (TCBS)		027184000216 issued on 24/06/2021 by the Police Department for Administrative Management of Social Order	Dong 2 Residential Group, Co Nhue 2, Bac Tu Liem, Hanoi Noi	30/6/2022			Younger sister- in-law of a Supervisor
	Vu Tien Nhan			026051000654 issued on 13/04/2021 by the Police Department for Administrative Management of Social Order	Tan Dan, Viet Tri City, Phu Tho	30/6/2022			Father-in-law (wife's father) of a Supervisor
	Doan Thi Diep Thuc			025153000541 issued on 13/04/2021 the Police Department for Administrative Management of Social Order	Tan Dan, Viet Tri City, Phu Tho	30/6/2022			Mother-in-law (wife's mother) of a Supervisor
13	Ngo Thi Hoang Yen		Head of the Supervisor y Board	001168013404 issued on 27/12/2021 by the Police Department Administrative Management of Social Order	P308C3, Nam Dong Collective Housing Area, Kim Lien Ward, Hanoi	30/6/2022	15/06/2026	Term ended	Insider
	Dinh Tien Dung			015062000052 issued on 08/05/2020 by the Police Department for Residence Registration Management and the National Population Database	Room 2405 Building A 165 Thai Ha - Dong Da Ward- Hanoi	30/6/2022	15/06/2026		Husband of the Head of the Supervisory Board

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Dinh Quoc Hoang			001092015776 issued on 08/08/2017 by the Police Department for Residence Registration Management and the National Population Database	French Republic	30/6/2022	15/06/2026	Ms Ngo Thi Hoang Yen's term as Head of the Supervi sory Board ended	Son of the Head of the Supervisory Board
	Le Thanh Dieu Huong			001193010417 issued on 08/08/2017 by the Police Department for Residence Registration Management and the National Population Database	French Republic	30/6/2022	15/06/2026		Daughter-in-law of the Head of the Supervisory Board
	Dinh Tien Phu			001099001004 issued on 14/03/2014 by the Police Department for Residence Registration Management and the National Population Database	Room 2405 Building A 165 Thai Ha – Dong Da Ward- Hanoi	30/6/2022	15/06/2026		Son of the Head of the Supervisory Board
	Nguyen Minh Trang			001197012300 issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	Room 2405 Building A 165 Thai Ha – Dong Da Ward- Hanoi	11/1/2025	15/06/2026		Daughter-in-law of the Head of the Supervisory Board
	Ngo Manh Doanh			Born in 1937	No. 9 Lane 45 Nguyen Hong – Dong Da Ward– Hanoi	30/6/2022	01/06/2026	Deceas ed	Biological father of the Head of the Supervisory Board
	Do Thi Loi			Born in 1940	No. 9 Lane 45 Nguyen Hong – Dong Da – Hanoi	30/6/2022	15/06/2026		Biological mother of the Head of the Supervisory Board

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Ngo Thi Thanh Huyen			001159000179 issued on 04/02/2020 by the Police Department for Residence Registration Management and the National Population Database	Lane 164 Alley 35/7 Hong Mai, Hai Ba Trung Ward- Hanoi	30/6/2022	15/06/2026	Ms Ngo Thi Hoang Yen's term as Head of the Supervi sory Board ended	Elder sister of the Head of the Supervisory Board
	Nguyen Xuan Bach			001061009680 issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	Lane 164 Alley 35/7 Hong Mai, Hai Ba Trung Ward- Hanoi	30/6/2022	15/06/2026		Brother-in-law of the Head of the Supervisory Board
	Ngo Thi Kim Loan			ID card No. 001163003268 issued on 07/8/2023 by the Police Department for Administrative Management of Social Order	No. 180 Thanh Binh, Ha Dong Ward- Hanoi	30/6/2022	15/06/2026		Elder sister of the Head of the Supervisory Board
	Nguyen Minh Tam			ID card No. 001060003662 issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	No. 01 Alley 18 Lane 164 Hong Mai, Hai Ba Trung Ward- Hanoi	30/6/2022	15/06/2026		Brother-in-law of the Head of the Supervisory Board
	Ngo Thi Hoang Anh			001170020326 issued on 02/06/2020 by the Police Department for Residence Registration Management and the National Population Database	No. 80 Lane 62 Tran Quy cap, Dong Da Ward- Hanoi	30/6/2022	15/06/2026		Younger sister of the Head of the Supervisory Board
	Hua Xuan Sinh			033070004343 issued on 11/11/2020 by the Police Department for Residence Registration Management and	No. 80 Lane 62 Tran Quy cap, Dong Da Ward- Hanoi	30/6/2022	15/06/2026		Younger brother- in-law of the Head of the Supervisory Board

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
				the National Population Database				Ms Ngo Thi Hoang Yen's term as Head of the Supervi sory Board ended	
	Ngo Manh Hung			001074017891 issued on 16/03/2018 by the Police Department for Residence Registration Management and the National Population Database	No. 9 Lane 45 Nguyen Hong – Dong Da Ward – Hanoi	30/6/2022	15/06/2026		Younger brother of the Head of the Supervisory Board
	Le Van Thanh			001177022031 issued on 06/09/2019 by the Police Department for Residence Registration Management and the National Population Database	No. 9 Lane 45 Nguyen Hong – Dong Da Ward – Hanoi	30/6/2022	15/06/2026		Younger sister- in-law of the Head of the Supervisory Board
	Ngo Thi Thanh Ha			001176001952 issued on 07/11/2017 by the Police Department for Residence Registration Management and the National Population Database	Lane 4 Thanh Binh, Ha Dong Ward- Hanoi	30/6/2022	15/06/2026		Younger sister of the Head of the Supervisory Board
	Nguyen Khac Trung			001072013113 issued on 26/05/2017 by the Police Department for Residence Registration Management and the National Population Database	Lane 4 Thanh Binh, Ha Dong Ward- Hanoi	30/6/2022	15/06/2026		Younger brother- in-law of the Head of the Supervisory Board

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	International Manpower Supply and Trade Joint Stock Company (ILSM)			Enterprise Registration Certificate No. 0105619421 issued by the Hanoi Department of Planning and Investment on 08/11/2011	No. 358 Lang Street, Dong Da Ward, Hanoi City, Vietnam	22/4/2024			Organisation in which the insider holds managerial positions
	Son Tay Concrete Joint Stock Company			Enterprise Registration Certificate No. 0107730538 issued by the Hanoi Department of Planning and Investment on 21/02/2017	Lot No. 1 Son Tay Port, Le Loi, Son Tay Ward, Hanoi	1/11/2023			Organisation in which the insider holds managerial positions
14	Pham Xuan Phuong		Chief Accountant cum Head of the Finance & Accounting Department	034070009241 issued on 28/02/2025 by the Ministry of Public Security	N2 - Military Technical Institute Collective Housing Area, Nghia Do, Cau Giay, Hanoi	2/10/2023			Insider
	Le Thi Tuyet			Born in 1934	Le loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Biological mother of the Chief Accountant
	Nguyen Thi Thu Ha			001181032543 issued on 16/04/2021 by the Police Department for Administrative Management of Social Order	N2 - Military Technical Institute Collective Housing Area Nghia do, Cau giay District, Hanoi	2/10/2023			Wife of the Chief Accountant

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	Pham Tam Uyen			001309107069 issued on 28/12/2023 the Police Department for Administrative Management of Social Order	N2 - Military Technical Institute Collective Housing Area Nghia do, Cau giay District, Hanoi	2/10/2023			Biological child of the Chief Accountant
	Pham Bao Khanh			001312123736 issued on 20/06/2025 by the Ministry of Public Security	N2 - Military Technical Institute Collective Housing Area Nghia do, Cau giay District, Hanoi	2/10/2023			Biological child of the Chief Accountant
	Pham Ngoc Quynh			034058004398 issued on 01/05/2021 Police Department for Administrative Management of Social Order	No. 21 Alley 69A/72 Hoang Van Thai - Hanoi	2/10/2023			Elder brother of the Chief Accountant
	Pham Quang Thuan			034059005923 issued on 07/01/2022 by the Police Department for Administrative Management of Social Order	Group 10, Yen Hoa Ward, Cau Giay District, Hanoi	2/10/2023			Elder brother of the Chief Accountant
	Dang Thi Luyen			034164002716; date of issue: 01/05/2021 by the Police Department for Administrative Management of Social Order	No. 21 Alley 69A/72 Hoang Van Thai - Hanoi	2/10/2023			Sister-in-law of the Chief Accountant
	Luong Thi Phan			0611640003152 issued on 07/01/2022 by the Police Department for Administrative Management of Social Order	Group 10, Yen Hoa Ward, Cau Giay District, Hanoi	2/10/2023			Sister-in-law of the Chief Accountant

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Pham Thi Hoan			034163009709 issued on 25/6/2023 by the Police Department for Administrative Management of Social Order	Le loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Elder sister of the Chief Accountant
	Nguyen Huu Tinh			034059005327 issued on 19/12/2021 by the Police Department for Administrative Management of Social Order	Le loi Commune, Kien Xuong District, Thai Binh Province	2/10/2023			Brother-in-law of the Chief Accountant
	Nguyen Ngoc Quang			001058011767 issued on 16/04/2021 by the Police Department for Administrative Management of Social Order	No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi	2/10/2023			Father-in-law (wife's father) of the Chief Accountant
	Pham Thi Minh			001156009042 issued on 16/04/2021 by the Police Department for Administrative Management of Social Order	No. 34 Alley 127/29 Phung Khoang, Trung Van Ward, Hanoi	2/10/2023			Mother-in-law (wife's mother) of the Chief Accountant
	Interserco My Dinh Joint Stock Company			0106286937 issued issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	23/04/2024			Organisation in which the insider holds managerial positions
	Hong Van Port Joint Stock Company			Enterprise Registration Certificate No. 0108433520 issued issued by the Hanoi Department of Planning and Investment first on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin District, Hanoi	23/04/2024			Organisation related to the insider
15	Do Thi Huong		Corporate Governance Officer of the Company	027179000725 issued on 25/7/2021 by the Police Department for Administrative Management of Social Order	812-CT1 Tay Mo Industrial and Urban Zone, Tay Mo Ward, Hanoi City	1/6/2023			Insider

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
	Nguyen Mai Phuong			027305000205 issued on 20/7/2021 by the Police Department for Administrative Management of Social Order	812-CT1 Tay Mo Industrial and Urban Zone, Tay Mo Ward, Hanoi City	1/6/2023			Biological child of the Corporate Governance Officer
	Nguyen Phuong Anh			027310012402 issued on 24/7/2024 by the Ministry of Public Security	812-CT1 Tay Mo Industrial and Urban Zone, Tay Mo Ward, Hanoi City	1/6/2023			Biological child of the Corporate Governance Officer
	Do Van Phuc			027056007980 issued on 07/12/2022 by the Police Department for Administrative Management of Social Order	Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province	1/6/2023			Elder brother of the Corporate Governance Officer
	Vu Thi Diep			027163009660 issued on 13/9/2024 by the Ministry of Public Security	Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province	1/6/2023			Sister-in-law of the Corporate Governance Officer
	Do Thi Bich			027161004396 issued on 08/11/2022 by the Police Department for Administrative Management of Social Order	Ngoc Quan Hamlet, Lam Thao Commune, Bac Ninh Province	1/6/2023			Elder sister of the Corporate Governance Officer
16	Dao Thi Lan Huong			001178024437 issued on 01/03/2021 by the Police Department for Administrative Management of Social Order	Room 509 CT3 Apartment Building Hanoi Capital Command Residential Area, Yen Nghia Ward, Ha Dong District, Hanoi				Manager of a subsidiary

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
17	Vu Thanh Hai			001062000296 issued on 24/06/2021 by the Police Department for Administrative Management of Social Order	No. 01 Yen Bai II, Hue Ward, Hai Ba Trung District, Hanoi				Manager of a subsidiary
18	Nguyen Xuan Hien			001071024190 issued on 24/4/2021 by the Police Department for Administrative Management of Social Order	753 De La Thanh, Thanh Cong, Ba Dinh, Hanoi				Manager of a subsidiary
19	Phung Thuy Loan			001182018015 issued on 15/4/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 35 Lane 94 Ngoc Ha, Ba Dinh District, Hanoi				Manager of a subsidiary
20	Dao Thi Hanh			033179000045 issued on 24/6/2021 by the Police Department for Administrative Management of Social Order	Kim Giang, Group 32 Dai Kim, Hoang Mai, Hanoi				Manager of a subsidiary
21	Tang Minh Ngoc			001061012041 issued on 29/04/2021 by the Police Department Residence Registration Management and the National Population Database	Phu Xa Hamlet, Vien Son, Son Tay Town, Hanoi				Manager of a subsidiary
22	Truong Quang Luong			001056026267 issued on: 17/08/2021 place of issue: the Police Department for Administrative Management of Social Order	400 Hamlet, Thanh My Commune, thi Son Tay Commune, Hanoi				Manager of a subsidiary

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No.*, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
23	Duong Hoai Nam			001079032332 issued on 25/04/2021 by the Police Department for Administrative Management of Social Order	Cuu Luc Hamlet, Xuan Dinh Commune, Phuc Tho District, Hanoi				Manager of a subsidiary
24	Bui Le Trung			031077000068 issued on 10/7/2021 by the Police Department for Administrative Management of Social Order	PA2603 88 Lang Ha, Dong Da, Hanoi				Manager of a subsidiary
25	Ngo Thi Hoang Yen			001168013404 issued on 27/12/2021 by the Police Department for Administrative Management of Social Order	P308C3, Nam Dong Collective Housing Area, Kim Lien Ward, Hanoi				Manager of a subsidiary
26	Son Tay Port Joint Stock Company			0500238339 issued issued by the Hanoi Department of Planning and Investment on 15/10/1992	No. 302, Le Loi Ward, Son Tay Town, Hanoi				Subsidiary
27	Interserco My Dinh Joint Stock Company			0106286937 issued issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi				Subsidiary
28	International Manpower Supply and Trade Joint Stock Company			0105619421 issued by the Hanoi Department of Planning and Investment issued on 08/11/2011	No. 358 Lang Street, Thinh Quang, Dong Da, Hanoi				Subsidiary

No.	Name organisation/individual	Securities trading account (if any)	Position at the Company (if any)	Legal document No. *, date and place of issue	Head office address/ Contact address	Date on which the person became a related person	Date on which the person ceased to be a related person	Reason	Relationship with the Company
29	Aviation Logistics Joint Stock Company			0102355611 issued by the Hanoi Department of Planning and Investment on 30/7/2015	Floor 4 ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City, Vietnam				Shareholder holding more than 10% of the voting shares

2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders and related persons of insiders.

No.	Name of organisation/individual	Relationship with the Company	Legal document No. *, date and place of issue	Head office address/ Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
1	Hong Van Port Joint Stock Company	Related person	Enterprise Registration Certificate No. 0108433520 issued by the Hanoi Department of Planning and Investment first on 14/9/2018	Xam Xuyen Hamlet, Hong Van Commune, Thuong Tin, Hanoi	January- June		Yard rental cost: VND 54,000,000	Contracts No. 419 and 164
					31/1/2026		Cargo handling costs: VND 133,680,900	
					8/1/2026		Steel purchase and sale contract: VND 44,237,680,200	
					January- June		Brand usage fee: VND 25,200,000	

No.	Name of organisation/individual	Relationship with the Company	Legal document No. *, date and place of issue	Head office address/Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
2	Khang Viet Ha Joint Stock Company	Related person	Enterprise Registration Certificate No. 2300550199 issued by the Bac Ninh Department of Planning and Investment first on 26/05/2010	Dong Ky Industrial Cluster, Dong Ky Ward, Tu Son City, Bac Ninh	January-June		Parking fees and electricity: VND 10,278,734	
3	Aviation Logistics Joint Stock Company	Related person	0102355611 issued by the Hanoi Department of Planning and Investment on 30/7/2015	Floor 4 ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City, Vietnam	January-June		Warehouse management software rental service: VND 119,452,410	

No.	Name of organisation/individual	Relationship with the Company	Legal document No. *, date and place of issue	Head office address/ Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
4	Aviation Logistics Joint Stock Company	Related person	0102355611 issued by the Hanoi Department of Planning and Investment on 30/7/2015	Floor 4 ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City, Vietnam	19/3/2026		2025 dividends: VND 15,404,080,000	
	Aviation Logistics Joint Stock Company	Related person	0102355611 issued by the Hanoi Department of Planning and Investment on 30/7/2015	Floor 4 ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City, Vietnam	25/5/2026		Land rent: VND 320,974,504	
	ALS Infrastructure Investment Company Limited	Related person	0108318461 issued by the Hanoi Department of Planning and Investment	Floor 3, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son	January-June		Electricity and parking: VND 73,332,675	

No.	Name of organisation/individual	Relationship with the Company	Legal document No. *, date and place of issue	Head office address/Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
							(estimated)	
			on 11/06/2018	District, Hanoi.				
5	Curate IT Joint Stock Company	Associate company	0111038993 issued by the Hanoi Department of Finance on 28/4/2025	Floor 4, ICD My Dinh Building, No. 17 Pham Hung, Cau Giay Ward, Hanoi.	January-June		Office and warehouse leasing: VND 59,520,360	
6	ICC Vietnam Construction Joint Stock Company	Related person	0500563716 issued by the Hanoi Department of Planning and Investment on 21/6/2007	Cluster 4, Son Dong Commune, Hanoi City.			Advance for construction package XL02 of the Duc Thuong Project: VND 600,000,000	Contract No. 33/2018/HDXD
7	United Supply Chain Joint Stock Company	Related person	0108518541 issued by the Hanoi Department of Planning and Investment on 20/11/2018	Floor 4, ICD My Dinh Building, No. 17 Pham Hung, Cau Giay Ward, Hanoi.	January-June		Electricity, parking fees and customs fees: VND 92,721,370	

No.	Name of organisation/individual	Relationship with the Company	Legal document No.*, date and place of issue	Head office address/Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
8	Son Tay Port Joint Stock Company	Subsidiary	Enterprise Registration Certificate No. 0500238339 issued by the Hanoi Department of Planning and Investment on 15/10/1992	No. 302, Le Loi Ward, Son Tay Town, Hanoi	8/1/2026		Steel sales revenue: VND 11,217,868,200	
					January-June		Brand usage fee: VND 37,800,000	
					January-June		Loan interest: VND 19,321,918	
9	Interserco Vietnam International Trade Joint Stock Company	Associate company	Enterprise Registration Certificate No. 0104899254 issued by the Hanoi Department of Planning and Investment on 08/9/2010	Interserco Trade Centre Building, My Dinh 2 Ward, Nam Tu Liem District, Hanoi.	January-June		Electricity, express delivery and trademark usage fees: VND 101,840,173	
					26/5/2026		2026 land rent: VND 286,933,906	
					1/6/2026		Dividends: VND 1,527,500,000	
10	CGD Vietnam Construction Consulting Joint Stock Company	Associate company	Enterprise Registration Certificate No. 0105393100	No. 358 Lang Street, Thinh Quang			Electricity: VND 43,790,968	

No.	Name of organisation/individual	Relationship with the Company	Legal document No. *, date and place of issue	Head office address/Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction (estimated)	Notes
			issued by the Hanoi Department of Planning and Investment on 05/07/2011	Ward, Dong Da, Hanoi.				
11	International Manpower Supply and Trade Joint Stock Company	Subsidiary	Enterprise Registration Certificate No. 0105619421 issued by the Hanoi Department of Planning and Investment on 08/11/2011	No. 358 Lang Street, Thinh Quang Ward, Dong Da District, Hanoi City, Vietnam	January-June		Express delivery service charges and brand usage fees: VND 54,951,450	
12	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	January-June		Parking yard fees and electricity: VND 422,763,028	Contract No. 0101/2026/HD/ILS-ILSI

No.	Name of organisation/individual	Relationship with the Company	Legal document No.*, date and place of issue	Head office address/Contact address	Date of transaction with the Company	No. of the Resolution/Decision of the GMS/BOD, etc. approving the transaction (if any, specify the issuance date)	Description, quantity and total value of the transaction	Notes
							(estimated)	
	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	January-June		Cargo handling costs (sea freight, local charges, etc.), warehouse rental and purchase/sale of anti-caking agent: VND 6,090,230,992	Contract No. 83/2024/HDMB/ILS-ILSI; Appendix No. 1103/PLHD/ILSI-ILS dated 11/03/2026;
	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	12/5/2026		2025 dividends: VND 1,231,650,000	
	Interserco My Dinh Joint Stock Company	Subsidiary	0106286937 issued by the Hanoi Department of Planning and Investment on 23/8/2013	No. 17 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	1/6/2026		Collection of land rent + 2026 non-agricultural land fee: VND 93,451,179	

*Notes: legal document No. *: ID card/passport number (for individuals) or enterprise registration certificate number, operating licence or equivalent legal document (for organisations).*

3. Transactions between insiders of the Company or related persons of insiders and subsidiaries or companies controlled by the Company: None

No.	Person carrying out the transaction	Relationship with the insider	Position at the listed company	ID card/passport No., date and place of issue	Address	Name of the subsidiary or company controlled by the listed company	Transaction date	Description, quantity and total value of the transaction	Notes
1									
2									
3									

4. Transactions between the Company and other parties: None

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director) and other managers have been or are founding members or members of the Board of Directors or the executive Director (General Director) within the last three (03) years (as at the reporting date).

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director) and other managers are members of the Board of Directors or the executive Director (General Director).

4.3. Other transactions of the Company (if any) that may confer material or non-material benefits on members of the Board of Directors, members of the Supervisory Board, the Director (General Director) and other managers.

VII. Share transactions of insiders and related persons of insiders (Report for the first 6 months of 2026):

1. List of insiders and related persons of insiders.

No.	Full name	Securities trading account (if any)	Position at ILS (if any)	ID card/passport No., date and place of issue	Contact address	Number of ILS shares held at the end of 2024	Shareholding ratio at end of period	Notes
1	Phung Tien Toan		Chairman of the Board of Directors	001055005133 issued on 01/11/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 164B Tran Vu, Truc Bach Ward, Ba Dinh District, Hanoi	1.620.000	4,50%	
	Nguyen Khac Hieu			001053007088 issued on 10/04/2021 by the Police Department for Administrative Management of Social Order	No. 26A21, Nghia Tan Ward, Cau Giay District, Hanoi	3.400	0,0094%	Brother-in-law
	Aviation Logistics Joint Stock Company (ALS)			Enterprise Registration Certificate No. 0102355611 issued by the Hanoi Department of Planning and Investment on 29/8/2007	Floor 4, ALS Cargo Terminal, Noi Bai International Airport, Phu Minh Commune, Soc Son District, Hanoi City	9.270.000	25,75%	Organisation in which the insider holds managerial positions
2	Phung Thuy Hoa		BOD member / Deputy General Director	001181022570 issued on 19/01/2021 by the Police Department for Residence Registration Management and the National Population Database	No. 35 Lane 94 Ngoc Ha, Ba Dinh District, Hanoi	641.700	1,78%	
3	Ngo Thi Hoang Yen		Head of the Supervisory Board	001168013404 issued on 27/12/2021 by the Police Department for Administrative Management of Social Order	P308C3, Nam Dong Collective Housing Area, Dong Da, Hanoi	6.789	0,0189%	
4	Nguyen Minh Hao		Supervisory Board member	001183043661 issued on 23/10/2023 by the Police Department for Administrative Management of Social Order	No. 24-A29, Nghia Tan Ward, Cau Giay District, Hanoi	688.503	1,91%	
5	Tran Quang Huy		Supervisory Board member	001082044208 issued on 18/12/2021 by the Police Department for Administrative Management of Social Order	No. 4, Alley 105/47 Vong Ha, Hong Ha Ward, Hanoi City	1.006.800	2,8%	

2. Transactions in the Company's shares by insiders and related persons: None

No.	Person carrying out the transaction	Relationship with the insider	Number of shares held at beginning of period		Number of shares held at end of period		Reason for the increase or decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Ratio (%)	Number of shares	Ratio (%)	

VIII. Other matters to note: None

Distribution:

- The State Securities Commission;
- Hanoi Stock Exchange;
- Filed: Administration; Finance & Accounting.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name and seal)

**PHÙNG TIEN TOAN**