

**REPORT ON CORPORATE GOVERNANCE
(2025)**

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: VINATRANS
- Address of Head office: 102C Nguyen Van Cu Street, Cau Ong Lanh Ward, Ho Chi Minh City, Viet Nam.
- Telephone: (028) 39414919 Email: thuky@vinatrans.com.vn
- Charter capital: VND 255,000,000,000 (Two hundred and fifty five billion VND).
- Stock symbol: VIN
- Governance model: General Meeting of Shareholders, Board of Directors (BOD), Board of Supervisors (BOS), General Director.

I. Activities of the General Meeting of Shareholders (2025)

The Company held the Annual General Meeting of Shareholders on April 10, 2025.

No.	Resolution/ Decision No.	Date	Content
1	56/NQ-VIN	April 10, 2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Report 2024- Approval of the Board of Supervisors' Report 2024- Approval of the audited Financial Statements 2024- Approval of the profit distribution and dividends for 2024- Approval of the amendments and supplements to the Company's Charter on Organization and Operation- Approval of the amendments and supplements to the Internal Regulations on Corporate Governance- Approve the 2025 business plan- Approval on the settlement of salaries and remunerations in 2024 and the salary and remuneration plan for 2025 for the Board of Directors and the Board of Supervisors- Approval of the 2025 profit distribution plan- Approval of the 2025 financial plan- Approval of the 2025 investment plan- Approval of the adjustment of the implementation plan of the Project on restructuring Vinatrans' investment capital at enterprises- Approval of the selection of an auditing firm for the 2025 Financial Statements



			<ul style="list-style-type: none"> - Approval of the signing economic contracts with related companies of insiders - Approval of the change of the Company's head office address - Approval of the election of members of the Board of Directors for the 2025-2030 term - Approval of the election of members of the Board of Supervisors for the 2025-2030 term - Approval of the election results of members of the Board of Directors of VINATRANS for the 2025-2030 term - Approval of the election results of members of the Board of Supervisors of VINATRANS for the 2025-2030 term
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II. Board of Directors (2025):

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Minh Huy	Chairman of BOD	10/03/2023	10/04/2025
2	Mr. Pham Cong Dung	Chairman of BOD	10/04/2025	
3	Mr. Nguyen Thanh Tong	Member of BOD	27/06/2020	
4	Mr. Ha Minh Huan	Member of BOD	15/04/2024	
5	Mr. Do Bao Trong	Member of BOD	31/07/2024	
6	Mr. Pham Thanh Do	Member of BOD	27/06/2020	10/04/2025
7	Mr. Nguyen Duy Dung	Member of BOD	10/04/2025	

2. Meetings of the Board of Directors:

In 2025, the Board of Directors held 05 meetings and 51 consultations via email.

No.	Board of Directors' member	Number of meetings and consultations attended	Attendance rate	Reasons for absence
1	Mr. Nguyen Minh Huy	19/56	33,93%	Dismissal: 10/04/2025
2	Mr. Pham Cong Dung	37/56	66,07%	Appointment: 10/04/2025
3	Mr. Nguyen Thanh Tong	56/56	100%	-
4	Mr. Ha Minh Huan	56/56	100%	
5	Mr. Do Bao Trong	56/56	100%	-

6	Mr. Pham Thanh Do	19/56	33,93%	Dismissal: 10/04/2025
7	Mr. Nguyen Duy Dung	35/56	62,50%	Appointment: 10/04/2025

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

- Through regular Board of Directors meetings and periodic financial reports, the Board of Directors has discussed to clarify the activities of the Board of Management in implementing strategies and plan goals in 2025.
- The Board of Directors closely coordinates with the Board of Supervisors to grasp the situation of production and business operations, frankly discuss and contribute ideas with the Board of Management to complete the set production and business targets.
- In addition to regular Board of Directors meetings, the Board of Directors and the Board of Management regularly exchange via email to monitor production and business activities and implement the policies approved by the General Meeting of Shareholders.
- Pursuant to the Resolution of the Board of Directors, General Director has implemented the assigned tasks. The Board of Directors held meetings, issued resolutions to evaluate the results of the implementation of the assigned tasks and develop the next tasks.
- The Board of Directors has focused on performing its functions well, directing the Board of Management to implement the Resolutions/Decisions of the Board of Directors and the General Meeting of Shareholders, and setting out directions, regularly monitoring and promptly supporting the Board of Management in implementing the Company's business targets.
- Monitor the Company's operations in compliance with the provisions of the Enterprise Law, the Company's Charter and current legal regulations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (2025):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	02/NQ-VIN	13/01/2025	Resolution on approving the content of Board of Members meeting of Agility Limited	100%
2	04/NQ-VIN	17/01/2025	Resolution on the establishment of the Organizing Committee, the Shareholder Qualification Inspection Committee of the Annual General Meeting of Shareholders in 2025 (<i>the AGM 2025</i>)	100%
3	05/QĐ-VIN	17/01/2025	Decision on the establishment of the Organizing Committee of the AGM 2025	100%
4	06/QĐ-VIN	17/01/2025	Decision on the establishment of the Shareholder Qualification Inspection Committee at the AGM 2025	100%
5	07/NQ-VIN	21/01/2025	Resolution on the signing economic contracts with related companies of insiders	100%
6	09/NQ-VIN	12/02/2025	Resolution on evaluating the results of the 4th quarter and 2024; plan key tasks for the 1st quarter of 2025	100%
7	12/NQ-VIN	14/02/2025	Resolution on organizing 2025 Annual General Meeting of Shareholders of Vinatrans	100%

8	16/NQ-VIN	21/02/2025	Resolution on dividend payment plan of Nissin Logistics (VN) Company Limited	100%
9	17/NQ-VIN	24/02/2025	Resolution on labor and salary settlement in 2024 of Vinatrans	100%
10	23/QĐ-VIN	11/03/2025	Decision on promulgating the Salary Regulations	100%
11	28/NQ-VIN	17/03/2025	Resolution on approving the AGM 2025 documents of Vinatrans	100%
12	31/NQ-VIN	17/03/2025	Resolution on approving the content of the AGM 2025 of Vinatrans Danang	100%
13	35/NQ-VIN	21/03/2025	Resolution on approving the reappointment of the Director of Vector Company and the reappointment of the Director of Vector Company's Branch in Hanoi	100%
14	36/NQ-VIN	21/03/2025	Resolution on approving the content of the 2025 meeting of the Members Board of Konoike Vinatrans Logistics Co., Ltd	100%
15	47/NQ-VIN	25/03/2025	Resolution on approving the content of the AGM 2025 of VNT Logistics	100%
16	49/NQ-VIN	28/03/2025	Resolution on approving the content of the AGM 2025 of Vinafreight	100%
17	50/NQ-VIN	01/04/2025	Resolution on the amended documents for the AGM 2025 of Vinatrans	100%
18	55/NQ-VIN	09/04/2025	Resolution on evaluating results in the first quarter of 2025, plan key tasks for the 2nd quarter of 2025	100%
19	57/NQ-VIN	10/04/2025	Resolution the election of the Chairman of the Board of Directors for the 2025-2030 term	100%
20	58/NQ-VIN	10/04/2025	Resolution on reappointment of the General Director of Vinatrans	100%
21	59/QĐ-VIN	10/04/2025	Decision on reappointing Mr. Ha Minh Huan to the position of General Director of Vinatrans	100%
22	64/QĐ-VIN	21/04/2025	Decision on assigning tasks to Board of Management	100%
23	65/NQ-VIN	21/04/2025	Decision on disbursement of reward fund for business managers in 2024	100%
24	72/NQ-VIN	28/04/2025	Decision on allocation of reward fund and welfare fund of Vinatrans	100%
25	76/NQ-VIN	08/05/2025	Resolution on approving the change of Capital Representative of Lotte Global Logistics Co., Ltd and appointing Chairman of the Board of Members at Lotte Vinatrans Global Logistics (Vietnam) Co., Ltd.	100%
26	79/NQ-VIN	12/05/2025	Resolution on approving the content of obtaining written opinions from the Board of Members of Konoike Vinatrans Logistics Company Limited	100%

27	81/QĐ-VIN	14/05/2025	Decision on promulgating Internal Regulations on Corporate Governance	100%
28	84/NQ-VIN	15/05/2025	Resolution on dividend payment plan for 2024 of Vinatrans	100%
29	86/NQ-VIN	19/05/2025	Resolution on approving the content of the 2025 Board of Members of Agility Company Limited	100%
30	94/NQ-VIN	26/05/2025	Resolution on assigning the business plan in 2025 of Vinatrans	100%
31	98/NQ-VIN	03/06/2025	Resolution on approving the content of the 2025 meeting of the of Members Board of Vina Vinatrans Trucking Company Limited (VTruck)	100%
32	103/NQ-VIN	16/06/2025	Resolution on evaluating and classifying the work of Capital Representatives of Vinatrans at enterprises in 2024	100%
33	104/QĐ-VIN	16/06/2025	Decision to establish the vote counting team at introduction voting conference for review and supplement the planning of management personnel for the 2021-2026 and 2026-2031 periods	100%
34	107/NQ-VIN	20/06/2025	Resolution on changing the Representatives of Vinatrans at enterprises	100%
35	108/QĐ-VIN	20/06/2025	Decision on ceasing to be the Capital Representative of Vinatrans at Lotte Vinatrans Global Logistics (Vietnam) Co., Ltd.	100%
36	109/QĐ-VIN	20/06/2025	Decision on ceasing to be the Capital Representative of Vinatrans at Vinatrans Danang	100%
37	110/QĐ-VIN	20/06/2025	Decision on ceasing to be the Capital Representative of Vinatrans at Vina Vinatrans Trucking Company Limited (VTruck)	100%
38	111/QĐ-VIN	20/06/2025	Decision on authorizing the capital representative of Vinatrans at Lotte Vinatrans Globals Logistics (Vietnam) Co., Ltd.	100%
39	112/QĐ-VIN	20/06/2025	Decision on authorizing the capital representative of Vinatrans at Vinatrans Danang	100%
40	113/QĐ-VIN	20/06/2025	Decision on authorizing the capital representative of Vinatrans at Vina Vinatrans Trucking Company Limited (VTruck)	100%
41	116/NQ-VIN	25/06/2025	Resolution on selecting an independent auditing firm to review and audit the Financial Statements in 2025	100%
42	121/NQ-VIN	04/07/2025	Resolution on approving the content of the 2025 Board of Members meeting of Nissin Logistics (VN) Company Limited	100%
43	122/NQ-VIN	04/07/2025	Resolution on approving the content of the 1st Extraordinary General Meeting of Shareholders in 2025 of VNT Logistics JSC.	100%

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44	132/NQ-VIN	21/07/2025	Resolution on evaluating the results of the second quarter of 2025 and the key task plan for the third quarter of 2025	100%
45	156/NQ-VIN	10/09/2025	Resolution on approving the content of the 2025 Board of Members meeting of Lotte Vinatrans Global Logistics (Vietnam) Company Limited	100%
46	157/QĐ-VIN	10/09/2025	Decision on promulgating the regulations on salaries, remuneration and other benefits of Vinatrans' Capital Representatives at enterprises	100%
47	158/QĐ-VIN	10/09/2025	Decision on promulgating the Salary Regulations of Vinatrans	100%
48	160/NQ-VIN	15/09/2025	Resolution on supplementing and approving the content of the 2025 Board of Members meeting of Lotte Vinatrans Global Logistics (Vietnam) Co., Ltd.	100%
49	162/QĐ-VIN	18/09/2025	Decision on promulgating the regulations on management and use of the Reward Fund and Welfare Fund of Vinatrans	100%
50	166/NQ-VIN	25/09/2025	Resolution on approving the labor and salary plan for 2025 of Vinatrans	100%
51	171/NQ-VIN	09/10/2025	Resolution on approving the plan for restructuring professional and functional departments	100%
52	172/QĐ-VIN	09/10/2025	Decision on promulgating the regulations on management of title holders and managerial positions of Vinatrans	100%
53	173/QĐ-VIN	09/10/2025	Decision on promulgating the Information Disclosure Regulations of Vinatrans	100%
54	174/QĐ-VIN	09/10/2025	Decision on promulgating the regulations on management of investment capital of Vinatrans at enterprises	100%
55	176/NQ-VIN	17/10/2025	Resolution on evaluating the results of the third quarter of 2025 and the key task plan for the fourth quarter of 2025	100%
56	183/NQ-VIN	29/10/2025	Resolution on approving Vinatrans' capital investment in VTruck	100%
57	208/QĐ-VIN	13/11/2025	Decision on amending and supplementing several articles of the Regulations on Term Deposits of Vinatrans issued together with Decision No. 300/QĐ-VIN dated 19/12/2022	100%
58	209/NQ-VIN	13/11/2025	Resolution on approving the content of obtaining written opinions from the Board of Members of Konoike Vinatrans Logistics Co., Ltd	100%
59	210/NQ-VIN	13/11/2025	Resolution on approving the content of obtaining written opinions from shareholders of Vinafreight Joint Stock Company	100%

60	212/NQ-VIN	17/11/2025	Resolution on approving the content of obtaining written opinions from shareholders of Vinatrans Danang	100%
61	214/NQ-VIN	17/11/2025	Resolution on determining the source of additional capital contribution to the subsidiary – Vina Vinatrans Trucking Company Limited (VTruck)	100%
62	232/NQ-VIN	18/12/2025	Resolution on approving the loan from Joint Stock Commercial Bank for Foreign Trade of Vietnam – Ho Chi Minh City Branch of Vector International Aviation Services Company Limited	100%
63	235/QĐ-VIN	22/12/2025	Decision on approving the bonus for cost-saving initiatives in 2025	100%

III. Board of Supervisors (2025):

1. Information about members of Board of Supervisors:

No.	Members of the Board of Supervisors (BOS)	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Trieu Anh Vu	Head of BOS	15/04/2024	Bachelor
2	Ms. Pham Thi Ha Phuong	Member of BOS	10/03/2023	Bachelor
3	Ms. Vu Van Huyen	Member of BOS	15/04/2024	Bachelor

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Trieu Anh Vu	3/3	100%	100%	-
2	Ms. Pham Thi Ha Phuong	3/3	100%	100%	-
3	Ms. Vu Van Huyen	3/3	100%	100%	-

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

- Monitor and inspect the rationality, legality, honesty and prudence in business management and operation; the systematicity, consistency and appropriateness of accounting, statistics and financial statements.
- Fully participate and contribute opinions of the Board of Supervisors at meetings of the Board of Directors.
- Monitor the issuance and implementation of company regulations and rules.

– Assess the completeness, legality and honesty of the company's business situation report and financial statements for 2024 and the first 6 months of 2025.

– Supervise the implementation of the company's capital management representative function at subsidiaries and affiliated companies; control some specific contents in the use and preservation of capital, investment, business and financial management of subsidiaries.

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

– In the process of performing its duties, the Board of Supervisors always receives support from members of the Board of Directors, the Board of Management and the Company's professional departments.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Mr. Ha Minh Huan – General Director	15/07/1969	Bachelor of Economics, major in Business Administration, Urban Engineer	Appointment: 31/05/2024
2	Mr. Nguyen Thanh Tong - Deputy General Director	27/01/1979	Bachelor of Economics, Marine Engineer	Appointment: 22/01/2021
3	Mr. Do Bao Trong - Deputy General Director	26/09/1977	Bachelor of Economics, major in Accounting - Auditing	Appointment: 01/06/2021

V. Chief Accountant

Ms. Ninh Kim Thoa was appointed to the position of Head of Accounting and Finance Department, concurrently holding the position of the person in charge of accountant from October 23, 2024.

No.	Name	Date of birth	Qualification	Date of appointment/dismissal
1	Ms. Ninh Kim Thoa - Head of Accounting and Finance Department, The person in charge of accountant	03/3/1980	Bachelor of Economics, major in Accounting- Auditing	23/10/2024

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: participate in conferences organized by the State Securities Commission (according to invited members).

VII. The list of affiliated persons of the public company (2025) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company:

According to attached *Appendix 01*.

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

According to attached *Appendix 02*.

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): There are no additional transactions other than those stated in Appendix 02 above.

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 (2025)

1. The list of internal persons and their affiliated persons:

According to attached *Appendix 03*.

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

None.

IX. Other significant issues: None./.

Recipients: 

- As above;
- Board of Supervisors;
- Board of Management;
- Archived: Board of Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Mr. Pham Cong Dung



Note: The translation is for information purpose only and does not substitute the official Vietnamese contents. In case of any discrepancy between the Vietnamese and English versions, the Vietnamese version shall prevail.



Appendix 01

(Attached to the Report on corporate governance for 2025, document no.: 57 /BC-VIN dated 24/01/2026)

LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Vietnam Steel Corporation (VNSTEEL)			0100100047, 13 th change: 20/09/2024	91 Lang Ha, Dong Da Ward Hanoi, Vietnam	12/11/2010			Parent company
2	Vina Vinatrans Trucking Company Limited (V Truck)			0303590943, 14 th change: 12/08/2025	102C Nguyen Van Cu, Cau Ong Lan Ward, Ho Chi Minh City, Vietnam	09/2004			Subsidiary
3	Nissin Logistics (VN) Company Limited			0101909049 3 rd change: 02/05/2024	Room 101, Ocean Park Building, No. 01 Dao Duy Anh, Kim Lien Ward, Hanoi, Vietnam	2006			Affiliated
4	Konoike Vinatrans Logistics Company Limited			0300823766 8 th change: 10/11/2025	18A Luu Trong Lu Street, Tan Thuan Ward, Ho Chi Minh City, Vietnam	1996			Affiliated
5	Lotte Vinatrans Global Logistics (Vietnam) Company Limited.			0305853161 15 th change: 24/11/2023	5th Floor, 28 Nguyen Thi Dieu Street, Xuan Hoa Ward, Ho Chi Minh City, Vietnam	2008			Affiliated
6	Agility Limited			0305244593 20 th change: 13/12/2023	Republic Plaza Building, 18E Cong Hoa, Tan Son Nhat Ward, Ho Chi Minh City, Vietnam	2007			Affiliated



No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
7	Vinatrans Danang Joint Stock Company			0400426836 20 th change: 03/09/2025	Street No. 2, Hoa Cam Industrial Zone, Cam Le Ward, Da Nang City, Vietnam	2002			Investee
8	Vinafreight Joint Stock Company			0302511219 20 th change: 10/10/2025	8th Floor, Phu Nhuan Plaza, 82 Tran Huy Lieu Street, Cau Kieu Ward, Ho Chi Minh City, Vietnam	2001			Investee
9	VNT Logistics Joint Stock Company			0101352858 18 th change: 15/09/2025	No. 2 Bich Cau, Van Mieu-Quoc Tu Giam Ward, Hanoi City, Vietnam	2003			Investee
10	Vector International Aviation Services Company Limited			0303353300 18 th change: 09/01/2019	39B Truong Son, 11th Floor, Hai Au Building, Tan Son Nhat Ward, Ho Chi Minh City, Vietnam	2004			Investee
11	Viet Way Investment Development Trading Company Limited			0304749785 15 th change: 20/11/2023	1st Floor, Block C, Waseco Office Building, No. 10 Pho Quang, Tan Son Hoa Ward, Ho Chi Minh City, Vietnam	2011			Investee
12	Pham Cong Dung		Chairman of Board of Directors			10/04/2025			internal person
13	Ha Minh Huan		Member of BOD, General Director, Legal representative			15/04/2024			internal person
14	Do Bao Trong		Member of BOD, Deputy General Director, Authorized person to disclose information			01/06/2021			internal person
15	Nguyen Thanh Tong		Member of BOD, Deputy General Director			27/06/2020			internal person

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No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
16	Nguyen Duy Dung		Member of BOD			10/04/2025			internal person
17	Trieu Anh Vu		Head of Board of Supervisors			15/04/2024			internal person
18	Vu Van Huyen		Member of Board of Supervisors			15/04/2024			internal person
19	Pham Thi Ha Phuong		Member of Board of Supervisors			10/3/2023			internal person
20	Ninh Kim Thoa		Person in charge of accounting			23/10/2024			internal person
21	Ngo Thi Luong		The person in charge of corporate governance, Company Secretary			28/4/2023			internal person
22	Nguyen Minh Huy		Chairman of Board of Directors			10/03/2023	10/04/2025	dismissal	internal person
23	Pham Thanh Do		Member of BOD			27/06/2020	10/04/2025	dismissal	internal person





Appendix 02

(Attached to the Report on corporate governance for the year 2025, document no.: 37 /BC-VIN dated 24 /01/2026)

TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, quantity, total value of transaction	Note
1	Vina Vinatrans Trucking Company Limited (V-Truck)	Subsidiary	0303590943	102C Nguyen Van Cu, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Office utility fee revenue: 152,343,320 VND + Service costs: 21,919,274,636 VND	
2	Konoike Vinatrans Logistics Company Limited	Associate	0300823766	18A Luu Trong Lu Street, Tan Thuan Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 15,010,545,617 VND + Service costs: 18,916,629 VND	
3	Vinatrans Danang Joint Stock Company	Investee	0400426836	Street No. 2, Hoa Cam Industrial Zone, Cam Le Ward, Da Nang City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Service costs: 75,975,645 VND	
4	VNT Logistics Joint Stock Company (Including its branch in Hai Phong)	Investee	0101352858-001	208 Chua Ve Street, Dong Hai 1 Ward, Hai Phong City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from lot rental: 4,323,873,960 VND + Service costs: 49,400,000 VND	
5	Vingal-Vnsteel Industries JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3600239028	No.4, 2A Street, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 2,298,419,157 VND	

6	Vnsteel - Ho Chi Minh City Metal Corporation	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0300399360	193 Dinh Tien Hoang Street, Tan Dinh Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 1,499,733,147 VND	
7	Vnsteel - Vicasa JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3600961762	Bien Hoa 1 Industrial Zone, Street No. 9, Tran Bien Ward, Dong Nai Province, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 1,571,495,714 VND	
8	Vnsteel - Thu Duc Steel JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0305409326	Km 9 Vo Nguyen Giap Street, Thu Duc Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 1,228,495,760 VND + Revenue from the sale of goods : 22,434,745,000 VND	
9	Southern Steel Sheet Co. Ltd.	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3600236891	Street No. 9, Bien Hoa I Industrial Zone, Tran Bien Ward, Dong Nai Province, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 24,754,703,359 VND	
10	Nippovina Co., Ltd	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0300828997	136A Bui Van Ba Street, Tan Thuan Ward, Ho Chi Minh City, Vietnam.	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 272,607,631 VND + Service costs: 40,000,000 VND	3264 TY GIAO NH GOAI TH ET NAM
11	Binh Tay Steel Wire Netting JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0303357746	117 Au Co Street, Tan Phu Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 422,696,298 VND	LÀNH
12	Nha Be Steel JSC – VNSteel-Nhon Trach Branch	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0305393838-001	Nhon Trach II - Nhon Phu Industrial Zone, Nhon Trach Commune, Dong Nai Province, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 2,268,760,525 VND + Revenue from the sale of goods: 124,251,813,700 VND	
13	Vnsteel - Southern Steel Co., Ltd	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3502269994	Phu My 1 Industrial Zone, Phu My Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 2,779,179,049 VND	

14	Vietnam Steel Corporation – JSC (Vnsteel)	Parent company	0100100047	91 Lang Ha Street, Dong Da Ward, Hanoi City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Service costs: 1,938,123,870 VND	
15	Mechanical Engineering & Metallurgy JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3600869728	Street No. 2, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 380,000,000 VND	
16	Vnsteel - Phu My Flat Steel Co., Ltd.	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3502270157	Phu My 1 Industrial Zone, Phu My Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 856,901,822 VND	
17	Thong Nhat Flat Steel Co., Ltd.	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	3500820408	Phu My 1 Industrial Zone, Phu My Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 870,595,147 VND + Revenue from the sale of goods: 20,201,023,352 VND	
18	Vnsteel Thang Long Coated Sheets JSC	A member of Viet Nam Steel Corporation JSC (VNSTEEL)	0104815568	Lot 14 - Quang Minh Industrial Zone, Quang Minh, Hanoi City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 1,444,461,175 VND	
19	Vinafreight Joint Stock Company	Associate	0302511219	8th Floor, Phu Nhuan Plaza, 82 Tran Huy Lieu Street, Cau Kieu Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 52,600,000 VND + Service costs: 3,145,270 VND	
20	Lotte Vinatrans Global Logistics (Vietnam) Company Limited.	Associate	0305853161	5th Floor, 28 Nguyen Thi Dieu Street, Xuan Hoa Ward, Ho Chi Minh City, Vietnam	The year 2025	56/NQ-VIN dated 10/4/2025	+ Revenue from transportation and service charges: 255,239,204 VND	



Appendix 03

Attached to the Report on corporate governance for 2025, document no.: 37/BC-VIN dated 24/01/2026

LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)/ Relationship with internal persons	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Pham Cong Dung		Chairman of Board of Directors			0	0%	Date of appointment: 10/04/2025
1.01	Pham Thi Lan		Wife			0	0%	
1.02	Pham Phuong Linh		Child			0	0%	
1.03	Pham Anh Quan		Child			0	0%	
1.04	Pham Thu Hoai		Father			0	0%	
1.05	Nguyen Thi Thuoc		Mother			0	0%	
1.06	Pham Xuan Hung		Sibling			0	0%	
1.07	Pham Cong Du		Sibling			0	0%	
1.08	Pham Duc Khoa		Father-in-law			0	0%	
1.09	Nguyen Thi Dong		Mother-in-law			0	0%	
1.10	Pham Minh Quang		Brother-in-law			0	0%	
1.11	Pham Quang Minh		Brother-in-law			0	0%	
1.12	Vietnam Steel Corporation (Vnsteel)		Chief of the Office, Capital Representative			24,319,300	95.37%	Mr. Pham Cong Dung, representing Vietnam Steel Corporation: 4,863,860 shares



1.13	Vnsteel - Nha Be Steel JSC		Member of BOD			0	0%	
1.14	Vinakyoei Steel Co., Ltd		Member of the Members' Council			0	0%	
1.15	Viet Nam - Italy Steel Joint Stock Company		Member of BOD			0	0%	
2	Ha Minh Huan		Member of BOD, General Director, Legal representative			0	0%	
2.01	Nguyen Thi Thuy Duong		Wife			0	0%	
2.02	Ha Minh Quan		Child			0	0%	
2.03	Ha Thi Hoa		Sister			0	0%	
2.04	Ha Huy Ngoc		Brother			0	0%	
2.05	Ha Thi Hue		Sister			0	0%	
2.06	Ha Van Toan		Brother			0	0%	
2.07	Ha Van Tuan		Brother			0	0%	
2.08	Ha Thi Loan		Sister			0	0%	
2.09	Nguyen Van Dau		Father-in-law			0	0%	
2.10	Tran Thi Luyen		Mother-in-law			0	0%	
2.11	Nguyen Thi My Dung		Sister-in-law			0	0%	
2.12	Nguyen Thi Viet Ha		Sister-in-law			0	0%	
2.13	Nguyen Thi Hong Hanh		Sister-in-law			0	0%	
2.14	Nguyen Thi Thu Hien		Sister-in-law			0	0%	
2.15	Nguyen Thi Thuy Hang		Sister-in-law			0	0%	
2.16	Nguyen Thanh Dat		Brother-in-law			0	0%	
2.17	Vietnam Steel Corporation (Vnsteel)		Parent company- Capital Representative			24,319,300	95.370%	Mr. Ha Minh Huan, representing Vietnam Steel Corporation: 4,863,860 shares
2.18	Vinafreight Joint Stock Company		Member of BOD			0	0%	

2.19	VNT Logistics Joint Stock Company		Member of BOD			0	0%	
2.20	Vina Vinatrans Trucking Company Limited		Chairman of the Members' Council			0	0%	
3	Do Bao Trong		Member of BOD , Deputy General Director, Authorized person to disclose information			0	0%	
3.01	Dinh Ngoc Kim		Wife			0	0%	
3.02	Do Quang Thinh		Child			0	0%	
3.03	Do Minh Quan		Child			0	0%	
3.04	Do Van Tan		Father			0	0%	
3.05	Nguyen Thi To Nguyen		Mother			0	0%	
3.06	Do Nha Tram		Sister			0	0%	
3.07	Bui The Huy		Brother			0	0%	
3.08	Bui The Hien		Brother			0	0%	
3.09	Truong Thi Bich Lien		Mother-in-law			0	0%	
3.10	Dinh Hoai Thuong		Brother-in-law			0	0%	
3.11	Dinh Gia Thinh		Brother-in-law			0	0%	
3.12	Dinh Ngoc Chi		Sister-in-law			0	0%	
3.13	Vietnam Steel Corporation (Vnsteel)		Parent company- Capital Representative			24,319,300	95.370%	Mr. Do Bao Trong, representing Vietnam Steel Corporation: 4,863,860 shares
3.14	Vina Vinatrans Trucking Company Limited		Managing Director			0	0%	
4	Nguyen Thanh Tong		Member of BOD, Deputy General Director			5,000	0,02%	
4.01	Nguyen Van Kiet		Father			0	0%	
4.02	Tran Thi Thanh Thao		Wife			0	0%	
4.03	Nguyen Tri Dung		Child			0	0%	

4.04	Nguyen Minh Hung		Child			0	0%	
4.05	Nguyen Ngoc Phuong		Sister			0	0%	
4.06	Nguyen Ngoc Loan		Sister			0	0%	
4.07	Nguyen Ngoc Phung		Sister			0	0%	
4.08	Nguyen Ngoc Nhung		Sister			0	0%	
4.09	Nguyen Thanh Lam		Brother			0	0%	
4.10	Nguyen Hoang Son		Brother			0	0%	
4.11	Lê Thị Phượng		Mother-in-law			0	0%	
4.12	Trần Quang Hiếu		Brother-in-law			0	0%	
4.13	Trần Minh Trung		Brother-in-law			0	0%	
4.11	Vietnam Steel Corporation (Vnsteel)		Parent company- Capital Representative			24,319,300	95.370%	Mr. Nguyen Thanh Tong, representing Vietnam Steel Corporation: 4,863,860 shares
4.12	Nissin Logistics (VN) Co., Ltd.		Vice Chairman of the Members' Council			0	0%	
4.13	Konoike Vinatrans Logistics Co., Ltd		Member of the Members' Council			0	0%	
4.14	Vinatrans Danang Joint Stock Company		Capital Representative			0	0%	
5	Nguyen Duy Dung		Member of BOD			0	0%	Date of appointment: 10/04/2025
5.01	Tran Thi Bich Thu		Mother			0	0%	
5.02	Nguyen Thi Van Ha		Wife			0	0%	
5.03	Nguyen Duy Tung Duong		Child			0	0%	
5.04	Nguyen Duy Hai Phong		Child			0	0%	
5.05	Vietnam Steel Corporation (Vnsteel)		Capital Representative			24,319,300	95.370%	Mr. Nguyen Duy Dung, representing Vietnam Steel Corporation: 4,863,860 shares

5.06	MDC - Vnsteel Consulting Co., Ltd		Controller			0	0%	
5.07	Thong Nhat Flat Steel Co., Ltd.		Member of Board of Supervisors			0	0%	
6	Trieu Anh Vu		Head of Board of Supervisors			0	0.000%	
6.01	Trieu Toan		Father			0	0%	
6.02	Quan Manh Thuong		Father-in-law			0	0%	
6.03	Nguyen Thi Xuan		Mother-in-law			0	0%	
6.04	Quan Thi Thuy Dung		Wife			0	0%	
6.05	Trieu Quang Anh		Child			0	0%	
6.06	Trieu Mai Chi		Sister			0	0%	
6.07	Amit Bansal		Brother-in-law			0	0%	
7	Vu Van Huyen		Member of Board of Supervisors			0	0.000%	
7.01	Vu Ba On		Father			0	0%	
7.02	Dang Thi May		Mother			0	0%	
7.03	Vu Viet Phong		Husband			0	0%	
7.04	Vu Gia Khanh		Child			0	0%	
7.05	Vu Ngoc Diep		Child			0	0%	
7.06	Vu Trong Luu		Father-in-law			0	0%	
7.07	Kim Thi Mai		Mother-in-law			0	0%	
7.08	Vu Kim Yen		Sister-in-law			0	0%	
8	Pham Thi Ha Phuong		Member of Board of Supervisors			0	0.000%	
8.01	Pham Van Hung		Father			0	0%	
8.02	Nguyen Thi Mong Thuong		Mother			0	0%	
8.03	Pham Hoang Duy		Brother			0	0%	

8.04	Ly Thang Hung		Husband			0	0%	
8.05	Ly Duc Hao		Child			0	0%	
8.06	Ly Thuc Nhien		Child			0	0%	
8.07	Ly Thien Thanh		Father-in-law			0	0%	
8.08	Le Thi Hao		Mother-in-law			0	0%	
8.09	Ly Thang Kiet		Brother-in-law			0	0%	
8.10	Vina Vinatrans Trucking Company Limited		Controller			0	0%	
9	Ninh Kim Thoa		Head of Accounting and Finance Department, Person in charge of accounting			5,400	0.021%	
9.01	Chu Dong Bach		Husband			0	0%	
9.02	Chu Thuc Anh		Child			0	0%	
9.03	Chu Tuan An		Child			0	0%	
9.04	Ninh Van Anh		Father			0	0%	
9.05	Nguyen Thi Hoa		Mother			0	0%	
9.06	Ninh Ngoc Van		Sibling			0	0%	
9.07	Ninh Gia Tuong		Sibling			0	0%	
9.08	Chu Dong Pha		Father-in-law			0	0%	
9.09	Ton Hue San		Mother-in-law			0	0%	
9.10	Chu Ai Minh		Brother/Sister-in-law			0	0%	
9.11	Lotte Vinatrans Global Logistics (Viet Nam) Co., Ltd.		Capital Representative			0	0%	
10	Ngo Thi Luong		The person in charge of corporate governance, Company Secretary			800	0.003%	
10.01	Ngo Man		Father			0	0%	
10.02	Pham Thi Vu		Mother			0	0%	

10.03	Hoang Van Doai		Father-in-law			0	0%	
10.04	Nguyen Thi Bun		Mother-in-law			0	0%	
10.05	Hoang Ngoc Nam		Husband			0	0%	
10.06	Hoang Ngoc My Linh		Child			0	0%	
10.07	Hoang Phan Hung		Child			0	0%	
10.08	Ngo Van Minh		Brother			0	0%	
10.09	Ngo Thi Nhung		Sister			0	0%	
10.10	Ngo Thi My Dung		Sister			0	0%	
10.11	Ngo Thi Chau		Sister			0	0%	
10.12	Hoang Thi Thu Huyen		Sister-in-law			0	0%	
10.13	Hoang Ngoc Viet		Brother-in-law			0	0%	
10.14	Hoang Ngoc Chien		Brother-in-law			0	0%	
11	Nguyen Minh Huy		Chairman of Board of Directors			0	0.000%	Date of dismissal: 10/04/2025
11.01	Nguyen Van Tho		Father			0	0%	
11.02	Nguyen Thi Thanh Mai		Mother			0	0%	
11.03	Nguyen Thi Nhu Huong		Wife			0	0%	
11.04	Nguyen Thi Nhu Quynh		Child			0	0%	
11.05	Nguyen Minh Quang		Brother			0	0%	
11.06	Nguyen Thi Thanh Ha		Sister			0	0%	
11.07	Nguyen Minh Hieu		Sister/Brother			0	0%	
11.08	Nguyen Minh Hoang		Sister/Brother			0	0%	
11.09	Nguyen Thi Ung		Sister-in-law			0	0%	
11.10	Nguyen Thi Thanh		Sister-in-law			0	0%	
11.11	Nguyen Thi Kim Khanh		Sister-in-law			0	0%	

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11.12	Nguyen Thi Nhu Truc		Sister-in-law			0	0%	
12	Pham Thanh Do		Member of BOD			0	0.000%	Date of dismissal: 10/04/2025
12.01	Pham Van Hoi		Father			0	0%	
12.02	Le Thi Thao		Mother			0	0%	
12.03	Pham Thu Hien		Sister			0	0%	
12.04	Duong Thanh Huyen		Wife			0	0%	
12.05	Duong Trung Quoc		Father-in-law			0	0%	
12.06	Nguyen Thi Thu Hang		Mother-in-law			0	0%	
12.07	Pham Quoc Anh		Child			0	0%	
12.08	Pham Thanh An		Child			0	0%	
12.09	Ha Giang Mineral and Mechanics Joint Stock Company		Chairman of BOD			0	0%	
12.10	Cao Bang Cast Iron and Steel Joint Stock Company		Member of BOD			0	0%	
12.11	Daklak Tourist Joint Stock Company		Member of BOD			0	0%	

