



PETROVIETNAM
TECHNICAL SERVICES CORPORATION
PTSC THANH HOA
TECHNICAL SERVICES COMPANY

No.: 192/BC-TH-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Thanh Hóa, January 30, 2026

English translation

REPORT ON CORPORATE GOVERNANCE
(Reporting period: Year 2025)

To: - The State securities commission of Viet Nam (SSC)
- Hanoi Stock Exchange (HNX)

- Company Name: PTSC Thanh Hóa Technical Services Company.
- Head Office Address: No. 268 Tran Nhat Duat, Truc Lam Ward, Thanh Hoa Province.
- Phone: 02373 900 333; Fax: 02373 900 222;
- Email: ptscthanhhoa@ptsc.com.vn
- Charter Capital: 400,000,000,000 VND (Four hundred billion VND).
- Stock Code (if any): PSN.
- Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Director.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

The 2025 Annual General Meeting of Shareholders was held on April 21, 2025, with shareholders representing 98.96% of the total voting shares in attendance. The General Meeting of Shareholders issued Resolution No. 583/NQ-TH-ĐHĐCĐ, approving matters under the authority of the General Meeting at this session.

No.	Resolution/Decision Number	Date	Content
1	538/NQ-TH-ĐHĐCĐ	21/4/2025	Resolution of the 2025 Annual General Meeting of Shareholders

II. BOARD OF DIRECTORS

1. Information about Members of the Board of Directors

No.	Board Member	Position (Independent/Non-Executive Member)	Start date/no longer an independent Board/Board member	
			Date of Appointment	Dismissal Date
1	Mr Le Van Nga	Chairman of the Board	- 27/9/2017 (first appointment) - 22/04/2022 (reappointed)	
2	Mr Pham Hung Phuong	Board member	- 01/01/2011(first appointment) - 09/4/2016 (reappointed) - 09/4/2021 (reappointed)	
3	Mr Tran Xuan Tai	Board member	- 12/5/2023 (first appointment)	
4	Mr Nguyen Khac Dung	Board member	- 14/6/2024 (first appointment)	30/6/2025
5	Mr Dinh Van Quan	Board member	- 30/6/2024 (first appointment)	

2. Board meetings

Stt	Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Mr Le Van Nga	4/4	100%	
2	Mr Pham Hung Phuong	4/4	100%	
3	Mr Tran Xuan Tai	4/4	100%	
4	Mr Nguyen Khac Dung	4/4	100%	
5	Mr Dinh Van Quan	3/4	75%	Newly appointed on 30/06/2025

3. Supervision Activities of the Board of Directors over the Executive Board

- The Board of Directors has carried out supervision of the activities of the Executive Board and company managers through the Company's Charter, coordination regulations, and delegation rules between the Board of Directors and the Company Director.

- In 2025, the supervision efforts of the Board of Directors focused on monitoring and inspecting the planning process, organizing business operations, evaluating market expansion efforts, developing core services, and overseeing the implementation of Resolutions by the General Meeting of Shareholders, the Board of Directors, the Executive Board, and company managers.

- The Company Director managed operations based on the Resolutions/Decisions of the Board of Directors, adhering strictly to delegation and authority regulations. Any issues arising beyond the scope of authority were reported to the Board of Directors for consideration and approval.

4. Activities of Subcommittees under the Board of Directors: None.

5. Resolutions/Decisions of the Board of Directors In 2025: Detailed in Appendix 1 (attached).

III. SUPERVISORY BOARD

1. Information about Members of the Supervisory Board (SB)/Audit Committee

No.	SB Member/Audit Committee	Position	Start/End Date as SB Member/Audit Committee	Professional Qualification
1	Mr. Nguyen Minh Tuan	Head of the SB	Started as SB Member/Head of SB on 12/05/2023	Bachelor's in Accounting
2	Mr. Nguyen Thanh Thuan	SB Member	Started as SB Member on 22/04/2022	Bachelor's in Labor Management
3	Ms. Nguyen Thi Duyen	SB Member	Started as SB Member on 09/04/2021	Bachelor's in Economics/Foreign Language Education

2. Meetings of the Supervisory Board

No.	SB Member/Audit Committee	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
2	Mr. Nguyen Minh Tuan	4/4	100%	100%	
3	Mr. Nguyen Thanh Thuan	4/4	100%	100%	
4	Ms. Nguyen Thi Duyen	4/4	100%	100%	

3. Supervisory Activities of the SB over the Board of Directors, Executive Board, and Shareholders

Based on the functions and duties of the SB as stipulated in Article 170 of the Law on Enterprises and the Charter of PTSC Thanh Hóa Technical Services Company,

the SB has conducted inspections and supervision over the Company's business operations and financial management in the following areas:

- Evaluated reports on business operations and financial statements, and prepared reports for submission to the Annual General Meeting of Shareholders (AGM).
- Collaborated with PwC auditing firm to evaluate financial statements and discuss issues and difficulties identified during the audit process.
- Monitored and supervised the implementation of the 2025 AGM resolutions, adherence to the Company's Charter, Enterprise Law, and state regulations.
- Monitoring the implementation of the business and production plan for the 2025.
- Monitored financial performance, assessed operational efficiency and debt repayment capability, and evaluated capital management and utilization, cash flow management, and preservation and development of the owner's capital.
- Supervised and inspected the reasonableness, legality, honesty, and prudence in managing and organizing production and business activities.

Through the supervision and inspection activities in 2025, the Supervisory Board found that the governance and management of the Company by the Board of Directors, the General Director, and the executive management team have complied with the laws of the State and the Company Charter. The Resolutions/Decisions of the Board of Directors were in accordance with the provisions of the Charter and were implemented properly by the General Director..

4. Coordination between the SB and the Board of Directors, Executive Board, and Other Managers

- The SB closely coordinated with the Board of Directors and the Executive Board in fulfilling its assigned functions and duties. The Board of Directors and Executive Board facilitated the SB's activities by providing all necessary information and documents related to the Company's operations. The SB was invited to attend all Board of Directors meetings, company briefings, and other relevant meetings.
- Reports summarizing the results of inspections and supervision on management, operations, capital management, debt repayment capability, internal audits, and accounting records were sent to the Board of Directors and the Executive Board.

5. Other Activities of the Supervisory Board (if any): None.

IV. EXECUTIVE BOARD

No.	Executive Board Member	Date of Birth	Professional Qualification	Appointment/Dismissal Date
1	Mr. Pham Hung Phuong	22/04/1974	Master's in Business Administration/Bachelor's in Economics	- 27/09/2017 (first appointment) - 04/03/2024 (reappointed)
2	Mr. Nguyen Huu Hoan	03/11/1980	Bachelor's in Business Administration	- 02/03/2018 (first appointment) - 04/03/2024 (reappointed)
3	Mr. Vu Van Vuong	05/10/1983	Engineer in Machinery and Industrial Equipment for Chemicals & Oil	- 06/09/2024 (first appointment)
4	Mr. Nguyen Ba Tuan	28/06/1977	Electrical Systems Engineer	- 18/03/2025 (first appointment)

V. CHIEF ACCOUNTANT

Name	Date of Birth	Professional Qualification	Appointment/Dismissal Date
Mr. Nguyen Van Manh	10/10/1978	Bachelor's in Finance	- 02/03/2018 (first appointment)

VI. TRAINING ON CORPORATE GOVERNANCE

Training programs on corporate governance attended by members of the Board of Directors, Supervisory Board, Executive Directors, other management personnel, and the Corporate Secretary in compliance with corporate governance regulations.

VII. LIST OF RELATED PERSONS TO THE PUBLIC COMPANY AND TRANSACTIONS WITH RELATED PERSONS OF THE COMPANY.

1. List of related persons to the Company: Details in Appendix 2 (attached).
2. Transactions between insiders, related persons of insiders, and subsidiaries or controlled companies: Details in Appendix 3 (attached).
3. Transactions between the Company and other entities: 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).
 - 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).

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.

VIII. TRANSACTIONS OF SHARES BY INSIDERS AND RELATED PERSONS

1. List of insiders and related persons to insiders: Details in Appendix 4 (attached).

2. Transactions of insiders and related persons with the Company's shares/Share transactions: None.

3. Other transactions (transactions by internal shareholders/major shareholders and related persons with the Company): None.

XI. OTHER MATTERS TO NOTE: None.

The above is the Corporate Governance Report for 2025 of PTSC Thanh Hoa Technical Services Company.

We sincerely appreciate the cooperation and support of the relevant authorities.

Recipients:

- As stated above;
- Board of Directors, Supervisory Board, Executive Board of the Company;
- Archived: Office, Company Secretary.

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

(Singed)

LE VAN NGA



APPENDIX 1
LIST OF RESOLUTIONS/DECISIONS BY THE BOARD OF DIRECTORS FIRST HALF OF 2025

No.	Resolution/Decision Number	Date	Content	Approval Rate
1	259/NQ-TH-HĐQT	27/02/2025	Regarding the appointment of the person in charge of corporate governance.	100%
2	456/QĐ-TH-HĐQT	18/03/2025	Regarding the fixed-term appointment of Mr. Nguyen Ba Tuan.	100%
3	458/QĐ-TH-HĐQT	18/03/2025	Regarding the fixed-term appointment of Mr. Ta Ba Cong.	100%
4	459/QĐ-TH-HĐQT	18/03/2025	Regarding the fixed-term appointment of Mr. Nguy Nhu Lap.	100%
5	468/QĐ-TH-HĐQT	18/03/2025	Regarding the fixed-term appointment of Mr. Nguyen Van Manh.	100%
6	469/QĐ-TH-HĐQT	18/03/2025	Regarding the fixed-term appointment of Mr. Do Tien Cong.	100%
7	470/NQ-TH-HĐQT	18/03/2025	Approval of the 2025 business plan of PTSC Thanh Hoa Technical Services Company.	100%
8	539/QĐ-TH-HĐQT	09/04/2025	Approval of the technical and economic report and contractor selection plan for the project: Investment in a workshop for structure cleaning and painting.	100%
9	545/QĐ-TH-HĐQT	14/04/2025	Summoning delegates to attend the 2025 Annual General Meeting of Shareholders.	100%
10	546/QĐ-TH-HĐQT	14/04/2025	Approval of the feasibility study report and contractor selection plan for the project: "Investment in a plate rolling machine".	100%
11	547/QĐ-TH-HĐQT	14/04/2025	Approval of the feasibility study report and contractor selection plan for the project: "Investment in a compressed air system, HVAC and compressed air pipeline system".	100%
12	548/QĐ-TH-HĐQT	14/04/2025	Approval of the feasibility study report and contractor selection plan for the project: "Investment in structural cleaning equipment, explosion-proof room system and accessories for the structure cleaning and painting workshop".	100%

13	550/QĐ-TH-HĐQT	15/04/2025	Approval of the feasibility study report and contractor selection plan for the project: "Investment in structure painting equipment and specialized door system for the mechanical workshop".	100%
14	1012/QĐ-TH-HĐQT	25/06/2025	Approval of the feasibility study report and contractor selection plan for the project: "Investment in a 75–80 ton truck scale".	100%
15	1094/QĐ-TH-HĐQT	09/07/2025	Issuance of the Regulation on Administrative Expense Norms of PTSC Thanh Hóa Technical Services	100%
16	1741/NQ-TH-HĐQT	19/11/2025	Approval of the credit facility and asset mortgage at Vietnam Joint Stock Commercial Bank for Foreign Trade (Vietcombank) – Nghi Sơn Branch.	100%
17	1741/NQ-TH-HĐQT	05/12/2025	Approval of the signing of a contract with a related party – Contract for fabrication of leading steel structures of the CPP Marine Link Bridge and DSF Project.	100%
18	1818/NQ-TH-HĐQT	05/12/2025	Appointment of the person in charge of corporate governance concurrently serving as the Company Secretary.	100%
19	2005/NQ-TH-HĐQT	31/12/2025	Approval of liability for compensation of economic damages related to the unlawful use of invoices at mechanical project units during the 2021–2023 period.	100%
20	2008/NQ-TH-HĐQT	31/12/2025	Approval of the adjustment of the 2025 production and business plan and approval of the 2025 salary plan of PTSC Thanh Hóa Technical Services Company.	100%





APPENDIX 2

LIST OF RELATED PERSONS TO THE COMPANY

No.	Name	Stock Trading Account (if any)	Position in the Company (if any)	ID/NSH Number, Date, Place of Issue	Head Office/Contact Address	Start Date of Relationship	End Date of Relationship	Reason	Relationship to the Company
I	Individuals								
1	Le Van Nga		Chairman of the Board of Directors			01/01/2011			Insider
2	Pham Hung Phuong		Member Board/Director			01/01/2011			Insider
3	Tran Xuan Tai		Member Board			05/12/2023			Insider
4	Nguyen Khac Dung		Member Board			14/06/2024	30/06/2025	Resigned upon personal request	Insider
	Dinh Van Quan		Member Board			30/06/2025			Insider
5	Nguyen Huu Hoan		Deputy Director			03/02/2018			Insider
6	Vu Van Vuong		Deputy Director			06/09/2024			Insider
	Nguyen Ba Tuan		Deputy Director			18/03/2025			Insider
7	Nguyen Minh Tuan		Head of Supervisory Board			05/12/2023			Insider
8	Nguyen Thanh Thuan		Member of the Supervisory Board			22/04/2022			Insider
9	Nguyen Thi Duyen		Member of the Supervisory Board			04/09/2021			Insider
10	Nguyen Van Manh		Chief Accountant			03/02/2018			Insider
II	Organizations								
1	Vietnam National Industry - Energy Group								Major Shareholder Transfer of ownership of shares of PTSC Thanh Hóa Technical Services Company from PVcomBank Fund Management Joint Stock Company to Vietnam National Industry – Energy Group (17,500,000 shares, equivalent to 43.75% of charter capital).



1.1	Thai Binh 2 Thermal Power Plant PMU(TB2PP)								Subsidiaries, Affiliates of Vietnam National Industry - Energy Group (PVN)
1.2	Petrovietnam Long Phu 1 Power PMU (LP1PP)								Subsidiaries, Affiliates of PVN
1.3	Song Hau 1 Oil and Gas Electricity PMU (SH1PP)								Subsidiaries, Affiliates of PVN
1.4	Bien Dong Petroleum Operating Company (BDPOC)								Subsidiaries, Affiliates of PVN
1.5	Phu Quoc Petroleum Operating Company (PQPOC)								Subsidiaries, Affiliates of PVN
1.6	Southwest Pipeline Operating Company (SWPOC)								Subsidiaries, Affiliates of PVN
1.7	Nghi Son Petroleum Products Distribution Branch (PVNDB)								Subsidiaries, Affiliates of PVN
1.8	Oil Spill Response Center (NASOS)								Subsidiaries, Affiliates of PVN
1.9	Vietnam Petroleum Institute (VPI)								Subsidiaries, Affiliates of PVN
1.10	0 Petrovietnam University (PVU)								Subsidiaries, Affiliates of PVN
1.11	Petrovietnam Manpower Training College (PVMTC)								Subsidiaries, Affiliates of PVN
1.12	Petrovietnam Southern Representative Office								Subsidiaries, Affiliates of PVN
1.13	Petrovietnam Representative Office in Russian Federation								Subsidiaries, Affiliates of PVN
1.14	Petrovietnam Exploration Production Corporation (PVEP)								Subsidiaries, Affiliates of PVN
1.15	Petrovietnam Power Corporation - Joint Stock Company (PV Power)								Subsidiaries, Affiliates of PVN
1.16	Petrovietnam Fertilizer and Chemicals Joint Stock Corporation (PVFCCo)								Subsidiaries, Affiliates of PVN

1.17	Binh Son Refining and Petrochemical Joint Stock Company (BSR)								Subsidiaries, Affiliates of PVN
1.18	Petrovietnam Camau Fertilizer Joint Stock Company (PVCFC)								Subsidiaries, Affiliates of PVN
1.19	Viet Nam Petrochemical And Fiber Joint stock Company (VNPoly)								Subsidiaries, Affiliates of PVN
1.20	Petrovietnam Gas Joint Stock Corporation (PV Gas)								Subsidiaries, Affiliates of PVN
1.21	Petrovietnam Oil Corporation - Joint Stock Company (PV Oil)								Subsidiaries, Affiliates of PVN
1.22	Petrovietnam Drilling & Well Services Joint Stock Corporation (PV Drilling)								Subsidiaries, Affiliates of PVN
1.23	Petrovietnam Transportation Joint Stock Corporation (PV Trans)								Subsidiaries, Affiliates of PVN
1.24	Petrovietnam General Service Joint Stock Corporation (Petrosetco)								Subsidiaries, Affiliates of PVN
1.25	Petrovietnam Insurance Joint Stock Corporation (PVI Holdings)								Subsidiaries, Affiliates of PVN
1.26	Petrovietnam Construction Joint Stock Corporation (PetroCons)								Subsidiaries, Affiliates of PVN
1.27	Petrovietnam Chemical And Services Corporation (PVChem)								Subsidiaries, Affiliates of PVN
1.28	Dung Quat Shipbuilding Industry Company Limited (DQS)								Subsidiaries, Affiliates of PVN
1.29	Public Joint Stock Commercial Bank (PVcomBank)								Subsidiaries, Affiliates of PVN
1.30	Joint Venture "Vietsovpetro"								Subsidiaries, Affiliates of PVN
1.31	Petrovietnam Engineering Corporation (PVE)								Subsidiaries, Affiliates of PVN

1.32	Petrovietnam Maintenance and Repair Corporation (PVMR)								Subsidiaries, Affiliates of PVN
1.33	Petrovietnam Trade Union Finance Investment Corporation (PVFI)								Subsidiaries, Affiliates of PVN
1.34	Green Indochina Development Joint Stock Company (GID)								Subsidiaries, Affiliates of PVN
1.35	Petrovietnam Phuoc An Port Investment And Operation Joint Stock Company (PAP)								Subsidiaries, Affiliates of PVN
1.36	Tancang - Petro Camranh Company Limited								Subsidiaries, Affiliates of PVN
1.37	Nghi Son Refinery And Petrochemical Limited Liability Company (NSRP)								Subsidiaries, Affiliates of PVN
1.38	Joint Venture Gazpromviet Company Limited (Gazpromviet)								Subsidiaries, Affiliates of PVN
1.39	Joint Venture Rusvietpetro Company Limited (Rusvietpetro)								Subsidiaries, Affiliates of PVN
2	Petrovietnam Technical Services Corporation								MAJOR SHAREHOLDERS
2.1	PTSC Supply Base								Branch of PTSC
2.2	PTSC Marine								Branch of PTSC
2.3	PTSC Quang Binh								Branch of PTSC
2.4	PTSC Da Nang								Branch of PTSC
2.5	PTSC Long Phu								Branch of PTSC
2.6	PTSC Abu Dhabi								Branch of PTSC
2.7	PTSC Geos and Subsea Services - Branch of PetroVietnam Technical Services Corporation								Branch of PTSC
2.8	PTSC Mechanical & Construction (PTSC M&C)								Subsidiaries, Affiliates of PTSC
2.9	PTSC Quang Ngai Joint Stock Company								Subsidiaries, Affiliates of PTSC
2.10	PTSC Labuan Company Limited								Subsidiaries, Affiliates of PTSC
2.11	Petro Hotel Company Limited								Subsidiaries, Affiliates of PTSC

2.12	PTSC Offshore Services Joint Stock Company								Subsidiaries, Affiliates of PTSC
2.13	PTSC Production Services Joint Stock Company (PPS)								Subsidiaries, Affiliates of PTSC
2.14	Dinh Vu Petroleum Services Port Joint Stock Company								Subsidiary of the parent company
2.15	PV Security Service Corporation								Subsidiary of the parent company
2.16	Sao Mai – Ben Dinh Petroleum Investment Joint Stock Company (PVSB)								Subsidiary of the parent company
2.17	Petro Vietnam Marine Shipyard Joint Stock Company								Subsidiary of the parent company
2.18	PTSC Phu My Port Joint Stock Company (PTSC Phu My)								Subsidiaries, Affiliates of PTSC
2.19	Petro Vietnam Marine Shipyard Joint Stock Company								Subsidiaries, Affiliates of PTSC
2.20	PTSC Asia Pacific Pte Ltd (PTSC AP)								Subsidiaries, Affiliates of PTSC
2.21	Vietnam Offshore Floating Terminal Limited (VOFT)								Subsidiaries, Affiliates of PTSC
2.22	PTSC South East Asia Pte Ltd (PTSC SEA)								Subsidiaries, Affiliates of PTSC
2.23	Rong Doi MV12 Pte Ltd (MV12)								Subsidiaries, Affiliates of PTSC
2.24	PTSC CRD Ltd								Subsidiaries, Affiliates of PTSC
2.25	Malaysia Vietnam Offshore Terminal (L) Limited (MVOT)								Subsidiaries, Affiliates of PTSC





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	Relationship with the Company	Business Registration No. / Date of Issue / Issuing Authority			Head Office Address / Contact Address	Time of Transaction / Contract Signing	Approval Document No.	Contracts / Transactions with the Company			Remarks
			No	Issue Date	Place of Issue				Number of Transactions / Contracts	Total Transaction / Contract Value (Excl. VAT)	Contract Value Implemented in 2025 (Excl. VAT)	
1	Công ty TNHH Lộc Hóa Dầu Nghi Sơn (NSRP)	Đơn vị thành viên và liên kết của Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				Khu kinh tế Nghi Sơn, Phường Hải Bình, Tỉnh Thanh Hóa, Việt Nam	Năm 2025	076/2024/NSRP.MAINT-PTSC	Dịch vụ bảo dưỡng hàng ngày từ tháng 01 - 12/2025	Hợp đồng theo đơn giá	424.986.823	Theo Hợp đồng 076/2024/NSRP.MAINT-PTSC ngày 29/10/2024
2	Tổng công ty Bảo dưỡng Sửa chữa Công trình Dầu khí - CTCP (PVMR)	Đơn vị thành viên và liên kết của Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				Số 100-102-104 Vũ Tông Phan, Phường An Phú, Thành phố Thủ Đức, TP. Hồ Chí Minh, Việt Nam	Năm 2025	39/2024/PTSCTH.OM	Dịch vụ bảo dưỡng hàng ngày từ tháng 01 - 12/2025	Hợp đồng theo đơn giá	54.849.345.491	Theo Hợp đồng 39/2024/PTSCTH.OM ngày 25/11/2024
3	Tổng công ty CP Hóa chất và Dịch vụ Dầu khí (PVChem)	Đơn vị thành viên và liên kết của Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				Tầng 6, Tòa nhà VPI, Số 167 Trung Kính, Phường Yên Hòa, Quận Cầu Giấy, TP. Hà Nội, Việt Nam	Năm 2025	39/2024/PTSCTH.OM	Dịch vụ bảo dưỡng hàng ngày từ tháng 01 - 12/2025	Hợp đồng theo đơn giá	54.849.345.491	Theo Hợp đồng 39/2024/PTSCTH.OM ngày 25/11/2024
4	Chi nhánh Phát điện Dầu khí - Tập đoàn Dầu khí Việt Nam	Đơn vị trực thuộc Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				số 18 phố Láng Hạ, phường Thành Công, quận Ba Đình, Thành phố Hà Nội	02/01/2025	01/HĐKT/2025/PVPG-PTSCTHANHHOA	Dịch vụ bảo dưỡng hàng ngày từ tháng 01 - 12/2025	Hợp đồng theo đơn giá	9.074.873.080	
5	Chi nhánh Phát điện Dầu khí - Tập đoàn Dầu khí Việt Nam	Đơn vị trực thuộc Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				số 18 phố Láng Hạ, phường Thành Công, quận Ba Đình, Thành phố Hà Nội	01/08/2025	190/HĐ/2025/PVPG.NMĐSH1-PTSCTH/PTV	Dịch vụ cung ứng nhân lực phần C&I	Hợp đồng theo đơn giá	3.113.760.000	



6	Chi nhánh Phát điện Dầu khí - Tập đoàn Dầu khí Việt Nam	Đơn vị trực thuộc Tập đoàn Công nghiệp - Năng lượng Quốc gia Việt Nam				số 18 phố Láng Hạ, phường Thành Công, quận Ba Đình, Thành phố Hà Nội	06/08/2025	197/HĐ/2025/PPGB.NMĐSH-PTSC/PTV	Dịch vụ cung ứng nhân lực phần Cơ khí	Hợp đồng theo đơn giá	7.143.712.200	
7	Tổng công ty cổ phần Dịch vụ Kỹ thuật Dầu khí Việt Nam	Cổ đông lớn				Lầu 5, Tòa nhà PetroVietnam, số 1-5 Lê Duẩn, phường Bến Nghé, Thành phố Hồ Chí Minh	26/05/2025	298-2025/PTSC-LSPET/HĐ	Thi công công trình tạm cho dự án Nhà máy LHD Miền Nam Việt Nam	18.093.089.198	18.093.089.198	
8	Tổng công ty cổ phần Dịch vụ Kỹ thuật Dầu khí Việt Nam	Cổ đông lớn				Lầu 5, Tòa nhà PetroVietnam, số 1-5 Lê Duẩn, phường Bến Nghé, Thành phố Hồ Chí Minh	Năm 2025	263-2024/PTSC-TM/HĐ	Hoàn thành Mốc thanh toán số 1,2, 3	1.019.427.962.486	405.719.077.313	Hợp đồng số 263-2024/PTSC-TM/HĐ ký ngày 21/11/2024



APPENDIX 4
LIST OF INSIDERS AND RELATED PERSONS TO INSIDERS

No.□	Name	Stock Trading Account (if any)	Position in the Company	ID/Passport Number, Issue Date, Place of Issue	Contact Address	Shares Owned (End of Period)	Ownership Percentage (End of Period)	Notes
1	Le Van Nga		Chairman of the Board of Directors			3.000	0,01%	
1.1	Le Van Nguyen					0	0%	Father
1.2	Do Thi Du							Mother (Deceased)
1.3	Nguyen Thi Hoa					0	0%	Wife
1.4	Le Nguyen Tri Tam					0	0%	Sbn
1.5	Le Hong Ha					0	0%	Daughter
1.6	Le Nguyen Thuy Minh					0	0%	Daughter
1.7	Le Thi Nguyet					0	0%	Sister
1.8	Le Thi Tien					0	0%	Younger sister
1.9	PetroVietnam Technical Services Corporation					21.877.300	54,69%	Organization related to Mr. Lê Văn Nga - Representative of PTSC Capital in PTSC Thanh Hóa
2	Pham Hung Phuong		Member Board/Director			3.000	0,01%	

2.1	Pham Cong Minh					0	0%	Father
2.2	Nguyen Thi Ty					0	0%	Mother
2.3	Nguyen Thi Thu Thuy					0	0%	Wife
2.4	Pham Thi Phuong Ha					0	0%	Daughter
2.5	Pham Viet Thanh					0	0%	Son
2.6	Pham Nguyen Minh Giang					0	0%	Daughter
2.7	Pham Thi Hong Ngoc					0	0%	Daughter
2.8	Pham Thanh Tam					0	0%	Daughter
2.9	Pham Viet Trung					0	0%	Son
2.10	Pham Thi Thanh					0	0%	Sister
2.11	Pham Thi Thu Huong					0	0%	Younger sister
2.12	Pham Thi Bich Lien					0	0%	Younger sister

2.13	PetroVietnam Technical Services Corporation					21.877.300	54,69%	Organization related to Mr. Pham Hung Phuong - Representative of PTSC Capital in PTSC Thanh Hóa
3	Tran Xuan Tai		Member Board			0	0%	
3.1	Tran Thanh Hoa					0	0%	Father
3.2	Dau Thi Soa					0	0%	Mother
3.3	Tran Thi Khanh					0	0%	Sister
3.4	Tran Thanh Dung					0	0%	Older Brother
3.5	Tran Thi Cam Hang					0	0%	Younger Sister
3.6	Dinh Thi Huong Thom					0	0%	Wife
3.7	Tran Anh Khoi					0	0%	Son
3.8	Tran Minh Anh					0	0%	Daughter

3.9	PetroVietnam Technical Services Corporation					21.877.300	54,69%	Organization related to Mr. Trần Xuân Tài - Deputy Head of the Investment Planning Department
4	Dinh Van Quan		Member Board			0	0%	
4.1	Dinh Thang Long					0	0%	Father
4.2	Pham Thi Tam							Mother (Deceased)
4.3	Duong Minh Tam					0	0%	Father-in-law
4.4	Nguyen Thi Bach Tuyet					0	0%	Mother-in-law
4.5	Duong Thi Minh Nga					0	0%	Wife
4.6	Dinh Van Duong					0	0%	son
4.7	Dinh Van Ngoc					0	0%	son
4.8	Dinh Pham Trung					0	0%	Older brother
4.9	Dinh Van Quoc					0	0%	Younger brother
4.10	Dinh Thi Quyen					0	0%	Younger sister

4.11	Bui Van Luong					0	0%	Brother-in-law
4.12	Huynh Thi Kim Phuong					0	0%	Sister-in-law
4.13	PTSC Quang Ngai Technical Services JSC					0	0%	Organization related to Mr. Dinh Van Quan – Deputy Director
5	Nguyen Huu Hoan		Deputy Director			0	0%	
5.1	Nguyen Huu Tuan					0	0%	Father
5.2	Nguyen Thi Hoe							Mother (Deceased)
5.3	Dang Thi Thuy Dung					0	0%	Wife
5.4	Nguyen Khanh Linh					0	0%	Daughter
5.5	Nguyen Thien Huong					0	0%	Daughter
5.6	Nguyen Ha Trung					0	0%	Brother
5.7	Nguyen Thi Bich Hien					0	0%	Sister
5.8	Nguyen Thi Hong					0	0%	Younger Sister
6	Vu Van Vuong		Deputy Director			0	0%	

6.1	Do Thi Mau					0	0%	Mother
6.2	Hoang Thị Kim Yen					0	0%	Mother-in-law
6.3	Le Thi Mai					0	0%	Wife
6.4	Vu Le An Nhlen					0	0%	Daughter
6.5	Vu Le Bao Han					0	0%	Daughter
6.6	Vu Ngoc Duong					0	0%	Brother
6.7	Bui Thi Quy					0	0%	Sister-in-law
6.8	Vu Thi Hong					0	0%	Sister
6.9	Dao Van Duc					0	0%	Brother-in-law
6.10	Vu Thi Lien					0	0%	Brother
6.11	Tran Van Bien					0	0%	Younger Brother-in-law
6.12	Vu Thi Tuyen					0	0%	Brother
6.13	Nguyen Khac Trung					0	0%	Younger Brother-in-law
6.14	Le Binh					0	0%	Brother-in-law
6.15	Le Minh					0	0%	Brother-in-law
6.16	Le Huu Vinh					0	0%	Brother-in-law
6.17	Le Thi Luu					0	0%	Sister-in-law
6.18	Le Ha					0	0%	Younger sister- in-law

6.19	PTSC Quang Ngai Technical Services JSC							Organization related to Mr. Dinh Van Quan – Deputy Director
7	Nguyen Ba Tuan		Deputy Director			4.600	0,0000115%	
7.1	Nguyen Ba Thanh					0	0%	Father
7.2	Pham Thi Vui					0	0%	Mother
7.3	Nguyen Kim Thiem					0	0%	Father-in-law
7.4	Nguyen Thi Xuan					0	0%	Mother-in-law
7.5	Nguyen Thi Thu Hien					0	0%	Wife
7.6	Nguyen Ba Hoang					0	0%	Son
7.7	Nguyen Tu Anh					0	0%	Daughter
7.8	Nguyen Ba Van					0	0%	Younger brother
7.9	Nguyen Thi Hue					0	0%	Younger sister
7.10	Nguyen Ba Son					0	0%	Younger brother

7.11	Le Duy Minh					0	0%	Brother-in-law
7.12	Thieu Thi Hien					0	0%	Sister-in-law
7.13	Nguyen Kim Dung					0	0%	Brother-in-law
7.14	Nguyen Thi Hue					0	0%	Sister-in-law
7.15	Nguyen Thi Tuyet Nhung					0	0%	Sister-in-law
8	Nguyen Van Manh		Chief Accountant			0	0%	
8.1	Nguyen Dinh Doi					0	0%	Father
8.2	Nguyen Thi Vung					0	0%	Mother
8.3	Nguyen Thi Phuong					0	0%	Wife
8.4	Nguyen Manh Duc					0	0%	Son
8.5	Nguyen Duc Nhan					0	0%	Son
8.6	Nguyen Thi Ha					0	0%	Sister
9	Nguyen Minh Tuan		Head of Supervisory Board			0	0%	
9.1	Nguyen Van Sung					0	0%	Father
9.2	Nguyen Thi Loan					0	0%	Mother
9.3	Doan Ngoc Anh					0	0%	Father-in-law

9.4	Nguyen Thi Hue					0	0%	Mother-in-law
9.5	Doan Nguyen Anh Thinh					0	0%	Wife
9.6	Nguyen Minh Tu					0	0%	Son
9.7	Nguyen Minh Anh					0	0%	Daughter
9.8	Doan Nguyen Anh Thinh					0	0%	Younger sister-in-law
9.9	PetroVietnam Technical Services Corporation					21.877.300	54,69%	Organization related to Mr. Nguyen Minh Tuan - Specialist of the Finance and Accounting Department
10	Nguyen Thanh Thuan		Member of the Supervisory Board			0	0%	
10.1	Nguyen Thi Ly					0	0%	Mother
10.2	Nguyen Xuan The					0	0%	Father
10.3	Nguyen Tien Thanh					0	0%	Younger Brother

10.4	Luong Thi Hoa					0	0%	Wife
10.5	Nguyen Thu An					0	0%	Daughter
10.6	Nguyen Hai Tu					0	0%	Daughter
10.7	Nguyen Phuc Thinh					0	0%	Son
10.8	Nguyen Phuc Vinh					0	0%	Son
11	Nguyen Thi Duyen		Member of the Supervisory Board			0	0%	
11.2	Nguyen Van Thai					0	0%	Mother
11.3	Vu Thi Tham					0	0%	Father
11.4	Nguyen Thi Thuy					0	0%	Sister
11.5	Nguyen Van Yen					0	0%	Younger Brother

11	Tổng Thị Phương Thảo		Person in charge of Corporate Governance concurrently serving as Company Secretary			0	0%	
11.1	Ngô Duy Nghĩa					0	0%	Husband
11.2	Tổng Văn Lực					0	0%	father
11.3	Trần Thị Huyền					0	0%	mother
11.4	Tổng Mai Phương					0	0%	Sibling
11.5	Tổng Trần Long					0	0%	Sibling
11.6	Tổng Trần Hải					0	0%	Sibling
11.7	Ngô Văn Chuông					0	0%	Father-in-law
11.8	Hoàng Thị Loan					0	0%	Mother-in-law
11.9	Ngô Thị Vân Anh					0	0%	Sister-in-law
11.10	Ngô Huy Hoàng					0	0%	Son