

TRANSIMEX CORPORATION

No.: 169...../CBTT-TMS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Ho Chi Minh City, April 19th, 2025

DISCLOSURE OF INFORMATION ON THE OFFICIAL WEBSITE OF THE STATE SECURITIES COMMISSION AND THE HO CHI MINH CITY STOCK EXCHANGE

To:

- **State Securities Commission**
- **Ho Chi Minh City Stock Exchange**

- Company Name: TRANSIMEX CORPORATION
- Stock Code: TMS
- Head Office Address: 172 (9th-10th Floors) Hai Bà Trưng Street, Đa Kao Ward, District 1, Ho Chi Minh City, Vietnam
- Phone: 84-8 2220 2888 - Fax: 84-8 2220 2889
- Person carrying out information disclosure: Nguyen Thi Thai Nhi
- Address: 172 (9th-10th Floors) Hai Bà Trưng Street, Đa Kao Ward, District 1, Ho Chi Minh City, Vietnam
- Phone (office): 84-8 2220 2888 - Fax: 84-8 2220 2889
- Type of Disclosure: ☒ Periodic ☐ Extraordinary ☐ 24h ☐ Upon Request
- Content of Information Disclosure: Annual Report 2024.
- This information has been disclosed on the Company's official website on April 19th, 2025, at the following link: www.transimex.com.vn.

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

Attached Document:
Annual Report 2024.

Recipients::

- *As above;*
- *Archived: VT, NCBTT (1).*

Authorized person for Information Disclosure



Nguyen Thi Thai Nhi
Chief of Board of Directors Office

No.: 168.../BC-TMS

Ho Chi Minh City, April 19th, 2025**ANNUAL REPORT 2024****To: The State Securities Commission of Vietnam****I. OVERVIEW OF TRANSIMEX**

Transimex is a leading Logistics Service Provider (LSP) in Vietnam, providing comprehensive logistics solutions such as 2PL (second-party logistics), 3PL (third-party logistics), contract logistics, and other related logistics services.

Transimex Corporation is one of the top four logistics service supply chains in Vietnam. We own and operate a multi-temperature cargo storage system located in most of the nation's key areas, with a total capacity of over 220,000 pallets, and we handle over 1 million tons of various kinds of cargo per annum. Along with cargo storage services, we have built an ecosystem within our Group where all components are interconnected, including multimodal transport supported by nearly all of our Group's infrastructure and facilities, such as ICD Transimex Port in Ho Chi Minh City, MIPEC Port in Haiphong, the Group's container truck fleet, and a conventional multi-temperature truck fleet serving across the country, combined with our experienced, professional, and conscientious staff who have a good reputation in the logistics market.

In 2023, Transimex purchased a container vessel with a capacity of 1,100 TEUs named "Transimex Sun" and a fleet of new ISO container equipment. This is the first container vessel and fleet owned by Transimex Group. Continuously, in October 2024, we inaugurated the most modern cold storage in Ben Luc, Long An province, which boasts the largest capacity of 56,000 pallet positions. This cold storage is equipped with an ASRS system and advanced EU standard robotic operations, with a retrieval speed of 200 pallets per hour. In March 2025, Transimex organized a construction commencement ceremony for a new multifunction warehouse in VSIP II-A Industry Park, Binh Duong Province, with a total area of 35,500 m², including a construction area of 18,300 m² with the capacity for nearly 28,000 pallet positions, capable of storing general goods, consumer goods, and raw materials in both normal temperature and air-conditioned environments.

Transimex Corporation is proud to be a member of several reputable organizations in Vietnam as well as globally, such as IATA, FIATA, WCA, VLA, VCCI, and other esteemed organizations. These affiliations allow us to handle cargo transportation to all areas around the world.

II. MESSAGE OF THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Esteemed Shareholders, Partners, Customers, and all Employees of Transimex Corporation,

The year 2024 has concluded with significant developments in global and regional supply chains. Amidst a global economy still adjusting to political conflicts and the increasingly evident trend of supply chain relocation, logistics has evolved beyond mere operational support to become a strategic element in global value chain management. In Vietnam, logistics plays a crucial role in economic and trade development, particularly as the country continues to integrate deeply and emerges as a strategic destination for investment flows. Amid these dynamic shifts, Transimex, with its strengths in an extensive logistics network spanning from North to South - encompassing seaports, warehouses, multimodal transportation, international freight forwarding, and customs services - has proactively

adapted, innovated, and maintained stable growth, solidifying its pioneering role in the integrated logistics industry.

In 2024, Transimex Corporation achieved consolidated revenue of VND 3,326 billion and consolidated pre-tax profit of VND 238,153 billion. Despite numerous market challenges, these results reflect the relentless efforts of our entire workforce, the flexibility, and the robust management capabilities of Transimex's leadership in ensuring operational efficiency and optimizing supply chains for our customers.

A key milestone of 2024 was the inauguration of the ASRS Smart Cold Storage facility in Long An, marking a significant step forward for Transimex in automating logistics systems and applying advanced technology to storage and distribution. This project not only enhances operational capacity but also demonstrates our commitment to sustainable development through the adoption of clean, energy-efficient, and environmentally friendly systems. Alongside the development and expansion of our logistics infrastructure network, the Transimex Corporation has been, and will continue to, focus heavily on investing in modern equipment and advanced automation technologies. These efforts not only optimize operational processes but also significantly improve productivity, accuracy, and processing speed across every stage of the supply chain, thereby delivering superior added value to our customers.

Looking to the future, Transimex remains steadfast in its VISION to be the leading corporation providing comprehensive logistics services in Vietnam. We are committed to fulfilling our MISSION by continuously refining our service offerings and providing the most optimized logistics solutions to meet all customer needs. Guided by our six CORE VALUES: Speed, Accuracy, Responsibility, Efficiency, Sustainability, and Leadership, Transimex is confident in its RELENTLESS PURSUIT OF EXCELLENCE, overcoming all challenges and delivering exceptional value to our partners and customers.

On this occasion, on behalf of the Board of Directors, I would like to extend my heartfelt gratitude to our shareholders, partners, and customers for their unwavering trust, support, and companionship throughout Transimex's journey. I also express my deep appreciation to all employees of Transimex, whose dedication and tireless efforts have contributed to a year of remarkable achievements and milestones in 2024.


Wishing you all good health, happiness, and success.

III. GENERAL INFORMATION

1. Overview Information:

- Trading name: Transimex Corporation.
- The Enterprise Registration Certificate No. 0301874259 was issued by the Department of Planning and Investment of Ho Chi Minh City on December 3rd, 1999 (as amended and supplemented from time to time).
- The total number of shares: 169,347,954 shares.
- Charter capital: VND 1,693,479,540,000 (One trillion six hundred ninety-three billion four hundred seventy-nine million five hundred forty thousand Vietnamese Dong).
- The owner's investment capital: VND 1,693,479,540,000 (One trillion six hundred ninety-three billion four hundred seventy-nine million five hundred forty thousand Vietnamese Dong).
- Address: 172 (9th-10th Floor) Hai Ba Trung, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam.
- Phone No.: (84-28) 2220 2888

- Fax No.: (84-28) 2220 2889
- Email: info@transimex.com.vn
- Website: www.transimex.com.vn
- Stock code: TMS.
- The history of establishment and development (date of establishment, listing date, and the timeline of key events from the establishment to the present):

1983	The establishment of Foreign Trade Warehousing and Forwarding Company, the predecessor of Transimex Corporation, headquartered at 172 Hai Ba Trung, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam.
1997	The establishment of Transimex ICD Port in Truong Tho Ward, Thu Duc District, Ho Chi Minh City, Vietnam.
2000	January: Transimex officially converted into a joint-stock company pursuant to Decision No. 989/QĐ-TTg dated October 26 th , 1999 issued by Prime Minister of the Government.
	March: Branches were established in Da Nang City, Hanoi City, and Hai Phong City.
	August: 2,200,000 shares of Transimex (Stock code: TMS) were listed on the Ho Chi Minh City Stock Exchange.
2009	March: Establishment of TMS Trans – Foreign Trade Transport and Forwarding Single-Member Limited Liability Company.
	April: The TMS BUILDING, located at 172 Hai Ba Trung Street, Da Kao Ward, District 1, Ho Chi Minh City, officially commenced operations.
2012	April: Signed the “Business Cooperation Alliance Agreement – Strategic Cooperation” with Vinafreight Joint Stock Company.
	November: Renamed from Foreign Trade Warehousing and Forwarding Company to Transimex-Saigon Corporation.
2013	April: Inauguration of the Transimex Distribution Center Company Limited at Song Than 2 Industrial Park, Binh Duong Province, Vietnam.
	August: Officially appointed as the General Agent for Dongjin Shipping (Republic of Korea) in Vietnam.
2015	Inauguration of the Transimex Logistics Center in Da Nang at the Hoa Cam Industrial Park, Da Nang City, Vietnam
2016	March: Became a strategic shareholder of Cho Lon Investment and Import Export Corporation (Cholimex), with the stock code CLX.
	March: Inaugurated the Transimex Logistics Center at the Ho Chi Minh City High-Tech Park, Vietnam.
	April: Renamed from Transimex-Saigon Corporation to Transimex Corporation.
2018	August: Established Thang Long Logistics Services Corporation along with 04 other major shareholders, including Vinafreight Joint Stock Company, The Van Cargoes and Foreign Trade Logistics Joint Stock Company, Cho Lon Investment and Import Export Corporation, and Tuan Manh Services and Commerce Company Limited.
	October: Inaugurated the Thang Long Logistics Center in Hung Yen Province.
2019	March: Investment cooperation in construction of Mipec Port in Hai Phong City.
	May: Signed a business cooperation contract between Transimex Corporation, Cho Lon Investment and Import Export Corporation (Cholimex), and Vinafreight Joint Stock Company to establish Vinh Loc Logistics Corporation, invested in the construction of Vinh Loc Logistics Center.
2020	December: Changed the logo and brand identity system with a new slogan “Simply Better”: 
2021	May: Signed the “Strategic Cooperation Agreement, Business Cooperation Partnership” with Special Aquatic Products Joint Stock Company.
	July: Inauguration of Transimex 21 vessel with a tonnage of 3,780 tons and a carrying capacity of 200 TEUs.
	October: Established Long An Logistics Corporation.
	December: Inauguration of Vinatrans Danang Logistics Center.
2022	April: Establishment of the Representative Office of Transimex Corporation in Vinh Long Province.
	November: Become the parent company of Mipec Port Corporation.
2023	January: Establish a subsidiary – Transimex Port Corporation.

	<p>June: Successfully organized the 40th Anniversary Celebration of the establishment of Transimex. Officially acquired the first vessel (Transimex Sun) with a capacity of 1,060 TEUs and put it into operational service. Invested in the construction of and put 300 containers owned by Transimex into operational service.</p> <p>September: Inauguration of Long An Cold Storage – Phase 1.</p> <p>November: Become the parent company of Transportation and Trading Services Joint Stock Company.</p>
2024	<p>October: Inauguration of the complete Long An Cold Storage.</p> <p>November: Invested in the construction of 01 container transport barge with a capacity of 250 TEU.</p> <p>December: Invested in the construction of one (01) container transport barge with a capacity of 250 TEU.</p>
Achievements	
1990	Member of FIATA – International Federation of Freight Forwarders Associations.
1993	Member of VCCI – Vietnam Chamber of Commerce and Industry.
1994	Member of VIFFAS – Vietnam Freight Forwarders Association, Now known as VLA – Vietnam Logistics Business Association.
2000	Member of IATA – International Air Transport Association.
2003	Certification of quality commitment according to ISO 9001-2000 standards issued by SGS.
2010	Certification of quality commitment according to ISO 9001-2008 standards issued by SGS.
2016	<p>August: Certification of quality commitment according to ISO 9001-2015 standards issued by SGS.</p> <p>December: Transimex was ranked in the TOP 500 Largest Enterprises in Vietnam in 2016 (VNR500) by Vietnam Report Joint Stock Company, in collaboration with VietnamNet Newspaper.</p>
2017	<p>September: Transimex was honored in the TOP 50 Largest Listed Companies in Vietnam in 2017.</p> <p>December: Transimex was ranked in the TOP 500 Largest Enterprises in Vietnam in 2017 (VNR500) by Vietnam Report Joint Stock Company, in collaboration with VietnamNet Newspaper.</p>
2018	Ranked in the TOP 500 Largest Enterprises in Vietnam (VNR500) in 2018 and TOP 10 Most Reputable Logistics Enterprises in Vietnam.
2019	<p>Ranked in the TOP 500 Largest Enterprises in Vietnam (VNR500) in 2019 and TOP 10 Most Prestigious Logistics Enterprises in Vietnam.</p> <p>Outstanding Enterprise in the Asia-Pacific Region (APEA) in 2019, awarded by Enterprise Asia.</p>
2020	<p>Member of the WCA – World Cargo Alliance.</p> <p>Continued to be ranked in the TOP 500 Largest Enterprises in Vietnam (VNR500) in 2020 and in the TOP 10 Most Prestigious Logistics Companies in Vietnam.</p> <p>Ranked in the TOP 50 outstanding growth enterprises in the Fast 500 Ranking for 2020.</p> <p>Ranked in the TOP 100 Sustainable Enterprises of the Nation for 2020.</p> <p>Representative Enterprise of Ho Chi Minh City in 2020.</p>
2021	<p>Continued to be ranked in the TOP 500 Largest Enterprises in Vietnam (VNR500) in 2021.</p> <p>Top 50 Most Efficiently Managed Enterprises in Vietnam in 2020 & 2021.</p> <p>Top 10 Most Reputable Transport and Logistics Companies in Vietnam in 2021.</p>
2022	<p>Continued ranking in the TOP 500 Largest Enterprises in Vietnam in 2022 (VNR500).</p> <p>Transimex continues to maintain its position as 4th in the TOP 10 Most Prestigious Logistics Companies in 2022.</p>

	Transimex continues to be honored as one of the TOP 50 Most Effective Businesses in Vietnam in 2022.
	Transimex has been honored as one of the TOP 50 best listed Companies in Vietnam in 2022.
	TOP 50 outstanding growth enterprises in the Fast 500 ranking for 2022.
2023	Transimex continues to rank in the TOP 500 largest enterprises in Vietnam in 2023 (VNR500).
	Transimex was awarded the 2023 Ho Chi Minh City Golden Brand Award by the People's Committee of Ho Chi Minh City.
	Transimex continues to be honored in the TOP 10 Most Prestigious Logistics Companies in 2023.
	Transimex continues to be honored in the TOP 50 best listed Companies in Vietnam in 2023.
2024	Transimex continues to rank in the TOP 500 largest enterprises in Vietnam in 2024 (VNR500).
	Transimex ranks 4 th in the TOP 10 most Prestigious logistics companies in 2024.

2. *Business lines and Business locations:*

- Business lines:

- Support services related to transportation activities.
Details: Agency services, freight forwarding; logistics; arranging or organizing transportation activities by rail, road, sea, or air; customs clearance agent activities; Activities of sea and air freight forwarding agents; and other supporting services related to transportation.
- Warehousing and storage of goods.
- Freight transport by road.
- Coastal and ocean freight transport.
- Air freight transport.
- Real estate business, including land use rights owned, used, or leased by the owner or lawful use; real estate trading activities; real estate consultancy, brokerage, real estate auction, and auction of land use rights.

- Business locations:

HO CHI MINH CITY HIGH-TECH PARK LOGISTICS CENTER

Address: Lot BT, D2 Street, Ho Chi Minh City High-Tech Park, Tang Nhon Phu B Ward, Thu Duc City, Ho Chi Minh City, Vietnam.

Phone No.: (84-28) 3720 6666

Fax: (84-28) 3720 6777

Email: tmsshttp.info@transimex.com.vn

TRANSIMEX ICD PORT

Address: 429/8 Song Hanh Hanoi, Quarter 7, Truong Tho Ward, Thu Duc City, Ho Chi Minh City, Vietnam.

Phone No.: (84-28) 3731 1528

Fax: (84-28) 3731 3079

Email: icd.info@transimex.com.vn

LONG AN COLD STORAGE

Address: Lots E2-E3, VL7 Road, Vinh Loc 2 Industrial Park, Long Hiep Commune, Ben Luc District, Long An Province.

Phone No.: (84-272) 3818 668

Email: info@longancoldchain.com.vn

THANG LONG LOGISTICS CENTER

Address: Di Su Commune, My Hao Town, Hung Yen Province, Vietnam.

Phone No.: (84-221) 3589 886

Fax: (84-221) 3589 887

Email: info@ttl.com.vn

Website: www.ttl.com.vn

TRANSIMEX DANANG LOGISTICS CENTER

Address: Lot C2-9, Street No. 10, Hoa Cam Industrial Park, Cam Le District, Da Nang City, Vietnam.

Phone No.: (84-236) 379 8668 – 379 8778

Fax: (84-236) 378 5678

Email: logisticscentermtmsdn@transimex.com.vn

VINATRANS DANANG LOGISTICS CENTER

Address: Lot C, Street No. 5, Hoa Cam Industrial Park, Cam Le District, Da Nang City, Vietnam.

Phone No.: (84-236) 367 5929

Fax: (84-236) 3820 1310

TRANSIMEX BINH DUONG DISTRIBUTION CENTER

Address: Street No. 23, Song Than 2 Industrial Park, Di An Town, Binh Duong Province, Vietnam.

Phone No.: (84-274) 3794 676

Fax: (84-274) 3794 678

Email: transimex-dc@transimex.com.vn

MIPEC PORT

Address: Dinh Vu Peninsula, Dinh Vu Cat Hai Economic Zone, Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam.

Phone No.: (84-225) 3260 036

Website: www.mpcport.com/

TRANSIMEX BUILDING

Address: 172 Hai Ba Trung, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam.

Phone No.: (84-28) 2220 2888

Fax: (84-28) 2220 2889

Email: info@transimex.com.vn

Website: <https://transimex.com.vn/>

TRANSCO OFFICE BUILDING

Address: No. 5, Lot 2B, New Urban Area Nga Nam - Cat Bi Airport, Dong Khe Ward, Ngo Quyen District, Hai Phong City, Vietnam.

Phone No.: (84-225) 3821 037

Email: shipping@transco.com.vn

Website: <https://www.transco.com.vn/>

BRANCH OF TRANSIMEX CORPORATION IN HAI PHONG

Address: No. 5, Lot 2B, New Urban Area Nga Nam - Cat Bi Airport, Dong Khe Ward, Ngo Quyen District, Hai Phong City, Vietnam.

Phone No.: (84-225) 3757 068

Fax: (84-225) 3757 099

Email: tmshp.info@transimex.com.vn

BRANCH OF TRANSIMEX CORPORATION IN HANOI

Address: 9th - 10th - 11th Floors, Grand Building, 30 - 32 Hoa Ma Street, Pham Dinh Ho Ward, Hai Ba Trung District, Hanoi City, Vietnam.

Phone No.: (84-24) 3632 0241

Fax: (84-24) 3632 0246

Email: tmshan.info@transimex.com.vn

BRANCH OF TRANSIMEX CORPORATION IN ĐÀ NANG

Address: 184 Tran Phu, Phuoc Ninh Ward, Hai Chau District, Da Nang City, Vietnam.

Phone No.: (84-236) 356 1587 – 356 1588

Fax: (84-236) 356 1589

Email: tmsdn.info@transimex.com.vn

REPRESENTATIVE OFFICE OF TRANSIMEX CORPORATION IN DONG NAI

Address: 4D, Group 15D, Quarter 2, Binh Da Ward, Bien Hoa City, Dong Nai Province, Vietnam.

Phone No.: (84-251) 629 3458

Fax: (84-251) 629 3485

Email: dno.info@transimex.com.vn

REPRESENTATIVE OFFICE OF TRANSIMEX CORPORATION IN BEN TRE

Address: Quoi Son Commune, Chau Thanh District, Ben Tre Province, Vietnam.

Phone No.: (84-275) 363 6679

Fax: (84-275) 363 6579

Email: tmsbt.info@transimex.com.vn

REPRESENTATIVE OFFICE OF TRANSIMEX CORPORATION IN VINH LONG

Address: No. A2-28, Binh Minh Residential Area, My Loi Hamlet, My Hoa Commune, Binh Minh Town, Vinh Long Province, Vietnam.

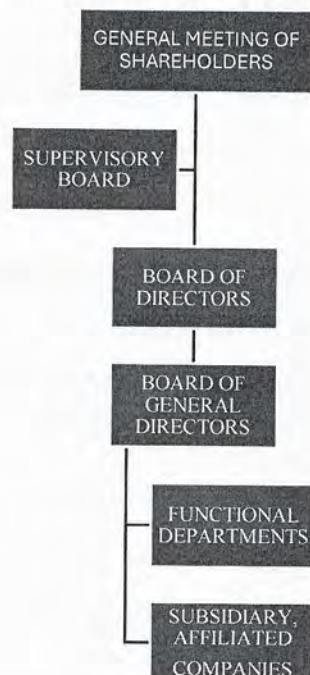
Phone No.: (84-28) 2220 2888

Fax: (84-28) 2220 2889

Email: info@transimex.com.vn

3. *Information on the governance model, business organization, and management apparatus:*

- Governance model and Management apparatus structure:



- Subsidiaries, Affiliates:

SUBSIDIARIES
TRANSIMEX DISTRIBUTION CENTER COMPANY LIMITED Trading Name: TMS DC Address: Street No. 23, Song Than 2 Industrial Park, Di An Town, Binh Duong Province, Vietnam. Phone No.: (+84-274) 3794 676 Fax: (+84-274) 3794 678 Email: transimex-dc@transimex.com.vn Business line: Provision of goods distribution, warehousing services; Packaging, repackaging, and goods distribution services. Ownership ratio of Transimex: 100%.
TRANSIMEX PROPERTY COMPANY LIMITED Trading Name: TMS-PROPERTY Address: 172 Hai Ba Trung, Ward Da Kao, District 1, Ho Chi Minh City, Vietnam. Phone No.: (+84-28) 2220 2882 Fax: (+84-28) 3827 5557 Email: tmsbuilding@transimex.com.vn Business line: Real estate business; Storage of goods; Cleaning of residential and commercial premises; Landscaping maintenance and care services; Leasing of machinery; Office equipment rental (including computers); Courier services. Ownership ratio of Transimex: 100%.
TRANSIMEX HI-TECH LOGISTICS CORPORATION Address: 172 Hai Ba Trung, Ward Da Kao, District 1, Ho Chi Minh City, Vietnam. Business line: Transportation of goods by road, sea, and air; Other supporting services related to transportation activities; Warehousing and storage of goods.

SUBSIDIARIES
<p>Ownership ratio of Transimex: 99.45%.</p> <p>TRANSIMEX HI TECH PARK LOGISTICS CO., LTD Trading Name: TRANSIMEX SHTP LOGISTICS Address: Lot BT, Road D2, Ho Chi Minh City High-Tech Park, Tang Nhon Phu B Ward, Thu Duc City, Ho Chi Minh City, Vietnam. Phone No.: (+84-28) 3720 6666 Fax: (+84-28) 3720 6777 Email: tmsshtp.info@transimex.com.vn Business line: Carriage of goods by road, sea, and air; Other supporting services related to transportation activities; Warehousing and storage of goods. Business line: 99.44%.</p>
<p>LONG AN INVESTMENT SINGLE-MEMBER LIMITED LIABILITY COMPANY Address: A portion of Land Lots No. 9 and 10 (Partial lots), Map Sheet No. 2, Vinh Loc 2 Industrial Park, Long Hiep Commune, Ben Luc District, Long An Province, Vietnam. Business line: Other supporting service activities related to transportation; warehousing and storage of goods. Ownership ratio of Transimex: 99.45%.</p>
<p>LONG AN LOGISTICS CORPORATION Address: A portion of Land Lots No. 9 and 10 (Partial lots), Map Sheet No. 2, Vinh Loc 2 Industrial Park, Long Hiep Commune, Ben Luc District, Long An Province, Vietnam. Phone No.: (+84 -27) 2381 8668 Email: info@longancoldchain.com.vn Business line: Other supporting service activities related to transportation; warehousing and storage of goods. Ownership ratio of Transimex: 99.98%.</p>
<p>AP SUPPLY CHAIN JOINT STOCK COMPANY Trading Name: APSC Address: No. 06, Dai Lo Dan Chu Boulevard, VSIP IIA Industrial Park, Vinh Tan Ward, Tan Uyen City, Binh Duong Province, Vietnam. Tel: (+84-28) 2220 2888 Business line: Other supporting service activities related to transportation; warehousing and storage of goods. Ownership ratio of Transimex: 99.98%.</p>
<p>TRANSIMEX PORT CORPORATION Trading Name: TRANSIMEX PORT Address: 429/8 Song Hanh Hanoi, Quarter 7, Truong Tho Ward, Thu Duc City, Ho Chi Minh City, Vietnam. Phone No.: (+84-28) 37 311 528 Fax: (+84-28) 37 313 079 Email: info@transimex.com.vn Business line: Inland waterway ports; Coastal and deep-sea cargo transportation; Inland waterway cargo transportation; Cargo handling; Warehousing and storage of goods; Packaging services. Ownership ratio of Transimex: 99.99%.</p>
<p>TRANSIMEX SHIPPING CORPORATION Address: 429/8 Song Hanh Hanoi, Quarter 7, Truong Tho Ward, Thu Duc City, Ho Chi Minh City, Vietnam. Tel: (+84-28) 2220 2888 Business line: Coastal and deep-sea cargo transportation; Chartering of sea vessels. Ownership ratio of Transimex: 99.93%.</p>
<p>TRANSIMEX LOGISTICS CORPORATION</p>

SUBSIDIARIES

Trading Name: TRANSIMEX LOGISTICS

Stock Code: TOT

Address: 2nd Floor - Phu Nhuan Plaza Building, 82 Tran Huy Lieu, Ward 15, Phu Nhuan District, Ho Chi Minh City, Vietnam.

Tel: (+84) 948 666 057

Fax: (+84-28) 3720 6816

Email: tmstrans.info@transimex.com.vn

Business line: freight transportation by road; Coastal and ocean freight transportation; Inland waterway freight transportation; Cargo handling; Storage of goods (excluding warehousing business); Packaging services.

Ownership ratio of Transimex: 82.29%.

THANG LONG LOGISTICS SERVICES CORPORATION

Trading Name: THANG LONG LOGISTICS

Address: Di Su Commune, My Hao Town, Hung Yen Province, Vietnam.

Tel: (+84-221) 3589 886

Fax: (+84-221) 3589 887

Email: info@ttl.com.vn

Web: www.ttl.com.vn

Business line: Logistics Distribution Center; Warehousing and Freight Transportation.

Ownership ratio of Transimex: 61.85%.

VINAFREIGHT JOINT STOCK COMPANY

Trading Name: VINAFREIGHT

Stock Code: VNF

Address: 8th Floor - Phu Nhuan Plaza Building, 82 Tran Huy Lieu, Ward 15, Phu Nhuan District, Ho Chi Minh City, Vietnam.

Business line: Air freight forwarding services, sea freight forwarding services, ship agency services, warehouse leasing services, value-added services.

Ownership ratio of Transimex: 58.47%.

VINH LOC LOGISTICS CORPORATION

Trading Name: VINH LOC LOGISTICS

Address: A part of Lot I.9, Street No. 5, Vinh Loc Industrial Park, Binh Hung Hoa B Ward, Binh Tan District, Ho Chi Minh City, Vietnam.

Business line: Other supporting services related to transportation; real estate business; leasing office space, warehouses.

Ownership ratio of Transimex: 56.19%.

VINA TRANS DA NANG

Trading Name: VINATRANS DA NANG

Stock Code: VMT

Address: 184 Tran Phu, Phuoc Ninh Ward, Hai Chau District, Da Nang City, Vietnam.

Phone No.: (+84-236) 3675 929

Email: info@vinatransdn.com.vn

Website: <https://www.vinatransdn.com.vn/>

Business line: Other supporting services related to transportation; warehousing and storage of goods.

Ownership ratio of Transimex: 38.40%.

TRANSPORTATION AND TRADING SERVICES JOINT STOCK COMPANY

Trading Name: TRANSCO

Stock Code: TJC

SUBSIDIARIES

Address: No. 05, Lot 2B, Cat Bi Airport - Nga 5 New Urban Area, Dong Khe Ward, Ngo Quyen District, Hai Phong City, Vietnam.

Phone No.: (+84-225) 3821 037

Email: shipping@transco.com.vn

Website: <https://www.transco.com.vn/>

Business line: Coastal and ocean freight transport; Inland waterway freight transport; Cargo handling services; Office leasing services.

Ownership ratio of Transimex: 57.46%.

MIPEC PORT CORPORATION

Trading Name: MIPEC PORT

Address: Dinh Vu Peninsula, Dinh Vu - Cat Hai Economic Zone, Dong Hai 2 Ward, Hai An District, Hai Phong City, Vietnam.

Phone No.: (+84-225) 3260 036

Website: www.mpcport.com/

Business line: Port services; Coastal and ocean freight transportation; Warehousing and storage of goods.

Ownership ratio of Transimex: 44.16%.

VECTOR INTERNATIONAL AVIATION SERVICE CO., LTD

Trading Name: VECTOR AVIATION CO., LTD

Address: 39B Truong Son Street, 11th Floor, Hai Au Building, Ward 4, Tan Binh District, Ho Chi Minh City, Vietnam.

Business line: Air freight transportation; lease of warehouses and offices; other supporting service activities related to transportation; other passenger road transportation.

Ownership ratio of Transimex: 52.63%.

VIET WAY INVESTMENT DEVELOPMENT TRADING COMPANY LIMITED

Trading Name: VIET WAY INVESTMENT DEVELOPMENT TRADING CO., LTD

Address: A8 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam.

Business line: Freight transportation services; Airline ticket agency services.

Ownership ratio of Transimex: 26.84%.

SFS VIET NAM GLOBAL LOGISTICS COMPANY LIMITED

Trading Name: SFS VIET NAM GLOBAL LOGISTICS COMPANY LIMITED

Address: 8th Floor – Phu Nhuan Plaza Building, No. 82 Tran Huy Lieu Street, Ward 15, Phu Nhuan District, Ho Chi Minh City, Vietnam.

Business line: Goods delivery services.

Ownership ratio of Transimex: 58.47%.

VIETNAM XUE HANG LOGISTICS COMPANY LIMITED

Address: Floor 4, Hai Au Building, 39B Truong Son, Ward 4, Tan Binh District, Ho Chi Minh City, Vietnam.

Business line: Goods delivery services; Freight transport services; Warehousing and storage of goods; Cargo loading and unloading services; Other transport-related services.

Ownership ratio of Transimex: 29.83%.

4. *Vision and Mission*

- To become the best comprehensive Logistics service provider group in Vietnam.
- Consistently improving the service supply chain and providing comprehensive logistics solutions with the highest quality for clients.

5. *Core Values*

Speed – Accuracy – Responsibility – Efficiency – Sustainability – Leadership

6. Development Orientation:

6.1 The main objectives of Transimex:

- (i) To become the leading comprehensive logistics service provider in Vietnam.
- (ii) To invest in and own logistics infrastructure in key economic regions across the country.
- (iii) To lead in sustainable logistics development through greening logistics services and complying with ESG standards.

6.2 Medium and long-term development strategy:

- (i) Invest in developing cold chain logistics services for all temperature-controlled goods.
 - (ii) Develop advanced and efficient storage and distribution solutions for all types of goods.
 - (iii) Develop an end-to-end logistics service supply chain.
 - (iv) Technology transformation:
 - a. The company will continue to promote the application of information technology in business operations as well as enhance the use of advanced technologies and automation in the operation of logistics services.
 - b. Intensify the application of AI in logistics management and in the overall management activities of the Company.
 - (v) Development of new service products: Research to develop new service products to serve customers. In addition to traditional service products, the Company focuses on researching and developing new service products to supplement and diversify the service supply chain, meet market demands (pharmaceutical logistics services, logistics services for high-end fashion goods, high-value goods, etc.), and develop value-added services such as crossdocking, delivery distribution, document storage, and self-managed personal warehouses....
- 7. The risks:**
- (i) Risks related to the logistics service market:
 - The logistics service market in Vietnam is a growing market; however, it still carries certain risks, such as the monopolistic concentration of logistics service providers in certain sectors or industries, or the difficulty faced by Vietnamese logistics companies in directly accessing FDI enterprises.
 - The difficulties affecting the logistics service business:
 - + Global economic and political instability.
 - + Competition among companies within the same industry.
 - + The global economy has not fully recovered.
 - + Legal barriers and administrative procedures.
 - + The Logistics infrastructure planning is not yet synchronized, with a lack of regional integration in Logistics.
 - (ii) Financial risks: Exchange rate fluctuations as well as high lending interest rates are potential risks that warrant caution. These factors also explain why small and medium-sized logistics companies are reluctant to invest in infrastructure, which contributes to reducing the competitiveness of the

community of purely Vietnamese logistics businesses.

- (iii) Human resource risks: The workforce required for the logistics service industry is currently insufficient, due to a lack of professional training institutions or inadequate training programs to supply the market. Transimex is currently facing a shortage of qualified personnel and senior management positions.
- (iv) Risk mitigation measures:
 - Investing in additional transportation and infrastructure to serve logistics, expanding operations in key regions across the country to ensure the capability to provide all types of logistics services to customers.
 - Mobilizing financial resources from shareholders, as well as creating consensus on investment policies for infrastructure supporting the Company's core business service, which is logistics.
 - Enhancing self-training of human resources to ensure that the workforce meets the development needs of the Company

IV. BUSINESS OPERATIONS IN THE YEAR

1. Business and production operations:

- Consolidated Business Results for the fiscal year 2024:

Unit: VND million

No.	Item	Implementation in 2023	2024		% of 2024 Implementation compared to	
			2024 Plan	Implementation in 2024	Impleme ntation in 2023	2024 Plan
1	Consolidated Revenue	2,389,818	2,895,386	3,325,665	139.16%	114.86%
2	Consolidated Earnings before interest and tax (EBIT)	237,409	418,887	238,153	100.31%	56.85%
3	(EBIT) Margin/Total Revenue	9.93%	14.32%	7.16%	72.09%	49.50%
4	Dividends (in cash and/or shares)	30%	15%-20%	12%		

- The consolidated revenue for the year 2024 reached VND 3,325.7 billion, achieving 114.86% of the 2024 plan, and 139.16% compared to 2023.
- The consolidated profit before tax (PBT) for the year 2024 reached VND 238.1 billion, achieving 56.85% of the 2024 plan, and 100.31% compared to 2023.
- The output of the Company's service business segments in 2024 compared to 2023 is as follows:
 - In 2024, the total throughput through the Company's warehouse system reached 1,848,153 tons of goods, equivalent to 96.4% compared to 2023, including: general warehouses reached 772,405 tons, CFS warehouses reached 541,720 tons, cold and cool storage reached 335,436

tons, bonded warehouses reached 166,359 tons, and air-conditioned and freezing warehouses reached 32,233 tons.

- The container throughput at ICD Transimex Port reached 285,372 TEUs (a 23% increase compared to 2023).
- The inland waterway container transport volume reached 297,035 TEUs (a 39.5% increase compared to 2023). The road transport container volume reached 37,609 trips (equivalent to 99.2% of 2023).
- The transport volume of general cargo reached 49,983 trips (an increase of 16.8% compared to 2023). The logistics service volume reached 42,124 TEUs of import-export sea freight (a 26.9% increase compared to 2023) and 458 tons of import-export air freight.
- The international freight forwarding service volume reached 24,677 TEUs of FCL cargo, 2,420 CBM of LCL cargo, and 24.8 tons of import-export air freight.
- International container transport agency service (Dongjin Shipping): The Company provided international transport services from port to port with a total volume of 41,863 TEUs.

2. Organization and human resources:

(i) Board of Directors:

NO.	Member of the Board of Directors	Position	The percentage of voting share ownership
1	Mr. Bui Tuan Ngoc	Chairman of the Board of Directors	0.59%
2	Mr. Le Duy Hiep	Vice Chairman of the Board of Directors	0.44%
3	Mr. Bui Minh Tuan	Member of the Board of Directors	14.49%
4	Mr. Toshiyuki Matsuda	Member of the Board of Directors	0.02%
5	Mr. Charvanin Bunditkitsada	Member of the Board of Directors	0.00%
6	Mr. Vo Hoang Giang	Member of the Board of Directors	0.00%
7	Mr. Huynh An Trung	Member of the Board of Directors	0.00%

(ii) Supervisory Board:

NO.	Member of Supervisory Board	Position	The percentage of voting shares ownership
1	Mr. Vu Chinh	Head of the Supervisory Board	0.46%
2	Ms. Le Thi Tuong Vy	Member of the Supervisory Board	0.00%
3	Ms. Nguyen Kim Hau	Member of the Supervisory Board	0.00%

(iii) Executive Board:

EXECUTIVE BOARD					
NO.	Member of the Executive Board	Year of Birth	Professional Qualifications	Date of appointment, dismissal	The percentage of voting shares ownership
1	Mr. Le Duy Hiep	1963	Bachelor's Degree in Economics	11/2010	0.44%
2	Mr. Le Phuc Tung	1971	Bachelor's Degree in English	04/2018	0.05%

3	Mr. Nguyen Hoang Hai	1971	Bachelor of Water and Road Transport Economics	01/2023	0.00%
4	Mr. Nguyen Chi Duc	1969	Bachelor's Degree in Business Administration	07/2008	0.48%

CHIEF FINANCIAL OFFICER – CHIEF ACCOUNTANT

NO.	Member of the Executive Board	Year of Birth	Professional Qualifications	Date of appointment, dismissal	The percentage of voting shares ownership
1	Mr. Le Van Hung	1976	Bachelor of Accounting	11/2018	0.00%
2	Mr. Pham Xuan Quang	1986	Master of Accounting	03/2024	0.00%

(iv) *Policy towards Employees:*

At Transimex, people are regarded as the most valuable asset and an important resource of the company. Transimex has built a team of employees with many years of experience, high professional qualifications, a strong determination to develop their careers, a sense of responsibility, high discipline, and always proactive in their work. The leadership team is sharp, capable, and experienced in business management.

These members have formed a strong team with a common goal of enhancing Transimex's position, aiming to become one of the leading logistics companies in Vietnam.

❖ **Salary, Compensation, and Benefits Policy.**

Transimex always understands that a good salary and compensation policy is a crucial factor in attracting and retaining talent. The salary policy is designed meticulously, specifying clearly the rights, benefits, policies, and entitlements that employees are entitled to; it is competitive, attracting high-quality labor in the market and encouraging employees to work proactively, effectively, and strive to develop themselves to increase their income, thereby creating a common development motivation throughout the Company. The salary policy includes a salary scale and table, where the salary grades are classified according to job positions, qualifications, skills, and experience. Employees are paid based on the business performance of the department/company and the results of their individual job performance.

The reward policy is applied to recognize the achievements, efforts, and contributions of each individual and collective. Annually, the Company conducts evaluations, rankings, and grants awards to individuals and collectives achieving outstanding performance. In addition, other reward policies include: ad-hoc bonuses for individuals with exceptional accomplishments; bonuses based on revenue, profit, and output targets; and bonuses on holidays and Tet, etc.

In addition, every year, the Company organizes activities to celebrate March 8 and October 20 for female employees, such as inviting experts to share on topics related to women, giving gifts, and organizing cooking and flower arranging contests, etc. Gifts are also given to employees' children on International Children's Day, and Nguyen Duc Canh scholarships are awarded to those with outstanding academic achievements. Moreover, Mid-Autumn Festival and Lunar New Year gifts are presented with the aim of better supporting employees' well-being and quality of life.

The Company organizes sightseeing and travel programs to well-known domestic and international destinations for all employees. In addition, individuals with outstanding achievements during the

year are eligible for additional overseas trips to countries such as South Korea, Singapore, and Malaysia; and outstanding management personnel are given the opportunity to participate in study tours to countries such as Japan, South Korea, and various European countries.

❖ **Recruitment of High-Quality Human Resources.**

The recruitment process is continuously improved and implemented through various methods, with a focus on employer branding to attract talent and high-quality candidates in the labor market. Each job title is accompanied by a specific job description, including defined criteria on qualifications, experience, skills, and attitude. Recruitment is conducted through public announcements, and the interview and evaluation processes are carried out in a fair, equal, transparent, objective manner, and in strict compliance with the Company's recruitment procedures. As a result, the Company has secured a workforce that meets its development needs and has successfully built a talent pool for future leadership.

❖ **Ideal Working Environment.**

Transimex consistently fosters a professional, dynamic, and creative working environment that emphasizes a spirit of cooperation. Team spirit is cultivated and relationships among colleagues are strengthened through group activities.

Transimex has invested in the renovation of office spaces, providing employees with a comfortable, spacious, modern, and functional working environment. At the same time, the Company prioritizes the use of online working platforms and digital transformation initiatives, reducing paperwork and thereby creating a competitive advantage, while ensuring continuity and operational efficiency.

The Company promotes fairness, civility, and respect for the individual. Employees are encouraged to fully develop their capabilities and contribute ideas.

❖ **Career Development, Advancement Policy.**

Equal opportunities for career advancement are provided to all employees within the Company. Managerial positions are appointed through transparent and public evaluations conducted by both direct and indirect supervisors, based on criteria including knowledge, skills, attitude, experience, and job performance.

Priority is given to the development of internal human resources through personnel rotation within the Group, ensuring the right person is assigned to the right position, and enabling each individual to maximize their strengths.

Manpower planning, staffing are carried out under the direction of the Company's Executive Board and conducted annually to ensure stability, continuity, and the sustainable development of the Company's management personnel. This is conducted in consideration of the Company's investment projects and the implementation status of major projects, especially in cases where the Company has conducted public offerings.

3. *The financial status of subsidiaries and affiliated companies:*

Company Name	2024	
	Revenue (VND)	Profit before tax (VND)
Subsidiaries		
Transimex Logistics Corporation	255,129,524,908	29,113,757,957
Transimex Property Company Limited	61,913,717,908	17,079,025,194
Transimex Distribution Center Company Limited	23,136,343,330	88,339,666

Company Name	2024	
	Revenue (VND)	Profit before tax (VND)
Transimex Hi Tech Park Logistics Co., LTD	184,030,360,696	78,678,785,597
Thang Long Logistics Services Corporation	107,060,511,491	7,752,676,398
Vinh Loc Logistics Corporation	-	1,094,538,499
Vinafreight Joint Stock Company	1,773,056,788,244	101,683,777,267
Long An Investment Single-Member Limited Liability Company	51,893,743,587	24,859,896,184
Vina Trans Da Nang	41,555,417,530	904,974,406
Transimex Shipping Corporation	5,021,811,479	(3,823,824,204)
Transimex Port Corporation	351,636,177,095	107,452,513,669
Long An Logistics Corporation	18,353,444,818	(48,612,854,945)
Transportation And Trading Services Joint Stock Company	3,344,928,808	2,703,640,168
Mipec Port Corporation	102,989,541,622	(125,671,924,845)
Ap Supply Chain Joint Stock Company	-	(60,530,577)
Joint venture and affiliated companies		
Nippon Express (Vietnam) Co., LTD	3,021,999,422,696	137,593,053,635
Cho Lon Investment And Import Export Corporation	517,630,274,302	220,213,779,697
Hai An Container Transport Company Limited	2,661,948,152,343	226,510,040,225
The Van Cargoes And Foreign Trade Logistics Joint Stock Company	1,433,454,597,621	8,352,145,700
Special Aquatic Products Joint Stock Company	564,528,451,004	27,753,034,777
Vinh Loc Industrial Parks Power Joint Stock Company	194,281,371,049	2,156,345,186

4. Financial Status:

4.1 Financial Status:

Unit: VND

Indicator	2023	2024	%increase/decrease
Total Asset Value	7,999,081,302,473	8,397,171,613,771	5.0%
Net Revenue	2,389,818,300,795	3,325,664,683,968	39.2%
Profit from Business Operations	210,769,125,568	267,534,610,405	26.9%
Other Profit	26,640,044,946	(29,381,158,318)	-210.3%
Profit Before Tax	237,409,170,514	238,153,452,087	0.3%
Profit After Tax	196,133,821,322	170,169,834,108	-13.2%
Dividend Payout Ratio	186%	112%	-40.1%

4.2 Other Indicators:

Indicator	2023	2024	%increase/decrease
<i>1. Payment ability indicators:</i>			
+ Short-term liquidity ratio	1.92	1.46	-23.5%
+ Quick ratio	1.90	1.45	-23.5%
<i>2. Capital structure indicators:</i>			
+ Debt/Total Assets ratio	0.36	0.39	6.7%
+ Debt/Equity ratio	0.57	0.63	11.0%
<i>3. Operating performance indicators:</i>			
+ Inventory turnover	139.35	196.73	41.2%
+ Total asset turnover	0.35	0.41	15.2%
<i>4. Profitability indicators:</i>			
+ Net Profit/Net Revenue ratio	0.08	0.05	-37.7%
+ Net Profit/Equity ratio	0.04	0.03	-14.1%
+ Net Profit/Total Assets ratio	0.02	0.02	-17.4%
+ Operating Profit/Net Revenue ratio	0.09	0.08	-8.8%

5. Shareholder structure, changes in the owner's investment capital:

5.1. Total number of shares and types of shares in circulation, number of freely transferable shares and number of shares restricted from transfer according to law, the Company Charter or the owner's commitment:

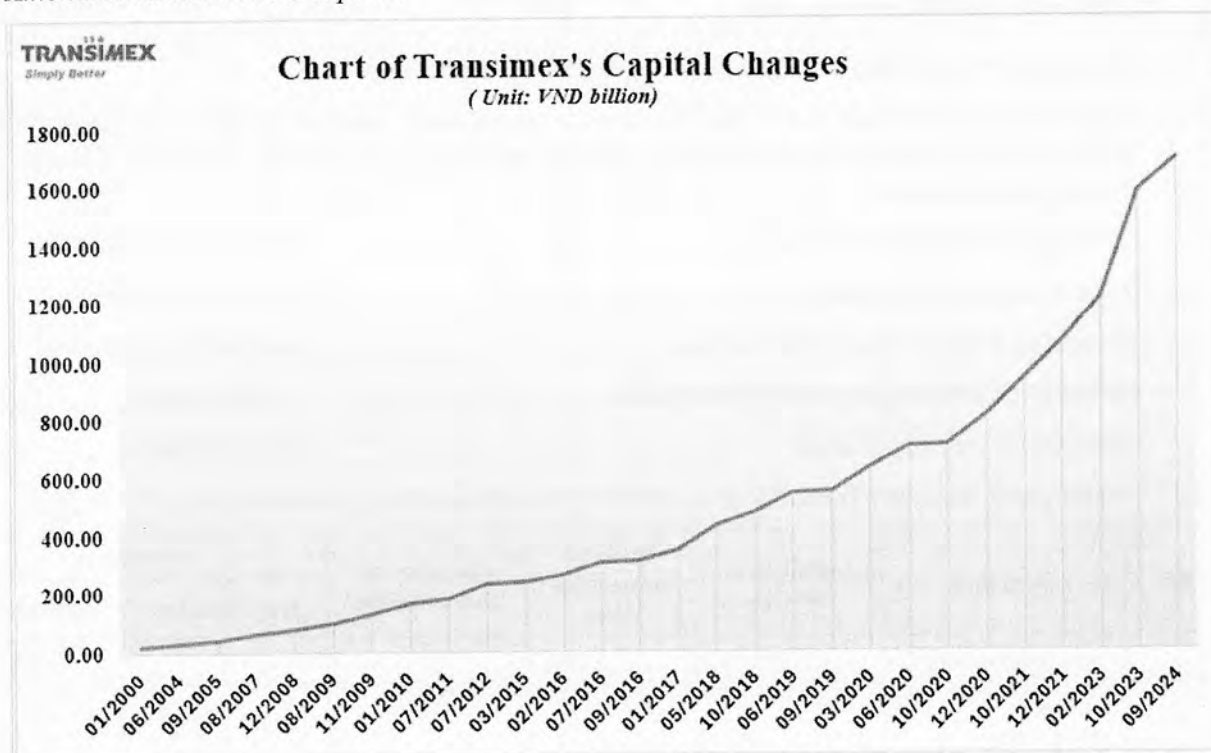
-	Quantity of outstanding shares:	169,336,335 shares
-	Type of outstanding shares:	Ordinary shares
-	Quantity of freely transferable shares:	169,336,335 shares
-	Quantity of shares restricted from transfer:	3,698 shares
-	Quantity of treasury shares:	11,619 shares

5.2. Shareholder Structure (according to the list of shareholders as of September 24th, 2024) :

No	Structure	Quantity of Shares	Ratio of ownership (%)	Quantity of shareholders	Structure	
					Organization	Individuals
1	State Shareholders	5,290,101	3.12%	1	1	0
2	Founder Shareholders					
	- Domestic					
	- Foreign					

No	Structure	Quantity of Shares	Ratio of ownership (%)	Quantity of shareholders	Structure	
					Organization	Individuals
3	Majority Shareholders (hold 5% or more of equity)	154,389,949	91.17%	8	7	1
	- Domestic	83,760,676	49.46%	5	5	0
	- Foreign	70,629,273	41.71%	3	2	1
4	Union of Company	21	0.00%	1	1	0
5	Treasury shares	11,619	0.01%	1	1	0
6	Shareholders owning preferred shares (if any)					
7	Other shareholders	9,656,264	5.70%	1,588	35	1,553
	- Domestic	8,136,068	4.80%	1,413	20	1,393
	- Foreign	1,520,196	0.90%	175	15	160
TOTAL		169,347,954	100.00%	1,599	45	1,554
Particularly: - Domestic		97,198,485	57.40%	1,421	28	1,393
- Foreign		72,149,469	42.60%	178	17	161

5.3. Amendments in owner's capital:



6. Report on the Company's environmental and social impacts:

6.1 Environmental Impact:

The Company continues to implement its sustainable logistics development strategy through the development of green logistics, consistently focusing on and aiming to use advanced technologies to protect the environment in the process of improving the logistics supply chain and applying the ESG standards. Specific activities are as follows:

- Organizing training on hazardous waste management for the Company's employees.
- Signing contracts for the collection of hazardous waste and transferring hazardous waste to the urban environmental company, reporting, and providing documentation on the handling of hazardous waste to the Department of Natural Resources and Environment in accordance with regulations.
- The Company has invested in modern water filtration systems to treat 100% of the wastewater generated during its operations before discharging it into the environment.
- Creating a green – clean - beautiful workplace, with a focus on investing in green spaces within the Company's office premises and warehouses, while also launching a campaign to maintain cleanliness in the workplace and surrounding areas, taking care of and planting more greenery and fruit trees to create green spaces and cover the working area, thereby providing a healthy working environment for employees
- The Company focuses on using products and equipment designed to save energy and reduce emissions, specifically:
 - + For vehicles and equipment using combustion fuel, the Company prioritizes selecting vehicles from European manufacturers that meet strict Euro 5 emissions standards, one of the highest emission standards currently in place.
 - + For forklift trucks used in warehouses, the Company invests 100% in electric-powered forklifts.
 - + The Company is transitioning and enhancing the use of solutions to minimize waste, such as using strapping bands for securing goods on shelves instead of PE shrink films (made from polyethylene, which is difficult to decompose).
 - + The Company uses LED light bulbs with a long lifespan and environmentally friendly properties, even though their cost is higher than conventional light bulbs.
 - + The Company encourages its employees to bring their own water bottles and cups in order to reduce the use of plastic water bottles.

6.2 *Management of Material Sources:*

- The total amount of raw materials used for the production and packaging of the organization's main products and services in the year: 23,964 tons.
- The percentage of materials that were recycled and used in the production of the organization's main products and services in the year: 61% (The Company does not directly recycle but transfers the materials to third-party collectors for recycling).

6.3 *Energy Consumption:*

- The total electricity consumption of Transimex for the year is 16,707,368 KWh.
- The total energy saved through energy efficiency initiatives is 7,353,000 KWh, resulting in a reduction of CO2 emissions by approximately 5,912 tons per year.
- Reports on energy-saving initiatives and the results of these reports:

- + The company has implemented automatic shutdown systems for lighting, air conditioning, and energy-consuming devices to save electricity.
- + The company has enhanced the use of technology to minimize greenhouse gas emissions, specifically by investing in a solar energy system to address the electricity consumption needs of the business, while contributing to environmental protection and alleviating pressure on the national power grid. The company will continue to leverage the effectiveness of projects that have been successfully implemented and accepted within the subsidiary network of the Transimex Group, as detailed below:
 - The solar energy project at the ICD Transimex port with a roof area of 6,600 m², providing a capacity of 718 KWp
 - The solar energy project at the Ho Chi Minh City High-Tech Park Logistics Center with a roof area of 8,600 m², providing a capacity of 916 KWp.
 - The solar energy project at the Vinatrans Da Nang Logistics Center with a roof area of 4,200 m², providing a capacity of 729 KWp.
 - The solar energy project at the Thang Long Logistics Center with a roof area of 10,100 m², providing a capacity of 999 KWp.
 - The solar energy project at the Long An Cold Storage with a roof area of 10,700 m², providing a capacity of 1,654 KWp.
 - The solar energy project at the APSC Warehouse in VSIP IIA Industrial Park, Binh Duong with a roof area of 2,071 m², providing a capacity of 132 KWp.
 - The total capacity of the rooftop solar energy projects invested is 5,148 KWp, with an average annual electricity generation of approximately 7,353,000 KWh, reducing CO2 emissions by approximately 5,912 tons per year.
- 6.4 *Water Consumption:* The entities within the Transimex Group utilize water supplied by the Water Supply Company, with the total volume of water consumed in 2024 amounting to 111,737 m³.
- 6.5 *Compliance with Environmental Protection Laws:* In 2024, the Company strictly complied with applicable laws and regulations on environmental protection and was not subject to any penalties for violations.
- 6.6 *Policies Relating to Employees:*
 - a. *Number of Employees and Average Salary of Employees:*
 - The total number of employees of Transimex as of 31st December 2024 is 1,265 persons.
 - The average salary is VND 14,440,444 per person.
 - b. *Labour Policies to Ensure Employees' Health, Safety, and Welfare:*
 - Transimex consistently places a strong emphasis on safeguarding the health and safety of its employees. Transimex recognizes that ensuring employees' physical and mental well-being contributes directly to enhanced work performance.
 - Transimex also ensures strict compliance with occupational safety standards at the workplace, regularly organizing periodic occupational safety training programs, including practical on-site demonstrations and instructions.
 - The Company organizes sporting activities and encourages employee participation in order to

promote and maintain a healthy lifestyle.

- Periodic health check-up programs are conducted for employees with coverage levels exceeding the minimum standards prescribed by State regulations.
- The Company annually organizes celebratory events and distributes gifts to employees on occasions such as International Women's Day (March 8th), Vietnamese Women's Day (October 20th), Mid-Autumn Festival, Lunar New Year, among others; as well as organizes domestic and overseas travel programs to provide employees with recreational time and opportunities to bond after periods of intense work.
- Transimex acknowledges that while work constitutes a significant aspect of employees' lives, their health shall take precedence.

c. *Training activities for employees:*

- In 2024, the Company organized thematic seminars on legal and technical matters, internal self-training courses, external training programs on professional skills and knowledge, as well as periodic training on occupational safety, with a total of 8,010 training hours. On average, each employee participating in training at the subsidiaries received approximately 25–40 hours/person/year depending on the size of the company. Specifically, management-level personnel received approximately 15–23 hours/person/year, while staff-level employees received approximately 30–45 hours/person/year
- In today's business environment, the development of employee skills is not only a necessity but also a critical factor in enhancing work productivity and retaining talent for the enterprise. Employees are considered to play a vital role in the success of every organization. However, with the constant evolution of technology and increasingly complex skill requirements, relying solely on traditional knowledge and experience is no longer sufficient to ensure the development and sustainability of the enterprise.
- In recent years, Transimex, by focusing on the development and enhancement of employee capabilities, has not only helped them become more confident in their work but also promoted the sustainable development of the enterprise. Furthermore, the development of skills for employees brings several significant benefits to the organization:
 - + Firstly, creating a motivating and creative work environment makes employees feel invested in and developed. When employees perceive that their development and well-being are valued, they become highly motivated and passionate about completing their tasks to the best of their ability. This leads to improved work performance and contributes positively to the organization's success.
 - + Secondly, skill development helps employees acquire new knowledge and refine their professional skills. In a constantly changing world, continuous learning and skill enhancement have become essential for employees to keep up with advancements and adapt to new work environments. Investing in skill development allows employees to stay abreast of new trends and apply their updated knowledge and skills to their daily work.
 - + To achieve this, Transimex has assessed the skill development needs of its employees. This can be done through discussions with employees, performance evaluations, and identifying the necessary skills for specific roles and tasks. Assessing skill development needs helps in setting specific goals and focusing on developing the most critical skills required to meet job demands. After evaluating the skill development needs, the organization must define specific skill development objectives. These objectives should be set individually and directly relate to the job requirements and organizational goals. There are various methods available to develop skills for employees. Some

of the common methods include:

- Training and Coaching: The organization may organize courses, training sessions, or coaching to provide new knowledge and skills to employees.
- Self-Directed Learning: The organization may encourage employees to self-learn by providing learning materials, reference documents, and access to online learning resources.
- Mentoring and Coaching Programs: The organization may offer mentoring and coaching programs to guide and support employees in developing their skills.
- Projects and Hands-On Work: The organization may provide opportunities for employees to participate in projects and real-world tasks to hone their skills in a practical environment.
- Transimex recognizes that personal development is a key factor in adapting to and maintaining employment in the modern work environment. Leadership and management play a crucial role in providing guidance and constructive feedback. The organization needs to create a positive learning environment and provide training opportunities. At the same time, encouraging career development and assessing personal growth are important.
- Personal development benefits both employees and the organization. Employees have the opportunity to access new knowledge, develop skills, and harness their personal potential. This helps them become more confident, contribute better, and feel more satisfied with their work. For the organization, investing in personal development helps attract and retain talent, creates a positive work environment, and enhances competitiveness.
- Above all, personal development is an ongoing and never-ending process. In the future, with the continued development of the economy and technology, Transimex's commitment to supporting and encouraging personal development will become increasingly important. Both the organization and individuals need to recognize the value of continuous learning, skill development, and shaping careers in an appropriate manner.

6.7 Reports related to responsibility towards the local community:

- Donating gifts to poor but diligent students, providing warm clothing for children in difficult circumstances.
- Encouraging staff, union members, and workers to contribute to the 'Satra for the Homeland's Sea and Islands' program.
- Building charitable houses for people in difficult circumstances.
- Implementing the annual Nguyen Duc Canh scholarship program for the children of employees.
- Participating in humanitarian blood donation programs.
- Organizing regular activities for employees to participate in waste collection around the workplace environment.
- Launching social and community initiatives widely among employees in the Company.

V. BUSINESS OPERATIONS IN THE YEAR

1. ASSESSMENT OF THE BUSINESS RESULT IN 2024:

1.1 Assess the general situation:

- The country's import and export situation in 2024 reached a turnover of 786.29 billion USD (an increase of 15.4% over the same period in 2023), in which the increase in imports (16.7%) was higher than exports (14%), thereby the development level of the Logistics industry also increased accordingly (15% in 2024).
- Total Container Output in 2024 through the entire ports of Vietnam reached 24.6 million TEUs, in which the total domestic container output in 2024 reached 6.9 million teu, the overall increase for both Import-Export and Domestic is 15%.
- Total air cargo output in 2024 reached 1,500,000 tons (of which domestic air cargo output reached 360,000 tons) - Air cargo export output from Ho Chi Minh City decreased compared to 2023 (about 10%) while air cargo output through Noi Bai Airport increased (10%).

1.2 Implementation of business indicators in 2024 of the whole Group:

Unit: VND million

No.	Item	Implementation in 2023	2024		% of 2024 Implementation compared to	
			2024 Plan	Implementation in 2024	Imple- mentation in 2023	2024 Plan
1	Consolidated Revenue	2,389,818	2,895,386	3,325,665	139.16%	114.86%
2	Consolidated Earnings before interest and tax (EBIT)	237,409	418,887	238,153	100.31%	56.85%

- Consolidated net revenue in 2024 reached VND 3,325.7 billion, equal to 139,16% of the 2023 performance and completed 114.86% of the 2024 plan.
- Consolidated EBIT in 2024 reached VND 238.1 billion, equal to 100.31% of the 2023 performance and completed 56.85% of the 2024 plan.

2. FINANCIAL STATUS:

Unit: VND

Indicator	2023	2024	% increase/decrease
Short-term Assets	1,816,920,221,683	2,025,328,189,001	11.5%
Long term Assets	6,182,161,080,790	6,371,843,424,770	3.1%
Short-term Liabilities	948,724,617,936	1,382,555,725,063	45.7%
Long term Liabilities	1,940,279,470,127	1,854,765,243,698	-4.4%
Costs of loan interests	78,147,822,175	151,569,080,842	94.0%

3. INVESTMENT ACTIVITIES - INVESTMENT PROJECTS:

3.1 Long An Logistics Corporation:

- Successfully held the Grand Opening Ceremony on October 4th, 2024, and created particular resonance in the customer community using air-conditioned storage.
- Put into operation the automatic cold storage and quick freezing service along with the traditional cold storage business into operation from September 2024. Currently, Long An Logistics Management Board is closely coordinating with the Sales & Marketing Department of the parent company to find customers for the automatic cold storage service, increasing the warehouse occupancy rate.
- Regarding the Certificate of land ownership and assets attached to the land for the Long An Cold Storage project, the Management Board will continue to work closely with the Industrial Park and the competent State Authorities to complete the legal procedures as soon as possible.
- Implement the construction of roof raising and solar system relocation according to the approved plan, expected to be completed in the 1st quarter – 2nd quarter of 2025.

3.2 Investment project AP Supply Chain Joint Stock Company:

- The Management Board has completed the procedures to submit for a Construction Permit (Completed infrastructure connection procedures; Environmental registration; Binh Duong Industrial Zones Authority has approved the 1/500 planning; Fire protection design appraisal certificate has been granted; Binh Duong Industrial Zones Authority has appraised the Feasibility Study Report and granted a construction permit in November 2024).
- Construction is expected to start in the 1st quarter of 2025. The Management Board has completed the bidding plan and is currently inviting bids for construction packages.

3.3 Project to invest in 1,000-1,200 teus container ships:

The Executive Board at Transimex Corporation and/or Transportation and Trading Service Joint Stock Company (TRANSCO) continues to promote the search for container ships. The estimated price of the ship is about 14-15 million USD (excluding VAT and related costs). The expected implementation time of the project is in the 1st and 2nd quarters of 2025.

3.4 Project of Transimex Port Corporation to build 2 new barges (250 teus/ship):

The Company has approved the investment policy to build 2 new container barges with a capacity of 250 teus. The total estimated investment capital is about 54 VND billion (excluding VAT). The respective exploitation dates for the two barges are expected to be July and August 2025 (the estimated shipbuilding period is 8 months).

3.5 Investment Project at VSIP Can Tho:

The Investment Management Department has a preliminary report on the land in VISIP Can Tho Industrial Park, land area: 2.9 ha, adjacent to 3 roads: 2 main roads (roads N2 and D4) and 1 branch road (road D5), wide road. Negotiable price is 120 USD/m²/lease period with Lease term until 2072. Expected investment time in Quarter II – Quarter III of 2025.

4. THE MANAGEMENT OF SERVICES BUSINESS ACTIVITIES & COMPANY ADMINISTRATION:

4.1 Service business operations:

- The Executive Board coordinates with units, subsidiaries, and the Sales & Marketing Department to promote service business activities at units and subsidiaries such as Thang Long Logistics, SHTP, and Transimex Port.

- Closely coordinate to participate in service bidding packages with significant customers such as CRV, Coats-Phong Phu, and Mondelez... to ensure the completeness of documents, competitive service prices, and necessary solutions.
- Wholeheartedly support for the business activities of Dongjin Shipping and Freight Forwarding Departments. Participate in the management of subsidiaries and affiliated companies under the direction and assignment of the Chairman of the Board of Directors of the Parent company, including Transimex Logistics Corporation, Long An Logistics, Transimex Port Corporation, Vinafreight JSC, Mipex Port Corporation, Vector International Aviation Services LLC, Nippon Express (Vietnam) LLC.

4.2 Structure and Organization:

- Carry out corporate governance tasks including restructuring the company's organizational structure, internal control, strengthening cost management, investment management, etc. under the direct instruction of the Chairman of the Board of Directors.
- Participate in customer search, support service business activities at subsidiaries, joint venture, and associates companies.
- Carry out other governance tasks through new information technology applications such as applying various types of human resource management software, timekeeping, leave, and business trips management (HRIS software), SPRO approval management software, accounting management software, completing warehouse/storage/inventory management software at warehouses of the group, as well as at affiliated companies.
- Participate in weekly meetings at all subsidiaries that currently need to strengthen inspection and control work under the direction of the Chairman of the Board of Directors of the parent company.

5. THE BUSINESS PLAN IN 2025

5.1 The consolidated business plan in 2025 of Transimex:

Unit: million dong

No.	Indicator	Plan in 2025	2024		% Plan in 2025 vs	
			Plan in 2024	Performance of 2024	Performance of 2024	Plan in 2024
1	Consolidated net revenue	3,383,956	2,895,386	3,325,665	101.75%	116.87%
2	Consolidated EBIT	252,610	418,887	238,153	106.07%	60.31%

- Consolidated revenue plan for 2025 is VND 3,383.9 billion, an increase of 1.75% compared to revenue realized in 2024.
- Consolidated EBIT plan for 2025 is VND 252.6 billion, an increase of 6.07% compared to the consolidated EBIT performed in 2024.

5.2 Mission of the business plan in 2025:

- Strengthening the implementation of management and business development at subsidiaries such as Mipex Port Corporation, Vinafreight - Vector Aviation Company, Vina Trans Da Nang.
- Supporting business development at units in need of customers such as Depot Binh Chieu, Transimex-DC, Long An Cold Storage.

- Developing new specialized Logistics service (Pharmaceutical Logistics, Dangerous Cargo Logistics, Last mile delivery services).
- Developing Green Logistics through investing in solar power of warehouses, developing lifting equipment using electric energy such as electric forklift to satisfy the increasing demands from major customers as well as the general trend of the whole society.
- Strengthening the material and spiritual life care of work force labour, focusing on training and retraining of professional staff and social responsibility.
- Mipex Port focuses on approaching foreign container shipping lines, domestic container shipping lines and potential customers.
- Strengthening the management and control of parent company Transimex over subsidiaries and member companies to improve management throughout the group.
- Strengthening cooperation in various forms with foreign strategic partners to diversify the customer portfolio, maximizing the use of resources in the group's ecosystem.
- Continuing to develop green logistics activities, satisfying new global requirements on environmental protection, standardization for the logistics sector, such as ESG, etc.

VI. ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION

I. GENERAL INFORMATION:

1. Evaluation of the Company's Business Performance:

1.1 Consolidated business results for the 2024 financial year:

Đơn vị tính: million dong

No.	Item	2023 Actual	2024		% 2024 actual vs.	
			2024 Plan	2024 Actual	2023 Actual	2024 Plan
1	Consolidated revenue	2.389.818	2.895.386	3.325.665	139,16%	114,86%
2	Consolidated profit before tax (PBT)	237.409	418.887	238.153	100,31%	56,85%
3	PBT/Total revenue ratio	9,93%	14,47%	7,16%	72,09%	49,50%
4	Dividend (Cash and/or shares)	30%	15%-20%	12%		

1.2 Assessment of 2024 Business Performance:

- Consolidated Revenue in 2024 reached VND 3,325.7 billion, achieving 114.86% of the 2024 plan and 139.16% of the 2023 actual.
- Consolidated Profit Before Tax in 2024 was VND 238.1 billion, achieving 56.85% of the 2024 plan and 100.31% of the 2023 actual.

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:

1. Governance and Management Oversight:

In the 2024 financial year, the BOD fully performed its governance, strategic direction, and oversight roles in accordance with its functions and responsibilities as stipulated in Enterprise Law,

the Company Charter, and internal regulations. Specifically:

- (a) BOD meetings were organized and conducted in compliance with the Company Charter, with the participation of the Executive Board, the Head of the Supervisory Board, and the Chief Accountant.
- (b) The BOD directly discussed and decided on matters to be submitted for approval at the Annual General Meeting, resolved issues within its authority, Approval of proposals from the Executive Board, and received periodic reports from the Executive Board on the Company's business performance.
- (c) Voting results on all matters achieved high consensus, and the minutes and resolutions of the BOD were unanimously agreed upon by members, duly recorded, and disclosed in accordance with regulations.
- (d) Additionally, the BOD led and closely supervised relevant departments in preparing and disclosing the 2024 Corporate Governance Report in a timely, transparent, and compliant manner.

2. Summary of BOD Meetings and Decisions:

- In 2024, the BOD held 14 regular and extraordinary meetings, both in-person and via written opinions, and issued 28 resolutions to approve matters related to the Company's operations. All BOD meetings were conducted in accordance with the Company Charter.
- BOD members actively participated, provided input, and voted to approve decisions. All minutes and resolutions of the BOD were unanimously Approved with a 100% approval rate. The specific resolutions passed by the BOD are as follows:

No.	Resolution/Decision No.	Date	Content
1.	17/NQ.HĐQT NK6-TMS	22/02/2024	<ol style="list-style-type: none"> 1. Approval of contracts and transactions between Transimex and related parties as per Clauses 1 and 2, Article 167 of the 2020 Enterprise Law and the Company Charter. 2. Approval of matters within Transimex's authority at Transimex Distribution Center One Member Co., Ltd.
2.	18/NQ.HĐQT NK6-TMS	04/03/2024	<ol style="list-style-type: none"> 1. Approval of plan for organizing the 2024 Annual General Meeting of Shareholders. 2. Approval of contents to be submitted to the 2024 Annual General Meeting of Shareholders.
3.	19/NQ.HĐQT NK6-TMS	04/03/2024	<ol style="list-style-type: none"> 1. Approval of Executive Board's report on 2023 business results and 2024 business plan. 2. Approval of financial and investment activity report in 2023. 3. Approval of the 2023 project investment report and 2024 plan. 4. Approval of salary, bonus, and welfare expenditure report the 2023 and the 2024 plan. 5. Approval of expenditure report for the BOD and Supervisory Board's activities in 2023. 6. Approval of remuneration for BOD members, Supervisory Board members, and the Company Secretary for 2024. 7. Approval of private placement of VND 300 billion in non-convertible bonds. 8. Approval of plan for short-term borrowing from foreign banks. 9. Approval of working capital loan limits. 10. Approval of the acquisition of shares in AP Supply Chain Joint

No.	Resolution/Decision No.	Date	Content
			<p>Stock Company.</p> <p>11. Approval of the relocation of the office and headquarters of Transimex Hai Phong Branch.</p> <p>12. Approval of the Company's information disclosure regulations.</p> <p>13. Approval of contracts and transactions between Transimex and related parties as per Clauses 1 and 2, Article 167 of the 2020 Law on Enterprises.</p> <p>14. Approval of the reappointment of the Deputy General Director.</p> <p>15. Approval of the dismissal of the current Chief Accountant and appointment of a new Chief Accountant..</p> <p>16. Approval of changes in term durations for positions appointed by the Board.</p> <p>17. Approval of changes to the nomination and introduction of Transimex's capital representatives at subsidiaries and joint ventures.</p> <p>18. Approval of the restructuring of the HR & Administration Department.</p>
4.	20/NQ.HĐQT NK6-TMS	04/04/2024	<p>1. Approval of the reduction of charter capital for the wholly-owned subsidiary, Transimex Distribution Center One Member Co., Ltd.</p> <p>2. Approval of adjustments to the acquisition plan of shares in AP Supply Chain Joint Stock Company and approval of contracts and transactions between Transimex and its related parties as per Clauses 1 and 2, Article 167 of the 2020 Law on Enterprises and the Charter of Transimex.</p>
5.	21/NQ.HĐQT NK6-TMS	04/04/2024	Approval of additional and updated contents for submission to the 2024 Annual General Meeting.
6.	22/NQ.HĐQT NK6-TMS	20/04/2024	<p>1. Approval of the second adjustment to the use of proceeds from the private placement of shares completed on 31/12/2021.</p> <p>2. Approval of additional and updated contents for the 2024 Annual General Meeting.</p>
7.	23/NQ.HĐQT NK6-TMS	24/04/2024	Approval of additional and updated contents for submission to the 2024 Annual General Meeting of Shareholders.
8.	24/NQ.HĐQT NK6-TMS	23/05/2024	<p>1. Approval of the adjustment of the share acquisition price for AP Supply Chain Joint Stock Company as previously approved under Resolutions No. 19/NQ.HĐQT NK6-TMS dated March 4, 2024 và Resolution No. 20/NQ.HĐQT NK6-TMS dated April 04 2024.</p> <p>2. Approval of the process for obtaining bondholder opinions for TMSH2126001 bonds.</p>
9.	25/NQ.HĐQT NK6-TMS	04/07/2024	<p>1. Approval of the Executive Board's report on business results for the first half of 2024 and the plan for the second half.</p> <p>2. Approval of the financial and investment activity report for the first half of 2024.</p> <p>3. Approval of the project investment report for the first half of 2024 and the plan for the second half</p> <p>4. Approval of adjustments to the short-term borrowing plan from foreign banks previously approved in Article 8 of Resolution No.</p>

No.	Resolution/Decision No.	Date	Content
			<p>19/NQ.HĐQT NK6-TMS dated March 4, 2024.</p> <p>5. Approval of borrowing from Vinafreight Joint Stock Company with Clause 2, Article 164 and Clause 1, Article 167 of the 2020 Law on Enterprises and the Charter of Transimex.</p> <p>6. Approval of the extension of loans to Central Freight Forwarding Joint Stock Company and related contracts/transactions between Transimex and Central Freight Forwarding JSC in accordance with relevant laws and Company Charter.</p> <p>7. Approval of Transimex's increase in capital contribution to AP Supply Chain Joint Stock Company ("APSC") through the plan to purchase shares issued and offered by APSC to existing shareholders.</p> <p>8. Approval of the selection of Ernst & Young Vietnam Co., Ltd. as the auditor for the 2024 financial statements.</p> <p>9. Approval of the use of profits after tax obligation of subsidiaries - Transimex Property One Member Co., Ltd.</p> <p>10. Approval of the extension of loans to AP Supply Chain Joint Stock Company and related transactions with Clause 2, Article 164 and Clause 1, Article 167 of the 2020 Law on Enterprises and the Charter of Transimex.</p>
10.	26/NQ.HĐQT NK6-TMS	04/07/2024	Approval of the nomination and introduction of Transimex's capital representatives at subsidiaries and affiliates.
11.	27/NQ.HĐQT NK6-TMS	04/07/2024	<p>1. Approval of the implementation plan to pay dividends for 2023 in cash to existing shareholders in accordance with AGM Resolution No. 01/2024/NQ.ĐHĐCĐ-TMS dated April 25, 2024.</p> <p>2. Approval of the procedures for issuing and offering securities and the issuance of shares for the 2023 dividend.</p>
12.	28/NQ.HĐQT NK6-TMS	04/07/2024	Approval of amendments to the terms and conditions of Transimex TMSH2126001, Bond code: TMS12101.
13.	29/NQ.HĐQT NK6-TMS	04/07/2024	Approval of the plan for early redemption of TMSH2126001 bonds.
14.	30/NQ.HĐQT NK6-TMS	09/08/2024	<p>1. Approval of the implementation of the first private placement of non-convertible, non-warrant, unsecured bonds in 2024.</p> <p>2. Approval of the termination of the VND 300 billion private bond placement plan and its replacement.</p>
15.	31/NQ.HĐQT NK6-TMS	14/08/2024	Approval of the appointment of Ms. Nguyễn Thị Thái Nhi as Chief of the BOD Office effective from August 14, 2024, to April 30, 2028.
16.	32/NQ.HĐQT NK6-TMS	20/08/2024	<p>1. Approval of the registration of Transimex TMSH2426001 bonds ("the Bonds"), issued pursuant to Resolution No. 30, with the Vietnam Securities Depository and Clearing Corporation ("VSDC") and the registration for trading on the separate corporate bond trading system at the Stock Exchange in accordance with legal regulations.</p> <p>2. Approval of the delegation and implementation of related tasks in Article 1 of this Resolution.</p>

No.	Resolution/Decision No.	Date	Content
17.	33/NQ.HĐQT NK6-TMS	30/09/2024	<ol style="list-style-type: none"> 1. Approval of an increase in capital contribution to Transimex subsidiaries. 2. Approval of the suspension of additional capital contribution to Transimex Hi-Tech Logistics Joint Stock Company as per the plan previously approved by the Board of Directors of Transimex Joint Stock Company ("Transimex") in Resolution No. 52/NQHDQT NK5-TMS dated September 9, 2022 ("Resolution No. 52"). 3. Approval of the extension of loans to AP Supply Chain Joint Stock Company and approved related contracts and transactions between the Company and AP Supply Chain Joint Stock Company in accordance with Clause 2, Article 164, and Clause 1, Article 167 of the 2020 Enterprise Law and the Transimex Charter. 4. Approval of the dismissal of Ms. Lê Hoàng Như Uyên as Transimex's capital representative at certain subsidiaries and affiliates.
18.	34/NQ.HĐQT NK6-TMS	30/09/2024	Approval of the investment plan for constructing one 250-TEU barge for Transimex and one for Transimex Port Joint Stock Company.
19.	35/NQ.HĐQT NK6-TMS	30/09/2024	Approval of the dismissal of the Deputy General Director of Transimex.
20.	36/NQ.HĐQT NK6-TMS	30/09/2024	<ol style="list-style-type: none"> 1. Approval of the change of address for the Transimex Da Nang Branch. 2. Approval of the procedures for increasing charter capital and amending the Company Charter.
21.	37/NQ.HĐQT NK6-TMS	01/11/2024	<ol style="list-style-type: none"> 1. Approval of the business performance for the first nine months of 2024 and the plan for the last three months. 2. Approval of the financial and investment activity report for the first nine months and the plan for the last three months. 3. Approval of the project investment report for the first nine months and the plan for the last three months. 4. Approved the addition of certain contents to the Delegation and Authorization Table attached to the Regulations on Delegation and Authorization in the Management and Operation of Transimex's Business Activities. 5. Approved the adjustment of the investment plan for the construction of two 250-TEU barges for Transimex and Transimex Port Joint Stock Company, a subsidiary. 6. Approval of changes to the nomination and introduction of Transimex's capital representatives. 7. Approval of the extension of the loan to Thang Long Logistics Services Joint Stock Company and approved related contracts and transactions between Transimex and Thang Long Logistics Services Joint Stock Company in accordance with Clause 2, Article 164, and Clause 1, Article 167 of the 2020 Enterprise Law and the Transimex Charter.
22.	38/NQ.HĐQT NK6-TMS	01/11/2024	Approval of the detailed implementation plan for the convertible bond offering approved by the 2024 Annual General Meeting of Shareholders under Resolution No. 01/2024/NQ.ĐHĐCĐ-TMS dated April 25, 2024.

No.	Resolution/Decision No.	Date	Content
23.	39/NQ.HĐQT NK6-TMS	01/11/2024	Approval of the plan for short-term borrowing from Cathay United Bank.
24.	40/NQ.HĐQT NK6-TMS	01/11/2024	1. Approval of the reappointment of members of the Board of Members and Supervisory Board for the 2024-2029 term at Transimex Property One Member Co., Ltd. 2. Approval of the allowance for the members of the Board of Members and Supervisory Board of Transimex Property.
25.	41/NQ.HĐQT NK6-TMS	01/11/2024	Approval of changes to the purpose of using proceeds from TMSH2326001 bonds and the process for obtaining bondholder opinions in writing.
26.	42/NQ.HĐQT NK6-TMS	19/11/2024	Approval of the process for obtaining bondholder opinions in writing to amend the terms and conditions of TMSH2426001 bonds.
27.	43/NQ.HĐQT NK6-TMS	19/11/2024	Approval of contracts and transactions with related parties as per Clauses 1 and 2, Article 167 of the Enterprise Law and the Company Charter.
28.	44/NQ.HĐQT NK6-TMS	10/12/2024	1. Approval of the investment plan to acquire shares in Vinafreight Joint Stock Company. 2. Approval of related transactions as per Clauses 1 and 2, Article 167 of the 2020 Enterprise Law and the Company Charter.

3. Dividend Payment for 2023:

- Pursuant to Resolution No. 01/2024/NQ.ĐHĐCĐ-TMS of the 2024 AGM dated April 25, 2024, the BOD issued Resolution No. 27/NQ.HĐQT NK6-TMS on July 4, 2024, approving the implementation of the 2023 dividend payment plan.
- The dividend payment process for shareholders was executed promptly and in compliance with regulations.

4. Implementation of Resolutions from the 2024 Annual General Meeting:

Annual General Meeting Decisions	Implementation Results
Authorized the BOD to evaluate and select an independent auditor for the 2024 financial statements.	Selected Ernst & Young Vietnam Co., Ltd. (EY). The audited 2024 financial statements were issued and disclosed as per regulations.
Implemented the 2024 business plan.	Implemented.
Allocated funds for the activities of the BOD and Supervisory Board in 2024.	Implemented.
Implemented the 2023 profit distribution plan.	Implemented.
Terminated the plan to offer VND 200 billion in convertible bonds to the public in 2020.	Terminated.
Adjusted and replaced the plan to offer convertible bonds to the public in 2023.	The BOD issued a resolution to implement the detailed plan for the convertible bond offering as per the 2024 AGM resolution in Q4 2024, immediately following the completion of the share issuance for the 2023 dividend payment. However, due to certain internal factors (restructuring of certain capital sources to significantly reduce financial costs, which

Annual General Meeting Decisions	Implementation Results
Amended and supplemented the Company Charter, Internal Governance Regulations, and BOD Operating Regulations.	impacted the purpose of the bond proceeds) as well as external influences from policy changes (the Law on Amendments and Supplements to Certain Articles of the Securities Law, passed by the National Assembly, with some provisions taking effect from January 1, 2025), the process of obtaining the bond offering registration certificate from the regulatory authority could not be completed within 2024 as initially anticipated. Implemented.

5. Results of BOD Supervision and Support for the Executive Board:

- 5.1 All BOD resolutions were delegated to the Executive Board for implementation and reporting to the BOD.
- 5.2 The BOD's supervision of the Executive Board was conducted through questioning the Executive Board on business results during regular meetings and monitoring various activities.
- 5.3 Continuously monitored the implementation of the 2024 business plan.
- 5.4 Strengthened corporate governance, internal control, and risk management activities within the Company.
- 5.5 The BOD Chairman regularly attended the Company's weekly briefing meetings, consistently overseeing and providing timely guidance on business operations.
- 5.6 The BOD's evaluation of the Executive Board's performance in 2024 includes:
 - (i) Implemented construction projects in accordance with procedures, regulations, and resolutions of the AGM and BOD, actively executing investment projects and achieving high operational efficiency.
 - (ii) Financial management was well-executed, ensuring balanced capital resources for business development.
 - (iii) The Executive Board operated in accordance with its functions and duties, adhering to internal governance regulations, the Company Charter, and legal provisions.
 - (iv) Information disclosure was conducted seriously and in compliance with regulations.
 - (v) Complied fully and promptly with regulatory authorities' periodic or ad-hoc reporting requirements.
 - (vi) Emphasized training to enhance the management and professional capabilities of the Company's staff.
 - (vii) Effectively addressed the material and spiritual well-being of the Company's employees.

III. ACTIVITY PLAN OF THE BOARD OF DIRECTORS IN 2025:

1. Strive to Achieve the 2025 Consolidated Business Plan:

Unit: VND Million

No.	Indicator	2024 Plan	2024 Actual	2025 Plan	% 2025 plan vs	
					2024 plan	2024 Actual
1.	Consolidated Revenue	2.895.386	3.325.665	3.360.364	116,06%	101,04%
2.	Consolidated Profit Before Tax (PBT)	418.887	238.153	249.247	59,50%	104,66%
3.	PBT/Total Revenue Ratio	14,47%	7,16%	7,42%		
4.	Consolidated Profit After Tax		170.170	204.182		119,99%
5.	Bonuses for the BOD, Supervisory Board, Executive Board, key managers of the parent company, and management of subsidiaries (5% of the excess if the 2025 business plan is exceeded).	-	-	-	-	-

2. Dividend Payment for Fiscal Year 2024:

Organize the payment of 2024 dividends to shareholders on time and in accordance with the resolutions Approval of by the 2025 Annual General Meeting of Shareholders.

3. Action Plan of the Board of Directors:

In the context of a global economy with ongoing risks such as prolonged geopolitical conflicts, trade wars, and tariff fluctuations, the BOD identifies 2025 as a period requiring enhanced flexibility, stringent control, and improved governance efficiency. Accordingly, the BOD sets forth the following orientations:

- 3.1 Closely monitor business performance to ensure the implementation of the 2025 plan Approval of by the AGM.
- 3.2 Strengthen and support the Executive Board in business operations, enhance internal control, and risk management within the Company.
- 3.3 Enhance corporate governance by reviewing and updating internal regulations to ensure compliance with new laws and international practices. Improve transparency in information disclosure and management of related-party transactions.
- 3.4 Strengthen human resource development, particularly for senior personnel, by reviewing appointments, evaluations, and succession planning for key executive positions. Promote training and development to build a capable successor team and enhance the skills of key management personnel.
- 3.5 Strengthen the implementation and application of information technology in governance, digitizing the management and operation of service activities.

VII. REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

1. Activities of independent members of the Board of Directors in 2024:

1.1 Preliminary assessment of independent members:

- The Board of Directors for the 2023 - 2028 term consists of 07 (seven) members, including 02 (two) independent members, ensuring a sufficient proportion of the Board members are independent members according to the law. Decisions of the Board of Directors at meetings are all approved on the principle of majority, meeting minutes are fully prepared and signed by the members attending the meeting.
- All members of the Board of Directors fully and actively participate in planning, compliance control, strategic review activities, ensuring good corporate governance practices.
- The Board of Directors of the Company has worked responsibly and transparently in governance, strictly complying with regulations for public companies. The entire meetings of the Board of Directors have been convened promptly and conducted in accordance with the procedures prescribed in the Charter and Internal Regulations on Corporate Governance.
- The Board of Directors has discussed, evaluated fully and carefully matters of the meetings to provide directions and solutions ensuring the highest benefits to the Company.
- Issues related to business strategy, market expansion, technology investment and management system development are regularly reviewed and evaluated by the Board of Directors in regular meetings to have flexible response plans in the new period, new challenges and opportunities in the market in the context of increasingly complicated trade wars and armed conflicts. The Board of Directors has promptly directed strategies and solutions to both consolidate and build internal strength and accelerate business development breakthroughs. With the creativity and great efforts of the management team and staff, Transimex has also achieved remarkable business results in 2024.

1.2 Activities of the independent Board of Directors:

- In 2024, the Board of Directors held 14 (fourteen) meetings, including both in-person meetings and through written consultations with Board members, in which independent Board members fully participated in 14/14 meetings (100% of meetings). Independent Board members considered, stated opinion on and voted on issues within their authority with a 100% agreement rate for the contents submitted to the Board of Directors.
- In addition, in 2024, the independent members of the Board of Directors performed their functions and tasks of supervising the activities of the Board of Directors through the implementation of procedures for organizing meetings, collecting written opinions from the Board of Directors, meeting documents, meetings, discussions, methods of issuing Board of Directors's Resolutions, and at the same time supervising the activities of the Executive Board ("BOD") through the implementation Resolutions of the Board of Directors. The specific activities of the independent members of the Board of Directors are as follows:
 - + Supervise the implementation of management and operation tasks of the Board of Directors and Executive Board.
 - + Check the rationality, legality, honesty and level of prudence in management and operation of business activities; the systematicity, consistency and appropriateness of accounting, statistics and financial reporting.
 - + Assess the completeness, legality and honesty of business performance reports, annual and quarterly financial reports, and management assessment reports of the Board of Directors.

- + Review and evaluate the effectiveness and efficiency of the internal control system, risk management and early warning for the Company through monitoring the amendment and completion of the Company's internal regulations and rules and the issuance of documents governing business operations.
 - + Attend events of subsidiaries and affiliates, thereby also contributing to grasping the general operating situation of Transimex Group.
- 1.3 Regarding the results of the assessment of the management and supervision of the Board of Directors and the Executive Board:
- Overall, the Board of Directors has performed its role well in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders, closely checking, supervising, and urging the progress of implementing the Resolutions and Decisions of the Board of Directors, thereby organizing the implementation quickly, promptly, and effectively.
 - The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings to promptly direct and issue decisions appropriate to the actual situation.
 - The Board of Directors has properly performed its role and responsibility in directing, supporting, and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while harmonizing the interests of the Company and shareholders.
 - The Board of Directors proactively identify their roles and responsibilities to support the Board of Directors and share experiences, interact, and exchange with the Board of Directors on corporate governance.
 - The Board of Directors has monitored, evaluated and approved transactions with material related parties arising in 2024.
- 1.4 The results of the assessment of the coordination between independent members of the Board of Directors with the Board of Directors, the Executive Board and the manager employees:
- The independent members has received the cooperation of the Board of Directors, the Executive Board and manager employees in functional departments in providing necessary information and documents for inspection and supervision.
 - The Board of Directors has prepared the Board of Director's Report for 2024, fully and honestly reflecting the business performance in 2024 and the direction orientation and mission for 2025. This report along with the audited financial statement 2024 have been submitted to the Board of Directors fully and promptly.
- 2. Activity plan in 2025:**
- 2.1 Continue to perform supervisory functions as prescribed in the regulations on operation of the Company, comply with independence, objectivity and responsibility.
- 2.2 Perform the management and supervision functions of the Executive Board, closely coordinate with the Executive Board to find solutions to overcome existing difficulties in 2024 and effective management solutions in business operations in 2025.
- 2.3 Support the Board of Directors in ensuring corporate governance is in accordance with the provisions of the Law and the Company Charter.
- 2.4 Contribute to perfecting the enterprise risk management system in accordance with the Company's

operations and current legal regulations.

- 2.5 Perform other tasks as prescribed by the operating regulations of the Company's Board of Directors.

VIII. REPORT OF THE SUPERVISORY BOARD

1. PERFORMANCE OF THE SUPERVISORY BOARD:

The Supervisory Board carried out its oversight duties over the Company's operations in accordance with its rights and obligations, with specific activities as follows:

- Conducted direct oversight at the company and monitored through documents and records requested by the Supervisory Board to be sent via email.
- Supervised the implementation of matters approved at the Annual General Meeting of Shareholders in 2024, the execution of business and financial plans, and compliance with legal regulations and the Company's Charter.
- Supervised the implementation of resolutions by the Board of Directors.
- Fully participating in all meetings of the Board of Directors, providing input to the Board of Directors and the Executive Board within the scope of the Supervisory Board's responsibilities and authority to stay updated on the Company's business, financial, and investment status.
- Proposing the selection of an independent auditing firm to audit the 2024 Financial Statements, reviewing the semi-annual Financial Report, and the annual Financial Statements.
- Reviewing the legality, procedural steps in the issuance of Resolutions, Decisions by the Board of Directors, checking the compliance of the Board of Directors and the Executive Board with the laws, the Company's Charter, and internal regulations.
- Inspect investment activities, capital utilization, and management.

2. SUPERVISING RESULTS OF THE SUPERVISORY BOARD:

2.1 The implementation of the financial business plan for the year 2024:

Unit: billion VND

NO	Indicator	2023 Implementation	2024		% of implementation in 2024 compared to	
			2024 Plan	2024 Implementation	2023 Implementation	2024 Plan
1	Consolidated revenue	2,389.82	2.895.38	3.325.67	139.16%	114.86%
2	Consolidated profit before tax (PBT)	237.41	418.89	238.15	100.31%	56.85%
3	PBT/Total revenue ratio	9.03%	14.47%	7.16%		

The consolidated revenue for 2024 reached VND 3,356 billion, achieving 140.43% of the 2024 plan, and increasing by 15.91% compared to 2023.

2.2 The preparation and audit of the financial statements for the year 2024:

- The Company has complied with the Law on Accounting, the accounting regime, and the current Vietnam accounting standards in organizing the accounting records.
- The Board of Directors has selected Ernst & Young Viet Nam Limited to audit the separate and consolidated financial statements for the year 2024.
- Ernst & Young Viet Nam Limited has issued the audit report for the year 2024 with an unqualified opinion.
- The Supervisory Board has agreed with the contents of the separate and consolidated financial statements audited for the year 2024.

2.3 The status of project investments, investments in affiliated companies:

- The key project, the Long An Cold Storage with a total investment of VND 1,000 billion, has been completed and put into operation in 2024.
- The organizational structure of the Company includes 20 subsidiaries as of December 31st, 2024
- In 2024, the Company completed a business merger transaction with Transportation and Trading Services Joint Stock Company (stock code TJC), increasing the voting ratio from 49.51% to 54.05%, and increased the voting ratio in Mípec Port Corporation from 47.99% to 53.32%.
- Completed the acquisition of shares in AP Supply Chain Joint Stock Company with an ownership ratio of 99.98%.
- Changed the ownership ratio in subsidiaries in accordance with the Resolutions of the Board of Directors.
- The total investment in joint ventures, affiliated companies as of December 31st, 2024, is VND 1,787 billion, an increase of VND 67 billion compared to the beginning of the year.

2.4 The status of accounts receivable:

The Company has effectively organized the monitoring and implemented various appropriate measures to accelerate the turnover of capital and reduce accounts receivable. The total short-term receivables from clients as of December 31st, 2024, amounted to VND 314.21 billion, a decrease of VND 61.8 billion compared to the beginning of 2024.

3. RESULTS OF THE INSPECTING AND SUPERVISING OF THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD:

3.1 Supervising the activities of the Board of Directors:

- The Board of Directors successfully organized the 2024 Annual General Meeting of Shareholders and directed the Executive Board to implement the resolutions of the 2024 Annual General Meeting of Shareholders and the resolutions of the Board of Directors.
- The procedures and processes for the meetings and the approval of the Board of Directors' resolutions comply with the provisions of the law and the Company's Charter. The resolutions passed by the Board of Directors are consistent with the policies and resolutions of the Annual General Meeting of Shareholders.
- The Board of Directors and the Executive Board have provided the Supervisory Board with complete and timely information regarding the business, financial, and investment activities in 2024.
- The Board of Directors supervises the activities of the Executive Board through weekly and periodic reports on business results, personnel changes, investments, etc. The Board of Directors

has worked effectively with the Executive Board to provide comprehensive and timely directions for all company activities.

- The Supervisory Board acknowledges that: The Board of Directors has operated in accordance with its powers and duties as prescribed by applicable laws and the Charter of the Company. The Resolutions, Decisions issued by the Board of Directors in the course of corporate governance and management are consistent with actual conditions and the development requirements set forth by the General Meeting of Shareholders, ensuring the legitimate and lawful rights and interests of the Shareholders. The Board of Directors has excellently fulfilled its duties in the governance of the Company.

3.2 Supervising the activities of the Executive Board:

- The Executive Board has implemented and carried out the Resolutions of the 2024 Annual General Meeting of Shareholders and the Resolutions of the Board of Directors.
- The Executive Board regularly held meetings and directed the Company's departments, divisions, and units to promptly address and resolve arising issues in order to ensure the highest efficiency in business operations.
- The Executive Board has fully, promptly, and accurately reported on the results of business, financial, and investment activities to the Board of Directors and has sought guidance and opinions from the Board of Directors.
- The Supervisory Board acknowledges that the Executive Board has made considerable efforts and has consistently complied with and implemented the Resolutions, Decisions, and internal governance regulations.

4. COORDINATION BETWEEN THE SUPERVISORY BOARD AND THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD, AND THE SHAREHOLDERS:

- The Board of Directors, the Executive Board, and the departments, divisions, functional units of the Company have facilitated the Supervisory Board in fully performing its functions and duties.
- The Supervisory Board has coordinated with the accounting department, the internal control department, to examine and review the implementation of the business and financial plans, investment activities, and internal regulations.
- The Company has disclosed information fully, promptly, accurately, and transparently in accordance with the regulations applicable to listed companies.
- In 2024, no petitions or complaints from shareholders/ groups of shareholders were submitted to the Supervisory Board.

5. Conclusion and Recommendations:

- ❖ The Company's operations in 2024 were conducted in compliance with the Law on Enterprises, the Law on Securities, the Charter of the Company, relevant regulations, and in strict adherence to the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors. The Company's information disclosure activities were also carried out in accordance with applicable regulations governing listed companies.
- ❖ **Recommendations:** Given the Company's increasing scale, and to build upon the achievements of 2024 and strive to accomplish the 2025 plan, the Supervisory Board hereby makes the following recommendations:

1. Continue strengthening the cooperation between the parent company, subsidiaries, affiliated companies, subordinate units, and departments to effectively utilize the Company's capital, human resources, and existing advantages.
2. Enhance the monitoring, management of accounts receivable to prevent clients from appropriating capital and incurring losses, with strict regulations on individual and collective responsibility in the event of bad debt risks arising.
3. Enhance the application of information technology in management and operations, and develop the digital economy throughout the Company.
4. Continue to refine the salary, bonus, and welfare policies across the Company to align with the new circumstances, ensuring fairness and reasonableness between the parent company and its subsidiaries.
5. Advertise, reach potential clients through various channels, such as organizing events, investing in the company website, advertising through social media platforms...

IX. CORPORATE GOVERNANCE

1. *Transactions, Remuneration and Benefits of the Board of Directors, Executive Board and Supervisory Board:*

No.	Full name	Title	This year (VND)	Last year (VND)
1	Mr Bui Tuan Ngoc	Chairman of BOD	3,699,078,653	3,088,746,702
2	Mr Le Duy Hiep	Vice Chairman of BOD, General Director	2,737,748,049	2,354,169,831
3	Mr Charvanin Bunditkitsada	Member of BOD	385,000,000	257,500,000
4	Mr Toshiyuki Matsuda	Member of BOD	385,000,000	257,500,000
5	Mr Bui Minh Tuan	Member of BOD	342,222,226	228,888,888
6	Mr Vo Hoang Giang	Independent member of BOD (from May, 2023)	342,222,226	177,777,776
7	Mr Huynh An Trung	Independent member of BOD (from May, 2023)	342,222,226	177,777,776
8	Mr Vu Chinh	Independent member of BOD (until May, 2023)	-	273,333,334
9	Mr Nguyen Bich Lan	Independent member of BOD (until May, 2023)	-	273,333,334
10	Mr Vu Chinh	Head of Supervisory Board	310,000,003	133,333,336
11	Ms Le Thi Ngoc Anh	Head of Supervisory Board (until May 2024)	75,555,556	228,888,888
12	Ms Le Thi Tuong Vy	Member of Supervisory Board (from May 2023)	256,666,667	133,333,336
13	Ms Nguyen Kim Hau	Member of Supervisory Board (from April 2024)	160,000,000	65,555,556
14	Ms Phan Phuong Tuyen	Member of Supervisory Board (from May 2023)	-	65,555,556
15	Mr Nguyen Hoang Hai	Deputy General Director	1,378,709,207	1,922,395,822
16	Mr Le Phuc Tung	Deputy General Director	1,089,944,680	1,182,523,419

No.	Full name	Title	This year (VND)	Last year (VND)
17	Mr Ton That Hung	Deputy General Director (until October 2024)	840,979,354	1,138,633,322
18	Mr Nguyen Bao Trung	Deputy General Director (until February 2023)	-	234,847,187
19	Mr Nguyen Chi Duc	Deputy General Director	-	25,091,312
20	Mr Le Van Hung	Chief Financial Officer	889,848,586	825,363,218
21	Mr Pham Xuan Quang	Chief Accountant (from March 2024)	510,676,000	-
22	Ms Nguyen Hong Kim Chi	Chief Accountant (until March 2024)	219,778,971	721,671,672
	TOTAL		13,965,652,404	13,766,220,265

2. *Stock trading of an internal person:*

No.	Transaction Executor	Relationship with the Internal person	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, sale, conversion, bonus...)
			Number of Shares	Ratio	Number of Shares	Ratio	
1.	Bui Tuan Ngoc	Chairman of BOD	926,516	0.59%	991,372	0.59%	Bonus, Dividend
2.	Le Duy Hiep	Vice Chairman of BOD, General Director	692,406	0.44%	740,874	0.44%	Bonus, Dividend
3.	Bui Minh Tuan	Member of BOD	22,937,482	14.49%	24,543,105	14.49%	Bonus, Dividend
4.	Charvanin Bunditkitsada	Member of BOD	-	0.00%	-	0.00%	
5.	Toshiyuki Matsuda	Member of BOD	36,952	0.02%	39,538	0.02%	Dividend
6.	Vo Hoang Giang	Member of BOD	-	0.00%	-	0.00%	
7.	Huynh An Trung	Member of BOD	-	0.00%	-	0.00%	
8.	Le Thi Ngoc Anh	Head of SB	2,248	0.00%	-	0.00%	Sale
9.	Vu Chinh	Member of SB	737,942	0.47%	788,527	0.47%	Dividend
10.	Le Thi Tuong Vy	Member of SB	-	0.00%	-	0.00%	
11.	Nguyen Kim Hau	Member of SB	42	0.00%	44	0.00%	Until April, 2024
12.	Nguyen Chi Duc	Deputy General Director	761,307	0.46%	814,598	0.48%	Bonus, Dividend
13.	Le Phuc Tung	Deputy General Director	83,956	0.05%	82,449	0.05%	Bonus, Dividend

No.	Transaction Executor	Relationship with the Internal person	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, sale, conversion, bonus...)
			Number of Shares	Ratio	Number of Shares	Ratio	
14.	Ton That Hung	Deputy General Director	69,270	0.04%	70,902	0.04%	Until October 2024
15.	Nguyen Hoang Hai	Deputy General Director	-	0.00%	-	0.00%	
16.	Le Van Hung	Chief Financial Officer	10,695	0.01%	11,443	0.01%	Bonus, Dividend
17.	Pham Xuan Quang	Chief Accountant	-	0.00%	7	0.00%	Appointed since March 2024
18.	Nguyen Hong Kim Chi	Chief Accountant	16,499	0.01%	17,653	0.01%	
19.	Nguyen Thi Thai Nhi	Chief of BOD Office, Company Secretary, Person in charge of Corporate Governance, Authorized Person to disclose information	1,644	0.00%	1,759		Bonus, Dividend
20.	Huynh Van Toan	Deputy Head of BOD Office	-	0.00%	-	0.00%	

3. The Company's significant transactions with related parties during the year are as follows:

Related parties	Business content	This year (VND)	Last year (VND)
Thien Hai Investment and Trading Company Limited	Purchase shares	152,382,017,500	-
	Dividends Payment	5,977,454,500	-
	Service Provision	1,295,080,061	746,158,241
	Use of service	464,870,348	128,893,649
Nippon Express (Vietnam) Co., Ltd.	Receipt of dividends	25,500,000,000	117,000,000,000
	Service Provision	7,470,422,309	7,930,974,136
	Payment on behalf of	13,590,000	392,191,500
	Use of service	-	11,660,971
Vinaprint Corporation	Use of service	25,127,079,488	24,730,676,207
	Service Provision	2,279,386,134	3,571,953,320
	Dividends Payment	328,164,000	-

Related parties	Business content	This year (VND)	Last year (VND)
	Deposit receivables	-	319,650,000
Ryobi Holdings Co.Ltd. ("Ryobi")	Loan repayment	23,529,800,000	42,184,815,100
	Interest expense	1,714,458,880	1,907,140,768
Hocmon Trade Joint Stock Company	Purchase goods	23,156,509,090	18,517,381,817
Cho Lon Investment and Import-Export Corporation	Receipt of dividends	17,770,970,000	7,822,140,000
	Receipt of capital contribution	-	1,822,040,000
	Dividends Payment	-	601,273,800
Ryobi International Logistics Vietnam Joint Stock Company	Dividends Payment	16,587,773,000	-
	Service Provision	1,397,749,168	1,399,311,445
	Brokerage Fee	62,000,000	-
	Compensation fee	180,000,000	-
Prosper Logistics Joint Stock Company	Dividends Payment	13,696,350,000	-
Cholimex Food Joint Stock Company	Service Provision	13,264,490,284	8,680,626,303
Mr. Bui Minh Tuan	Dividends Payment	11,468,741,000	-
Special Aquatic Product Joint Stock Company	Service Provision	10,150,755,042	3,619,180,528
	Service Provision	1,124,800,000	-
	Liquidation of fixed assets	146,296,298	-
	Purchase goods	648,148	-
Hai An Container Transport Company Limited	Service Provision	9,040,351,094	2,983,891,101
	Use of Service	1,988,808,677	4,065,391,000
	Receipt of dividends	-	8,000,000,000
Macs Shipping Corporation	Use of service	8,900,504,092	5,125,835,916
	Service Provision	854,471,932	86,400,222
	Dividends Payment	174,805,500	-
Viet Culture Services Corporation	Dividends Payment	7,982,992,000	-
New Asia Investment Corporation	Dividends Payment	5,791,351,500	-
Vina Investment Corporation	Dividends Payment	5,686,356,000	-
	Purchase shares	-	104,987,520,000
Konoike Vinatrans Logistics Company Limited	Service Provision	5,543,230,640	-
	Use of service	1,542,053,871	-
	Receipt of Dividends	1,065,038,889	-
JWD Asia Holding Private Limited	Dividends Payment	4,947,820,000	-
	Purchase share	1,970,745,000	-

Related parties	Business content	This year (VND)	Last year (VND)
Vinalink Logistics Joint Stock Company	Service Provision	630,503,208	364,062,363
	Receipt of Dividends	230,092,500	-
	Use of service	217,513,240	415,523,235
Saigon Port Joint Stock Company	Use of service	1,963,471,600	-
	Purchase goods	441,700,000	-
AP Supply Chain JSC	Loan interest	1,225,578,083	1,458,671,233
	Loan	-	45,200,000,000
The Van Cargoes and Foreign Trade Logistics Joint Stock Company	Dividends Payment	694,575,000	1,295,848,800
	Service Provision	374,880,229	285,572,570
	Use of service	362,691,346	2,000,285,135
	Convertible bonds into stock	-	25,200,200,000
	Receipt of capital contribution	-	1,822,040,000
	Bond interest receivables	-	992,848,893
Mr. Bui Tuan Ngoc	Dividends Payment	463,258,000	-
Ben Thanh Service Joint Stock Company	Use of service	448,658,750	-
	Service Provision	399,137,750	-
Mr. Nguyen Chi Duc	Dividends Payment	380,653,500	-
Mr. Vu Chinh	Dividends Payment	368,471,000	-
Mr. Le Duy Hiep	Dividends Payment	346,203,000	-
Phu Nhuan Trading Joint Stock Company	Use of service	203,589,919	380,928,704
Merufa Joint Stock Company	Service Provision	194,709,754	-
Mr. Le Phuc Tung	Dividends Payment	41,978,000	-
Mr. Ton That Hung	Dividends Payment	33,132,000	-
Haneco Export-Import Joint Stock Company	Service Provision	14,162,963	-

X. FINANCIAL STATEMENT

1. Audit opinion and audited financial Statements: Attached

Recipients:

- SSC;
- HOSE;
- Archived: VT, BOD Office (02).

LEGAL REPRESENTATIVE
 (Sign, full name and seal)

Bui Tuan Ngoc
 Chairman of the Board of Directors