



MEETING AGENDA OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Time: 8:30AM, Thursday, April 10, 2025

Venue: The 6th- floor Hall, 56 Thu Khoa Huan, Ben Thanh Ward, District 1, Ho Chi Minh City

| TIME | CONTENTS |
|--------------|--|
| 8:30-9:00 | I. Welcoming delegates and shareholders |
| 9:00-9:15 | II. Opening: <ol style="list-style-type: none"> 1. Salute the flag, declare the reason and introduce the delegates. 2. Introducing the Shareholder Qualification Inspection Committee. 3. Report on the result of examining shareholder qualifications 4. Election of Presidium, Secretariat, and Vote Counting Committee 5. Approval of the Annual General Meeting of Shareholders Agenda 6. Approval of the Annual General Meeting of Shareholders' Working Regulations |
| 9:15 - 11:20 | III. Meeting agenda |
| 9:15-9:30 | <ol style="list-style-type: none"> 1. Report of the Board of Directors on performance results in 2024, the 2020-2025 term and plans for the 2025-2030 term, year 2025. 2. Report of the Independent Member of the Board of Directors for 2024 and the 2020-2025 term 3. Report of the Board of Supervisors on performance results in 2024, the 2020-2025 term and plans for the 2025-2030 term, year 2025. |
| 9:30-10:00 | <ol style="list-style-type: none"> 1. Proposal for approval of the Audited Financial Statements for 2024 2. Proposal for the profit distribution and dividend payment for 2024 3. Proposal on the amendments and supplements to the Company Charter 4. Proposal on the amendments and supplements to the Internal Regulations on Corporate Governance 5. Proposal on the 2025 business plan 6. Proposal for the settlement of salaries and remunerations in 2024 and the salary and remuneration plan for 2025 for the Board of Directors, the Board of Supervisors 7. Proposal on the 2025 profit distribution plan 8. Proposal on the 2025 financial plan 9. Proposal on the 2025 investment plan 10. Proposal on the adjustment of the implementation plan of the Project on restructuring Vinatrans' investment capital at enterprises 11. Proposal for the selection of an auditing firm for the 2025 Financial Statements |



| | |
|-------------|---|
| | <p>12. Proposal for the signing economic contracts with related companies of insiders</p> <p>13. Proposal for the change of the Company's head office address</p> <p>14. Proposal for the election of the Board of Directors for the 2025-2030 term</p> <p>15. Proposal for the election of the Board of Supervisors for the 2025-2030 term</p> |
| 10:00-10:30 | <p>Approval of:</p> <ol style="list-style-type: none"> 1. Proposal for the election of the Board of Directors for the 2025-2030 term 2. Proposal for the election of the Board of Supervisors for the 2025-2030 term. 3. Regulations on election of the Board of Directors and the Board of Supervisors for the 2025-2030 term. <p>Conducting election of the Board of Directors and the Board of Supervisors for the 2020-2025 term</p> |
| 10:30-10:45 | 15 minute break |
| 10:45-11:00 | Discussion and approval of the Reports and Proposals. |
| 11:00-11:10 | Report on voting results, election results. |
| 11:10-11:15 | Approval of the Meeting Minutes and the Resolutions. |
| 11:15-11:20 | IV. Closing |



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

DRAFT

Ho Chi Minh City, [Day] [Month], 2025

REGULATION

On working procedures at the 2025 Annual General Meeting of Shareholders of Vinatrans

Chapter I

GENERAL PROVISIONS

Article 1. Scope of Application

1. This Regulation applies to the convening and organization of the 2025 Annual General Meeting of Shareholders of Vinatrans Company (hereinafter referred to as the "Company").

2. This Regulation specifically stipulates the rights and obligations of shareholders and participants in the Meeting, as well as the conditions and procedures for conducting the General Meeting of Shareholders.

Article 2. Applicable Subjects

Shareholders and participants are responsible for complying with the provisions of this Regulation and the regulations of the Enterprise Law No. 59/2020/QH14.

Chapter II

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTICIPANTS IN THE MEETING

Article 3. Rights and Obligations of Ordinary Shareholders

1. Conditions for Attendance.

Shareholders who are legal entities, individuals, or representatives of shareholders or shareholder groups holding voting shares of the Company as of the record date for the 2025 Annual General Meeting of Shareholders (March 7, 2025) are eligible to attend the Meeting.

2. Rights of Eligible Shareholders Attending the General Meeting of Shareholders.

- Have the right to vote on all issues within the authority of the General Meeting of Shareholders.

- May authorize a representative in writing to attend and vote on their behalf at the General Meeting of Shareholders.

- The Organizing Committee of the General Meeting of Shareholders will publicly announce the full agenda and content of the Meeting. All eligible shareholders have the right to provide direct opinions or submit opinions through their authorized representatives regarding the Meeting's content and agenda. All submitted opinions will be discussed at the 2025 Annual General Meeting of Shareholders.

- At the General Meeting of Shareholders, each shareholder or representative of a shareholder group must present an Invitation Letter, Personal Identification Documents

(Citizen ID, Identity Card, or Passport), and a Letter of Authorization (for shareholder representatives) to the Shareholder Eligibility Verification Committee. Upon verification, they will receive a Voting Card containing their shareholder code and the number of voting shares they hold.

The voting value of the Voting Card held by the shareholder or the shareholder's representative corresponds to the proportion of voting shares that the person owns or represents, as registered for participation in the General Meeting of Shareholders, in relation to the total number of voting shares of the attending delegates at the Meeting.

- Shareholders or their representatives attending the Meeting shall discuss and vote on the agenda items after hearing the reports presented.

- Shareholders may express their opinions on the Meeting's agenda during the discussion session either by raising their hands to speak or submitting written questions.

- Late-arriving shareholders have the right to register immediately upon arrival and participate in voting; however, the Chairperson is not obligated to pause the Meeting for late registrants, and prior voting results will remain unaffected.

3. Obligations of Ordinary Shareholders Attending the General Meeting

- Attend or authorize attendance at the General Meeting of Shareholders in compliance with the Company's regulations.

- Comply with this Regulation and the provisions of the Law on Enterprises 2020.

- Shareholders or shareholder representatives attending the meeting must complete the registration procedures with the Meeting Organizing Committee.

- Adhere to the rules of the General Meeting, respect the outcomes of the Meeting's proceedings.

Article 4. Rights and Obligations of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee is nominated by the Board of Directors of the Company.

2. The Shareholder Eligibility Verification Committee is responsible for verifying the eligibility and attendance status of shareholders and their representatives at the Meeting and reporting the verification results at the General Meeting of Shareholders.

Article 5. Rights and Obligations of the Chairperson and Secretary of the General Meeting

1. The Chairperson of the Board of Directors shall Chairperson over the General Meeting of Shareholders. In case the Chairperson of the Board of Directors is absent, the remaining members of the Board of Directors shall elect one among them to chair the Meeting based on the majority principle.

The Chairperson of the Meeting may appoint certain members of the Board of Directors to assist in conducting the General Meeting of Shareholders.

2. The Chairperson of the Meeting shall appoint one or more persons to act as the Secretary of the Meeting.

3. The Chairperson's decisions regarding procedural issues, meeting order, or issues arising outside the agenda shall be final.

4. The Chairperson shall take necessary actions to conduct the General Meeting of Shareholders in a lawful and orderly manner and to ensure the Meeting reflects the will of the majority of attending shareholders.

5. Without the need for shareholder approval, the Chairperson may postpone the Meeting to another time and location if:

- The behavior of attendees disrupts or is likely to disrupt the orderly conduct of the Meeting; or

- The postponement is necessary to ensure the Meeting proceeds in a lawful manner.

6. The Secretary shall assist with tasks as assigned by the Chairperson of the Meeting.

Chapter III

CONDUCTING THE GENERAL MEETING

Article 6. Conditions for Convening the General Meeting of Shareholders

The General Meeting of Shareholders shall be convened when shareholders or authorized representatives attending the Meeting represent more than 50% of the total voting shares, based on the list of shareholders determined at the record date for attending the General Meeting of Shareholders.

Article 7. Conducting the General Meeting of Shareholders

The Chairperson shall conduct the General Meeting of Shareholders in accordance with the order and agenda approved by the Meeting.

The General Meeting of Shareholders shall discuss and approve the agenda issues through voting as specified in this regulation. The Chairperson shall allocate appropriate time for discussion and voting on each issue of the agenda.

Article 8. Principles and Voting Procedures

1. Voting shall be conducted by raising the Voting Card when the Chairperson of the Meeting requests a vote on issues presented at the General Meeting.

2. The Voting Card is a pre-printed form following the Company's template, bearing the official seal of Vinatrans, and is issued to shareholders upon attendance to exercise their voting rights.

3. The voting ballot for electing members of the Board of Directors and the Board of Supervisors for the 2025–2030 term shall be pre-printed, following the Company's template, bearing the Company's official seal, and issued by the Organizing Committee of the 2025 Annual General Meeting for shareholders to exercise their voting rights in compliance with the election regulations at the Meeting.

4. To facilitate and expedite the vote counting process, the Meeting shall use pre-printed Voting Card containing the following information: shareholder's name, shareholder code, and the number of shares owned/represented. Each shareholder shall

receive one (1) Voting Card. The Vote Counting Committee shall be responsible for counting the votes.

5. The voting results, including approvals, disapprovals, and abstentions, shall be determined based on the total number of shares counted from the corresponding Voting Cards.

6. Regulations on Invalid Voting Cards:

A Voting Card shall be considered invalid if it meets any of the following conditions:

- The Voting Card was not issued by the Organizing Committee of the 2025 Annual General Meeting in accordance with the prescribed template;
- The Voting Card is torn, damaged, or lacks sufficient information required for vote counting.

Chapter IV

CLOSING OF THE GENERAL MEETING

Article 9. Adoption of the Resolutions of the General Meeting of Shareholders

1. A resolution of the General Meeting of Shareholders shall be adopted if it is approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting, including:

- a) Types of shares and the total number of each type of share;
- b) Changes in business lines and sectors;
- c) Changes in the Company's management structure;
- d) Election of members of the Board of Directors and the Board of Supervisors;
- đ) Investment projects or asset sales exceeding 35% of the total asset value recorded in the Company's latest financial statements;
- e) Reorganization or dissolution of the Company;
- g) Private placement of shares to strategic shareholders.

2. Other issues shall be adopted by the General Meeting of Shareholders if approved by shareholders representing more than 50% of the total voting shares of all shareholders attending the meeting.

Article 10. Minutes of the General Meeting of Shareholders

1. All issues discussed at the General Meeting of Shareholders must be recorded in the meeting minutes by the Secretary of the Meeting.

2. The meeting minutes shall be read and approved before the meeting is adjourned.

Chapter V

IMPLEMENTATION PROVISIONS

Article 11. Implementation Provisions

1. This Regulation consists of 05 Chapters and 11 Articles, taking effect immediately upon approval by the General Meeting of Shareholders and applicable only to the 2025 Annual General Meeting of Vinatrans.

2. The Chairperson is responsible for conducting the Meeting in compliance with this Regulation.

3. Shareholders and participants of the Meeting are responsible for complying with the provisions of this Regulation./.

Recipients:

- Shareholders;
- BOD;
- BOS;
- Save: Admin, BOD.

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

Nguyen Minh Huy

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No.: 99/BC-VIN

Ho Chi Minh City, March 03, 2025

REPORT OF THE BOARD OF DIRECTORS
Regarding the performance results of the 2020-2025 term and the strategic direction for the 2025-2030 term.

To: Annual General Meeting of Shareholders for 2025

In accordance with the functions and duties of the Board of Directors (BOD) as outlined in the Charter of Organization and Operation, the Operating Regulations of the BOD, the Internal Regulations on Corporate Governance of Vinatrans (the Company), and relevant legal provisions, the BOD respectfully reports to the 2025 Annual General Meeting of Shareholders on the results of its activities for the 2020-2025 term and the strategic direction for the 2025-2030 term as follows:

PART I

RESULTS OF THE BOARD OF DIRECTORS' ACTIVITIES FOR THE 2020-2025 TERM

I. ORGANIZATIONAL STRUCTURE AND ACTIVITIES OF THE BOARD OF DIRECTORS (BOD) FOR THE 2020-2025 TERM

1. Organizational structure of the Board of Directors for the 2020-2025 term

Number of members of the BOD: consists of 05 members.

| No. | Member of the Board of Directors | Position | Start Date/End Date as BOD Member | |
|-----|----------------------------------|---------------------|-----------------------------------|------------|
| | | | Start date | End date |
| 1 | Mr. Pham Khieu Thanh | Chairman of the BOD | 27/06/2020 | 31/3/2021 |
| 2 | Mr. Hoang Trong | Chairman of the BOD | 31/3/2021 | 10/3/2023 |
| 3 | Mr. Nguyen Minh Huy | Chairman of the BOD | 10/3/2023 | |
| 4 | Mr. Truong Minh Long | Member of the BOD | 27/06/2020 | 01/01/2021 |
| 5 | Ms. Le Hoang Nhu Uyen | Member of the BOD | 31/3/2021 | 31/7/2024 |
| 6 | Mr. Nguyen Thanh Tong | Member of the BOD | 27/6/2020 | |
| 7 | Ms. Le Thi Thu Hien | Member of the BOD | 27/6/2020 | 15/4/2024 |
| 8 | Mr. Pham Thanh Do | Member of the BOD | 27/6/2020 | |
| 9 | Mr. Ha Minh Huan | Member of the BOD | 15/4/2024 | |
| 10 | Mr. Do Bao Trong | Member of the BOD | 31/7/2024 | |

2. Activities of the Board of Directors (BOD) for the 2020-2025 Term

- During the 2020-2025 term, the BOD fully performed its functions and duties as prescribed in the Company's Charter.

- Board of Directors meetings: The BOD held total of 19 meetings and collected opinions 164 times via email. All BOD members attended all meetings and cast their votes on resolutions with the participation of the BOD, the Board of Supervisors, the Board of Management, and relevant departments. The process of obtaining written opinions from BOD members was conducted in a timely manner to address issues within the BOD's authority, in accordance with the prescribed timeline.

- In addition to regular meetings, the BOD members frequently communicated with the Board of Supervisors and the Board of Management, monitoring the operational activities and ensuring the implementation of resolutions of the General Meeting of Shareholders. Practical solutions were also provided to support the the Board of Management in fulfilling its tasks.

- Resolutions and Decisions of the BOD: A total of 216 resolutions and decisions were issued..

- Activities of Independent Member of the BOD: *As detailed in the attached report.*

II. BUSINESS RESULTS AND IMPLEMENTATION OF THE GENERAL MEETING OF SHAREHOLDERS' RESOLUTIONS

During the 2020-2025 period, the world faced numerous difficulties and challenges, including the Covid-19 pandemic, geopolitical tensions, the Russia-Ukraine conflict, fighting in the Middle East, as well as natural disasters, droughts, storms, floods, and climate change. Many major economies maintained tight monetary policies and high interest rates. Global trade, consumption, and investment declined, while protectionist barriers and trade defense measures increased, all of which affected global import and export activities and altered consumer behavior.

In addition to the overall challenging market conditions, Vinatrans has been significantly impacted by a decline in revenue due to several major customers reducing or halting production, a decrease in goods output, and some warehouse spaces returned by customers that have not been leased to new tenants. The ownership of land and warehouse properties is tied up in legal procedures, and the lease contracts have not been renewed, preventing the company from proceeding with investments in construction, the development of smart warehouse systems, and the establishment of a modern goods distribution system.

Based on the Resolution of the General Meeting of Shareholders, the operational plan, and the market situation, the Board of Directors has issued directive solutions. With the coordination of the Board of Management and the collective efforts of the entire staff, the Company has successfully carried out its tasks and achieved the following results:

1. Business performance for the 2020-2025 term

Unit: Million VND

| Criteria | Net revenue | | | Profit before tax | | |
|--------------|----------------|----------------|---------------|-------------------|----------------|---------------|
| | Year | Plan | Actual | % of Actual/Plan | Plan | Actual |
| 2020 | 154,000 | 182,864 | 118.7% | 29,750 | 30,030 | 100.9% |
| 2021 | 165,000 | 209,340 | 126.9% | 31,500 | 34,894 | 110.8% |
| 2022 | 175,000 | 197,393 | 112.8% | 20,585 | 51,755 | 251.4% |
| 2023 | 205,000 | 132,261 | 64.5% | 38,000 | 20,063 | 52.8% |
| 2024 | 130,600 | 158,025 | 121.0% | 16,500 | 18,248 | 110.6% |
| Total | 829,600 | 879,884 | 106.1% | 136,335 | 154,990 | 113.7% |

Net revenue and pre-tax profit for 2020, 2021, 2022, and 2024 all exceeded the planned targets, with pre-tax profit in 2022 reaching 251.4% of the assigned target.

In 2023, however, net revenue and pre-tax profit decreased sharply, failing to meet the plan. This was mainly due to the adjustment of increased/additional land rental fees for properties at 406 Nguyen Tat Thanh Office, 161 Nguyen Van Quy Warehouse - District 7, 102C Nguyen Van Cu - District 1, and 1531 Pham The Hien - District 8. Furthermore, the 2023 plan anticipated revenue from divestments of VND 9.1 billion, but the Company was unable to carry out divestments at two companies—Vinatrans Da Nang and VNT Logistics—resulting in no revenue, while divestment expenses were incurred.

2. Financial operations for the 2020-2025 term

Unit: Million VND

| Indicator | 2020 | 2021 | 2022 | 2023 | 2024 | CAGR |
|-------------------|---------|---------|---------|---------|---------|-------|
| Owner's Equity | 286,093 | 293,731 | 308,933 | 274,658 | 273,949 | -1.1% |
| Charter capital | 255,000 | 255,000 | 255,000 | 255,000 | 255,000 | 0% |
| Total assets | 340,206 | 339,924 | 359,763 | 309,393 | 302,365 | 3.0% |
| Revenue | 182,865 | 209,340 | 197,393 | 132,262 | 158,025 | 3.7% |
| Profit before tax | 30,030 | 34,894 | 51,755 | 20,063 | 18,248 | 13.3% |
| Profit after tax | 26,500 | 33,238 | 51,278 | 19,118 | 17,949 | 10.2% |
| Tax contribution | 3,530 | 1,656 | 477 | 944 | 298 | |
| Dividend (%) | 8% | 12% | 19% | 7% | 5% | |
| ROA | 7.79% | 9.78% | 14.25% | 6.18% | 5.94% | |
| ROE | 9.26% | 11.32% | 16.60% | 6.96% | 6.55% | |

The Board of Directors has directed the Board of Management to fully implement the state's policies, regulations, and financial management practices, effectively manage revenue and expenditure sources. It has ensured that capital is adequately balanced to meet production, business, and investment requirements, complied with accounting and financial reporting regulations, paid taxes fully and on time, and supervised the collection of overdue debts from customers with high outstanding balances; dividends have been paid in full and promptly in accordance with legal regulations.

3. Investment activities for the 2020-2025 term

The Board of Directors has approved a total of 04 investment projects with a total investment of VND 13,050 million. As of December 31, 2024, the total disbursed amount is 2,944 million VND. Among the approved projects, 02 projects have been completed and put into use, 01 project is currently being implemented, 01 project has been suspended. None of the projects have not been implemented.

| . Project | Year | Approved investment (VND million) | Disbursed amount (VND million) | Notes |
|---|-------------|--|---|---------------------------------------|
| Invest in buying a 5-seater car | 2021 | 1,550 | 1,399 | Completed in 2021 |
| Invest in purchasing business management software | 2022 – 2024 | 1,750 | 1,545 | Completed in 2024 |
| Renovation and refurbishment of the A8 Truong Son office building to become Vinatrans' headquarters | 2023 | 5,750 | 0 | Request to halt implementation |
| Fire protection system of warehouse area 161 Nguyen Van Quy, District 7 | 2023 – 2025 | 4,000 | 0 | Request to carry forward to 2024-2025 |
| Total | | 13,050 | 2,944 | |

2.3 Capital management in the 2020-2025 term

2.3.1 Results of capital investment in enterprises:

As of December 31, 2024, Vinatrans' capital investment situation in various enterprises is as follows:

| No. | Company Name | 01/01/2020 | | 31/12/2024 | |
|------------|--|-----------------------------|--------------------------|-----------------------------|--------------------------|
| | | Capital contribution | Equity Percentage | Capital contribution | Equity Percentage |
| 1 | Vina Vinatrans Trucking Company Limited (V Truck) | 17,947,700,000 | 92.51% | 17,947,700,000 | 92.51% |
| 2 | Konoike Vinatrans Logistics Company Limited (Viet-Nhat) | 10,855,588,193 | 21.70% | 10,855,588,193 | 21.70% |
| 3 | Nissin Logistics (VN) Company Limited | 2,534,634,800 | 29.00% | 2,534,634,800 | 29.00% |
| 4 | Agility Limited | 8,352,000,000 | 29.00% | 8,352,000,000 | 29.00% |
| 5 | Lotte Vinatrans Global Logistics (Vietnam) Company Limited | 4,041,765,000 | 49.00% | 4,041,765,000 | 49.00% |
| 6 | VNT Logistics Joint Stock Company | 9,000,000,000 | 7.53% | 12,623,100,000 | 7.56% |
| 7 | Vinatrans Danang Joint Stock Company | 1,524,000,000 | 9.68% | 3,048,000,000 | 9.68% |
| 8 | Vinafreight Joint Stock Company | 9,120,000,000 | 10.87% | 34,473,600,000 | 10.87% |

| | | | | | |
|----|--|---------------|--------|---------------|--------|
| 9 | Vector International Aviation Services Company Limited | 4,500,000,000 | 10.00% | 4,500,000,000 | 10.00% |
| 10 | Viet Way Investment Development Trading Company Limited | 624,489,800 | 5.10% | 102,000,000 | 5.10% |
| 11 | Fujiwara Vietnam Global Logistics Center Company Limited | 100,000,000 | 1.00% | 0 | 0% |

During the 2020-2025 term, there have been changes in capital contributions for several companies as follows:

(1) VNT Logistics Company:

○ In 2023, the company converted bonds into shares according to Resolution No. 02/2023/NQ-HĐQT dated January 4, 2023, of the Board of Directors of VNT Logistics. Vinatrans owned 45,192 bonds, which converted to 362,310 shares (conversion ratio 8.01714). This raised Vinatrans' total shares in VNT Logistics from 900,000 to 1,262,310 shares, maintaining an ownership percentage of 7.56%.

(2) Vinatrans Danang Joint Stock Company:

○ In 2021, Vinatrans purchased 152,400 shares of Vinatrans Danang as per Resolution No. NQ 136/NQ-VIN dated August 11, 2021, with a par value of VND 10,000 per share. The total investment was VND 1,524,000,000, increasing Vinatrans' shares from 152,400 to 304,800 shares, maintaining an ownership ratio of 9.68%.

(3) Vinafreight Joint Stock Company:

○ In 2021, Vinatrans purchased 1,960,800 shares of Vinafreight, increasing its total shares to 2,872,800 shares with an unchanged ownership ratio of 10.87%.

○ In 2022, Vinafreight issued stock dividends at a rate of 5:1, and Vinatrans received an additional 574,560 shares, bringing its total shares to 3,447,360, while maintaining an ownership percentage of 10.87%.

(4) Vietway Company:

○ In 2023, Vietway reduced its charter capital as per Decision No. QD 03/QD dated November 6, 2023 of the Members' Council.

(5) Fujiwara Vietnam Company:

○ In 2022, Vinatrans transferred its capital contribution in Fujiwara Vietnam to Viet Chan Company Limited as per Contract No. 001/22-KTĐT/HĐCNV dated December 20, 2022, for VND 125,000,000.

- Dividends/Profits received from the enterprises from 2020 to 2024 are as follows:

| Year | 2020 | 2021 | 2022 | 2023 | 2024 | Total |
|--|--------|--------|--------|--------|--------|---------|
| Dividend/Profit (<i>Million VND</i>) | 12,527 | 30,550 | 55,469 | 21,380 | 20,916 | 140,841 |

2.3.2. Results of implementing the capital restructuring project:

| No. | Company Name | Restructuring Plan | Implementation results |
|-----|--|--------------------|--|
| 1 | Fujiwara Vietnam Global Logistics Center Company Limited | Phase 2022-2023 | Divested in December 2022 |
| 2 | VNT Logistics Joint Stock Company | | Not yet divested |
| 3 | Vinatrans Danang Joint Stock Company | | Not yet divested |
| 4 | Vietway Investment and Trade Development Co., Ltd. (Vietway) | | Vietway is undergoing liquidation as per Decision No. 01/QĐ on 15/06/2023. |
| 5 | Agility Limited | Phase 2024-2025 | Not yet divested |
| 6 | Vinafreight Joint Stock Company | | Not yet divested |
| 7 | Vector International Aviation Services Company Limited | | Not yet divested |

The General Director has submitted a report evaluating the capital transfer implementation of Vinatrans in various enterprises. The Board of Directors will present a proposal for the implementation of the capital investment restructuring project at the 2025 Annual General Meeting of Shareholders (AGM), with specific details as follows:

- For VNT Logistics: Temporarily suspend divestment until the conditions for divestment are met according to regulations.
- For Vinatrans Da Nang: Expected start date for divestment: Quarter 2, 2025 (after having the audited financial statements for 2024).
- For Agility Vietnam: Expected start date for divestment: Quarter 2, 2025 (after having the audited financial statements for 2024).
- For Vinafreight: Expected start date for divestment: Quarter 3, 2025 (after having the audited financial statements for the first half of 2025).
- For Vector International Aviation Service: Proposal to temporarily suspend divestment.

2.4 Land management work for the 2020-2025 term

The Company has conducted measurements of the current status of buildings and structures on land according to the VN 2000 coordinate system at 06 real estate facilities. Reports No. 333/VIN-KTĐT dated July 3, 2024, and 478/VIN-KTĐT dated September 19, 2024, were submitted to the Corporation regarding the completion of records and documentation for houses and land facilities that must be arranged in accordance with the provisions of Decree No.167 and Decree No.67.

(1) Address at 161 Nguyen Van Quy, Phu Thuan Ward, District 7, Ho Chi Minh City:

- On December 25, 2024, the Department of Natural Resources and Environment submitted Document No. 13983/TTr-STNMT-QLD to the People's Committee of Ho Chi Minh City on the extension of land use for Vinatrans for the land plot at 161 Nguyen Van

Quy Street. Vinatrans is currently working with consulting units and relevant authorities to proceed with the land use extension for this plot.

(2) Address at 1650-1652 Pham The Hien, Ward 6, District 8, Ho Chi Minh City:

- The Company has submitted an application for a land use extension for the plot at 1650-1652 Pham The Hien. On October 9, 2024, the Department of Natural Resources and Environment issued Official Letter No. 10119/STNMT-QLD, stating that the land plot at 1650-1652 Pham The Hien has not yet been approved by the competent authority for the land use plan. The department will inform the Company and implement the necessary procedures in accordance with regulations after receiving guidance from the Ministry of Natural Resources and Environment.

(3) Address at 1531 Pham The Hien, Ward 6, District 8, Ho Chi Minh City:

- A land lease contract has been signed, and the certificate of land use rights, ownership of the house, and attached assets has been granted for a 50-year term starting from March 16, 2010. The office repair work was completed in December 2024.

(4) Address at A8 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City:

- Resolution No. 50/NQ-VIN dated March 10, 2023, from the General Meeting of Shareholders approved the renovation and repair plan for the A8 Truong Son building. Resolution No. 83/NQ-VIN dated April 15, 2024, from the General Meeting of Shareholders approved the temporary suspension of the renovation and repair project for the A8 Truong Son building, pending the completion of the legal documentation required for implementation.

- The company is considering exploring the option of constructing an office building combined with leasing at the A8 Truong Son site, as the old building, which has been in operation for over 20 years, no longer aligns with current societal development trends.

(5) Address at 102C Nguyen Van Cu, Nguyen Cu Trinh ward, District 1, Ho Chi Minh City

- The Company is carrying out the process of reclaiming the property at 102C Nguyen Van Cu.

- On October 24, 2024, the Company notified the residents to temporarily collect payments related to the obligation to pay non-agricultural land use tax and land rent for 2024 at 102C Nguyen Van Cu.

- On November 20, 2024, the Company notified the residents to terminate the lease and return the premises by February 28, 2025. On January 24, 2025, the Company held a meeting with the residents, with the participation of Lawyers and Bailiffs. Currently, one household has paid the payment and returned two rooms.

(6) Address at Dong Hai ward, Hai An District, Hai Phong City

- The company has signed a land lease contract and was granted a land use rights certificate valid until March 2043.

- On April 1, 2024, the Hai Phong Branch submitted an application to the Hai Phong Department of Natural Resources and Environment to update the name on the land use rights certificate and is currently awaiting their response.

PART II
PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2024

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. The Board of Directors (BOD)

| No. | Member of the Board of Directors | Position | Start Date/End Date as BOD Member | |
|-----|----------------------------------|---------------------|-----------------------------------|-----------|
| | | | Start date | End date |
| 1 | Mr. Nguyen Minh Huy | Chairman of the BOD | 10/3/2023 | |
| 2 | Ms. Le Hoang Nhu Uyen | Member of the BOD | 31/3/2021 | 31/7/2024 |
| 3 | Mr. Nguyen Thanh Tong | Member of the BOD | 27/6/2020 | |
| 4 | Ms. Le Thi Thu Hien | Member of the BOD | 27/6/2020 | 15/4/2024 |
| 5 | Mr. Pham Thanh Do | Member of the BOD | 27/6/2020 | |
| 6 | Mr. Ha Minh Huan | Member of the BOD | 15/4/2024 | |
| 7 | Mr. Do Bao Trong | Member of the BOD | 31/7/2024 | |

2. Remuneration of the non-full-time members of the Board of Directors

Total remuneration for non-full-time members of the Board of Directors in 2024 is VND 74 million. Details as follows:

| No. | Full name | Plan (VND million) | Actual (VND million) | Number of settlement months | Total (VND million) | Notes Time of execution |
|--------------|-----------------------|--------------------|----------------------|-----------------------------|---------------------|----------------------------|
| 1 | Ms. Le Thi Thu Hien | 4 | 4 | 3.5 | 14 | 01/01/2024 - 04/15/2024 |
| 2 | Mr. Pham Thanh Do | 4 | 4 | 12.0 | 48 | 01/01/2024 - 31/12/2024 |
| 3 | Mr. Ha Minh Huan | 4 | 4 | 1.5 | 6 | 04/15/2024-05/31/2024 |
| 4 | Ms. Le Hoang Nhu Uyen | 4 | 4 | 1.5 | 6 | 06/17/2024-07/31/2024 |
| Total | | | | | 74 | |

3. Activities of the Board of Directors

- In 2024, the Board of Directors of the Company and its members have actively worked in the best interests of the shareholders and the Company. They have fulfilled their duties with responsibility, integrity, and caution, in compliance with the Law and the

Company's Charter, to ensure the Company operates efficiently, stably, and continues to develop.

- The Board of Directors has closely followed and implemented the tasks set forth in the Resolution of the General Meeting of Shareholders in 2024 .

- The activities of the Board of Directors are always aligned with the actual situation of the Company, supporting the operational activities of the Board of Management.

- The Board of Directors has held regular quarterly meetings in accordance with regulations and organized to collect votes from Board members by email between the two meetings. The contents of the resolutions passed are all under the authority of the Company's Board of Directors. All quarterly meetings of the Board of Directors are also attended by members of the Board of Supervisors, the Board of Management and relevant departments.

- In addition to regular meetings, members of the Board of Directors regularly discuss with the Board of Supervisors and the Board of Management, supervising the implementation of the resolutions of the General Meeting of Shareholders in 2024.

- In 2024, the Board of Directors held 05 meetings and 61 instances of consultations via email.

| No. | Member of the Board of Directors | Number of meetings/ consultations attended | Attendance rate | Reason for not attending |
|-----|----------------------------------|--|-----------------|--------------------------|
| 1 | Mr. Nguyen Minh Huy | 66/66 | 100% | - |
| 2 | Ms. Le Hoang Nhu Uyen | 50/66 | 76% | Dismissed on 31/7/2024 |
| 3 | Mr. Nguyen Thanh Tong | 66/66 | 100% | - |
| 4 | Ms. Le Thi Thu Hien | 13/66 | 20% | Dismissed on 15/4/2024 |
| 5 | Mr. Pham Thanh Do | 66/66 | 100% | - |
| 6 | Mr. Ha Minh Huan | 53/66 | 80% | Appointed on 15/4/2024 |
| 7 | Mr. Do Bao Trong | 15/66 | 23% | Appointed on 31/7/2024 |

- Resolutions and Decisions of the Board of Directors:

In 2024, the Board of Directors issued 77 Resolutions and Decisions, focusing on evaluating the implementation results and deploying the Company's quarterly and annual business plans and other tasks under the authority of the Board of Directors.

4. Board of Directors' performance assessment:

- In 2024, the Company's Board of Directors developed strategies and made timely, precise decisions and directives.

- The Board of Directors managed and performed tasks in accordance with the law, the Company's Charter, and internal regulations.

- The Board of Directors directed, monitored, and supervised the executive team to ensure full compliance with legal business regulations; ensured that information disclosure was carried out according to the law for public companies; and respected and safeguarded the rights of shareholders.

- The Board of Directors' inspections and supervision were within its authority, without hindering or overlapping the General Director's management duties.

- The Company's business operations faced many difficulties, but with a high sense of responsibility, the Board of Directors made many efforts to lead and resolutely direct the Company to carry out assigned tasks.

II. THE SUPERVISION OF THE BOARD OF MANAGEMENT IN 2024

1. Methods of monitoring and supervision

- In 2024, the Board of Directors supervised and directed the General Director and executive officers through resolutions of the Board of Directors.

- Through regular Board of Directors meetings and periodic financial reports, the Board of Directors held discussions to clarify the activities of the Board of Management in implementing the strategies, goals and plans approved by the General Meeting of Shareholders.

- Through detailed reports of the Board of Management on the progress of implementation as well as challenge and advantages encountered in executing the resolutions of the General Meeting of Shareholders and the Board of Directors.

- Through reports from the Board of Supervisors and close coordination with them to understand the business operations, the Board of Directors discusses and contributes ideas with the Board of Management to implement the resolutions of the General Meeting of Shareholders and the Board of Directors.

- The Board of Directors thoroughly discussed the opinions of the Board of Supervisors, who represent the investors, and carefully considered these opinions in its decisions.

- The Board of Directors directed to focus on reviewing, evaluating and promoting the completion of the plan targets assigned by the General Meeting of Shareholders and the resolutions of the Company's Board of Directors.

- The Board of Directors actively directed and closely monitored the execution of the resolutions of the General Meeting of Shareholders.

- The Board of Directors has directed the revision, supplementation, improvement, and issuance of the Debt Management Regulations, the Business Regulations, the Labor Management and Recruitment Regulations, and is currently reviewing the approval of the Salary Regulations.

- The Board of Directors monitored the Company's operations to ensure compliance with the provisions of the Enterprise Law, the Company's Charter, and current legal regulations.

In general, the Board of Directors has performed its duties resolutely, focused on strategic planning, made accurate decisions, promptly directed business activities, strengthened the supervision of the Board of Directors' activities, ensured a harmonious balance of the interests of the Company, shareholders as well as the interests of employees, contributing to the sustainable development of the Company.

2. Performance evaluation

2.1 Situation characteristics:

- In 2024, Vietnam's import and export activities achieved notable successes, reflecting the strong recovery of the economy after the pandemic and efforts to maintain growth amidst global economic fluctuations. The total import and export turnover of goods reached 786.29 billion USD, an increase of 15.4% compared to the previous year, with exports rising by 14.3% and imports increasing by 16.7%. The trade balance recorded a surplus of 24.77 billion USD.

- The support from the Government and improvements in the global supply chain have fueled strong growth in Vietnam's logistics industry in 2024. Trade promotion policies, international investment attraction, and the utilization of new-generation free trade agreements (FTAs) are being actively implemented.

- Vinatrans benefits from being a long-established brand in the freight forwarding industry, with a network of operations in key economic regions across the country, giving it a high reputation in the sector and the capability to meet customer requirements. However, in recent years, due to a lack of focus on development investments and infrastructure improvements for subsidiaries to enhance the parent company's transportation capacity, Vinatrans continues to rely on outsourced suppliers. The entry of large-scale international logistics companies with advanced technology has intensified competition. Meanwhile, the company faces numerous challenges in various areas: a cumbersome management model, suboptimal processes, a lack of flexibility in operations, and poor coordination between departments, resulting in low labor productivity; infrastructure investments have not been synchronized, the warehouse system does not meet standards, and transportation means fall short of meeting peak season demands; digital tools have not been fully leveraged to enhance productivity and optimize costs; core business operations have not generated sustainable profits; and investment efforts have not been clearly planned.

- By the end of 2024, the company introduced a new business line and has achieved positive initial results.

2.2 Results of implementing the Resolution of the 2024 General Meeting of Shareholders

a) Business results in 2024:

- Net revenue: VND 158,025 million, equal to 121.0% of the annual plan;
- Profit before tax: VND 18,248 million, equal to 110.6% of the annual plan.
 - Profit after tax 2024: VND 17,949.84 million
 - ROA 2024: 5.94 %
 - ROE 2024: 6.55 %.

- In 2024, net revenue mainly increased due to the new steel business segment. Revenue from member companies within the Vietnam Steel Corporation - JSC system (internal group) also rose sharply compared to the previous year, reaching VND 18.8 billion (compared to VND 3.68 billion in 2023), accounting for 11.9% of the Company's total service revenue.

- Pre-tax profit in 2024 achieved 110.6% of the plan, primarily due to increased dividends/profits received from subsidiaries and associates.

b) Investment implementation results in 2024:

- Project on Investment in purchasing business management software : Completed and put into use on December 31, 2024, with disbursement fully completed (VND 1,545 million).

- Project for Fire Prevention and Fighting System at Warehouse Area 161 Nguyễn Văn Quỳ, Phú Thuận Ward, District 7: A contract has been signed with a consulting company to carry out the procedures for preparing design documents to submit to the Fire Prevention and Fighting Police of District 7 for approval. The company will present this project to the 2025 Annual General Meeting of Shareholders to request its continuation into 2025.

c) Results of the implementation of the Project on restructuring Vinatrans' investment capital at enterprises

- The Company has not divested capital from enterprises as planned in 2024. The General Director has reported on the assessment of Vinatrans' capital transfer implementation in enterprises. The Board of Directors will submit to the General Meeting of Shareholders for approval the proposal to implement the project to restructure Vinatrans' capital investment in enterprises at the 2025 Annual General Meeting of Shareholders .

d) Transactions between the Company and related companies of insiders:

In 2024, the Company had transactions with related companies of insiders approved by the 2024 Annual General Meeting of Shareholders as follows:

| No. | Name of organization/individual | Related relationships with the company |
|-----|--|--|
| 1 | Vina Vinatrans Trucking Company Limited (V Truck) | Subsidiary |
| 2 | Nissin Logistics (VN) Company Limited. | Affiliated |
| 3 | Konoike Vinatrans Logistics Company Limited | Affiliated |
| 4 | Branch of Konoike Vinatrans Logistics Company Limited | Affiliated |
| 5 | Vinafreight Joint Stock Company | Other investments |
| 6 | Vinatrans Danang Joint Stock Company | Other investments |
| 7 | Da Nang Branch of Vector International Aviation Services Company Limited | Other investments |
| 8 | VNT Logistics Joint Stock Company | Other investments |
| 9 | Hai Phong Branch of VNT Logistics Joint Stock Company | Other investments |
| 10 | VINGAL-VNSTEEL Industries Joint Stock Company | VNSTEEL group |
| 11 | VNSTEEL - Hochiminh City Metal Corporation | VNSTEEL group |
| 12 | VNSTEEL - VICASA Joint Stock Company | VNSTEEL group |
| 13 | VNSTEEL - Thu Duc Steel Joint Stock Company | VNSTEEL group |
| 14 | Southern Steel Sheet Co.Ltd | VNSTEEL group |
| 15 | Nippovina Co., Ltd | VNSTEEL group |
| 16 | Binh Tay Steel Wire Netting Joint Stock Company | VNSTEEL group |
| 17 | Nhon Trạch Branch of VNSTEEL-Nha Be Steel Joint Stock Company | VNSTEEL group |
| 18 | VNSTEEL - Southern Steel Company Limited | VNSTEEL group |
| 19 | Danang Steel Joint Stock Company | VNSTEEL group |
| 20 | Mechanical Engineering & Metallurgy Joint-Stock Company | VNSTEEL group |
| 21 | VNSTEEL - Phu My Flat Steel Company Limited | VNSTEEL group |
| 22 | Thong Nhat Flat Steel Joint Stock Company | VNSTEEL group |
| 23 | VNSTEEL Thang Long Coated Sheets Joint Stock Company | VNSTEEL group |

3. Board of Directors' supervision of the General Director:

The Board of Directors supervises and directs the General Director in the Company's activities through resolutions and decisions of the Board of Directors and Company meetings.

The resolutions and decisions of the Board of Directors are consistent with the powers and duties of the Board of Directors as stipulated in the Charter and internal governance regulations of the Company, and comply with the law.

PART III

DIRECTIONS OF ACTIVITIES FOR THE 2025-2030 TERM

1. Development directions for the 2025-2030 Term

Maximize corporate value and increase benefits for stakeholders, specifically as follows:

- Achieve an average net revenue growth of at least 5%/year
- Achieve an average pre-tax profit growth of at least 5%/year

- Ensure an average annual dividend rate is at least 5%/year.
- Improve service quality and customer satisfaction
- Improve human resource quality and corporate culture
- Increase investment in development, infrastructure investment, improve competitiveness
- Strengthen digital transformation and technology application.

2. Action plan for the 2025-2030 term

2.1. Business operations

Maintain existing customers, develop new business areas, promote market development, find new customers, and expand service scope.

Optimize existing services towards improving service quality, building new service packages suitable for each customer group ; optimize revenue and profit from warehouse exploitation activities and existing real estate facilities .

Achieve the targets set by the Annual General Meeting of Shareholders, gradually reduce losses, and work towards profitability in traditional logistics operations.

2.2. Financial operations

- Ensure the Company's financial situation is safe and effective.
- Maximize financial revenue sources and develop financial strategies aligned with business operations.
- Complete the capital plan for upcoming development investments, ensuring the availability of funds for projects once approved.
- Arrange financial resources to support business operations.

2.3. Investment and repair operations

- Continue implementing ongoing projects and develop investment projects to enhance infrastructure, thereby increasing competitiveness and laying the foundation for sustainable development.

- Research investment options once the legal procedures for land areas are completed. In the short term, study the project of rebuilding the Building at A8 Truong Son to increase its value, because the building was built more than 20 years ago and is no longer suitable for the development trend of society.

2.4. Internal management operations

- Strengthen decentralization and delegation of authority, and the management system to ensure consistency, synchronization, and feasibility.
- Continue to improve, standardize, and apply standard operating procedures (SOPs) in management, operations, and business activities.
- Reassess the current operational model, and explore restructuring options to align with the company's goals and development plans.
- Continue to improve labor productivity and the efficiency of business operations.

2.5. Labor and salary operations

- Focus on developing a high-quality human resources, enhance training activities, and maintain and promote the internal training and coaching culture.

- Review and implement a salary policy that aligns with the company's operations, while continuing to maintain competitive salary levels and policies, along with good welfare benefits for employees.

2.6. Information technology operations

- Continue to accelerate digital transformation, digitization, and the strong application of information technology in management, operations, and business activities.

PART IV

DIRECTION OF THE BOARD OF DIRECTORS' ACTIVITIES FOR 2025

I. Directions for the activities of the Board of Directors in 2025

The United Nations report on the World Economic Situation and Prospects for 2025, published on January 9, 2025, states that, despite falling inflation, improving labor market conditions, and general monetary easing, growth is expected to remain lower than pre-pandemic levels. Global economic growth is forecast to remain at 2.8% in 2025, unchanged from 2024.

The global economy in 2025 remains uncertain, with commodity prices potentially experiencing significant fluctuations. Competition between major powers will intensify, and the 4.0 industrial revolution and digital transformation will continue to develop strongly. Vietnam's economy is facing important opportunities as well as a number of challenges and issues.

In line with the general situation, Vinatrans is also encountering challenges, such as internal industry competition. Large-scale domestic and international logistics companies are exerting competitive pressure on pricing and service quality. Additionally, changes in state management policies, fluctuations in fuel prices, and input costs due to new government regulations are impacting operating costs and profit margins.

The Company forecasts an opportunity to increase service revenue in 2025 through the expansion of international and domestic logistics services, as well as steel trading within the Vietnam Steel Corporation ecosystem. However, seizing this opportunity will require the Company to undergo significant reforms in its business strategy, organizational structure, governance, technology, and finance.

In this context, the Board of Directors has determined the operational direction for 2025 and has instructed the Board of Management to implement it, as follows:

1. Perform the Company's operational management functions within the scope, authority and duties of the Board of Directors, avoiding any overlap with the functions and duties of the Board of Management.

2. Closely monitor domestic and international market developments, proactively forecast market risk fluctuations; strengthen strategic planning, make close directive decisions, supervise and support the Board of Management to effectively implement the resolutions of the General Meeting of Shareholders and the Board of Directors to best achieve business goals.

3. Comply with relevant legal regulations, continue to develop and amend regulations, rules and procedures to perfect the Company's management system, and carry out corporate information disclosure in accordance with current regulations.

4. Evaluate the performance of the new business block model since the restructuring of departments (from 2022 to the present) and propose solutions for improvement, including adjustments to the organizational model, operational mechanisms, management methods, and business strategies.

5. Implement the plan to restructure Vinatrans' investment capital at enterprises after approval by the General Meeting of Shareholders.

6. Continue to implement the Fire Protection System Project for the warehouse area at 161 Nguyen Van Quy, District 7. Research and develop investment plans such as the vehicle investment project to increase transportation capacity, the modern warehouse system investment project at 161 Nguyen Van Quy, the project to build a modern office building at A8 Truong Son, the project to repair 102C Nguyen Van Cu after recovering land and houses from households.

7. Speed up the process of renewing land lease contracts for properties at 161 Nguyễn Văn Quy, District 7, 1650-1652 Phạm Thế Hiển, District 8, and the process of reclaiming the property at 102C Nguyễn Văn Cừ.

8. Collaborate with and leverage resources from partners—companies in which Vinatrans has invested—to develop customers, create new revenue streams, and especially utilize the resources of member units within the Vietnam Steel Corporation-JSC system.

9. Effectively manage receivables and optimize costs. Relocate the Company's office to a new location to reduce management expenses.

10. Effectively utilize business management software in operational and management tasks. Consider researching customer care management systems.

This report provides a summary of the Board of Directors' activities during the 2020-2025 term, the performance results for 2024, as well as the strategic direction for the 2025-2030 term and the operational plan for 2025.

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Best regards./.

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

Recipients:

- As above;
- BOS;
- BOM;
- Archived: Admin, BOD.

(Signed)

Nguyen Minh Huy

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

**VINATRAN S
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 97/BC-VIN

Ho Chi Minh City, March 03, 2025

**REPORT OF THE INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS
Regarding the performance results of the 2020-2025 term**

To: Annual General Meeting of Shareholders for 2025

The independent member of the Board of Directors of VINATRANS would like to report on the evaluation of the activities of the Independent member of the Board of Directors and the Board of Directors for the 2020-2025 term as follows:

1. Activities of the Independent member of the Board of Directors

During the 2020-2025 term, the Independent member of the Board of Directors attended meetings and participated in activities in accordance with his responsibilities and duties.

The remuneration of the Independent member of the Board of Directors during the 2020-2025 term was 4,000,000 VND/month and no other operational costs were incurred for the Independent Board Member during this term.

Activities of the Independent member of the Board of Directors during the year included:

- Monitoring the implementation of the management and operational duties of the Board of Directors and the Board of Management.
- Checking the reasonableness of the management and operation of business activities and accounting tasks.

2. On the organization of the Board of Directors meetings

During the 2020-2025 term, the Board of Directors held 19 meetings and 164 instances of collecting opinions via email. These meetings were conducted according to a specific schedule, with well-prepared materials, in compliance with the principles and regulations of the law and the Company's Charter.

Strategic issues such as business plans, financial matters, corporate culture, and management system development were all discussed between the Board of Directors and the Board of Management.

3. On the Supervision of the General Director and the Board of Management's Activities

During the 2020-2025 term, the Board of Directors conducted supervision and directed the General Director and the executive officers through the resolutions of the Board of Directors. The coordination between the Board of Directors and the Board of Management

was smooth and effective. The supervision work was maintained regularly and strictly, ensuring that the Company's operations adhered to the resolutions of the General Meeting of Shareholders and the Board of Directors.

The members of the Board of Directors and the Board of Management have governed the company according to professional standards and ethics, ensuring the interests of the Company's shareholders.

4. Transactions between the Company and insiders, and their related parties

The company has complied with relevant regulations regarding the approval authority, monitoring, and disclosure of transactions between the Company and its insiders, as well as the related parties of the insiders.

5. General evaluation of the Board of Directors' activities

During the 2020-2025 term, the global situation, as well as Vietnam's, experienced significant disruptions due to the COVID-19 pandemic, wars, natural disasters, and more. The members of the Board of Directors, in coordination with the Board of Management and all employees, made significant efforts to overcome challenges and complete the assigned plans.

The Board of Directors issued 216 Resolutions and Decisions, along with several documents directing the Company's operations. All Resolutions and Decisions of the Board of Directors were in accordance with its powers and responsibilities outlined in the Company's Charter and internal management regulations, and were in compliance with the law.

Above is the report of the Independent member of the Board of Directors, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Best regards!

Recipients:

- As above;
- Archived: Admin, BOD.

**THE INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS**

(Signed)

Pham Thanh Do

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

No.: 100/BC-VIN

Ho Chi Minh City, March 03, 2025

**REPORT OF THE BOARD OF SUPERVISORS
TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: General Meeting of Shareholders of Vinatrans

In compliance with the functions and duties of the Board of Supervisors as stipulated in the Law on Enterprises and the Charter of Organization and Operation of Vinatrans, the Board of Supervisors respectfully reports to the General Meeting of Shareholders on the results of inspection and supervision in 2024, the summary of the 2020–2025 term, the objectives and operational orientation for the 2025–2030 term, and the operational plan for 2025 as follows:

I. Operational Results of the Board of Supervisors in 2024:

1. Composition of the Board of Supervisors in 2024:

- Mr. Trieu Anh Vu – Head of the Board of Supervisors (Appointed on April 15, 2024)
- Ms. Pham Thi Thanh Binh – Head of the Board of Supervisors (Dismissed on April 15, 2024)
- Ms. Vu Van Huyen – Member of the Board of Supervisors (Appointed on April 15, 2024)
- Ms. Vu Thi Binh Nguyen – Member of the Board of Supervisors (Dismissed on April 15, 2024)
- Ms. Pham Thi Ha Phuong – Member of the Board of Supervisors

2. Summary of the Meetings of the Board of Supervisors:

The Board of Supervisors, consisting of three members, held three in-person meetings and two meetings in the form of collecting opinions via email. Additionally, members were assigned to attend meetings of the Board of Directors and the Board of Management.

3. Operations of the Board of Supervisors in 2024:

In 2024, the Board of Supervisors closely followed Resolution No. 83/NQ-VIN dated April 15, 2024, of the General Meeting of Shareholders to implement its tasks:

- Supervised and inspected the reasonableness, legality, truthfulness, and prudence in the management and operation of the company's business activities and its subsidiaries. Monitored compliance with laws, as well as the implementation of regulations and policies issued by the company.
- Reviewed the procedures for issuing company documents to ensure compliance with legal regulations and the company's charter, particularly in relation to the

resolutions and decisions of the Board of Directors and the Board of Management in business operations and governance.

- Monitored the performance of the company's capital management representatives at subsidiaries and affiliated companies.

- Appraised the separated and consolidated financial statements for the first six months of 2024 and the year of 2024. Prepared the Board of Supervisors' report on inspection and supervision results for 2024 and the 2020–2025 term to be presented at the 2025 Annual General Meeting of Shareholders.

4. Self-Assessment Report on the Performance of the Board of Supervisors and Its Members in 2024:

Based on the Charter of Organization and Operation of Vinatrans, the Operating Regulations of the Board of Supervisors, and the rights and responsibilities of the Board of Supervisors and its members in relation to the 2024 performance results, the Board of Supervisors and its members conduct a self-assessment as follows:

- Performed duties in compliance with the rights and responsibilities stipulated in the Company's Charter and the Operating Regulations of the Board of Supervisors, ensuring proper supervision of the Board of Directors and the Board of Management in governance and operations. Reports issued by the Board of Supervisors were prepared in compliance with legal procedures as per the Law on Enterprises and the Company's Charter.

- Fully participated in meetings of the Board of Supervisors, the Board of Directors, and the monthly briefings of the Board of Management, ensuring timely updates on the company's operations.

- Completed the appraisal of the separated and consolidated financial statements for the first six months of 2024 and the year of 2024, in compliance with accounting standards, with review and audit conducted by AASC Auditing Firm Company Limited.

- Throughout its duties, the Board of Supervisors effectively collaborated with the Board of Directors and the Board of Management to fulfill assigned responsibilities. Additionally, it provided recommendations to the Board of Directors to enhance corporate governance and internal control, meeting the company's development needs. The Board of Directors and the Board of Management took into account and implemented the Board of Supervisors' recommendations, contributing to the achievement of the company's targets and tasks as assigned by the General Meeting of Shareholders.

5. Salary and Remuneration of the Board of Supervisors:

| No. | Full Name | Position | Salary and Remuneration in 2024 (VND) | Notes |
|------------|---------------------|------------------------------------|--|-----------------------------|
| 1 | Trieu Anh Vu | Head of the Board of Supervisors | 254,800,000 | Appointed on April 15, 2024 |
| 2 | Pham Thi Thanh Binh | Head of the Board of Supervisors | 14,000,000 | Dismissed on April 15, 2024 |
| 3 | Vu Van Huyen | Member of the Board of Supervisors | 25,500,000 | Appointed on April 15, 2024 |

| | | | | |
|---|--------------------|------------------------------------|-------------|-----------------------------|
| 4 | Vu Thi Binh Nguyen | Member of the Board of Supervisors | 145,500,000 | Dismissed on April 15, 2024 |
| 5 | Pham Thi Ha Phuong | Member of the Board of Supervisors | 170,000,000 | |

6. Results of the Supervision of the Board of Directors and the Board of Management in 2024:

- Successfully organized the 2024 Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders.

- Successfully conducted the written consultation process with shareholders to approve the Second Extraordinary General Meeting of Shareholders' Resolution in 2024.

- Changes in the Composition of the Board of Directors:

- + Mr. Ha Minh Huan – Member of the Board of Directors (Appointed on April 15, 2024)

- + Ms. Le Thi Thu Hien – Member of the Board of Directors (Dismissed on April 15, 2024).

- + Mr. Do Bao Trong – Member of the Board of Directors (Appointed on July 31, 2024)

- + Ms. Le Hoang Nhu Uyen – Member of the Board of Directors (Dismissed on July 31, 2024).

- Changes in the Composition of the Board of Management:

- + Mr. Ha Minh Huan – General Director (Appointed on May 31, 2024)

- + Ms. Le Hoang Nhu Uyen – General Director (Dismissed on May 31, 2024).

- Implementing the resolutions of the General Meeting of Shareholders, the Board of Directors has held quarterly in-person meetings. For issues requiring consultation, the Board members' opinions were gathered via email to approve the Board's Resolutions and Decisions. The Resolutions and Decisions issued by the Board of Directors comply with legal regulations and the Company's Charter.

- The Board of Directors directed the Board of Management to effectively and flexibly execute business activities while strictly adhering to the Company's Charter.

- The Board of Management fully complied with legal regulations and the Company's Charter regarding the execution of economic contracts with related parties.

- Feedback and recommendations from the Board of Directors and the Board of Supervisors were carefully considered by the Board of Management, with appropriate explanations provided.

- The Board of Management made significant efforts to enhance connectivity within the Vietnam Steel Corporation – JSC system, ensuring sustainable internal revenue growth and achieving positive business results in 2024.

7. On the Coordination Between the Board of Supervisors, the Board of Directors, and the Board of Management:

In 2024, the Board of Supervisors closely coordinated with the Board of Directors and the Board of Management based on the principle of safeguarding the interests of the Company and its shareholders, in full compliance with legal regulations and the Company's Charter.

The Board of Directors and the Board of Management have provided information and documents on management and operational activities as required, facilitating the supervisory work. Members of the Board of Supervisors were invited to attend all Board of Directors meetings and briefing meetings of the Board of Management. The Board of Supervisors actively contributed opinions on the management and operations of the Board of Directors and the Board of Management, with many recommendations being acknowledged and promptly directed for implementation.

8. Assessment of Related-Party Transactions:

In 2024, transactions between the Company and its subsidiaries, associates, and companies related to the major shareholder, Vietnam Steel Corporation – JSC, were conducted transparently, in compliance with the Company's Charter and applicable legal regulations.

II. Results of the Supervision on the Implementation of Resolution No. 83/NQ-VIN dated April 15, 2024, of the General Meeting of Shareholders of Vinatrans:

1. Business Performance and Financial Position in 2024 Based on Vinatrans' Separate Financial Statements:

| No. | Items | Currency unit | Actual 2023 | Actual 2024 | Plan 2024 | Comparison (%) | |
|-----|--|-----------------------|-------------|-------------|-----------|-------------------------|---------------------------|
| | | | | | | Actual 2024 / Plan 2024 | Actual 2024 / Actual 2023 |
| 1 | Actual Output | Job file | 15,065 | 13,181 | | | 87% |
| 2 | Net revenue from sales of goods and rendering of services | Million VND | 132,262 | 158,025 | 130.600 | 121% | 119% |
| | <i>In which: Average Selling Price</i> | Million VND /Job file | 8.78 | 11.99 | | | 137% |
| 3 | Cost of goods sold and services rendered | Million VND | 110,244 | 138,113 | | | 125% |
| | <i>In which: Average Selling Price</i> | Million VND /Job file | 7.32 | 10.48 | | | 143% |
| 4 | Gross profit from sales of goods and rendering of services | Million VND | 22,017 | 19,913 | | | 90% |
| 5 | Financial income | Million VND | 31,648 | 26,430 | | | 84% |
| | <i>In which: Interest Income from Deposits</i> | Million VND | 10,122 | 5,490 | | | 54% |
| | <i>Dividends and Distributed Profits</i> | Million VND | 21,380 | 20,916 | | | 98% |
| 6 | Financial expenses | Million VND | 2,253 | (2,177) | | | -97% |
| | <i>In which: Interest expenses</i> | Million VND | - | - | | | |
| 7 | Selling expenses | Million VND | 8,852 | 7,125 | | | 80% |
| 8 | General and administrative expenses | Million VND | 22,261 | 23,464 | | | 105% |

| | | | | | | | |
|----|----------------------|-------------|--------|--------|--------|------|-------|
| 9 | Net operating profit | Million VND | 20,300 | 17,931 | | | 88% |
| 10 | Other income | Million VND | 193 | 317 | | | 164% |
| 11 | Other expenses | Million VND | 430 | - | | | 0% |
| 12 | Other profit | Million VND | (238) | 317 | | | -133% |
| 13 | Profit before tax | Million VND | 20,062 | 18,248 | 16,500 | 111% | 91% |
| 14 | Corporate Income Tax | Million VND | 944 | 298 | | | 32% |
| 15 | Profit after tax | Million VND | 19,118 | 17,950 | | | 94% |

* The General Meeting of Shareholders assigned the parent company a net revenue target of VND 130,600 million and a pre-tax profit target of VND 16,500 million for 2024.

* The parent company's net revenue in 2024 reached VND 158,025 million, achieving 121% of the assigned target.

* The parent company's Pre-tax profit in 2024 reached VND 18,248 million, achieving 111% of the assigned target.

* In 2024, Despite challenges in the logistics market, the parent company exceeded the revenue and profit targets set by the General Meeting of Shareholders:

- The actual output in 2024 was 13,181 job files, a 13% decrease compared to the previous year. Meanwhile, the average selling price in 2024 was VND 11.99 million per job file, marking a significant 37% increase year over year. As the growth rate of the average selling price outpaced the decline in output, net revenue in 2024 reached VND 158,025 million, representing a 19% increase compared to the previous year.

- Cost of goods sold and services rendered in 2024 was VND 138,113 million, a 25% increase compared to the previous year, mainly due to a significant rise in the average cost price.

- Gross profit in 2024 was VND 19,913 million, a 10% decrease compared to the previous year, as the increase in the average cost price outpaced the increase in the average selling price.

- Financial revenue in 2024 was VND 26,430 million, a decrease of 16% compared to the same period last year. The decline was mainly due to lower interest income from deposits and reduced dividends and profit distributions received by the company in 2024 compared to the previous year.

- Financial expenses in 2024 were negative VND 2,177 million, as the company reversed provisions for its investment in Vinafreight JSC.

- Selling expenses and General and administrative expenses of the parent company in 2024 were VND 7,125 million and VND 23,464 million, respectively. Selling expenses decreased by 20% year-over-year, mainly due to reduced labor costs, Administrative expenses increased by 5% year-over-year, primarily due to higher outsourced service costs.

- Other income in 2024 reached VND 317 million, leading to a pre-tax profit of VND 18,248 million, 9% decrease compared to the previous year and Net profit after tax in 2024 was VND 17,950 million, 6% decrease compared to the previous year.

*** Regarding the Parent Company's Accounts Receivable:**

- The total receivables of the parent company as of December 31, 2024, amounted to VND 117,652 million, representing a 210% increase compared to January 1, 2024. The primary reason for this surge was the execution of high-value billet trading contracts with Tay Do Steel Co., Ltd. in Quarter 4 of 2024.

- As of December 31, 2024, doubtful accounts receivable amounted to VND 4,357 million, accounting for 3.7% of total accounts receivable. *(A provision of VND 2,110 million has been set aside, an increase of VND 804 million compared to January 1, 2024)*

*** Regarding the Parent Company's Financial Items:**

| No . | Financial Items | Currency unit | January 1, 2024 | December 31, 2024 |
|----------|---|---------------|-----------------|-------------------|
| 1 | Asset Structure | | | |
| | Non-Current Assets / Total Assets | % | 39% | 41% |
| | Current Assets / Total Assets | % | 61% | 59% |
| | Fixed assets /Total Assets | % | 5% | 5% |
| 2 | Capital Structure | | | |
| | Liabilities / Total Liabilities and Owners' Equity | % | 11% | 9% |
| | Owner's equity / Total Liabilities and Owners' Equity | % | 89% | 91% |
| | Liabilities / Owner's equity | Times | 0.13 | 0.10 |
| 3 | Liquidity | | | |
| | Current Ratio | Times | 5.64 | 6.68 |
| | Quick Ratio | Times | 5.57 | 6.55 |
| 4 | Profitability Ratio | | | |
| | Profit after tax / Total Assets (ROA) | % | 6.18% | 5.94% |
| | Profit after tax / Owner's equity (ROE) | % | 6.96% | 6.55% |

- Asset Structure: As of December 31, 2024, the asset structure remained relatively unchanged compared to January 1, 2024. Non-Current assets primarily consist of long-term financial investments in enterprises, accounting for 86% of the parent company's non-current assets. The low proportion of fixed assets to total assets indicates that the company has made minimal investments in fixed assets.

- Capital Structure: Owner's equity accounts for a significant proportion of Total Liabilities and Owners' Equity. The ratios of liabilities to Owners' Equity remain low, indicating that the parent company's capital structure is secure and its financial position is stable.

- Liquidity: At a good level, ensuring the ability to meet due debt obligations.

- Profitability Ratio: The ROA and ROE as of December 31, 2024, declined compared to January 1, 2024, primarily due to a decrease in the parent company's after-tax profit in 2024 compared to the previous year.

2. Business performance results and financial situation in 2024 in the consolidated financial statements of Vinatrans:

| No | Items | Currency unit | Implementation in 2023 | Implementation in 2024 | Comparison of Actual Performance 2024/Actual Performance 2023 (%) |
|----|--|---------------|------------------------|------------------------|---|
| 1 | Net revenue from sales of goods and rendering of services | Million VND | 142,429 | 165,677 | 116% |
| 2 | Cost of goods sold and services rendered | Million VND | 118,128 | 143,181 | 121% |
| 3 | Gross profit from sales of goods and rendering of services | Million VND | 24,300 | 22,496 | 93% |
| 4 | Financial income | Million VND | 32,770 | 24,711 | 75% |
| | <i>In which: Interest Income from Deposits</i> | Million VND | 11,244 | 5,743 | 51% |
| | <i>Dividends and Distributed Profits</i> | Million VND | 21,380 | 18,944 | 89% |
| 5 | Financial expenses | Million VND | 2,253 | (2,177) | -97% |
| | <i>In which: Interest expenses</i> | Million VND | | | |
| 6 | Profit/ Loss from associates | Million VND | 24,250 | 12,434 | 51% |
| 7 | Selling expenses | Million VND | 8,852 | 7,125 | 80% |
| 8 | General and administrative expenses | Million VND | 24,733 | 25,855 | 105% |
| 9 | Net operating profit | Million VND | 45,483 | 28,838 | 63% |
| 10 | Other income | Million VND | 734 | 1,121 | 153% |
| 11 | Other expenses | Million VND | 451 | 55 | 12% |
| 12 | Other profit | Million VND | 283 | 1,066 | 377% |
| 13 | Profit before tax | Million VND | 45,766 | 29,904 | 65% |
| 14 | Corporate Income Tax | Million VND | 1,266 | 615 | 49% |
| 15 | Profit after tax | Million VND | 44,500 | 29,290 | 66% |

- In 2024, the company's consolidated net revenue reached VND 165,677 million, an increase of 16% compared to the same period last year. The company's consolidated cost of goods sold and services rendered was VND 143,181 million, up 21% year-on-year.

- The consolidated gross profit in 2024 was VND 22,496 million, down 7% compared to the same period last year. This was due to the cost of goods sold and services rendered increasing at a faster rate than net revenue.

- The consolidated financial income in 2024 was VND 24,711 million, down 25% compared to the same period last year. The decline was primarily due to a decrease in interest income from deposits, as well as lower dividends and profit distributions received by the company in 2024 compared to the previous year.

- The share of profit or loss from associates and joint ventures was VND 12,434 million, down 49% year-on-year.

- The consolidated financial expenses were negative VND 2,177 million, as the company reversed the provision for investment in Vinafreight Joint Stock Company.

- The consolidated selling expenses and General and administrative expenses in 2024 were VND 7,125 million and VND 25,855 million, respectively. Selling expenses decreased by 20% year-on-year, mainly due to lower labor costs, while administrative

expenses increased slightly by 5% year-on-year, primarily due to higher outsourced service costs.

- The consolidated other profit was VND 1,066 million, leading to a consolidated profit before tax of VND 29,904 million, a decrease of 35% compared to the same period last year. The consolidated profit after tax was VND 29,290 million, down 34% year-on-year.

*** Regarding Consolidated Financial Items:**

| No . | Financial Items | Currency unit | January 1, 2024 | December 31, 2024 |
|----------|---|---------------|-----------------|-------------------|
| 1 | Asset Structure | | | |
| | Non-Current Assets / Total Assets | % | 64% | 68% |
| | Current Assets / Total Assets | % | 36% | 32% |
| | Fixed assets /Total Assets | % | 3% | 5% |
| 2 | Capital Structure | | | |
| | Liabilities / Total Liabilities and Owners' Equity | % | 6% | 4% |
| | Owner's equity / Total Liabilities and Owners' Equity | % | 94% | 96% |
| | Liabilities / Owner's equity | Times | 0.06 | 0.04 |
| 3 | Liquidity | | | |
| | Current Ratio | Times | 6.81 | 8.15 |
| | Quick Ratio | Times | 6.73 | 7.99 |
| 4 | Profitability Ratio | | | |
| | Profit after tax / Total Assets (ROA) | % | 7.49% | 4.91% |
| | Profit after tax / Owner's equity (ROE) | % | 7.93% | 5.12% |

- Asset Structure: As of December 31, 2024, the asset structure remained largely unchanged compared to January 1, 2024. Non-Current assets mainly consist of long-term financial investments in enterprises, accounting for 92% of the company's total non-current assets. The low ratio of fixed assets to total assets indicates that the company invests minimally in fixed assets.

- Capital Structure: Owner's equity accounts for a significant proportion of total Liabilities and Owners' Equity. The low ratio of liabilities to Owner's equity indicate that the parent company's capital structure is safe and its financial position is stable.

- Liquidity: At a good level, ensuring the ability to meet due debt obligations

- Profitability Ratio: The ROA and ROE as of December 31, 2024, decreased compared to January 1, 2024, primarily due to a decline in the company's consolidated net profit in 2024 compared to the same period last year.

3. Regarding Dividend Distribution to Shareholders:

The company has distributed dividends to shareholders starting from June 28, 2024, based on the list of shareholders as of the final registration date, June 14, 2024.

4. Regarding Investment Activities:

- Enterprise Management Software Investment Project: As of December 31, 2024, this project has been completed, accepted, and put into operation. The disbursed

amount was VND 1,545 million, which is VND 205 million lower than the approved total investment.

- Fire Protection System for the Warehouse at 161 Nguyen Van Quy, District 7: In 2024, the company temporarily postponed this investment due to the lease agreement for the land not yet being renewed. The company is working with consultants and relevant authorities to proceed with the lease renewal.

5. Regarding Vinatrans' Divestment from Enterprises:

In 2024, the company did not carry out divestment from any entities as planned. The General Director has submitted a report evaluating the implementation of Vinatrans' capital transfer in enterprises and provided specific proposals as follows:

- VNT logistics JSC., : Divestment is temporarily suspended until conditions for divestment are met according to regulations.

- Vinatrans Da Nang: Expected divestment timeline: Quarter 2 of 2025 (after the release of the audited financial statements for 2024).

- Viet Way Investment Development Trading Company Limited (Vietway): The company will halt the development of a divestment plan and proceed with dissolution in accordance with Decision No. 01/QĐ dated June 15, 2023, issued by Vietway's Board of Members.

- AGILITY limited: Expected divestment timeline: Quarter 2 of 2025 (after the release of the audited financial statements for 2024).

- Vinafreight Joint Stock Company: Expected divestment timeline: Quarter 3 of 2025 (after the release of the reviewed financial statements for the first half of 2025).

- Vector International Aviation Service Co.,Ltd: Divestment is temporarily suspended as the company operates efficiently and distributes profits relatively consistently each year.

6. Regarding the Property at 102C Nguyen Van Cu, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City:

The company has signed a contract with a law firm to handle the property issue at 102C Nguyen Van Cu. Based on legal consultation, the company issued Notice No. 602/TB-VIN dated November 20, 2024, to the residents regarding the termination of rental agreements and occupancy, requesting the return of the property and premises starting from February 28, 2025. As of December 31, 2024, one household has returned two rooms.

III. Appraisal of the 2024 Financial Statements

- The 2024 financial statements of Vinatrans were audited by AASC Auditing Firm Company Limited.

- The separate and consolidated financial statements for 2024 fairly and accurately present the financial position of Vinatrans as of December 31, 2024. These statements include the Balance Sheet, Income Statement, Cash Flow Statement, and Notes to the Financial Statements (*except for the impact of matters stated in the qualified audit opinion*).

- The Board of Supervisors agrees with the figures presented in the audited financial statements by AASC Auditing Firm Company Limited, as well as the auditor's opinions on Vinatrans' 2024 financial statements.

IV. Evaluation of the 2020-2025 Term Operations:

1. Structure of the Board of Supervisors for the 2020-2025 Term:

- Ms. Vu Thi Binh Nguyen – Head of the Board of Supervisors (Appointed as Head on June 27, 2020; Appointed as Member on November 2, 2021; Dismissed on April 15, 2024)

- Ms. Pham Thi Thanh Binh – Head of the Board of Supervisors (Appointed as Member on June 27, 2020; Appointed as Head on November 2, 2021; Dismissed on April 15, 2024)

- Ms. Van Thi Thu Huong – Member of the Board of Supervisors (Appointed on June 27, 2020; Dismissed on March 10, 2023)

- Ms. Pham Thi Ha Phuong – Member of the Board of Supervisors (Appointed on March 10, 2023)

- Mr. Trieu Anh Vu – Head of the Board of Supervisors (Appointed on April 15, 2024)

- Ms. Vu Van Huyen – Member of the Board of Supervisors (Appointed on April 15, 2024)

2. Results of the Implementation of Targets Assigned by the General Meeting of Shareholders:

Unit: Million VND

| Year | Net Revenue | | | Profit Before Tax | | |
|--------------|----------------|----------------|---------------|-------------------|----------------|---------------|
| | Plan | Actual | % Actual/Plan | Plan | Actual | % Actual/Plan |
| 2020 | 154,000 | 182,864 | 119% | 29,750 | 30,030 | 101% |
| 2021 | 165,000 | 209,340 | 127% | 31,500 | 34,894 | 111% |
| 2022 | 175,000 | 197,393 | 113% | 20,585 | 51,755 | 251% |
| 2023 | 205,000 | 132,261 | 65% | 38,000 | 20,063 | 53% |
| 2024 | 130,600 | 158,025 | 121% | 16,500 | 18,248 | 111% |
| Total | 829,600 | 879,884 | 106% | 136,335 | 154,990 | 114% |

The total net revenues from sales of goods and rendering of services of the Parent Company for the 2020-2024 period was VND 879,884 million, achieving 106% of the target assigned by the General Meeting of Shareholders.

The total profit before tax of the Parent Company for the 2020-2024 period was VND 154,990 million, reaching 114% of the target assigned by the General Meeting of Shareholders.

The business performance during the 2020-2024 period showed good growth compared to the targets set by the General Meeting of Shareholders. However, the company also faced several challenges during this period:

- The company's core business operations were not profitable, with a significant decline in revenue.

- The restructuring and divestment process at enterprises was slower than planned.

- An increase in doubtful accounts arose, *(with provisions for bad debts rising by VND 1,421 million during the 2020-2024 period)*.

3. On the Management and Administration of the Board of Directors and the Board of Management:

During the past term, the Board of Directors and the Board of Management have assigned specific, clear, and appropriate responsibilities to each member. This has enabled timely and practical business planning, identification of existing issues, and the proposal of suitable policies and solutions to effectively address the company's challenges.

The Resolutions and Decisions of the Board of Directors, as well as the Decisions of the General Director, were issued promptly in compliance with legal regulations and the company's Charter. A system of internal regulations and policies was developed in accordance with current legal provisions and was effectively implemented within the company.

Evaluation: During the 2020-2025 term, the Board of Directors performed its duties with diligence and determination, focusing on strategic planning and making accurate, timely decisions aligned with the actual situation. This contributed to supporting the Board of Management in achieving the highest operational efficiency.

V. Recommendations:

- Continue to enhance the provision of logistics services to companies within the Vietnam Steel Corporation – JSC system. Alongside expanding the internal market, the company should maintain its current market share and develop external markets beyond the Vietnam Steel Corporation – JSC system, thereby gradually improving the efficiency of its core business operations.

- Strengthen efforts in debt collection. For overdue receivables, adopt flexible collection solutions depending on each case to maintain and support existing customers facing financial difficulties. If a customer shows high payment risk, immediately cease sales and service provision to that customer.

- For doubtful receivables, require customers to establish a clear repayment plan, closely monitor, and follow up on payments as scheduled. In cases where customers are uncooperative, delaying, or difficult to collect from, the company should complete the necessary documentation to take legal action in accordance with applicable laws and signed economic contract.

- In sales and service provision, conduct thorough customer assessments before granting credit limits for deferred payments. The company should minimize the approval of large unsecured credit sales and strengthen deferred sales backed by collateral (attention to receivables of Tay Do Steel Company Limited).

- Continue implementing effective measures to resolve the encroachment issue at the company's property located at 102C Nguyen Van Cu Street, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City.

- Upon reviewing affiliated companies where Vinatrans holds more than 20% of charter capital, the Board of Supervisors observed that Vinatrans' capital representatives at these entities are all part-time members. Therefore, the Board of

Supervisors recommends that the Board of Directors and the Board of Management consider discussions with partners on appointing at least one full-time capital representative at each entity, as stipulated in corporate charters, to improve the management of Vinatrans' investments in these companies.

VI. Operational Orientation for the 2025-2030 Term and the Board of Supervisors' Activity Plan for 2025:

1. Operational Orientation for the 2025-2030 Term:

During the 2025-2030 term, the Board of Supervisors will align its activities with the strategic objectives set by the General Meeting of Shareholders for the entire term. Based on this, the Board will establish an operational direction and define key priorities with the following specific goals:

- Enhancing the quality of inspection and supervision: Identify key focus areas for inspection and supervision each year, ensuring a proactive, independent, and objective approach while effectively utilizing resources.

- Strengthen inspection, supervision, and risk prevention in accordance with the objectives and plans set by the Resolutions of the General Meeting of Shareholders.

- Enhance the proactiveness and accountability of each member of the Board of Supervisors in their professional duties.

- Closely coordinate the activities of the Board of Supervisors with the Board of Directors, the Company's Party Committee's Inspection Commission, and relevant departments to improve the effectiveness of inspection and supervision.

2. 2025 Operational Plan:

The Board of Supervisors performs its functions and duties as stipulated in the Law on Enterprises, the Company's Charter, and implements the work programs for 2025, specifically as follows:

- Supervising and inspecting the reasonableness, legality, transparency, and prudence in the management and administration of business operations, as well as in the organization of accounting, statistics, and the preparation of the Company's financial statements.

- Monitoring the review and audit of financial statements and evaluating the business performance report, the semi-annual financial statements for the first six months of 2025, and the annual financial statements for 2025. Conducting periodic inspections on specific aspects of investment, financial management, business management, compliance with the Company's established management regulations, and assessing the internal control system.

- Participating in providing feedback and supervising the issuance and implementation of the Company's management regulations to ensure alignment with the Company's Charter and legal provisions.

- Supervising the performance of the Company's capital management representatives at subsidiaries and affiliated companies; overseeing specific aspects related to capital utilization and preservation, investment activities, financial management, and business operations of subsidiaries.

- Coordinating with the Party Committee's Inspection Committee and specialized departments of the Company to supervise specific units as per the coordinated plan.

The above constitutes the Report on the inspection and supervision results for 2024, the summary of the 2020-2025 term, the operational orientation for the 2025-2030 term, and the 2025 operational plan of the Board of Supervisors. This report has been unanimously approved by the members of the Board of Supervisors.

Respectfully submitted to the General Meeting of Shareholders for review and approval./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

Recipients:

- General Meeting of Shareholders;
- BOD;
- Board of Management;
- Save: Admin, Board of Supervisors.

(Signed)

Trieu Anh Vu

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

No.: 98/BC-VIN

*Ho Chi Minh City, March 03, 2025***REPORT OF THE BOARD OF MANAGEMENT
Regarding the performance results in 2024 and the direction for 2025****I. BUSINESS PERFORMANCE RESULTS IN 2024****1. Market Overview**

- In 2024, Vietnam's import and export activities achieved significant milestones, reflecting a strong recovery of the economy post-pandemic and efforts to maintain growth amidst global economic volatility. The total import-export turnover reached USD 786.29 billion, an increase of 15.4% compared to the previous year, with exports rising by 14.3% and imports increasing by 16.7%. The trade balance in goods showed a surplus of USD 24.77 billion.

- The support and collaboration from the Government, along with improvements in the global supply chain, have led to the strong development of Vietnam's logistics industry in 2024. The Government has focused on reforming administrative procedures, especially customs and specialized inspection agencies, to reduce time and costs for businesses. Strategic seaports continue to be invested in and upgraded, creating momentum for maritime transport. The application of technologies such as artificial intelligence (AI), blockchain, and supply chain management systems (SCM) is strongly encouraged, improving productivity and management efficiency. Policies to promote trade, attract international investment, and take advantage of new-generation free trade agreements (FTAs) are also being actively implemented.

- Vinatrans benefits from being a long-established brand in the freight forwarding industry, with a network of operations in key economic regions across the country, giving it a high reputation in the sector and the capability to meet customer requirements. However, in recent years, due to a lack of focus on development investments and infrastructure improvements for subsidiaries to enhance the parent company's transportation capacity, Vinatrans continues to rely on outsourced suppliers. The entry of large-scale international logistics companies with advanced technology has intensified competition. Meanwhile, the company faces numerous challenges in various areas: a cumbersome management model, suboptimal processes, a lack of flexibility in operations, and poor coordination between departments, resulting in low labor productivity; infrastructure investments have not been synchronized, the warehouse system does not meet standards, and transportation means fall short of meeting peak season demands; digital tools have not been fully leveraged to enhance productivity and optimize costs; core business operations have not generated sustainable profits; and investment efforts have not been clearly planned.

- By the end of 2024, the company introduced a new business line and has achieved positive initial results

2. Key target achievement results for 2024

Unit: VND Million

| Indicators | Plan 2024 | Actual 2023 | Actual 2024 | Actual 2024 compare with | |
|---------------------------------|---------------|------------------|------------------|--------------------------|---------------|
| | | | | Plan 2024 | Actual 2023 |
| 1. Service Revenue | 130,600 | 132,261.54 | 158,025.42 | 121.00% | 119.48% |
| 2. Service Cost of Goods Sold | 103,360 | 110,243.89 | 138,112.80 | 133.62% | 125.28% |
| 3. Gross Profit from Services | 27,240 | 22,017.65 | 19,912.63 | 73.10% | 90.44% |
| 4. Financial Revenue | 17,350 | 31,648.02 | 26,430.43 | 152.34% | 83.51% |
| - Interest from deposits, bonds | 5,102.63 | 10,268.39 | 5,514.25 | 108.07% | 53.70% |
| - Dividends, profits received | 12,247.37 | 21,379.63 | 20,916.00 | 170.78% | 97.83% |
| 5. Financial Expenses | | 2,253.10 | -2,177.22 | | |
| 6. Selling Expenses | 7,468 | 8,851.68 | 7,124.88 | 95.41% | 80.49% |
| 7. Administrative Expenses | 20,622 | 22,260.76 | 23,464.00 | 113.78% | 105.41% |
| 8. Other Income | | 192.62 | 316.66 | | 164.40% |
| 9. Other Expenses | | 430.14 | 0.02 | | 0.00% |
| 10. Total Profit Before Tax | 16,500 | 20,062.60 | 18,248.04 | 110.59% | 90.96% |
| 11. Operating Profit | | -9,094.79 | -10,676.26 | | |

Note: Cumulative revenue - internal costs up to December 2024: VND 1,331.3 million

- Profit After Tax in 2024: VND 17,949.84 million
- ROA 2024: 5.9%;
- ROE 2024: 6.6 %.

3. Evaluation of key task achievements for 2024

3.1. Business operations

- The Company's net revenue and pre-tax profit in 2024 both exceeded the assigned plan. Net revenue was VND 158,025 million, reaching 121% of the plan. Pre-tax profit was VND 18,248 million, reaching 111% of the plan.

- The increase in net revenue in 2024 was primarily driven by the new business segment of steel trading. Revenue from member companies within the Vietnam Steel Corporation – JSC (internal customers) also surged significantly compared to the previous year, reaching VND 18.8 billion (up from VND 3.68 billion in 2023), accounting for 11.9% of the total service revenue of the Company.

- The company mainly provides services in the following areas: Warehouse, yard, and office leasing; Traditional logistics services including customs clearance, transportation, packing, machinery relocation, international freight forwarding, ship agency services, and handling services for foreign partners.

- In the fourth quarter of 2024, the Company expanded into the steel trading business to gradually complete its full-package logistics services.

- The total number of customers in 2024 was 224 (including 14 internal customers), of which 43 are new customers. The revenue from new customers was VND 11.3 billion (excluding internal customers).

- The company places a strong emphasis on managing and developing suppliers for each service segment. In 2024, the Company introduced supplier selection regulations, maintained stable relationships with suppliers meeting customer needs, and developed additional suppliers for internal customers to ensure competitive pricing, quality, and compliance with requirements.

3.2. Accounting and financial tasks

- Accounting work: Perform accounting work, collect and close periodic accounting books; Prepare financial reports and conduct review and audit of financial reports according to regulations; Perform periodic inventory work according to regulations; Perform periodic inspection of accounting work at branches; Pay dividends according to regulations; The Fast Accounting was tested, accepted in December 2024 and officially put into operation in January 2025.

- Debt management: Review, inspect, and urge the collection of receivables in compliance with the debt management regulations. However, there are still overdue receivables over 6 months. As of December 31, 2024, accounts receivable from customers amounted to VND 118,211 million, of which overdue receivables over 6 months totaled VND 4,363 million, accounting for 5.57% of total receivables. The remaining balance is accounts receivable awaiting transfer. The company has been working with a law firm to file lawsuits against Thiện Phú Sĩ Company and several other customers for difficult-to-collect overdue debts. In 2024, the provision for doubtful receivables is estimated at VND 904 million, while the provision was reduced by VND 101 million due to customer payments.

- Financial investment management: The deposit amounts always ensure compliance with deposit regulations, adhering to the approved deposit structure to diversify risks, ensure financial efficiency, and preserve capital. The total deposit as of December 31, 2024, is VND 54 billion. Of this, VND 26 billion is due within less than 6 months, and VND 28 billion is due from 6 months to less than 1 year.

3.3. Technical investment tasks

- Construction and repair work: Carry out leak-proofing work for warehouses at 161 Nguyen Van Quy, 1650 - 1652 Pham The Hien, and complete repair and acceptance work for the office building at 1531 Pham The Hien..

- Investment management: The investment project for the Business Management Software has been completed and put into use on December 31, 2024. The investment project for the Fire Protection System for the warehouse area at 161 Nguyen Van Quy has signed a contract with a consulting firm to carry out the procedures for preparing the design dossier for submission to the Fire Prevention and Fighting Authority of District 7 for approval.

- Land Management:

- Land lease contract extension: On December 25, 2024, the Department of Natural Resources and Environment submitted Official Letter No. 13983/TTr-STNMT-QLĐ to the People's Committee of Ho Chi Minh City regarding the land use extension for Vinatrans Company at 161 Nguyen Van Quy.

- House recovery work at 102C Nguyễn Văn Cừ: One household has returned two rooms. On November 20, 2024, the company notified the households about the termination of the lease and the requirement to return the premises by February 28, 2025. On January 2, 2025, 26 households submitted a collective response to this notice. On January 24, 2025, the company organized a meeting with the households, with the participation of Lawyers and Bailiffs.

- Capital Management: The dividends/profits received in 2024 from subsidiaries and associated companies amounted to VND 20.9 billion, achieving 170.78% of the plan.

- Implementation of Vinatrans' Capital Restructuring Project at Enterprises: In 2024, the company did not divest its capital in the units as planned but conducted an evaluation of the capital transfer at these enterprises (Report No. 496/BC-VIN dated September 30, 2024, by the General Director to the Board of Directors). Accordingly, the company proposed the implementation of the capital restructuring project after it is approved by the General Shareholders' Meeting during the annual meeting in 2025.

- Fire prevention and rescue work: The company has purchased mandatory fire insurance for the properties it manages and leases in Ho Chi Minh City; conducted inspections and testing of equipment with labor safety and fire prevention requirements as per regulations; carried out fire prevention and rescue checks according to the plan set by the District Fire Prevention Police, as well as routine monthly inspections at the company's properties in Ho Chi Minh City.

3.4. Improving the Company legal document system; human resources management; labor and salary management; information technology application.

- Improving the legal document system: In 2024, the Company reviewed, developed, amended, and issued the Regulations on Debt Management, Regulations on Business, Supplier Selection Regulations, Sales Commission Regulations, Customer Development Bonus Regulations, Internal Spending Regulations, Function and Task Regulations for Departments, Information Security Regulations, Emulation and Reward Regulations, and the Regulations on Labor Recruitment and Management.

- Human resources management: As of December 31, 2024, the total number of employees is 110 (56 male and 54 female). During the year, 01 employee retired, and 19 employees left the company; 12 new hires were recruited to fill vacancies. The company experienced significant changes in senior and middle management personnel, and has carried out a restructuring of positions, implementing staff rotation and transfers across functional departments to align with the current situation and job requirements.

- Training Work: The Company organized internal training on professional skills and knowledge for employees, invited external trainers to provide Sales Logistics skills

training, and sent employees to attend labor safety courses to enhance their knowledge and obtain the necessary certifications for their roles.

- Labor and Salary Management: The Company ensured timely and full payment of salaries, bonuses, and benefits to employees. It also tracked and calculated personal income tax, registered tax reductions for employees, made full and timely Social Insurance, Health Insurance, and Unemployment Insurance payments to the social insurance agency, and submitted accurate and on-time reports regarding labor, wages, policies, and procedures related to Social Insurance. The company guided retiring employees on pension procedures and assisted those leaving the company with unemployment benefits filing.

- Information Technology Application: The Company ensured the smooth operation of the network system, regularly supported users, and promptly addressed any technical issues to maintain stable operation of machinery and equipment systems. The company also implemented an business management software project.

- Administrative Management: The Company ensured a green, clean, safe, and secure working environment, focusing on fire prevention. It managed and utilized infrastructure, equipment, vehicles, communication systems, electrical systems, water, and other assets of the company. The company effectively protected the assets and personal belongings of employees and business visitors.

II. Directions and objectives for 2025

1. Forecast of Vinatrans' business situation

- Challenges: The internal competition within the logistics industry, both domestic and international logistics companies with large scale, is creating pressure on pricing and service quality. Additionally, changing state management policies, fluctuations in fuel prices, and new government regulations affecting input costs are influencing operational expenses and profit margins.

- Opportunities: The Company's service revenue is expected to grow by 5% in 2025, driven by the expansion of international and domestic logistics services, as well as steel trading within the Vietnam Steel Corporation ecosystem. However, to seize this opportunity, the company must implement significant reforms in its business strategy, organizational structure, management, technology, and financial operations.

2. Target plan for 2025

- Total Revenue: VND 153 billion
- Profit Before Tax: VND 22 billion

3. Key Tasks and Directions for 2025

3.1 Directions:

- Propose solutions for the current model: Review and assess the effectiveness of the current organizational structure and propose improvements to optimize operations.

- Financial growth: Maximize financial revenue, gradually reduce losses from logistics operations, and optimize revenue and profit from warehousing and land exploitation activities.

- Increase revenue and profit from services and attract new customers.
- Improve service quality and customer satisfaction.
- Improve human resource quality and corporate culture.
- Digital transformation and technology application.

3.2 Key Tasks for 2025

- Evaluate and improve the business model: Assess the operational efficiency since the restructuring of departments (from 2022 to the present). Review the performance of each department, analyzing strengths and weaknesses. Propose solutions for improvement, including adjustments to the organizational structure, operational mechanisms, management methods, and business strategies. (To carry out this evaluation in the 1st quarter of 2025)

- Investment activities: Continue implementing the Fire Prevention and Fighting System project at the 161 Nguyen Van Quy warehouse. Research investment options such as purchasing tractor units to increase transport capacity, investing in a modern warehouse system to serve the business operations at the 161 Nguyen Van Quy site after land lease extension, and exploring options to build a modern office building combined with leasing at the A8 Trường Sơn land area.

- Business development: Maximize the efficiency of warehouses and offices in their current state, develop plans for exploiting the property at 1531 Pham The Hien and the 1650-1652 Pham The Hien warehouse. Clearly define customer groups and implement personalized care strategies for each group. Optimize existing services to improve service quality and create new service packages tailored to each customer group, such as Export-Import Logistics, Financial Logistics, and In-house Logistics. Promote the brand through a multi-channel creative content strategy alongside an effective branding campaign. Expand into neighboring provinces and monitor market trends to make timely adjustments.

- Financial management: Focus on building financial strategies aligned with business activities. Explore working with banks for potential loans to support the company's new business initiatives.

- Cost management: Optimize costs by reducing the cost of goods sold, handling costs, and labor costs without compromising service quality. Relocate the company's office to a new location to reduce management costs. Continue addressing the land and property issue at 102C Nguen Van Cu to recover and use the property. Ensure efficient use of other costs.

- Operational organization: Review and improve internal management document system. Evaluate the effectiveness of departmental operations and adjust accordingly, reallocating functions, responsibilities, and personnel as needed. Branches will operate independently and financially self-sufficient from January 1, 2025.

- Human resources management and development: Add regulations related to the wage system, separate the Sales division, create incentive-based salary models, and diversify reward mechanisms while focusing on performance management. Emphasize internal training and diversify training methods.

- Corporate culture and code of conduct: Build a corporate culture and establish a code of conduct based on core values, focusing on customer satisfaction.

- IT application: Effectively utilize the business management software for operational and management activities. Consider using a customer relationship management (CRM) system.

Best regards./.

Recipients:

- BOD;
- BOS;
- BOM;
- Departments, Branches;
- Archived: Admin.

GENERAL DIRECTOR

(Signed)

Ha Minh Huan

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

DRAFT

PROPOSAL
The Audited Financial Statements For The Year 2024

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 (AGM 2025) for consideration and approval Separated Financial Statements, Consolidated Financial Statements for the year 2024 audited by AASC Auditing Firm Company Limited, includes:

- Report of the Board of Management;
- Independent Auditors' Report;
- Statement of Financial position
- Statement of Income
- Statement of Cash flows
- Notes to the Financial Statements.

Details of Audited Financial Statements for 2024 of VINATRANS are attached to documents for AGM 2025 and published on the Company's website (www.vinatrans.com).

Summary Financial Statements for 2024 as follows:

| No | INDICATORS | SEPARATE FINANCIAL STATEMENTS | CONSOLIDATED FINANCIAL STATEMENTS |
|----------|--|-------------------------------|-----------------------------------|
| I | SEPARATE STATEMENT OF FINANCIAL POSITION (At 31/12/2024) | | |
| A | Total Assets | 302.364.971.543 | 596.317.497.892 |
| 1 | Current assets | 179.892.900.915 | 190.178.672.025 |
| 2 | Non - current assets | 122.472.070.628 | 406.138.825.867 |
| B | Total Capital | 302.364.971.543 | 596.317.497.892 |
| 1 | Liabilities | 28.415.481.831 | 24.803.147.174 |
| 2 | Owner's equity | 273.949.489.712 | 571.514.350.718 |

| No | INDICATORS | SEPARATE FINANCIAL STATEMENTS | CONSOLIDATED FINANCIAL STATEMENTS |
|------------|---|-------------------------------|-----------------------------------|
| | <i>With:</i> | | |
| | - <i>Contributed capital</i> | 255.000.000.000 | 255.000.000.000 |
| | - <i>Other contributed capital</i> | 136.193.960 | 136.193.960 |
| | - <i>Undistributed profits after tax</i> | 18.813.295.752 | 314.293.685.507 |
| II | STATEMENT OF INCOME (Year 2024) | | |
| 1 | Revenue from sales of goods and rendering of services | 158.025.422.916 | 165.676.939.146 |
| 2 | Cost of goods sold and services rendered | 138.101.112.998 | 143.169.005.429 |
| 3 | Gross profit from sales of goods and rendering of services | 19.924.309.918 | 22.507.933.717 |
| 4 | Financial income | 26.430.433.524 | 24.710.940.551 |
| 5 | Financial expense | (2.177.220.038) | (2.177.220.038) |
| 6 | Profit or loss from Joint Venture and Affiliated company | | 12.433.696.423 |
| 7 | Selling expense | 7.153.931.496 | 7.153.931.496 |
| 8 | General and administrative expenses | 23.447.248.763 | 25.838.240.757 |
| 9 | Net profit from operating activities | 17.930.783.221 | 28.837.618.476 |
| 10 | Other profit | 316.645.792 | 1.065.917.814 |
| 11 | Total net profit before tax | 18.247.429.013 | 29.903.536.290 |
| 12 | Current corporate income tax expense | 298.067.871 | 614.488.994 |
| 13 | Profit after corporate income tax | 17.949.361.142 | 29.289.047.296 |
| | <i>With:</i> | | |
| | - <i>Profit after corporate income tax of Parent company</i> | | 29.223.305.288 |
| | - <i>Profit after corporate income tax of non-controlling shareholder</i> | | 65.742.008 |
| III | STATEMENT OF CASH FLOWS (Year 2024) | | |
| 1 | Cash flows from operating activities | (99.205.165.443) | (99.944.815.213) |
| 2 | Cash flows from investing activities | 112.893.948.227 | 92.468.641.083 |

| No | INDICATORS | SEPARATE FINANCIAL STATEMENTS | CONSOLIDATED FINANCIAL STATEMENTS |
|-----------|--|--|--|
| 3 | Cash flows from financing activities | (17.844.260.000) | (18.003.700.000) |
| 4 | Net cash flow of the year | (4.155.477.216) | (25.479.874.130) |
| 5 | Cash and cash equivalents at the beginning of the year | 16.186.231.267 | 40.201.294.617 |
| 6 | Cash and cash equivalents at the end of the year | 12.032.504.435 | 14.610.115.581 |

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

Mr. Nguyen Minh Huy

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

No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The profit distribution and dividend payment for the year 2024

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,
- Based on Audited Financial Statements of the year 2024,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 (AGM 2025) for consideration and approval of the profit distribution for 2024 as follows:

| | | |
|---|-----------------------|------------|
| Remaining undistributed profit in 2023: | 863,934,610 | VND |
| Profit after tax in 2024: | 17,949,841,142 | VND |
| Total undistributed profit: | 18,813,775,752 | VND |
| Dividend payment at 05%: | 12,750,000,000 | VND |
| Fund withdrawal: | 3,339,500,000 | VND |
| Management bonus fund: | 337,800,000 | VND |
| Employee reward fund and welfare fund: | 3,001,700,000 | VND |
| Remaining undistributed profit: | 2,724,275,752 | VND |

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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

No: /TTr-VIN

Ho Chi Minh City,,2025

DRAFT

PROPOSAL
On the amendments and supplements to the Company Charter

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS approved by the General Meeting of Shareholders on March 31, 2022,

Based on reviewing the Charter of organization and operation of VINATRANS, the Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of the amendments and supplements to the Charter of Organization and Operation of VINATRANS (*as attached*).

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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



VINATRANS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

COMPARISON OF AMENDMENTS IN THE NEW DRAFT CHARTER AND THE CHARTER 2022

(Attached to Proposal No. /TTr-VIN dated

| Provisions Of The Company's Current Charter | Contents of the Proposed Amendments | Reasons / References |
|---|---|---|
| <p>Article 2. Name and Type of the Company 1. The registered head office of the Company is: - Head Office Address: 406 Nguyễn Tất Thành, Ward 18, District 4, Ho Chi Minh City - Tel: 84-28-39414919 - Fax: 84-28-39404770 - E-mail: vinatrans.mngt@vinatrans.com - Website: www.vinatrans.com - Logo:</p>  <p>(Logo and text are in blue color)</p> | <p>Article 2. Name and Type of the Company 2. The registered head office of the Company is: - Head Office Address: 406 Nguyễn Tất Thành, Ward 18, District 4, Ho Chi Minh City - Tel: 84-28-39414919 - Fax: - E-mail: - Website: www.vinatrans.com - Logo:</p>  <p>(logo is in white and blue color, text is in blue color)</p> | <p>- Adjusted in accordance with 9th Certificate of Business registration dated 6th June 2024. - Amending the Logo in the Charter to match the registered trademark under the Trademark Registration Certificate no. 30445 and no. 22414.</p> |
| <p>Article 4. Objectives of the Company's Operations 1. The Company's Business Sectors:</p> | <p>Article 4. Objectives of the Company's Operations 1. The Company's Business Sectors:</p> | <p>Amending and supplementing business lines in accordance with</p> |

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| <p>b. Real estate business and land use rights under ownership, usage rights, or lease. - Details: Real estate business</p> <p>f. Organization of introduction and trade promotion activities -Organizing fairs, exhibitions, conferences, and seminars</p> <p>g.Construction of other civil engineering work - Investment in construction, management, business operations, and exploitation of real estate, infrastructure, industrial zones, office buildings, apartment complexes, commercial centers, and restaurants.</p> <p>h.Cargo handling</p> <p>n. Direct supporting services for road transportation and rail transportation</p> | <p>b. Real estate business and land use rights under ownership, usage rights, or lease. - Details: Real estate business (excluding investment in cemetery and burial ground infrastructure for the transfer of land use rights associated with the infrastructure).</p> <p>f. Organization of introduction and trade promotion activities - Details: Organizing fairs, exhibitions, conferences, and seminars (excluding activities involving explosives, flammable substances, chemicals, or similar materials as props or equipment for performing arts programs, films, or photography).</p> <p>g.Construction of other civil engineering works -Details: Investment in construction, management, business operations, and exploitation of real estate, infrastructure, industrial zones, office buildings, apartment complexes, commercial centers, and restaurants.</p> <p>h. Cargo handling (excluding cargo handling at airports)</p> <p>n.Direct supporting services for road transportation (excluding gas liquefaction for transportation)</p> <p>o.Wholesale of metals and metal ores - Details: Wholesale of iron and steel</p> <p>p.Wholesale of other construction materials and installation equipment</p> <p>q.Agency, brokerage, and auctioning of goods - Details: Commission agency services</p> | <p>the Certificate of Confirmation Regarding changing the Content of business registration dated 30th December, 2024.</p> |
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| | <p>(excluding industries not yet open to foreign investors as stipulated by law) r.Direct supporting services for rail transportation (excluding gas liquefaction for transportation)</p> | |
| <p>Article 21. Conditions for the Approval of Resolutions of the General Meeting of Shareholders</p> <p>1. A resolution on the following issues shall be approved if shareholders representing at least 65% of the total voting shares of all the attending shareholders at the meeting vote in favor, except as provided in Clauses 3, 4, and 6 of Article 13 of the Law on Enterprises:</p> <ul style="list-style-type: none"> a. Type of shares and the total number of shares of each type; b. Change of business lines, industries, and sectors; c. Change of the Company's management structure; d. Investment projects or asset sales valued at 35% or more of the total asset value recorded in the Company's latest financial statements; e. Reorganization or dissolution of the Company; <p>2. Resolutions shall be approved if shareholders representing more than 50% of the total voting shares of all shareholders attending shareholders at the meeting vote in favor, except as provided in Clauses 1 of this Article, and Clauses 3, 4, and 6 of the Law on</p> | <p>Article 21. Conditions for the Approval of Resolutions of the General Meeting of Shareholders</p> <p>1. A resolution on the following issues shall be approved if shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting vote in favor, except as provided in Clauses 3, 4, and 5 of this Article:</p> <ul style="list-style-type: none"> a. Type of shares and the total number of shares of each type; b. Change of business lines, industries, and sectors; c. Change of the Company's management structure; d. Investment projects or asset sales valued at 35% or more of the total asset value recorded in the Company's latest financial statements; e. Reorganization or dissolution of the Company; <p>2. Resolutions shall be approved if shareholders representing more than 50% of the total voting shares of all shareholders attending and voting at the meeting vote in favor, except as provided in Clauses 1, 3, 4, and 5 of this Article;</p> <p>3. Voting for members of the Board of Directors and the Board of Supervisors shall be</p> | |

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| <p>Enterprises;</p> <p>3. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are lawful and effective, even if the procedures for convening the meeting and passing such resolutions violate the provisions of the Law on Enterprises and the Company's Charter.</p> | <p>conducted using the cumulative voting method. Accordingly, each shareholder shall have a total number of votes equal to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors. Shareholders may allocate all or part of their total votes to one or multiple candidates. The elected members of the Board of Directors or the Board of Supervisors shall be determined based on the number of votes, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of members specified in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the final position on the Board of Directors or the Board of Supervisors, a re-election shall be conducted among the candidates with equal votes, or a selection shall be made based on the criteria specified in the election regulations or the Company's Charter.</p> <p>4. In case a resolution is passed in the form of collecting written opinions, the resolution of the General Meeting of Shareholders shall be approved if it is approved by shareholders holding more than 50% of the total voting shares of all shareholders entitled to vote.</p> <p>5. Resolutions of the General Meeting of Shareholders passed by 100% of the total voting shares are lawful and effective, even if the</p> | |
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| | <p>procedures for convening the meeting and passing such resolutions violate the provisions of the Law on Enterprises and the Company's Charter.</p> | |
| <p>Article 22. Authority and Procedures for Collecting Shareholders' Opinions in Writing to Approve Resolutions of the General Meeting of Shareholders The authority and procedures for collecting shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders shall be carried out as follows: 1. The Board of Directors has the authority to collect shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except the case specified in Clause 2, Article 147 of the Law on Enterprises</p> | <p>Article 22. Authority and Procedures for Collecting Shareholders' Opinions in Writing to Approve Resolutions of the General Meeting of Shareholders The authority and procedures for collecting shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders shall be carried out as follows: 1. The Board of Directors has the authority to collect shareholders' opinions in writing to approve resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.</p> | |
| <p>Article 41. Responsibility for Honesty and Avoidance of Conflicts of Interest 6. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons shall not be deemed invalid under the following circumstances: a. For transactions valued at less than twenty percent (20%) of the Company's total assets recorded in the latest financial statements, key contract or transaction details and the relationships and interests of members</p> | <p>Article 41. Responsibility for Honesty and Avoidance of Conflicts of Interest 1. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must disclose their related interests in compliance with the Law on Enterprises and relevant legal regulation. 2. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons may only use information obtained through their positions to serve the interests of the Company.</p> | |

of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have been reported to the Board of Directors and approved by a majority of non-interested Board members;

b. For transactions valued at twenty percent (20%) or more, or transactions that result in an aggregate value of at least twenty percent (20%) of total assets within 12 months from the first transaction date, key transaction details and the relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have been disclosed to shareholders and approved by the General Meeting of Shareholders through votes from non-interested shareholders.

3. Members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers must notify the Board of Directors and the Board of Supervisors in writing of transactions between the Company, its subsidiaries, and other companies controlled by the Company (holding 50% or more of charter capital) with such persons or their affiliated persons in compliance with the law. If these transactions require approval from the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on the respective resolutions in compliance with securities regulations on information disclosure.

4. Members of the Board of Directors are not allowed to vote on transactions that bring benefits to themselves or their affiliated persons, as stipulated by the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons must not use or disclose insider information to engage in related transactions.

6. Contracts and transactions signed between the Company and the subjects specified in Clause 1, Article 167 of the Law on Enterprises must be approved by the General Meeting of Shareholders or the Board of Directors as follows:

a. The General Meeting of Shareholders approves the following contracts and transactions:

- Contracts and transactions with a value equal to or greater than 35% of the Company's total assets recorded in the latest financial statements.

- Loan, lending, or asset sale transactions exceeding 10% of the Company's total assets, as recorded in the latest financial statements, between the Company and shareholders holding at least 51% of the total voting shares or their affiliated persons.

b. The Board of Directors approves contracts and transactions with a value of less than 35% of the Company's total assets recorded in the latest financial statements. In this case, the Company's representative signing the contract or transaction must notify the Board of Directors and the Board of Supervisors about the related parties involved and provide a draft contract or key transaction details. The Board of Directors shall decide on the approval within 15 days from the date of notification, and any member of the Board of Directors with a related interest in the transaction is not entitled to vote.

7. Transactions between the Company and one or more members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and their affiliated persons shall not be deemed invalid under the following circumstances:

a. For transactions valued at less than thirty-five percent (35%) of the Company's total assets recorded in the latest financial statements, key contract or transaction details and the relationships and interests of members of the Board of Directors,

members of the Board of Supervisors, the General Director, and other managers have been reported to the Board of Directors and approved by a majority of non-interested Board members;

b. For transactions valued at thirty-five percent (35%) or more, or transactions that result in an aggregate value of at least thirty-five percent (35%) of total assets within 12 months from the first transaction date, key transaction details and the relationships and interests of members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have been disclosed to shareholders and approved by the General Meeting of Shareholders through votes from non-interested shareholders.

8. Contracts and transactions that do not comply with Clause 6 of this Article may be declared invalid by a court and handled according to the law. The signatories of such contracts or transactions, shareholders, members of the Board of Directors, or the General Director involved must be jointly liable for any resulting damages and must return any profits gained from the execution of such contracts or transactions to the Company.

9. The Company must publicly disclose related contracts and transactions in compliance with applicable laws.

No: /TTr-VIN

Ho Chi Minh City,,2025

DRAFT

PROPOSAL

On the amendments and supplements to the Internal Regulations on Corporate Governance

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,
- Pursuant to the Internal Regulations on Corporate Governance of VINATRANS dated March 31, 2021,

Based on reviewing the Internal Regulations on Corporate Governance of VINATRANS, the Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of the amendments and supplements to the Internal Regulations on Corporate Governance of VINATRANS (*as attached*).

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

Mr. Nguyen Minh Huy

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

VINATRANS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City,, 2025

COMPARISON OF AMENDMENTS IN THE NEW DRAFT THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE AND THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE 2021

(Attached to Proposal No. /TTr-VIN dated,)

| Provisions Of The Company's Current Charter | Contents Of The Proposed Amendments | Reasons / References |
|---|--|---|
| <p>Article 21. Cases where written opinions may or may not be collected The Board of Directors has the authority to collect written opinions from shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company. Except for the following cases:</p> <ol style="list-style-type: none">1. Amendment and supplementation to the company charter;2. The development orientation of the company;3. Types of shares and total number of shares of each type;4. Appointment, relief from duty or removal from office of members of the Board of Directors and Board of Supervisors;5. Decisions on investment or sale of assets valued at 35% or more of the total value of assets | <p>Article 21. Cases where written opinions may or may not be collected The Board of Directors has the authority to collect written opinions from shareholders to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.</p> | <p>Amended in accordance with the draft amendments to the Charter</p> |

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| <p>recorded in the latest financial statement of the company, unless another percentage or value is specified in the company charter;</p> <p>6. Approval of annual financial statements;</p> <p>7. Reorganization or dissolution of the company.</p> | | |
| <p>Article 62. Method for Shareholders or Groups of Shareholders to Nominate or Self-Nominate Candidates for the Board of Supervisors</p> <p>1. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Supervisors. Specifically: Shareholders or groups holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; From 20% to less than 30% may nominate up to two (02) candidates. From 30% may nominate up to three (03) candidates.</p> | <p>Article 62. Method for Shareholders or Groups of Shareholders to Nominate or Self-Nominate Candidates for the Board of Supervisors</p> <p>1. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Supervisors. Specifically: Shareholders or groups holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; From 20% to less than 30% may nominate up to two (02) candidates. From 30% to less than 40% may nominate up to three (03) candidates. From 40% to less than 50% may nominate up to four (04) candidates. 50% or more may nominate up to five (05) candidates</p> | <p>Amended in accordance with Article 35 of the Company's Charter.</p> |

No: /TTr-VIN

Ho Chi Minh City,,2025

DRAFT

PROPOSAL ON THE 2025 BUSINESS PLAN

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,
- Based on the actual business performance of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval the 2025 business plan as follows:

- Total revenue: VND 153 billion
- Profit before tax: VND 22 billion

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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

No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The settlement of salaries and remunerations in 2024 and the salary and remuneration plan for 2025 for the Board of Directors, the Board of Supervisors

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS;
- Based on the Audited Financial Statements for 2024;
- Based on the 2025 business plan of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of the settlement of salaries and remunerations in 2024 and the salary and remunerations plan for 2025 for the Board of Directors, the Board of Supervisors as follows:

I. Finalization of salaries and remunerations in 2024 for the Board of Directors (BOD) and the Board of Supervisors (BOS)

1. Finalization of salaries for the full-time members of the BOD and the BOS

| No. | Position | Salary (VND/month) | Number of Months | Total Salary (VND) | Remarks |
|--------------|-----------------|--------------------|------------------|--------------------|---------|
| 1 | Chairman of BOD | 55,200,000 | 12 | 662,400,000 | |
| 2 | Head of BOS | 40,800,000 | 6 | 244,800,000 | |
| Total | | | | 907,200,000 | |

Total salary of full-time members of the BOD and the BOS in 2024 is VND 907,200,000.

2. Finalization of remunerations for the non-full-time members of the BOD and the BOS.

According to the Resolution of the 2024 Annual General Meeting of Shareholders, the remunerations of the non-full-time members of the BOD and the BOS as follows:

| No. | Position | Remuneration (VND/month) | Number of Settlement Months | Total Remuneration (VND) | Remarks |
|--------------|---------------|--------------------------|-----------------------------|--------------------------|------------|
| 1 | Member of BOD | 4,000,000 | 18.5 | 74,000,000 | 04 members |
| 2 | Head of BOS | 4,000,000 | 6 | 24,000,000 | 02 members |
| 3 | Member of BOS | 3,000,000 | 24 | 72,000,000 | 03 members |
| Total | | | | 170,000,000 | |

Total remunerations of the non-full-time members of the BOD and the BOS in 2024 is VND 170,000,000.

II. Salary and remuneration plan for the Board of Directors (BOD) and the Board of Supervisors (BOS) for 2025

1. Salary and remuneration plan for the full-time members of the BOD and the BOS

| No. | Position | Salary (VND/month) | Number of Months | Total Salary (VND) | Remarks |
|-------|-----------------|--------------------|------------------|--------------------|---------|
| 1 | Chairman of BOD | 55,000,000 | 12 | 660,000,000 | |
| 2 | Head of BOS | 42,000,000 | 12 | 504,000,000 | |
| Total | | | | 1,164,000,000 | |

2. Salary and remuneration plan for the non-full-time members of the BOD and the BOS

| No. | Position | Remuneration (VND/month) | Number of Months | Total Remuneration (VND) | Remarks |
|-------|---------------|--------------------------|------------------|--------------------------|------------|
| 1 | Member of BOD | 4,000,000 | 12 | 48,000,000 | 01 member |
| 2 | Member of BOS | 3,000,000 | 24 | 72,000,000 | 02 members |
| Total | | | | 120,000,000 | |

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

Mr. Nguyen Minh Huy

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

No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The profit distribution and dividend payment plan for the year 2025

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,
- Based on the 2025 business plan of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 (AGM 2025) for consideration and approval of the profit distribution plan for 2025 as follows:

| | | |
|---|-----------------------|------------|
| - Remaining undistributed profit in 2024: | 2.724.275.752 | VND |
| - Expected profit after tax in 2025: | 19.056.000.000 | VND |
| - Total profit after tax in 2025: | 21.780.275.752 | VND |
| + Dividend payment at 05 %: | 12.750.000.000 | VND |
| Fund withdrawal: | 8.697.800.000 | VND |
| + Management bonus fund: | 368.000.000 | VND |
| + Employee reward fund and welfare fund: | 2.829.800.000 | VND |
| + Development investment fund: | 5.500.000.000 | VND |
| - Remaining undistributed profit: | 332.475.752 | VND |

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The financial plan for the year 2025

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,
- Based on the operating activities of VINATRANS,

In order to facilitate the production and business management activities at VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of the financial plan for 2025 as follows:

| No. | CAPITAL | Amount (million VND) | Note |
|-----|--|-------------------------|------|
| 1 | Average short-term working capital requirement for production and business activities | 32,072 | |
| 2 | Medium and long term capital requirement for investment in construction and development activities | 14,500 | |

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL ON THE 2025 INVESTMENT PLAN

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Charter of organization and operation of VINATRANS;
- Based on the actual business performance of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 (AGM 2025) for consideration and approval the 2025 investment plan as follows:

1. Investment plan for purchasing and upgrading fixed assets

| No. | Category | Unit | Total investment | Disbursed In 2024 | Disbursement plan in 2025 | Remark |
|-------|--|--------------|------------------|-------------------|---------------------------|------------------------------------|
| 1 | Fire protection system of warehouse area at 161 Nguyen Van Quy, District 7 | Million Dong | 4,000 | 0 | 4,000 | Transitional items from 2023, 2024 |
| Total | | Million Dong | 4,000 | | | |

- Total investment: VND 4,000 million.
- Source of capital: Corporate capital.

2. Investment policy to contribute capital to other enterprises for new projects

Investment policy to contribute capital to Vina Vinatrans Trucking Company Limited (Vtruck) to implement the project "Investment in tractors and semi-trailers"

- Total capital contribution: 10,500 million VND
- Source of capital: Corporate capital.
- Capital investment in Vtruck can only be made after Vtruck has established an investment project and the project has been appraised and approved in compliance with current legal regulations, the Charter of Vtruck and internal regulations of Vtruck and Vinatrans, bringing investment efficiency to Vtruck and Vinatrans.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

**The adjustment of the implementation plan of the Project on restructuring
Vinatrans' investment capital at enterprises**

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Charter of organization and operation of VINATRANS;
- Based on the results of the implementation of the Project on restructuring Vinatrans' investment capital at enterprises in Phase 1 (2022-2023) and 2024,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 (AGM 2025) for consideration and approval of the adjustment of the implementation plan of the Project on restructuring Vinatrans' investment capital at enterprises in Phase 1 (2022-2023) and Phase 2 (2024-2025) as follows:

| No. | Enterprise | Implementation plan |
|-----|---|--|
| 1 | VNT Logistics Joint Stock Company | Suspend divestment until all prescribed divestment conditions are met. |
| 2 | Vinatrans Danang Joint Stock Company | Year 2025 |
| 3 | Agility Limited | Year 2025 |
| 4 | Vinafreight Joint Stock Company | Year 2025 |
| 5 | Viet Way Investment Development Trading Company Limited (Vietway) | Suspending divestment and proceeding with the dissolution procedures in accordance with Decision 01/QD dated June 15, 2023, by the Members' Council of Vietway . |
| 6 | Vector International Aviation Services Co., Ltd. (Vector) | No divestment |

Vinatrans' divestment from enterprises is conducted in accordance with legal provisions, the Charter and internal regulations of Vinatrans to ensure the maximum benefits for its shareholders.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The selection of an auditing firm for the 2025 Financial Statements

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS dated March 31, 2022,

The Board of Supervisors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of selection of an independent auditing firm to audit the 2025 Financial Statements of Vinatrans as follows:

1. Criteria for selecting an independent auditing firm:

- Being a legally operating firm in Vietnam and on the List of auditing companies qualified to provide auditing services in 2025 announced by the State Securities Commission.
- Having a good reputation for audit quality, meeting the Company's requirements on the scope and progress of the audit, having audit fees that are appropriate for the audit's quality and scope.

2. Proposal of the Board of Supervisors:

To ensure convenience in selecting an auditing firm, the Board of Supervisors respectfully requests the General Meeting of Shareholders to authorize the Board of Directors of VINATRANS to select one (01) out of the following five (05) auditing firms:

- ✓ AASC Auditing Firm Company Limited;
- ✓ PricewaterhouseCoopers Vietnam Limited;
- ✓ Deloitte Vietnam Company Limited;
- ✓ Ernst & Young Viet Nam Limited;
- ✓ KPMG Vietnam Company Limited.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS**

Recipients:

- General Meeting of Shareholders;
- BOD;
- BOM;
- Save: Admin, BOS.

Mr. Trieu Anh Vu

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

No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

For signing economic contracts with related companies of insiders

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS,

During the course of its operations, VINATRANS will enter into economic contracts with certain partners that are related entities of the company's insiders.

To comply with legal regulations and the Company's Charter regarding the authority to approve contracts, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for 2025 for consideration and approval the following matters:

1. **Approval of all economic contracts between VINATRANS and organizations related to the company's insiders, including:**
 - o Companies in which VINATRANS has invested capital.
 - o Companies within the Vietnam Steel Corporation – JSC (VNSTEEL) system.
(See attached list)
2. **Authorizing the Board of Directors** to approve, direct, and supervise the General Director in signing and executing contracts and transactions with the aforementioned related entities, ensuring transparency, openness, and effectiveness for both the company and its shareholders while complying with legal regulations and the Company's Charter.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD

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

Mr. Nguyen Minh Huy

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1. Companies invested by VINATRANS

| No | Company Name | Vinatrans' capital ownership ratio (%) | Relationship |
|----|---|--|---|
| 1 | Vina Vinatrans Trucking Company Limited (V Truck) | 92,51% | - Subsidiary. - Mr. Do Bao Trong – Deputy General Director, capital representative at V Truck, Chairman of the Members' Council, Mr. Chu Dinh Linh – Director of V Truck, Mr. Do Nguyen Viet, capital representative at V Truck, Member of the Members' Council. |
| 2 | Lotte Vinatrans Global Logistics (Vietnam) Company Limited. | 49,00% | - Joint venture. - Mr. Nguyen Thanh Tong – Deputy General Director, Ms. Ninh Kim Thoa – Capital representative, Member of the Members' Council |
| 3 | Nissin Logistics (VN) Company Limited | 29,00% | - Joint venture. - Mr. Nguyen Thanh Tong – Deputy General Director, capital representative at Nissin, Member of the Members' Council. |
| 4 | Agility Limited | 29,00% | - Joint venture. - Mr. Tran Huu Chi – Capital representative at Agility, Member of the Members' Council. |
| 5 | Konoike Vinatrans Logistics Company Limited | 21,70% | - Joint venture. - Mr. Nguyen Thanh Tong – Deputy General Director, capital representative at Konoike Vina, Member of the Members' Council. |
| 6 | Vinafreight Joint Stock Company | 10,88% | - Other investment. - Mr. Ha Minh Huan – General Director, capital representative at Vinafreight |
| 7 | Vinatrans Danang Joint Stock Company | 9,68% | - Other investment. - Mr. Ha Minh Huan – General Director, capital representative at Central Transport |
| 8 | Vector International Aviation Services Company Limited. (Including its branch in Da Nang) | 10,00% | - Other investment. - Ms. Huynh Nha Yen, capital representative at Vector, Member of the Members' Council. |
| 9 | VNT Logistics Joint Stock Company (Including its branch in Hai Phong) | 7,56% | - Other investment. - Mr. Ha Minh Huan – General Director, capital representative at Foreign Trade Transport & Logistics |

2. Vietnam Steel Corporation (VNSTEEL) and its subsidiaries, joint ventures and affiliates.

| No | Company name | Relationship |
|----|--|-----------------------|
| 1 | Vietnam Steel Corporation – JSC (VNSTEEL) | Parent company |
| 2 | VNSteel - Phu My Flat Steel Co., Ltd. | Within VNSTEEL system |
| 3 | VNSteel - Southern Steel Co., Ltd | Within VNSTEEL system |
| 4 | VNSteel - Nha Be Steel JSC | Within VNSTEEL system |
| 5 | VNSteel - Vicasa JSC | Within VNSTEEL system |
| 6 | VNSteel - Thu Duc Steel JSC | Within VNSTEEL system |
| 7 | VnSteel - Ho Chi Minh City Metal Corporation | Within VNSTEEL system |
| 8 | Vingal-VNSteel IndustriesJSC | Within VNSTEEL system |
| 9 | Công ty Tôn Phương Nam | Within VNSTEEL system |
| 10 | Nippovina Co., Ltd | Within VNSTEEL system |
| 11 | Thong Nhat Flat Steel Co., Ltd. | Within VNSTEEL system |
| 12 | Mechanical Engineering & Metallurgy JSC | Within VNSTEEL system |
| 13 | Binh Tay Steel Wire Netting JSC | Within VNSTEEL system |
| 14 | VNSteel - Hanoi Steel Corporation | Within VNSTEEL system |
| 15 | Vnsteel Thang Long Coated Sheets JSC | Within VNSTEEL system |
| 16 | Thai Nguyen Iron And Steel Joint Stock Corporation | Within VNSTEEL system |
| 17 | VINAUSTEEL Co., Ltd | Within VNSTEEL system |
| 18 | Central Vietnam Metal Corporation | Within VNSTEEL system |
| 19 | Nasteelvina co., Ltd | Within VNSTEEL system |
| 20 | Vinakyoei Steel Co., Ltd | Within VNSTEEL system |
| 21 | Saigon Steel Service & Processing Co.,Ltd | Within VNSTEEL system |
| 22 | Đà Nang Steel JSC | Within VNSTEEL system |
| 23 | Viet Nam Japan Mechanical Co.,Ltd | Within VNSTEEL system |
| 24 | Mdc - Vnsteel Consulting Co., Ltd | Within VNSTEEL system |
| 25 | International Business Center Co., Ltd | Within VNSTEEL system |

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No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

The change of the Company's head office address

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS;
- Based on the 2025 business plan of VINATRANS,

The Board of Directors of VINATRANS would like to submit to the Annual General Meeting of Shareholders for 2025 for consideration and approval of changing of the head office address as follows:

1. Change of the Company's head office address

- Current head office address: 406 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam.
- New head office address: 102C Nguyen Van Cu, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City, Vietnam.

2. Authorization for the Board of Directors

- The General Meeting of Shareholders authorizes the Board of Directors to register the change of the Company's head office address with the Department of Planning and Investment.
- The General Meeting of Shareholders authorizes the Board of Directors to amend the head office address in the Company's Charter of Organization and Operation as well as to carry out other legal processes and procedures according to current regulations applicable to public companies.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept, BOD.

Mr. Nguyen Minh Huy

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

No: /TTr-VIN

Ho Chi Minh City,,2025

PROPOSAL

For the election of members of the Board of Directors for the 2025-2030 term

DRAFT

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS approved by the General Meeting of Shareholders on March 31, 2022;
- Pursuant to Notice No./TB-VIN dated/2025 of the Board of Directors of VINATRANS on nomination and candidacy of members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term;
- Based on the nomination/ self-nomination letters for members of the Board of Directors/ Board of Supervisors for the 2025 - 2030 term,

The current term of the Board of Directors (BOD) of VINATRANS will end on the date of the Annual General Meeting of Shareholders for 2025.

The Board of Directors would like to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval of the proposal for the election of the Board of Directors for the 2025-2030 term as follows:

1. Approval of the number of members of the Board of Directors to be elected for the 2025-2030 term, which will be 5 members.

2. Approval of the list of candidates for election to the Board of Directors as follows:

- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
-

(With CVs of candidates for the 2025-2030 term attached).

The election of Board of Directors members will be conducted by cumulative voting in accordance with the provisions of the Enterprise Law, the Company's Charter of Organization and Operation and the Election Regulations of the 2025 Annual General Meeting of Shareholders.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

Mr. Nguyen Minh Huy

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DRAFT

PROPOSAL

For the election of members of the Board of Supervisors for the 2025-2030 term

To: Esteemed Shareholders of VINATRANS

- Pursuant to the Law on Securities dated November 26, 2019;
- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of VINATRANS approved by the General Meeting of Shareholders on March 31, 2022;
- Pursuant to Notice No./TB-VIN dated/2025 of the Board of Directors of VINATRANS on nomination and candidacy of members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term;
- Based on the nomination/ self-nomination letters for members of the Board of Directors/ Board of Supervisors for the 2025 - 2030 term,

The current term of the Board of Supervisors (BOS) of VINATRANS will end on the date of the Annual General Meeting of Shareholders for 2025.

The Board of Directors would like to submit to the 2025 Annual General Meeting of Shareholders for consideration and approval of the proposal for the election of the Board of Supervisors for the 2025-2030 term as follows:

1. Approval of the number of members of the Board of Supervisors to be elected for the 2025-2030 term, which will be 3 members.
2. Approval of the list of candidates for election to the Board of Supervisors as follows:

- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
- Mr./Ms., date of birth:, current position:
-

(With CVs of candidates for the 2025-2030 term attached).

The election of Board of Supervisors members will be conducted by cumulative voting in accordance with the provisions of the Enterprise Law, the Company's Charter of Organization and Operation and the Election Regulations of the 2025 Annual General Meeting of Shareholders.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

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

Recipients:

- Shareholders;
- BOS; BOM;
- Archived: Admin Dept., BOD.

Mr. Nguyen Minh Huy

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

DRAFT

Ho Chi Minh City, [Day] [Month], 2025

ELECTION REGULATIONS
Members of the Board of Directors and the Board of Supervisors
for the 2025-2030 term

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on the organization and operation of Vinatrans approved on March 31, 2022;

Pursuant to the Regulations on the operation of the Board of Directors of Vinatrans issued under Resolution No. 81/2021/NQ-VIN dated March 31, 2021, of the 2021 Annual General Meeting of Shareholders,

The election regulations for members of the Board of Directors and the Board of Supervisors for the 2025-2030 term at the 2025 Annual General Meeting of Vinatrans (hereinafter referred to as the "Company") shall be implemented as follows:

Article 1. Objectives

1. Ensure compliance with laws and practices in Vietnam;
2. Ensure the principles of transparency, democracy, and the legitimate rights of all shareholders of the Company;
3. Ensure the focus and organizational stability of the 2025 Annual General Meeting of Shareholders of the Company.

Article 2. Number, Term, and standards for Candidates and Nominees for the Board of Directors (BOD):

1. The number of members of the Board of Directors for the 2025-2030 term is 05 members.
2. The term of the Company's Board of Directors is 05 years (2025-2030).
3. Standards for candidates nominated or self-nominated for the Board of Directors (according to Article 155 of the Enterprise Law No. 59/2020/QH14; Clause 4, Article 25 of the Company's Charter; Clause 1, Article 41 of the Company's Internal Governance Regulations):
 - Must have full legal capacity and not fall under the categories prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Enterprise Law No. 59/2020/QH14;
 - Must have professional qualifications and experience in corporate governance or the company's business sector and are not necessarily required to be shareholders of the Company;

- Must be in good health to meet job requirements, possess good ethics, honesty, integrity, and legal knowledge;
- A member of the Board of Directors of the Company must not concurrently serve as a member of the Board of Directors in more than five (05) other companies;
- The Chairperson of the Board of Directors must not concurrently hold the position of the General Director of the Company.
- A member of the Board of Directors must not have family relationships with the General Director and other managers of the Company, or with managers and persons authorized to appoint managers of the parent company;
- Must meet other conditions and standards as prescribed by the Enterprise Law and relevant legal regulations.
- Members of the Board of Directors representing state capital at the Company must be Vietnamese citizens residing in Vietnam.

Article 3. Number, Term, and standards for Candidates and Nominees for the Board of Supervisors:

1. The number of members of the Board of Supervisors for the 2025-2030 term is 03 members.
2. The term of the Board of Supervisors is 05 years (2025-2030).
3. Standards for candidates for the Board of Supervisors (according to Article 169 of the Enterprise Law No. 59/2020/QH14, Clause 2, Article 36 of the Company's Charter, and Article 61 of the Internal Corporate Governance Regulations):
 - Must have full legal capacity and not fall under the categories prohibited from establishing and managing enterprises as stipulated in Clause 2, Article 17 of the Enterprise Law No. 59/2020/QH14;
 - Must hold a university degree and have received training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the Company's business operations;
 - Must not have family relationships with the Company's management, the parent company's management, representatives of the Company's capital, or representatives of state capital at the parent company and the Company;
 - Must not hold managerial positions in the Company and are not required to be shareholders or employees of the Company;
 - Must not work in the Company's accounting or finance department;
 - Must not be a member or employee of the independent auditing firm that audited the Company's financial statements within the previous three (03) consecutive years.

Article 4. Right to Nominate and Self-Nominate for the Board of Directors

According to Article 25 of the Company's Charter on Organization and Operation, the right to nominate and self-nominate for the Board of Directors is regulated as follows:

1. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors. Shareholders or groups holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; From 20% to less than 30% may nominate up to two (02) candidates; From 30% to less than 40% may nominate up to three (03) candidates; From 40% to less than 50% may nominate up to four (04) candidates; 50% or more may nominate up to five (05) candidates.

2. In case the number of candidates nominated and self-nominated for the Board of Directors is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism stipulated in the Company's Internal Governance Regulations. The procedure for the incumbent Board of Directors to introduce candidates must be clearly announced and approved by the General Meeting of Shareholders before proceeding with the nomination in compliance with the law.

Article 5. Right to Nominate and Self-Nominate for the Board of Supervisors

According to Article 35 of the Company's Charter on Organization and Operation, the right to nominate and self-nominate for the Board of Supervisors is regulated as follows:

1. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Supervisors. Shareholders or groups holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; From 20% to less than 30% may nominate up to two (02) candidates; From 30% to less than 40% may nominate up to three (03) candidates; From 40% to less than 50% may nominate up to four (04) candidates; 50% or more may nominate up to five (05) candidates.

2. In case the number of candidates nominated and self-nominated for the Board of Supervisors is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company's Charter, Internal Corporate Governance Regulations, and the Board of Supervisors' Operating Regulations. The nomination of additional candidates by the incumbent Board of Supervisors must be publicly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors, in compliance with legal regulations.

Article 6. Dossier for Nomination and Self-Nomination of Members of the Board of Directors and the Board of Supervisors

The nomination and self-nomination dossiers for candidates for the Board of Directors and the Board of Supervisors from shareholders must be submitted to Vinatrans (Administration and Organization Department) via postal mail in compliance with regulations.

The personnel dossier includes:

- Nomination or self-nomination letter for the position of a member of the Board of Directors or the Board of Supervisors;
- Curriculum vitae.;
- Certified copies of documents: Citizen ID card (or passport), degrees, and certificates verifying educational background and professional qualifications;

After the General Meeting finalizes the list of candidates, the Vote Counting Committee will issue one voting ballot for the Board of Directors election and one voting ballot for the Board of Supervisors election to each participating shareholder, corresponding to the total number of shares they own and are authorized to represent.

Article 7. Selection of Candidates

Based on the submitted nomination and application documents, the Organizing Committee of the 2025 Annual General Meeting of Shareholders will verify the validity of the applications. Candidates and applications that meet all the conditions stipulated in this regulation and relevant laws will be included in the list of candidates to be presented for approval and election at the 2025 Annual General Meeting of Shareholders.

The list of candidates for the Board of Directors and the Board of Supervisors will be arranged in alphabetical order by name, with full names displayed on the voting ballots.

Article 8. Election Principles:

Pursuant to Clause 3, Article 148 of the 2020 Enterprise Law, the election of members of the Board of Directors and the Board of Supervisors shall be conducted based on the following principles:

1. The voting for members of the Board of Directors and the Board of Supervisors shall be conducted by cumulative voting with secret ballots at the General Meeting.

2. Cumulative voting method: Each shareholder/authorized representative shall have a total number of votes equivalent to their total owned or represented shares multiplied by the number of members to be elected.

Shareholders/authorized representatives have the right to allocate all their votes to one or multiple candidates.

Elected members shall be determined based on the number of votes received, ranked from highest to lowest, until the required number of members is fulfilled.

In case two (02) or more candidates receive an equal number of votes for the final position, a re-election shall be conducted among those candidates.

Article 9. Voting Ballots

Voting ballots shall be issued by the Organizing Committee of the 2025 Annual General Meeting of Shareholders (AGM) of the Company. Each ballot shall bear the Company's official seal and shall be directly distributed to shareholders or their authorized representatives attending the meeting.

The ballot shall include the following pre-printed information: Name of the shareholder or authorized representative, Shareholder code, Number of shares with voting rights, Total corresponding number of votes, List of candidates.

Each shareholder or authorized representative will receive two (02) types of voting ballots. One (01) voting ballot for electing the Board of Directors, one (01) voting ballot for electing the Board of Supervisors

1. Valid voting Ballots:

- The ballot issued by the AGM Organizing Committee must follow the standardized format, bear the Company's official seal, and must not be altered, erased, or modified;

- The voting ballot must only be used to vote for candidates listed in the election list approved by the AGM;

- The total number of votes cast by the shareholder for the candidates must be equal to or less than the shareholder's total voting rights.

2. Ballots deemed invalid include:

- Voting Ballots not issued by the AGM Organizing Committee;
- Voting Ballots selecting more candidates than the number of Board of Directors or Board of Supervisors members approved by the AGM;

- Voting Ballots in which the total number of votes cast for candidates exceeds the shareholder's total voting rights;

- Voting Ballots where the shareholder has crossed out candidate names or added other names to the list;

- Voting Ballots where votes are recorded as a percentage (%);

3. Blank voting ballots:

- Voting Ballots where no candidates are selected.

4. Voting Ballot Completion Method:

Shareholders shall record their votes directly in the column corresponding to the candidate's name. They have the right to distribute their total voting shares equally among the candidates they select, or allocate different numbers of voting shares to different candidates on their voting ballot.

Note: The total number of voting shares allocated to candidates must not exceed the total number of voting shares recorded on the voting ballot.

5. Vote Counting Principles:

The vote counting shall be conducted by the Vote Counting Committee appointed by the General Meeting of Shareholders.

The vote counting results shall be recorded in writing, and the Vote Counting Committee must announce the results to the General Meeting of Shareholders.

After being counted, the voting ballots shall be sealed and handed over to the Board of Directors for safekeeping in accordance with regulations.

Article 10. Conditions for Election to the Board of Directors and the Board of Supervisors

1. Elected members shall be determined based on the highest number of votes received, starting from the candidate with the most votes until the required number of members is reached.

2. Any complaints regarding the election results shall only be considered during the General Meeting of Shareholders. Shareholders may not contest the validity of the results at any other time. In case of shareholder objections regarding the election procedures or results, the Vote Counting Committee shall review the issue and seek a decision from the General Meeting of Shareholders.

Article 11. Effectiveness

This Regulation shall take effect immediately upon approval by the General Meeting of Shareholders and shall only be applicable at the 2025 Annual General Meeting of Vinatrans./.

Recipients:

- Shareholders at the AGM;
- BOD;
- BOS;
- Save: Admin, BOD.

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

Nguyen Minh Huy

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



VINATRANS

MẪU

**ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN 2025
CÔNG TY CỔ PHẦN GIAO NHẬN KHO VẬN
NGOẠI THƯƠNG VIỆT NAM**

PHIẾU BIỂU QUYẾT

MÃ SỐ CỔ ĐÔNG:

VIN001

HỌ TÊN CỔ ĐÔNG:

NGUYỄN VĂN A

SỐ CỔ PHẦN SỞ HỮU/ĐƯỢC ỦY QUYỀN:

100

TRANSLATION



VINATRANS

**THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS FOR 2025**

VOTING CARD

SHAREHOLDER'S CODE:

VIN001

SHAREHOLDER'S NAME:

NGUYỄN VĂN A

NUMBER OF SHARES OWNED/ AUTHORIZED:

100

TRANSLATION

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR 2025
OF VINATRANS**

SAMPLE

VOTING BALLOT
FOR ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS
FOR THE 2025-2030 TERM

Shareholder's Name: **NGUYỄN VĂN A**
Shareholder's Code: **VIN001**
Number Of Shares Owned And Authorized: **200**
Total number of voting ballots: **.....**

| No. | Candidate's full name | Number of voting ballots |
|---------------------------------------|------------------------------|---------------------------------|
| 1 | Mr/Ms. ... | |
| 2 | Mr/Ms. ... | |
| | | |
| | | |
| ... | ... | |
| Total number of voting ballots | | |

Shareholder/Representative
(Sign, full name)

TRANSLATION

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR 2025
OF VINATRANS**

SAMPLE

VOTING BALLOT
FOR ELECTION OF MEMBERS OF THE BOARD OF SUPERVISORS
FOR THE 2025-2030 TERM

Shareholder's Name: **NGUYỄN VĂN A**
Shareholder's Code: **VIN001**
Number Of Shares Owned And Authorized: **200**
Total number of voting ballots: **.....**

| No. | Candidate's full name | Number of voting ballots |
|---------------------------------------|------------------------------|---------------------------------|
| 1 | Mr/Ms. ... | |
| 2 | Mr/Ms. ... | |
| ... | ... | |
| Total number of voting ballots | | |

Shareholder/Representative
(Sign, full name)