

Bien Hoa, April 18, 2025

EXTRAORDINARY INFORMATION DISCLOSURE

To: - State Securities Commission of Vietnam;
 - Vietnam Stock Exchange;
 - Ho Chi Minh City Stock Exchange.

1. Organization name: ICD TAN CANG - LONG BINH JOINT STOCK COMPANY

- Stock Code: **ILB**
- Address: **No. 10 Phan Dang Luu Street, Quarter 7, Long Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam**
- Tel: 0251 6255 999 Fax: 0251 6501 826
- Email: tuannq@icdlongbinh.com.vn

2. Content of disclosed information:

- ICD Tan Cang - Long Binh Joint Stock Company announces the Resolution and Minutes of the 2025 Annual General Meeting of Shareholders, together with the approved documents.

3. This information has been published on the company's website on April , 2025, at the link: <https://icdlongbinh.com/quanhecodong/category/144>.

We hereby certify that the information disclosed above is true and we take full responsibility before the law for the content of the disclosed information.

Attached document:

- Resolution and Minutes of the AGM 2025;
- The approved documents.

Representative of the organization

Legal representative

(Signature, full name, position, and company seal)



GIÁM ĐỐC
Phan Anh Tuấn

Bien Hoa, April 17, 2025

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
ICD TAN CANG – LONG BINH JOINT STOCK COMPANY

- Pursuant to Enterprise Law No. 59/2020/QH14 and its amendments;
- Pursuant to Securities Law No. 54/2019/QH14 and its amendments;
- Pursuant to the Charter of ICD Tan Cang – Long Binh Joint Stock Company;
- Pursuant to the Minutes of the annual general meeting of shareholders 2025 No./BB - IC DLB dated April 17, 2025.

RESOLVES

On April 17, 2025, at No. 10 Phan Dang Luu Street, Quarter 7, Long Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam, the annual general meeting of shareholders 2025 of ICD Tan Cang – Long Binh Joint Stock Company was held with the participation of 38 shareholders owning 15.060.122 shares, representing 61,4643% of the total voting shares of the Company.

After reviewing the Reports and Proposals, the General Meeting of Shareholders discussed and unanimously voted to approve the resolution with the following contents:

Article 1: Approving Report on the Activities of the Board of Directors (BOD) and Business Performance Report for 2024, Orientation for 2025

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 2: Approving Report of the Board of Supervisors (BOS) for 2024



12

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 3: Approving Proposal for Approval of the Audited Separate and Consolidated Financial Statements for 2024

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 4: Approving Proposal on Business Results, Salaries, Investment, and Profit Distribution for 2024

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 5: Approving Proposal on Business Plan, Salaries, Investment, and Profit Distribution for 2025

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 6: Approving Proposal on Remuneration for the BOD, BOS and Company Secretary for 2024 and Plan for 2025

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 7: Approving Proposal for the selection of the Unit to review Semi-Annual Financial Statements for 2025 and audit Financial Statements for the 2025

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 8: Approving Proposal for Approval of Contracts and Transactions with Related Parties

8.1. Approving Proposal for approval of contracts and transactions with related parties – Saigon Newport Corporation (wholly state-owned limited liability company) and its subsidiaries

The General Meeting voted to approve with 2,475,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

8.2. Approving Proposal for approval of contracts and transactions with related parties – Military Commercial Joint Stock Bank (MB Bank)

The General Meeting voted to approve with 13,185,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 09: Approving Report on the Implementation of the Stock Issuance Plan to Increase Charter Capital according to Resolution No. 02/2024/NQ – ĐHĐCĐ dated April 17, 2024 of the Annual General Meeting of Shareholders 2024.

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 10: Approving Proposal on the allocation of remaining shares not fully distributed in the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024.

The General Meeting voted to approve with 2,475,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 11: Approving Proposal on the dismissal of a member of the Board of Supervisors for the 2023 - 2028 term.

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

Article 12: Approving Proposal on the additional election of a member to the Board of Supervisors for the 2023 - 2028 term.



Handwritten signature

- Approved the list of candidates for the Board of Supervisors, including:

- Mr. NGUYEN VAN TUNG

(Curriculum vitae attached)

- Ms. NGUYEN THI HONG VAN (HOANG NGUYEN HONG VAN)

(Curriculum vitae attached)

The General Meeting voted to approve with 15,060,122 voting shares, representing 100% of the voting shares of all shareholders attending and voting.

| No. | Full Name | Position | Number of Votes | Election Rate |
|-----|---|-------------------|-----------------|---------------|
| 1 | NGUYEN VAN TUNG | Member of the BOS | 15,060,152 | 100.0002% |
| 2 | NGUYEN THI HONG VAN (HOANG NGUYEN HONG VAN) | Member of the BOS | 15,060,092 | 99.9998% |

The Resolution was passed in full at the annual general meeting of shareholders 2025 of ICD Tan Cang - Long Binh Joint Stock Company.

The Board of Directors, the Board of Directors, and related individuals are responsible for implementing this resolution. This resolution takes effect from the date of signing.

Recipients:

- BOD, BOS;
- Shareholders;
- SSC, HoSE (Information Disclosure);
- FPTs (for handling);
- File: VT, HC.T03.



CHAIRMAN

PHAN VAN TIEN

Bien Hoa, April 17, 2025

MINUTES OF MEETING
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- **Name of company** : ICD Tan Cang – Long Binh Joint Stock Company
- **Address of head office** : No. 10 Phan Dang Luu Street, Quarter 7, Long Binh Ward,
Bien Hoa City, Dong Nai Province, Vietnam
- **Telephone** : 0251 6255 999 Fax: 0251 6501 826
- **Business Registration Certificate No.** : 3601033213 issued by the Department of Planning and Investment of Dong Nai Province, initially on July 23, 2008, and amended for the 11th time on April 3, 2025.
- **Time** : 9:00 a.m, April 17, 2025
- **Meeting venue** : No. 10 Phan Dang Luu Street, Quarter 7, Long Binh Ward,
Bien Hoa City, Dong Nai Province, Vietnam

PART I: ATTENDANCE

1. Board of Directors of the Company, consists the following members:

- Mr. Phan Van Tien - Chairman of the BOD
- Mr. Phan Anh Tuan - Member of the BOD, concurrently Director
- Mr. Nguyen Duc Anh - Member of the BOD
- Mr. Cao Ngoc Duc - Member of the BOD

2. Board of Supervisors of the Company, consists the following members:

- Mr. Thai Hoang Lam - Head of the BOS
- Mr. Tran Nghia Si - Member of the BOS
- Mr. Tran Quoc Viet - Member of the BOS

3. Executive Board of the Company, consists the following members:

- Mr. Nguyen Chi Tung - Deputy Director
- Mr. Nguyen Thanh Nhan - Deputy Director

1/2

- Mr. Le Quynh Quang - Chief Accountant

4. Delegates in attendance:

Shareholders/Authorized representatives of shareholders after completing registration procedures in accordance with the Company's Charter.

PART II: INTRODUCTION OPENING OF THE MEETING

1. Report on verification of delegates' eligibility

- Reporter: Mr./Mrs. Mr. Dinh Quoc Truong – Position: Head of Delegates Eligibility Verification Committee
- Report content:
 - Total number of shareholders invited to attend: All shareholders listed in the shareholder list as of **March 3, 2025**, owning **24,502,245** voting shares of ICD Tan Cang – Long Binh Joint Stock Company.
 - Shareholders attending the General Meeting: **26** shareholders and shareholder representatives, owning and representing **15,060,060** voting shares, accounting for **61.4640%** of the total voting shares of all shareholders with voting rights.

In accordance with the Enterprise Law and the Company's Charter, the Annual General Meeting of Shareholders 2025 of ICD Tan Cang – Long Binh Joint Stock Company meets the required conditions to proceed..

2. Introduction of the Presidium, including:

Mr. Phan Van Tien - Chairman of the BOD, Chairman of the General Meeting

Mr. Phan Anh Tuan - Member of the BOD

The General Meeting proceeds with a public vote and unanimously approves the appointment of the Presidium.

3. The Chairman introduced the Secretary of the General Meeting, including:

Ms. Dinh Thi Quynh Hoa - Secretary

4. The Chairman introduced the Vote Counting Committee, including:

Vote Counting Committee:

Mr. Dinh Quoc Truong - Head of the Vote Counting Committee

Ms. Tran Thi Lan - Member of the Vote Counting Committee

Ms. Pham Thi Thu Thuy Member of the Vote Counting Committee

The General Meeting proceeds with a public vote and unanimously approves the appointment of the Vote Counting Committee.

5. Mr. Nguyen Chi Tung, on behalf of the Presidium, approved the working regulations of the General Meeting.

The General Meeting proceeds with a public vote and unanimously approves the working regulations

6. Mr. Nguyen Chi Tung, on behalf of the Presidium, approved the Agenda of the General Meeting.

The General Meeting proceeds with a public vote and unanimously approves the Agenda of the General Meeting.

Detailed voting results for the following matters: approval of the Presidium, Secretariat, Vote Counting Committee, Working Regulations, and Agenda of the General Meeting are as follows:

From the opening of the meeting until 9:20 a.m, the number of delegates attending the General Meeting: **28** delegates, representing **15,060,072** voting shares, accounting for **61.4640%** of the total voting shares of all shareholders with voting rights.

➤ **Voting Results:**

- Total valid votes: **28** represent for: **15,060,072** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **28** represent for: **15,060,072** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

PART III: CONTENT OF THE GENERAL SHAREHOLDERS MEETING

A. PRESENTATION OF THE MEETING REPORTS

Content 01: Report on the Activities of the Board of Directors (BOD) and Business Performance Report for 2024, Orientation for 2025

Presenter: Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

12

Content 02: Report of the Board of Supervisors (BOS) for 2024

Presenter: Mr. Thai Hoang Lam – Head of the Board of Supervisors

B. PRESENTATION OF THE MEETING PROPOSALS

Content 03: Proposal for Approval of the Audited Separate and Consolidated Financial Statements for 2024

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 04: Proposal on Business Results, Salaries, Investment, and Profit Distribution for 2024

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 05: Proposal on Business Plan, Salaries, Investment, and Profit Distribution for 2025

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 06: Proposal on Remuneration for the BOD, BOS and Company Secretary for 2024 and Plan for 2025

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 07: Proposal for the selection of the Unit to review Semi-Annual Financial Statements for 2025 and audit Financial Statements for the 2025

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 08: Proposal for Approval of Contracts and Transactions with Related Parties

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 09: Report on the Implementation of the Stock Issuance Plan to Increase Charter Capital according to Resolution No. 02/2024/NQ – ĐHĐCĐ dated April 17, 2024 of the Annual General Meeting of Shareholders 2024

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 10: Proposal on the allocation of remaining shares not fully distributed in the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 11: Proposal on the dismissal of a member of the Board of Supervisors for the 2023 - 2028 term

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

Content 12: Proposal on the dismissal of a member of the Board of Supervisors for the 2023 - 2028 term

Mr. Phan Anh Tuan – Member of the Board of Directors cum Director

PART IV. SHAREHOLDER PERSPECTIVE

1. Remarks by Mr. Phan Van Tien – Chairman of the Board of Directors

Regarding the charter capital increase:

The procedures for capital increase and share offering have reached 98% of the expected number of shares. The remaining 2% will be proposed by the Board of Directors to be reallocated to the Company's employees. The proceeds will be used for the following purposes:

- Contributing capital to Tan Cang Pilot Company Limited to invest in the construction of Warehouses No. 26 and 27;
- Paying infrastructure rental fees to Saigon Newport Corporation.

Regarding 2024 business performance:

The Company faced numerous difficulties in business operations, particularly in warehouse leasing services, due to intense competition from surrounding areas such as Binh Duong and Dong Nai, where private enterprises are increasingly investing in warehouse facilities.

In addition, a reduction in contract volume with import-export partners and cost-cutting by domestic enterprises negatively affected warehouse leasing activities.

However, with the determination of the Board of Directors and the Board of Managements, solutions were implemented, enabling the Company to achieve over 90% of the revenue target and fully meet the profit target for the year.

Regarding the 2025 business plan:

In 2025, the Company aims for a 12% increase in revenue compared to 2024. This is a significant challenge, and the entire ICD Long Binh system is strongly committed to accomplishing the plan.

The foundation for achieving the 2025 plan lies in focusing on two strategic pillars:

- **Pillar 1:** Warehouse and yard operations (core business):
 - + Upgrade warehouse infrastructure to enhance competitiveness and ensure cargo safety.
 - + Implement policies to attract new customers and retain existing ones.

1/1

- **Pillar 2: Port and logistics operations (new pillar):**
 - + This area holds substantial potential and is expected to become as important as the core business in the near future.
 - + Coordinate with the port system of the parent corporation, especially the Cai Mep – Thi Vai port cluster.
 - + Work with shipping lines to open new routes to ICD Long Binh.
 - + Cooperate with Long Binh Customs to develop appropriate support and communication policies.
 - + Develop comprehensive logistics services: from port to ICD, customs clearance, and transport to factories.
 - + The goal is to establish a consistent and reliable delivery routine for customers.

2 to 3-year outlook:

The transportation infrastructure in Bien Hoa – Dong Nai is expected to improve significantly, facilitating stronger growth for ICD Long Binh.

2. No questions or inquiries were raised by shareholders

PART V. SHAREHOLDER VOTING

From the opening of the meeting until 10:35 am, the number of delegates attending the General Meeting: **38** delegates, representing **15,060,122** voting shares, accounting for **61.4643%** of the total voting shares of all shareholders with voting rights.

Statistics on issued Votes, collected Votes, and uncollected Votes:

- Total votes issued: **40** representing **5,060,122** voting shares, accounting for **100%** of the total voting shares of attending shareholders.

In which:

There are 2 delegates (Phan Anh Tuan, Phan Van Tien) with 2 voting ballots:

- + *1 vote representing personal shares owned and authorized shares with restrictions on voting for Content 8.1 and 10;*
- + *1 vote representing personal shares owned and authorized shares with no restrictions on voting for Content 8.1 and 10.*
- Total votes collected: **40** representing **5,060,122** voting shares, accounting for **100%** of the total voting shares of attending shareholders.
- Total votes uncollected: **0** representing **0** voting shares, accounting for **0%** of the total voting shares of attending shareholders.

The General Meeting shall hear presentations and vote by secret ballot on the following contents:

Content 1: Approval of Report on the Activities of the Board of Directors and Business Performance Report for 2024, Orientation for 2025.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 1 has been approved with a rate of 100% of attending and voting shares.

Content 2: Approval of Report of the Board of Supervisors for 2024.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 2 has been approved with a rate of 100% of attending and voting shares.

Content 3: Approval of Proposal for the Audited Separate and Consolidated Financial Statements for 2024.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of

the total voting shares of attending and voting shareholders.

- Total invalid votes: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.

Therefore, Content 3 has been approved with a rate of 100% of attending and voting shares.

Content 4: Approval of Proposal on Business Results, Salaries, Investment, and Profit Distribution for 2024.

➤ Voting Results:

- Total valid votes: 40 represent for: 15,060,122 voting shares, accounting for: 100% of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: 40 represent for: 15,060,122 voting shares, accounting for: 100% of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.
- Total invalid votes: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.

Therefore, Content 4 has been approved with a rate of 100% of attending and voting shares.

Content 5: Approval of Proposal on Business Plan, Salaries, Investment, and Profit Distribution for 2025.

➤ Voting Results:

- Total valid votes: 40 represent for: 15,060,122 voting shares, accounting for: 100% of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: 40 represent for: 15,060,122 voting shares, accounting for: 100% of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.
- Total invalid votes: 0 represent for: 0 voting shares, accounting for: 0% of the total voting shares of attending and voting shareholders.

Therefore, Content 5 has been approved with a rate of 100% of attending and voting shares.

Content 6: Approval of Proposal on Remuneration for the BOD, BOS and Company Secretary for 2024 and Plan for 2025.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 6 has been approved with a rate of 100% of attending and voting shares.

Content 7: Approval of Proposal for the selection of the Unit to review Semi-Annual Financial Statements for 2025 and audit Financial Statements for the 2025.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 7 has been approved with a rate of 100% of attending and voting shares.

Content 8: Approval of Proposal for Contracts and Transactions with Related Parties.

8.1. Approval Proposal for approval of contracts and transactions with related parties – Saigon Newport Corporation (wholly state-owned limited liability company) and its subsidiaries

- Total votes with no restrictions on voting: **37** represent for: **2,475,122** voting shares, accounting for: **16.43490%** of the total voting shares of attending shareholders, of which:
 - + Total Votes issued with no restrictions on voting: **37** represent for: **2,475,122** voting shares, accounting for: **16.43490%** of the total voting shares of attending shareholders..
 - + Total Votes uncollected: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending shareholders.

12

- Total votes with restrictions on voting: **3** represent for: **12,585,000** voting shares, accounting for: **83,5651%** of the total voting shares of attending shareholders..

➤ Voting Results: (after separating the votes of delegates with related interests – attached list)

- Total valid votes: **37** represent for: **2,475,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **37** represent for: **2,475,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 8.1 has been approved with a rate of 100% of attending and voting shares.

8.2. Approving Proposal for approval of contracts and transactions with related parties – Military Commercial Joint Stock Bank (MB Bank)

- Total votes with no restrictions on voting: **39** represent for: **13,185,122** voting shares, accounting for: **87.5499%** of the total voting shares of attending shareholders, of which:
 - + Total Votes issued with no restrictions on voting: **39** represent for: **13,185,122** voting shares, accounting for: **87.5499%** of the total voting shares of attending shareholders.
 - + Total Votes uncollected: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending shareholders.
- Total votes with restrictions on voting: **1** represent for: **1,875,000** voting shares, accounting for: **12.4501%** of the total voting shares of attending shareholders.

➤ Voting results (after separating the votes of delegates with related interests – attached list):

- Total valid votes: **39** represent for: **13,185,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **39** represent for: **13,185,122** voting shares, account for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 8.2 has been approved with a rate of 100% of attending and voting shares.

Content 09: Approval of Report on the Implementation of the Stock Issuance Plan to Increase Charter Capital according to Resolution No. 02/2024/NQ – ĐHĐCĐ dated April 17, 2024 of the Annual General Meeting of Shareholders 2024.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 09 has been approved with a rate of 100% of attending and voting shares.

Content 10: Approval of Proposal on the allocation of remaining shares not fully distributed in the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024.

- Total votes with no restrictions on voting: **37** represent for: **2,475,122** voting shares, accounting for: **16.43490%** of the total voting shares of attending shareholders, of which:
 - + Total Votes issued with no restrictions on voting: **37** represent for: **2,475,122** voting shares, accounting for: **16.43490%** of the total voting shares of attending shareholders..
 - + Total Votes uncollected: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending shareholders.
- Total votes with restrictions on voting: **3** represent for: **12,585,000** voting shares, accounting for: **83,5651%** of the total voting shares of attending shareholders..

➤ Voting Results: (after separating the votes of delegates with related interests – attached list)

- Total valid votes: **37** represent for: **2,475,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **37** represent for: **2,475,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.

- Total invalid votes: **0** represent for: **0** voting shares, account for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 10 has been approved with a rate of 100% of attending and voting shares.

Content 11: Approval of Proposal on the dismissal of a member of the Board of Supervisors for the 2023 - 2028 term.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 11 has been approved with a rate of 100% of attending and voting shares.

Content 12: Approval of Proposal on the additional election of a member to the Board of Supervisors for the 2023 - 2028 term.

➤ Voting Results:

- Total valid votes: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **40** represent for: **15,060,122** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

Therefore, Content 12 has been approved with a rate of 100% of attending and voting shares.

ELECTION RESULTS:

At 10:56 a.m, the General Meeting was attended by **38** shareholders and shareholder representatives, holding and representing **15,060,122** voting shares, accounting for **61,4643%** of the total voting shares of the Company.

The General Meeting listened to the presentation and proceeded to elect candidates with the following results:

| No. | Full Name | Position | Number of Votes | Election Rate |
|-----|--|-------------------|-----------------|---------------|
| 1 | NGUYEN VAN TUNG | Member of the BOS | 15,060,152 | 100.0002% |
| 2 | NGUYEN THI HONG VAN (HOANG NGUYEN HONG VAN) | Member of the BOS | 15,060,092 | 99.9998% |

SECTION VI: APPROVAL OF THE MEETING MINUTES

From the opening of the meeting until 11:00 a.m, the number of delegates attending the General Meeting: **38** delegates, representing **15.060.022** voting shares, accounting for **61,4643%** of the total voting shares of all shareholders with voting rights.

Presenter: Mr. Dinh Thi Quynh Hoa, read the minutes of the meeting.

The General Meeting voted and unanimously approved the full text of the Minutes of the Annual General Meeting of Shareholders 2025, with the following voting results:

- Total valid votes: **38** represent for: **15.060.022** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders, of which:
 - + Total Votes for approval: **38** represent for: **15.060.022** voting shares, accounting for: **100%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for disapproval: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
 - + Total Votes for abstention: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.
- Total invalid votes: **0** represent for: **0** voting shares, accounting for: **0%** of the total voting shares of attending and voting shareholders.

This minutes is made in 02 copies and kept at ICD Tan Cang – Long Binh Joint Stock Company.

The meeting adjourned at 11:00 a.p.mn the same day.

SECRETARY OF THE MEETING

Dinh Thi Quynh Hoa

DINH THI QUYNH HOA

ON BEHALF OF THE PRESIDIUM



Chairperson

PHAN VAN TIEN

LIST OF RESTRICTED VOTING REPRESENTATIVES

(Attached to the Minutes of the Annual General Meeting of Shareholders 2025

No. 01/2025/BB-DHĐCĐ dated April 17, 2025).

| No. | Name of representative | Number of shares represented (owned and authorized) | Number of restricted voting shares | Number of voting shares | Note |
|---|------------------------|---|------------------------------------|-------------------------|--|
| Content 8: Approving Proposal for Approval of Contracts and Transactions with Related Parties. | | | | | |
| 8.1. Approving Proposal for approval of contracts and transactions with related parties – Saigon Newport Corporation (wholly state-owned limited liability company) and its subsidiaries | | | | | |
| 1. | PHAN ANH TUAN | 2,545,959 | 2,539,080 | 6,879 | Personal ownership and representative of capital of Saigon Newport Corporation |
| 2. | PHAN VAN TIEN | 8,856,059 | 8,820,808 | 35,251 | Representative of capital of Saigon Newport Corporation |
| 3. | NGUYEN DUC ANH | 1,225,112 | 1,225,112 | 0 | Representative of capital of Saigon Newport Corporation |
| 8.2. Approving Proposal for approval of contracts and transactions with related parties – Military Commercial Joint Stock Bank (MB Bank) | | | | | |
| 1. | VU HONG HUAN | 1,875,000 | 1,875,000 | 0 | Authorized representative of MBAMC |
| Content 10: Approving Proposal on the allocation of remaining shares not fully distributed in the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024 | | | | | |
| 1. | PHAN ANH TUAN | 2,545,959 | 2,539,080 | 6,879 | Personal ownership and representative of capital of Saigon Newport Corporation |
| 2. | PHAN VAN TIEN | 8,856,059 | 8,820,808 | 35,251 | Representative of capital of Saigon Newport Corporation |
| 3. | NGUYEN DUC ANH | 1,225,112 | 1,225,112 | 0 | Representative of capital of Saigon Newport Corporation |

Bien Hoa, April 9, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
(BOD) AND BUSINESS PERFORMANCE REPORT FOR 2024,
ORIENTATION FOR 2025**

**PART 1: REPORT ON THE ACTIVITIES OF THE BOARD OF
DIRECTORS.**

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Summary of Board of Directors Meetings

The Board of Directors consists of 05 members, specifically:

| No. | Board of Directors' members | Position | Date of commencement/ceasing to be a member of the Board of Directors/Independent Board of Directors | |
|-----|-----------------------------|-----------------------|--|-------------------|
| | | | Date of appointment | Date of dismissal |
| 1 | Tran Trieu Phu | Chairman | 04/27/2023 | 04/17/2024 |
| 2 | Phan Van Tien | Chairman | 04/17/2024 | |
| 3 | Phan Anh Tuan | Member | 04/27/2023 | |
| 4 | Cao Ngoc Duc | Independent Member | 04/27/2023 | |
| 5 | Pham Van Phong | Non-Executive Members | 04/27/2023 | 04/17/2024 |
| 6 | Nguyen Duc Anh | Non-Executive Members | 04/27/2023 | |
| 7 | Ha Anh Dung | Non-Executive Members | 04/17/2024 | |

The number of Board members working directly at the Company is 02, while 02 members do not work directly at the Company.

The structure of the Board ensures that 1/3 of the Board members are non-executive, and there is 1 independent Board member as required for listed

companies.

Board of Directors Meetings (in person, via written opinions)

| No. | Board of Directors' members | Number of meetings attended by Board of Directors | Meeting Attendance Percentage | Reasons for Absence |
|-----|-----------------------------|---|-------------------------------|---|
| 1 | Tran Trieu Phu (**) | 1/4 | 25% | Dismissed as of 04/17/2024 |
| 2 | Phan Van Tien (*) | 3/4 | 75% | Appointed additionally as of 04/17/2024 |
| 3 | Phan Anh Tuan | 4/4 | 100% | |
| 4 | Cao Ngoc Duc | 4/4 | 100% | |
| 5 | Pham Van Phong (**) | 1/4 | 25% | Dismissed as of 04/17/2024 |
| 6 | Nguyen Duc Anh | 4/4 | 100% | |
| 7 | Ha Anh Dung (*) | 3/4 | 75% | Appointed additionally as of 04/17/2024 |

(*) Members joining the BOD from April 17, 2024.

(**) Members dismissed from the BOD from April 17, 2024.

2. Resolutions and Decisions of the Board of Directors

In 2024, under the direction of the Board of Directors (BOD), the Board of Management successfully carried out the assigned tasks. Through BOD meetings, the Board of Management reported on the company's business operations and proposed appropriate solutions and policies aligned with the direction and guidance of the BOD to promptly resolve the company's difficulties.

The Board of Management fully implemented the resolutions of the Annual General Meeting of Shareholders (AGM) in 2024, executed business activities as planned, ensured safety, and maintained continuous business operations. As a result, the consolidated business performance in 2024 achieved a total revenue of VND 509,878 million, reaching 93.33% of the target; consolidated after-tax profit was VND 103,198.03 million, achieving 99.34% compared to the same period.

Through its meetings throughout the year, the Board of Directors highly appreciates the efforts of the Board of Management in ensuring the achievement

of business targets and management tasks.

In 2024, through regular meetings and written consultations, the Board of Directors issued resolutions in accordance with the procedures outlined in the Company's Charter, Internal Governance Regulations, and the BOD's operational regulations, specifically as follows:

| No. | Resolution/Decision Number | Date | Content |
|-----|----------------------------|------------|---|
| 1 | 02/2024/NQ - HĐQT | 05/02/2024 | Regarding the approval of the contractor selection plan for the Investment Cooperation Project to construct warehouses No. 26 and 27 at the Tan Cang - Long Binh 76ha Service Area under the business cooperation model without establishing a legal entity between Tan Cang - Long Binh ICD Joint Stock Company and Tan Cang Pilot One Member Limited Liability Company. |
| 2 | 04/2024/NQ - HĐQT | 02/29/2024 | Regarding the organization of the 2024 Annual General Meeting of Shareholders. |
| 3 | 06/2024/NQ - HĐQT | 03/27/2024 | Approval of documents for the 2024 Annual General Meeting of Shareholders. |
| 4 | 08/2024/NQ - HĐQT | 04/17/2024 | Regarding the election of the Chairman of the Board of Directors for the 2023-2028 term. |
| 5 | 10/2024/NQ - HĐQT | 06/28/2024 | Regarding the approval of the detailed implementation plan for the issuance of shares to existing shareholders through the exercise of rights. |
| 6 | 11/2024/NQ - HĐQT | 06/28/2024 | Regarding the approval of the registration dossier for the public |

| No. | Resolution/Decision Number | Date | Content |
|-----|----------------------------|------------|---|
| | | | offering of additional shares to existing shareholders. |
| 7 | 12/2024/NQ - HĐQT | 06/28/2024 | Regarding the approval of the detailed implementation plan for the issuance of shares to increase charter capital from equity. |
| 8 | 13/2024/NQ - HĐQT | 06/28/2024 | Regarding the issuance of regulations on information disclosure. |
| 9 | 14/2024/NQ - HĐQT | 06/28/2024 | Regarding the implementation of 2023 dividend payment. |
| 10 | 15/2024/NQ - HĐQT | 06/28/2024 | Regarding the appointment of Deputy General Director of the company. |
| 11 | 16/2024/NQ - HĐQT | 06/28/2024 | <p>Periodic meeting contents</p> <p>1/ Business results for the first 6 months of 2024 and forecast for the whole year 2024.</p> <p>2/ Report on the activities of Thanh Long Logistics Joint Stock Company for the first 6 months of 2024.</p> <p>3/ Personnel participating in business cooperation (without forming a legal entity).</p> <p>4/ New salary scale for the company.</p> <p>5/ Policy of allowing the roof lessee to transfer the warehouse roof lease agreement to a third party.</p> <p>6/ Company Debt Management</p> |

| No. | Resolution/Decision Number | Date | Content |
|-----|----------------------------|------------|---|
| | | | <p>Regulations.</p> <p>7/ Remuneration for the Board of Directors, the Board of Supervisors for the first 6 months of 2024.</p> |
| 12 | 18/2024/NQ – HĐQT | 08/10/2024 | <p>Adjustment to the Contractor Selection Plan for the Investment Cooperation Project to construct warehouses No. 26 and 27 at the Tan Cang - Long Binh 76ha Service Area.</p> <p>+ Adjustment to the contractor selection method for bidding packages XL-01 and XL-02.</p> <p>+ Remaining contents of the Resolution.</p> |
| 13 | 21/2024/NQ – HĐQT | 09/27/2024 | <p>1/ Approval of Business Results, Salaries, Investment, and Finance for the first 9 months and forecast for the whole year 2024.</p> <p>2/ Approval of the Activity Report for the first 9 months of Thanh Long Forwarding Joint Stock Company.</p> <p>3/ Plan for bonus payments to relevant groups and individuals according to the remuneration and bonus levels that the Joint Venture Management Board pays to ICDLB representatives participating in the Joint Venture Management Board.</p> <p>4/ Agreement on the policy regarding the handling of outstanding debts from Tien Nga Joint Stock Company and Tan Vinh</p> |

| No. | Resolution/Decision Number | Date | Content |
|-----|----------------------------|------------|--|
| | | | <p>Cuu Joint Stock Company through the offsetting method using deposits.</p> <p>5/ Pilot program for commission policy for inland ports.</p> |
| 14 | 22/2024/NQ – HĐQT | 10/02 2024 | <p>Adjustment to the Contractor Selection Plan for the Cooperative Investment Project to construct warehouses 26 and 27 at the 76ha Tan Cang Long Binh Service Area with the following key contents (2nd time):</p> |
| 15 | 25/2024/NQ- HĐQT | 12/07 2024 | <p>1/ Report on business results, investment, finance, and labor payroll in 2024 and some business targets for 2025.</p> <p>2/ Report on the activities of Thanh Long Logistics Joint Stock Company in 2024 and the plan for 2025.</p> <p>3/ Report on the implementation of the Board of Directors' Resolution for Quarter 3/2024.</p> <p>4/ Capital borrowing and utilization plan for the Cooperative Investment Project to construct warehouses 26 and 27 at the 76ha Tan Cang Long Binh Service Area.</p> <p>5/ Plan for organizing the 2025 Annual General Meeting of Shareholders.</p> <p>6/ Corporate Restructuring Plan 2021 – 2025</p> |

| No. | Resolution/Decision Number | Date | Content |
|-----|----------------------------|------|---|
| | | | 7/ Sales policy and customer policy for 2025 8/ 2025 Internal Audit Plan of the Internal Audit Board |

3. Activities of the Independent Board Member and Their Evaluation of the Board's Performance.

The company has 01 independent board member. The independent board member plays a critical role in evaluating and overseeing the activities of the Board of Management objectively, ensuring that conflicts of interest among stakeholders are avoided, and providing strategic guidance and business planning suggestions to the Board of Directors.

The independent board member has actively participated in providing feedback on the company's business operations and corporate governance.

According to the independent board member's evaluation, the Board of Directors has carried out its duties and responsibilities in accordance with the Company's Charter and the Law on Enterprises. It has successfully implemented the resolutions of the General Meeting of Shareholders and effectively carried out its role in corporate governance.

4. Supervision Results of the Board of Directors on the Board of Management and Other Executives:

In 2024, under the direction of the Board of Directors (BOD), the Board of Management performed well in carrying out its assigned tasks. Through BOD meetings, the Board of Management reported on the business activities of the unit and proposed appropriate solutions and policies in line with the BOD's direction to resolve the Company's difficulties and challenges in a timely manner.

The Board of Management reported on the company's business performance and proposed solutions and policies aligned with the BOD's guidance to address the Company's challenges. The BOD highly appreciated the actions taken by the Management in 2024, particularly given the many domestic economic challenges, intense competition, and global volatility. The supply of warehouse space exceeded demand in various regions of the Southeast, particularly in Binh Duong, Dong Nai, and Long An, making competition increasingly complex. As a result, the exploitation of ICDLB's warehouse services faced many challenges, with the average warehouse occupancy rate only reaching 80%, leading to a decrease in related logistics services.

The Board of Directors commends the Board of Management for their efforts

in meeting the business objectives and operational management. The management successfully implemented various measures, including enhancing system connectivity, focusing on improving efficiency, cost management, and flexible business policies to achieve the business targets set. They also successfully completed legal procedures (dry port licensing, environmental permits, and bidding procedures for warehouses 26 and 27). The revenue reached approximately 90%, while the profit achieved 100% of the business plan for 2024, as approved by the General Meeting of Shareholders.

The Board of Directors emphasized and reminded the Board of Management about legal regulations according to the 2024 Land Law, which includes provisions related to managing and using defense and security land for production, construction, and economic development activities effective from August 1, 2024, along with a series of legal documents related to business activities (Real Estate Business Law, Bidding Law, and other relevant regulations taking effect in 2024 or passed by the National Assembly in 2024). The Board also requested the Board of Management to complete the procedures for increasing charter capital on schedule, in accordance with current regulations, and finalize this process by the beginning of the second quarter of 2025.

The Board of Management will focus on expanding business in two key areas: warehouse operations and dry port operations. They will ensure the quality of services and implement the "customer-centric" policy. Additionally, cost control and receivables management will be prioritized to increase business efficiency, with the goal of improving customer service through better information flow. Flexible pricing policies will be applied for customers within the system, and participation in 3PL service provision projects and the gradual move towards offering specialized warehouse services connected to port services will continue. Other strategies include wage reform and administrative streamlining measures. Management will continue to apply warehouse management software to reduce costs while maintaining service quality, increase effectiveness, and improve the Company's competitiveness. Infrastructure upgrades, the use of IT in management and service provision, and the development of a "smart warehouse, green warehouse, green port" model will be pursued to ensure the goal of sustainable development (ESG).

5. Remuneration, Operating Expenses, and Other Benefits of the Board of Directors and Each Board Member.

The company provides salaries to the full-time Chairman of the Board of Directors, Director, and Members of the Board of Directors, as well as remuneration to other Board members.

The remuneration, salaries, bonuses, and other benefits calculated for the financial year (from January 1, 2024 to December 31, 2024) for the Board of Directors are as follows:

| No. | Name | Position | Remuneration, Salary, Bonus, Other Benefits (VND) | Note |
|-----|-------------------------|----------------------------------|--|---|
| 1 | Tran Trieu Phu (**) | Chairman of BOD | 415,702,265 | Salary, Management Bonus, Other Benefits |
| 2 | Phan Van Tien (*) | Chairman of BOD | 464,660,560 | Salary, Management Bonus, Other Benefits |
| 3 | Phan Anh Tuan | Member of BOD, Director | 1,010,043,117 | Salary, Management Bonus, Other Benefits |
| 4 | Cao Ngoc Duc | Independent members of BOD | 84,000,000 | Remuneration |
| 5 | Pham Van Phong (**) | Member of BOD | 17,500,000 | Remuneration |
| 6 | Nguyen Duc Anh (***) | Member of BOD | 84,000,000 | Remuneration |
| 7 | Ha Anh Dung (*) | Member of BOD | 59,500,000 | Remuneration |

(*) Members joining the BOD from April 17, 2024.

(**) Members dismissed from the BOD from April 17, 2024.

(***) Remuneration transferred to Tan Cang Sai Gon Corporation.

Time of occurrence: January 1, 2024 to December 31, 2024 (from the salary fund, bonus fund, remuneration, and related allowances from company operations).

6. Operational Direction of the Board of Directors for 2025.

Objective: Key economic targets for 2025 include: revenue growth of over 10%; an 8% increase in profit before tax compared to 2024; and 100% of investment and procurement projects comply with legal regulations, meeting required progress and quality standards.

Some key tasks are as follows:

- Maintain regular Board meetings to promptly review, agree upon, and decide on matters within the Board's authority, and promptly amend, supplement, or issue operational regulations as necessary.

- Monitor the activities of the Board of Directors and perform periodic and ad-hoc evaluations (including the implementation of resolutions from the General Meeting of Shareholders (GMOS), Board resolutions, and relevant regulations).

- Oversee and manage investments outside the company (through representatives of the company's shareholding in businesses in which the company participates). Execute the divestment at ICD Tan Long JSC following the proper procedures and ensuring the Company's best interests.

- Strengthen the role of Internal Audit to help the Board ensure compliance with the company's regulations.

- Ensure legal compliance for listed companies according to the Securities Law and the Enterprise Law, maintaining the quality of information disclosure.

- Supervise the investment in the construction of warehouses 26 and 27 in Long Binh Service Area, ensuring compliance with strict procedures, timelines, and quality standards while optimizing financial performance and effective utilization.

- Develop the second core business pillar: effective port and logistics services, enhancing capacity, expanding the market, and ensuring the company's rapid and sustainable development.

- Implement the reporting on the results of the share issuance to increase charter capital as per the Annual General Meeting's resolution in 2024 (Resolution No. 02/2024/NQ-ĐHĐCĐ dated April 17, 2024), registering, depositing, and ensuring the newly issued shares are listed on the Ho Chi Minh City Stock Exchange according to legal requirements.

- Develop business operations towards digitization, greening, and administrative reform based on three platforms of business governance while expanding operations. Facilitate the Board in executing investment solutions, business strategies, attracting customers, shipping companies, enhancing competitiveness, and expanding services. Establish ICD Tan Cang Long Binh as a professional logistics service provider, a modern, green logistics center based on the two core business pillars. Implement solutions to enhance service quality with a customer-centric approach, building the ICD Tan Cang Long Binh brand to new heights. Adhere to the corporate culture code of Tan Cang Saigon Corporation, make breakthroughs in digital transformation, apply technology in management, governance, and operations to improve labor productivity, utilize green energy to reduce CO2 emissions, and apply green warehouse and port construction standards, seeking international certification for such practices.

II. REPORT ON TRANSACTIONS

1. Transactions Between the Company and its Related Parties; or Between the Company and Major Shareholders, Internal Persons, or Related Persons of Internal Persons.

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|---|--|--|--------------------------------------|--|--|------|
| 1 | Saigon Newport Corporation | Major shareholders (1) (Parent company) | 0300514849 issued on June 30, 2010 by HCMC Department of Planning and Investment | 722 Dien Bien Phu Street, Ward 22, Binh Thanh District, HCMC | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service purchase: 71,111.47 million VND Service sales: 22,012.36 million VND Dividend payment: 26,495.53 million VND | |
| 2 | Thanh Long Logistics Joint Stock Company | Subsidiary | 3602427771 issued on December 24, 2010 by Dong Nai Department of | No. 10, Phan Dang Luu Street, Quarter 7, Long Binh Ward, Bien Hoa City, Dong Nai Province, | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service purchase: 3,759.09 million VND Service sales: 1,751.22 million VND | |

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|----------------------------------|--|---|--------------------------------------|--|---|------|
| | | | Planning and Investment | Vietnam | | | VND Dividend received: 12,434.06 million VND | |
| 3 | Tan Cang Warehousing Joint Stock Company | Related to Major Shareholder (1) | 0309532497 issued on January 4, 2010 by HCMC Department of Planning and Investment | Tan Cang Cat Lai Port, Cat Lai Ward, Thu Duc City, Ho Chi Minh City | January 1 – December 31 | 02/2023/NQ-ĐHĐCĐ 02/2024/NQ-ĐHĐCĐ | Service purchase: 44.03 million VND | |
| 4 | Tan Cang Ministry of Transport Joint Stock Company | Related to Major Shareholder (1) | 0305322467 issued on November 19, 2007 | 1295B Nguyen Thi Dinh Street, Cat Lai Ward, Thu Duc City, | January 1 – December 31 | 02/2023/NQ-ĐHĐCĐ 02/2024/NQ-ĐHĐCĐ | Service purchase: 10,589.41 million VND Service sales: 76.82 | |

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|----------------------------------|---|--|--------------------------------------|--|---|------|
| | | | by HCMC Department of Planning and Investment | Ho Chi Minh City, Vietnam | | | million VND | |
| 5 | Tan Cang - Vung Tau Logistics Joint Stock Company | Related to Major Shareholder (1) | 3502263110 issued on September 9, 2014 by Ba Ria - Vung Tau Department of Planning and Investment | Ong Trinh Tan Quarter, Phuoc Ward, Phu My Town, Ba Ria - Vung Tau Province | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service Purchases: 1,657.60 million VND | |
| 6 | Tan Cang Technical Services Joint Stock Company | Related to Major Shareholder | 0305736891 issued on May 12, 2008 | Saigon Newport Corporation - Ward 22, Binh Thanh District, | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service Purchases: 3,046.82 million VND | |



| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|---|----------------------------------|--|---|--------------------------------------|--|---|------|
| | | (1) | by HCMC Department of Planning and Investment | Ho Chi Minh City | | | Service Sales: 42.65 million VND | |
| 7 | Tan Cang Information Technology Solutions Joint Stock Company | Related to major shareholder (1) | 0310421671 issued on November 1, 2010 at Department of Planning and Investment of Ho Chi Minh City | 722 Dien Bien Phu, Ward 22, Binh Thanh District, HCMC | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service Purchases: 473.54 million VND | |
| 8 | Tan Cang - Cai Mep International Terminal Company Limited | Related to major shareholder (1) | 3501473524 issued on September 4, 2009 at | 7th Floor, Saigon Newport Building, Tan Phuoc Ward, Phu | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service Purchases: 72.53 million VND Service Sales: | |

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|----------------------------------|--|--|--------------------------------------|--|---|------|
| | | | Department of Planning and Investment of Ba Ria - Vung Tau Province | My Town, Ba Ria - Vung Tau | | | 118.05 million VND | |
| 9 | Tan Cang STC Human Resources Development Company Limited | Related to major shareholder (1) | 0311241960 issued on September 16, 2011 at Department of Planning and Investment of Ho Chi Minh City | Cat Lai Port Area, Nguyen Thi Dinh, Cat Lai Ward, District 2, Ho Chi Minh City | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service Purchases: 493.51 million VND | |
| 10 | Tan Cang Container Services Joint Stock | Related to major | 0316135980 issued on | 1295B Nguyen Thi Dinh, Cat Lai | January 1 – December | 02/2023/NQ-DHĐCĐ | Service Purchases: | |



| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|---------------------------------------|---|---|--------------------------------------|--|--|------|
| | Company | shareholder (1) | February 10, 2020 at Department of Planning and Investment of Ho Chi Minh City | Ward, Thu Duc City, Ho Chi Minh City, Vietnam | 31 | 02/2024/NQ-ĐHĐCĐ | 731.17 million VND Service Sales: 13.46 million VND | |
| 11 | Tan Long ICD Investment Joint Stock Company | Related Person of the Deputy Director | 3603419910 issued on November 8, 2016 at Department of Planning and Investment of Dong Nai Province | No. 10, Phan Dang Luu Street, Quarter 7, Long Binh Ward, Bien Hoa City, Dong Nai Province | January 1 – December 31 | 02/2023/NQ-ĐHĐCĐ 02/2024/NQ-ĐHĐCĐ | Mua dịch vụ: 2.505,45 triệu đồng Bán dịch vụ: 5.017,94 triệu đồng Nhận cổ tức: 268,53 triệu đồng | |

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|----------------------------------|---|---|--------------------------------------|--|--|------|
| 12 | Tan Cang - Cai Mep Thi Vai Port One Member Limited Liability Company | Related to major shareholder (1) | 3502294165 issued on November 30, 2015 at Department of Planning and Investment of Ba Ria - Vung Tau Province | Tan Loc Quarter, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service purchase: 49.66 million VND Service sales: 4,177.18 million VND | |
| 13 | Tan Cang - Song Than ICD Joint Stock Company | Related to major shareholder (1) | 3700785006 issued on March 27, 2007, by the Department of Planning and Investment of Binh Duong | No. 7/20, DT 743 Road, Binh Dang Quarter, Binh Hoa Ward, Thuan An City, Binh Duong Province | January 1 – December 31 | 02/2023/NQ-DHĐCĐ 02/2024/NQ-DHĐCĐ | Service sales: 199.80 million VND | |

| No. | Name of individual, organization (Business Registration No.) | Relationship with the Company | No., date of issue, place of issue | Address of head office/ Contact address | Time of transaction with the company | Resolution No/Decision of the GMS/ BOD | Content, quantity, total value of transaction (million VND) | Note |
|-----|--|--|---|---|--------------------------------------|--|---|------|
| | | | Province | | | | | |
| 14 | Military Commercial Joint Stock Bank | Related to major shareholder Military Bank Assets Management Company Limited (7.65%) | 0100283873, issued on September 30, 1994, by the Department of Planning and Investment of Hanoi | 18 Le Van Luong Street, Trung Hoa Ward, Cau Giay District, Hanoi City | January 1 – December 31 | | Dividend received: 552.63 million VND | |
| 15 | Board of Directors, Board of Supervisor, Board of Management, Chief Accountant | Insider | | - | January 1 – December 31 | 02/2023/NQ-ĐHĐCĐ 02/2024/NQ-ĐHĐCĐ | Salary, wages, bonus: 4,621.64 million VND | |

2/ Other related transactions:

| No. | Transaction executor | Relationship with internal | NSH No, date of issue, place of issue | Address | Name of subsidiary/company controlled by the listed company | Time of transaction | Content, total quantity, total value of transaction (million VND) | Note |
|-----|----------------------|----------------------------|--|---|---|-------------------------|---|------|
| 1 | Phan Anh Tuan | Internal persons | 001085044027, December 18, 2024, Ministry of Public Security | No. 10, Phan Dang Luu Street, Quarter 7, Long Binh Ward, Bien Hoa City, Dong Nai Province | Thanh Long Logistics Joint Stock Company | January 1 – December 31 | Remuneration and bonus 2023: 54 million VND | |

III. OTHER MATTERS

1/ Implementation of the Annual General Shareholders' Meeting Resolution No. 02/2024/NQ-DHCD dated April 17, 2024 is as follows:

| No. | Resolution Passed | Implementation Results |
|-----|---|--|
| 1. | Report on the activities of the Board of Directors and business report for 2023, orientation for 2024. | Implementation Results in 2024 (Parent Company): - Total revenue: 490,675.39 million VND, reaching 89.04% of the plan. - Profit after tax: 103,760.80 million VND, reaching 102.21% of the plan. Implementation results of the targets presented in the 2024 Business Performance Report. |
| 2. | Report from the BOS for 2024 | Implemented |
| 3. | Proposal for the financial report (separate and consolidated) audited for 2023 by the company. | Implemented |
| 4. | Proposal on business results, salaries, investments, and profit distribution for 2023. | Profit distribution and fund allocation 2023: Implemented. Dividends: On September 16, 2024, the Company paid 21.07% of the 2023 dividend in cash. |
| 5. | Proposal on business targets, salaries, investments, and profit distribution for 2024. | Profit distribution and fund allocation 2024: In accordance with the proposal for profit distribution in 2024 presented to the Annual General Shareholders' Meeting 2025. |
| 6. | Proposal on the remuneration for the BOD and BOS for 2023 and plans for 2024. | Implemented according to approval (Presented in the 2024 salary and remuneration report for BOD and SB and the 2025 plan). |
| 7. | Proposal on selecting the auditor for the 2024 mid-year financial statements and the 2024 year-end audit. | Implemented. The audit contract was signed with PwC Audit Co., Ltd. |

| No. | Resolution Passed | Implementation Results |
|-----|---|---|
| 8. | Proposal on the dismissal of Board of Directors members for the 2023 - 2028 term | Implemented |
| 9. | Proposal on electing additional Board of Directors members for the 2023 - 2028 term and approval of the election results. | Implemented |
| 10. | Proposal on approving contracts with related parties. | The Company signed contracts according to regulations (Contracts/transactions with the Company's related parties are presented in the Explanatory Notes of the audited financial statements for 2024). |
| 11. | Proposal on the share issuance plan to increase charter capital. | In progress. The Company has received the public offering registration certificate No. 39/GCN-UBCK issued by the Chairman of the State Securities Commission on February 19, 2025, and Document No. 856/UBCK-QLCB from the SSC regarding the share issuance for increasing capital from ILB's equity. The capital increase procedures are being implemented. The additional shares are expected to be registered, deposited at the Vietnam Securities Depository, and listed on the Ho Chi Minh Stock Exchange (HoSE) in Q2/2025. (Attached: Report on the implementation of the share issuance plan to increase charter capital per the Annual General Shareholders' Meeting Resolution No. 02/2024/NQ-ĐHČĐ dated April 17, 2024). |

In general, the Board of Directors has successfully implemented the resolutions of the Annual General Shareholders' Meeting for 2024, exercising its rights and duties as per the Company's Charter and the Enterprise Law.

2/ Corporate Governance Training for the Board of Directors, Supervisory Board, CEO, other managers, and the Company Secretary: The members participated in corporate governance training organized by the Parent Company (Tan Cang Saigon Group).

PART 2: REPORT ON BUSINESS PERFORMANCE FOR 2024 AND

ORIENTATION FOR 2025.

I/ REPORT ON THE IMPLEMENTATION OF THE BUSINESS PLAN FOR 2024

1. Market Situation Overview

The economy shows signs of recovery; however, global economic growth remains volatile, with weak consumer demand. Domestic export and import activities have seen a recovery, but most orders are short-term in nature. The demand for off-site warehouse storage remains low. Warehouse supply exceeds demand across various provinces in the Southeast region, particularly in Bình Dương, Đồng Nai, and Long An. On average, large warehouse providers have around 20-30% of their total space available, and the newly-invested warehouse areas continue to increase, making competition extremely complex.

The goods stored at ICDLB's warehouse are primarily raw materials used for production, with finished products focused on industries such as furniture, electronics, and agricultural products (e.g., coffee, cashews, cotton). These items have not significantly recovered in terms of business performance this year. The performance of ICDLB's warehousing services faced many challenges, with the average warehouse utilization rate only reaching 80%, leading to a decline in accompanying logistics services.

In 2024, the company faced numerous challenges, as discussed above. However, the company has implemented several measures, including system integration, improving efficiency, production and business management, cost management, and flexible business policies to achieve the set business targets.

2. Results for 2024

a. Business indicators

Unit: million VND

| INDICATOR | 2023 Actual | 2024 Plan | 2024 Actual | | |
|---------------------|----------------|------------|-------------|--------------------------|--------------|
| | Value | Value | Value | % of Previous Year | % of Plan |
| Total Revenue | 519,575.90 | 551,099.05 | 490,675.39 | 94.44% | 89.04% |
| Total Expenses | 399,786.39 | 425,176.73 | 364,148.77 | 91.09% | 85.65% |
| Total Profit Before | 119,789.51 | 125,922.32 | 126,526.62 | 105.62% | 100.48% |

| INDICATOR | 2023 Actual | 2024 Plan | 2024 Actual | | |
|---------------------------|-------------|------------|-------------|--------------------|-----------|
| | Value | Value | Value | % of Previous Year | % of Plan |
| Tax | | | | | |
| Total Profit After Tax | 96,634.80 | 101,516.81 | 103,754.13 | 107.37% | 102.20% |
| Return on Charter capital | 19.58% | 13.10% | 19.59% | 100.04% | 149.47% |

b. Salary and income indicators

| Indicator | Unit | 2024 Plan | 2024 Actual |
|------------------|---------------------|------------------|------------------|
| Managers | | | |
| Salary Fund | Million VND | 3,060.00 | 3,470.60 |
| Average Salary | Thousand VND/person | 51,000.00 | 51,800.00 |
| Average Income | Thousand VND/person | 62,411.67 | 61,337.24 |
| Employees | | | |
| Salary Fund | Million VND | 65,129.88 | 64,663.92 |
| Average Salary | Thousand VND/person | 17,285.00 | 17,610.00 |
| Average Income | Thousand VND/person | 21,781.19 | 21,816.26 |

c. Investment and procurement

| c. Investment and procurement | | | | | | |
|-------------------------------|--------------------|------|---------------|--------|-------------|--------|
| No. | CONTENT | Unit | 2024 APPROVED | | 2024 ACTUAL | |
| | | | Quantity | Budget | Quantity | Budget |
| I | BY INVESTMENT TYPE | | | | | |

| No. | CONTENT | Unit | 2024 APPROVED | | 2024 ACTUAL | |
|-----------|--|-------------|---------------|---------|-------------|--------|
| | | | Quantity | Budget | Quantity | Budget |
| 1 | Basic construction investment (by project name) | | | 126,749 | | 45,575 |
| 1.1 | Construction of Warehouse 24 and 25 | m2 | 44,000 | 22,163 | | 21,083 |
| 1.2 | Construction of Warehouse 26 and 27 | m2 | 46,000 | 91,631 | 46,000 | 23,773 |
| 1.3 | Wastewater collection and connection to wastewater treatment station (Phase 1) | System | 1 | 450 | | |
| 1.4 | Waste sorting area | System | 1 | 850 | | |
| 1.5 | Fence between inland port and traffic lanes | System | 1 | 655 | 1 | 719 |
| 1.6 | Installation of automatic fire suppression systems for 4 warehouses | System | | 11.000 | | |
| 2 | Equipment and technology investment (by name of equipment and technology) | | | 4,612 | | 270 |
| 2.1 | Installation of surveillance cameras for security (Phan Dang Luu Road, Long Binh service area, internal roads) | System | | 4,000 | 1 | 270 |
| 2.2 | Installing fiber optic systems, cameras for warehouses 26, 27 | System | | 612 | | |
| II | BY FUNDING SOURCE | | | | | |
| 1 | Investment from equity | million VND | | 60,695 | | 9,400 |
| 2 | Investment from borrowed capital | million VND | | 70,667 | | 12,672 |
| 3 | Investment from other sources | million VND | | | | 23,773 |

II/ INVESTMENT BY SOURCE OF CAPITAL

1. Market situation

The economic outlook for 2025 is expected to remain complex and unpredictable. The logistics industry will face challenges related to the potential consequences of trade competition between major countries and tax policies. Economic growth is not yet stable, and traditional large import and export markets may shrink due to a reduction in consumer demand for goods.

In the early months of 2025, the warehouse utilization rate is expected to remain low as projects utilizing short-term warehouse space come to an end, and the demand for warehouse services is anticipated to be low in the first quarter. This will directly impact the company's business results.

2. Directions and solutions for production and business implementation in 2025

2.1. Business plan targets for 2025

a. Business indicators

Unit: million VND

| No. | Key Indicators | 2024 Actual | 2025 Target | % Changes |
|-----|---------------------------|-------------|-------------|-----------|
| 1 | Total Revenue | 490,675.39 | 549,304.59 | 111.95% |
| 2 | Total Expenses | 364,148.77 | 412,661.37 | 113.32% |
| 3 | Total Profit Before Tax | 126,526.62 | 136,643.22 | 108.00% |
| 4 | Total Profit After Tax | 103,754.13 | 110,277.04 | 106.29% |
| 5 | Return on Charter capital | 19.59% | 13.56% | 69.2% |

b. Salary and income targets

| Indicator | Unit | 2024 Actual | 2025 Target |
|------------------|---------------------|-------------|-------------|
| Managers | | | |
| Salary Fund | Million VND | 3,470.60 | 4,176.00 |
| Average Salary | Thousand VND/person | 51,800.00 | 58,000.00 |
| Average Income | Thousand VND/person | 61,337.24 | 66,327.78 |
| Employees | | | |

| Indicator | Unit | 2024 Actual | 2025 Target |
|----------------|---------------------|------------------|------------------|
| Salary Fund | Million VND | 64,663.92 | 67,776.00 |
| Average Salary | Thousand VND/person | 17,610.00 | 17,650.00 |
| Average Income | Thousand VND/person | 21,816.26 | 22,105.73 |

b. Investment targets

VND million

| No. | CONTENT | Unit Quantity | PLAN YEAR 2025 | |
|-----|--|------------------|-------------------|---------|
| | | | Quantit y | KP |
| I | BY INVESTMENT TYPE | | | |
| 1 | Basic construction investment (by project name) | | | 286,764 |
| 1.1 | Construction of warehouse 26, 27 | m2 | 46,000 | 262,814 |
| 1.2 | Sewage connection and treatment system (Phase 1) | System | 1 | 1,100 |
| 1.3 | Waste Sorting Area | System | 1 | 850 |
| 1.4 | Fire safety system installation (for 4 warehouses) | System | 1 | 22,000 |
| 2 | Investment in Equipment, Technology (By Equipment/Technology Name) | | | 11,392 |
| 2.1 | Installing outdoor security cameras (Phan Dang Luu Route, Long Binh Service Area, Internal Road) | System | 1 | 3,730 |
| 2.2 | Installation of fiber optics and cameras for warehouses 26, 27 | System | 1 | 612 |
| 2.3 | Digital equipment for document storage and contracts | System | 1 | 350 |
| 2.4 | Vehicle entry-exit management system, depot/warehouse software | System | 1 | 300 |

| No. | CONTENT | Unit Quantity | PLAN YEAR 2025 | |
|-----------|---|------------------|-------------------|----------------|
| | | | Quantit y | KP |
| 2.5 | Server upgrade and fire safety equipment | System | 1 | 850 |
| 2.6 | Warehouse management software upgrade, barcode equipment and wifi | Package | 1 | 2,100 |
| 2.7 | Storage for camera system hard drives (180-day legal storage) | Package | 1 | 450 |
| 2.8 | IT equipment for meetings, events, and conferences (Auditorium Sound System, Sound System for Monthly Flag Salutations and Outdoor Educational Propaganda, Small Meeting Rooms; Video Camera, Camera) | Package | 1 | 500 |
| 2.9 | High-lift vehicles (15 - 20 meters) | Vehicle | 1 | 1,000 |
| 2.10 | Purchase of 7-seat car | Vehicle | 1 | 1,500 |
| II | CATEGORIZED BY CAPITAL SOURCE | | | 298,155 |
| 1 | Investment from Equity | Million VND | | 126,412 |
| 2 | Investment from borrowed capital | Million VND | | 108,018 |
| 3 | Investment from Other Sources | Million VND | | 63,726 |

3.2. Solutions for Business Production Direction in 2025

The company operates its business based on two main pillars: Warehousing and Inland Port services. To achieve the business goals and targets for 2025, the company will continue to implement measures to overcome current challenges and make efforts to meet the set business objectives. Some specific solutions will focus on maintaining competitiveness, attracting customers when service demand returns, ensuring service quality, and implementing policies to share difficulties in order to retain existing clients. Efforts will also be made to control costs and accounts payable effectively to enhance business efficiency. Some key measures

are as follows:

a. Warehousing Service Business

- Develop suitable business policies, pricing policies, discounts, and flexible commission schemes to attract customers and shipping lines, particularly in a highly competitive environment. Provide excellent service to retain existing customers and attract new ones. Continue effective collaboration with Saigon Newport Corporation and its member companies to develop services through system integration; market development activities, promotion of the Company's warehousing and container services.

- The company is currently negotiating with major customers, regarding their warehousing needs for 2025. The goal is to maintain an average utilization rate of more than 88% of the built area.

- Continue to maintain and further develop the bonded warehouse services (import-export at site).

b. Port and Logistics Service Business

- Continue working with relevant authorities and the parent company to develop policies that attract shipping lines to use inland port and depot services.

- Create cost-competitive solutions and high-quality services to convince customers in industrial zones (Bien Hoa 2, Amata, Giang Dien, etc.) to use the cargo handling services at the destination port "Tan Cang Long Binh."

- Collaborate with the Cai Mep port complex (TCIT, TCTT) to develop policies on transportation, transport capacity, and handling procedures for the CM-LB route..

- Strengthen system integration efforts to provide transportation and customs clearance services for the system's customers (SNPL) in the Đồng Nai and Bình Dương areas.

- Continue customer service (CSKH) and service quality management for existing customers.

- Seek and sign contracts with competitive transportation providers in the region (Dong Nai, Binh Duong).

c. Other assurance tasks

Along with market and business measures, ICDLB strives to successfully execute other tasks to ensure the safety and stability of the unit. These include accelerating infrastructure repairs and improvements to ensure quality;

implementing salary reform solutions, administrative reform measures; and meeting criteria to contribute to building green ports, such as using solar energy, using environmentally friendly equipment, reducing energy consumption; implementing digital signatures, electronic offices, and digitizing administrative documents. Continue expanding the application of management and warehousing software to reduce costs while ensuring service quality.

The above is the report of the activities of the BOD and the business operations report for 2024, along with the 2025 business direction.

Sincerely.../.

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



Phan Van Tien

TAN CANG SALGON CORPORATION
TAN CANG LONG BINH ICD
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



APPENDIX

INVESTMENT IMPLEMENTATION 2024

CONSTRUCTION AND EQUIPMENT INVESTMENT PLAN 2025

(Attached to Report on the Activities of the Board of Directors and Business Performance Report for 2024,
Orientation for 2025)

| TT | CONTENT | UNIT QUANT ITY | PROJECT APPROVED | | EXECUTED YEAR 2024 | | ACCUMULATED EXECUTED | | PLAN YEAR 2025 | | NOTE |
|-----|---|----------------------|---------------------|---------|-----------------------|--------|-------------------------|---------|----------------|----------|------|
| | | | KL | KP | KL | KP | KL | KP | KL | KP | |
| A | B | C | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| I | BY INVESTMENT TYPE | | | 605,861 | | 45,846 | | 269,282 | | 298.,155 | |
| 1 | Basic construction investment (by project name) | | | 605,861 | | 45,575 | | 269,012 | | 286,764 | |
| 1.1 | Construction of Warehouses 24 and 25 | m2 | 44,000 | 268,939 | | 21,083 | 44,000 | 244,520 | | | |
| 1.2 | Construction of Warehouses 26, 27 (*) | m2 | 46,000 | 336,922 | 46,000 | 23,773 | | 23,773 | 46,000 | 262,814 | |

| TT | CONTENT | UNIT QUANT ITY | PROJECT APPROVED | | EXECUTED YEAR 2024 | | ACCUMULATED EXECUTED | | PLAN YEAR 2025 | | NOTE |
|-----|--|----------------------|---------------------|----|-----------------------|-----|-------------------------|-----|----------------|--------|------|
| | | | KL | KP | KL | KP | KL | KP | KL | KP | |
| 1.3 | Sewage connection and treatment system (Phase 1) | System | | | | | | | 1 | 1.100 | |
| 1.4 | Waste Sorting Area | System | | | | | | | 1 | 850 | |
| 1.5 | Fence between inland port and traffic lanes | System | | | 1 | 719 | 1 | 719 | | | |
| 1.6 | Fire safety system installation (for 4 warehouses) | System | | | | | | | 1 | 22,000 | |
| 2 | Investment in Equipment, Technology (By Equipment/Technology Name) | | | - | | 270 | | 270 | | 11,392 | |
| 2.1 | Installing outdoor security cameras (Phan Dang Luu Route, Long Binh Service Area, Internal Road) | System | | | 1 | 270 | 1 | 270 | 1 | 3,730 | |
| 2.2 | Installing fiber optic systems, cameras for warehouses 26, 27 | System | | | | | | | 1 | 612 | |
| 2,3 | Digital equipment for document storage and contracts | System | | | | | | | 1 | 350 | |

| TT | CONTENT | UNIT QUANT ITY | PROJECT APPROVED | | EXECUTED YEAR 2024 | | ACCUMULATED EXECUTED | | PLAN YEAR 2025 | | NOTE |
|-----|---|----------------------|---------------------|----|-----------------------|----|-------------------------|----|----------------|-------|------|
| | | | KL | KP | KL | KP | KL | KP | KL | KP | |
| 2,4 | Vehicle entry-exit management system, depot/warehouse software | System | | | | | | | 1 | 300 | |
| 2,5 | Server upgrade and fire safety equipment | System | | | | | | | 1 | 850 | |
| 2,6 | Warehouse management software upgrade, barcode equipment and wifi | Package | | | | | | | 1 | 2,100 | |
| 2,7 | Storage for camera system hard drives (180-day legal storage) | Package | | | | | | | 1 | 450 | |
| 2,8 | IT equipment for meetings, events, and conferences (auditorium sound system, sound system for monthly flag salutes and outdoor learning and propaganda activities, small meeting rooms; video cameras, cameras) | Package | | | | | | | 1 | 500 | |
| 2,9 | High-lift vehicles (15 - 20 meters) | Vehicle | | | | | | | 1 | 1,000 | |
| 2,1 | Purchase of 7-seat car | Vehicle | | | | | | | 1 | 1,500 | |

| TT | CONTENT | UNIT QUANT ITY | PROJECT APPROVED | | EXECUTED YEAR 2024 | | ACCUMULATED EXECUTED | | PLAN YEAR 2025 | | NOTE |
|-----------|--|----------------------|---------------------|----------------|-----------------------|---------------|-------------------------|----------------|----------------|----------------|------|
| | | | KL | KP | KL | KP | KL | KP | KL | KP | |
| II | CATEGORIZED BY CAPITAL SOURCE | | | 605,861 | | 45,846 | | 269,282 | | 298,155 | |
| 1 | Investment from equity | million VND | | 144,857 | | 9,400 | | 115,802 | | 126,412 | |
| 2 | Investment from borrowed capital | million VND | | 306,270 | | 12,672 | | 129,707 | | 108,018 | |
| 3 | Investment from other sources | million VND | | 154,734 | | 23,773 | | 23,773 | | 63,726 | |

(*) According to the Business Cooperation Contract without establishing a legal entity (BCC) with Tan Cang Hoa Tieu Co., Ltd., ICDLB's contribution ratio is 51%, and Hoa Tieu's is 49%.

Implementation of the 2025 Investment Plan (including the carry-over of 2024 investment into 2025):

- The Board of Directors and the Director are responsible for organizing and implementing the plan, which includes, but is not limited to, selecting contractors, approving designs, cost estimates, deciding on the timing of project implementation, investment plans, and related procedures for investment, construction, and bidding. The Board of Directors and the Director will carry out the tasks assigned in accordance with the authority stipulated in the Company's Charter and Internal Governance Regulations.
- The Chairman of the Board of Directors, representing the Board, is tasked with issuing decisions, approving/consenting to documents, and signing relevant documents to implement detailed investment items as outlined above (including approving the selection of credit institutions...) in accordance with the legal procedures for investment, construction, bidding, and other related laws, as well as the authority granted by the Company's Charter and internal governance regulations.

-
- In the case of investments requiring financing through credit institutions, the Director is tasked with negotiating and selecting a credit institution to secure funding for the above-mentioned investment projects (including signing loan agreements, guarantee contracts, and other documents as per legal regulations and the requirements of the relevant credit institution regarding the loans), and reporting to the Chairman of the Board of Directors (representing the Board) for approval before proceeding. The Chairman and Director are responsible for coordinating closely to ensure a balanced funding approach (own capital, loans, customer contributions, partner funding) and to ensure investment efficiency without negatively affecting the Company's financial resources and business operations.
 - During the implementation process, the Chairman of the Board and the Director, based on their authority under the Company's Charter and Internal Governance Regulations, are authorized to sign all relevant documents, certificates, and contracts to implement the projects and investment items mentioned above.

JOINT STOCK COMPANY
ICD TAN CANG LONG BINH
BOARD OF SUPERVISORS



No. 01/BC-BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai, 18 march 2025

**REPORT OF THE BOARD OF SUPERVISORS
At the 2025 Annual General Meeting of Shareholders**

To: General Meeting of Shareholders

Pursuant to Enterprise Law No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Charter of Organization and Operation of ICD Tan Cang Long Binh Joint Stock Company;

Based on the 2024 Financial Statements (Parent Company and Consolidated) audited by PwC (Vietnam) Co., Ltd., address: 29 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City and the results of inspection and supervision based on documents related to the Company's production and business activities.

The Board of Supervisors of ICD Tan Cang Long Binh Joint Stock Company reports the results of inspection and supervision of the activities of the Board of Directors and the Board of Management of the Company in 2024 as follows:

1. Organizational structure of the Board of Supervisors

The Board of Supervisors consists of 3 members, specifically as follows:

- Mr. Thai Hoang Lam – Head of the Board, appointed on 2023-04-27.
- Mr. Tran Nghia Si – Member, appointed on 2023-04-27 (first time on 2018-04-20).
- Mr. Tran Quoc Viet – Member, appointed on 2023-04-27.

2. Activities of the Board of Supervisors

Based on the assigned tasks, the members of the Board of Supervisors have fulfilled their responsibilities and authority in inspecting and supervising the compliance with the provisions of the Enterprise Law and the Company's Charter in managing and administering all business activities of the Company in 2024. Specifically:

- Supervise the activities of the Board of Directors, supervise the management and administration of production and business activities of the Board of Management in accordance with the Enterprise Law and the Company's Charter; review the



appropriateness of decisions of the Board of Directors and the Board of Management in management.

- Control financial and accounting work, quarterly, semi-annual, and annual financial reports to ensure honesty and accuracy in recording, updating vouchers, and accounting books; check economic contracts, labor contracts,... of the Company; control revenue and expenses and examine financial statements based on the Independent Audit Report submitted to the General Meeting of Shareholders.

- Performing the supervisory task, the Board of Supervisors attended all meetings of the Board of Directors, checked internal documents issued by the Board of Directors and the Board of Management during the Company's management process to ensure that the development of orientations and policies for operating the Company comply with the law and are consistent with the policy of the General Meeting of Shareholders.

- Inspect and supervise the implementation of Resolutions of the 2024 General Meeting of Shareholders, Resolutions of the Board of Directors, financial statements and profit distribution of the Company;

- Appraise the planned salary and actual salary of the Company in accordance with regulations;

- Supervise the Company's information disclosure in accordance with the provisions of the Securities Law;

- Organize periodic meetings of the Board of Supervisors to review, discuss, and evaluate the Company's activities.

3. Summary of meetings of the Board of Supervisors

In 2024, the Board of Supervisors held 02 meetings.

The Board of Supervisors has proposed to the Company:

- It is necessary to comply with regulations on internal audit according to Decree 05/2019/ND-CP dated 2019-01-22 of the Government and report on internal audit results according to the plan set out at the meeting of the Board of Directors and the Board of Supervisors in Quarter 4 of 2024.

- The Board of Directors is requested to consolidate the personnel for the Supervisory Board to complete the assigned tasks, demonstrating the role of review and inspection to better assist the Chairman and the Board of Management.

- Request the Company's Board of Management to approve the business policy and customer policy for 2025. For commissions, it is necessary to comply with regulations and, depending on the actual situation, consider balancing to ensure profit and safety.

- Investment in 02 warehouses 26, 27:

- + When establishing the project management board, the unit should add personnel from Hoa Tieu Company, the business cooperation unit, to jointly monitor, manage, and operate, facilitating the inspection and signing of documents related to the project later.

+ Implement the contractor selection process to ensure competitiveness, fairness, transparency, and effectiveness.

+ Report on the progress of working with ShinHan Bank on granting credit for the investment in 02 warehouses 26, 27.

+ The project is in the construction phase, so it is necessary to accelerate the progress and quality of construction to put it into operation, and soon bring investment efficiency.

- The Company's accounts receivable are still higher than the same period in 2023. Request the unit to report on the progress of working with 02 units, Tien Nga Company and Tavico Company, on overdue debts and at the same time closely follow the agencies of TCSG Corporation to have a solution.

4. Remuneration and operating expenses of the Board of Supervisors

| No | Name | Position | Salary, Bonus, Remuneration | Note |
|----|----------------|-------------------|-----------------------------|--------------|
| 1 | Thai Hoang Lam | Head of the Board | 50.400.000 | Remuneration |
| 3 | Tran Nghia Si | Member | 37.800.000 | Remuneration |
| 4 | Trần Quốc Việt | Member | 37.800.000 | Remuneration |
| | Total | | | |

Salaries and bonuses are calculated at the time of income generation from 2024-01-01 to 2024-12-31.

Expenses of the Member of the Board of Supervisors in 2024: No expenses incurred.

5. On the coordination of activities between the Board of Supervisors, the Board of Directors, and the Board of Management

The Board of Supervisors has coordinated well with the Board of Directors and the Board of Management of the Company, as demonstrated by:

- Representatives of the Board of Supervisors are invited to attend and contribute opinions at the meetings of the Board of Directors. They are allowed to comment on issues related to the management and administration of the Company's business activities;

- The Board of Supervisors receives the Company's documents and information according to the provisions of the Enterprise Law and the Company's Charter;

- The Board of Supervisors is provided by the Board of Management with information related to the Company's operations in quarters, 6 months, years, and on an ad hoc basis upon request.

6. Results of monitoring the activities of the Board of Directors

The Company's Board of Directors has met periodically according to the provisions of the Charter and internal regulations on corporate governance.

033.27
IG 11
PHÂN
CD
I CANH
HGBIN
4-TINH

The Board of Supervisors assesses the activities of the Board of Directors in 2024 as being in accordance with the provisions of the law and the Company, meeting the requirements for managing and operating the Company's production and business activities during the year.

7. Results of monitoring the activities of the Board of Management

The Board of Management has directed and organized production and business activities in accordance with regulations, processes, and regulations as well as the orientations approved by the General Meeting of Shareholders and the Board of Directors.

8. Results of monitoring the Company's operational and financial situation

- The Company's separate and consolidated financial statements are prepared in accordance with current Vietnamese Accounting Standards and Systems.

The Board of Supervisors agrees with the figures in the 2024 Production and Business Results Report.

- Regarding the Company's accounting work: Applying Circular 200/2014/TT-BTC guiding the financial and accounting regime according to regulations, reflecting separately the joint venture and association part, implemented in accordance with regulations.

- The Company's business results in 2024: Unit: million VND

| No. | Key indicators | Unit | Actual 2023 | Plan 2024 | Actual 2024 | Comparison % | |
|-----|------------------------|--------------|-------------|------------|-------------|---|------------------------|
| | | | | | | Actual 2024 compared to the same period | Actual 2024/ Plan 2024 |
| 1 | Total revenue | Trillion VND | 519.575,90 | 551.099,05 | 490.675,39 | 94,44% | 89,04% |
| 2 | Total cost | Trillion VND | 399.786,39 | 425.176,73 | 364.148,77 | 91,09% | 85,65% |
| 3 | Total pre-tax profit | Trillion VND | 119.789,51 | 125.922,32 | 126.526,62 | 105,62% | 100,48% |
| 4 | Total after-tax profit | Trillion VND | 96.634,80 | 101.516,81 | 103.754,13 | 107,37% | 102,20% |

According to the Company's 2024 Separate Financial Statements

- Revenue from main items is as follows:

| No. | Key indicators | Unit | Actual 2023 | Plan 2024 | Actual 2024 | Comparison % | |
|-----|----------------|------|-------------|-----------|-------------|-----------------------------|------------------------|
| | | | | | | Actual 2024 compared to the | Actual 2024/ Plan 2024 |

| | | | | | | same period | |
|---|---|-----------------|------------|------------|------------|----------------|--------|
| 1 | Warehousing/yard service revenue | Trillion VND | 433.334,82 | 449.188,26 | 400.943,38 | 92,53% | 89,26% |
| 2 | Revenue from central yard/depot/customer | Trillion VND | 6.984,51 | 8.876,62 | 6.682,63 | 95,68% | 75,28% |
| 3 | Outer logistics revenue | Trillion VND | 23.577,96 | 47.261,06 | 15.742,87 | 66,77% | 33,31% |

9. Recommendations and proposals to the Board of Directors, Board of Management

- Propose to the Board of Management of the Company:
 - + Further analyze the reasons for the business results not reaching the 2024 plan, such as: Revenue from warehouse business (89.26%), depot yard (75.28%), Outbound Logistics (33.31%) to have measures to increase revenue in 2025.
 - + Supplement the staffing for the internal audit department for more effective operation.
 - + Supervise and closely monitor the collection of overdue debts of JLL Express Vietnam Co., Ltd. and Con Duong Van Chuyen Co., Ltd.
 - + Continue to closely monitor the provision of credit capital to invest in two warehouses 26, 27 and report on the detailed progress of investment in two warehouses 26, 27.
 - + Continue to urge and work with major shareholders and existing shareholders to issue shares earlier than planned.
 - + Deploy investment work in accordance with current legal regulations, ensuring quality, economy, progress, and safety to bring economic efficiency.
- Tan Cang - Long Binh ICD Joint Stock Company, as a public company, that must disclose information on "The list of affiliated persons of the public company" according to the regulations of the Ministry of Finance in Circular No. 96/2020/TT-BTC dated November 16, 2020, guiding information disclosure in the securities market and Circular No. 68/2024/TT-BTC dated September 18, 2024, amending and supplementing a number of articles of the Circulars regulating securities transactions on the securities trading system; clearing and settlement of securities transactions; operation of securities companies and information disclosure in the securities market. Therefore, it is proposed that the Company review and notify related individuals and organizations to ensure accuracy and fully declare the list of affiliated persons in accordance with regulations the securities market.

10. Operation plan of the Board of Supervisors for 2025

- Fully and properly perform the functions and duties of the Board of Supervisors, inspect and supervise the Company's activities in complying with the Company's Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and the Company's corporate governance regulations;

- Organize periodic inspection and review of data at the Company. The Board of Supervisors will report the content and time of the inspection to the Board of Directors and the Board of Management before implementation;
- Participate in meetings of the Company's Board of Directors and important meetings of the Company's Board of Management (when invited);
- Appraise the financial statements, profit distribution, annual salary and remuneration plans and implementation of the Company submitted to the General Meeting of Shareholders;
- Coordinate with the Internal Audit Department in audit and control work when necessary.

Respectfully!

Recipients:

- As above;
- Board of Directors' members of the Company;
- Chief Accountant of the Company;
- Member of the Board of Supervisors;
- File: Member of the Board of Supervisors, Company Secretary.

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



Thái Hoàng Lam

Bien Hoa, March 13, 2025

PROPOSAL

**Re: Approval of the Audited Separate and Consolidated Financial Statements
for 2024**

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company;

Pursuant to Point đ, Clause 1, Article 15 of the Charter of ICD Tan Cang – Long Binh Joint Stock Company, which stipulates the rights and obligations of the General Meeting of Shareholders regarding the approval of the Company's audited annual financial statements.

The Board of Directors of ICD Tan Cang – Long Binh Joint Stock Company respectfully submits the audited financial statements for the year 2024, both separate and consolidated, for approval by the General Meeting of Shareholders. These statements have been audited by the auditing firm: **PricewaterhouseCoopers (PwC) Vietnam**, located at 29 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City (*attached is the full audited separate and consolidated financial report for 2024*).

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely./.

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



Phan Van Tien

Bien Hoa, April 10, 2025

PROPOSAL

Re: Business Results, Salaries, Investment, and Profit Distribution for 2024

To: The General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company;

The Board of Directors respectfully submits the results of the business operations and the plan for fund allocation and dividend distribution for 2024 for approval by the General Meeting of Shareholders as follows:

1/ Business Results of the Parent Company for 2024

Unit: Million VND

| No. | Indicator | 2024 Plan | 2024 Actual | |
|-----|---|------------|-------------|----------------|
| | | | Value | % of 2024 Plan |
| 1 | Total Revenue | 551,099.05 | 490,675.39 | 89.04% |
| 2 | Total Expenses | 425,176.73 | 364,148.77 | 85.65% |
| 3 | Profit before tax | 125,922.32 | 126,526.62 | 100.48% |
| 4 | Profit after tax | 101,516.81 | 103,754.13 | 102.20% |
| 5 | Employee Salaries Fund | 65,129.88 | 64,663.92 | 99.28% |
| 6 | Management Salaries Fund | 3,060.00 | 3,470.60 | 113.42% |
| 7 | Remuneration for Board of Directors, Member of the Board of Supervisors | 378.00 | 371.00 | 98.15% |
| 8 | Investment Value | 131,361.38 | 45,845.63 | 34.90% |
| 9 | Dividend | 57,303.37 | 56,028.08 | 97.77% |

(*) Details of investment execution for 2024 are in the Report on the Activities of the Board of Directors and Business Performance Report for 2024, Orientation for 2025.

2/ Profit Distribution for 2024

| No. | Indicator | Unit | Amount | Note |
|-----|--|------|-----------------|------|
| 1 | Profit before tax | VND | 126,526,619,804 | |
| 2 | Profit after tax for distribution | VND | 103,754,128,524 | |
| 3 | Profit available for fund allocation | VND | 103,754,128,524 | |
| 4 | Development investment fund allocation | VND | 31,126,238,557 | |
| 5 | Welfare and reward fund allocation | VND | 16,165,980,000 | |
| 6 | Management bonus fund allocation | VND | 433,825,000 | |
| 7 | Profit for dividend payment | VND | 56,028,084,967 | |
| 8 | Retained earnings | VND | 0 | |

Dividend payout ratio: 14.667%.

Dividend Payment Method for 2024: **Cash**

(*) Estimated charter capital: 381,994,920.000 VND

Actual charter capital will be based on the results of the stock issuance according to the General Meeting of Shareholders Resolution No. 02/2024/NQ-ĐHĐCĐ dated April 17, 2024.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Van Tien

Bien Hoa, April 01, 2025

PROPOSAL

Re: Business Plan, Salaries, Investment, and Profit Distribution for 2025

To: The General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company;

Based on the 2025 production and business plan and the Company's development orientation for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for review and approval the 2025 business plan as follows:

1. Business Plan for 2025:

Unit: Million VND

| No. | Index | 2024 Actual | 2025 Plan | |
|-----|---|-------------|------------|------------------|
| | | | Value | % of 2024 Actual |
| 1 | Total Revenue | 490,675.39 | 549,304.59 | 111.95% |
| 2 | Total Expenses | 364,148.77 | 412,661.37 | 113.32% |
| 3 | Profit before tax | 126,526.62 | 136,643.22 | 108.00% |
| 4 | Profit after tax | 103,754.13 | 110,277.04 | 106.29% |
| 5 | Employee Salaries Fund | 64,663.92 | 67,776.00 | 104.81% |
| 6 | Management Salaries Fund | 3,470.60 | 4,176.00 | 120.33% |
| 7 | Remuneration for Board of Directors, Member of the Board of Supervisors | 371.00 | 378.00 | 101.89% |
| 8 | Investment Value | 45,845.63 | 298,155.46 | 650.35% |
| 9 | Dividend | 56,028.08 | 59,727.93 | 106.60% |

(*) Estimated charter capital for dividend distribution: 381,994,920,000 VND.

Details of the investment plan: As outlined in Report on the Activities of the Board of Directors and Business Performance Report for 2024, Orientation for 2025.

2. Profit Distribution Plan for 2025:

| No. | Index | Unit | Amount | Note |
|-----|--|------|-----------------|------|
| 1 | Profit before tax | Dong | 136,643,222,248 | |
| 2 | Profit after tax for distribution | Dong | 110,277,042,599 | |
| 3 | Profit available for fund allocation | Dong | 110,277,042,599 | |
| 4 | Development investment fund allocation | Dong | 33,083,112,780 | |
| 5 | Welfare and reward fund allocation | Dong | 16,944,000,000 | |
| 6 | Management bonus fund allocation | Dong | 522,000,000 | |
| 7 | Profit for dividend payment | Dong | 59,727,929,819 | |
| 8 | Retained earnings | Dong | 0 | |

Dividend payout ratio: 15.635%

Dividend Payment Method for 2025: **Cash.**

(*) Estimated charter capital: 381,994,920,000 VND.

Sincerely./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phan Van Tien

PROPOSAL

**Re: Remuneration for the BOD, BOS and Company Secretary for 2024
and Plan for 2025**

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company;

The Board of Directors respectfully submits the issue of remuneration for the Board of Directors, Board of Supervisors, and Company Secretary for 2024 and the 2025 plan as follows:

I/ Remuneration for the Board of Directors and Board of Supervisors

1/ Remuneration for 2024 as follows:

Remuneration according to Resolution of the General Meeting of Shareholders 2024 : 378,000,000 VND

- Member of the Board of Directors : 7,000,000 VND/month

- Head of the Board of Supervisors : 4,200,000 VND/month

- Member of the Board of Supervisors : 3,150,000 VND/month

Total remuneration paid in 2024 : **371,000,000 VND**

Reason: Change of one Member of the Board of Directors in 2024.

2/ Proposed remuneration for 2025 as follows:

- Chairman of the board of directors : 0 VND/month

- Member of the Board of Directors : 7,000,000 VND/month

- Head of the Board of Supervisors : 4,200,000 VND/month

- Member of the Board of Supervisors : 3,150,000 VND/month

Total estimated remuneration : **378,000,000 VND**

Period of remuneration: January 2025, based on actual service duration of the Board of Directors and Board of Supervisors in 2025.

** The Chairman and Board members involved in management will receive salaries and bonuses based on their performance, and will not receive additional remuneration..*

II/ Operating costs of the Company Secretary and the Person in Charge of Corporate Governance for 2024 and the 2025 plan.

Based on the Company's Charter and the internal governance regulations, the Board of Directors seeks the Annual General Meeting of Shareholders' approval of the following:

1/ Additional operating costs of the Company Secretary for 2024, applicable in 2025:

Number of personnel: 01 person

Expense level: 1,000,000 VND/month

Total: 12,000,000 VND/year

Source of payment: Business operating expenses for 2025.

2/ Operating Cost Plan for the Company Secretary in 2025: expense level: 1,000,000 VND/month; Estimated total: 12,000,000 VND/year

Source of payment: Business operating expenses of the company.

Payment Period: Based on the financial year, paid quarterly along with the remuneration for the Board of Directors and the Board of Supervisors.

The operating costs of the Company Secretary will be reported at the Annual General Meeting of Shareholders in 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely././

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Van Tien

PROPOSAL

Re: The selection of the Unit to review Semi-Annual Financial Statements for 2025 and audit Financial Statements for the 2025.

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company;
- List of auditing firms approved by the State Securities Commission to audit entities with public interests in the securities field for the year 2025.

Based on the proposal and recommendations from the the Board of Supervisors regarding the selection of auditing firms for the Company's financial statements for 2025, the Board of Directors submits for the General Meeting of Shareholders the following audit firms to perform the review of the separate and consolidated interim financial statements for 2025 and the audit of the separate and consolidated financial statements for 2025, specifically as follows:

- PricewaterhouseCoopers (PwC) Vietnam Co., Ltd.; Address: 29 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City

Reasons: Listed among the approved auditing firms by the State Securities Commission to audit entities with public interests in the securities field for 2025. PwC has a reputable history of audit quality (having audited the Company since 2022) and is listed in the list of auditing firms for financial statements within the Saigon Newport Corporation system.

In the event that the above-mentioned auditing firm is no longer on the approved list of the State Securities Commission at the time of the review/audit of the financial statements, the General Meeting of Shareholders grants the Board of Directors the authority to consider and select an auditing firm that meets the requirements of being approved by the State Securities Commission to audit entities with public interests in the securities field for 2025, and is listed in the list of auditing firms currently performing the audit for financial statements of one or more member companies in the Saigon Newport Corporation system.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincerely!

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



Phan Van Tien

PROPOSAL

Re: Approval of Contracts and Transactions with Related Parties

To: General Meeting of Shareholders of Tan Cang - Long Binh ICD., JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Decree 155/2020/ND-CP detailing the implementation of some provisions of the Securities Law, passed on December 31, 2020;
- Charter of Tan Cang - Long Binh Joint Stock Company.

Based on the company's business activities and to ensure continuous operations in compliance with Article 167 of the 2020 Enterprise Law and Article 15 of the Company's Charter, the Board of Directors of ICDLB respectfully submits to the General Meeting of Shareholders for approval the following contracts and transactions with related parties of ICDL, as follows:

1/ Approval of contracts and transactions between ICD Tan Cang – Long Binh Joint Stock Company and related organizations with a value exceeding 20% of the total assets as stated in the latest financial statements, or transactions resulting in a total value from the date of the first transaction until the Annual General Meeting of Shareholders in 2026, which exceeds 20% of the total assets in the latest financial statement (the list of these organizations and transaction details are attached).

2/ Approval of contracts and transactions involving loans, borrowings, or sales of assets with a value greater than 10% of the total assets of the Company as stated in the latest financial statements, between ICD Tan Cang – Long Binh Joint Stock Company and shareholders holding 51% or more of the voting shares or their related parties.

3/ The General Meeting of Shareholders authorizes the legal representative of the Company (Director) to sign and execute the aforementioned contracts and transactions.

Additionally, when signing contracts, the legal representative must notify the Board of Directors and the Supervisors about the related parties involved in the

contract or transaction and provide a draft of the contract or a notice of the key details of the transaction.

4/ The period for execution is from the date of approval by the Annual General Meeting of Shareholders in 2025 until the next Annual General Meeting of Shareholders in 2026.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincere thanks!

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



Phan Van Tien

SAIGON NEW PORT CORPORATION
JOINT STOCK COMPANY
ICD TAN CANG - LONG BINH

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

LIST OF CONTRACTS AND TRANSACTIONS

PRESENTED TO THE GENERAL MEETING OF SHAREHOLDERS IN 2025 FOR APPROVAL

(Attached to Presentation No. ³¹2/TTtr - ICDLB dated March ¹³13, 2025 regarding the approval of contracts and transactions with related parties)

| No. | Name of organization/individual | Relationship with the Company | ID No. | Address of head office/Contact address | Content of transaction/contract | Total estimated transaction/contract value (million VND) | Effective duration |
|-----|--|-----------------------------------|------------|--|---|--|---|
| 1. | Saigon Newport Corporation | Major shareholders 51.32% | 0300514849 | 722 Dien Bien Phu Street, Ward 22, Binh Thanh District, HCMC | Provision of warehouse services, infrastructure services, and other related services (also using ICDLB's warehouse, port, and related services) | 500,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 2. | Tan Cang Pilotage One Member Limited Liability Company | Related to major shareholders (1) | 0306376671 | 470 Dong Van Cong, Thanh My Loi Ward, Thu Duc City, HCM City | Capital contribution for business cooperation | 120,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |

| No. | Name of organization/individual | Relationship with the Company | ID No. | Address of head office/Contact address | Content of transaction/contract | Total estimated transaction/contract value (million VND) | Effective duration |
|-----|---|-----------------------------------|------------|---|--|--|---|
| 3. | Tan Cang Inland Container Depot Joint Stock Company | Related to major shareholders (1) | 0305322467 | 1295B Nguyen Thi Dinh, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, VN | Provision of warehouse and transportation services | 25,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 4. | Tan Warehousing Joint Stock Company | Related to major shareholders (1) | 0309532497 | Tan Cang Cat Lai Port, Cat Lai Ward, Thu Duc City, Ho Chi Minh City | Provision of transportation services | 200.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 5. | Tan Cang – Song Than ICD Joint Stock Company | Related to major shareholders (1) | 3700785006 | No. 7/20 DT 743 Road, Binh Dang Hamlet, Binh Hoa Ward, Thuan An City, Binh Duong Province | Provision of transportation services | 2,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 6. | Tan Cang - Vung Tau Logistics Joint Stock Company | Related to major shareholders (1) | 3502263110 | Ong Trinh Hamlet - Tan Phuoc Ward - Phu My Town - Ba Ria - Vung Tau. | Provision of transportation services | 3,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |

| No. | Name of organization/individual | Relationship with the Company | ID No. | Address of head office/Contact address | Content of transaction/contract | Total estimated transaction/contract value (million VND) | Effective duration |
|-----|---|-----------------------------------|------------|--|--|--|---|
| 7. | Tan Cang Technical Services Joint Stock Company | Related to major shareholders (1) | 0305736891 | 722 Dien Bien Phu - Ward 22, Binh Thanh District, HCMC | Provision of repair, maintenance, and fuel services | 6,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 8. | Tan Cang IT Solutions Joint Stock Company | Related to major shareholders (1) | 0310421671 | 722 Dien Bien Phu, Ward 22, Binh Thanh District, HCMC | Provision of software and IT equipment maintenance services | 2,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 9. | Tan Cang - Tay Ninh Joint Stock Company | Related to major shareholders (1) | 3901222613 | Plots 7,8,9,12, Map Sheet 66, Border Gate Economic Zone - Loi Thuan Commune - Ben Cau District - Tay Ninh. | Provision of transportation services | 2,500.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 10. | Tan Cang – Cai Mep International Port Company Limited | Related to major shareholders (1) | 3501473524 | 7th Floor, Saigon Newport Building, Tan Phuoc Ward, Phu My Town, Ba Ria - Vung Tau Province | Provision of transportation, port, yard services, and other logistics services | 3,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |



| No. | Name of organization/individual | Relationship with the Company | ID No. | Address of head office/Contact address | Content of transaction/contract | Total estimated transaction/contract value (million VND) | Effective duration |
|-----|--|-----------------------------------|------------|--|--|--|---|
| 11. | Tan Cang – Cai Mep Joint Stock Company | Related to major shareholders (1) | 3500871096 | TCSG Head Office Building, Tan Phuoc Ward, Phu My Town, Ba Ria - Vung Tau Province | Provision of transportation, port, yard services, and other logistics services | 3,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 12. | Tan Cang 128- Hai Phong Joint Stock Company | Related to major shareholders (1) | 0200870931 | Lower Section - Dong Hai 2 Ward - Hai An District - Hai Phong. | Provision of warehouse services | 500.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 13. | Tan Cang - STC Human Resources Development Company Limited | Related to major shareholders (1) | 0311241960 | Cat Lai Port Area, Nguyen Thi Dinh, Cat Lai Ward, District 2, Ho Chi Minh City | Provision of training services | 900.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 14. | Tan Cang Container Services Joint Stock Company | Related to major shareholders (1) | 0316135980 | 1295B Nguyen Thi Dinh, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam | Provision of container repair and inspection services | 3,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |

| No. | Name of organization/individual | Relationship with the Company | ID No. | Address of head office/Contact address | Content of transaction/contract | Total estimated transaction/contract value (million VND) | Effective duration |
|-----|--|--|------------|---|---|--|---|
| 15. | Tan Cang – Cai Mep Thi Vai Port One Member Limited Liability Company | Related to major shareholders (1) | 3502294165 | Tan Loc Hamlet, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province | Port services, yard services, and logistics | 5,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 16. | Thanh Long Forwarding Joint Stock Company | Related to Insiders | 3602427771 | 10 Phan Dang Luu, Hamlet 7, Long Binh Ward, Bien Hoa City, Dong Nai | Provision of warehouse services, dividends | 15,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |
| 17. | Military Commercial Joint Stock Bank | Related to major shareholder Military Bank Assets Management Company Limited (7.65%) | 0100283873 | 18 Le Van Luong Street, Trung Hoa Ward, Cau Giay District, Hanoi City | Loan transactions, financial services | 50,000.00 | During 2025 until the Annual General Meeting of Shareholders 2026 |

Bien Hoa, April 10, 2025

REPORT

Re: the Implementation of the Stock Issuance Plan to Increase Charter Capital according to Resolution No. 02/2024/NQ – ĐHĐCĐ dated April 17, 2024 of the Annual General Meeting of Shareholders 2024.

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Decree 155/2020/ND-CP detailing the implementation of some provisions of the Securities Law, passed on December 31, 2020;
- Charter of Tan Cang - Long Binh Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the progress of implementing the share issuance plan to increase charter capital as outlined in the Resolution of the Annual General Meeting of Shareholders 2024, No. 02/2024/NQ-AGM dated April 17, 2024, as follows:

I/ Progress of the Share Issuance Plan for Existing Shareholders and the Issuance of Shares to Increase Capital from Own Capital Source:

| Time | Implemented Work Content |
|----------------|--|
| April 17, 2024 | The General Meeting of Shareholders approved the resolution. |
| June 28, 2024 | The Board of Directors issued Resolution No. 10/2024/NQ-HĐQT approving the detailed implementation of the share issuance plan for existing shareholders through a rights offering. |
| | The Board of Directors issued Resolution No. 11/2024/NQ-HĐQT approving the registration documents for the public offering of additional shares to existing shareholders. |
| | The Board of Directors issued Resolution No. 12/2024/NQ-HĐQT was passed to approve the detailed plan for issuing shares to increase capital from the company's own capital. |

| Time | Implemented Work Content |
|-------------------|---|
| July 1, 2024 | The company submitted the registration documents for the share issuance to existing shareholders to the State Securities Commission ("SSC"). |
| August 23, 2024 | The SSC issued a response letter No. 5418/UBCK-QLCB requesting additional documentation to clarify the issuance plan and how the raised capital will be used, as well as to provide further supporting documents. |
| October 2, 2024 | The company submitted supplementary documents to the SSC in response to the request in letter No. 5418/UBCK-QLCB via document No. 1399/ICDLB-HC. |
| November 7, 2024 | The company submitted further supplementary documents to the SSC through letter No. 1580/ICDLB-HC to clarify the payment plan for infrastructure costs for Saigon Newport Corporation and provided the third-quarter 2024 financial report. |
| December 23, 2024 | The SSC issued a response letter No. 8782/UBCK-QLCB, requesting further clarification on the use of the raised capital for cooperation with Tan Cang Pilotage One Member Limited Liability Company in constructing warehouses No. 26 and 27 at the Tan Cang - Long Binh service area, along with other related documents. |
| December 25, 2024 | The company submitted additional documents as requested in letter No. 8782/UBCK-QLCB, via letter No. 1834/ICDLB-HC. |
| January 13, 2025 | The SSC issued response letter No. 216/UBCK-QLCB requesting additional financial statements for Q4 2024 (separate and consolidated) and six complete sets of documents. |
| February 19, 2025 | <p>The SSC issued the Registration Certificate No. 139/GCN-UBCK for the public offering of additional shares.</p> <p>The SSC also issued letter No. 856/UBCK-QLCB regarding the report materials for the share issuance to increase capital from the company's own capital.</p> |

II/ Plan for the Implementation of the Share Issuance to Existing Shareholders and the Increase of Share Capital from Own Capital.

1/ Issuing Shares to Existing Shareholders

| No. | Description | Expected Timeframe |
|-----|-------------------------------------|--------------------|
| 1 | Record date for the rights offering | March 7, 2025 |

| No. | Description | Expected Timeframe |
|-----|--|---------------------------------|
| 2 | Start date for collecting payment | March 14, 2025 |
| 3 | End date for transferring rights | March 27, 2025 |
| 4 | End date for payment submission | April 4, 2025 |
| 5 | Board of Directors to handle fractional shares and unexercised rights | April 16, 2025 |
| 6 | Collect payment from investors for redistributed shares | April 16, 2025 - April 22, 2025 |
| 7 | Report the issuance results, notify changes in the number of shares outstanding, and submit documents to SSC | April 22, 2025 - April 25, 2025 |
| 8 | SSC confirms receipt of the report on issuance results | May 6, 2025 |
| 9 | Release of account restrictions (funds can be used) | May 7, 2025 |
| 10 | Carry out procedures with VSDC, HoSE, and the Department of Finance regarding registration, listing of additional shares, and changes in the business registration certificate | May 6, 2025 - May 21, 2025 |

2/ Issuing Shares to Increase Share Capital from Own Capital

| No. | Description | Timeframe |
|-----|--|---------------------------------|
| 1 | Record date to receive shares issued for the purpose of increasing charter capital from owners' equity | March 7, 2025 |
| 2 | End of the issuance period | March 7, 2025 |
| 3 | Report the issuance results, notify changes in the number of shares outstanding, and submit documents to SSC | March 12, 2025 |
| 4 | SSC confirms receipt of the report on issuance results | March 17, 2025 |
| 5 | Completion of procedures with VSDC, HoSE, and the Department of Finance for the registration, listing of additional shares, and amendment of the Business Registration Certificate | March 17, 2025 - April 04, 2025 |

| No. | Description | Timeframe |
|-----|---|---------------|
| 6 | Commencement date of trading for the additionally listed shares | April 17, 202 |

Charter capital of the Company as of the reporting date: VND 258,494,920,000 (equivalent to 25,849,492 shares)

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincere thanks!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Phan Van Tien

PROPOSAL

Re: Allocation of remaining shares not fully distributed in the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Decree 155/2020/ND-CP detailing the implementation of some provisions of the Securities Law, passed on December 31, 2020;
- Charter of Tan Cang - Long Binh Joint Stock Company;
- Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024;
- Public offering certificate No. 39/GCN-UBCK issued by the Chairman of the State Securities Commission of Vietnam dated February 19, 2025;

Based on the summary of the implementation of the rights to purchase shares by existing shareholders as of April 15, 2025, the number of remaining shares not fully distributed from the offering is 292,695 shares.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the allocation of these remaining shares from the public offering to existing shareholders under the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024, to the following investors under Clause 3, Article 42 of Decree 155/2020/ND-CP dated December 31, 2020, specifically:

1/ Recipients:

- Mr. Phan Van Tien, Chairman of the Board of Directors
- Mr. Phan Anh Tuan, Member of the Board of Directors cum Director
- Mr. Nguyen Duc Anh, Member of the Board of Directors

The related party of the aforementioned individuals is Saigon Newport Corporation (Single Member Limited Liability Company), which currently holds 51.32% of the Company's charter capital and has exercised its rights in the share offering (with an offering ratio exceeding 10% of the charter capital).

(*) Charter capital as of the reporting date: VND 258,494,920,000 (equivalent to 25,849,492 shares)

2/ Number of shares and offering price: The Board of Directors shall determine the number of shares to be allocated and the offering price to the abovementioned individuals.

3/ Implementation timeline: To be decided by the Board of Directors.

Reason: To strengthen accountability, enhance contribution, and ensure long-term commitment of the members of the Board of Directors (BOD) to the sustainable development and operational efficiency of the Company; to reinforce growth-driving responsibilities; and to elevate supervisory and governance roles. As shareholders, BOD members will be more motivated to effectively perform their oversight over the Board of Management, ensuring the Company operates transparently, efficiently, in compliance with laws and its Charter, and safeguards the legitimate interests of shareholders.

All other contents related to the handling of remaining shares not fully distributed to existing shareholders outside the individuals specified in item 1 above (including the criteria, list of investors for continued allocation, offering price, and other relevant matters), as well as the finalization of the offering, shall be implemented by the Board of Directors in accordance with the Resolution of the Annual General Meeting of Shareholders 2024 No. 02/2024/NQ-AGM dated April 17, 2024.

Respectfully submitted to the General Meeting of Shareholders for consideration.

Sincere thanks! /

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



Phan Van Tien

Bien Hoa, April 10, 2025

PROPOSAL

**Re: The dismissal of a member of the Board of Supervisors
for the 2023 - 2028 term**

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Decree 155/2020/ND-CP detailing the implementation of some provisions of the Securities Law, passed on December 31, 2020;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company.

Based on the Resignation Letters submitted by Mr. Tran Nghia Si and Mr. Thai Hoang Lam from their positions as members of the Board of Supervisors,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of the following members of the Board of Supervisors for the 2023–2028 term:

1/ Mr. Thai Hoang Lam - Position: Head of the Board of Supervisors

Reasons: Mr. Thai Hoang Lam has been assigned to new responsibilities by his working unit and therefore is unable to allocate sufficient time to serve on the Company's Board of Supervisors.

2/ Mr. Tran Nghia Si - Position: Member of the Board of Supervisors

Reasons: Due to personal and family reasons, Mr. Tran Nghia Si is unable to dedicate sufficient time to perform duties as a member of the Company's Board of Supervisors.

Respectfully submit it to the General Meeting of Shareholders for consideration.

Sincerely! 

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Phan Van Tien

PROPOSAL

**Re: The additional election of a member to the Board of Supervisors
for the 2023 - 2028 term**

To: General Meeting of Shareholders of ICD Tan Cang - Long Binh JSC.

Pursuant to:

- Enterprise Law No. 59/2020/QH14 and its amendments;
- Securities Law No. 54/2019/QH14 and its amendments;
- Decree 155/2020/ND-CP detailing the implementation of some provisions of the Securities Law, passed on December 31, 2020;
- Charter of ICD Tan Cang - Long Binh Joint Stock Company.

Based on the proposal of the Board of Supervisors, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposal on the additional election of members to the Board of Supervisors for the 2023–2028 term, with the following details:

1/ Additional election of members to the Board of Supervisors for the 2023–2028 term:

Number of BOS members to be elected : 02 people

Term of office : 2023 – 2028

Maximum number of candidates : Unlimited

Eligibility criteria for candidates: In accordance with Clause 1, Article 169 of the Law on Enterprises No. 59/2020/QH14; Article 286 of Decree No. 155/2020/ND-CP; and Clause 2, Article 39 of the Company's Charter.

2/ Approval of the list of candidates for the Board of Supervisors for the 2023 - 2028 term:

Based on the list of nominations and self-nominations from shareholders and in accordance with the Regulations on nomination, self-nomination, and additional election of members to the Board of Supervisors for the 2023 - 2028 term of ICD Tan Cang – Long Binh Joint Stock Company,

The Board of Directors submits to the General Meeting of Shareholders for approval the list of candidates for the additional election to the Board of

Supervisors for the 2023 - 2028 term as follows:

- Mr. Nguyen Van Tung.
- Mrs. Nguyen Thi Hong Van (Hoang Thi Hong Van)
(Curriculum vitae attached)

3/ Other matters related to the additional election of members to the Board of Supervisors for the 2023–2028 term shall be implemented in accordance with the Regulations on nomination, self-nomination, and additional election of members to the Board of Supervisors for the 2023 - 2028 term of Tan Cang – Long Binh ICD Joint Stock Company.

Respectfully submit to the General Meeting of Shareholders for consideration.

Sincerely!

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



Phan Van Tien



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

-----o0o-----

CURRICULUM VITAE

(For candidates to the Board of Supervisors)

Full name : **Nguyen Van Tung**
Position applied for : **Member of Board of Supervisors**

| | | | |
|--|---|--|--|
| Full name: | Nguyen Van Tung | | |
| Gender: | Male | | |
| Date of birth: | June 5, 1985 | | |
| Place of birth: | Thanh Hoa | | |
| ID Card/ Citizen ID: | 038085047724, issued on July 10, 2021, Place of issue: Department of Administrative Management on Social Order, Ministry of Public Security | | |
| Nationality: | Vietnamese | | |
| Permanent address: | 15B/77 Le Thanh Ton Street, Ben Nghe Ward, District 1, Ho Chi Minh City | | |
| Current address: | 105B, Block N04, K26 Apartment Complex, Duong Quang Ham Street, Ward 1, Go Vap District, Ho Chi Minh City | | |
| Contact number: | 0976539899 | | |
| Educational background: | Master's Degree in Construction Engineering Bachelor's Degree in Finance | | |
| Work experience: | <div>- From 2013 to 2018</div> <div>- From 2018 to 2019</div> <div>- From 2019 to 2023</div> <div>- From 2024 to present</div> <div>Deputy Head of Construction Management Department, Saigon Newport Corporation (SNP)</div> <div>Deputy Head of Planning and Investment Department, SNP</div> <div>Head of Internal Audit Department, SNP</div> <div>Deputy Manager of Internal Audit Department, SNP</div> | | |
| Current positions at the Company: None | | | |
| Current positions held in other organizations: Deputy Manager of Internal Audit Department, SNP (including member of the Board of Directors, or other managerial positions) | | | |
| Related interests with the Company and its related parties (if any): None | | | |
| Number of shares held (as of March 3, 2025): | | 0 shares, accounting for 0% of charter capital | |
| Shareholding commitments (if any): None | | | |
| Related persons holding shares in the Company: | | None | |

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

-----o0o-----

CURRICULUM VITAE

(For candidates to the Board of Supervisors)

Full name : NGUYEN THI HONG VAN
(HOANG NGUYEN HONG VAN)

Position applied for : Member of Board of Supervisors

| | |
|--|--|
| Full name: | NGUYEN THI HONG VAN (HOANG NGUYEN HONG VAN) |
| Gender: | Female |
| Date of birth: | October 2, 1991 |
| Place of birth: | Quang Binh |
| ID Card/ Citizen ID: | 044191002310, issued on March 10, 2025, Place of issue: Ministry of Public Security |
| Nationality: | Vietnamese |
| Permanent address: | 172 Nguyen Van Thu, Da Kao Ward, District 1, Ho Chi Minh City, Vietnam |
| Current address: | 55 Street No. 43, Tan Phong Ward, District 7, Ho Chi Minh City |
| Contact number: | 0976539899 |
| Educational background: | Bachelor of Law |
| Work experience: | <ul style="list-style-type: none"> - From May 2014 to July 2019 Inspector – Department of Justice of Ho Chi Minh City - From July 2019 to December 2020 Corporate Governance Officer – LINE Vietnam Joint Stock Company - From December 2020 to August 2023 Legal Officer – Tan Cang Waterway Transport Joint Stock Company - From January 2021 to August 2023 Supervisor – Tan Cang Thanh Phuoc Services Joint Stock Company - From May 2021 to August 2023 Supervisor – Tan Cang Mekong Logistics Joint Stock Company - From August 2023 to present Strategic Management Officer – Internal Audit Department, Saigon Newport Corporation - From August 2024 to April 2025 Supervisor – Tan Cang Warehousing Joint Stock Company |
| Current positions at the Company: | None |
| Current positions held in other organizations: | None |

| | |
|--|--|
| <i>(including member of the Board of Directors, or other managerial positions)</i> | |
| <i>Related interests with the Company and its related parties (if any):</i> None | |
| <i>Number of shares held (as of March 3, 2025):</i> | 0 shares, accounting for 0% of charter capital |
| + <i>Ownership representative:</i> | 0 shares, accounting for 0% of charter capital |
| + <i>Individual ownership:</i> | 0 shares, accounting for 0% of charter capital |
| <i>Shareholding commitments (if any):</i> None | |
| <i>Related persons holding shares in the Company:</i> | None |

I hereby certify that the above declarations are completely true and accurate. I shall bear full legal responsibility for any false statements and pledge to perform my duties with integrity if elected as a member of the Board of Supervisors.

Dong Nai, April 10, 2025

Declarant's signature and full name

Nguyen Thi Hong Van