

TCT TÂN CẢNG SÀI GÒN
CÔNG TY CỔ PHẦN ICD
TÂN CẢNG SÓNG THẦN
SAI GON NEWPORT CORP
ICD JOIN STOCK COMPANY
TAN CANG SONG THAN

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số: 197 /CBTT-ICDST
No: 197 /CBTT-ICDST

Thuận An, ngày 01 tháng 4 năm 2025
Thuan An, 01st April, 2025

CÔNG BỐ THÔNG TIN DISCLOSE INFORMATION

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán Hà Nội.

To:

- *The State Securities Commission;*
- *The Ha Noi Stock Exchange.*

1. Thông tin tổ chức/Organization Information:

- Tên Công ty/*Name of company*: Công ty Cổ phần ICD Tân cảng Sóng Thần (ICDST)/*Tan cang Song Than ICD Joint Stock Company (ICDST)*.

- Địa chỉ trụ sở chính/*Address of headoffice*: Số 7/20 Đường DT 743, Kp. Bình Đáng, P. Bình Hoà, Tp. Thuận An, Tỉnh Bình Dương, Việt Nam/*No.7/20 DT 743 St., Binh Dang Quarter, Binh Hoa Ward, Thuan An City, Binh Duong Province, Viet Nam.*

- Điện thoại/*Telephone*: (+84) 971 644 266
- Email: icdsongthan@saigonnewport.com.vn
- Website: www.icdsongthan.com.vn
- Mã chứng khoán/*Stock symbol*: IST

2. Nội dung thông tin công bố/*Information disclosure content*:

- Báo cáo thường niên năm 2024/*Annual report 2024*

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 01/4/2025 tại đường dẫn/ This information was published on the Company's website on 01/4/2025 at the following link:
<https://www.icdsongthan.com.vn/thong-bao-co-dong>.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We

hereby certify that the information disclosed above is true and accurate, and we assume full legal responsibility for the content of the disclosed information.

Trân trọng/Sincerely./.

Nơi nhận/Recipients:

- Như trên/As above;
- Cổ đông/Shareholders;
- Hội đồng quản trị/BOD, Ban kiểm soát (SB);
- Ban Điều hành/BOM;
- Người phụ trách quản trị Công ty/
Corporate Governance Officer;
- Lưu: VT, HĐQT. T09

**GIÁM ĐỐC
DIRECTOR**



Trung tá Trần Trí Dũng

Number: 146/BC-ICDST

Thuan An , April 1, 2025

ANNUAL REPORT 2024

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

I. GENERAL INFORMATION

1. General information:

- Trading name: Tan Cang Song Than ICD Joint Stock Company
- Business registration certificate No: 3700785006
- Charter capital: 150,084,920,000 VND
- Owner's equity: 150,084,920,000 copper
- Address: No. 7/20, DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Thuan An City , Binh Duong Province
- Telephone: (+84) 971 644 266
- Website: <https://www.icdsongthan.com.vn/>
- Stock symbol: IST
- Key milestones:
 - + December 21, 2000: Establishment of the Tan Cang Song Than ICD inland clearance depot under Saigon Newport Corporation.
 - + March 2007: Establishment of Tan Cang Song Than ICD One-Member Limited Liability Company under Saigon Newport Corporation.
 - + June 1, 2016: The company successfully held its first General Meeting of Shareholders, officially transitioning into Tan Cang Song Than ICD Joint Stock Company with a charter capital of VND 120,086,720,000.
 - + October 2024: The company successfully increased its charter capital to VND 150,084,920,000.

2. Business lines and areas:

- Business lines:
 - + Warehousing and storage of goods (excluding coal, scrap, and chemicals storage);
 - + Cargo handling (excluding cargo handling at airports);
 - + Other support services related to transportation;
 - + Domestic distribution services; Road freight transport;
 - + Container repair, container cleaning, and packaging services (excluding packaging of plant protection chemicals)
- Business areas: Binh Duong and surrounding areas.

3. Governance Model, Management Structure:

- Governance Model: Includes General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- Management structure: There are 8 affiliated Departments/Areas (Finance - Accounting Dept., Business - Planning Dept., B.O - Administration Dept., Labor - Wages Dept., Supply Chain Management Dept., Warehouse Department, Operations Dept., Mechanical Engineering Dept.).
- Affiliated companies:

No.	Business	Charter capital	ICDST's capital contribution	
			Number of shares	Percentage
1	Tan Cang - Binh Duong Logistics Joint Stock Company (BNP)	30,000	1,080,000	36%
2	Unithai Maruzen Logistics Vietnam Joint Stock Company (Unithai)	2,400	48,000	20%

4. Development orientation:

- To become a professional logistics service provider, building a modern, green Logistics Center model, leading the logistics service network of SNP in Binh Duong, contributing to making the "SNP Logistics" brand the leading comprehensive logistics solution provider in Vietnam, with a global reach, seamlessly integrated with the system of ports of the Saigon Newport Corporation.
- To successfully complete the economic and national defense tasks assigned by the Saigon Newport Corporation. Enhance the value of the company, ensure sustainable benefits for shareholders, improve the income and living standards of employees, fully comply with obligations to the state budget, and commit to contributing positively to the socio-economic development of the local area.

5. Risks and competitive pressures:

- a) Risks from domestic and international economic situation
 - Global Economic Downturn: Global economic growth is slowing down, with major economies such as the U.S., EU, and China facing inflationary pressures and declining production, which impacts the demand for imported goods.
 - Shrinking Import-Export Markets: The rise in trade protectionism and stricter import control policies from major markets (U.S., EU, China) may affect the logistics and warehousing operations of ICDST.
 - Currency Fluctuations and Financial Costs: High interest rates and exchange rate fluctuations may increase capital costs, affecting the company's financial performance.
 - Rising Operating Costs: Increased fuel prices, labor costs, and transportation expenses put pressure on the company's profit margins.
- b) Competitive pressure in the industry

- Competition from Foreign Enterprises: Large logistics corporations with strong financial capabilities, advanced technologies, and global supply chains put significant pressure on ICDST.
- Advanced Management Models: Competitors with professional management systems and the use of digital technology and AI to optimize supply chains help reduce costs and improve efficiency.
- Infrastructure and Technology: Many companies have made significant investments in smart warehouses, modern inland container depots (ICD), and real-time cargo tracking systems, creating a competitive edge.
- Pressure to Reduce Service Prices: The emergence of major competitors has intensified price competition in the market, potentially forcing ICDST to adjust its pricing strategy to maintain market share, affecting profitability.
- Increasing Customer Expectations: Export and import businesses demand comprehensive, fast, transparent, and cost-effective logistics services, compelling ICDST to improve and expand its offerings to meet these needs.

II. OPERATION SITUATION IN 2024

1. Production and business results:

With a spirit of emphasizing responsibility, the Party Committee, Board of Directors, and Executive Board have led, directed, and managed the unit to successfully complete all aspects of work, notably: completing the national defense and military tasks excellently, ensuring the unit's absolute safety; achieving excellent results in business production, with revenue and profit targets growing compared to the same period and exceeding the set plan. Specifically:

- Total revenue reached VND 460.831 billion, an increase of 7.1% compared to the annual plan and an increase of 9.4% compared to 2023.
- Pre-tax profit reached VND 82.210 billion, an increase of 13.6% compared to the annual plan and an increase of 20.1% compared to 2023.
- After-tax profit reached VND 65.514 billion, an increase of 15.9% compared to the annual plan and an increase of 19.3% compared to 2023.
- The after-tax profit/equity ratio (ROE) for 2024 reached 29.1%, an increase of 9.4% compared to 2023 (26.6%), while the after-tax profit/average total assets ratio (ROA) for 2024 reached 13.3%, an increase of 15.6% compared to 2023 (11.5%)

Analysis:

- Revenue from the warehouse: Increased by 17.2% compared to the actual performance in 2023 and increased by 5.8% compared to the annual plan. Of this, revenue from the rented warehouses increased by 12.4% compared to the actual performance in 2023 and increased by 2.9% compared to the annual plan. The reason for the increase and exceeding the plan is that in the first half of 2024, the warehouse market was sluggish, with supply exceeding demand, and the output from some customers was stagnant or decreased. As a result, the vacancy rate was high. To ensure the completion of the 2024 business plan, ICDST has been flexible in negotiating and signing contracts for rented warehouse spaces, which helped increase warehouse rental revenue and exceed the planned target.

Warehouse service revenue increased by 21.5% compared to actual performance in 2023 and was 8.3% higher than the annual plan. In the second half of 2024, the turnover of large customers increased, driving up revenue from services. Additionally, in September 2024, to meet the increased production demand of customers at the end of the year, ICDST negotiated to expand warehouse services externally to meet customer needs during the last months of the year.

- Revenue from the yard increased by 26.5% compared to the actual performance in 2023 and increased by 24.1% compared to the annual plan. Transport and customs agency services: increased by 36.4% compared to the actual performance in 2023 and increased by 18.5% compared to the annual plan. Of this, transportation increased by 24.5% compared to the actual performance in 2023 and increased by 8.3% compared to the annual plan. Customs agency services increased by 111.3% compared to the actual performance in 2023 and increased by 81.4% compared to the annual plan.

2. Organization and personnel:

a) List of the Executive Board:

TT	Board of Directors	Position	The percentage of voting shares ownership
1	Mr. Tran Tri Dung	Director, Member of BOD	10%
2	Mr. Luu Phuoc Hong	Vice Director, Member of BOD	5%
3	Mr. Do Chien Cong	Vice Director <i>Appointed from July 2024.</i>	0.03%
4	Mr. Pham Thanh Son	Vice Director, Member of BOD <i>Transferred from February 2024</i>	5%
5	Mr. Nguyen Van Huu	Chief Accountant	0%

- The summary of the current Executive Board's profile:

1) Mr. Tran Tri Dung

Position: Director

Date of birth: May 30, 1981

Place of birth: Thanh Hoa.

ID number: 038081008533

Nationality: Vietnam

Professional qualifications: Master's degree in Financial Management and International Maritime Transport.

Summary of Work History:

+ From September 2007 to April 2008: Marketing Staff, Planning-Marketing Department, Tan Cang Song Than ICD Co., Ltd.

+ From May 2008 to April 2010: Marketing Assistant, Planning-Marketing Department, Tan Cang Song Than ICD Co., Ltd.

+ From May 2010 to July 2010: Head of Planning-Marketing Department, Tan Cang Song Than ICD Co., Ltd.

+ From August 2010 to July 2011: Deputy Head of Planning-Business Department, Tan Cang Song Than ICD Co., Ltd.

+ From August 2011 to November 2015: Head of Business Planning Department, Tan Cang Song Than ICD Co., Ltd.

+ From December 2015 to May 2016: Party Committee Member, Deputy Director, Tan Cang Song Than ICD Co., Ltd.

+ From June 2016 to March 2017: Party Committee Member, Board Member, Deputy Director of ICDST.

+ From March 2017 to April 2020: Deputy Head/Deputy Director of Marketing, Tan Cang Sai Gon Corporation
From April 2020 to present: Director of ICDST.

+ From April 2020 to present: Director of ICDST.

+ From June 2020 to present: Board Member of ICDST

+ Number of representative shares of Saigon NewPort Corporation: 1,500,849 shares, accounting for 10% of charter capital

+ The number of individual shares: 7,248 shares.

2) Mr. Luu Phuoc Hong Position: Deputy Director

Date of birth: September 29, 1974 Place of birth: Binh Phuoc

ID number: 070074000005 Nationality: Vietnam

Professional qualification: Marine Transport Economics Engineer

Work history summary:

+ From June 2002 to July 2004: Warehouse staff, ICDST.

+ From August 2004 to March 2007: Operations staff, ICDST.

+ From April 2007 to March 2010: Deputy Director of Production Operations Center, ICDST.

+ From April 2010 to July 2010: Director of Production Operations Center, ICDST.

+ From August 2010 to May 2013: General Director of Production Operations Center, ICDST.

+ From June 2013 to May 2016: Head of Operations Department, ICDST.

+ From June 2016 to June 2022: Head of Warehouse Zone, ICDST.

+ From May 2022 to June 2023: Vice Director of Tan Cang Tay Ninh Joint Stock Company.

+ From July 2023 to present: Vice Director of ICDST

+ The number of representative shares of Saigon Newport Corporation: 750,424 shares, accounting for 5% of the charter capital.

+ The number of individual shares: 14,122 shares

3) Mr. Do Chien Cong

Position: Deputy Director

Date of birth: December 23, 1979

Place of birth: Quang Ninh

ID number: 022079013950

Nationality: Vietnam

Qualification: Master of Logistics

Work history summary:

+ From April 2004 to November 2007: LÐHD, Dispatcher, Terminal CLA, Port Dispatch Center.

- + From December 2007 to July 2008: CNQP, Dispatching Officer, Terminal CLA, Port Dispatching Center.
- + From 08/2008 to 03/2010: CCQP, Dispatching Officer, Terminal CLA, Port Dispatching Center.
- + From April 2010 to April 2013: CCQP, B3/8 –KSDN, Student of Group 871, General Department of Politics.
- + From 05/2013 to 05/2013: CCQP, B3/8 – KSDN, Student of Group 871, Waiting for assignment, Station 74, Hai Thanh Company – Navy.
- + From June 2013 to February 2014: Captain, OPS Department Staff, Tan Cang Logistics Service Center.
- + From 03/2014 to 09/2014: Captain, Sales Department Staff, Tan Cang Long Binh ICD Joint Stock Company.
- + From October 2014 to November 2015: Captain, Deputy Head of Planning and Business Department, Tan Cang Song Than ICD One Member Co., Ltd.
- + From December 2015 to May 2016: Captain, Head of Planning and Business Department, Tan Cang Song Than ICD One Member Co., Ltd.
- + From June 2016 to April 2017: Captain, Head of Dispatch Department, Tan Cang Song Than ICD Joint Stock Company.
- + From May 2017 to April 2021: Major, Head of Dispatch Department, Tan Cang Song Than ICD Joint Stock Company.
- + From May 2021 to June 2022: Lieutenant Colonel, Head of Dispatch Department, Tan Cang Song Than ICD Joint Stock Company.
- + From 07/2022 to 06/2024: Lieutenant Colonel, Head of Warehouse Area , Tan Cang Song Than ICD Joint Stock Company.
- + From July 2024 to present: Lieutenant Colonel, Deputy Director, Tan Cang Song Than ICD Joint Stock Company.
- + Number of shares: 4,499 shares.

4) Mr. Nguyen Van Huu

Position: Chief Accountant

Date of birth: October 8, 1978

Place of birth: Ha Tinh

ID number: 042078000305

Nationality: Vietnam

Professional qualifications: Bachelor of Economics, Bachelor of Law, Chief Accountant Certificate, Financial Director Certificate.

Work history summary:

+ From April 2004 to June 2006: Sales Department No. 4, Construction Materials Trading Joint Stock Company, Construction Corporation No. 1, Ministry of Construction.

+ From June 2006 to December 2007: Port Control Center, Saigon Newport Corporation.

+ From December 2007 to May 2015: Accountant, Revenue and Debt Accounting Department, Finance and Accounting Department, Saigon Newport Corporation.

+ From June 2015 to December 2016: Deputy Head of Revenue and Debt Accounting Department, Finance and Accounting Department, Saigon Newport Corporation.

+ From December 2016 to September 2019: Head of Logistics Accounting Department, Finance-Accounting Department, Saigon Newport Corporation.

+ From September 2019 to May 2020: Head of Revenue and Debt Accounting Department, Finance and Accounting Department, Saigon Newport Corporation.

+ From May 2020 to November 2021: Head of Basic Construction Accounting Department, Finance-Accounting Department, Saigon Newport Corporation.

+ From December 1, 2021 to present: Head of Finance - Accounting Department, Chief Accountant of ICDST.

+ Number of shares: 0

b) The number of staff as of December 31, 2024 is 168, including 6 managers and 162 workers.

- The average income of workers in 2024 reached 30,429,852 VND, an increase of 15.6% compared to the plan and an 18% increase compared to the actual performance in 2023.

- ICDST always focuses on the health, labor safety, and spiritual life of workers through a comprehensive policy system specified in the Labor Conference documents. This includes annual updates to the labor regulations, clear salary and bonus policies, funeral and wedding policies, travel and sightseeing programs, encouragement of skill and knowledge improvement, ensuring labor safety, health care policies, welfare benefits, and the reward and commendation regulations. Additionally, ICDST regularly organizes activities to strengthen connections through 3 mass organizations. With these policies, ICDST not only creates a professional and safe working environment but also aims for the sustainable development of its workforce.

3. Investment situation, project implementation situation:

a) 100% of the investment and procurement items outlined in the plan have been implemented. The total payment and disbursement value for the investment items in 2024 is expected to reach 34.6 billion VND, achieving 98.5% of the annual target.

b) ICDST has 02 associated companies:

- Tan Cang Binh Duong Forwarding Joint Stock Company: In 2024, revenue is expected to reach 233 billion VND, an increase of 33% compared to 2023; net profit after tax in 2024 is expected to reach 6.6 billion VND, an increase of 27% compared to 2023.

- Unithai Maruzen Logistic Vietnam Joint Stock Company: Revenue is expected to reach 16.5 billion VND, achieving 88% of 2023's result. Net profit after tax is expected to be 1.8 billion VND, achieving 72% of 2023's result.

Effectiveness of capital investment outside the enterprise: In 2024, the unit received dividends from MBB: 663 million VND, Unithai: 639 million VND, and BNP: 1.836 billion VND.

4. Financial situation

a) Financial situation

The financial management work has achieved many results, focusing on effectively controlling the performance of the four main service areas, including warehousing, storage and transportation, and customs agency. The management and use of cash flow have been effective: closely monitoring and managing receivables and payables to balance cash flow and ensure payment ability. The company has actively resolved financial arrears with Hanoi Railway Transport Joint Stock Company and fully recovered debts from Kasee Vietnam Import-Export Co., Ltd. As of the reporting date, bad debts have decreased to 1.884 billion VND, a reduction of 72.6% (equivalent to a decrease of 5.002 billion VND) compared to December 31, 2023. This outcome shows that the collection of bad debts and the resolution of financial arrears have been decisively handled by the management team of ICDST, with solutions implemented to increase profits and preserve and develop equity capital.

Unit: million VND

TT	CONTENT	Implementation in 2023	Implementation in 2024	2024/ 2023 (%)
1	Total assets	460,074	523,745	114%
2	Total revenue, income	421,116	460,831	109%
	Sales and service revenue	417,208	455,410	109%
	Financial activities	3,746	4,399	117%
	Other income	162	1022	631%
3	Total cost	352,688	378,621	107%
	Cost of goods sold	303,055	325,656	107%
	Financial costs	4,516	2,383	53%
	Cost of sales	2,619	3,451	132%
	Management costs	41,946	46,903	112%
	Other costs	552	227	41%
4	Total profit before tax	68,428	82,210	120%
5	Profit after tax	54,921	65,514	119%
6	Dividend yield ratio	49.6%	48.1%	

b) Financial indicators:

Target	2023	2024
1. Payment capacity indicators		
+ Current ratio	1.00	0.92
+ Quick payment ratio	1.00	0.92
2. Capital structure indicators		
+ Debt/Total Assets Ratio	0.54	0.55
+ Debt/Equity Ratio	1.16	1.21
3. Performance indicators		
+ Total asset turnover	0.77	0.93
4. Profitability indicators		

+ Profit after tax/Net revenue ratio	13.2%	14.4%
+ Profit after tax/Average equity ratio	26.6%	29.1%
+ Profit after tax/Average total assets ratio	11.5%	13.3%
+ Operating Profit/Net Revenue Ratio	16.5%	18.1%

5. Shareholder structure, changes in owner's capital

a) Shares:

Total outstanding shares: 15,008,492 common shares.

b) Shareholder structure as of March 21, 2025:

+ Shareholders holding 5% or more: 74.8% of total shares, equivalent to 11,222,934 shares, valued at VND 112,229,340,000.

+ Shareholders holding less than 5%: 25.2% of total shares, equivalent to 3,785,558 shares, valued at VND 37,855,580,000.

+ Individual shareholders: 312; Institutional shareholders: 4 (BNP, TCT TCSG, Ashico, America LLC).

+ Domestic shareholders: 314; Foreign shareholders: 2 (America LLC Investment Fund, Takuya Ito).

+ State-owned shareholders: 1; Other shareholders: 315.

c) Changes in owner's investment capital: Increased from VND 120 billion to VND 150 billion since October 2024 upon completion of charter capital increase.

d) Treasury stock transactions: The company does not hold treasury shares.

e) Other securities: None.

6. Report on Environmental and Social Impact of the Company:

6. 1. Environmental Impact:

- As a company operating in the logistics service sector, including warehousing, distribution centers, and customs brokerage, ICDST does not directly participate in industrial production. The company's greenhouse gas (GHG) emissions mainly stem from energy consumption at facilities such as lighting, air conditioning, and equipment operations. Therefore, ICDST's GHG emissions are relatively low compared to manufacturing enterprises or transport units using fossil fuel-powered vehicles.

- Initiatives and measures to reduce GHG emissions: Investment in environmentally friendly technology: When purchasing equipment, upgrading warehouses, and distribution centers, the company prioritizes solutions that meet environmental protection standards, optimizing energy efficiency.

- ICDST has achieved a solar energy usage rate of 12.7%, demonstrating its pioneering efforts in adopting renewable energy in warehouse operations. According to the Vietnam Logistics Report 2022, only 31.4% of logistics enterprises have utilized renewable energy, while 68.6% have not implemented it. ICDST's proactive use of green energy not only reduces GHG emissions but

also optimizes long-term operational costs, contributing to sustainable development in the logistics industry.

6.2. Material Resource Management:

a) Total amount of materials used for production and packaging of the company's core products and services: The primary business operations of ICDST involve warehousing, distribution centers, customs brokerage, and transportation; thus, material consumption for production is negligible.

b) Percentage and total amount of recycled materials used for production and services: Not applicable

6.3. Energy consumption:

a) Direct and indirect energy consumption: 3,568,149 kWh.

b) Energy savings through efficiency initiatives and solar energy usage: 453,472 kWh

6.4. Water consumption:

a) Water supply sources and total water consumption: Municipal water supply, 50,729 m³.

b) Percentage and total amount of recycled and reused water: Not measured.

6.5. Compliance with Environmental Protection Laws:

a) Number of violations and penalties for non-compliance with environmental laws and regulations: None

b) Total amount of fines for violations due to non-compliance with environmental laws and regulations: None

6.6. Employee related policies

a) Number of employees, average salary for employees:

Total number of staff and employees as of December 31, 2024 is 168 people (including: 6 managers, 162 employees).

- income of workers reaches 30,430 million VND /person/month

b) Labor policy to ensure the health, safety and welfare of workers: ICDST always focuses on the health, safety and spiritual life of workers through a comprehensive policy system.

- Labor safety: Fully equipped with tools, equipment and labor protection according to regulations, ensuring a safe working environment, a green working environment.

- Health care: Conduct annual health check-ups to help employees monitor and maintain good health.

- Welfare policy: Support for funerals, sickness and maternity benefits and other welfare regimes to support employees during important stages of life.

- Rewards and encouragement: Rewards on holidays and Tet, rewards for excellent performance, creating positive motivation to work.

- With these policies, ICDST not only creates a professional and safe working environment but also aims for the sustainable development of its human resources.

c) Employee training activities:

TT	Content	Object
1	Occupational Safety and Health Training Course for Groups 1, 2, 3, 4	100% staff
2	Food hygiene AT lock	HC-HC Room
3	Training course "Law on Bidding"	Science and Business Department
4	Certificate of Corporate Governance of the State Securities Commission in Hanoi	Board of Directors, Supervisory Board, Executive Board, and Management Board
5	Representative of TCSG Corporation's capital	Capital representative, NPTQTCT
6	Political theory training for CTĐ, CTCT	Board of Directors
7	Personnel management	Board of Directors
8	Sales Marketing	Science and Business Department
9	CertIFR International Finance	Department of Finance and Accounting
10	Update general knowledge in patient care practice	HC-HC Room
11	Video editing with phone	Department of Science and Technology, 03 TCQC
12	Practice applying HS Code and Customs declaration	SCM Department
13	Training for promotion exam in 2024	CB, NLĐ due date
14	Dissemination of legal education in 2024	100% staff
15	Traffic safety propaganda class for employees and workers	100% staff
16	5 First aid techniques	100% staff
17	Economic training	Department of Finance and Accounting NPTQTCT

III. REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

1. Evaluation of production and business performance:

In 2024, the company exceeded the production and business targets approved by the General Meeting of Shareholders, with notable achievements including:

- Total revenue reached VND 460.831 billion, up 7.1% compared to the annual plan and up 9.4% compared to 2023.

- Net profit after tax reached VND 65.514 billion, up 15.9% compared to the annual plan and up 19.3% compared to 2023.

- Total assets reached VND 523.745 billion, up 14% compared to December 31, 2023 (VND 460.1 billion).

- Owner's equity reached VND 237.5 billion, an increase of VND 24.9 billion, equivalent to an 11.7% increase compared to 2023 (VND 212.6 billion).
- The average Return on Equity (ROE) in 2024 was 29.1%, up 9.4% compared to 2023 (26.6%). The average Return on Assets (ROA) in 2024 was 13.3%, up 15.6% compared to 2023 (11.5%)
- The average income of employees in 2024 reached VND 30,429,852, an increase of 15.6% compared to the plan and 18% compared to 2023.

3. Financial situation:

a) Asset situation:

- As of December 31, 2024, total assets reached VND 523,745 billion, an increase of 14% compared to December 31, 2023 (VND 460.1 billion). Current assets were VND 168.2 billion, up 34% compared to December 31, 2023 (VND 125.3 billion), accounting for 32% of total assets. Non-current assets were VND 355.6 billion, an increase of 6.2% compared to December 31, 2023 (VND 334.8 billion), accounting for 68% of total assets. The company's asset utilization efficiency is very good, as evidenced by the ROA index of 13.3%, up 1.8% compared to 2023 (11.5%).

- The company complies with regulations on inventory, procurement, repair of equipment and vehicles, and maintains detailed records for tracking assets in accordance with the company's asset management regulations. Annually, the company conducts asset inventory and clearly defines the responsibilities of each department/section in managing and using assets.

b) Accounts payable situation:

- Total liabilities: As of December 31, 2024, total liabilities were VND 286.2 billion, an increase of VND 38.7 billion compared to December 31, 2023 (VND 247.5 billion). The company always balances its cash flow to ensure debt repayment to contractors and suppliers as per contractual commitments, and timely and fully pays salaries, bonuses, and other benefits to employees. No long-term overdue debts were incurred during the period.

- The debt and loan ratios are within the allowed limit of the Ministry of Finance (3 times)

- The accounts payable/equity ratio is 1.2 times, which is below the regulation limit (3 times).

4. Improvements in organizational structure, policy, management:

To enhance operational efficiency and competitiveness, ICDST has implemented several important improvements:

- Enhancing operational management capabilities: Clearly delegating authority through the issuance of complete internal legal documents, ensuring compliance with regulations while increasing flexibility in management and decision-making.

- Strong digital transformation: Introducing the Base electronic office application, gradually digitizing work management processes, and online document approval; continuously improving workflows by maintaining the effectiveness of the ISO 9001:2015 quality management system, implementing

online payments via QR codes, and minimizing cash transactions; Customer care, communication, and customer interaction have been digitized, standardized, and simplified to facilitate customer and partner engagement.

- Improving human resources policies: Enhancing welfare benefits, conducting performance evaluations through KPIs, boosting productivity, and retaining talent

- Strengthening risk control: Finalizing the issuance of the risk management regulations, effectively controlling business performance, managing finances, optimizing operational costs, and enhancing financial management capabilities.

4. Future development plan:

- Continue to pursue the goal of increasing the service warehouse ratio, reducing the bare warehouse rental ratio, taking warehouse services as the core to develop transportation services, customs brokerage, connecting the Saigon Newport Corporation Logistics system; Continue to focus on researching and developing chain services associated with warehouse services where ICDST has many advantages: distribution transportation, customs brokerage, multimodal transportation, on-site import and export goods

- Continue to standardize governance according to best practices issued by the State Securities Commission, ensuring transparency and financial efficiency in production, business and investment outside the enterprise. At the same time, strongly promote digital transformation and automation to optimize workflow.

- The Company's orientation is to innovate customer care strategy, improve service quality and expand the partner network, combined with promoting brand building communication; Maintain good operational efficiency of the Quality Management System according to ISO 9001:2015 standards and build a team of "Proactive, intelligent, united, innovative and responsible" staff.

- Supervise and urge the effective implementation of investment activities, focus on innovation, optimize resources, invest in modern technology, improve infrastructure and equipment; Promote the search for cooperation opportunities with potential partners, with advantages in infrastructure, land, experience, and technological solutions in the field of Logistics to expand scale, area, services and enhance competitiveness.

- Promoting the role of corporate culture as a spiritual foundation, a driving force to create endogenous strength for the unit to develop sustainably, build a prestigious and quality brand for customers, preserve and develop the cultural values of Saigon Newport Corporation.

5. Explanation of the Board of Directors regarding the auditor's opinion: There is no content requiring explanation.

6. Assessment report related to the Company's environmental and social responsibility.

- a. Assessment related to environmental indicators (water consumption, energy and emissions): The Company always implements well the policies and regulations on environmental protection in water consumption, energy and emissions;

b. Evaluation on Employee Matters : Company guarantee the salary policy, implement fully and timely social insurance (SI), health insurance (HI), unemployment insurance (UI), and benefits for employees in accordance with legal regulations; Promulgate the Labor Regulations, internal rules, and regulations related to labor conditions and labor relations in accordance with the current legal provisions; Implement democracy at the grassroots level in accordance with the guidelines of the Vietnam General Confederation of Labor and the Labor Law. Ensure compliance with legal regulations regarding insurance for employees, with the company contributing a total of 3.987 billion VND in insurance for employees, an increase of 8.0% compared to the same period in 2023. According to the 2024 social insurance inspection results in Binh Duong province, the company was evaluated as complying well with regulations.

c. Evaluation on community responsibility: In 2024, ICDST continued to collaborate with local authorities in the work of mass mobilization, social welfare, and community support. The company donated gifts to Vietnamese Heroic Mothers and families with meritorious services in Binh Duong on Vietnamese War Invalids and Martyrs' Day. Gifts were also given to disadvantaged children on International Children's Day. Representing Saigon Newport Corporation, the company provided gifts to 100 disadvantaged blind people in Binh Duong on the Lunar New Year. The company effectively carried out mass mobilization and social charity work, contributing to the development of the local economy and society. The total value of the company's contributions to activities in 2024 is expected to exceed 1 billion VND. In addition to these efforts, ICDST also hosted many delegations of lecturers and students from universities nationwide for field visits and learning experiences, such as from the University of Marine – Hai Phong and the University of Quy Nhon – Binh Dinh. The company also participated in and supported the "Training and Volunteer Program for Exam Season Assistance in Binh Duong Province.

IV. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE

1. The Board of Directors' assessment of the company's activities, including an evaluation related to environmental and social responsibility.

- The company fully implement and promptly disclose information regarding reports to the State Securities Commission, financial supervision reports, and other reports to the shareholders. In November 2024, the company was awarded by the State Securities Commission and the Hanoi Stock Exchange the title of one of the top 10 large-scale public companies on the UPCOM market for excellent corporate governance, information disclosure, and transparency in 2023-2024.

- The company has effectively implemented the Resolution of the 2024 Annual General Meeting of Shareholders, the business production plan, and the development of the organization for 2025 in accordance with the 5-year development orientation for the period 2021-2025;

- Comprehensively completing all aspects of work, notably: Successfully completing military and defense tasks, maintaining combat readiness and ensuring absolute safety for the unit; excellently completing production and business tasks, guaranteeing high-quality services.

- Revenue and profit targets all increased compared to the the planned targets and compared to the actual result of 2023 ; Ensuring welfare and income for employees, ensuring the rights of shareholders and stakeholders.

- The company has consistently adhered to policies and regulations on environmental protection, particularly in water and energy consumption and emissions control.

- The company has coordinated well with local authorities in carrying out mass mobilization work, social security, gratitude activities, and caring for people's lives.

- Regarding environmental and social responsibility: The company has focused on effectively implementing the model of "Green-clean-beautiful and safe Logistics Center", especially fire safety; strictly complying with environmental protection laws, no violations, no administrative penalties related to environmental regulations; Energy saved through the use of solar energy is 453,472 KW.

2. Board of Directors' assessment of the performance of the Board of Management:

- Has performed well the role of supervising the Company's information disclosure and communication process, ensuring full compliance with legal regulations. The result is that in November 2024, ICDST was honored by the State Securities Commission and the Hanoi Stock Exchange in the Top 10 Large-scale Public Companies with good governance, information disclosure and transparency.

- Has seriously, honestly and transparently implemented the internal reporting system, as well as reporting according to the provisions of law. Focus on business performance reports and periodic financial reports. The company well implemented the 2024 business production and development plan of ICDST and its associated companies, including Tan Cang Binh Duong Logistics Joint Stock Company and Maruzen Unithai Logistics Vietnam Joint Stock Company.

- The company has fully executed the resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors (BOD), with particular attention to progress, quality, and results. Notable achievements include the successful distribution of 2023 dividends, the completion of the 2024 Business and Development Plan, and the successful increase of charter capital from over 120 billion VND to more than 150 billion VND.

- The Board of Directors highly appreciated the leadership and operation ability of the Board of Management, which promoted the spirit of responsibility, solidarity, unity, and comprehensively completed all aspects of tasks assigned by the General Meeting of Shareholders and the Board of Directors in 2024, notably successfully completing the Military and National Defense tasks, ensuring

absolute safety for the unit; excellently completed the production and business tasks 15 days ahead of schedule, the output, revenue, and profit targets were all expected to grow compared to 2023 and exceed the planned targets.

3. Plans and directions of the Board of Directors:

- In 2025, in the context of unstable world economy and politics and fierce competition in the logistics industry, ICDST identifies the core goal of continuing to enhance the value of the Company, ensuring sustainable benefits for shareholders, improving income and life of employees, fully complying with obligations to the State budget, and committing to actively contributing to the socio-economic development of the locality. Specifically:

- Fulfill the duties and responsibilities of the Board of Directors (BOD) as stipulated by law and the company's charter; implement the resolutions of the 2025 Annual General Meeting of Shareholders (AGM); and oversee the Executive Board in successfully executing the 2025 Business and Development Plan

- Standardize corporate governance in accordance with best practices issued by the State Securities Commission, ensuring transparency and financial efficiency in both business operations and external investments. Simultaneously, the company will accelerate digital transformation and automation to optimize work processes.

- The Company's orientation is to innovate customer care strategy, improve service quality and expand the partner network, combined with promoting brand building communication; Maintain good operational efficiency of the Quality Management System according to ISO 9001:2015 standards and build a team of "Proactive, intelligent, united, innovative and responsible" staff.

- Effectively supervise and expedite investment activities, prioritizing innovation, resource optimization, adoption of modern technologies, and infrastructure and equipment improvements. The company will actively seek partnerships with strategic stakeholders possessing strong infrastructure, land resources, industry expertise, and technological solutions to expand scale, service areas, and competitiveness.

- Leverage corporate culture as a fundamental pillar, fostering a strong internal drive for sustainable growth. ICDST is committed to building a prestigious, high-quality brand, preserving and developing the core values of Tan Cang Sai Gon's corporate culture.

V. CORPORATE GOVERNANCE

1. Board of Directors:

a) Members and structure of the Board of Directors:

ICDST's Board of Directors consists of 5 members, ensuring compliance with the Corporate Governance Principles and current legal regulations in Vietnam, as shown in the following points:

- Ensuring the ratio of non-executive members of the Board of Directors: The Board of Directors includes 2/5 (40%) non-executive members, exceeding the minimum of 1/3 (33%) as prescribed in Article 276 of Decree 155/2020/ND-

CP. This promotes the independence in supervision and decision-making of the Board of Directors.

- Diversity of composition: The structure of the Board of Directors ensures diversity in knowledge, experience, age and gender, in accordance with the recommendation in section 2.1.1 of the Best Governance Practices. This diversity contributes to improving the effectiveness of the Board of Directors by bringing together different perspectives and experiences.

- ICDST's Board of Directors structure reflects the Company's commitment to applying best corporate governance practices, ensuring a balance between management and supervision, and optimizing the Board's performance for the benefit of the Company and its shareholders.

TT	Board Member	Position	Day of appointment / End of Term
1	Ms. Vu Thi Lan Anh * Over 30 years of experience in financial management and internal auditing within the port, warehouse, and logistics industries.	Chairperson of the Board of Directors	June 25, 2021
2	Mr. Nguyen Son * Possessing extensive experience in corporate management, particularly in the areas of providing offshore oil and gas service vessels, marine transportation and logistics services, and supplying manpower, including crew members and workers employed abroad.	Vice Chairperson of the Board of Directors * Non-executive Board of Directors member	June 1, 2016
3	Mr. Tran Tri Dung * Many years of experience in management and operations of oil and gas service companies; providing marine transportation and logistics services; supplying manpower, including crew members and workers employed abroad.	Member	June 27, 2020
4	Mr. Thanh Quang Vinh * Many years of experience in management and operations of oil and gas service companies; providing marine transportation and logistics services; supplying manpower, including crew members and workers employed abroad.	Non-executive Board of Directors member	June 1, 2016

5	Mr. Luu Phuoc Hong *25 years of management and operations experience in the logistics industry (warehouses, yards, distribution centers, and cross-border transportation).	Member	April 25, 2024
6	Mr. Pham Thanh Son *19 years of management and operations experience in the logistics industry, including port operations coordination, customer services, warehousing, transportation, and customs agency services.	Member	June 25, 2021 * Resigned from the position of Board Member effective April 25, 2024, due to a job transfer.

The members of the Board of Directors (BOD) of ICDST have a deep understanding of their roles and responsibilities, fully complying with best governance practices, legal regulations, the company's charter, and the BOD's operating rules. They have proactively participated in supervising the company's activities and thoroughly reviewed all materials provided before each meeting or written consultation to contribute opinions, engage in discussions, and vote in a manner that ensures the highest interests of shareholders and upholds the rule of law. Additionally, the BOD has closely coordinated with the Board of Supervisors and Board of Management, contributing to the successful fulfillment of the BOD's roles and responsibilities at ICDST in 2024.

b) Board of Directors committees:

The Board of Directors (BOD) has not established any committees but has appointed a Corporate Governance Officer, who also serves as the Company Secretary, in accordance with the legal regulations applicable to large public companies.

In 2024, under the direction of the BOD, the Corporate Governance Officer of ICDST has excellently performed the duties and responsibilities outlined in the company's charter, legal regulations, and BOD directives. The advisory work has achieved excellent results, contributing to the improvement of governance quality. ICDST was honored by the State Securities Commission (SSC) and Hanoi Stock Exchange as one of the Top 10 Large Public Companies for excellent governance, information disclosure, and transparency in 2023-2024.

The Corporate Governance Officer also assisted the BOD in applying the corporate governance principles following the best practices for public companies in Vietnam to meet the goals of sustainable development, "greening and digitalization," and the expectations of stakeholders. Furthermore, they have effectively served as a liaison with stakeholders, including government agencies overseeing securities management, shareholders, BOD members, the Supervisory Board, and the Executive Board. They provided consultancy and advice to the BOD, participating in training activities to enhance governance capacity and legal knowledge.

The Corporate Governance Officer chaired the completion of reports, proposals, and work plans for the BOD, Executive Board, and Capital Representative, contributing to the successful completion of both regular and exceptional tasks, which were highly appreciated by the supervisory agencies and higher-level authorities

b) Board of Directors Activities:

In 2024, the Chairman of the Board of Directors and the members of the Board of Directors maintained effective operations by organizing 4 regular meetings and 17 written opinions. Notably, 100% of the members of the Board of Directors fully participated in the meetings and actively contributed their opinions. Documents for each meeting were always ensured to be sent to the members of the Board of Directors, the Board of Supervisors, the Executive Board and the person in charge of corporate governance in a complete, timely, and proper manner, in compliance with legal regulations:

TT	Board Member	The number of times attended meetings and provided written opinions.	Attendance rate /
1	Ms. Vu Thi Lan Anh	21/21	100%
2	Mr. Nguyen Son	21/21	100%
3	Mr. Tran Tri Dung	21/21	100%
4	Mr. Thanh Quang Vinh	21/21	100%
5	Mr. Luu Phuoc Hong	15/15	100%
6	Mr. Pham Thanh Son	6/6	100%

The Resolutions decide issued:

TT	Resolution/ Decision No.	Date	Main content	Voting rate
1	02/NQ-HĐQT	05/01/2024	– Approval of the change of the capital representative of ICDST at Tan Cang Binh Duong Logistics Joint Stock Company.	100%
2	12/NQ-HĐQT	05/02/2024	– Approved the extension of Contract No. 396/2016/IDI-ST between Tan Cang Infrastructure Development Joint Stock Company (TCIDI) and ICDST.	100%
3	16/NQ-HĐQT	February 19, 2024	– Approved the construction design and cost estimate for the installation of the fire protection system in warehouses 7&8 (expansion project). – Agree to terminate Mr. Pham Thanh Son's position as Deputy General Director of ICDST effective from February 19, 2024 (reason: transfer to another position).	100%
4	22/NQ-HĐQT	February 28, 2024	– Approved the time, location, and proposed agenda for the Annual General Meeting (AGM) of Shareholders in 2024	100%

			<ul style="list-style-type: none"> – Approved the construction design, cost estimate, and contractor selection plan for the roof renovation project for warehouses 6, 9, 10, 12, 14, 11, and 13 at ICDST. 	
5	23/NQ-HĐQT	03/04/2024	<ul style="list-style-type: none"> – Agreed to negotiate a financial settlement plan with Hanoi Railway Transport Joint Stock Company. 	100%
6	34/NQ-HĐQT	April 19, 2024	<ul style="list-style-type: none"> – Approved the agenda items for the Annual General Meeting of Shareholders in 2024. – Approved the change of capital representative of ICDST at Unithai. – Terminated Ms. Nguyen Thi Phuong Thao from the position of Supervisory Board Member of Unithai for the 2022-2026 term; Appoint Mr. Dinh Anh Huy as Supervisory Board Member of Unithai for the 2022-2026 term. – Agreed on the policy to sign a warehouse services contract with Phuc Xuan Maritime Services Co., Ltd. 	100%
7	47/NQ-HĐQT	5/15/2024	<ul style="list-style-type: none"> – Approved the borrowing of funds from Vietnam Foreign Trade Bank (Vietcombank). 	100%
8	55/NQ-HĐQT	06/05/2024	<ul style="list-style-type: none"> – Approved Report No. 215/BC-ICDST on the expected business results for the first five months of 2024. – Approved the policy on issuing ICDST's risk management regulations. – Approved the investment project and contractor selection plan for the system equipment project at ICDST. – Approved the restructuring plan for ICDST for the 2021-2025 period. 	100%
9	59/NQ-HĐQT	11/6/2024	<ul style="list-style-type: none"> – Approved the adjustment of the contractor selection plan for the warehouse expansion project at ICDST, specifically for Warehouse 7 & 8. 	100%
10	64/NQ-HĐQT	June 26, 2024	<ul style="list-style-type: none"> – Approved of the policy for the liquidation of fixed assets in 2024 by ICDST. – Agreement to allow the representative of ICDST's capital at Tan Cang Binh Duong Logistics Joint Stock Company to give opinions and vote at the 2024 Annual General Meeting of Shareholders of BNP. – Agreement to allow the representative of ICDST's capital at Unithai Maruzen Logistics Joint Stock Company to give opinions and vote at the Unithai Board of Directors meeting and the 2024 Annual General Meeting of Shareholders of Unithai. 	100%

11	68/QĐ-HĐQT	June 28, 2024	– Appointed Mr. Do Chien Cong as Deputy General Director of ICD Tan Cang Song Than Joint Stock Company, effective from July 1, 2024.	100%
12	71/NQ-HĐQT	07/01/2024	– Approved the selection of PricewaterhouseCoopers (PWC) Vietnam as the independent auditor for ICDST's 2024 financial statements..	100%
13	76/NQ-HĐQT	7/17/2024	– Approved the principle of signing a credit agreement with Shinhan Bank Vietnam. – Approved ICDST's 2024 recruitment plan.	100%
14	80/NQ-HĐQT	01/08/2024	– Approved the time and procedure for the dividend payment of 2023. – Approved the maximum foreign ownership ratio at ICDST. – Approved the plan to implement the procedures for increasing ICDST's charter capital.	100%
15	93/NQ-HĐQT	08/09/2024	– Approved Report No. 86/BC-ICDST dated August 5, 2024, on business performance for the first six months of 2024, and the directions for the second half of 2024. – Agreed on the content of Report No. 87/BC-ICDST dated August 5, 2024, on the financial settlement with Hanoi Railway Transport Joint Stock Company. – Approved the principle of issuing ICDST's Organizational and Operational Regulations.	100%
16	96/NQ-HĐQT	04/09/2024	– Approved the record date for shareholders to receive newly issued shares due to an increase in charter capital from equity sources.	100%
17	102/NQ-HĐQT	9/17/2024	– Agreed on the framework loan agreement between ICDST and Vietcombank Binh Duong Branch.	100%
18	106/NQ-HĐQT	10/10/2024	– Approve the increase in the charter capital of ICD Tan Cang Song Than Joint Stock Company from 120,086,720,000 VND to 150,084,920,000 VND. – Approve the amendment of Clause 1, Article 7 of the Company's Charter to reflect the increase in charter capital after issuing 2,999,820 additional shares. – Approve the change of business registration content (capital increase) at the Business Registration Office of Binh Duong Province. – Approve the additional securities registration with the Vietnam Securities	100%

			Depository and Clearing Corporation and trading registration with Hanoi Stock Exchange as per legal regulations.	
19	109/NQ-HĐQT	10/24/2024	– Approved Report No. 432/BC-ICDST dated October 21, 2024, on the results of the first nine months of 2024 and forecasts for the entire year of 2024.	100%
20	114/NQ-HĐQT	11/20/2024	– Agreed to allow the capital representative of ICDST at Tan Cang Binh Duong Logistics Joint Stock Company (BNP) to vote on the dismissal and appointment of the Chief Accountant at BNP.	100%
21	119/NQ-HĐQT	10/12/2024	<ul style="list-style-type: none"> – Agreed with the expected results of the 2024 business and unit development tasks. – Generally agreed with the draft Business and Unit Development Plan for 2025. – Approved the investment in the project to upgrade and renovate Warehouse 18 at ICDST. – Approved Proposal No. 511/TTr-ICDST dated December 6, 2024, regarding gift distribution for the 24th anniversary of the Company's founding (December 21, 2020 – December 21, 2024) and the selection of the gift service provider. 	100%

d) Activities of Independent Board Members, Activities of Committees within the Board of Directors: It is not yet mandatory to have an independent board member or committees under the Board of Directors.

e) The members of the Board of Directors have actively participated in corporate governance programs; they have delegated personnel to fully attend events, conferences, and seminars on public company governance, as well as update legal knowledge on securities, etc., organized annually by the State Securities Commission, Hanoi Stock Exchange, and Vietnam Securities Depository & Clearing Corporation.

To enhance management capabilities and meet the increasingly high corporate governance requirements, ICDST has focused on training and improving knowledge for key leadership teams. On May 13-14, 2024, the Board of Directors, the Supervisory Board, the Executive Board, and the Head of Corporate Governance successfully completed the 2024 Corporate Governance Training Program organized by the Securities Commission at the Securities Research and Training Center. This achievement demonstrates ICDST's commitment to continuously improving governance capabilities, applying best corporate governance practices, and aiming for sustainable and transparent development.

2. Board of Supervisors control:

a) Member and muscle structure of the Board of Supervisors control:

TT	Board Member	Position	Date of appointment
1	Mr. Nguyen Viet Hung	Head of board	June 25, 2021
2	Ms. Pham Thi Hong Nhung	Board Member	June 25, 2021
3	Mr. Le Thanh Son	Board Member	7/20/2023

- Percentage of Voting Shares Held by Supervisory Board Members: 0%.

b) Activities of the Supervisory Board:

- Organizing Regular Meetings: The Supervisory Board (SB) held 5 meetings to discuss and evaluate issues related to internal control operations and the company's financial situation.

- Participation in Board of Directors (BOD) Meetings: All members of the BKS attended all 4 BOD meetings, ensuring they were kept up to date with important information about the company's operations and development strategies.

- Participating in Written Opinions: SB fully participated in 17 written opinion requests from the BOD, contributing feedback on significant decisions of the company.

No	Member of SB	Number of meetings attended	Attendance rate	Voting rate
1	Mr. Nguyen Viet Hung	5/5	100%	100%
2	Ms. Pham Thi Hong Nhung	5/5	100%	100%
3	Mr. Le Thanh Son	5/5	100%	100%

- Monitor the compliance with and adherence to the Charter, the resolutions of the General Shareholders' Meeting, the decisions, regulations, and rules of the Company;

- Track and review the implementation of the business plan for 2024 to promptly capture the production and business situation, the management and operation work, and corporate governance; Evaluate the financial report for 2024;

- Inspect and supervise the Company's investment activities, the management, and effective use of the capital contribution in joint ventures and partnerships, and collaborative business projects;

- Monitor and supervise the handling of bad debts; Follow up and monitor the implementation of warehouse lease contracts; Follow up and supervise the recording of newly arising assets and related expenses in the financial report; Follow up and supervise the recording of data in tax and revenue accounts of the Company;

- Control and evaluate the system of internal processes, regulations, coordination procedures with customers, and the application of software in management to improve productivity, enhance service quality, and save costs;

- Cooperate with the person responsible for company governance in reviewing the contents of the Board of Directors' meetings and the General Shareholders' Meeting to ensure compliance with the Company's Charter, legal regulations, and the best corporate governance practices;

- Additionally, the Supervisory Board has collaborated with the Board of Directors to participate in the training course for the "Corporate Governance" certificate organized by the State Securities Commission in May 2024 and achieved good results.

3. Transactions, remuneration and benefits of the Board of Directors, Board of Management and Board of Supervisors:

a) Salary, bonus, remuneration, benefits:

TT	Full name	Title	Time (month)	Content	Plan year 2024 (VND)	Implementation in 2024 (VND)
A	BOD					
I	<i>Specialized</i>				1.120.000.000	1.473.600.189
1	Vu Thi Lan Anh	Chairwoman	12	Salary, bonus	1.120.000.000	1.473.600.189
II	<i>Non-specialized</i>				2.079.200.000	2.325.904.946
1	Nguyen Son	Vice president	12	remuneration	50.400.000	50.400.000
2	Thanh Quang Vinh	Member	12	remuneration	39,600,000	39,600,000
3	Tran Tri Dung	Director	12	Salary, bonus	1.020.000.000	1.162.962.097
		Member		remuneration	39,600,000	39,600,000
4	Luu Phuoc Hong	Deputy Director	12	Salary, bonus	770.000.000	873.282.996
		Member	8	remuneration	26,400,000	26,400,000
5	Pham Thanh Son	Deputy Director	2	Salary, bonus	120,000,000	120.459.853
		Member	4	remuneration	13.200.000	13.200.000
	Total				3.199.200.000	3.799.505.135
B	BOM					
1	Do Chien Cong	Deputy Director	6	Salary, bonus		241.309.359
2	Nguyen Van Huu	Chief Accountant	12	Salary, bonus		779.091.645
C	BOS					
I	<i>Specialized</i>				680.000.000	825.233.106
1	Nguyen Viet Hung	Head of Board	12	Salary, bonus	680.000.000	825.233.106
II	<i>Non-specialized</i>				54.000.000	54,000,000
1	Pham Thi Hong Nhung	Supervisor	12	remuneration	27.000.000	27.000.000
2	Le Thanh Son	Supervisor	12	remuneration	27.000.000	27.000.000
	Total				734.000.000	879.233.106

c) Stock transactions of Insiders/Related Persons:

Status	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease
			Number of shares	Proportion	Number of shares	Proportion	
1	Ms. Vu Thi Quynh Trang	Younger sister	0	0%	124,981	0.83%	Buy, Bonus shares
2	Mr. Luu Phuoc Hong	-	6,300	0.052%	14,122	0.09%	Buy, Bonus shares

c) Contracts or transactions with insiders:

STT	Organization name	Time	Resolution No.	Total value
1	Saigon Newport Corporation Company Limited	2024	44/NQ-ĐHĐCĐ April 25, 2024	Sales of services 7,738,399,219 Purchase of goods and services: 1,265,570,087 Infrastructure rental: 34,445,299,215 Rent of land assets: 10,006,427,207 Dividends paid: 14,086,172,900
2	Unithai Maruzen Logistics Vietnam Joint Stock Company	2024	44/NQ-ĐHĐCĐ April 25, 2024	- Sales of services: 1,923,991,978 - Dividends received: 639,289,998
3	Binh Duong Newport Logistics Joint Stock Company	2024	44/NQ-ĐHĐCĐ April 25, 2024	- Sales of services: 2,374,359,158 - Purchase of goods and services: 8,296,954,597 - Dividend received: 1,836,000,000 - Dividends paid: 1,089,105,200
4	Asia Maritime Joint Stock Company	2024	44/NQ-ĐHĐCĐ April 25, 2024	- Dividends paid: 6,567,017,500

d) Assessment of implementation of corporate governance regulations:

The ICDST Board of Directors has conducted corporate governance in strict compliance with applicable laws and regulations for large-scale public joint stock companies, the Corporate Governance Principles of Best Practices issued by the State Securities Commission, and the Company's Charter.

This rigorous adherence to modern governance standards has paved the way for recognition by the State Securities Commission and the Hanoi Stock Exchange, as ICDST was honored as one of the top 10 large-scale public companies demonstrating excellence in governance, information disclosure, and transparency during the 2023–2024 period.

The positive operational outcomes across various dimensions underscore ICDST's commitment to transparent governance, sustainable development, and maximizing shareholder value, thereby enhancing the company's reputation and market position.

VI. FINANCIAL REPORTS

1. Auditor's opinion: Fully accepted.

2. The full audited financial report for 2024 has been disclosed on the State Securities Commission's website, the Hanoi Stock Exchange's website, and posted on the official website: www.icdsongthan.com.vn.

Sincerely./.

Nơi nhận/Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T09

DIRECTOR



Trưng tá Trần Trí Dũng