



**TAN CANG WAREHOUSING JOINT STOCK COMPANY**

Add: Tan Cang – Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam

Telephone: (+8428) 37423929

Fax: (+8428) 37422014

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

Business Registration No.: 0309532497

Thu Duc City, May 8, 2025

**NOTICE**

**INVITATION TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

**To: Shareholders of Tan Cang Warehousing Joint Stock Company**

The Board of Directors of Tan Cang Warehousing Joint Stock Company respectfully invites our esteemed shareholders to attend the Annual General Meeting of Shareholders in 2025 with the following details:

1. **Time:** 09:00 AM, May 29, 2025 (Guest reception from 08:00 AM).
2. **Location:** Auditorium of Tan Cang Warehousing JSC, Gate C, Tan Cang – Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam.
3. **Form:** In-person meeting.
4. **Participants:** Shareholders listed on the final registration list dated April 25, 2025.
5. **Agenda:** To discuss and approve matters under the authority of the General Meeting of Shareholders.
6. **Documents:** Meeting documents will be published, uploaded, and updated on the Company's website (<https://www.tancangwarehousing.com.vn>) starting from May 8, 2025
7. **Authorization:** If unable to attend, shareholders may authorize another person to attend. Please send a valid Power of Attorney to the Company at the address below or via email to [toanmp1@saigonnewport.com.vn](mailto:toanmp1@saigonnewport.com.vn) before 5:00 PM on May 28, 2025.
8. **Required documents for attendees:**
  - Invitation letter and Power of Attorney (if applicable).
  - Citizen ID card/Passport/Level 2 digital ID on the VNeID application.

**9. For further information, please contact:**

**Tan Cang Warehousing Joint Stock Company**

Address: Tan Cang – Cat Lai Port, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam

Contact person: Mr. Mai Phuoc Toan

Phone: (+84) 28 3742 3929 – Ext: 2635

Email: [toanmp1@saigonnewport.com.vn](mailto:toanmp1@saigonnewport.com.vn)

This notice serves as the official invitation in the event that shareholders do not receive the invitation letter due to inaccurate contact information.

Sincerely,

**On behalf of the Board of Directors**

**Chairman**

*(Signed)*

**Ngo Van Ngu**



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**LIST OF DOCUMENTS  
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

1. Draft Meeting agenda.
2. Draft Working regulations.
3. Draft Regulations on nomination, candidacy, and election of members of the Board of Directors (BOD) and Board of Supervisors (BOS).
4. Draft Report of the BOD at the AGM in 2025.
5. Draft Report of the BOS at the AGM in 2025.
6. Draft Proposal for approval of the audited financial statements in 2024.
7. Draft Proposal on profit distribution, fund appropriation and usage, dividend payment in, and plan in 2025.
8. Draft Proposal on remuneration for BOD and BOS in 2024 and the plan in 2025.
9. Draft Proposal for approval of salary, remuneration, and bonus fund in 2024 and the plan in 2025.
10. Draft Proposal on amendments to the Company Charter.
11. Draft Proposal on amendments to the internal corporate governance regulations and the BOD's operation regulations.
12. Draft Proposal on dismissal of BOD and BOS members for Term III (2020–2024) and election of BOD and BOS members for Term IV (2025–2029).
13. Draft Proposal for approval of contracts and transactions between the Company and Saigon Newport Corporation (parent company).
14. Draft Proposal on selection of audit firm for the financial statements in 2025.
15. Draft resolution of the AGM in 2025.
16. Sample Voting Card.
17. Sample Voting Ballot.
18. Sample Election Ballot for BOD.
19. Sample Election Ballot for BOS.
20. Sample Power of Attorney Form.





# MEETING AGENDA

## THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

**Time:** From 08:00 AM, May 29, 2025.

**Format:** At the auditorium of Tan Cang Warehousing Joint Stock Company, Tan Cang – Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam.

Time	Content	Chairperson
08:00–09:00	Guest reception and shareholder registration	Organizing Committee
09:00–09:10	Flag salute, opening remarks, introduction of delegates; declaration of opening Report on shareholder eligibility verification	Organizing Committee
09:10–09:20	Introduction and approval of the Presidium, Secretary, and Vote Counting Committee Approval of Working Regulations, Nomination and Election Rules for BOD and BOS, and the Meeting Agenda	Organizing Committee
09:20–10:00	Presentation of Reports and Proposals: 1. Report of the Board of Directors. 2. Report of the Board of Supervisors. 3. Proposal on approval of audited financial statements in 2024. 4. Proposal on profit distribution, fund appropriation and usage, dividend in 2024, and plan in 2025. 5. Proposal on remuneration for BOD and BOS in 2024 and plan in 2025. 6. Proposal on salary, remuneration, and bonus fund in 2024 and plan in 2025. 7. Proposal on amendments to the Company Charter. 8. Proposal on amendments to internal governance regulations and BOD's operational rules. 9. Proposal on dismissal of BOD and BOS members for Term III (2020–2024) and election for Term IV (2025– 2029). 10. Proposal for approval of contracts/transactions with Saigon Newport Corporation (parent company). 11. Proposal on selection of audit firm in 2025.	Presidium
10:00–10:30	Shareholder discussion and voting	Presidium
10:30–10:40	Break – Vote counting	Organizing Committee
10:40–10:45	Announcement of voting results	Vote Counting Committee
10:45–11:00	Election of BOD and BOS members	Vote Counting Committee
11:00–11:10	Break – Election ballot counting	Organizing Committee
11:10–11:20	Announcement of election results	Vote Counting Committee
11:20–11:30	Approval of the Meeting Minutes and Resolutions Closing remarks	Presidium and Secretariat





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**WORKING REGULATIONS  
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025  
TAN CANG WAREHOUSING JOINT STOCK COMPANY**

**Pursuant to:**

- The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- The Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- The Charter of Tan Cang Warehousing Joint Stock Company;
- The Company's Internal Corporate Governance Regulations.

The 2025 Annual General Meeting of Shareholders of Tan Cang Warehousing Joint Stock Company is organized and conducted in accordance with the following working regulations:

**Article 1. Shareholders attending the General Meeting**

1. All shareholders of the Company listed on the shareholder register as of April 25, 2025 are entitled to attend the General Meeting of Shareholders of Tan Cang Warehousing JSC.
2. Shareholders or their authorized representatives (hereinafter referred to as "Delegates") attending the Meeting are requested to dress formally, arrive on time, register with the Organizing Committee, and sit in the designated area. Late-arriving shareholders may still register and participate in voting on the remaining matters. The Meeting is not obligated to pause or re-vote on matters already approved.
3. During the General Meeting, shareholders shall comply with the instructions of the Chair, behave in a respectful and orderly manner, refrain from smoking in the hall, avoid speaking loudly, and keep their mobile phones on silent or off mode.
4. Shareholders must keep all documents confidential and are not allowed to copy, record, or share materials with anyone outside the Meeting without the Chair's permission.

**Article 2. Conditions for convening the General Meeting**



1. The General Meeting may proceed if shareholders attending represent more than 50% of the total voting shares.
2. The convener of the meeting shall cancel the Meeting if, within thirty (30) minutes of the scheduled start time, the quorum in Clause 1 is not met.
3. If the first meeting fails to meet the quorum under Article 21 of the Company Charter, a second invitation shall be sent within 30 days from the intended date of the first meeting. The second meeting may proceed if shareholders attending represent at least 33% of the total voting shares.
4. If the second meeting still fails to meet the required quorum, a third invitation shall be sent within 20 days from the intended date of the second meeting. The third meeting may proceed regardless of the total number of voting shares represented.

### **Article 3. Chair and Presidium**

1. The Chairperson of the Board of Directors shall preside over the General Meeting. If absent or unable to perform their duties, they must authorize another member in writing. If no one is authorized, the remaining members shall elect a temporary Chair by majority vote. The Chair shall preside over the Meeting based on the agenda proposed by the Board of Directors.
2. The Presidium shall be approved by vote of the Meeting and is responsible for leading the Meeting.
3. Responsibilities of the Presidium:
  - a) Direct the Meeting's activities as per the approved agenda;
  - b) Guide shareholders during the discussion;
  - c) Present drafts and conclusions for the Meeting's approval;
  - d) Address questions raised during the Meeting;
  - e) Resolve arising issues throughout the Meeting.
4. The Presidium shall operate collectively, democratically, and decide by majority vote.

### **Article 4. Secretary of the Meeting**

1. The Secretary shall be appointed by the Presidium and is accountable to the Presidium and the Meeting for their tasks.
2. Responsibilities of the Secretary:
  - a) Assist the Presidium in announcing documents, conclusions, and resolutions;
  - b) Collect and review registration forms to speak, and submit them to the Presidium for consideration;
  - c) Accurately record the entire proceedings and resolutions of the Meeting;
  - d) Draft the Resolutions approved at the Meeting.

### **Article 5. Delegate Credentials Verification Committee**

1. The Committee shall consist of 03 members, including 01 Head and 02 members, nominated by the Presidium and accountable to the Presidium and the General Meeting.
2. Responsibilities:
  - a) Verify the credentials and attendance of shareholders and authorized representatives;
  - b) The Head of the Committee shall report the attendance status to the Meeting.

#### **Article 6. Vote Counting Committee**

1. The Vote Counting Committee shall consist of 03 members, including 01 Head and 02 members nominated by the Presidium and approved by the General Meeting.
2. Responsibilities of the Vote Counting Committee:
  - a) The Committee must prepare the Minutes of Vote Counting and is accountable to the Presidium and the General Meeting for its duties;
  - b) Accurately determine the voting results for each matter put to vote at the Meeting;
  - c) Promptly report the voting results to the Secretary;
  - d) Review and report to the General Meeting any violations of voting procedures or complaints regarding the voting results.

#### **Article 7. Discussion at the General Meeting**

1. Principles:
  - a) Discussions are allowed only within the specified time frame and within the scope of the Meeting's agenda;
  - b) Delegates wishing to speak must register their questions in writing using the Question Form and submit it to the Meeting Secretary;
  - c) The Secretary will arrange the submitted Question Forms in order and pass them to the Presidium;
  - d) Delegates wishing to speak or debate must raise their hands and may speak only upon approval from the Chair. Each speaker is allowed up to 5 minutes. Comments should be concise and avoid repetition.
2. Responding to Shareholders' Questions:
  - a) Based on the submitted Question Forms, the Chair or designated member will respond to the shareholders' questions;
  - b) Questions that cannot be answered directly at the Meeting due to time constraints will be answered later in writing by the Company.

#### **Article 8. Voting on Matters at the General Meeting**

1. Principles:





a) All matters on the agenda must be openly discussed and voted on by the General Meeting of Shareholders (GMS);

b) Voting Cards, Ballots, and Election Ballots shall be printed, sealed, and distributed directly to shareholders at the Meeting together with the Meeting documents. Each delegate will receive one Voting Card, one Ballot, and one Election Ballot. These documents will clearly state the delegate code, full name, number of shares owned, and number of shares authorized for voting;

c) Voting methods at the 2025 Annual General Meeting of Shareholders include:

- + Voting by raising the Voting Card: used for approving items such as: composition of the Presidium, Secretary, Vote Counting Committee; Meeting agenda; Working Regulations; Nomination, Candidacy and Election Regulations; Minutes, Resolutions, and other matters (if any);
- + Voting by filling in the Ballot: used for approving items such as: Reports of the Board of Directors, Board of Supervisors, and proposals to be adopted at the Meeting.

## 2. Voting Procedure:

a) Delegates shall vote "Agree," "Disagree," or "No opinion" by either raising their Voting Card or marking the corresponding option on the Ballot, depending on the type of vote as specified in Clause 1 of this Article;

b) When voting by raising the Voting Card, the front side of the Card must be raised facing the Chair. If a delegate does not raise their Card in any of the three options (Agree, Disagree, No opinion), it shall be considered a vote of agreement. If the delegate raises their Card more than once in the same vote (e.g., both Agree and Disagree), the vote shall be deemed invalid. The Vote Counting Committee shall record the shareholder code and number of voting rights corresponding to each option;

c) When voting by filling in the Ballot, for each item, the delegate selects one of the three options ("Agree," "Disagree," or "No opinion") by marking an "X" in the selected box. After completing the Ballot, the delegate shall submit it into a sealed ballot box as guided by the Vote Counting Committee. The Ballot must be signed and clearly state the full name of the delegate.

## 3. Voting Rules:

Each share equals one voting right. Each delegate shall receive 01 Voting Card, 01 Ballot, 01 Election Ballot for the Board of Directors, and 01 Election Ballot for the Board of Supervisors.

a) As of the record date (April 25, 2025), the Company has 19,991,020 shares, equivalent to 19,991,020 voting rights.

b) The following matters shall be adopted only when approved by shareholders representing at least 65% of the total voting rights of all attending shareholders:

- + Share classes and the total number of shares of each class;

- + Changes to business lines and sectors;
- + Changes to the Company's governance structure;
- + Investment projects or asset sales with a value of 35% or more of the Company's total assets as shown in the latest financial statements;
- + Company reorganization or dissolution.

c) Other resolutions shall be approved when passed by shareholders representing more than 50% of the total voting rights of all attending shareholders.

**Note:**

- + Shareholders/authorized representatives with related interests are not entitled to vote on contracts or transactions valued at 35% or more of the Company's total assets (as per the latest financial statements). These items shall only be approved if at least 65% of the remaining shareholders/authorized representatives vote in favor (Clause 4, Article 167, Law on Enterprises 2020);
- + Shareholders/authorized representatives who own 51% or more of total voting shares, or their related parties, are not entitled to vote on contracts/transactions valued over 10% of the Company's total assets involving that shareholder (Point b, Clause 3 and Clause 4, Article 167, Law on Enterprises 2020).

**4. Validity of Ballots:**

a) A valid Ballot is the pre-printed form issued by the Organizing Committee, free of erasures, tears, or damage, with no additional content other than what is allowed. It must include the delegate's signature and handwritten full name, and be submitted to the Vote Counting Committee before the ballot box is unsealed. Each item on the Ballot is valid only when one of the three voting options is selected.

b) Invalid Ballots: Ballots that do not comply with the above criteria.

**Article 9. Election of Members of the Board of Directors and Supervisory Board**

The election of members to the Board of Directors (BOD) and the Board of Supervisors shall be conducted in accordance with the Regulations on nomination, candidacy, and election of BOD and Board of Supervisors members, which must be approved by the General Meeting of Shareholders.

**Article 10. Minutes and Resolutions of the General Meeting of Shareholders**

All contents of the General Meeting must be recorded in the Minutes by the Secretary. The Minutes must be read and approved before the Meeting is adjourned. The Meeting Minutes and Resolutions of the General Meeting of Shareholders must be publicly disclosed in accordance with applicable regulations.

**Article 11. Enforcement of the Regulations**

All shareholders, authorized representatives, and invited guests attending the Meeting must strictly comply with these Regulations on the operation of the General Meeting of Shareholders.



These Regulations shall take effect immediately after being approved by the General Meeting of Shareholders.

**On behalf of the Board of Directors  
Chairman**

*(Signed)*

**Ngo Van Ngu**



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**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF  
MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF  
SUPERVISORS FOR THE TERM IV (2025 – 2029)**

Based on the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Based on Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several provisions of the Securities Law;

Based on the Charter of Tan Cang Warehousing Joint Stock Company;

Based on the Internal Governance Regulations of Tan Cang Warehousing Joint Stock Company.

The Election Committee of the General Assembly announces the Regulations on the nomination, candidacy, and election of members of the Board of Directors and the Board of Supervisors for the IV term (2025 – 2029) at the Annual General Meeting of Shareholders of Tan Cang Warehousing Joint Stock Company in 2025 as follows:

**I. Definitions/Abbreviations**

1. **Company:** Tan Cang Warehousing Joint Stock Company.
2. **BOD:** Board of Directors.
3. **BoS:** Board of Supervisors.
4. **Org. Comm.:** Organization Committee.
5. **AGM:** Annual General Meeting of Shareholders.
6. **Delegate:** Shareholders, representatives (authorized persons).

**II. Chairperson of the Meeting**

The Chairperson of the Meeting is responsible for presiding over the election process, with specific duties as follows:

1. Introducing the list of nominees and candidates for the BOD and BoS.
2. Supervising the voting process and vote counting.
3. Resolving complaints related to the election (if any).

**III. Regulations on Nomination and Candidacy for the Board of Directors**

1. Number of BOD members: 05 persons.



2. Term: The term of the BOD is 05 years (2025 – 2029). The term of each BOD member is in line with the term of the BOD.
3. Maximum number of BOD candidates: No limit.
4. Right to nominate and candidacy for the BOD: (according to Article 27 of the Company Charter)

Shareholders holding voting shares have the right to pool their voting rights to nominate candidates for the Board of Directors.

Shareholders or shareholder groups holding:

- + From 10% to less than 20% of voting shares may nominate up to 01 candidate;
- + From 20% to less than 30% of voting shares may nominate up to 02 candidates;
- + From 30% to less than 40% of voting shares may nominate up to 03 candidates;
- + From 40% to less than 50% of voting shares may nominate up to 04 candidates;
- + From 50% to less than 65% of voting shares may nominate up to 05 candidates;
- + From 65% or more of voting shares may nominate up to 07 candidates.

Nominees must meet the standards outlined in Section 2 below.

If the number of candidates nominated is insufficient to meet the required number, the current Board of Directors may nominate additional candidates or organize a nomination process according to the company's regulations in the Company Charter, Internal Governance Regulations, and the BOD's operational rules.

#### 5. Criteria for candidates to join the BOD:

Candidates for the BOD must meet all of the following criteria (according to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP):

- + Full civil capacity and not falling under the category of individuals prohibited from managing enterprises according to Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- + Professional qualifications and experience in business management of the company and do not necessarily have to be a shareholder of the company;
- + BOD members must not simultaneously serve as members of the Board of Directors in more than 05 other companies.

### VI. Voting Method:

1. The list of nominees for the Board of Directors and the Board of Supervisors will be arranged in alphabetical order by name, with full names printed on the voting ballot.
2. Voting method: (According to Clause 3, Article 148 of the 2020 Law on Enterprises)
  - + The voting method is a cumulative voting system: each shareholder has a total number of votes equal to the number of shares held multiplied by the number of members to be elected for the Board of Directors or Board of Supervisors.

- + Attending delegates have the right to allocate all their votes to one or more candidates.
- + Each shareholder attending the meeting will receive one ballot for the Board of Directors and one for the Board of Supervisors. Upon receiving the ballot, delegates should verify the details on the ballot. Any errors must be immediately reported to the Election Committee.
- + If new candidates are introduced on the day of the meeting, delegates can request a new ballot from the Election Committee and must return the old ballot (before casting it into the ballot box).
- + How to mark the voting ballot:
  - ✓ Delegates vote for the maximum number of candidates corresponding to the number of members to be elected.
  - ✓ If votes are distributed evenly among candidates, delegates mark the box "Distribute votes equally" next to the respective candidates.
  - ✓ If votes are not evenly distributed, delegates must specify the number of votes in the "Number of votes" box for each candidate.

**Note:** If both the "Distribute votes equally" box is checked and the number of votes is specified, the result will follow the votes indicated in the "Number of votes" box.

- + Voting ballots will be placed in a sealed ballot box before the vote counting begins.
- + A valid ballot: A ballot following the provided template, issued by the organizing committee, bearing the company's red stamp, with no alterations or added content beyond the instructions.
- + Invalid ballots include:
  - ✓ Ballots with additional content written;
  - ✓ Ballots not in the prescribed template, without the company stamp, altered, erased, or containing unauthorized content;
  - ✓ Voting for more candidates than the number of members to be elected;
  - ✓ A ballot with a total number of votes cast for candidates exceeding the maximum allowed votes;
  - ✓ Ballots without the signature or full name of the attending delegate.
- + The Election Committee is responsible for preparing the vote counting report, announcing the results, and addressing any complaints or inquiries from shareholders (if any).
- + The voting ballots will be kept according to regulations and can be opened upon request from the General Assembly of Shareholders of the company.

## **VIII. Documents for Nomination and Candidacy to the Board of Directors and Board of Supervisors:**

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1. The nomination and candidacy documents for election to the Board of Directors and the Board of Supervisors must include:
  - + Application for candidacy/nomination to the Board of Directors and the Board of Supervisors (in the prescribed format).
  - + Resume (in the prescribed format).
  - + Copies of the following documents: ID card/Passport.
  - + Certificates of educational qualifications and professional credentials (if any).
  - + The nominator for the Board of Directors and the Board of Supervisors is responsible for the accuracy and truthfulness of the contents in the documents submitted, in accordance with the law and before the General Assembly of Shareholders.
2. To facilitate the organization of the General Assembly, documents should be submitted to Tan Cang Warehousing Joint Stock Company at the following address:  
**Business Planning Department – Tan Cang Warehousing Joint Stock Company**  
**Phone: 028.3.742.3929 – 2630**  
**Address: Tan Cang - Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam**  
**The envelope should be clearly marked with “Nomination/Candidacy for the Board of Directors and Board of Supervisors.”**
3. If candidates are nominated by shareholder groups during the General Assembly, please submit the nomination documents to the Secretary of the Assembly before the election proceeds.

This is the full regulation for the nomination, candidacy, and election of members to the Board of Directors and the Board of Supervisors for the term 2025-2029 at the Tan Cang Warehousing Joint Stock Company Annual General Meeting in 2025.

We respectfully submit this to the General Assembly for approval.

This regulation will be effective immediately upon approval by the General Assembly of Shareholders.

**On behalf of the Board of Directors**  
**Chairman**

**Ngo Van Ngu**





FORM: 01

**CANDIDACY APPLICATION**  
**FOR MEMBER OF THE BOARD OF DIRECTORS/BOARD OF SUPERVISORS**  
**TAN CANG WAREHOUSING JOINT STOCK COMPANY**

To: The General Meeting of Shareholders of Tan Cang Warehousing JSC.

My name is:.....

ID Card/Passport No.: ..... Date of issue: ..... Place of issue: .....

Permanent address:.....

Educational background:.....

Professional qualifications:.....

Currently holding: ..... shares, accounting for .....% of the total voting shares of Tan Cang Warehousing Joint Stock Company.

I respectfully request to register as a candidate for the Board of Directors / Board of Supervisors for Term IV (2025 – 2029) at the 2025 Annual General Meeting of Shareholders.

If elected to the Board of Directors / Board of Supervisors by the Shareholders, I pledge to devote my full capacity and dedication to contribute to the overall development of the Company.

Sincerely,

**Attached documents:**

- Curriculum vitae (with photo attached);
- Copy of ID card/Passport;
- Copy of diplomas/certificates.

Date: ....., 2025

**CANDIDATE**  
(Sign and write full name)





FORM: 02

**NOMINATION FORM**  
**FOR MEMBER OF THE BOARD OF DIRECTORS/BOARD OF SUPERVISORS**  
**TAN CANG WAREHOUSING JOINT STOCK COMPANY**

To: The General Meeting of Shareholders of Tan Cang Warehousing Joint Stock Company

**Shareholder's name:** .....

**Securities Trading Code:** ..... **Date of issue:** ..... **Place of issue:** .....

**Address:** .....

As a shareholder currently holding: ..... shares, accounting for .....% of the total voting shares of Tan Cang Warehousing Joint Stock Company,

I hereby nominate the following individual(s) to stand as candidates for the **Board of Directors/Board of Supervisors for Term IV (2025 – 2029):**

1. **Mr./Ms.:** .....

- ID Card/Passport No.: ..... **Date of issue:** ..... **Place of issue:** .....
- Permanent address: .....
- Educational background: .....
- Professional qualifications: .....

2. **Mr./Ms.:** .....

- ID Card/Passport No.: ..... **Date of issue:** ..... **Place of issue:** .....
- Permanent address: .....
- Educational background: .....
- Professional qualifications: .....

**Attached documents:**

- Curriculum vitae (with photo attached);
- Copy of ID card/Passport;
- Copy of diplomas/certificates.

**Date:** ....., 2025

**SHAREHOLDER**  
(Sign and write full name)

**FORM: 03**

**GROUP SHAREHOLDER NOMINATION FORM  
FOR MEMBER OF THE BOARD OF DIRECTORS/BOARD OF SUPERVISORS  
TAN CANG WAREHOUSING JOINT STOCK COMPANY**

To: The General Meeting of Shareholders of Tan Cang Warehousing Joint Stock Company

We are a group of shareholders of Tan Cang Warehousing Joint Stock Company, jointly holding a total of ..... shares, accounting for .....% of the Company's total voting shares, consisting of the following individuals:

No.	Shareholder	Securities Trading Code	Address	Number of Shares Held	Signature
1					
2					
...					

We hereby nominate the following individual(s) to stand as candidates for the **Board of Directors / Board of Supervisors for Term IV (2025 – 2029)**:

**1. Mr./Ms.:** .....

- ID Card/Passport No.: .....Date of issue: ..... Place of issue: .....
- Permanent address: .....
- Educational background: .....
- Professional qualifications: .....

**2. Mr./Ms.:** .....

- ID Card/Passport No.: .....Date of issue: ..... Place of issue: .....
- Permanent address: .....
- Educational background: .....
- Professional qualifications: .....

**Attached documents:**

- Curriculum vitae (with photo attached);
- Copy of ID card/Passport;
- Copy of diplomas/certificates.

Date: ....., 2025

**CANDIDATE**  
(Sign and write full name)





**FORM: 04**

## **CURRICULUM VITAE**

*(Candidate for the Board of Directors / Board of Supervisors – Term IV (2025–2029))*

1. Full name: ..... Gender: .....
2. Date of birth: .....
3. Citizen ID/Passport No.: .....Date of issue: .....Place of issue: .....
4. Ethnicity: .....
5. Nationality: .....
6. Permanent address: .....
7. Contact phone number: .....
8. Educational background: .....
9. Professional qualifications: .....
10. Work history:  
.....  
.....
11. Current position and workplace: .....
12. Number of shares held or authorized: ..... shares
13. Name(s) of company(ies) where the candidate currently holds a position on the Board of Directors or other management roles:  
.....  
.....
14. Assessment report on the candidate's contributions to the Company (if currently serving on the Company's Board of Directors):  
.....  
.....
15. Nominating shareholder or shareholder group: .....
16. Any related interests in the Company (if any): .....

I hereby certify that all the information provided above is true and accurate. I take full responsibility before the law for any false declaration.

**Date:** ..... / ..... / 2025

**Declarant**

*(Signature and full name)*



**POWER OF ATTORNEY  
FOR ATTENDING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
Tan Cang Warehousing Joint Stock Company**

To: The Organizing Committee of the Annual General Meeting of Shareholders in 2025 of Tan Cang Warehousing Joint Stock Company

**1. Shareholder Information**

Shareholder name: .....

Address: .....

ID No. / Business Registration Certificate No.: .....Date of issue: .....Place of issue: .....

Total number of shares held: ..... shares (In words: .....)

**2. Authorization to Attend the Meeting**

**2.1. Authorizing the following individual:**

Full name: .....

ID/CCCD No.: ..... Date of issue: ..... Place of issue: .....

Address: .....

Phone number: .....

Number of shares authorized: ..... (In words: .....)

**Or**

**2.2. Authorizing one of the following members of the Board of Directors or Executive Management of Tan Cang Warehousing Joint Stock Company:**

☐ Mr. Ngô Văn Ngự – Chairman

☐ Mr. Đỗ Thanh Trường – Member of the BOD, Director

☐ Mr. Đoàn Phi – Member of the BOD, Deputy Director

Number of shares authorized: ..... (In words: .....)

**2.3. Scope of Authorization**

The authorized person is empowered to represent the shareholder at the Annual General Meeting of Shareholders in 2025 of Tan Cang Warehousing Joint Stock Company, and to exercise voting rights as well as all rights and obligations of the shareholder corresponding to the number of shares authorized.

This Power of Attorney is valid for the duration of the meeting. The authorized person is not permitted to further delegate this authorization.

This document must be submitted to the Meeting Organizer before entering the meeting room.

We hereby undertake to fully comply with the Charter of Tan Cang Warehousing Joint Stock Company and bear all legal responsibility for the execution of this authorization.

**AUTHORIZED PERSON**

*(Signature and full name)*

**Date:** ..... / ..... / 2025

**SHAREHOLDER**

*(Signature, full name, and company seal if applicable)*





TAN CANG SAIGON CORPORATION  
TAN CANG WAREHOUSING JSC

No.: 01/2025/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thu Duc, May 08, 2025

## REPORT OF THE BOARD OF DIRECTORS

At the 2025 Annual General Meeting of Shareholders

### PART 1: REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

#### A. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

##### 1. Members and Organizational Structure of the Board of Directors

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Ngo Van Ngu	Chairman	29/5/2020	-
2	Mr. Do Thanh Truong	Member of the BOD/Director	25/4/2024	-
3	Mr. Tran Quang Thao	Member of the BOD	24/4/2015	25/4/2024
			09/8/2024	-
4	Mr. Doan Phi	Member of the BOD/Deputy Director	26/4/2018	-
5	Mr. Trinh Van Moi	Member of the BOD	24/4/2015	-
6	Mr. Do Xuan Minh	Member of the BOD	28/2/2019	09/8/2024

##### 2. Summary of Board Meetings and Decisions of the Board of Directors

In 2024, the Board of Directors held 09 meetings, ensuring that the agenda, number of participants, and voting procedures complied with the provisions of the law, the company's Charter, and Regulations. The Board closely followed the resolutions of the General Shareholders' Meeting and the company's actual production situation. The Board listened to reports from the Executive Board on the company's business operations and investments, timely making decisions and setting guidelines, while also addressing issues within its authority, creating the best conditions for the Executive Board's operations. All targets were achieved as planned, ensuring stable income for employees and the benefits of shareholders.

Resolutions/Decisions of the Board of Directors:

No.	Resolution No.	Date	Content	Approval rate
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1	23/NQ-HĐQT	30/1/2024	<ul style="list-style-type: none"> <li>- Approval of business production expenses for 2023.</li> <li>- Approval of the investment policy for one forklift and the technical and economic report of Tan Can Express Joint Stock Company.</li> <li>- Approval of the adjustment to the contractor selection plan for the purchase of three tractor trucks and 17 semi-trailers.</li> </ul>	100%
2	24/NQ-HĐQT	04/3/2024	<ul style="list-style-type: none"> <li>- Finalizing the record date for the right to attend the Annual General Meeting of Shareholders 2024.</li> </ul>	100%
3	25/NQ/HĐQT	04/4/2024	<ul style="list-style-type: none"> <li>- Approval of the contents to submit to the Annual General Meeting of Shareholders 2024.</li> <li>- Approval of the Proposal to approve commissions for brokers.</li> <li>- Approval of the business, investment, financial, and salary results for 2023 and the 2024 plan for Tan Cang Hiep Luc Joint Stock Company, Cat Lai Logistics Joint Stock Company, Tan Cang Express Joint Stock Company.</li> <li>- Approval of the policy to establish a company and nominate representatives for capital and participation in the Board of Directors and Board of Supervisors at Tan Cang Warehousing Depot Joint Stock Company.</li> <li>- Approval of the proposal regarding the approval and approval of the salary, remuneration, and bonus fund for 2023 and the plan for 2024.</li> </ul>	100%
4	26/NQ/HĐQT	22/4/2024	<ul style="list-style-type: none"> <li>- Dismissal and appointment of the Director.</li> <li>- Nomination of personnel for the Board of Supervisors to submit to the General Meeting of Shareholders.</li> </ul>	100%
5	27/NQ/HĐQT	9/5/2024	<ul style="list-style-type: none"> <li>- Approval of finalizing the list of shareholders for the 2023 cash dividend payment.</li> </ul>	100%



6	28/NQ/HĐQT	24/5/2024	<ul style="list-style-type: none"> <li>- Approval of the termination and appointment of the Company's capital representative at subsidiaries and affiliates of Tan Cang Warehousing Joint Stock Company.</li> <li>- Approval of the Charter of Depot Warehousing Joint Stock Company.</li> </ul>	100%
7	29/NQ/HĐQT	10/7/2024	<ul style="list-style-type: none"> <li>- Approval of the selection of the auditing firm for the Financial Statements 2024.</li> <li>- Approval of the record date for shareholders to vote in writing on the dismissal and additional election of Board of Directors.</li> <li>- Approval of the policy to adjust the business plan and add new business lines for Tan Cang Express Joint Stock Company.</li> <li>- Some other contents under the authority of the Board of Directors.</li> </ul>	100%
8	30/NQ/HĐQT	20/9/2024	<ul style="list-style-type: none"> <li>- Approval of the business results report for Quarter 2 and the 6 months of 2024; the business plan for Quarter 3 and the 9 months of 2024.</li> <li>- Approval of the Regulations for management of representatives of Tan Cang Warehousing Joint Stock Company's capital investments in other enterprises.</li> <li>- Approval of the appointment of Mr. Nguyen Van Hao as Deputy Director of Tan Cang Warehousing Joint Stock Company.</li> <li>- Some other contents under the authority of the Board of Directors.</li> </ul>	100%
9	31/NQ/HĐQT	21/10/2024	<ul style="list-style-type: none"> <li>- Report on the business results for the Quarter 3 and the 09 months of 2024; production and business plan for the Quarter 4 and the entire year of 2024.</li> </ul>	100%

### 3. Results of Implementing Resolutions of the General Shareholders' Meeting

The Board of Directors has implemented and directed the execution of the contents approved by the General Shareholders' Meeting according to Resolution No. 01/2024/NQ-ĐHĐCĐ dated 25/04/2024 at the 2024 Annual General Meeting and Resolution No. 02/2024/NQ-ĐHĐCĐ dated 09/08/2024 (shareholders' written opinions).

#### 4. Remuneration, Operational Expenses, and Other Benefits of the Board of Directors and Each Board Member

The remuneration, operational expenses, and other benefits of the Board of Directors and each board member are implemented in accordance with Resolution No. 01/2024/NQ-DHĐCĐ dated 25/04/2024 of the 2024 Annual General Meeting.

#### 5. Report on Transactions Between the Company, Subsidiaries, and Companies Controlled by the Company with Board Members and Their Related Parties; Transactions Between the Company and Companies Where Board Members Are Founding Members or Managers Within the Last 3 Years Before the Transaction Date

No.	Partner	Contract/Transaction	Relationship
1	Tan Cang Sai Gon Corporation	- Provision/reception of services such as transshipment, unloading, storage, transportation, crane handling, cleaning, container repair; leasing of equipment, handling and transportation vehicles; infrastructure lease agreements. - Brand promotion contract. - Dividends.	Related entities with: - Mr. Ngo Van Ngu (Chairman) - Mr. Do Thanh Truong (BOD Member & Director) - Mr. Tran Quang Thao (BOD Member) - Mr. Doan Phi (BOD Member & Deputy Director)
2	Cat Lai Logistics Joint Stock Company	- Handling, transportation, vehicle leasing, bulk cargo handling contracts... - Dividends.	Subsidiary: Mr. Ngo Van Ngu (Chairman) is chairman of this company.
3	Tan Cang Hiep Luc Joint Stock Company	- Handling, transportation, cleaning, land leasing contracts. - Dividends.	Subsidiary: Mr. Ngo Van Ngu (Chairman) is chairman of this company.
4	Muoi Lam Thang Ba Joint Stock Company	Transportation contract.	Mr. Trinh Van Moi (BOD Member) is the director.

#### 6. Monitoring Results of the Director and Other Executives:

Based on the Company's Charter and Internal Regulations on Corporate Governance, the Board of Directors (BOD) has monitored and supervised the activities of the Director and Executive Board members in managing the business operations and implementing the resolutions of the General Shareholders' Meeting and the Board of Directors in 2024 as follows:

- The Executive Board has completed the management and operation tasks of the Company, ensuring compliance with the Company's Charter, the General Shareholders' Meeting's resolutions, and the BOD's resolutions.



- The Executive Board regularly conducts meetings to review the implementation of plans and take corrective measures based on the actual business situation, frequently reporting on business operations and proposing ideas to the BOD.
- The BOD's resolutions have been implemented in a timely manner by the Executive Board, ensuring progress and meeting the Company's business requirements for the year.
- Investment and procurement tasks have been strictly managed and implemented according to regulations. Through audits and inspections, the Company's operations were evaluated as effective, with capital preserved and developed.
- The Company's policies and operating procedures comply with legal regulations, ensuring safety in labor and production; maintaining security and order, and ensuring that employee benefits, rights, and labor agreements are implemented in accordance with labor laws, the Company Charter, labor rules, and collective agreements.

The Board of Directors appreciates the efforts of the Executive Board and Director, who have successfully completed the tasks related to production management and business operations in 2024. The tasks assigned by the BOD and the General Shareholders' Meeting were carried out in full compliance with legal regulations and the Company's Charter.

#### **B. PLAN FOR THE BOARD OF DIRECTORS' ACTIVITIES IN 2025:**

The BOD will continue to maintain quarterly meetings to review and assess the business results, make timely decisions, and provide direction to facilitate the Executive Board in completing its tasks.

### **PART 2: REPORT ON BUSINESS RESULTS IN 2024**

#### **A. CHARACTERISTICS OF THE SITUATION IN 2024**

##### **1. Opportunities:**

- The Company always receives direct attention and guidance from the Party Committee, the Chairman, and the General Director of Tan Cang Sai Gon Corporation (TCSG), as well as support from relevant TCSG agencies for the Company's business and production tasks. The internal unity and high coordination are also significant strengths.
- The facilities, equipment, and vehicles are relatively modern and synchronized. The warehouses and storage yards are strategically located within the Tan Cang Cat Lai Port, a feeder port with the largest import-export container throughput in Vietnam.

##### **2. Challenges:**

- Competition in the port exploitation and logistics service industry is intensifying, while material and fuel prices fluctuate unpredictably. The risk of safety hazards during the rainy season and storms could directly impact the Company's business operations and unit construction.

- Uncertainty in many global markets could affect the global supply chain, directly negatively impacting throughput and increasing production costs.

## B. RESULTS OF ACHIEVING MAIN TARGETS IN 2024

### 1. Business Results for 2024 (Consolidated Data):

Unit: Million VND.

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>948.670</b>	<b>952.901</b>	<b>1.068.368</b>	<b>112,1%</b>	<b>112,6%</b>
1.1	Sales revenue	929.060	943.597	1.059.623	112,3%	114,1%
1.2	Financial income	12.299	7.601	8.330	109,6%	67,7%
1.3	Other income	7.601	1.703	361	21,2%	4,7%
1.4	Profit/loss in joint ventures and affiliates	(289)	-	55	-	-
<b>2</b>	<b>Total expenses</b>	<b>822.008</b>	<b>825.941</b>	<b>933.849</b>	<b>113,1%</b>	<b>113,6%</b>
2.1	Cost of goods sold	707.015	711.209	806.292	113,4%	114,0%
2.2	Financial expenses	2.783	1.798	1.584	88,1%	56,9%
2.3	Selling expenses	33.291	36.914	41.023	111,1%	123,2%
2.4	Administrative expenses	75.822	74.571	83.765	112,3%	110,5%
2.5	Other expenses	3.097	1.448	1.185	81,8%	38,2%
<b>3</b>	<b>Profit before tax</b>	<b>126.662</b>	<b>126.960</b>	<b>134.519</b>	<b>106,0%</b>	<b>106,2%</b>
3.1	Current income tax expense	28.961	28.835	32.186	111,6%	111,1%
3.2	Deferred income tax expense	290	0	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>97.412</b>	<b>98.125</b>	<b>102.576</b>	<b>104,5%</b>	<b>105,3%</b>



## 2. Business Results in 2024 (Parent Company Data):

### a) Output:

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
1	Warehouse output (tons)	1.099.934	1.144.720	1.314.489	114,8%	119,5%
2	Yard output (TEUs)	720.513	746.983	747.024	100,0%	103,7%
3	VTVN output (containers)	15.493	16.252	16.243	99,9%	104,8%

### b) Business Targets in 2024:

Unit: Million VND.

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
1	Total revenue, net income	786.022	811.144	878.864	108,3%	111,8%
1.1	Sales revenue	768.219	795.754	863.833	108,6%	112,4%
1.2	Financial income	17.201	13.690	14.712	107,5%	85,5%
1.3	Other income	602	1700	318	18,7%	52,9%
2	Total expenses	676.284	695.937	754.831	108,5%	111,6%
2.1	Cost of goods sold	583.914	603.794	654.857	108,5%	112,1%
2.2	Financial expenses	1.485	100	79	78,6%	5,3%
2.3	Selling expenses	25.287	28.300	29.984	106,0%	118,6%
2.4	Administrative expenses	63.175	62.793	69.445	110,6%	109,9%
2.5	Other expenses	2.423	950	467	49,2%	19,0%
3	Profit before tax	109.738	115.207	124.033	107,7%	113,0%

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
3.1	Current income tax expense	24.258	25.103	28.079	111,9%	115,8%
3.2	Deferred income tax expense	290	0	-243	-	-
4	Profit after tax	85.190	90.104	96.197	106,8%	112,9%

### 3. Evaluation of the Results:

In 2024, the global import-export market experienced significant fluctuations that directly impacted the company's production and business operations. In response, the company proactively developed a business plan to adapt to market changes, implemented digital transformation in production (successfully going live with the autogate system in May 2024), expanded its production activities beyond TCCL Port (launching TCHL 2 Depot and Smart Depot CL), and enhanced efforts to promote and develop services for new customers.

After 15 years of operation, 2024 marks the company's first year achieving a consolidated revenue of over 1,000 billion VND and consolidated after-tax profit of over 100 billion VND. Specifically:

- Total consolidated revenue in 2024 reached 1,068,368 million VND, exceeding the 2024 plan by 12.01% and increasing by 12.6% compared to the same period last year.
- Consolidated after-tax profit was 102,576 million VND, exceeding the 2024 plan by 4.5% and increasing by 5.3% compared to the same period last year.
- Average income per employee in 2024 was 36.5 million VND/month, exceeding the 2024 plan by 7.9% and increasing by 15.9% compared to the same period last year.

### C. Investment Activities in 2024:

In 2024, the company focused on improving its production and business capacity through investments in new transportation equipment, technological innovations to enhance service quality and operational efficiency, and contributing capital to establish a Depot operating company. Investment activities were carried out in accordance with the prescribed procedures and regulations.

Unit: Million VND.

STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
I	Basic Construction Investment (By Project Name)	-	-	-



STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
<b>II</b>	<b>Investment in Equipment and Technology (By Equipment Name) (a+b)</b>	<b>33.498</b>	<b>21.838</b>	<b>65,2%</b>
<b>a</b>	<b>Equipment Investment</b>	<b>22.268</b>	<b>11.918</b>	<b>53,5%</b>
1	Purchase of 03 New Cars (Group 1)	7.746	7.746	100,0%
2	Purchase of 17 40-foot Trailers	4.172	4.172	100,0%
3	Purchase of 03 Internal Tractor Units (Group 2)	9.000	0	0%
4	Purchase of 03 Internal 45-foot Trailers	1.350	0	0%
<b>b</b>	<b>Technology Investment</b>	<b>11.230</b>	<b>9.920</b>	<b>88.3%</b>
1	Equipment and Network Infrastructure for Auto Gate	1.750	1.750	100,0%
2	Software Development for Auto Gate Implementation	1.950	1.950	100,0%
3	New Requirements for eWMS (CFS Warehouse and KNQ)	2.420	2.420	100,0%
4	Software Feature Expansion for eWMS 2024	1.500	1.500	100,0%
5	Additional Features on Handheld Devices for Forklifts	610	0	0%
6	Wireless Coverage Equipment for Warehouse Areas	3.000	2.300	76,7%
<b>III</b>	<b>Capital Investment</b>	<b>3.600</b>	<b>3.600</b>	<b>100,0%</b>
1	Capital Contribution to Tan Cang Warehouse Depot Company	3.600	3.600	100,0%
<b>Total (I+II+III)</b>		<b>33.498</b>	<b>25.438</b>	<b>75,9%</b>

### **PART 3: BUSINESS PLAN IN 2025**

#### **A. Characteristics of the Situation in 2025**

##### **1. Opportunities:**

- The domestic political and social situation is forecasted to remain stable. The Government will continue to decisively resolve difficulties and obstacles, creating a favorable business and investment environment for enterprises. The economy is expected to continue recovering, and cargo throughput at the Port is expected to increase.
- The Company will continue to receive regular guidance from the Party Committee, the Chairman, the General Director, the Board of Directors, and the support from various departments of Tan Cang Sai Gon Corporation. Internally, the organization is united and committed to fulfilling the assigned tasks excellently.
- With relatively synchronized infrastructure and equipment, the company will continue innovating technology, improving management systems, and accelerating investment in development and expanding production.

## 2. Challenges:

- Competition in port exploitation and logistics services is becoming increasingly fierce. Material and fuel prices fluctuate unpredictably. The risk of safety hazards during the rainy and stormy season will directly affect business operations and unit construction.
- Unpredictable instability in many global markets could disrupt global supply chains, directly impacting throughput and increasing production costs.

## B. BUSINESS PLAN IN 2025

### 1. Business Plan in 2025 (Consolidated Data):

Unit: Million VND.

No.	Indicator	2024	Plan 2025	
			Actual	% Year-to-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>1.068.368</b>	<b>1.145.381</b>	<b>107,2%</b>
1.1	Sales revenue	1.059.623	1.136.012	107,2%
1.2	Financial income	8.330	8.558	102,7%
1.3	Other income	361	515	142,8%
1.4	Profit/loss from joint ventures and associates	55	295	536,3%
<b>2</b>	<b>Total expenses</b>	<b>933.849</b>	<b>1.000.285</b>	<b>107,1%</b>
2.1	Cost of goods sold	806.292	866.930	107,5%
2.2	Financial expenses	1.584	1.076	68,0%



2.3	Selling expenses	41.023	39.129	95,4%
2.4	Administrative expenses	83.765	91.772	109,6%
2.5	Other expenses	1.185	1.378	116,3%
<b>3</b>	<b>Profit before tax</b>	<b>134.519</b>	<b>145.095</b>	<b>107,9%</b>
3.1	Current corporate income tax expense	32.186	35.951	111,7%
3.2	Deferred corporate income tax expense	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>102.576</b>	<b>109.145</b>	<b>106,4%</b>

## 2. Production Plan in 2025 (Parent Company Data):

### a) Production Plan in 2025:

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	<b>Warehouse throughput (tons)</b>	<b>1.314.489</b>	<b>1.353.923</b>	<b>103,0%</b>
1.1	Inbound CFS warehouse	775.165	796.870	102,8%
1.2	Outbound CFS warehouse	502.167	517.582	103,1%
1.3	Bonded warehouse	37.158	39.471	106,2%
<b>2</b>	<b>Yard throughput (TEUs)</b>	<b>747.024</b>	<b>782.683</b>	<b>104,8%</b>
2.1	Transshipment area	126.790	132.019	104,1%
2.2	Yard storage area	548.902	576.347	105,0%
2.3	Tan Cang Suoi Tien Depot	71.332	74.318	104,2%
<b>3</b>	<b>VTVN throughput (containers)</b>	<b>16.243</b>	<b>17.900</b>	<b>110,2%</b>

### b) Production Plan Indicators in 2025:

Unit: million VND.

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	Total revenue, net income	<b>878.864</b>	<b>949.285</b>	<b>108,0%</b>

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
1.1	Sales revenue	863.833	935.475	108,3%
1.2	Financial activity revenue	14.712	13.310	90,5%
1.3	Other income	318	500	157,0%
<b>2</b>	<b>Total costs</b>	<b>754.831</b>	<b>815.223</b>	<b>108,0%</b>
2.1	Cost of goods sold	654.857	712.215	108,8%
2.2	Financial expenses	79	32	41,1%
2.3	Selling expenses	29.984	27.812	92,8%
2.4	Administrative expenses	69.445	74.413	107,2%
2.5	Other expenses	467	750	160,6%
<b>3</b>	<b>Profit before tax</b>	<b>124.033</b>	<b>134.062</b>	<b>108,1%</b>
3.1	Current income tax expense	28.079	30.170	107,5%
3.2	Deferred income tax expense	-243	-	-
<b>4</b>	<b>Profit after tax</b>	<b>96.197</b>	<b>103.891</b>	<b>108,0%</b>

### C. Investment Plan in 2025

In 2025, the Company will continue to focus on improving production capacity through investment in new transport equipment, technological upgrades to enhance service quality, and operational efficiency. The specific investment plan is as follows:

Unit: million VND.

No.	Project - Equipment	Total Investment	2025 Investment
<b>I</b>	<b>Basic Construction Investment</b>	<b>9.400</b>	<b>9.400</b>
1	Canopy (Warehouse 5 of 27 & Warehouse 01)	2.300	2.300
2	New Battery Charging House	6.500	6.500
3	Additional Fire Fighting System for Warehouse 5 Offices	600	600



No.	Project - Equipment	Total Investment	2025 Investment
<b>II</b>	<b>Investment in Equipment and Technology (by specific equipment/technology)</b>	<b>57.400</b>	<b>29.890</b>
<b>a</b>	<b>Equipment Investment</b>	<b>40.050</b>	<b>12.540</b>
1	Purchase of 03 Internal Trailers (45')	1.350	1.350
2	Purchase of 03 Internal Tractor Trucks (Group 2)	9.000	9.000
3	Purchase of 01 Electric Forklift outside Warehouse 05T	1.700	1.700
4	Purchase of 02 Forklift Trucks	28.000	490
<b>b</b>	<b>Technology Investment</b>	<b>17.350</b>	<b>17.350</b>
1	Replace Camera System for Warehouse 05	3.800	3.800
2	Add Cameras for Warehouse 2,3 (Thermal Cameras)	2.500	2.500
3	Add Features to eWMS Software for 2025	3.800	3.800
4	Firewall License + Antivirus Software	850	850
5	Anti-theft System for Warehouses	3.000	3.000
6	APS for Warehouse and Yard Areas	1.000	1.000
7	Install Security Cameras in Yard Area (GS Security), Warehouse 711	700	700
8	Upgrade Camera Storage System for Warehouse Areas	1.200	1.200
9	New Website Design	500	500
<b>TOTAL (I+II)</b>		<b>66.800</b>	<b>39.290</b>

#### **PART 4: SUMMARY OF THE BOARD OF DIRECTORS' ACTIVITIES FOR TERM III (2020-2024) AND OPERATIONAL DIRECTIONS FOR TERM IV (2025-2029)**

##### **A. SUMMARY REPORT ON THE ACTIVITIES OF TERM III (2020-2024)**

###### **1. Situation Overview**

The term III (2020-2024) witnessed the widespread impact of the 4.0 Industrial Revolution, digital transformation, and international integration processes. The global situation has been marked by instability, armed conflicts, and natural disasters. In particular, the Covid-19 pandemic was complex and impacted all aspects of socio-economic life.

In this context, the Board of Directors (BOD) provided timely leadership and guidance to ensure that the company effectively built and implemented response scenarios, maintaining the smooth operation of the production and supply chain during the pandemic. Simultaneously, flexible and effective business solutions were deployed, and business indicators showed good growth compared to the previous term. Notably, the BOD pushed

for the digital transformation effort (with the Go-live of the eWMS software in September 2021 and the successful Go-live of the Auto-gate system in May 2024). These were important breakthroughs in applying digital technology to management and operations, meeting production requirements and improving service quality, in line with the motto "Push digitalization, greenification" of TCSG. In addition to digitalization, KVTC proactively managed operations, sought sources of goods, served customers, and expanded production and business beyond TCCL (putting the TCHL2 Depot into operation with nearly 1 ha of land and a capacity of 1,000 TEUs, as well as launching the Smart Depot Cat Lai in July 2024 to reduce empty storage at TCCL).

## **2. Results of the Board of Directors' Activities for Term III (2020-2024)**

During Term III (2020-2024), the BOD directed and implemented tasks and decisions of the General Meeting of Shareholders in strict compliance with legal regulations. Key achievements include:

### **a) Organizational Activities of the Board of Directors:**

- The BOD for Term III (2020-2024) consisted of 5 members (1 full-time chairman, 2 members involved in company operations, and 2 members not involved in operations).
- During the term, the BOD focused on improving corporate governance in accordance with legal regulations. The company's Charter, Governance Regulations, BOD's Operation Regulations, and related rules were reviewed and amended accordingly. The advisory and support team for the BOD was also strengthened.
- The BOD successfully organized 5 Annual General Meetings of Shareholders in accordance with legal requirements regarding timing, procedures, and content, evaluating the activities of each year and approving plans and major decisions for the following years.
- The BOD maintained quarterly meetings to review business results, make timely decisions, and provide guidance to support the management team in fulfilling their duties. In addition to providing strategic directions for the management team, the BOD also worked closely with the Supervisory Board to ensure effective oversight.

### **b) Key Decisions Made by the Board of Directors:**

- Closely monitored and directed the company in issuing and improving regulations suitable for the actual management work and ensuring compliance with current state laws.
- Directed the company in developing a 5-year strategic investment and development plan for the period 2021-2025 and in successfully implementing the annual business and production plans.
- Directed the company in building a business restructuring plan for the period 2021-2025 in line with higher-level guidelines.
- Directed the company in developing flexible production management scenarios (especially during the Covid-19 pandemic).



- Directed the company in accelerating digital transformation, successfully operating the eWMS and Auto-Gate systems.
- Directed the company in expanding production according to the TCSG motto "3 increases, 3 pushes", establishing and operating 2 new subsidiaries (TCE, TWD).
- Emphasized proper legal compliance and effective, transparent business governance, leading the company to be highly regarded by shareholders and customers as one of the top professional warehouse and yard service providers.

c) Business Performance Results for Term III (2020-2024)

- Consolidated Data (Unit: Million VND):

No.	Indicator	2020	2021	2022	2023	2024	Total
1	Total Revenue	777,840	809,302	939,733	948,959	1,068,368	4,544,202
2	Total Pre-Tax Profit	99,193	99,723	115,127	126,662	134,519	575,224
3	Total After-Tax Profit	78,060	76,594	87,706	97,412	102,576	442,348

- Parent Company Data (Unit: Million VND):

No.	Indicator	2020	2021	2022	2023	2024	Total
1	Total Revenue	637,713	673,130	754,719	786,022	878,864	3,730,448
2	Total Pre-Tax Profit	88,684	90,815	102,234	109,738	124,033	515,504
3	Total After-Tax Profit	69,710	70,750	78,502	85,190	96,197	400,349

- The company's annual business performance from 2020 to 2024 showed consistent growth, with an average growth rate of 8% per year.

d) Accumulating Corporate Value to Ensure Shareholder Benefits

- During Term III (2020-2024), the Company has consistently ensured the rights and interests of its shareholders with a policy of regular dividend payments at high rates, ranging from 20% to 26%. Specifically:

Indicator	2020	2021	2022	2023	2024
Dividend Payment Ratio	26%	20%	22%	22%	23%

B. Business Directions for Term IV (2025-2029)

## 1. Situational Overview

In the coming years, the global and regional situation will be complex. However, cooperation and development remain the main trends. It is forecast that the country's economic, political, social, and cultural situation will continue to develop in new directions. The Fourth Industrial Revolution, along with globalization and international integration, are two major global trends. Sustainable development, the digital economy, circular economy, and green growth are models being adopted by many countries. For Tan Cang Warehousing Joint Stock Company, the industry in which it operates faces increasingly intense competition, which raises higher demands for management and business operations.

## 2. Strategic Objectives for the Period 2025-2029

The focus will be on directing the company to achieve excellent business production tasks, based on its core capabilities in warehouse services, depots, and transportation. Key activities include enhancing service quality, improving marketing efforts, and expanding market share. The company will focus on searching for and developing new customers and services, as well as investing in the expansion of one or two depots. The company will also continue to strengthen administrative reform, digital transformation, and green transformation. The goal is to achieve an annual growth rate of 5% to 10% in key economic indicators (production volume, revenue, profit).

- Projected Consolidated Data (Unit: Million VND):

No.	Indicator	2025	2026	2027	2028	2029	Total
1	Total Revenue	1.145.381	1.214.104	1.286.950	1.364.167	1.446.017	<b>6.444.356</b>
2	Total Pre-Tax Profit (LNTT)	145.095	156.703	169.239	182.778	197.400	<b>815.944</b>
3	Total After-Tax Profit (LNST)	109.113	117.842	128.269	138.531	149.613	<b>613.999</b>

- Projected Parent Company Data (Unit: Million VND):

No.	Indicator	2025	2026	2027	2028	2029	Total
1	Total Revenue	949,173	1,025,107	1,107,116	1,195,685	1,291,340	5,568,420
2	Total Pre-Tax Profit (LNTT)	133,956	144,672	156,246	168,746	182,245	785,864



3	Total After-Tax Profit (LNST)	103,893	112,204	121,181	130,875	141,345	609,497
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- Projected Annual Dividend Payment Ratio:

Indicator	2025	2026	2027	2028	2029
Dividend Payment Ratio	23%	23%	23%	23%	23%

### 3. Implementation Solutions

The Company will direct its focus on the following key solutions:

#### a) Management and Operations:

- Continue reforming administrative procedures and improving production processes to streamline and digitize operations. Further emphasize the application of advanced technology in management and operations (e.g., upgrading eWMS and Auto-Gate).
- Review and adjust the optimal vehicle and equipment fleet for production, while updating the economic and technical norms in line with actual production needs to reduce costs and improve service pricing.
- Focus on enhancing marketing (MKT), deepening relationships with customers, shipping lines, and attracting new warehouse services (e.g., bonded warehouse, CFS, empty depot).

#### b) Investment and Finance:

- Investment:
  - + Invest in replacing old equipment, vehicles, and enhancing production capacity, with a focus on green equipment to reduce emissions.
  - + Significantly invest in Information Technology (IT) and Artificial Intelligence (AI) for improved management and operations.
  - + Expand warehouse and depot space outside the Tan Cang Cat Lai port, actively seeking 1-2 projects for warehouses, depots, and storage areas, with an area size ranging from 5-10 hectares in key economic zones in Ho Chi Minh City and Dong Nai.
- Finance and Capital:
  - + Balance capital sources, manage cash flows efficiently, and actively recover debts to support production and development activities.
  - + Closely monitor annual business and production costs. Set specific targets for departments such as Business Planning, Administrative Reform, and IT, among others.
  - + Strengthen monitoring, auditing, and ensuring financial health, capital preservation, and growth.

c) Human Resource Development:

- Implement the organizational restructuring plan for the period 2021-2025 once approved by the upper levels.
- Continue prioritizing specialized training for the Sales and Marketing team, business staff, and other personnel. Ensure effective annual training plans, focusing on logistics, warehouse management, and customer service models through international benchmarking visits (e.g., Singapore, South Korea, Netherlands).

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Executive Board;
- File: VT, KHKD. H03.

**On behalf of the Board of Directors  
CHAIRMAN**

**Ngo Van Ngu**







TAN CANG WAREHOUSING JSC  
BOARD OF SUPERVISORS

No. 02/BC-BKS

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thu Duc, May 08, 2025

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

To: The General Meeting of Shareholders

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Securities Law dated November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of some articles of the Securities Law;

Pursuant to the Charter on the organization and operation of Tan Cang Warehousing Joint Stock Company;

Pursuant to the 2024 Financial Report (Parent Company and Consolidated) audited by A&C Auditing and Consulting Co., Ltd., as well as the results of the examination and control based on related documents about the Company's production and business activities;

Pursuant to the operational situation, the Report of the Board of Directors (BOD), the Executive Board, and the results of the implementation of the duties, responsibilities, and powers of the Board of Supervisors in 2024, the Board of Supervisors of Tan Cang Warehousing Joint Stock Company (hereinafter referred to as “the Company”) reports to the General Meeting of Shareholders (GMS) the results of its supervision and inspection activities with the main content as follows:

**1. Organizational structure of the Board of Supervisors:**

The Board of Supervisors consists of 03 Supervisors, specifically:

- Ms. Nguyen Thi Thuy Nga – Head of the Board, appointed on June 17, 2021.
- Ms. Nguyen Thi Huyen – Supervisor, appointed on April 25, 2024.
- Ms. Nguyen Thi Hong Van – Supervisor, appointed on April 25, 2024.

**2. Evaluation of the activities of the Board of Supervisors and Supervisors:**

Based on the assigned duties and the Regulations on the operation of the Board of Supervisors, the Board of Supervisors has developed a work program and assigned tasks to each member; the Supervisors have carried out their responsibilities and powers in inspecting and supervising compliance with the provisions of the Law on Enterprise, the

Company Charter in managing and operating the Company's business activities in 2024. Specifically:

- Participating fully in the meetings (regular and extraordinary) of the Board of Directors, regularly monitoring the Company's activities, and constantly discussing and evaluating the Company's performance to provide timely feedback.
- Supervising the activities of the Board of Directors, overseeing the management and operation of the Executive Board in production and business in compliance with the Enterprise Law, Securities Law, the Charter, and the Company's internal regulations; reviewing the appropriateness of the decisions made by the Board of Directors and the Executive Board in management.
- Controlling financial and accounting activities, ensuring the accuracy and truthfulness of the interim and annual financial reports, checking the company's economic contracts, labor contracts, etc.; overseeing revenues, expenses, and verifying the financial statements based on the Independent Audit Report submitted to the GMS.
- Monitoring the issuance of internal documents from the Board of Directors and the Executive Board in the process of managing the Company to ensure that the strategic directions and management policies comply with the law and align with the GMS's resolutions.
- Inspecting and supervising the implementation of the General Meeting of Shareholders' resolutions, the Board of Directors' resolutions, the financial reports, and profit distribution of the Company.
- Verifying the Company's salary plan and actual salary payments in accordance with regulations.
- Monitoring the Company's information disclosure activities in compliance with Securities Law.
- Proposing to the General Meeting of Shareholders to approve the plan for selecting an independent auditing firm to audit the annual financial report.
- Organizing regular and extraordinary meetings of the Board of Supervisors to review, discuss, and evaluate various aspects of the Company's activities.

### **3. Summary of the Board of Supervisors' Meetings and Recommendations**

In 2024, the Board of Supervisors held 03 meetings. The conclusions and recommendations of the Board of Supervisors are as follows:

- The Company is urged to continue strengthening debt collection efforts to avoid the accumulation of bad debts and difficult-to-recover debts, and to make full provisions in accordance with Circular No. 48/2019/TT-BTC dated August 8, 2019.
- Strengthen governance, establish plans for efficient and reasonable cash flow usage, actively seek suitable investment opportunities to enhance capital efficiency; Implement cost control measures to ensure strict, economical, and effective management.



- Continue to complete and implement the Company's internal control system, regularly update relevant legal regulations to timely supplement and amend the Company's procedures and internal regulations.
- Strengthen risk forecasting and management to minimize risks in the Company's business activities.

#### **4. Remuneration, Operating Costs, and Other Benefits of the Board of Supervisors:**

##### **4.1. Remuneration, Salaries, and Bonuses of the Board of Supervisors in 2024:**

No.	Name	Position	Remuneration (VND)	Salary & Bonus (VND)	Notes
1	Nguyen Thi Thuy Nga	Head of BOS	60,000,000	46,111,111	Remuneration: 5 million VND/month x 12 months
2	Nguyen Thi Huyen	Supervisor	20,000,000	0	Remuneration: 2.5 million VND/month x 8 months
3	Nguyen Thi Hong Van	Supervisor	20,000,000	0	Remuneration: 2.5 million VND/month x 8 months
Total			100,000,000	46,111,111	

Source: 2024 Financial Report (audited)

##### **4.2. Operating Costs of the Board of Supervisors in 2024:**

Compliant with the Company's internal expenditure regulations.

##### **4.3. Other Benefits of the Board of Supervisors:**

None.

#### **5. Evaluation of Cooperation Between the Board of Supervisors, the Board of Directors, the Executive Board, and Shareholders:**

The Board of Supervisors has cooperated well with the Board of Directors and the Company's Executive Board, specifically:

- Attending meetings of the Board of Directors and the Executive Board to stay updated on the Company's business operations.

- The Board of Supervisors has received information, reports, and documents from the Company in accordance with the provisions of the Enterprise Law, Securities Law, the Company's Charter, and the Company's internal governance regulations.
- The Board of Supervisors has been provided with information relating to the Company's activities by the Executive Board for each quarter, semi-annually, and annually upon request.

#### **6. Monitoring of the Activities of the Board of Directors:**

- The Board of Directors held regular and extraordinary meetings as necessary according to the provisions of the Company's Charter, internal governance regulations, and the operating regulations of the Board of Directors.
- The Board of Supervisors evaluates that the activities of the Board of Directors in 2024 were in compliance with the law and the Company's internal regulations, and effectively managed and operated the Company's business activities during the past year.

#### **7. Monitoring of the Activities of the Executive Board:**

The Executive Board has managed and organized production, business, and investment activities in accordance with the Company's procedures, regulations, and operating rules, as well as the directions approved by the General Meeting of Shareholders and the Board of Directors.

#### **8. Monitoring of the Company's Operations and Financial Situation:**

- The Company's Business Results in 2024:

Indicator	Parent Company			Consolidated		
	2023	2024	Proportion	2023	2024	Proportion
Total Revenue	786.021	878.864	111,8%	948.960	1.068.314	112,6%
Net Profit	85.190	96.197	112,9%	97.412	102.576	105%

Key business indicators have increased compared to the same period last year, specifically:

- + Total consolidated revenue increased by 12.6%.
- + Net profit after tax increased by 5%.
- The Company's standalone and consolidated financial reports for 2024 were prepared according to the current Vietnamese Accounting Standards and audited by A&C Auditing and Consulting Co., Ltd.

According to the auditor's opinion, both the standalone and consolidated financial reports fairly and reasonably reflect the financial situation of Tan Cang Warehousing Joint Stock Company and its subsidiaries as of December 31, 2024, as well as the results of operations and cash flow for the fiscal year ending on that date, in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and the relevant legal regulations related to the preparation and presentation of standalone and consolidated financial reports.



The Board of Supervisors agrees with the financial reports audited by A&C Auditing and Consulting Co., Ltd.

- Regarding the Company's Accounting Operations:
  - + Monthly and year-end cash, bank deposits, and accounts receivable reconciliations are conducted.
  - + Accounting books and documents are carefully stored.
  - + The application of Circular 200/2014/TT-BTC complies with the accounting regime and accurately reflects joint ventures and affiliated companies.
  - + Tax compliance is well-maintained, and electronic tax filing is used to improve efficiency. However, attention should be paid to recommendations from auditors, tax authorities, and other functional units to further improve financial operations.

**9. Report on Transactions Between the Company, Subsidiaries, Companies Controlled by the Company (owning over 50% of the charter capital), Board Members, and Related Parties of Those Members; Transactions Between the Company and Companies Where Board Members Are Founding Members or Managers in the Last 3 Years Prior to the Transaction**

In 2024, Tan Cang Warehousing Joint Stock Company entered into economic and investment contracts involving the following parties:

No.	Partner	Contract/Transaction	Relationship
1	Tan Cang Sai Gon Corporation	- Provision/reception of services such as transshipment, unloading, storage, transportation, crane handling, cleaning, container repair; leasing of equipment, handling and transportation vehicles; infrastructure lease agreements. - Brand promotion contract. - Dividends.	Related entities with: - Mr. Ngo Van Ngu (Chairman) - Mr. Do Thanh Truong (BOD Member & Director) - Mr. Tran Quang Thao (BOD Member) - Mr. Doan Phi (BOD Member & Deputy Director)
2	Cat Lai Logistics Joint Stock Company	- Handling, transportation, vehicle leasing, bulk cargo handling contracts... - Dividends.	Subsidiary: Mr. Ngo Van Ngu (Chairman) is chairman of this company.
3	Tan Cang Hiep Luc Joint Stock Company	- Handling, transportation, cleaning, land leasing contracts. - Dividends.	Subsidiary: Mr. Ngo Van Ngu (Chairman) is chairman of this company.
4	Muoi Lam Thang Ba Joint Stock Company	Transportation contract.	Mr. Trinh Van Moi (BOD Member) is the director.

## **10. Recommendations and Proposals to the Board of Directors and the Executive Board in 2025:**

- Strengthen governance, utilize cash flow efficiently, actively seek appropriate investment opportunities to improve capital usage efficiency; Implement cost management measures to ensure strict, economical, and effective operations, and make full provisions in accordance with Circular No. 48/2019/TT-BTC dated August 8, 2019.
- Continue to enhance debt collection efforts to prevent the rise of bad debts and uncollectible debts.
- Continue to complete and implement the Company's internal control system, regularly update related legal regulations to timely supplement and amend the Company's processes and regulations as necessary.
- Strengthen risk forecasting and management to limit risks in the Company's business operations.
- Develop policies to enhance human resources quality to meet the increasing demands of business operations.
- Promote collaboration between government authorities and organizations; implement grassroots democracy regulations; improve the material and spiritual well-being of employees.
- Request management to ensure all employees regularly update legal documents to ensure that the internal control system is appropriately adjusted, and to comply with the relevant laws and regulations in a timely manner.
- Recommend the management of subsidiaries and affiliated companies to monitor external investments to ensure capital preservation and growth, and ensure the distribution of dividends maximizes benefits for the Company.

## **11. Plan for the Board of Supervisors' Activities in 2025:**

Based on legal provisions and the Company's Charter, the Board of Supervisors has outlined the following activity plan for 2025:

- Perform the full and proper functions of the Board of Supervisors, inspect and monitor the Company's compliance with the law; adherence to the Company's Charter, shareholder meeting resolutions, Board of Directors resolutions, and internal governance regulations.
- Organize regular and extraordinary meetings (as necessary).
- Monitor and review the implementation of the business plan for 2025, staying updated on the business situation, management, and governance activities of the Board of Directors and Executive Board.
- Participate in Board of Directors meetings, continue to propose recommendations for Board discussions to ensure legal compliance.



- Review financial reports, profit distribution, and the Company's annual salary and remuneration plans. Continuously monitor and supervise the handling of bad debts.
- Regularly inspect and evaluate the Company's internal control system.
- Conduct ad hoc inspections and monitoring as requested by the Board of Directors.
- Monitor the legality, systematization, and accuracy of accounting work, accounting books, financial reports, appendices, and related documents.
- Further strengthen the analysis of business activities and provide recommendations to the Board of Directors and Executive Board on all business operations.

This is the full report of the Board of Supervisors' activities, respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely presented to the General Meeting of Shareholders.

**Recipients:**

- As mentioned above;
- Board of Directors of the Company;
- Executive Board of the Company;
- Company's Supervisors;
- Save: VT, Board of Supervisors, Company Secretary.

**On behalf of the Board of Supervisors**

**HEAD OF BOS**

**Nguyen Thi Thuy Nga**



TAN CANG SAIGON CORPORATION  
TAN CANG WAREHOUSING JSC



No.: 01/2025/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thu Duc, May 08, 2025

## PROPOSAL

**Subject: Approval of the Audited Financial Statements for 2024**

To: The General Meeting of Shareholders of Tan Cang Warehousing JSC.

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

Pursuant to the Charter of Tan Cang Warehousing Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-AGM dated April 25, 2024, of the Annual General Meeting of Shareholders in 2024;

Pursuant to the audited financial statements for 2024 by A&C Auditing and Consulting Co., Ltd.

The Board of Directors of Tan Cang Warehousing Joint Stock Company respectfully submits the audited financial statements for 2024 to the General Meeting of Shareholders for approval.

The detailed Consolidated Financial Statements and the Parent Company Financial Statements (Separate Report) for the financial year ending December 31, 2024, have been audited and are attached.

Respectfully submitted for approval by the General Meeting of Shareholders.

Sincerely./.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Executive Board;
- Save: VT, KHKD. H03.

**On behalf of the Board of Directors  
CHAIRMAN**

**Ngo Van Ngu**





TAN CANG SAIGON CORPORATION  
TAN CANG WAREHOUSING JSC

No.: 02/2025/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thu Duc, May 08, 2025

## PROPOSAL

### Re: Approval of profit distribution, appropriation and use of funds, dividend payout in 2024, and plan in 2025

To: The General Meeting of Shareholders of Tan Cang Warehousing JSC

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tan Cang Warehousing Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-GMS dated April 25, 2024 of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 audited financial statements by A&C Auditing and Consulting Co., Ltd.

The Board of Directors of Tan Cang Warehousing Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the profit distribution, appropriation and use of funds, dividend payout in 2024, and plan in 2025 as follows:

#### I. Profit Distribution in 2024:

##### 1. Profit Distribution Plan:

- |  |                        |
|--|------------------------|
| - Total profit before tax in 2024:               | VND 124,032,831,169    |
| - Current Corporate Income Tax:                  | VND 28,078,663,498     |
| - Deferred Corporate Income Tax:                 | (VND 243,074,622)      |
| - Total net profit after tax:                    | VND 96,197,242,293 (1) |
| - Net profit after tax to charter capital ratio: | 48.1%                  |

According to the Company's Charter, the resolution of the 2024 General Meeting of Shareholders, and business results in 2024, the profit is distributed as follows:

- |  |                        |
|--|------------------------|
| - Appropriation to Development Investment Fund:              | VND 15,945,929,137 (2) |
| - Appropriation to Bonus and Welfare Fund:                   | VND 33,634,467,156 (3) |
| - Appropriation to Managerial Bonus Fund:                    | VND 637,500,000 (4)    |
| - Undistributed net profit for 2024 = (1) - (2) - (3) - (4): | VND 45,979,346,000     |



## 2. Dividend Distribution in 2024:

Based on 2024 business results and accumulated undistributed profit as of December 31, 2024, the Company proposes the following dividend distribution:

- Undistributed net profit for 2024: VND 45,979,346,000
- Dividend payout at 23% of charter capital: VND 45,979,346,000
- Remaining accumulated undistributed profit: VND 0
- Dividend payment method: In cash
- Expected payment time: From June 2025

## II. Profit Distribution Plan in 2025:

In 2025, after fulfilling tax obligations and deducting necessary provisions, the estimated distribution plan for submission to the General Meeting of Shareholders is as follows:

- Planned net profit after tax: VND 103,891,323,685
- Appropriation to Development Investment Fund: VND 23,640,010,529
- Appropriation to Bonus and Welfare Fund (\*): VND 33,634,467,156
- Appropriation to Managerial Bonus Fund (\*): VND 637,500,000
- Profit for dividend distribution (23% of charter capital): VND 45,979,346,000
- Remaining undistributed profit: VND 0
- Dividend payment method: In cash
- Payment schedule: To be decided appropriately by the Board of Directors

(\*) The 2025 appropriations to the Bonus and Welfare Fund and the Managerial Bonus Fund will be adjusted based on actual business results and in accordance with Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labour, Invalids and Social Affairs.

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

Sincerely./.

### Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Executive Board;
- Save: VT, KHKD. H03.

On behalf of the Board of Directors  
**CHAIRMAN**

**Ngo Van Ngu**





TAN CANG SAI GON CORPORATION  
TAN CANG WAREHOUSING JSC

No.: 03/2025/BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thu Duc, May 08, 2025

## PROPOSAL

### Re: Remuneration for the Board of Directors and Board of Supervisors in 2024 and the plan for 2025

To: The General Meeting of Shareholders of Tan Cang Warehousing JSC

Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tan Cang Warehousing Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-GMS dated April 25, 2024 of the 2024 Annual General Meeting of Shareholders;

Pursuant to the 2024 audited financial statements by A&C Auditing and Consulting Co., Ltd.

The Board of Directors of Tan Cang Warehousing Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration payments to the Board of Directors (BOD) and Board of Supervisors (BOS) in 2024 and the proposed plan for 2025 as follows:

#### 1. Remuneration for the BOD and BOS in 2024:

In 2024, the total remuneration paid to members of the BOD and BOS was VND 360,000,000 (In words: Three hundred sixty million dong), as detailed below:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0
2	BOD Members	04	5.000.000	60.000.000
II	Board of Supervisors			
1	Head of the BOS	01	5.000.000	60.000.000
2	BOS Members	02	2.500.000	30.000.000

(\*) The Chairman of the BOD works on a full-time (executive) basis.

## 2. Remuneration plan for the BOD and BOS in 2025:

The total proposed remuneration for members of the BOD and BOS in 2025 is VND 372,000,000 (In words: Three hundred seventy-two million dong), as detailed below:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0
2	BOD Members	04	5.000.000	60.000.000
II	Board of Supervisors			
1	Head of the BOS	01	5.000.000	60.000.000
2	BOS Members	02	3,000,000	36,000,000

(\*) The Chairman of the BOD works on a full-time (executive) basis.

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

Sincerely./.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Executive Board;
- Save: VT, KHKD. H03.

**On behalf of the Board of Directors**  
**CHAIRMAN**

**Ngo Van Ngu**





**PROPOSAL**

**Re: Request for Approval of Salary in 2024, Remuneration, and Bonus Funds and the Plan in 2025**

To: The General Meeting of Shareholders of Tan Cang Warehousing JSC

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

Pursuant to Decree No. 53/2016/ND-CP dated June 13, 2016 of the Government on regulations regarding labor, salaries, and bonuses for joint stock companies with controlling State capital;

Pursuant to Circular No. 28/2016/TT-BLDTBXH dated September 1, 2016 of the Ministry of Labor, War Invalids and Social Affairs guiding the management of labor salaries, and bonuses for joint stock companies with controlling State capital;

Pursuant to the 2024 business performance results and the 2025 business and development plan of the Company.

The Board of Directors of Tan Cang Warehousing Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the implementation and plan for the salary, remuneration, and bonus funds for employees and managers (hereinafter referred to as "Managers") as follows:

**I. Implementation in 2024**

Unit: VND.

No.	Item	Plan 2024	Actual 2024
1	Salary fund for employees	168.700.000.000	181.400.000.000
2	Salary and remuneration fund for Managers	4.560.000.000	5.460.000.000
2.1	Salary fund for full-time Managers	4.200.000.000	5.100.000.000
2.2	Remuneration fund for part-time Managers	360.000.000	360.000.000
3	Bonus fund for Managers	525.000.000	637.500.000

## II. Plan for 2025

Unit: VND.

No.	Item	Plan 2025
1	Salary fund for employees	193.700.000.000
2	Salary and remuneration fund for Managers	5.472.000.000
2.1	Salary fund for full-time Managers	5.100.000.000
2.2	Remuneration fund for part-time Managers	372.000.000
3	Bonus fund for Managers	637.500.000

Respectfully submitted to the General Meeting of Shareholders for approval.

Sincerely./.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Executive Board;
- Save: VT, KHKD. H03.

**On behalf of the Board of Directors  
CHAIRMAN**

**Ngo Van Ngu**