

SOTRANS
GROUP

2024 ANNUAL REPORT

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50
YEARS

**CONNECTING
THE PRESENT
SHAPING THE FUTURE**

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PART 1

GENERAL INFORMATION

- Company Name: SOUTH LOGISTICS JOINT STOCK COMPANY
- Abbreviations: SOTRANS
- Business Registration Certificate: 0300645369
- Charter capital: 928,533,570,000 Vnd
- Address: 1B Hoang Dieu, Ward 13, District 4, Ho Chi Minh City
- Telephone: (84.28) 6268 5858;
- Fax: (84.28) 3826 6593
- Website: www.sotrans.com.vn
- Stock Code: STG



SOTRANS OVERVIEW

SOTRANS – 50 YEARS OF PIONEERING IN VIETNAM’S LOGISTICS INDUSTRY

Founded in 1975, South Logistics Joint Stock Company (SOTRANS) has been a pioneering force in warehousing and transportation, playing a key role in supporting Vietnam’s trade development. In 2007, SOTRANS officially transitioned from a state-owned enterprise to a joint stock company, marking the beginning of a new phase of strategic growth.

Today, SOTRANS stands among the leading logistics enterprises in Vietnam, operating a nationwide network of warehouses, ports, and transportation infrastructure, fully capable of meeting the diverse supply chain needs of both domestic and international clients.

DIVERSE SERVICES – GLOBAL NETWORK

SOTRANS provides end-to-end logistics solutions, including international freight forwarding, port operations, warehousing services, and petroleum trading. With agency partners in over 100 countries particularly in strategic markets such as the U.S., Japan, South Korea, and the EU along with strong ties to leading global shipping lines, SOTRANS ensures fast, reliable, and cost-effective logistics services.

COMPREHENSIVE LOGISTICS ECOSYSTEM

Since 2016, SOTRANS has pursued a strategic vision of building a comprehensive logistics ecosystem through strong investments in specialized companies, thereby forming the SOTRANS Group, which includes:

- ▶ **SOWATCO** - Specializing in port operations, inland waterway transportation, and shipbuilding.
- ▶ **VIETRANSTIMEX** - a market leader in the transportation of oversized and overweight cargo.
- ▶ **SOTRANS LOGISTICS** - focusing on warehousing, freight forwarding, and international transportation.
- ▶ **SOUTH PORT** - operating in the petroleum trading sector.

As the parent company, SOTRANS concentrates on optimizing operational efficiency, managing capital resources, building brand value, and enhancing the overall competitiveness of the entire system.

PARTNERING WITH GLOBAL CORPORATIONS

Thanks to the strong reputation and outstanding capabilities, SOTRANS has long been a trusted logistics partner for many major global brands, including: Scavi, Cargill, Holcim, Uni-President, PepsiCo, Samsung, P&G, Colgate - Palmolive, FrieslandCampina, Texhong, and more.

MILESTONES & ACHIEVEMENTS

Over the 50-year journey, SOTRANS has continuously expanded operations, diversified services, and firmly established the position as a leading logistics provider in Vietnam. SOTRANS’ contributions to economic and social development have been recognized with prestigious awards and honors from the Government and reputable organizations, including:

- ▶ Second - Class Labor Order awarded by the President of Vietnam (2005)
- ▶ First-Class Labor Order awarded by the President of Vietnam (2010)
- ▶ Outstanding Emulation Flags awarded by the Ministry of Trade and the Government over the years.
- ▶ Vietnamese Strong Brand awarded by VnEconomy and the Trade Promotion Department - Ministry of Trade (2006–2007-2008)
- ▶ Vietnam Golden Star Award (2009)
- ▶ Top 500 Largest Private Enterprises in Vietnam - VNR - over the years.
- ▶ Top 10 Logistics Companies in Vietnam - VNR - over the years.
- ▶ Top 500 Most Profitable Companies in Vietnam - VNR - over the years.
- ▶ Top 50 Vietnam Best Growth - VNR - over the years.
- ▶ Top 50 Outstanding Development Enterprises - VNR - over the years.
- ▶ HCMC Golden Brand - Ho Chi Minh City People’s Committee (2021, 2023)
- ▶ Top 10 Vietnam Green ESG Enterprises in Logistics - Viet Research & Investment Review Newspaper (2025)
- ▶ Top 10 Doanh nghiệp ESG Việt Nam Xanh 2025 ngành Logistics -Viet Research & Báo đầu tư - 2025.

BUSINESS SCOPE:

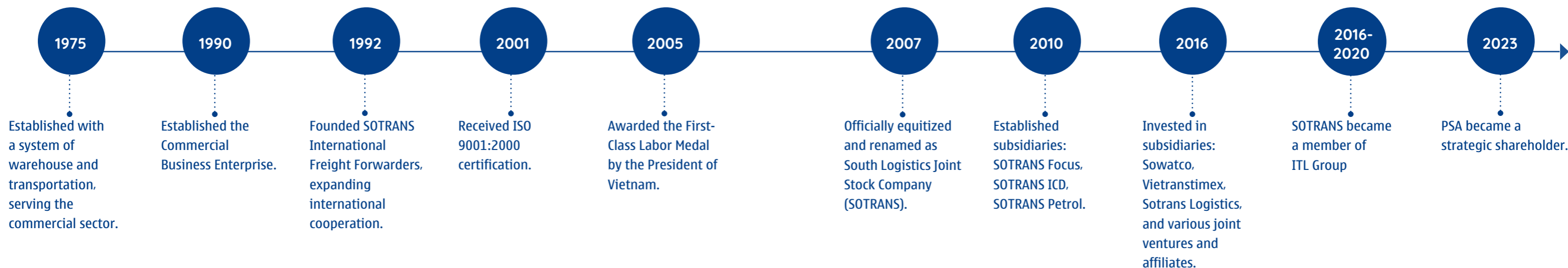
With the extensive ecosystem, SOTRANS Group operates vigorously across various sectors, offering comprehensive solutions throughout the logistics supply chain. Key service areas include:

- ▶ Inland waterway freight transportation
- ▶ Operation of warehouses, ports, factories, and office spaces
- ▶ Handling, forwarding, and multimodal transportation (by road, rail, inland waterway, sea, and air)
- ▶ Shipping agency, maritime brokerage, customs services, express delivery
- ▶ Bonded warehouse, CFS warehouse, inland container depot (ICD), and logistics distribution center operations
- ▶ Transit and international transshipment services.
- ▶ Oil and lubricant distribution agency
- ▶ Shipbuilding, floating structure services, and vessel repair.

With 50 years of experience in the logistics sector, SOTRANS provides international-standard logistics services, offering optimized and flexible solutions for both domestic and global clients.



JOURNEY OF FORMATION AND DEVELOPMENT



FOUNDING PHASE (1975–1987)

On October 14, 1975, the Level 1 Warehousing and Transportation Company – the predecessor of today’s South Logistics Joint Stock Company (SOTRANS) – was established based on the takeover of the Thu Duc Storage Depot and the Transport & Maintenance Departments under the Central Logistics Agency of the former Saigon government.

At that time, the company’s core mission was warehousing and domestic transportation of essential goods along the North–South route, contributing to the country’s post-war reconstruction and fulfilling international obligations to Laos and Cambodia.

During this period, the company led the warehousing and domestic transportation sector with hundreds of trucks and thousands of tons of coastal and river transport vehicles. For many consecutive years, SOTRANS consistently exceeded the state’s plans in warehousing, forwarding, and North–South logistics, as well as international missions.

INTEGRATION PHASE (1988–1991)

The centrally planned economy and bureaucratic subsidy system posed many challenges for the company. A scarcity of goods in both quantity and quality, prolonged warehouse vacancy, and a declining domestic transport market both road and waterway forced the company to liquidate all transport assets including ships, barges, and trucks, and seek more viable business solutions.

In 1990, the company established the Commercial Business Enterprise to manufacture and trade lubricants under the SOLUBE brand, opening new commercial and service-oriented opportunities

DEVELOPMENT PHASE (1992–2007)

In 1992, the launch of SOTRANS International Freight Forwarders marked a major turning point as the company officially entered the international logistics market. It established a global agency network and became a member of respected organizations such as the Vietnam Chamber of Commerce and Industry (VCCI), Vietnam Logistics Business Association (VLA), International Federation of Freight Forwarders Associations (FIATA), and the International Air Transport Association (IATA).

In 2001, SOTRANS achieved ISO 9001:2000 quality management certification issued by DNV.

Since 2005, SOTRANS has focused on investing in high-quality human resources that includes PhDs, Masters, hundreds of university graduates, and many pursuing postgraduate studies.

In addition to business development, SOTRANS actively engaged in community initiatives such as the Fund for the Poor, Scholarship Funds, Gratitude Programs, and support for Vietnamese Heroic Mothers.

With continuous efforts, the company was honored with five Collective Labor Medals, four Individual Labor Medals, and numerous flags of excellence and certificates of merit from government agencies. Especially, on the 30th anniversary

EQUITIZATION PHASE (2007–PRESENT)

In 2007, SOTRANS officially transitioned to a joint stock company model under the name South Logistics Joint

Stock Company (SOTRANS), marking a dynamic new chapter.

By 2010, the company had expanded with new units such as: SOTRANS Focus (International Freight Forwarding Enterprise), SOTRANS ICD (Port and Logistics Center), and SOTRANS Petrol (Petroleum Supply Enterprise).

On the occasion of the 35th anniversary, SOTRANS was once again awarded the First-Class Labor Medal and honored with the prestigious Trade and Service Award.

Today, SOTRANS boasts a workforce of over 1,200 employees and operates across various sectors, from warehousing and petroleum to domestic and international freight forwarding, and ICD port operations.

With hundreds of thousands of square meters of modern warehouse and inland port facilities, advanced handling and transport equipment, and a global agency network, SOTRANS has become a leading logistics brand in Vietnam and internationally, maintaining an annual growth rate of 20–30%.



ASSOCIATIONS & CERTIFICATIONS



CARVRE SEVEN (C7):

The mission of CARVRE SEVEN is to create an environment that fosters business relationships through an innovative network of international logistics professionals. Its goal is to establish a platform that enables collaboration and partnership, while continuously providing its members with insights on logistics, freight forwarding, and transportation matters.

» MEMBER SINCE 2017.

VIETNAM LOGISTICS BUSINESS ASSOCIATION (VLA)

The Vietnam Logistics Business Association (VLA) was officially established in 2016, formerly known as the Vietnam Freight Forwarders Association (VIFFAS).

» MEMBER SINCE 1996.



AIR & SEA ASSOCIATION:

The ASA Network provides a system of selected independent freight forwarding companies – logistics and customs brokerage firms. It is seen as a great opportunity to develop business with well-established partners in the same industry worldwide.

» MEMBER SINCE 2015.

WCA PROJECT:

WCA Projects Network members are verified for their experience with commercial, military, and government-led project cargo. Membership demonstrates a full commitment to delivering the highest level of service within critical timeframes.

» MEMBER SINCE 2018.



SOTRANS maintains full membership in key logistics industry associations to guarantee that services consistently meet international standards for customers.



INTERNATIONAL FEDERATION OF FREIGHT FORWARDERS ASSOCIATIONS (FIATA)

FIATA is the name of the International Federation of Freight Forwarders Associations, established on May 31, 1926, and has continuously developed ever since. Over the years, FIATA has become the global representative of professional logistics service providers.

Its members mainly consist of national freight forwarding and logistics associations. Currently, the federation represents around 40,000 freight forwarding and logistics companies in 150 countries.

» MEMBER SINCE 1997.

INTERNATIONAL AIR TRANSPORT ASSOCIATION (IATA)

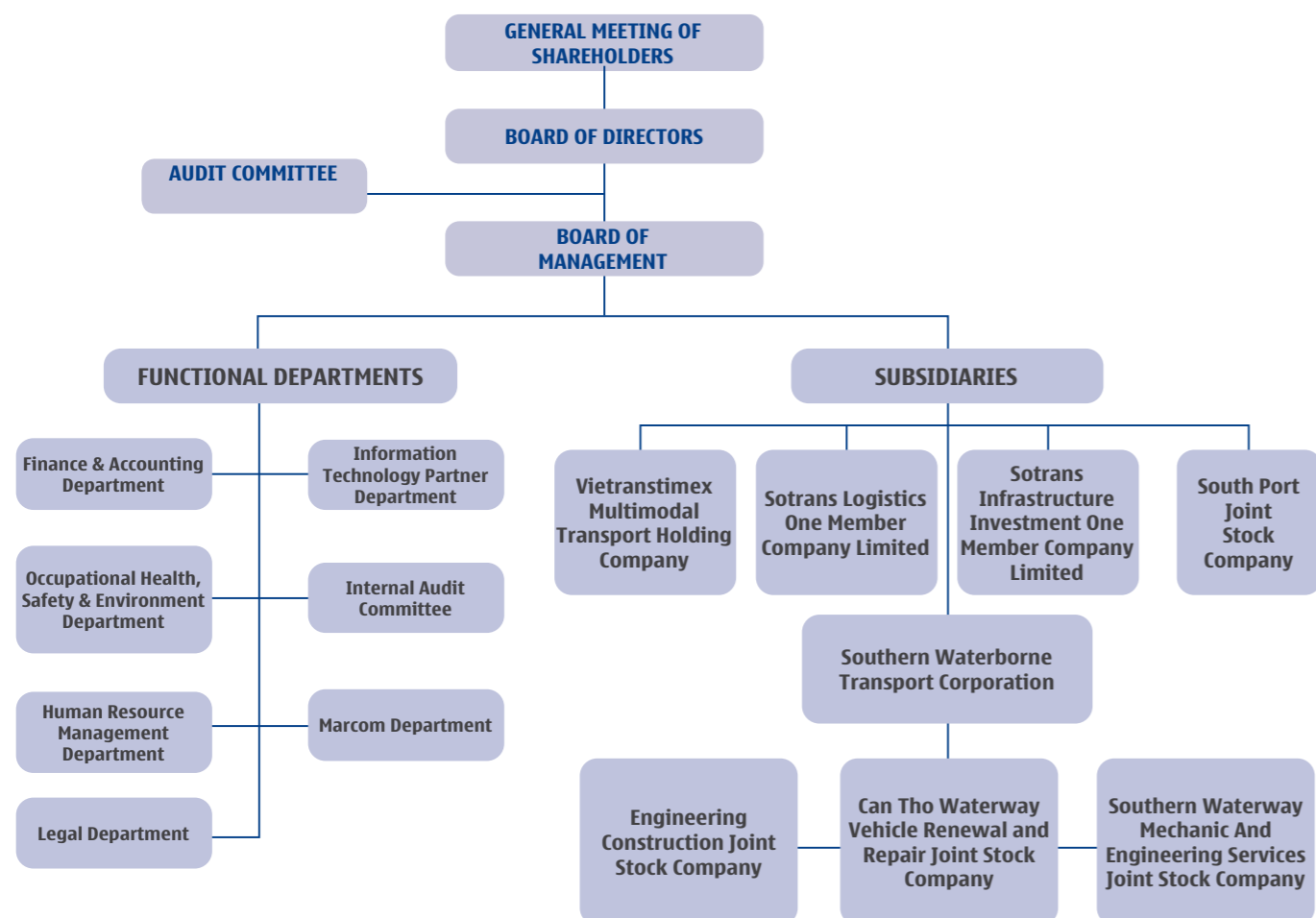
The International Air Transport Association (IATA) is a global trade association for the world's airlines, headquartered in Montreal, Quebec, Canada (which also happens to be the home of ICAO, though they are separate entities).

IATA was founded in April 1945 in Havana, Cuba. It is the successor to the International Air Traffic Association, which was established in The Hague in 1919 the year the first international scheduled air service began. At the time of its founding, IATA had 57 members from 31 countries, primarily in Europe and North America. Today, the association has 270 members from 140 countries across the globe.

» MEMBER SINCE 2004.



INFORMATION ON CORPORATE GOVERNANCE MODEL AND BUSINESS STRUCTURE



LIST OF COMPANIES DIRECTLY AND INDIRECTLY OWNED BY SOUTH LOGISTICS JOINT STOCK COMPANY

No.	COMPANY NAME	CHARTER CAPITAL & OWNERSHIP	BUSINESS FIELD	ADDRESS
1	Sotrans Infrastructure Investment One Member Company Limited (SII)	Charter capital: VND 901 billion. SOTRANS holds 100%.	Inland waterway freight transport; warehousing and storage of goods; construction of various types of buildings; construction of railway and road projects; construction of public utility works; demolition; site leveling; other specialized construction activities; real estate business, including the ownership, use, or leasing of land use rights; construction of other specialized works; completion of construction works...	1B Hoang Dieu, Ward 13, District 4, Ho Chi Minh City

No.	COMPANY NAME	CHARTER CAPITAL & OWNERSHIP	BUSINESS FIELD	ADDRESS
2	Vietranstimex Multimodal Transport Holding Company	Charter capital: over VND 209 billion. SOTRANS holds 93.17%	Providing support services related to road, rail, and inland waterway transport; leasing of warehouses, machinery, equipment, and transport vehicles.	1B Hoang Dieu, Ward 13, District 4, Ho Chi Minh City
3	Sotrans Logistics One Member Company Limited	Charter capital: VND 91.3 billion. SOTRANS holds 100	Providing inland waterway freight transport; warehouse, yard, port, factory, and office operations; cargo handling and forwarding; agency services for air, sea, road, rail, and multimodal transport; shipping agency, marine brokerage, logistics and customs services; logistics centers; and transit and transshipment services.	1B Hoang Dieu, Ward 13, District 4, Ho Chi Minh City
4	South Port Joint Stock Company	Charter capital: VND 20 billion. SOTRANS holds 100%	Providing support services related to inland customs clearance ports and transportation.	9 Xa lo Ha Noi, Truong Tho Ward, Thu Duc City
5	Southern Waterborne Transport Corporation	Charter capital: VND 671 billion. SOTRANS holds 93.34%	Inland waterway freight transport; container transport; transport agency services; warehousing operations (including ICDs and inland port facilities); direct support services for road and waterway transport; cargo handling and other transport-related support services; shipbuilding and floating structure fabrication; ship repair; site preparation for production areas, yards, and factories; real estate business through ownership or lease; labor supply and management; and agency services for oil and lubricants.	298 Huynh Tan Phat, Tan Thuan Tay Ward, District 7, Ho Chi Minh City
6	Engineering Construction Joint Stock Company (ECCO)	SOTRANS holds 92.43% of charter capital (increased from 89.77% to 92.43% in 2024)	Construction of civil works.	298 Huynh Tan Phat, Tan Thuan Tay Ward, District 7, Ho Chi Minh City
7	Can Tho Waterway Vehicle Renewal and Repair Joint Stock Company	SOTRANS holds 65.34% of charter capital.	Providing shipbuilding and floating structure fabrication services.	77B Tran Phu, Cai Khe Ward, Ninh Kieu District, Can Tho
8	Southern Waterway Mechanic And Engineering Services Joint Stock Company	SOTRANS holds 47.60% of charter capital.	Construction of civil works.	59 Pham Ngoc Thach, District 3, Ho Chi Minh City

LIST OF JOINT VENTURES AND ASSOCIATES

No.	Company Name	Charter Capital & Ownership	Business Field	Address
1	The Pier Real Estate Development Joint Stock Company	The company holds 50% of The Pier's charter capital.	Real estate business	Room 1606, 16th Floor, Sailing Building, 111A Pasteur Street, Ben Nghe Ward, District 1, Ho Chi Minh City
2	SORECO Real Estate Development Company Limited	The company holds 50% of SORECO's charter capital.	Real estate business	16 th Floor, Sailing Building, 111A Pasteur Street, Ben Nghe Ward, District 1, Ho Chi Minh City
3	First Logistics Development Joint Venture Company (VICT)	The company holds 37% indirect voting rights at VICT.	Container port operation in Tan Thuan Dong Ward, District 7, Ho Chi Minh City; providing freight forwarding and container road transport services for clients using the container port.	A5 Street, Quarter 5, Tan Thuan Dong Ward, District 7, Ho Chi Minh City
4	Southern Waterways General Services Joint Stock Company (SOWATCOSER)	The company holds 26.27% indirect voting rights at SOWATCOSER	Providing other support services related to transportation.	38 Ton That Thuyet Street, Ward 15, District 4, Ho Chi Minh City
5	Dong Nai Port Joint-Stock Company	The company indirectly holds 20.25% of voting rights at Dong Nai Port.	Providing port and transportation services.	1B D3 Street, Long Binh Tan, Bien Hoa City, Dong Nai



DEVELOPMENT ORIENTATION

KEY CORPORATE OBJECTIVES

► Growth Objectives:

SOTRANS aspires to become one of Vietnam's leading integrated logistics providers, offering a comprehensive logistics ecosystem encompassing multimodal transportation, warehousing, seaport operations, and customs services. Our growth targets are not merely defined by revenue figures but also reflected in operational efficiency, customer satisfaction, and adaptability to market fluctuations.

► Brand Objectives:

SOTRANS is committed to elevating the brand to be a trusted name in the logistics sector both domestically and across the region. By providing a complete service ecosystem that meets diverse customer needs, we aim to position our brand beyond the local market, leveraging superior service quality, robust operational capabilities, and long-term value creation for partners and communities.

► Organizational and Structural Objectives:

During the 2025–2030 period, SOTRANS aims to develop the organizational structure into an integrated logistics group, comprising specialized subsidiaries focused on multimodal transport, warehousing, port & depots operations, and industrial logistics. Each entity will function as an efficient operational center, governed by clearly defined KPIs and robust internal control mechanisms.

The company will establish a flexible and market-responsive organizational model, invest significantly in training and human capital development, and foster a happy, engaging work environment that values collaboration and growth opportunities.

Strategic investment will be prioritized in key infrastructure areas such as warehousing, transport equipment, and intelligent management systems to support long-term vision and enhance utilization efficiency.

Asset restructuring will be undertaken to optimize asset use and direct investments toward core business operations, aligning with the Company's long-term strategy.

MEDIUM- AND LONG-TERM DEVELOPMENT STRATEGY

► Integrated and Modern Logistics:

SOTRANS focuses on deep integration of logistics services with a strong emphasis on supply chain connectivity. The company will continue to invest in smart operational technologies, service digitalization, and the implementation of international management and operational standards.

► Enhanced Global Partnerships:

The strategic partnership with PSA since 2023 marks a critical milestone, enabling SOTRANS to expand the global network, enhance competitiveness, and adopt world-class practices in port and logistics management.

► M&A – Leveraging Scale Expansion:

SOTRANS will actively pursue opportunities in mergers, acquisitions, and corporate alliances to increase scale, strengthen the ecosystem, and optimize multi-dimensional operational capacity.

► Improved Customer Experience:

SOTRANS will develop a suite of logistics solutions that are fast, flexible, and accurate, while expanding support services with real-time tracking and end-to-end supply chain safety.

SUSTAINABLE DEVELOPMENT GOALS AND KEY SHORT - TO MID-TERM PROGRAMS

SOTRANS is committed to sustainable development across three pillars: economic, environmental, and social, aiming to deliver long-term value for the company, shareholders, and the broader community. Sustainability is not only a strategic direction but also a guiding principle in all operations, investments, and risk management activities.

► Economic:

Maintain stable growth, optimize logistics operations, and expand the integrated service network nationwide and regionally.

► Environmental:

Operate business activities in a safe, sustainable, and environmentally friendly manner, adhering to the ISO 14001:2015 Environmental Management System.

Conduct regular “Eco Defensive Driving” training to raise driver awareness of safety and environmental protection.

Promote the use of renewable energy and develop a “green” logistics system.

► Social and Community:

Proactively fulfill corporate social responsibilities.

Participate in environmental and social initiatives aligned with the Company’s operations, including running events, tree planting, beach clean-ups, Earth Hour, waste sorting campaigns, charity gifting, educational scholarships, and support for the elderly.

Provide employment for over 1,200 workers, develop a sustainable workforce, expand the operational network to create more jobs, contribute to social welfare, fully comply with legal regulations, and actively engage with local communities.

RISKS:



EXTREME WEATHER RISKS:

Climate change situation has a direct impact on the global landscape. Extreme weather events such as thunderstorms, strong winds, and lightning strikes have significantly affected many regions around the world and have posed direct challenges to the logistics services sector in particular.

Climate change has had a direct and growing impact on the global landscape. Extreme weather events such as thunderstorms, strong winds, and lightning strikes have significantly affected many regions around the world and have posed direct challenges to the logistics services sector in particular.

Such phenomena can indirectly disrupt critical utilities, including power supply and network systems at port facilities. Therefore, the Company must implement effective risk mitigation measures against both direct and indirect lightning strikes, and establish clear communication protocols to alert and advise employees to avoid outdoor activities when signs of extreme weather are detected.



RISKS IN OCCUPATIONAL SAFETY AND HEALTH:

Hoạt động vận hành Cảng, kho bãi khá phức tạp có thể phát sinh nhiều rủi ro và gây tai nạn cho người lao động nếu không được kiểm soát như phân luồng giao thông giữa các phương tiện và người đi bộ; rủi ro vận hành các phương tiện thiết bị có yêu cầu nghiêm ngặt, rủi ro làm việc trên cao, rủi ro mắc bệnh nghề nghiệp đối với người lao động làm việc trực tiếp ngoài trời. Vì vậy công ty cần nâng cao kiến thức cho người lao động bằng các khóa huấn luyện đào tạo định kỳ bắt buộc, tổ chức bổ sung các buổi SHE Talk hằng tháng với các nội dung bồi dưỡng kiến thức rút kinh nghiệm sau sự cố, hay các buổi Toolbox đầu mỗi ca làm việc nhằm nhắc nhở người lao động tuân thủ nội quy An toàn vệ sinh lao động và đặc biệt không thể thiếu là theo dõi cấp phát, nhắc nhở người lao động trang bị phương tiện bảo vệ cá nhân phù hợp với công việc.



ENVIRONMENTAL RISKS:

During operations, both hazardous and non-hazardous waste is inevitably generated. If not properly managed, collected, and treated, such waste can pose serious risks to the enterprise including workplace environmental pollution, adverse health impacts on employees, and potential violations of environmental regulations.

For domestic (non-hazardous) waste, adequate and conveniently placed disposal points should be provided, particularly in areas with high employee concentration and along pedestrian corridors.

For hazardous waste, stricter controls are required. This includes the establishment of designated storage areas with clear labeling, categorization, and appropriate danger signage. All hazardous waste must be collected and treated by licensed contractors under formal contractual arrangements to ensure compliance with environmental laws and standards.



PART 2

BUSINESS PERFORMANCE IN 2024



1. OPERATIONS IN THE YEAR

In 2024, Sotrans Group achieved revenue of 2,454 billion VND and a profit of 204 billion VND. Operating costs have been tightly controlled to increase the gross profit margin of each service segment. Most companies have met or exceeded the previous year's business results, with the port operation and logistics service segments growing by over 30% in revenue. However, the overweight and oversized cargo transportation segment still faces many challenges due to policy issues and a highly competitive market.

Implementation situation/actual progress compared to the plan:

No.	Indicators	2024 (Million VND)	%Actual2024/ Actual 2023 (%)	S%Actual2024/ Plan2024 (%)
1	Revenue	2,454,337	137%	89%
2	Profit before tax	264,790	120%	84%
3	Profit after tax	203,829	135%	76%

(Source compiled from the audited 2024 consolidated financial statements)

Most of the key financial indicators of Sotrans Group in 2024 have increased significantly compared to 2023. However, consolidated revenue only reached 89%, and profit after tax only reached 76% of the 2024 target.

In comparison to 2023:

- + Profit from the port operation segment increased by 20% compared to 2023 due to higher volumes at all ports and ICD, and profit from associates rose by 12% compared to the previous year.
- + Profit from the logistics segment increased about 40% compared to 2023.

In comparison to 2024 budget:

Revenue from some segments, such as wind turbine transportation and installation, and warehouse leasing, has not met the set targets, which has impacted the overall revenue and profit plan of Sotrans Group for the year.



2. ORGANIZATION AND HUMAN RESOURCES

2.1 MANAGEMENT BOARD LIST:

No.	Full name	Position	Resume Summary	Percentage of shares (shares) with voting rights	Time of appointment/resignation
1	Mr. Dang Vu Thanh	General Director	<p>Gender: Male Date of birth: 11/12/1969 Place of birth: Thanh Hoa Nationality: Vietnamese Position held at another organization: + Member of the Board of Directors, General Director of Southern Waterborne Transport Joint Stock Corporation. + Member of the Board of Directors, General Director of Vietranstimex Multimodal Transport Holding Company. + Chairman of the Board of Directors of South Port Joint Stock Company. + Member of the Board of Directors of First Logistics Development Joint Venture Company. + Chairman of Sotrans Infrastructure Investment Company Limited.</p>	85,776 shares, equivalent to 0.087% of charter capital.	Appointed to hold the position of General Director from 01/07/2020.
2	Mr. Phay Wenfu, Daniel	Deputy General Director	<p>Gender: Male Date of birth: 24/07/1981 Nationality: Singaporean Position held at another organization: + Chairman of the Board of Members General Director of PSA Cargo Solutions Vietnam Co., Ltd.. + Member of the Board of Directors of Tan Cang Que Vo Joint Stock Company.</p>	0%	Appointed to hold the position of Deputy General Director from 21/06/2023. Dismissal from the position of Deputy General Director from 01/08/2024.
3	Mr. Kelvin Lim Chia Siong	Deputy General Director	<p>Gender: Male Date of birth: 10/09/1984 Nationality: Singaporean Position held at another organization: + Chairman of the Board of Directors of Tan Cang Que Vo Joint Stock Company.</p>	0%	Appointed to hold the position of Deputy General Director from 01/08/2024.
4	Mr. Nguyen Mai Khanh Trinh	Chief Financial Director cum Chief Accountant	<p>+ Gender: Male + Date of birth: 02/07/1984 + Place of birth: Khanh Hoa + Nationality: Vietnamese Position held at another organization: + Head of Supervisory Board at Southern Waterborne Transport Joint Stock Corporation. + Head of Supervisory Board at Vietranstimex Multimodal Transport Holding Company.</p>	0%	Bổ nhiệm giữ chức vụ Giám đốc tài chính từ ngày 18/01/2023. Ngày bổ nhiệm chức vụ Trưởng phòng Kế toán kiêm Kế toán trưởng: 25/08/2024

4	Mr. Nguyen Hoang Giang	Head of Finance and Accounting Department cum Chief Accountant	<p>Gender: Male Date of birth: 13/04/1986 Place of birth: Tien Giang Nationality: Vietnamese Position held at another organization: none</p>	0%	Appointed to hold the position of Head of Finance and Accounting Department cum Chief Accountant from 25/08/2020. Date of dismissal from the position of Head of Accounting Department cum Chief Accountant: 25/08/2024
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2.2. CHANGES IN THE MANAGEMENT BOARD:

- Mr. Phay Wenfu, Daniel resigned from the position of Deputy General Director from 01/08/2024.
- Mr. Kelvin Lim Chia Siong appointed as Deputy General Director from 01/08/2024.
- Mr. Nguyen Hoang Giang resigned from the position of Head of Finance and Accounting Department cum Chief Accountant from 25/08/2024.
- Mr. Nguyen Mai Khanh Trinh (Finance Director) appointed and concurrently held the position of Head of Finance and Accounting Department from 25/08/2024.

2.3 NUMBER OF EMPLOYEES AND EMPLOYEE

POLICIES:

SOTRANS system was 1.170 (compared to 1.089 as of December 31, 2023).

- All employees are employed under signed labor contracts. SOTRANS consistently fulfills its obligations to employees in accordance with applicable labor laws.
- The company establishes salary and bonus schemes for each job position based on benchmarking with other companies in the same industry. Special attention is given to the compensation of executive managers, highly qualified personnel, and long-serving employees who have made significant contributions.
- The bonus policy for high-performing units is implemented to encourage proactiveness and creativity across the entire company.
- SOTRANS continued to focus on investing in training

and human resource development to meet the needs of enhancing professional capabilities, work skills, and management competencies for its staff. Training activities were implemented in a diverse and flexible manner, combining both in-person and online formats, contributing to the building of a learning culture and sustainable development throughout the organization. The training programs included: Internal Training, External Training, Training activities related to S.H.E.

- Annually, SOTRANS organizes company trips and holidays for employees, and regularly holds meetings, team-building activities, and knowledge-sharing sessions among staff members.
- Employee health is always a priority, with annual health check-ups provided for all staff.
- Traditional gatherings are organized during major occasions such as Lunar New Year and Women's Day, along with internal contests, entertainment activities, recognition programs, and gift-giving.
- The company also promotes cultural and sports activities, including the provision of uniforms and equipment, as well as organizing training, exchanges, and competitions.
- In addition, SOTRANS provides care and support for employees in cases of illness or personal hardship.
- In 2024, the company also carried out various CSR and charitable programs such as: tree planting, eco-defensive driving training, and donating books to students in Binh Thuan Province, Giving gifts and necessities to the Hanoi Centre for the Care of Persons with Disabilities.

3. INVESTMENT ACTIVITIES, PROJECT IMPLEMENTATION

In 2024, SOTRANS GROUP continued to invest in production and business activities at subsidiaries, a number of large investments such as:

- Invested over 101 billion VND to acquire 99.997% of the shares in Sowatco Tri Phuong Joint Stock Company.
- Purchased an additional 2.84% of shares in Construction and Engineering JSC to increase the ownership stake to 99.02%.
- Invested in the construction of a chemical storage facility in the Dong Nai area, with payments made up to December 31, 2024, totaling over 97 billion VND.

4. FINANCIAL PERFORMANCE

A. FINANCIAL PERFORMANCE IN 2024

Indicators	2024 (Million VND)	2023 (Million VND)	% change
Total Asset Value	3,052,183	2,868,678	6%
Net revenue	2,454,337	1,795,636	37%
Profit from business activities	253,187	165,212	53%
Other profits	11,603	55,147	-79%
Profit before tax	264,790	220,360	20%
Profit after tax	203,829	150,680	35%
Payout ratio	-	-	

(Source: Compiled from the audited 2024 Consolidated Financial Statements)

B. MAJOR FINANCIAL INDICATORS

Indicators	2024	2023	Notes
1. Solvency ratio			
+ Current ratio: Short-term Asset/Short-term Debt	2.14	2.44	
+ Quick ratio: Short-term Asset – Inventories / Short-term Debt	2.07	2.31	
2. Capital structure Ratio			
+ Debt/Total assets ratio	0.21	0.21	
+ Debt/Owner's Equity ratio	0.27	0.27	
3. Operation capability Ratio			
+ Inventory turnover: Cost of goods sold/Average inventory	43.7	17.5	
+ Total asset turnover: Net revenue/ Average Total Assets	0.8	0.6	
4. Profitability			
+ Profit after tax/ Net revenue Rat	8%	8%	
+ Profit after tax/ total capital Ratio	9%	7%	
+ Profit after tax/ Total assets Ratio	7%	5%	
+ Profit from business activities/ Net revenue Ratio	10%	9%	

(Nguồn: Tổng hợp từ Báo cáo tài chính hợp nhất năm 2024 đã được kiểm toán)

5. SHAREHOLDER STRUCTURE, CHANGE OF OWNER'S INVESTMENT CAPITAL

A. SHAREHOLDER STRUCTURE

According to the comprehensive list of securities owners finalized by the Vietnam Securities Depository and Clearing Corporation as of December 31, 2024, SOTRANS's shareholding information is as follows:

▶ Charter capital:	982,533,570,000 VND
▶ Volume of listed shares:	98,253,357 shares
▶ Volume of outstanding shares:	98,253,357 shares
▶ Treasury Stocks:	0 shares
▶ Par value of 1 share:	10,000 VND

No.	Indicators	Number of Shares	Number of Shareholders	Ownership Rate
I	State Shareholders	-	-	-
II	Domestic shareholders	68,730,919	499	69.95%
1	Individual	623,473	492	0.63%
2	Organization	68,107,446	7	69.32%
III	Foreign shareholders	29,522,438	18	30.05%
1	Individual	10,050	9	0.01%
2	Organization	29,512,388	9	30.04%
	Total	98,253,357	517	100.00%

B. CHANGE IN THE OWNER'S EQUITY: None.

6. ENVIRONMENT-SOCIAL-GOVERNANCE (ESG) REPORT OF THE COMPANY

6.1. ENVIRONMENT

SOTRANS aims to optimize the management of raw materials, energy consumption, and water consumption in the entire SOTRANS system, while strictly complying with environmental protection regulations, with a focus on energy efficiency and sustainable development.

As the investor in construction and equipment installation projects, SOTRANS consistently prioritizes minimizing negative environmental impacts. The Company selects contractors and equipment suppliers that offer the most effective environmental protection solutions. All equipment used in SOTRANS projects is required to meet energy-

saving standards. The Company also prioritizes the use of alternative materials that are less energy-intensive, provided they meet technical specifications.

Furthermore, when preparing pre-feasibility technical reports for investment projects, SOTRANS hires consultants to carry out environmental impact assessments in the project implementation area. At the same time, practical solutions are proposed to minimize the impact on the environment and ecosystem.

Initiatives and measures to reduce greenhouse gas emissions:

The company focuses on ecological and safe transportation activities with the achievement of the Level 2 Green Certificate for the implementation of the Sustainable Development in Green Freight Asia (GFA) program from Green Freight Asia (GFA). This prestigious certification recognizes SOTRANS's commitment and ongoing efforts in implementing its sustainable business strategy. It also demonstrates the Company's alignment with the green freight initiative, aimed at improving fuel efficiency and reducing CO₂ emissions in Vietnam.

Equipment technologies to reduce greenhouse gas emissions for more than 70 GFA II-achieving tractors have been innovated and applied, including:

- Using eTMS software to track and coordinate freight routes.
- Changing the tire shell with rolling friction reduction technology. Change of oil with engine friction reduction technology.
- Monitoring device: to detect fuel level, accurately control the fuel consumption of the vehicle.

6.2. ENERGY CONSUMPTION

a) Energy consumption - directly and indirectly

Sotrans's electricity consumption in 2024 is about 4,552,009 kWh, specifically:

- Sotrans Logistics: 776,195 kWh
- Sowatco: 3,627,480 kWh
- South Port: 30,571 kWh
- Vietranstimex: 117,763 kWh

The consumption of DO oil fuel during the operation of vehicles is about 3,029,010 liters, specifically:

- Sotrans Logistics: 1,397,930 liter
- Sowatco: 1,138,896 liter
- Vietranstimex: 492,184 liter

b) Energy savings through energy efficiency initiatives:

The Company always raises the awareness of environmental protection and energy saving for all employees through campaigns to save energy resources at the Company.

Sotrans strengthens energy-saving measures from the replacement and use of energy-saving LED lighting equipment in offices, warehouses, yards, ports.

Make recommendations on saving electricity and water in the workplace such as Turn off the power when not in use and Save water through signs.

c) Energy efficiency initiative reports (provision of energy-efficient or renewable energy products and services); report on the results of these initiatives.

Sotrans Logistics: Recertification of Green Level 2 certification for the implementation of the Green Freight Asia (GFA) Sustainability program in 2024.

- Sowatco:** 1st monitoring audit for maintaining ISO 14001:2015 and ISO 45001:2018 certifications
- ISO 14001:2015: Achieved the maintenance of the 2022 Environmental Management System (EMS) Certification in 2024
 - ISO 45001:2018: Achieved the maintenance of the 2022 Certification of Occupational Safety and Health Management System in 2024

Vietranstimex: Recertification

- ISO 14001:2015: Certified for Environmental Management System (EMS) on 14/01/2023
- ISO 45001:2018: Certified in Occupational Health and Safety Management System on 18/04/2023
- ISO 9001:2015: Obtained the Quality Management System Certification on 26/03/2023.

6.3. WATER CONSUMPTION

Water supply and water use

According to the City water supply unit, water consumption by companies in 2024:

Sotrans Logistics: 25,973 m³

Sowatco: 50,281 m³

Cảng Miền Nam: 600 m³

Vietranstimex: 5,172 m³

6.4. COMPLIANCE WITH THE LAW ON ENVIRONMENTAL PROTECTION

a) Number of times sanctioned for non-compliance with environmental laws and regulations: None.

The company complies with environmental protection laws by:

- Equipped with additional containers for domestic solid waste and hazardous waste of all kinds;
- Identification and layout for hazardous waste storage areas, domestic waste storage locations, construction of isolation walls for liquid waste storage;
- Promulgated regulations on waste management and guiding employees to sort waste at source;
- The company has signed a contract for the collection of domestic solid waste and hazardous waste at source with a capable contractor;
- Preparation of environmental protection reports, preparation of environmental registration dossiers. Apply for an environmental license.

b) The total amount of money due to penalties for violations due to non-compliance with laws and environmental regulations: none.

6.5. EMPLOYEES

The total number of employees in the SOTRANS system as of December 31, 2024 is 1,169 people. All employees are signed labor contracts, SOTRANS always fulfills its obligations to employees in accordance with the law.

6.6. POLICIES RELATED TO EMPLOYEES

a) Labor policy to ensure the health, safety and welfare of employees:

- Preparation of occupational hygiene records,
- Monitoring the working environment,
- Ergonomi Review,
- Annual Periodic Health Check-ups,
- Occupational disease screening for employees engaged in physically demanding or hazardous work, particularly those in direct contact with petroleum products,
- Provision of personal protective equipment.

b) Training activities for employees related to S.H.E:

Average number of training hours per year, by employee and by employee classification

- **Occupational Safety and Health Training:**

- + Group 1: the average number of hours for the first time is 16 hours; the second time is 08 hours (every 2 years)
- + Group 2: the average number of hours for the first time is 48 hours; the second time is 24 hours (every 2 years)
- + Group 3: the average number of hours for the first time 24 hours; the second time is 12 hours (every 2 years)
- + Group 4: the average number of hours for the first time is 16 hours; the second time is 08 hours (every 1 year)
- + Group 6: the average number of hours for the first time is 04 hours; the second time is 02 hours (every 2 years)

- **First Aid Training: organized annually**

- + Employees: the average number of hours for the first time is 04 hours; 02 hours annually
- + First aid force: the average number of hours for the first time is 16 hours; 08 hours annually

- **Training and Practicing Fire Prevention and Rescue drill plans:** held annually.

- **Electrical Safety Training Training:** 24-hour first-time average; 08 hours annually.

6.6 LOCAL COMMUNITY

SOTRANS clearly defines responsibility to the community as an inseparable part of the sustainable development strategy. SOTRANS is committed to accompanying the development of the locality where the business operates through practical social programs, spreading positive values to the community.

In 2024, the company organized charity and social responsibility programs such as: trees planting activities, eco-defensive driving training, participation in the “Nuoi Em” (Foster a Child) initiative, donating books to students in Binh Thuan province, giving gifts and necessities to the Hanoi Center for Care for the Disabled...

6.7 SOCIAL RESPONSIBILITY

SOTRANS considers social responsibility (CSR) as an important pillar in sustainable development strategy. Not only focusing on business efficiency, the Company is always aware of the role and influence on the community, the environment and employees.

Accompanying and promoting practical social activities to contribute to improving the sense of responsibility of employees with the general development of the community.

Building a good working environment for employees to promote their personal capacity, stick and dedicate to the Company while attracting talents.

6.8 OBLIGATIONS TO THE STATE BUDGET

All companies within the SOTRANS Group fully comply with their financial obligations to the State, including timely tax declaration, finalization, and payment in accordance with applicable laws. The Company considers tax compliance not only a legal duty but also a responsibility to the community, and a foundation for sustainable, transparent, and reputable business operations.



PART 3

REPORT AND EVALUATION OF THE BOARD OF DIRECTORS



1. EVALUATION OF PRODUCTION AND BUSINESS RESULTS IN 2024

Most of the key financial indicators of Sotrans Group in 2024 have increased significantly compared to 2023. However, consolidated revenue only reached 89%, and profit after tax only reached 76% of the 2024 target.

Unit: Million VND

Indicators	Actual 2023	Actual 2024	Plan 2024	%Actual2024 /Actual 2023	% Actual 2024 / Plan2024
Revenue	1,795,636	2,454,337	2,749,791	137%	89%
Gross Profit	288,354	393,927	502,790	137%	78%
Operating profit	165,212	253,187	267,749	153%	95%
Profit before tax	220,360	264,790	316,689	120%	84%
Profit after tax	150,680	203,829	266,938	135%	76%

(Source: Compiled from the audited 2024 Consolidated Financial Statements)

In comparison to 2023:

- + Profit from the port operation segment increased by 20% compared to 2023 due to higher volumes at all ports and ICD, and profit from associates rose by 12% compared to the previous year.
- + Profit from the logistics segment increased about 40% compared to 2023.

In comparison to 2024 budget: Revenue from some segments, such as wind turbine transportation and installation, and warehouse leasing, has not met the set targets, which has impacted the overall revenue and profit plan of Sotrans Group for the year.

2. FINANCIAL PERFORMANCE

ASSET SITUATION

Unit: Million VND

Indicators	31/12/2024	31/12/2023	Change	% Change
A - CURRENT ASSETS	1,127,107	1,171,257	(44,150)	-4%
- Cash and Cash equivalent	507,907	606,880	(98,973)	-16%
- Short-term investments	86,486	67,891	18,595	27%
- Current accounts receivable	478,505	426,461	52,043	12%
- Inventories	36,288	57,963	(21,675)	-37%
- Other current assets	17,922	12,062	5,859	49%
B - NON-CURRENT ASSETS	1,925,076	1,697,421	227,655	13%
- Non-current receivables	3,470	4,425	(955)	-22%
- Fixed assets	1,105,000	983,377	121,623	12%
- Long term assets in progress	149,290	79,925	69,365	87%
- Long-term investments	606,195	554,190	52,005	9%
- Other long-term assets	61,121	75,503	(14,382)	-19%
TOTAL ASSETS	3,052,183	2,868,678	183,505	6%

(Source: Compiled from the audited 2024 Consolidated Financial Statements)

B. DEBT PAYABLE

Unit: Million VND

Indicators	31/12/2024	31/12/2023	Change	% Change
A - LIABILITIES	652,348	614,033	38,315	6%
- Current liabilities	526,500	480,993	45,508	9%
- Non-current liabilities	125,848	133,041	(7,192)	-5%
B - OWNERS' EQUITY	2,399,835	2,254,645	145,190	6%
- Capital	2,399,835	2,254,645	145,190	6%
TOTAL LIABILITIES AND OWNERS' EQUITY	3,052,183	2,868,678	183,505	6%

(Source: Compiled from the audited 2024 Consolidated Financial Statements)

At 31/12/2024, the company's total assets and total capital increased by 6% compared to the beginning of the year, equivalent to 183.5 billion VND. In 2024, inheriting the orientation of focusing on core business activities, Sotrans continued to invest in long-term assets to increase the value of the group's business activities, raising the group's total assets to 3,052 billion VND. In addition, the group also invested in new projects, causing cash and cash equivalents to decrease by 16% compared to the previous year.

The Group's financial leverage remained at a safe level according to Sotrans' general policy. Accordingly, the debt to total assets ratio remained at 0.21 times, equivalent to 2023, and the debt to equity ratio remained at 0.27 times, equivalent to 2023.

3. IMPROVEMENTS IN ORGANIZATIONAL STRUCTURE, POLICIES, AND MANAGEMENT:

The company has restructured its business segments towards greater specialization and focus on core services. Sotrans Logistics has experienced strong growth in international and domestic freight forwarding, while continuing to develop its warehousing services and actively seeking new investment opportunities in high-potential areas such as Ba Ria – Vung Tau and Long An, etc. Vietranstimex has continued to specialize in the transportation of oversized and overweight cargo with a focus on transportation and installation of bridges. Sowatco has dedicated to the development of port operations and inland waterway transportation. South Port has focused on petroleum trading and distribution.

The company has focused on investing in core business activities and modernizing business operations through the following initiatives:

- + Development of integrated software systems for port management, logistics operations, and accounting, ...
- + Infrastructure upgrades including road systems, drainage, and embankment protection of the Cai Quy canal, at Long Binh Port
- + Infrastructure and architecture to upgrade Long Binh Port
- + Building 02 new container vessels, each with a capacity of 300 TEUs
- Gradually building a management reporting system to evaluate operational efficiency and improve the organizational and human resource structure.
- Strengthening financial and accounting control to optimize capital efficiency, reduce costs, and minimize capital retention in the sales process.
- Implementing good policies for customers: selecting reputable and capable customers as partners, applying a selective approach to customer transactions and tightening payment terms to ensure stable business operations and minimize financial risks. At the same time, continuously improving transaction methods to enhance customer convenience.
- Enhancing the supervision and enforcement of internal regulations, company policies, labor discipline, working time, etc. of departments and of all employees of the Company.

4. DEVELOPMENT PLAN FOR 2025

To achieve business results as planned in 2025, the Company will continue to develop according to 5 main pillars:

1. Business model transformation:

Focusing on the specialization of business areas for each member company to maximize capabilities and operational efficiency.

- **Sotrans Logistics:** focuses on developing international and domestic freight forwarding services, while expanding warehousing operations at strategic locations.
- **Vietranstimex:** continues to specialize in the transportation of oversized and overweight cargo, serving key industries such as power, oil and gas, petrochemicals, cement, and transportation, etc... The company aims to serve not only the domestic market but also expand into the Southeast Asian market by partnering with major players in each target market.
- **Sowatco:** concentrates on developing port operations and inland waterway transportation within Vietnam, seeking opportunities to expand business activities in the Northern region and the Mekong Delta area.

2. Human Resources and organizational transformation:

Focusing on restructuring human resources and organizations to meet the transformation of business models and future development needs.

Organizing training programs for all levels from senior managers, middle managers, potential employees, and all employees, to enhance competencies and align with strategic objectives.

3. Asset restructuring and optimization:

- Developing strategies for optimal asset utilization.
- Adjusting asset ownership and usage structures, including reallocating assets among member units based on their operational functions.
- Investment in modern equipment and infrastructure to enhance operational efficiency and business development.
- Continuing the development of projects related to chemical warehousing and port systems in the Northern region.

4. Operational Efficiency:

- Optimizing operations through the implementation of stringent processes and regulations. Additionally, enhance management systems to ensure safety throughout logistics operations.
- Applying specialized software systems for managing specific service areas, enabling continuous monitoring and management optimization.
- Strengthening financial management processes to minimize financial risks for SOTRANS.

5. Integrating the service chain business model:

- Linking units in the system to establish a comprehensive logistics service chain that meets customer development needs. The objective is to provide optimized logistics services to all customer segments.
- Manage customer service through continuous tracking and transportation processes.
- Promote the provision of logistics solutions and the application of technology in operations for major target customer groups.

5. EXPLANATION OF THE BOARD OF MANAGEMENT REGARDING THE AUDIT'S OPINION:

The separate and consolidated financial statements for the year 2024 present a true and fair view of the financial position of the Company and the Group as of December 31, 2024, and of the results of operations and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of separate and consolidated financial statements.

PART 4

BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S OPERATIONS



1. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S OPERATIONS

In 2024, in the context of many fluctuations in the world and domestic economy, the Board of Directors assesses that the Company has made efforts to maintain stable business operations, adapt flexibly and gradually achieve positive results in many aspects. The main activities acknowledged by the Board of Directors are as follows:

A. BUSINESS OPERATIONS:

The Company closely adhered to the key orientations approved by the General Meeting of Shareholders, specifically in June 2024, the General Meeting approved the business targets, and the Company achieved the following results: consolidated net revenue reached VND 2,454.3 billion, and profit before tax amounted to VND 264.79 billion, representing increases of 37% and 20% respectively compared to 2023. The Company's main business segments all met the plan, but the transportation and installation of wind power equipment and the transport of oversized and overweight cargo did not meet the set targets.

Detailed information is provided in the General Director's Report.

The company has strengthened its role through comprehensive governance across member units, implementing specific programs and action plans focusing on four pillars: Finance and Accounting, Internal Audit, Human Resources, and Information Technology.

B. HUMAN RESOURCE AND COMPENSATION POLICIES:

The Board of Directors highly appreciates the efforts of the Board of Management in maintaining workforce stability, particularly among middle management, during the Company's transitional phase.

The company successfully implemented various internal training programs focusing on professional development, corporate culture, and the encouragement of innovative initiatives.

Employee welfare remains a priority, with the Company ensuring consistent employment opportunities and adhering to the compensation and bonus policies established by the Board of Directors.

Identifying human resources as the most valuable asset, the Company proactively develops a high-quality workforce through several initiatives:

- Conducting comprehensive training programs for management and staff to enhance professional skills and foster a culture of continuous learning.
- Developing a holistic compensation and benefits program aimed at attracting and retaining top talent.
- Implementing strategic appointments and rotations in leadership positions to strengthen management capabilities and operational efficiency.

C. UNION AND SOCIAL ACTIVITIES:

The Company and its subsidiaries consistently prioritize and encourage the activities of internal organizations such as the Trade Union, the Communist Party, and the Youth Union. These bodies actively contribute to employee welfare initiatives, internal competitions, and sports movements, fostering a cohesive and dynamic corporate culture.

In addition, emphasizing environmental considerations and sustainable development, the Company focuses on developing high-tech, eco-friendly products. The Board of Management also aims to proactively apply the ESG (Environment – Society – Corporate Governance) framework into all business operations. Notably, on March 31, 2025, SOTRANS was honored to be listed among the "Top 10 ESG Vietnam Green Enterprises 2025 – Logistics Sector," as announced by Viet Research in collaboration with the Finance and Investment Newspaper under the Ministry of Finance.

The Board of Directors highly appreciates the Company's sustainable development orientation and recommends continued in-depth investment in this area for 2025 and beyond. n bền vững của Công ty và khuyến nghị tiếp tục đầu tư chiều sâu cho mảng này trong năm 2025 và giai đoạn sau.

D. SHAREHOLDER AND INVESTOR RELATIONS:

The company always identifies that maintaining robust relationships with shareholders and investors is a fundamental pillar of transparent and professional corporate governance. In 2024, the Company fulfilled all information disclosure obligations and enhanced engagement with shareholders to ensure transparency, fairness, and to strengthen market confidence.

2. BOARD OF DIRECTORS' ASSESSMENT OF THE BOARD OF MANAGEMENT'S PERFORMANCE

In 2024, under the direction and supervision of the Board of Directors, the Board of Management proactively and flexibly managed the Company's operations in alignment with the development strategy approved by the General Meeting of Shareholders. The Board highly appreciates the Executive Management's efforts in executing the 2024 business plan.

The Board's oversight of the Executive Management was conducted through regular inquiries directed at the CEO and key executives regarding operational results during periodic meetings and on-site visits to various units. Management and operational activities were carried out methodically, with clear focus and alignment with the overall strategic direction.

The Board expects the Executive Management to continue demonstrating proactivity and innovation, accelerating technological advancements, developing human resources, and maintaining its leadership role in steering the Company through 2025 and the subsequent years.

3. BOARD OF DIRECTORS' PLANS AND STRATEGIC DIRECTIONS

In its role of providing strategic direction, oversight, and support to the Management Board, the Board of Directors of South Logistics Joint Stock Company (SOTRANS) has established the following key plans and directions:

Fulfill the Role of a Holdings Entity: Act as the central force in governance, providing comprehensive support to all units within the system in areas such as finance, legal affairs, project management, and information technology, thereby foster favorable conditions for the business activities of each unit.

Enhance Oversight and Collaboration: Continue to strengthen supervision and work alongside the Executive Management to successfully implement the resolutions approved by the General Meeting of Shareholders, with a focus on accelerating the progress of investment projects involving the Company.

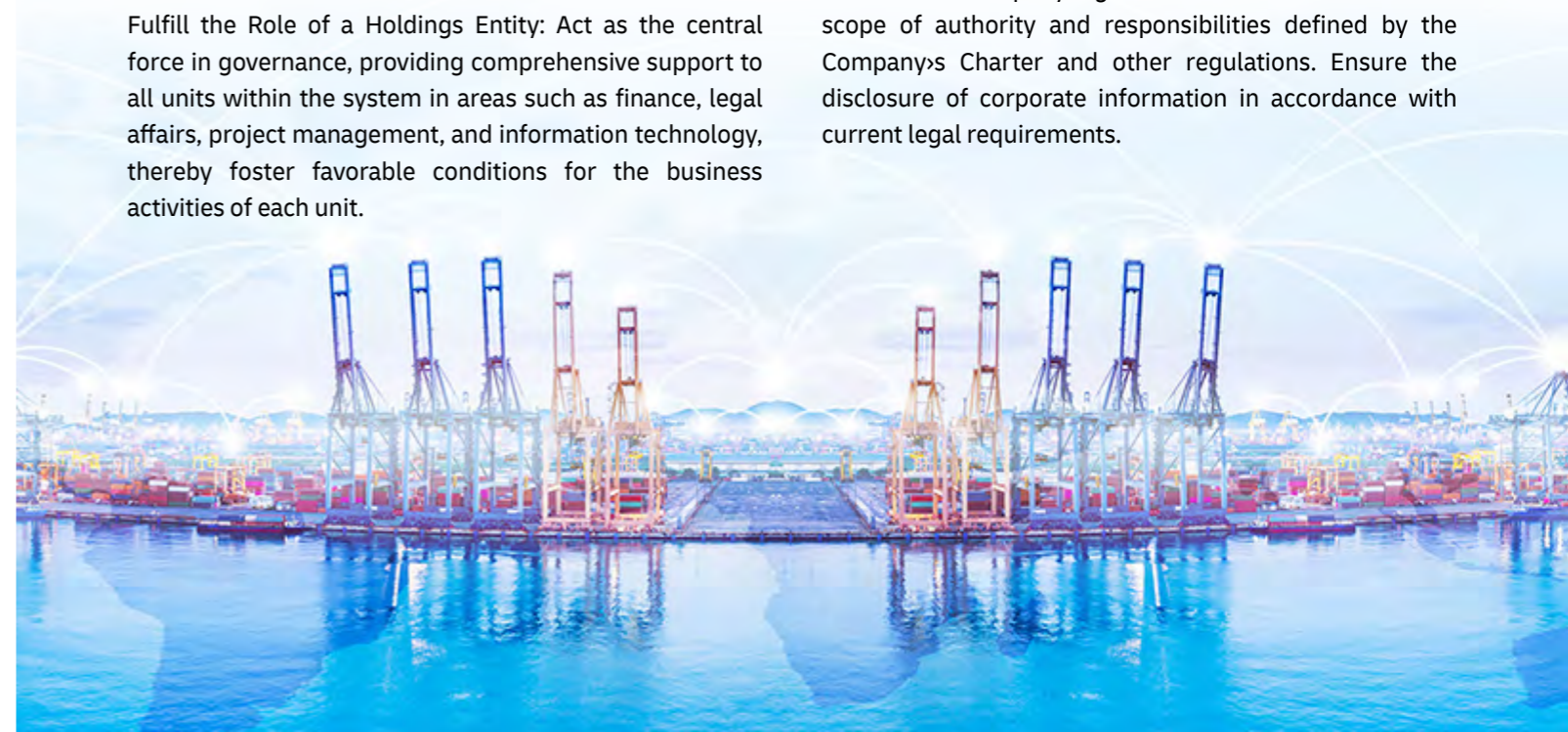
Navigate Challenges and Achieve 2025 Targets: Direct and manage the Company's operations to overcome difficulties, maintain stability, and achieve the 2025 plan targets set by the General Meeting of Shareholders. Collaborate closely with the Executive Management to implement established governance solutions, monitor and evaluate monthly and quarterly performance, and proactively develop and execute timely and effective operational strategies to ensure the attainment of planned objectives.

Strengthen Financial Forecasting and Management: Enhance forecasting capabilities and continue to improve financial management to ensure the Company's financial stability and efficiency.

Control Operational Costs and Support Subsidiaries: Implement strict control over operational expenses and actively support the activities of member units to enhance the efficiency of SOTRANS's capital investments in these subsidiaries.

Explore New Markets and Enhance Service Quality: Seek out new potential markets and develop the Company's business areas while improving service quality to meet the increasing demands of customers.

Adhere to Governance Functions and Legal Compliance: Execute the Company's governance functions within the scope of authority and responsibilities defined by the Company's Charter and other regulations. Ensure the disclosure of corporate information in accordance with current legal requirements.



PART 5

CORPORATE GOVERNANCE



1. BOARD OF DIRECTORS

A. MEMBERS AND STRUCTURE OF THE BOARD OF DIRECTORS:

List of the members of the Board of Directors:

STT	Full name	Position	Number of shares owned	Percentage of Voting Shares	Number of positions of members of the Board of Directors held by each member of the Board of Directors at other companies
1	Mr. Tran Tuan Anh	Chairman of the Board of Directors	0	0%	<ul style="list-style-type: none"> - General Director of ITL Corporation - Board Member of Southern Waterborne Transport Corporation - Chairman of First Logistics Development Joint Venture Company - Chairman of ITL Logistics Joint Stock Company - Chairman of Sotrans Logistics One Member Company Limited
2	Mr. Nguyen Quoc Thuc	Vice Chairman of the Board of Directors, Member of the Audit Committee	0	0%	<ul style="list-style-type: none"> - Deputy General Director (Human Resources) of ITL Corporation - Board Member of Vietranstimex Multimodal Transport Holding Company
3	Mr. Dang Vu Thanh	Member of the Board of Directors, General Director	85,776	0.0873%	<ul style="list-style-type: none"> - Board Member, General Director of Southern Waterborne Transport Corporation - Board Member, General Director of Vietranstimex Multimodal Transport Holding Company - Board Member of First Logistics Development Joint Venture Company - Chairman of South Port Joint Stock Company - Chairman of Sotrans Infrastructure Investment Company Limited
4	Mr. Do Le Hung	Independent Member of the Board of Directors, Chairman of the Audit Committee	0	0%	<ul style="list-style-type: none"> - Independent Board member, Chairman of the Audit Committee of Vietnam Dairy Products Joint Stock Company (Vinamilk) - Independent Board member, Chairman of the Audit Committee of DHG Pharmaceutical Joint Stock Company - Independent Board member, Chairman of the Audit Committee of An Gia Real Estate Investment And Development Corporation - Independent Board member, Chairman of the Audit Committee of Refrigeration Electrical Engineering Corporation

5	Mr. Lee Kian Huat (Peter)	Independent Member of the Board of Directors	0	0%	- Legal Advisor of Symphony Asia Holdings Pte Ltd
6	Mr. Phay Wenfu Daniel (resigned from 21/06/2024)	Member of the Board of Directors	0	0%	- Chairman of the Board of Members cum General Director of PSA Cargo Solutions Vietnam Co., Ltd. - Board Member of Tan Cang Que Vo Joint Stock Company.
7	Ms. Seow Hwee	Member of the Board of Directors			- President and Director of Asia Automobile Terminal (Singapore) Pte. Ltd. - President and Director of PSA Cargo Solutions (SEA) Pte. Ltd. - Director of Portnet.com Pte. Ltd. - Chairman of the Committee of PT PSA Cargo Solutions Indonesia.
8	Mr. Kelvin Lim Chia Siong (appointed from 21/06/2024)	Member of the Board of Directors	0	0%	- Chairman of the Board of Directors of Tan Cang Que Vo Joint Stock Company

B. SUBCOMMITTEES OF THE BOARD OF DIRECTORS:

The Audit Committee under the Board of Directors (BOD) of South Logistics Joint Stock Company consists of 2 members as follows:

No.	Name	Position	Date of Appointment / Date of Cessation as a Member of the Audit Committee
1	Mr. Do Le Hung	Chairman of the Audit Committee, Independent Member of the Board of Directors	Starting from 05/11/2019
2	Mr. Nguyen Quoc Thuc	Member of Audit Committee, Vice Chairman of the Board of Directors	Starting from 30/06/2020

C. ACTIVITIES OF THE BOARD OF DIRECTORS:

In 2024, the Board of Directors convened 12 meetings, encompassing both regular sessions and resolutions passed via written consent and email correspondence. This approach aimed to enhance governance practices and maintain close oversight of the Company's business operations. All Board meetings were thoroughly documented, with minutes duly approved and securely archived at the Company's headquarters. Beyond formal meetings, Board members engaged in frequent discussions and collaborations to address emerging issues promptly. Attendance was exemplary, with all members participating fully in each session.

The Board's commitment to active engagement and transparent decision-making underscores its dedication to upholding the highest standards of corporate governance.

No	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for Absence
1	Mr. Tran Tuan Anh	12/12	100%	
2	Mr. Nguyen Quoc Thuc	12/12	100%	

3	Mr. Dang Vu Thanh	12/12	100%	
4	Mr. Do Le Hung (Independent member of the Board Director)	12/12	100%	
5	Mr. Lee Kian Huat (Peter) (Independent member of the Board Director)	12/12	100%	
6	Mr. Phay Wenfu Daniel	7/12	58.33%	Resigned from 21/06/2024
7	Ms. Seow Hwee	12/12	100%	
8	Mr. Kelvin Lim Chia Siong	5/12	41.67%	Appointed from 21/06/2024

Resolutions/Decisions of the Board of Directors in 2024:

No.	Resolution / Decision No.	Date	Content
1	01/STG/QĐ-HĐQT	31/01/2024	Re-appointment of officials - Mr. Nguyen Mai Khanh Trinh holds the position of Chief Financial Officer
2	02/STG/NQ-HĐQT	18/03/2024	Extension of the time for holding the 2024 Annual General Meeting of Shareholders
3	03/STG/QĐ-CT.HĐQT	26/04/2024	Approval of the guarantee of South Logistics Joint Stock Company for debt repayment on behalf of the obligations of Vietranstimex Company at Techcombank
4	04/STG/QĐ-CT.HĐQT	27/04/2024	Approval of the guarantee of South Logistics Joint Stock Company on debt repayment in lieu of obligations of Vietranstimex Company at ACB Leasing
5	05/STG/NQ-HĐQT	02/05/2024	Plan to organize the Annual General Meeting of Shareholders in 2024
6	07/STG/NQ-HĐQT	31/05/2024	Approval of the program and documents of the 2024 Annual General Meeting of Shareholders
7	08/STG/NQ-HĐQT	05/06/2024	Approving the policy for Sotrans Logistics Co., Ltd. ("STL") to invest in a chemical warehouse in Ho Nai Industrial Park
8	09/STG/NQ-HĐQT	12/06/2024	Approval of the loan policy and loan contract between the Company and Sotrans Logistics Co., Ltd. ("STL")
9	10/STG/NQ-HĐQT	12/06/2024	Approval of updating and supplementing documents of the 2024 Annual General Meeting of Shareholders
10	11/STG/QĐ-HĐQT	21/06/2024	Appointment of Chairman of the Board of Directors - Mr. Tran Tuan Anh

11	12/STG/QĐ-HĐQT	21/06/2024	Appointment of Vice Chairman of the Board of Directors - Mr. Nguyen Quoc Thuc
12	13/STG/QĐ-HĐQT	21/06/2024	Establishment of the Audit Committee under the Board of Directors for the term 2024-2029
13	14/STG/QĐ-HĐQT	21/06/2024	Appointment of Chairman of the Audit Committee under the Board of Directors for the term 2024-2029
14	13/STG/NQ-HĐQT	18/07/2024	Select an independent auditor for fiscal year 2024
15	14/STG/NQ-HĐQT	01/08/2024	Dismissal of Mr. Phay Wenfu, Daniel from the position of Deputy General Director from 01/08/2024
16	15/STG/QĐ-HĐQT	01/08/2024	Appointment of Deputy General Director to Mr. Kelvin Lim Chia Siong from 01/08/2024
17	16/STG/QĐ-HĐQT	25/08/2024	Dismissal of the position of Chief Accountant Head of Finance and Accounting Department for Mr. Nguyen Hoang Giang from 25/08/2024
18	17/STG/QĐ-HĐQT	25/08/2024	Appointment of the position of Chief Accountant Head of Finance and Accounting Department for Mr. Nguyen Mai Khanh Trinh from 25/08/2024
19	18/STG/NQ-HĐQT	26/12/2024	Deducting salaries into production and business costs in 2024

D. INDEPENDENT BOARD MEMBER:

- Mr. Do Le Hung was appointed as an independent member of the Board of Directors from 27/9/2019 and subsequently appointed as Chairman of the Audit Committee from 05/11/2019.
- Mr. Lee Kian Huat was appointed as an independent member of the Board of Directors from 12/05/2022.
- The Company's Board of Directors comprises 7 members, including 2 independent members, accounting for 28.5% of the total. This composition complies with the provisions of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Clause 4, Article 276 of Decree No. 155/2020/NĐ-CP guiding the Securities Law.

E. CORPORATE GOVERNANCE TRAINING:

The Company recognizes the critical role of corporate governance in enhancing business performance and achieving sustainable development goals. In 2024, members of the Board of Directors, Audit Committee, Executive Management, company secretaries and key managerial personnel actively participated in conferences and workshops organized by international consulting firms, regulatory bodies, and strategic partners. These engagements facilitated the exchange of knowledge and experiences in corporate governance practices.

Looking ahead, the Company plans to continue its commitment to corporate governance excellence by enrolling its Executive Management and managerial staff in reputable training programs offered by the State Securities Commission (SSC) and other esteemed institutions. These initiatives aim to deepen the understanding of corporate governance principles and practices across all levels of the organization.

2. AUDIT COMMITTEE::

A. INFORMATION ABOUT MEMBERS OF THE AUDIT COMMITTEE:

NO.	Member of Audit Committee	Position	Date of Appointment / Date of Cessation as a Member of the Audit Committee	Qualifications	Shareholding ratio of the Company (%)
1	Mr. Do Le Hung	Chairman of the Audit Committee, Independent Member of the Board of Directors	Starting date as Chairman of the Audit Committee: 05/11/2019	Master of Economics and Finance	0%
2	Mr. Nguyen Quoc Thuc	Member of the Audit Committee, Vice Chairman of the Board of Directors	Starting date as a member of the Audit Committee: 30/06/2020	Master of Mechanical Engineering	0%

B. AUDIT COMMITTEE ACTIVITIES:

In compliance with prevailing legal regulations (including the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP guiding the Law on Securities, Circular No. 116/2020/TT-BTC guiding the Law on Enterprises 2020, and Decree No. 155), the Board of Directors approved the updated Charter of the Audit Committee to align with the Company's Charter.

In 2024, the Audit Committee convened two in-person meetings and conducted several oversight sessions and consultations via email. These meetings saw full participation from all Audit Committee members and relevant key personnel of the Company.

The Audit Committee exercised its supervisory role over the Board of Directors through meetings, discussions, and the review of Board resolutions. It also monitored the Executive Management's adherence to the Board's resolutions and the delegation of authority between the Board and the CEO.

Throughout its operations, the Audit Committee maintained effective coordination with Board members, Executive Management, and pertinent managerial staff, consistently receiving their cooperation and support.

The audit committee's supervision results are as follows:

i. Implementation of Board Resolutions:

All significant matters were openly and democratically discussed within the Board of Directors, ensuring thorough and cautious deliberation before reaching unanimous

decisions. The Executive Management consistently adhered to and diligently executed the resolutions issued by the Board of Directors.

ii. Financial statements and accounting systems:

The Audit Committee reviewed and approved the reviewed semi-annual financial statements and the audited financial statements for the year 2024.

Financial statements 2024 were prepared and presented fairly, in accordance with Vietnamese Accounting Standards and prevailing regulations.

Throughout the fiscal year, the Company consistently applied its accounting policies and estimation principles. No material adjustments or significant issues were identified concerning accounting policies or estimates.

The Audit Committee acknowledged the findings and recommendations outlined in the 2024 Management Letter issued by the independent auditor, as well as the Executive Management's plan to implement these recommendations.

iii. Related Party Transactions:

All related party transactions were conducted, monitored, controlled, and reported in accordance with applicable laws, resolutions of the General Meeting of Shareholders, and the Company's internal regulations. The audited annual financial statements and corporate governance reports comprehensively disclosed these transactions, with no irregularities identified.

iv. Internal control and risk management system:

In 2024, the Company continued to implement and maintain its internal control and risk management systems, including the deployment of Control Self-Assessment (CSA) activities across various departments and subsidiaries. This proactive approach aligns with international best practices, such as those outlined in the COSO framework, to identify, assess, and mitigate potential risks effectively.

Through these measures, the Company has significantly reduced operational risks and enhanced its ability to achieve strategic business objectives.

The Internal Audit Department regularly collaborates with departments and subsidiaries to refine operational processes and has established a whistleblowing hotline to address complaints and reports of corruption. In 2024, the Company also issued an Anti-Corruption and Anti-Bribery Policy, demonstrating leadership's commitment to integrity and providing a framework for training and awareness initiatives.

The implementation of risk management practices, including regular and ad-hoc risk reports, has enabled the Executive Management and Board of Directors to promptly identify challenges and critical risks. This timely information has facilitated the development of appropriate response strategies, minimizing adverse impacts and contributing to the Company's strong business performance.

v. Internal Audit:

The Internal Audit function has operated effectively throughout 2024, making significant contributions to enhancing the Company's internal control and risk management systems. The Internal Audit Department maintains a stable organizational structure with competent personnel capable of fulfilling assigned responsibilities.

The Internal Audit Charter clearly delineates the policies, objectives, and operational mechanisms of the Internal Audit function, aligning with legal requirements and industry best practices. This framework ensures the effectiveness and meaningful contributions of Internal

Audit in improving management processes and strengthening internal control and risk management across the Company.

In 2024, the Internal Audit Department successfully completed the audit plan approved by the Audit Committee and the Chief Executive Officer within the stipulated timeframe and allocated resources. Beyond quarterly audit and periodic reports submitted to the Audit Committee, the Internal Audit Department provided monthly updates highlighting key observations on critical issues to both the Audit Committee and the CEO. This proactive reporting facilitated timely identification and assessment of potential risks, enabling the Executive Management to implement appropriate mitigation strategies.

Recommendations issued by the Internal Audit Department were duly acknowledged and promptly implemented by relevant departments and subsidiaries through specific action plans, with ongoing follow-up by Internal Audit to ensure effective execution.

vi. Independent Audit:

Ernst & Young Vietnam Limited (EY) effectively fulfilled its responsibilities as the independent auditor for SOTRANS in 2024. The Audit Committee acknowledges EY's adherence to the terms of the audit engagement, meeting the Committee's expectations across several key criteria:

- Ensuring the reliability, accuracy, and quality of the audited financial statements.
- Complying with audit timelines as stipulated by regulations.
- Upholding professional standards, maintaining independence and objectivity in audit opinions.
- Providing valuable insights and recommendations to enhance the Company's internal control system.

EY's commitment to audit quality is further demonstrated in their 2024 Audit Quality Report, which outlines their dedication to promoting confidence in financial reporting and the capital markets.

3. TRANSACTIONS, REMUNERATION AND BENEFITS OF THE BOARD OF DIRECTORS, THE BOARD OF DIRECTORS AND THE AUDIT COMMITTEE:

A. SALARY, BONUSES, REMUNERATION AND BENEFITS

The payment of remuneration to members of the Board of Directors has carried out in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders. As of December 31, 2024, the Company has 07 members of the Board of Directors.

Salaries, bonuses and remuneration for members of the Board of Directors, the Audit Committee and the General Director were as follows:

No.	Full name	Position	2024 (vnd)
1	Tran Tuan Anh	Chairman of the Board of Directors	180,000,000
2	Nguyen Quoc Thuc	Vice Chairman of the Board of Directors, Member of the Audit Committee	120,000,000
3	Do Le Hung	Independent Member of the Board of Directors, Chairman of the Audit Committee	504,000,000
4	Dang Vu Thanh	Member of the Board of Directors, General Director	2,157,306,667
5	Lee Kian Huat	Independent Member of the Board of Directors	120,000,000
6	Phay Wenfu, Daniel	Member of the Board of Directors (dismissed from 21/06/2024) Deputy General Director (dismissed from 01/08/2024)	870,800,000
7	Seow Hwee	Member of the Board of Directors	120,000,000
8	Kelvin Lim Chia Siong	Member of the Board of Directors (Appointed on 21/06/2024) Deputy General Director (Appointed from 01/08/2024)	746,313,333
Total			4,818,420,000

In 2024, the total remuneration, including salaries, bonuses, and allowances, disbursed to members of the Board of Directors, the Audit Committee, and the Executive Management amounted to VND 4,818,420,000. This reflects an increase from VND 3,959,319,159 in 2023.

According to the resolution passed at the 2023 Annual General Meeting of Shareholders, in addition to the monthly remuneration for the Board of Directors, a performance bonus equivalent to 1% of the consolidated after-tax profit was to be awarded if the Company achieved or exceeded the annual profit target approved by the General Meeting. However, as the Company attained only 76% of the consolidated after-tax profit target, no performance bonus was granted to the Board of Directors for the year.

B. STOCK TRADING OF INSIDERS, MAJOR SHAREHOLDERS AND RELATED PERSONS: none.



C. CONTRACTS OR MATERIAL TRANSACTIONS WITH INSIDERS AND RELATED PERSONS:

No.	Name of organization/individual	Related relationship with the company	Content, quantity, total transaction value in 2024 (vnd)
1	South Port Joint Stock Company	Subsidiary	Rental income: 1,176,414,504 Paid on behalf: 3,336,734
2	Sotrans Logistics One Member Company	Subsidiary	Rendering of service: 28,786,156,501 Paid on behalf: 65,708,006 Interest income: 1,202,761,095 Lending: 61,000,000,000 Lending collection: 11,000,000,000
3	Southern Waterborne Transport Corporation	Subsidiary	Revenue from warehouse leasing: 64,692,838,464 Paid on behalf: 74,948,195
4	Vietranstimex Multi Modal Transport Holding Company	Subsidiary	Rental income: 347,962,308 Buying services: 309,715,323 Paid on behalf: 24,127,158
5	The Pier Real Estate Development Joint Stock Company	Affiliated company	Rendering of service: 6,537,456,985
6	Engineering Construction Joint Stock Company	Indirect subsidiary	Buying services: 42,760.403,505
7	ITL Group Joint Stock Company	Parent Company	Buy Services: 117,743,891
8	PSA Cargo Solutions Vietnam Investments Pte. Ltd.	Shareholder	Buy Services: 240,000,000

D. EVALUATION OF THE IMPLEMENTATION OF REGULATIONS ON CORPORATE GOVERNANCE:

The Company always complies with the regulations on corporate governance in accordance with the State's regulations, including the provisions of the Law on Enterprises 2020, the Law on Securities 2019 and the Decrees amending and supplementing and guiding the implementation. Some regulations on corporate governance that have been fully complied with can be mentioned as follows:

- Organize the 2024 Annual General Meeting of Shareholders, disclosing information and documents of the General Meeting of Shareholders fully and on time.
- Meet the sufficient number of independent members of the Board of Directors, non-executive members of the Board of Directors.
- Each member of the Board of Directors concurrently holds a board position in no more than five other companies.
- The Chairman of the Board of Directors does not concurrently serve as General Director.
- Fully implement regular meetings of the Board of Directors in 2024.
- Transactions with related parties have been approved by the appropriate authority level and fully disclosed information, with such transactions reflected in the Financial Statements and the Corporate Governance Report.
- Contents/events that must be announced periodically and irregularly according to the law have been fully announced, publicly, and transparently.

PART 6**FINANCIAL STATEMENTS**

GENERAL INFORMATION

THE COMPANY

South Logistics Joint Stock Company ("the Company") was originally a State-owned enterprise established in Vietnam in accordance with Decision No. 612TM/TCCB issued by the Ministry of Trade and Business (currently known as the Ministry of Industry and Trade) on 28 May 1993. The Company's original Business Registration Certificate ("BRC") No. 102783 was issued by the Economic Arbitration Board on 16 June 1993 and subsequently amended through BRC No. 4106000166 issued by the Department of Planning and Investment ("DPI") of Ho Chi Minh City on 22 May 2006.

On 27 September 2006, the Company was equitized in accordance with Decision No. 1546/QĐ-BTM issued by the Ministry of Trade and Business. This equitization was formalized by the DPI of Ho Chi Minh City through the issuance of Enterprise Registration Certificate ("ERC") No. 0300645369 on 29 December 2006, and its most recent 16th amendment dated 19 May 2023.

The Company's shares were listed on the Ho Chi Minh Stock Exchange ("HOSE") in accordance with Decision No. 22/QĐ-SGDHCM issued by the HOSE on 4 February 2010.

The current principal activities of the Company are to provide inland cargo transport services; warehousing, bonded warehousing, ports, factories, offices; cargo handling, international freight forwarding services, sea, air and multimodal transport services; shipping agent, trans-shipment services, logistics services, customs services, courier services, CFS (collection, delivery), ICD (inland port), logistics centre, forwarding services for goods in transit and trans-shipment; and fuel agent services and oil/gasoline and chemical trading (except noxious chemical); and to trade, renew and repair iron or plastic barrels, and to trade in transport equipment.

The head office of the Company is located at 1B Hoang Dieu, Ward 13, District 4, Ho Chi Minh City, Vietnam.

BOARD OF DIRECTORS

Members of the Board of Directors during the year and at the date of this report are:

Mr. Tran Tuan Anh	Chairman	
Mr. Nguyen Quoc Thuc	Deputy Chairman	
Mr. Dang Vu Thanh	Member	
Mr. Do Le Hung	Independent member	
Mr. Lee Kian Huat	Independent member	
Mrs. Seow Hwee	Member	
Mr. Kelvin Lim Chia Siong	Member	appointed on 1 August 2024
Mr. Phay Wenfu, Daniel	Member	resigned on 1 August 2024

AUDIT COMMITTEE

Members of the Audit Committee during the year and at the date of this report are:

Mr. Do Le Hung	Head
Mr. Nguyen Quoc Thuc	Member

MANAGEMENT

Members of the management during the year and at the date of this report are:

Mr. Dang Vu Thanh	General Director	
Mr. Kelvin Lim Chia Siong	Deputy General Director	appointed on 1 August 2024
Mr. Phay Wenfu, Daniel	Deputy General Director	resigned on 1 August 2024

GENERAL INFORMATION (continued)

LEGAL REPRESENTATIVE

The legal representative of the Company during the year and at the date of this report is Mr. Dang Vu Thanh.

AUDITOR

The auditor of the Company is Ernst & Young Vietnam Limited.

REPORT OF THE MANAGEMENT

Management of South Logistics Joint Stock Company ("the Company") is pleased to present this report and the consolidated financial statements of the Company and its subsidiaries ("the Group") for the year ended 31 December 2024.

MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Management is responsible for the consolidated financial statements of each financial year which give a true and fair view of the consolidated financial position of the Group, and of the consolidated results of its operations and its consolidated cash flows for the year. In preparing those consolidated financial statements, the management is required to:

- ▶ select suitable accounting policies and then apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent;
- ▶ state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the consolidated financial statements; and
- ▶ prepare the consolidated financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue its business.

Management is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the consolidated financial position of the Group and to ensure that the accounting records comply with the applied accounting system. It is also responsible for safeguarding the assets of the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The management confirmed that it has complied with the above requirements in preparing the accompanying consolidated financial statements.

STATEMENT BY MANAGEMENT

Management does hereby state that, in its opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the consolidated financial statements.

For and on behalf of management:



Dang Vu Thanh
General Director

Ho Chi Minh City, Vietnam

27 March 2025



Shape the future
with confidence

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Website (EN): ey.com/en_vn
Website (VN): ey.com/vi_vn

Reference: 11598118/67726353/HN

INDEPENDENT AUDITOR'S REPORT

To: **The Shareholders of South Logistics Joint Stock Company**

We have audited the accompanying consolidated financial statements of South Logistics Joint Stock Company ("the Company") and its subsidiaries ("the Group"), as prepared on 27 March 2025 and set out on pages 6 to 57, which comprise the consolidated balance sheet as at 31 December 2024, and the consolidated income statement and the consolidated cash flow statement for the year then ended and the notes thereto.

Management's responsibility

Management is responsible for the preparation and fair presentation of the Group's consolidated financial statements in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the consolidated financial statements, and for such internal control as the management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Group's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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Opinion

In our opinion, the consolidated financial statements give a true and fair view, in all material respects, of the consolidated financial position of the Group as at 31 December 2024, and of the consolidated results of its operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting System and the statutory requirements relevant to preparation and presentation of the consolidated financial statements.



Maria Cristina M. Calimbas
Deputy General Director
Audit Practicing Registration Certificate
No. 1073-2023-004-1

Ho Chi Minh City, Vietnam

27 March 2025

Dang Minh Tai
Auditor
Audit Practicing Registration Certificate
No. 2815-2024-004-1

CONSOLIDATED BALANCE SHEET as at 31 December 2024

				VND	
Code	ASSETS	Notes	Ending balance	Beginning balance	
100	A. CURRENT ASSETS		1,127,107,316,081	1,171,257,229,099	
110	I. Cash and cash equivalents	5	507,906,898,731	606,879,728,298	
111	1. Cash		108,806,898,731	140,345,207,750	
112	2. Cash equivalents		399,100,000,000	466,534,520,548	
120	II. Short-term investments		86,485,928,093	67,891,159,093	
121	1. Held-for-trading securities	6.1	683,872,558	683,872,558	
122	2. Provision for diminution in value of held-for-trading securities	6.1	(117,944,465)	(112,713,465)	
123	3. Held-to-maturity investment	6.2	85,920,000,000	67,320,000,000	
130	III. Current accounts receivable	7	478,504,724,498	426,461,497,353	
131	1. Short-term trade receivables		412,094,746,818	333,829,226,252	
132	2. Short-term advances to suppliers		36,084,994,598	53,131,543,971	
136	3. Other short-term receivables		129,686,273,075	111,371,696,792	
137	4. Provision for doubtful short-term receivables		(99,361,289,993)	(71,870,969,662)	
140	IV. Inventories	8	36,288,014,193	57,962,582,677	
141	1. Inventories		36,288,014,193	57,962,582,677	
150	V. Other current assets		17,921,750,566	12,062,261,678	
151	1. Short-term prepaid expenses	9	6,416,900,968	8,950,698,536	
152	2. Value-added tax deductible	18	11,496,849,592	2,551,167,537	
153	3. Tax receivable from the State	18	8,000,006	560,395,605	

CONSOLIDATED BALANCE SHEET (continued)
as at 31 December 2024

VND				
Code	ASSETS	Notes	Ending balance	Beginning balance
200	B. NON-CURRENT ASSETS		1,925,076,024,255	1,697,420,945,570
210	I. Long-term receivables		3,469,969,752	4,425,241,398
216	1. Other long-term receivables	10	3,469,969,752	4,425,241,398
220	II. Fixed assets		1,105,000,074,764	983,376,810,128
221	1. Tangible fixed assets	11	981,511,829,319	887,241,609,739
222	Cost		2,274,344,251,132	2,001,468,086,696
223	Accumulated depreciation		(1,292,832,421,813)	(1,114,226,476,957)
224	2. Finance leases	12	74,445,133,924	64,450,108,259
225	Cost		94,544,645,726	77,859,191,181
226	Accumulated depreciation		(20,099,511,802)	(13,409,082,922)
227	3. Intangible assets	13	49,043,111,521	31,685,092,130
228	Cost		97,269,951,300	75,227,504,468
229	Accumulated amortisation		(48,226,839,779)	(43,542,412,338)
240	III. Long-term asset in progress		149,289,926,305	79,925,290,457
242	1. Construction in progress	14	149,289,926,305	79,925,290,457
250	IV. Long-term investments		606,195,211,847	554,190,498,389
252	1. Investment in jointly-controlled entities and associates	15.1	604,566,087,208	552,561,373,750
253	2. Investment in other entities	15.2	1,629,124,639	1,629,124,639
260	V. Other long-term assets		61,120,841,587	75,503,105,198
261	1. Long-term prepaid expenses	9	33,490,320,019	36,231,863,718
262	2. Deferred tax assets	32.3	14,193,896,010	15,584,047,523
269	3. Goodwill	4	13,436,625,558	23,687,193,957
270	TOTAL ASSETS		3,052,183,340,336	2,868,678,174,669

CONSOLIDATED BALANCE SHEET (continued)
as at 31 December 2024

VND				
Code	RESOURCES	Notes	Ending balance	Beginning balance
300	C. LIABILITIES		652,348,496,098	614,033,080,778
310	I. Current liabilities		526,500,411,542	480,992,542,620
311	1. Short term trade payables	16	127,521,300,017	122,007,643,900
312	2. Short-term advances from customers	17	3,448,810,660	29,647,546,478
313	3. Statutory obligations	18	26,063,209,516	50,653,826,379
314	4. Payable to employees		31,972,375,091	32,029,955,299
315	5. Short-term accrued expenses	19	25,314,153,944	22,959,533,024
318	6. Short-term unearned revenues	20	37,594,234,725	37,833,010,181
319	7. Other short-term payables	21	127,660,305,327	135,669,858,498
320	8. Short-term loans and finance leases	22	135,964,190,631	34,305,224,925
321	9. Other short-term provision	23	1,063,675,238	165,287,799
322	10. Bonus and welfare fund		9,898,156,393	15,720,656,137
330	II. Non-current liabilities		125,848,084,556	133,040,538,158
337	1. Other long-term liabilities	21	41,772,916,501	37,034,580,800
338	2. Long-term loans and finance leases	22	78,515,219,488	89,886,541,364
341	3. Deferred tax liabilities	32.3	2,425,514,382	2,436,003,059
342	4. Other long-term provision	23	3,134,434,185	3,683,412,935
400	D. OWNERS' EQUITY		2,399,834,844,238	2,254,645,093,891
410	I. Capital		2,399,834,844,238	2,254,645,093,891
411	1. Share capital	24.1	982,533,570,000	982,533,570,000
411a	- Shares with voting rights		982,533,570,000	982,533,570,000
412	2. Share premium	24.1	(2,033,034,900)	(2,033,034,900)
414b	3. Consolidation reserve	24.1	(54,497,407,794)	-
418	4. Investment and development fund	24.1	2,849,526,349	2,849,526,349
421	5. Undistributed earnings	24.1	1,344,221,277,119	1,155,002,843,216
421a	- Undistributed earnings at the end of prior year		1,151,205,822,308	1,022,861,350,268
421b	- Earnings of current year		193,015,454,811	132,141,492,948
429	6. Non-controlling interests	25	126,760,913,464	116,292,189,226
440	TOTAL LIABILITIES AND OWNERS' EQUITY		3,052,183,340,336	2,868,678,174,669

Hoang Thi Anh Thu
Preparer

Nguyen Mai Khanh Trinh
Chief Accountant/
Chief Financial Officer

Dang Vu Thanh
General Director



CONSOLIDATED INCOME STATEMENT
for the year ended 31 December 2024

VND				
Code	ITEMS	Notes	Current year	Previous year
10	1. Net revenue from sale of goods and rendering of services	26.1	2,454,337,015,222	1,795,635,736,766
11	2. Cost of goods sold and services rendered	27, 30	(2,060,409,625,650)	(1,507,282,199,815)
20	3. Gross profit from sale of goods and rendering of services		393,927,389,572	288,353,536,951
21	4. Finance income	26.2	24,733,759,355	24,340,962,778
22	5. Finance expenses	28	(17,305,883,833)	(18,599,351,262)
23	In which: Interest expense		(14,220,756,579)	(15,320,715,995)
24	6. Share in profit of associates	15.1	85,164,713,458	75,645,080,878
25	7. Selling expenses	29, 30	(81,741,508,107)	(74,758,525,663)
26	8. General and administrative expenses	29, 30	(151,591,616,913)	(129,769,390,298)
30	9. Operating profit		253,186,853,532	165,212,313,384
31	10. Other income	31	19,644,442,072	67,486,204,451
32	11. Other expenses	31	(8,041,232,554)	(12,338,758,390)
40	12. Other profit	31	11,603,209,518	55,147,446,061
50	13. Accounting profit before tax		264,790,063,050	220,359,759,445
51	14. Current corporate income tax expense	32.1	(59,581,158,291)	(75,260,055,855)
52	15. Deferred tax (expense) income	32.3	(1,379,662,836)	5,580,771,662
60	16. Net profit after tax		203,829,241,923	150,680,475,252
61	17. Net profit after tax attributable to shareholders of the parent		192,558,114,651	142,234,299,603
62	18. Net profit after tax attributable to non-controlling interests	25	11,271,127,272	8,446,175,649
70	19. Basic earnings per share	24.3	1,960	1,433
71	20. Diluted earnings per share	24.3	1,960	1,433

Hoang Thi Anh Thu
Preparer

Nguyen Mai Khanh Trinh
Chief Accountant/
Chief Financial Officer

Dang Vu Thanh
General Director

Ho Chi Minh City, Vietnam
27 March 2025

CONSOLIDATED CASH FLOW STATEMENT
for the year ended 31 December 2024

VND				
Code	ITEMS	Notes	Current year	Previous year
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	Accounting profit before tax		264,790,063,050	220,359,759,445
	Adjustments for:			
02	Depreciation and amortisation (including goodwill)	4, 11, 12, 13	135,347,860,368	128,614,733,022
03	Provisions (reversal of provisions)		27,844,960,020	(5,255,773,449)
04	Foreign exchange loss arisen from revaluation of monetary accounts denominated in foreign currency		(1,682,012,307)	1,200,667,683
05	Profit from investing activities		(104,798,606,000)	(146,397,287,691)
06	Interest expense	28	14,220,756,579	15,320,715,995
08	Operating profit before changes in working capital		335,723,021,710	213,842,815,005
09	Decrease in receivables		113,953,622,592	2,486,179,669
10	Decrease in inventories		21,674,568,484	56,125,401,265
11	(Decrease) increase in payables		(302,158,233,322)	5,778,746,832
12	Decrease in prepaid expenses		5,275,341,267	14,054,466,330
14	Interest paid		(14,198,231,535)	(15,505,334,264)
15	Corporate income tax paid		(78,706,378,663)	(49,857,541,675)
17	Other cash outflows for operating activities		(7,360,574,110)	(3,288,496,487)
20	Net cash flows from operating activities		74,203,136,423	223,636,236,675
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	Purchase and construction of fixed assets		(165,445,115,689)	(62,020,538,814)
22	Proceeds from disposal of fixed assets		18,354,000,000	108,019,484,340
23	Placement in bank term deposits		(34,211,219,178)	(12,974,000,000)
24	Proceeds from bank term deposits		15,611,219,178	19,353,718,170
25	Payment for investment in other entities		(101,249,906,000)	(12,728,800,000)
26	Proceeds from sale of investment in other entity		-	3,000,000,000
27	Interest and dividends received		46,745,682,886	60,221,218,679
30	Net cash flows (used in) from investing activities		(220,195,338,803)	102,871,082,375

CONSOLIDATED CASH FLOW STATEMENT (continued)
for the year ended 31 December 2024

VND

Code	ITEMS	Notes	Current year	Previous year
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
33	Drawdown of borrowings	22	152,778,243,907	31,399,917,109
34	Repayment of borrowings	22	(93,915,761,680)	(88,362,137,502)
35	Payment of principal amounts of finance leases	22	(12,074,680,000)	(10,239,280,000)
36	Dividends paid to non-controlling interest		-	(60,670,000)
40	Net cash flows from (used in) financing activities		46,787,802,227	(67,262,170,393)
50	Net (decrease) increase in cash and cash equivalents		(99,204,400,153)	259,245,148,657
60	Cash and cash equivalents at beginning of year		606,879,728,298	347,435,288,802
61	Impact of exchange rate fluctuation		231,570,586	199,290,839
70	Cash and cash equivalents at end of year	5	507,906,898,731	606,879,728,298

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

In order to save printing paper and contribute to environmental protection, please refer to the website for details.: <https://sotrans.com.vn/co-dong/bao-cao-tai-chinh/>, Audited consolidated financial statements for 2024.

Ho Chi Minh City, Vietnam
27 March 2025



Hoang Thi Anh Thu
Preparer



Nguyen Mai Khanh Trinh
Chief Accountant/
Chief Financial Officer



Dang Vu Thanh
General Director



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