

**ANNUAL REPORT 2024**

To

- The State Securities Commission;
- The Stock Exchange Hanoi.

**I. General Information****1. Overview Information:**

- Trading Name: Tin Nghia Corporation.
- Business Registration Certificate No. 3600283394 (initial registration on November 03, 2004; 25th amendment on November 21, 2024).
- Charter capital: 2,000,000,000,000 (Two trillion) VND.
- Owner's Equity: 2,000,000,000,000 (Two trillion) VND.
- Address: 96 Ha Huy Giap Street, Trung Dung Ward, Bien Hoa City, Dong Nai Province, Vietnam.
- Telephone: 0251.3822486
- Fax: 0251.3823747
- Website: <https://tinnghiacorp.com.vn>
- Email: [info@tinnghiacorp.com.vn](mailto:info@tinnghiacorp.com.vn)
- Stock code: TID
- History and Development:

<b>Time</b>	<b>Event</b>
<b>07/9/1989</b>	Dong Nai General Production and Business Services Company (named PROSECO) was established.
<b>22/12/1992</b>	Conversion of Dong Nai General Production and Business Services Company into Tin Nghia Limited Liability Company according to Decision No. 09/QĐ.UBT of the Dong Nai Provincial People's Committee.
<b>11/3/2009</b>	Pursuant to Decision No. 526/QĐ-TU dated March 11, 2009 by the Dong Nai Provincial Party Committee, Tin Nghia One Member Limited Liability Company transitioned its operations to the model of Tin Nghia General Corporation One Member Limited Liability Company.

<b>Time</b>	<b>Event</b>
<b>22/7/2010</b>	In accordance with Decision No. 778/QĐ-TU dated 22/7/2010 by the Dong Nai Provincial Party Committee, Tin Nghia General Corporation One Member Limited Liability Company was transformed into Tin Nghia General Corporation operating under the Parent Company - Company's subsidiaries model.
<b>18/5/2016</b>	Tin Nghia General Corporation officially converted into a joint-stock company following the resolution passed at the First General Meeting of Shareholders for Term I (2016-2021) on 12/5/2016.
<b>22/8/2016</b>	The public company registration dossier was approved by the State Securities Commission.
<b>07/9/2017</b>	The Vietnam Securities Depository Center issued Securities Registration Certificate No. 173/2017/GCNCP-VSD with a total initial registered share quantity of 155,800,000 shares, and the first amendment registration on July 27, 2018 with a total quantity of 200,000,000 shares under the ticker symbol TID.
<b>30/6/2018</b>	Tin Nghia General Corporation Joint Stock Company completed the plan to issue additional shares, increasing the charter capital from 1,558 billion VND to 2,000 billion VND.
<b>12/12/2018</b>	Shares of Tin Nghia General Corporation Joint Stock Company (ticker symbol: TID) were officially traded on the Unlisted Public Company Market (UPCoM) system of the Hanoi Stock Exchange.

- *Other Events:*

Over 35 years of operation, from its initial establishment with a capital of 15 billion VND and 10 employees, Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or "the Corporation") has grown steadily, attaining significant achievements:

- ✓ Top 165/500 largest enterprises in Vietnam in 2024.
- ✓ Top 84/500 largest private and joint-stock companies in Vietnam in 2024.
- ✓ Top 251/500 most profitable businesses in Vietnam in 2024.
- ✓ Reputable Export Enterprise for 20 consecutive years (2003 – 2022).
- ✓ National Brand Award for Products and Services in 2014, 2016, 2018, and 2020.
- ✓ National Quality Award - Gold Award winner in 2010 and 2020; Silver Award winner in 2015 and 2016.
- ✓ Sustainable Development Enterprise (CSI) from 2017 to 2021.
- ✓ Exemplary Enterprise for Employees in 2016, 2018, and 2019-2020.

## 2. Business Lines and Operating Locations

### 2.1. Business Lines

No.	Main business lines	Industry Code
1	Investment in Industrial Park infrastructure and other real estate businesses.	6820
2	Purchasing, exporting, and processing coffee and other agricultural products.	4610
3	Investment and trading in gasoline, oil, lubricants, and related industries.	6619
4	Investment and business activities in the logistics sector.	7020
5	Other fields.	5610

### 2.2. Operating Locations

- ✓ Dong Nai Province;
- ✓ Ba Ria - Vung Tau Province;
- ✓ Lam Dong Province;
- ✓ Can Tho City;
- ✓ Paksong District, Champasak Province, Lao PDR.

## 3. Information on Corporate Governance Model, Business Organization, and Management Apparatus

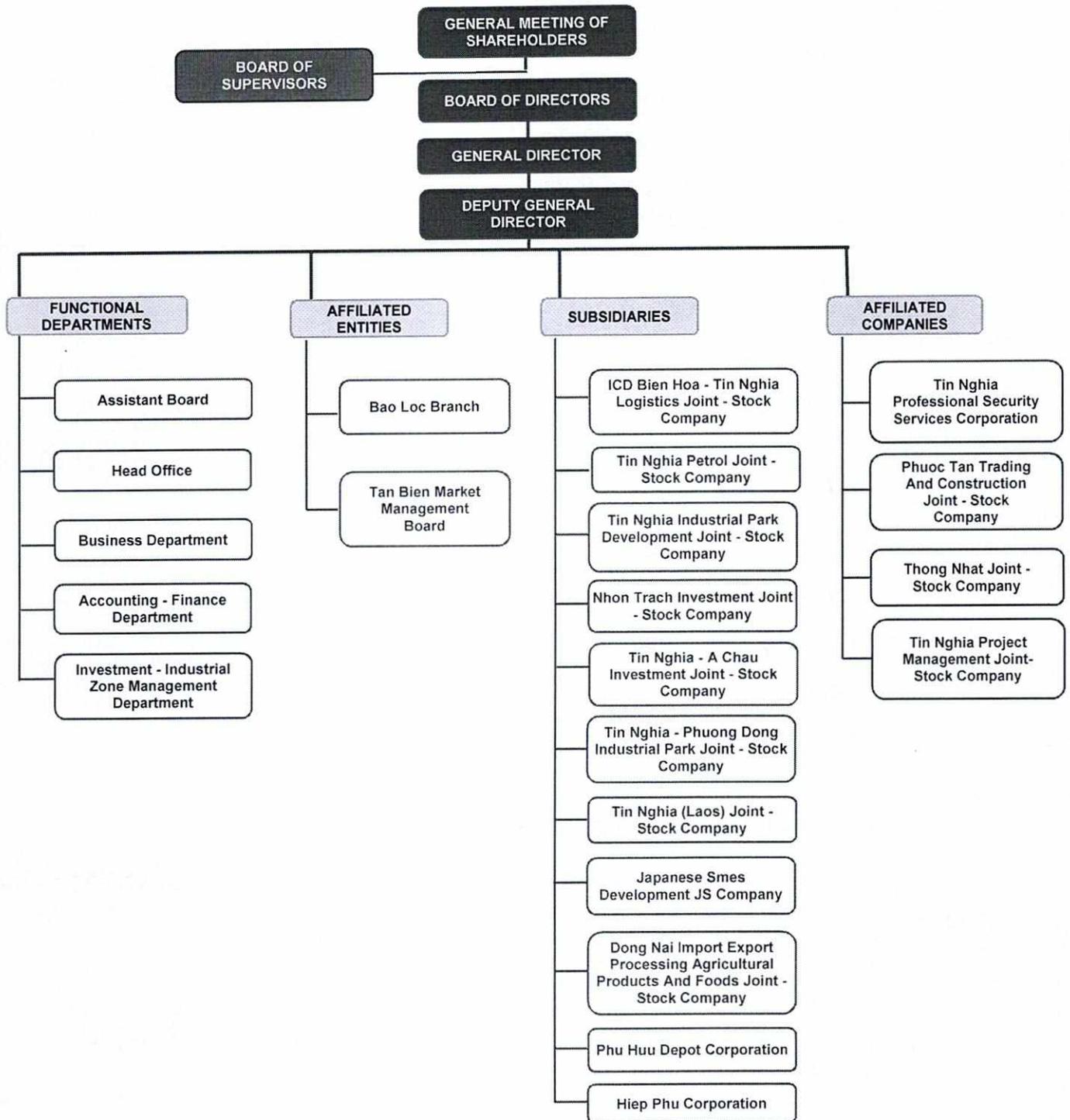
### 3.1. Corporate Governance Model

Tin Nghia Corporation is organized and operated according to the model stipulated in Point a, Clause 1, Article 137 of the Law on Enterprises 2020, specifically including:

- ✓ General Meeting of Shareholders;
- ✓ Board of Directors;
- ✓ Board of Supervisors;
- ✓ General Director.

### 3.2. Management Structure

*(Next page)*



### 3.3. Company's subsidiaries and Affiliated Companies

No.	Name of company	Address	Business production field	General Corporation's capital contribution (Unit: VND)	Percentage of ownership of General Corporation (%)
<b>I</b>	<b>Company's subsidiaries</b>				
1	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	Km1+900, National Highway 51, Long Binh Tan Ward, Bien Hoa, Dong Nai	Warehousing and storage of goods. Operation of import-export transit points. Exploitation and reception of all types of goods by transshipment and transit methods. Trading in temporarily imported and re-exported goods and temporarily exported and re-imported goods.	143,544,350,000	90.85
2	Tin Nghia Petrol Joint - Stock Company	No. 95A, Cach Mang Thang Tam Street, Quyet Thang Ward, Bien Hoa, Dong Nai	Retail sale of motor fuels in specialized stores: Retail sale of gasoline, oil, grease, and lubricants.	125,879,440,000	58.98
3	Tin Nghia Industrial Park Development Joint Stock Company	Tam Phuoc Industrial Park, Road No. 6, Tam Phuoc, Bien Hoa City, Dong Nai	Industrial park infrastructure and real estate business.	368,850,000,000	56.74
4	Nhon Trach Investment Joint - Stock Company	Road No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai	Real estate business.	340,000,000,000	51.52
5	Tin Nghia (Laos) Joint Stock Company	Pakson City, Champasak Province, Lao PDR	Cultivation and exploitation of coffee products.	130,839,950,000	100
6	Tin Nghia - A Chau Investment Joint - Stock Company	No. 2/11, Bui Huu Nghia Street, Tan Van Ward, Bien Hoa City, Dong Nai Province	Real estate business.	275,400,000,000	51.00

No.	Name of company	Address	Business production field	General Corporation's capital contribution (Unit: VND)	Percentage of ownership of General Corporation (%)
7	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province	Industrial park infrastructure and real estate business.	160,000,000,000	80.00
8	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province	Production and processing of agricultural products.	121,500,000,000	54.00
9	Japanese Smes Development JS Company	Nhon Trach 3 Industrial Park, Hiep Phuoc Commune, Nhon Trach District, Dong Nai Province	Industrial park infrastructure business.	85,650,000,000	59.07
10	Phu Huu Depot Corporation	Ong Keo Dike Road, Phuoc Luong Hamlet, Phu Huu Commune, Nhon Trach District, Dong Nai Province.	Investing in the construction of petroleum depots and specialized petroleum wharves for leasing warehouse services, receiving ports, and storing petroleum.	279,940,000,000	93.31
11	Hiep Phu Corporation	Lot C, Thot Not Industrial Park, Thoi Thuan Ward, Thot Not District, Can Tho City.	Trading in products used as feed for livestock, poultry, and aquatic animals; Wholesale of wheat, corn, other cereal grains, including seeds.	63,000,000,000	99.21
<b>II Affiliated company</b>					
1	Thong Nhat Joint - Stock Company	Bau Xeo Industrial Park, Song Trau Commune, Trang Bom District, Dong Nai Province.	Industrial park infrastructure and real estate business.	24,204,000,000	29.52

No.	Name of company	Address	Business production field	General Corporation's capital contribution (Unit: VND)	Percentage of ownership of General Corporation (%)
2	Phuoc Tan Trading And Construction Joint - Stock Company	Group 25, Tan Mai Hamlet, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province.	Real estate business.	280,000,000,000	40.00
3	Tin Nghia Project Management Joint-Stock Company	No. 01, Lot C, Phan Chu Trinh Street, Quang Vinh Ward, Bien Hoa City, Dong Nai Province.	Consulting and supervision of civil, industrial, and transportation (road) projects. Project management consulting; Bidding consultancy. Construction supervision, completion, and equipment installation of technical infrastructure projects.	1,173,790,000	29.00
4	Tin Nghia Professional Security Services Corporation	No. 60, Road No. 1, Tam Phuoc Residential and Resettlement Area, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province.	Security services business.	1,800,000,000	36.00

#### 4. Development Orientation

##### 4.1. Main Objectives of the Corporation

a) *Regarding Production and Business*: Continue to maintain operations across four core business sectors: Coffee trading, Petroleum trading, Logistics, and Industrial park infrastructure and real estate leasing to uphold the Corporation's scale, position, and brand value.

b) *Regarding investment*: The top priority is compensation and support associated with land acquisition at the Ong Keo Industrial Park project. Continue to pursue the goal of expanding the industrial park and real estate area according to the Provincial and regional planning. Focus on completing legal procedures for key projects and investing in projects that have been approved in principle for early operation.

c) *Regarding finance*: Timely response to capital needs for business operations and for compensation and land acquisition at the Ong Keo Industrial Park project. Focus on implementing various measures to recover overdue and lingering debts.

d) *Regarding governance*: Continue restructuring the enterprise, improving corporate governance, and innovating the personnel at subsidiaries and affiliated companies according to the Parent Company's personnel regulations to create flexibility and new momentum. Maintain and continue to improve the application of BSC and KPI tools, while gradually implementing digitalization projects in business administration and management activities.

#### **4.2. Medium and long-term development strategy (2025 – 2030 period)**

a) Prioritize rapid, sustainable, and effective development in the main business areas of the Parent Company and its subsidiaries. Focus investment on projects related to the core business sectors and industries of the Corporation.

b) Minimum average annual consolidated revenue of 10,000 billion VND. Strive to be ranked among the Top 50 largest enterprises in Vietnam by 2026.

c) Average annual export turnover reaches 80-100 million USD.

#### **4.3. Sustainable development goals (environmental, social, and community) and key programs related to the Corporation's short-term and medium-term plans**

a) Comply well with laws and policies, focusing on growth solutions linked to 03 factors: economy, society, and environment.

b) Always prioritize shareholder interests in conjunction with the investment process to expand the Corporation's development scale. Ensure employment and livelihoods of employees, pay attention to training and improving the quality of human resources.

c) Regularly maintain and improve community programs and charitable activities, aiming towards sustainable values and spreading positive messages.

### **5. Risks**

#### **5.1. Economic Risks**

a) Economic growth rate risk

With the current main business areas, the Corporation's business performance depends on the economic growth rate and social consumption demand. 2024 concluded as the Vietnamese economy showed signs of recovery, macroeconomic stability continued, inflation was controlled, and economic growth was higher than the set target (GDP in 2024 reached 7.09%, exceeding the target of 6 – 6.5%). The economic structure shifted positively towards digital economic development, green economy, increasing the proportion of industry, construction, and services, and reducing the proportion of agriculture.

Besides, the global economy is still experiencing complex developments, with economic recession and high inflation occurring in many countries; energy security, food security, and climate change are greatly impacting commodity markets.

Increased political instability hinders global economic recovery, increases supply disruptions, and pushes up world commodity prices.

Vietnam's economy in 2024 is assessed to face numerous challenges due to lingering potential risks from the global economic environment. Therefore, Tin Nghia Corporation consistently monitors the macroeconomic situation and significant business impacts, exercising prudence in developing its growth strategies and appropriate production and business plans.

#### b) Inflation Risk

Alongside GDP growth, the inflation rate is also a key macroeconomic factor influencing Tin Nghia Corporation's business activities. In 2024, several factors are likely to exert pressure on inflation, such as high global input material prices and a rising US dollar, further increasing import costs for raw materials and straining businesses' production, thereby driving up domestic consumer goods prices. Tin Nghia Corporation proactively monitors the macroeconomic landscape and market forecasts to mitigate price risks through flexible business orientation adjustments in line with the prevailing situation. To minimize the impact of inflation risks on investment and business activities, the Corporation has proactively reviewed and reduced operating costs, recalculated service pricing plans, and strengthened market analysis and forecasting, diversified material sources, and improved production processes to reduce product costs, lower expenses, and enhance business efficiency.

#### c) Monetary Policy Risk

In 2024, the global economic outlook and international markets continue to evolve complexly. Domestically, the real estate market remains subdued, with numerous projects stalled, negatively impacting various sectors of the economy. This presents considerable challenges for fiscal and monetary policy management, as well as financial market supervision in Vietnam. In this context, the State Bank continues to focus on several key orientations and solutions to proactively, flexibly, and synchronously manage monetary policy instruments.

For Tin Nghia Corporation, factors such as exchange rates and interest rates significantly influence business plans and strongly impact revenue and financial costs. Therefore, the utilization of loans, financial instruments,... poses challenges for the Corporation in managing interest rate and exchange rate risks in particular, and monetary policy in general. This necessitates close monitoring of the market and relevant monetary policies to ensure effective, safe, and legally compliant business strategies.

### **5.2. Legal and Regulatory Risk**

Tin Nghia Corporation's operations are governed by the Enterprise Law, Securities Law, Real Estate Business Law, Land Law, Housing Law, and other relevant legal documents. Notably, in 2024, the National Assembly enacted the Housing Law, Real Estate Business Law, Land Law, and Price Law, along with a series of new policies related to the economy and society, which will positively impact the Corporation's management and operations in key business areas in the coming period. Concurrently, overlapping issues and administrative bottlenecks

persist in investment procedures and land compensation, impacting project implementation progress. This increases financial costs and reduces investment efficiency. This risk cannot be immediately resolved in the short term. This requires the Corporation to proactively monitor and promptly update itself on the latest regulations to ensure its production activities align with legal provisions.

### **5.3. Corporate Governance Risks**

Risks stemming from governance can significantly impact the sustainable development of the enterprise, causing losses for shareholders, such as risks related to asset and capital management, human resource risks, process and system risks, and more. However, the Corporation has always proactively minimized corporate governance risks through restructuring the organizational structure and personnel of the Corporation, perfecting the BSC/KPI system and evaluating work efficiency and individual capacity, adhering to regulations and standards of corporate governance for public companies, gradually building and implementing digitalization projects in management activities, etc. As a result, the Corporation's production and business performance has been maintained consistently over the years.

### **5.4. Other Non-Systematic Risks**

Other non-systematic risks for the Corporation are those risks that are objective and difficult to prevent, even if anticipated. Epidemics, climate change, natural disasters, and wars are the most evident non-systematic risk factors for the Corporation's operations. Climate change and natural disasters are becoming increasingly complex, with global temperatures reaching record highs in 2024, unseasonal rains and storms, and the increasing frequency and intensity of tropical storms significantly impacting agriculture, including the timing, yield, output, and quality of the coffee industry, a sector closely related to the Corporation's coffee export business. Furthermore, strategic competition among major countries continues to intensify, with geopolitical tensions and escalating military conflicts in several nations impacting global peace and stability, leading to a decline in trade, investment, production, and consumption systems globally, including in Vietnam.

The Corporation's petroleum business faces negative fluctuations from this region, coupled with disruptions and increased costs in the supply chain, directly impacting production activities in sectors such as agricultural products and coffee, requiring the Corporation to have solutions to mitigate risks in investment and business production.

## **II. Operational Status in the Year**

### **1. Production and Business Activities in 2024**

#### **1.1. Business Results of the Corporation according to the 2024 Separate Financial Statements.**

Indicator	Unit	2024 Plan	2024 Actual	% Comparison with 2023 Actual	
				2024 Plan	2023 Actual
<b>Total Revenue</b>	Billion VND	6.000	7.675	128%	182%
<b>Profit after tax</b>	Billion VND	220	247	112%	111%
<b>Export Turnover</b>	Million USD	115	71	62%	145%
<b>Traded Goods</b>					
- Coffee	tons	100.000	65.684	66%	99%
- Industrial Park Infrastructure Lease	ha	23	22,5	98%	619%

In 2024, the Corporation continued to focus its business on the following areas: Industrial Park Infrastructure Business; Petroleum Business; Logistics; and Coffee Export. The business results of each sector are as follows:

✓ **Industrial Park Infrastructure Business:** In 2024, the Corporation engaged with and worked with approximately 43 delegations visiting the industrial parks. It signed land sublease agreements with 10 investors for a total of 22.45 hectares of land at An Phuoc Industrial Park and Nhon Trach 3 Industrial Park. Tin Nghia - Phuong Dong Industrial Park Joint Stock Company worked and finalized agreements to lease 41.94 hectares of land at Dat Do Industrial Park.

✓ **Coffee Business:** The coffee consumption volume for the year reached 65,684 tons (of which 18,669 tons were exported and 47,015 tons were sold domestically), achieving 66% of the plan and nearly equivalent to the same period last year. Export turnover amounted to \$71.2 million, achieving 62% of the plan and increasing by 45% compared to the same period due to the high coffee prices.

✓ **Petroleum Business:** Consumption output in the year exceeded 170 million liters, reaching 87% of the plan and equivalent to 99% compared to the same period.

✓ **Logistics Business:** In 2024, logistics revenue reached VND 114.2 billion, exceeding the plan by 14%; revenue from factory leasing activities reached VND 189.3 billion, increasing by 9% compared to the plan.

✓ **Investment Activities:** In 2024, despite many improvements in the macroeconomic environment, the review and resolution of legal procedures regarding planning, compensation, investment, and construction took a long time, causing difficulties in the implementation of real estate-related projects.

✓ **Financial affairs:** In 2024, ensure capital needs for production and business activities, basic construction investment, and 2023 dividend payments to shareholders. Support member companies in working with banks on debt restructuring and repayment deadlines.

**1.2. Business results of the entire Corporation according to the 2024 Consolidated Financial Statements.**

Indicator	Unit	2024 Plan	2024 Actual	Comparison	
				2024 Actual/Plan	2024 Actual/Previous Period
Consolidated Total Revenue	Billion VND	10,000	12,125	121.25%	137.06%
<i>In which: Parent Company</i>	Billion VND	6,000	7,675	127.92%	181.73%
Profit after tax	Billion VND	250	425	169.82%	163.51%
<i>In which: Parent Company</i>	Billion VND	220	247	112.23%	110.97%
Dividend(*)	%	10	11	110%	110%

(\*) 2024 dividends are projected.

The consolidated business results of the Corporation in 2024 exceeded the plan, specifically as follows:

- Consolidated revenue increased by 21% compared to the plan and 37% compared to the same period last year. The primary revenue-generating sector was coffee trading, accounting for 58% of total revenue, followed by petroleum trading, which contributed 27% of total revenue.

- Consolidated profit after tax rose by 70% compared to the plan and 64% compared to the same period last year.

**2. Organization and personnel.**

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
<b>A</b>	<b>BOARD OF DIRECTORS</b>			
1	Ms. Dang Thi Thanh Ha	Chairman of The Board of Directors	Ms. Dang Thi Thanh Ha holds a Master's degree in Business Administration from the University of Wales. Having joined Tin Nghia in 1995, she possesses extensive experience in foreign trade, logistics services, and corporate governance.	0%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			<p>In 2009, she assumed the role of Director of ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company; from May 2015, she served as Deputy General Director, overseeing Human Resources, Legal, and Communications. In April 2019, at the General Meeting of Shareholders, she was nominated and elected to the Board of Directors for Term I (2016-2021). On June 10, 2019, she took on the position of Chairman of The Board of Directors of Tin Nghia Corporation.</p> <p>At the Annual General Meeting of Shareholders of Tin Nghia Corporation in 2021, Ms. Dang Thi Thanh Ha was re-elected as Chairman of The Board of Directors of Tin Nghia Corporation for Term II (2021-2026).</p>	
2	Mr. Tran Trung Tuan	Board of Directors' members and General Director	<p>Mr. Tran Trung Tuan joined Tin Nghia Corporation in 2000 and has extensive experience in petroleum and logistics. Throughout his tenure at Tin Nghia Corporation, Mr. Tuan has held various positions, including: Director of Dongnai Inland Clearance Depot, Board of Directors' members and Director of Tin Nghia Petrol Joint - Stock Company, Chairman of The Board of Directors of Dongnai Pharmaceutical Joint- Stock Company, and Deputy General Director of Tin Nghia Corporation.</p> <p>He joined the Board of Directors of Tin Nghia Corporation for Term II (2021-2026) in June 2022 and assumed the position of General Director in November 2022.</p>	0%
3	Mr. Tran Hoai Nam	Board of Directors' members	Mr. Tran Hoai Nam has held various management positions such as: Chief Representative of Marimetex (Singapore) Office in Ho Chi Minh City,	0%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			<p>Director of Cat Lai Joint Stock Company, Project Investment Team Leader of Petroleum Finance Company, Member of the Supervisory Board of Nghe Tinh Port Company, Deputy Director of Nam Viet and Joint Venture Company Limited, Finance Director of Tuan Loc Construction Investment Corporation, Chairman of The Board of Directors of Sonadezi Giang Dien Shareholding Company.</p> <p>He joined the Board of Directors of Tin Nghia Corporation for the 2016-2021 term in June 2020 and was re-elected as a Board of Directors' members of Tin Nghia Corporation for Term II (2021-2026).</p>	
4	Mr. Nguyen Thanh Dat	Board of Directors' members	<p>From 2010 to 2015, Mr. Nguyen Thanh Dat worked at Tin Nghia Corporation, holding the position of specialist in the Investment and Development Department and Project Director of Tan Phu Industrial Park. From 2015 to present, he has served as Head of Investment at Nam Viet and Joint Venture Company Limited, General Director of Nhon Trach 6A Industrial Park Construction and Investment One Member Limited Liability Company, Chairman of the Members' Council of Phuoc Binh Investment Company Limited, Chairman of The Board of Directors of Phuoc An Port Oil and Gas Investment and Exploitation Joint Stock Company, and Chairman of The Board of Directors of Tin Nghia - Phuong Dong Industrial Park Joint Stock Company.</p> <p>He joined the Board of Directors of Tin Nghia Corporation for Term I (2016 – 2021) from June 2020 and continued to serve on the Board of Directors of Tin</p>	0%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			Nghia Corporation for Term II (2021 - 2026) from June 2021.	
5	Mr. Tran Ngoc Tho	Independent Board of Directors' members	<p>Professor – Doctor Tran Ngoc Tho is a lecturer in Finance – Banking, and a member of the National Monetary and Financial Policy Advisory Council.</p> <p>He was elected as an Independent Board of Directors' members of Tin Nghia Corporation for Term I (2016 – 2021) from June 2020 and continued to be elected as an Independent Board of Directors' members of Tin Nghia Corporation for Term II (2021-2026).</p>	0%
<b>B BOARD OF DIRECTORS, CHIEF ACCOUNTANT</b>				
1	Mr. Tran Trung Tuan	Board of Directors' members and General Director	<i>(Refer to content in Section A.2).</i>	
2	Mr. Nguyen Cao Nhon	Deputy General Director and Spokesperson	<p>Mr. Nguyen Cao Nhon holds a Master's degree in Business Administration.</p> <p>Mr. Nhon has held the position of Deputy General Director since January 2016. He joined Tin Nghia Corporation in 2002 and has extensive experience in business and corporate governance.</p> <p>During his tenure at Tin Nghia Corporation, Mr. Nhon has held various positions, from Director of Tin Nghia Agro - Product Trading Company Limited, Assistant to the General Director, Sales Director, Board of Directors' members and Director of ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company, Chairman of the Board of Directors of Japanese Smes Development JS Company, Chairman of the Board of Directors of Dongnai Pharmaceutical Joint- Stock Company,</p>	0%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			to Board of Directors' members of Tin Nghia - Phuong Dong Industrial Park Joint Stock Company.	
3	Ms. Nguyen Thi Thuy Van	Chief Accountant	Before being assigned the role of Chief Accountant of Tin Nghia Corporation from June 2016, Ms. Van held various positions such as: Accountant at the Tourism and Hotel Service Center, Deputy Head of Accounting Department of Tin Nghia Petrol Joint - Stock Company, Chief Accountant of Tin Nghia Petrol Joint - Stock Company, Chief Accountant of ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company, and Chief Accountant of Dong Nai Food and Agricultural Products Import-Export Joint Stock Company.	12,781 shares, representing 0.006%
<b>C BOARD OF SUPERVISORS</b>				
1	Mr. Tran Tan Nhat	Head of the Board of Supervisors	Mr. Tran Tan Nhat has held various management positions such as: Corporate Finance Consultant at Bao Viet Securities Joint Stock Company – Ho Chi Minh City Branch, Deputy Head of Corporate Finance Consulting Department at Saigon Thuong Tin Commercial Joint Stock Bank Securities Company, Deputy Head of Corporate Finance Consulting Department at PetroVietnam Securities Joint Stock Company, Head of Investment Department at Tuan Loc Construction Investment Corporation, Member of the Board of Supervisors of Vietnam Electricity Development and Investment Joint Stock Company (VPD), and Member of the Board of Directors of Sonadezi Giang Dien Shareholding Company.  From June 2020, he joined the Board of Supervisors of Tin Nghia Corporation	0%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			for Term I (2016-2021) and was re-elected to the Board of Supervisors of Tin Nghia Corporation for Term II (2021-2026), while also holding the position of Head of the Board of Supervisors.	
2	Mr. Tang Tran Tan Khai	Member of the Board of Supervisors	<p>Mr. Tang Tran Tan Khai joined Tin Nghia in 2008, and during his tenure at Tin Nghia Corporation, he has held various positions, including Deputy Head of Accounting and Finance Department of Tin Nghia Petrol Joint - Stock Company, Chief Accountant of Tin Nghia (Laos) Joint Stock Company, Chief Accountant of Nhon Trach 3 Industrial Zone One Member Limited Liability Company, Deputy Director of Accounting and Finance of Tin Nghia Corporation, Deputy Director of Investment and Development of Tin Nghia Corporation, and Head of Assistant Board of Tin Nghia Corporation.</p> <p>He joined the Board of Supervisors of Tin Nghia Corporation for the II term (2021-2026) from June 2021.</p>	0%
3	Mr. Nguyen Quoc Ky	Member of the Board of Supervisors	<p>Mr. Nguyen Quoc Ky joined Tin Nghia in 2004, and throughout his time at Tin Nghia Corporation, he has held numerous positions, including Deputy Director of Human Resources, Director of Legal Affairs, Deputy Director of Risk Management, Assistant to the Chairman of the Board of Directors of Tin Nghia Corporation, Member of the Board of Directors of Hiep Phu Corporation, Member of the Board of Directors of Phuoc Tan Trading And Construction Joint - Stock Company, Member of the Board of Directors of Phu Huu Depot Corporation, and Head of the Board of Supervisors of Tin</p>	1,157 shares, accounting for 0.0005%

No.	Name	Position	Summary of resume	Percentage of ownership of voting shares
			<p>Nghia Professional Security Services Corporation.</p> <p>From May 2024, he joined the Board of Supervisors of Tin Nghia Corporation for the II term (2021-2026).</p>	

## 2.2. Changes in the Board of Directors, Supervisory Board.

No.	Name	Position	Appointment Date	Dismissal Date
1	Ms. Dang Thi Thanh Ha	Chairperson of the Board of Directors, term II	02/7/2021	
2	Mr. Tran Hoai Nam	Non-executive Member of the Board of Directors, term II	29/6/2021	
3	Mr. Tran Trung Tuan	Executive Member of the Board of Directors, term II	17/6/2022	
4	Mr. Nguyen Thanh Dat	Non-executive Member of the Board of Directors, term II	29/6/2021	
6	Mr. Tran Ngoc Tho	Independent Member of the Board of Directors, term II	29/6/2021	
7	Mr. Tran Tan Nhat	Head of the Board of Supervisors, term II	02/7/2021	
8	Mr. Tang Tran Tan Khai	Member of the Board of Supervisors, term II	29/6/2021	
9	Ms. Le Ngoc Dung	Member of the Board of Supervisors, term II	29/6/2021	22/5/2024
10	Mr. Nguyen Quoc Ky	Member of the Board of Supervisors, term II	22/5/2024	

### 2.3. Number of employees and policies for employees.

<b>As of December 31, 2024, the total number of employees of the Corporation:</b>	<b>1,084 people</b>
<b>Of which:</b>	
- Male employees	855 people
- Female employees	229 people
- Employees participating in social insurance	1,005 people
<b>Labor qualifications:</b>	
- Postgraduate	46 people, ratio 11.03%
- University	260 people, ratio 49.66%
- College	40 people, ratio 7.59%
- Intermediate	55 people, ratio 8.97%
- Skilled labor, Unskilled labor	683 people, ratio 22.75%

### 3. Investment situation, implementation status of projects.

#### 3.1. Investment status of the Parent Company's projects.

The status and results of investment implementation at the Corporation's key projects in 2024 are as follows:

*a) Tinnghia Plaza Trade and Service Center Project:*

- Location: Trung Dung Ward, Bien Hoa City, Dong Nai Province.
- Scale: The project covers an area of 1,925.6m<sup>2</sup>, with 15 floors and 2 basements, a total construction floor area of 15,718m<sup>2</sup>, and a building height of 63.4m.
- Project Implementation Status: The project has been granted a certificate of ownership and was put into operation at the end of 2024.
- Business Operations: The Corporation has signed lease agreements with several partners.

*b) Ong Keo Industrial Park Infrastructure Project:*

- Location: Phuoc Khanh Commune, Nhon Trach District, Dong Nai Province.
- Scale: 855.6 ha.
- Project investment implementation status:
  - + Land acquisition and compensation: Continue to coordinate with agencies to focus on compensating the remaining area of Ong Keo Industrial Park, approximately 184,3 ha.

+ Infrastructure investment: Complete the appraisal of the design documents for planned route number 11 and approve the cost estimate & design for route number 4, Section 2 (Km2+600 to Km3+500). Complete contractor selection and commence construction of the EPC package to upgrade Ong Keo Industrial Park's wastewater treatment plant from column B to A, with a capacity of 3,000 m<sup>3</sup>/day-night.

- Business activities: Complete the signing of land lease and infrastructure use contracts with Power Plant 3&4.

*c) Phuoc Binh Gas Station.*

- Location: Phuoc Binh Commune, Long Thanh District, Dong Nai Province.
- Scale: 3,736 m<sup>2</sup>.

- Project investment implementation status: Approved by the Provincial People's Committee to receive the transfer of agricultural land to implement the project in document 2984/UBND-KTN dated March 25, 2024. Based on that, the Dong Nai Provincial Land Registration Office completed the issuance of the land use right certificate number DO 207900 dated July 15, 2024 for Tin Nghia Corporation.

**3.2. For subsidiaries and affiliated companies.**

During 2024, the business operations of most member companies encountered numerous difficulties. However, companies in the Industrial Park infrastructure and Services sector maintained robust growth, achieving positive business results and paying 2024 dividends as planned, such as: Tin Nghia Industrial Park Development Joint Stock Company, Tin Nghia - Phuong Dong Industrial Park Joint Stock Company, Tin Nghia Logistics – ICD Bien Hoa Joint Stock Company, Tin Nghia Petrol Joint - Stock Company, Japanese Smes Development JS Company, Thong Nhat Joint - Stock Company, and Tin Nghia Professional Security Services Corporation.

Some companies are in the process of completing legal procedures for projects, seeking capital funding sources, and implementing construction, including: Tin Nghia - Asia Investment Joint Stock Company, Phu Huu Depot Corporation, etc., and therefore have not yet generated profits.

**4. Financial Position**

**4.1. Financial Status**

Assets	31/12/2024	Proportion	Source of capital	31/12/2024	Proportion
<b>I. Other Short-Term Assets</b>	<b>4,441,977</b>	<b>43%</b>	<b>I. Liabilities</b>	<b>7,340,093</b>	<b>71%</b>
1. Cash and Cash Equivalents	134,146		1. Short-Term Debt	3,404,862	
2. Short-Term Financial Investments	433,583		2. Long-Term Debt	3,935,231	
3. Short-Term Receivables	3,745,660				

Assets	31/12/2024	Proportion	Source of capital	31/12/2024	Proportion
4. Inventory	118,650				
5. Other Short-Term Assets	9,937				
<b>II. Long-Term Assets</b>	<b>5,829,995</b>	<b>57%</b>	<b>II. Owner's Equity</b>	<b>2,931,878</b>	<b>29%</b>
1. Long-Term Receivables	27,010		1. Owner's Equity	2,931,878	
2. Fixed Assets	312,211		1.1. Owner's Contribution	2,000,000	
3. Investment Property	1,040,026		1.2. Share Premium	5,635	
4. Long-Term Construction in Progress	1,235,272		1.3. Development Investment Fund	128,019	
5. Long-Term Financial Investments	2,814,665		1.4. Undistributed Post-Tax Profit	798,225	
6. Other Long-Term Assets	400,810				
<b>Total Assets</b>	<b>10,271,971</b>	<b>100%</b>	<b>Total Source of Capital</b>	<b>10,271,971</b>	<b>100%</b>

#### 4.2. Key Financial Indicators.

Indicator	Year 2023	Year 2024
<i>1. Liquidity Ratios</i>		
+ Current Ratio	1.64	1.30
+ Quick Ratio	1.55	1.27
<i>2. Capital Structure Ratios</i>		
+ Debt-to-Total Assets Ratio	0.65	0.71
+ Debt-to-Equity Ratio	1.82	2.50
<i>3. Activity Ratios</i>		
+ Inventory Turnover	46.93	57.32
+ Total Asset Turnover	0.51	0.80
<i>4. Profitability Ratios</i>		
+ Net Profit Margin (Net Profit/Net Sales)	0.06	0.03
+ Ratio of After-tax Profit/Equity	0.08	0.08
+ Ratio of Profit After Tax/Total Assets	0.03	0.02
+ Ratio of Operating Profit/Net Revenue	0.06	0.05

## **5. Shareholder Structure and Changes in Owner's Investment Capital**

### **5.1. Shares**

- Total number of shares: 200,000,000 shares.
- Par value 10,000 VND.
- Type of outstanding shares: common shares.

Including:

- + Number of freely transferable shares: 200,000,000 shares
- + Number of shares restricted from transfer under legal regulations, the Corporation's Charter, or shareholder commitments: 0 shares.

### **5.2. Shareholder Structure as of Nov 11, 2024**

a) Shareholder Structure by Ownership Percentage:

- + Major Shareholders: 02
- + Minor Shareholders: 887

b) Shareholder Structure by Legal Entity and Individual Criteria:

- + Institutional Shareholders: 15
- + Individual Shareholders: 874

c) Shareholder Structure by Domestic and Foreign Criteria:

- + Domestic Shareholders: 889
- + Foreign Shareholders: 0

d) Shareholder Structure by Ownership Type:

- + State Shareholders: 01
- + Other Shareholders: 888

**5.3. Changes in Owner's Investment Capital: None.**

**5.4. Treasury Stock Transactions: None.**

**5.5. Other Securities: None.**

## **6. Report on Environmental and Social Impacts of the Company**

### **6.1. Environmental Impact:**

- Total Direct and Indirect Greenhouse Gas (GHG) Emissions: None.
- Initiatives and Measures to Reduce Greenhouse Gas Emissions: None.

### **6.2. Raw Material Management:**

a) *Total Quantity of Raw Materials Used for Production and Packaging of the Organization's Main Products and Services During the Year: None.*

b) *Report on the Percentage of Recycled Materials Used in the Production of the Organization's Main Products and Services: None.*

### 6.3. Energy Consumption

#### a) Direct and Indirect Energy Consumption:

- Direct electricity consumption for Office, IP lighting, operation of wastewater treatment plants in Nhon Trach 3 IP; An Phuoc IP; Tan Phu IP, Ong Keo IP: 2,609,336 KWh/year. Specifically as follows:

No.	Location	Unit	Power Consumption
<b>1</b>	<b>Nhon Trach III Industrial Park</b>	<b>kWh</b>	<b>1,734,636</b>
	Office	kWh	386,005
	WWTP	kWh	935,001
	Lighting	kWh	413,630
<b>2</b>	<b>An Phuoc Industrial Park</b>	<b>kWh</b>	<b>519,447</b>
	Office	kWh	115,285
	WWTP	kWh	213,275
	Lighting 1	kWh	105,933
	Lighting 2	kWh	12,388
	Booster Pump Station	kWh	26,840
	Water Tower	kWh	45,726
<b>3</b>	<b>Tan Phu Industrial Park</b>	<b>kWh</b>	<b>276,455</b>
	WWTP	kWh	202,364
	Lighting 1	kWh	55,748
	Lighting 2	kWh	16,153
	Lighting 3	kWh	2,190
<b>4</b>	<b>Ong Keo Industrial Park</b>	<b>kWh</b>	<b>78,798</b>
	WWTP	kWh	33,366
	Lighting	kWh	45,432

#### b) Energy Saved Through Energy Efficiency Initiatives:

- Solar power system (Nhon Trach 3 Industrial Park office): 71,250 KWh/year.

### 6.4 Water Consumption

#### a) Water Supply Source and Usage Volume:

- Nhon Trach 3 Industrial Park: Nhon Trach Water Supply Joint - Stock Company.

- Ong Keo Industrial Park: Nhon Trach Water Supply Joint - Stock Company.

- An Phuoc Industrial Park: Dong Nai Water Joint Stock Company - Long Thanh Branch.

- Tan Phu Industrial Park: Dong Nai Water Joint Stock Company - Tan Dinh Branch.

Tap water supplied to Nhon Trach III Industrial Parks: 2,092,899 m<sup>3</sup>.

Tap water supplied to An Phuoc Industrial Parks: 586,992 m<sup>3</sup>.

Tap water supplied to Ong Keo Industrial Parks: 95,731 m<sup>3</sup>.

Tap water supplied to Tan Phu Industrial Parks: 259,784 m<sup>3</sup>.

*b) Reports on energy saving initiatives: None.*

## **6.5. Compliance with Environmental Protection Laws**

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

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

## **6.6. Policies Related to Employees**

*a) Number of employees, average salary for employees*

In 2024, the average salary of employees across the Corporation reached 14,433,000 VND/person/month. The Corporation always ensures that the average income of employees is at a level appropriate to market conditions, creating a competitive advantage for the enterprise.

*b) Labor policies to ensure the health, safety and welfare of employees*

The Corporation has fully implemented labor policies, ensuring the health, safety, and welfare of employees, specifically as follows:

- Organized the signing of the 2024 collective labor agreement to consolidate important solutions contributing to caring for and protecting the legitimate rights and interests of union members and employees.

- Coordinated with the grassroots Trade Union to visit employees who are sick, pregnant, provide hardship allowances, etc., contributing to promoting team spirit and solidarity within the Corporation.

- The work of policies for employees has always been carefully implemented. Salary and bonus payments are made fully and promptly to employees according to the Corporation's salary and bonus payment regulations. All employees have signed labor contracts and are paid social insurance, health insurance, and unemployment insurance in accordance with the provisions of the Labor Code and the Corporation's internal regulations. In addition, each employee is also covered by personal accident insurance with an amount of 100,000,000 VND/person/accident.

- Conducted propaganda and dissemination to raise employees' awareness of occupational safety and hygiene through training courses on "Occupational Safety", "Fire Prevention and Fighting", and organized annual periodic health check-ups for employees.

*c) Employee training activities*

Annually, the Corporation regularly organizes various forms of training (on-the-job training, online training, or sending employees to training centers) to improve

professional qualifications, skills, and enhance the expertise of employees. The rate of implementation of training courses compared to the plan reached an average of 95%.

Digital transformation is currently considered an inevitable trend in all fields and professions. Implementing the direction of the Board of Directors in moving towards comprehensive digital transformation throughout the system, the training program this year focuses on guiding all employees on how to use smart electronic document management software, with the goal of helping to manage and store documents centrally on the system, saving time searching for documents, exploiting data quickly and conveniently accessing data anytime, anywhere to handle work. The synchronous application of electronic management software throughout the system will be an inevitable step for development in the digital age. In addition, the training program this year also helps employees equip themselves with more knowledge, experience, skills, and improve their professional expertise. Besides, annual training courses on fire prevention and fighting, occupational safety and hygiene are also regularly implemented.

#### **6.7. Report Regarding Responsibilities to the Local Community**

On the journey to success, under all circumstances, Tin Nghia Corporation always pays special attention to its responsibilities to the community and society.

In recent years, Tin Nghia has built charity houses, bridges, and roads; visited and presented gifts to policy beneficiaries, orphanages, centers for people with disabilities, associations for the blind, the poor in the province, the Gratitude Fund, the Poverty Reduction Fund, the Study Well Live Well Fund, and the Fund for the Protection of Poor Children; participated in blood donation drives, charity eye surgeries, free medical examinations, and support for disaster relief efforts; collaborated with Dong Nai Radio and Television Station to implement the charity program "Together with Tin Nghia Reaching for the Future"; etc. The total amount Tin Nghia Corporation supported in 2024 was nearly 3.5 billion VND (Total charity support over 35 years exceeds 336 billion VND).

In the coming period, Tin Nghia will continue to carry out these practical and humane activities to maintain and promote the Vietnamese tradition of mutual support.

**6.8. Report on Green Capital Market Activities as Guided by the SSC: None.**

### **III. Report and Assessment of the Board of Directors**

#### **1. Assessment of Production and Business Performance Results**

In 2024, the global commodity market was impacted by the complex evolution of the global political, economic, and social situation. Strategic competition between major countries continued intensely, escalating military conflicts in several nations affected global peace and stability, weakening trade systems, investment, production, and consumption. Nevertheless, after multiple fluctuations, the world economy

gradually stabilized as global commodity trade recovered, inflationary pressure eased, financial conditions were loosened, and labor supply increased.

Domestically, businesses' production and business operations still faced numerous difficulties: orders remained scarce and unstable, product consumption was challenging, etc. While businesses experienced growth, the rate was not substantial, and the real estate market showed signs of recovery yet remained subdued.

Tin Nghia Corporation also faced various difficulties in its production and business activities in 2024: The coffee export sector faced potential risks due to decreased supply (prolonged drought) impacting coffee prices, causing sharp increases and complex fluctuations, and domestic coffee prices remained consistently higher than export prices, posing challenges for balancing purchases and sales; In the petroleum business, consumption volume decreased due to reduced fuel usage by many factories, coupled with limited freight volume for transportation units; The industrial park and real estate sector was affected by the global economic downturn, resulting in difficulties in leasing land and workshops, along with challenges in real estate business. Given the existing circumstances, the Corporation is implementing a business restructuring strategy focusing on targeted development and investment in four core business areas (industrial park infrastructure, petroleum, logistics, and agricultural products) while divesting/transferring assets in inefficient or low-performing subsidiaries/projects; concurrently streamlining expenses and personnel to maximize business efficiency in 2024 and beyond.

## 2. Financial Status

### 2.1. Status of Assets and Capital.

*Unit: VND million*

Code	INDICATOR	YEAR 2023	YEAR 2024	COMPARISON 2024/2023
<b>A</b>	<b>ASSETS</b>			
<b>100</b>	<b>CURRENT ASSETS</b>	<b>2,333,989</b>	<b>4,441,977</b>	<b>190%</b>
110	Cash and cash equivalents	391,865	134,146	34%
120	Short-term financial investments	125,236	433,583	346%
130	Short-term receivables	1,686,052	3,745,660	222%
140	Inventories	128,774	118,650	92%
150	Other current assets	2,063	9,937	482%
<b>200</b>	<b>LONG-TERM ASSETS</b>	<b>5,818,798</b>	<b>5,829,995</b>	<b>100%</b>
210	Long-term receivables	27,015	27,010	100%
220	Fixed assets	321,201	312,211	97%
230	Investment real estate	880,266	1,040,026	118%
240	Long-term construction in progress	1,459,243	1,235,272	85%
250	Long-term financial investments	2,822,188	2,814,665	100%

Code	INDICATOR	YEAR 2023	YEAR 2024	COMPARISON 2024/2023
260	Other long-term assets	308,885	400,810	130%
<b>270</b>	<b>TOTAL ASSETS</b>	<b>8,152,787</b>	<b>10,271,971</b>	<b>126%</b>
<b>B</b>	<b>CAPITAL RESOURCES</b>			
<b>300</b>	<b>LIABILITIES</b>	<b>5,260,611</b>	<b>7,340,093</b>	<b>140%</b>
<b>310</b>	<b>Current liabilities</b>	<b>1,423,443</b>	<b>3,404,862</b>	<b>239%</b>
311	Short-term payables	18,035	33,698	187%
312	Short-term prepayments from customers	91,228	44,479	49%
313	Taxes and other payables to the State	26,433	29,075	110%
314	Payable to employees	7,000	3,325	47%
315	Accrued expenses	59,285	74,531	126%
318	Short-term unearned revenue	113,730	118,819	104%
319	Other short-term payables	42,435	108,148	255%
320	Short-term borrowings	1,053,453	2,985,707	283%
322	Bonus and welfare fund	11,845	7,080	60%
<b>330</b>	<b>Long-term liabilities</b>	<b>3,837,168</b>	<b>3,935,231</b>	<b>103%</b>
332	Long-term advances from customers	-	80,000	0%
336	Long-term unearned revenue	3,568,667	3,635,731	102%
337	Other long-term payables	41,573	41,434	100%
338	Long-term borrowings	179,622	134,099	75%
341	Deferred income tax payable	41,178	38,759	94%
342	Long-term provision payable	6,128	5,208	85%
<b>400</b>	<b>OWNER'S EQUITY</b>	<b>2,892,176</b>	<b>2,931,878</b>	<b>101%</b>
<b>410</b>	<b>Owner's Equity</b>	<b>2,892,176</b>	<b>2,931,878</b>	<b>101%</b>
411	Owner's contribution capital	2,000,000	2,000,000	100%
412	Share premium	5,635	5,635	100%
418	Development investment fund	116,894	128,019	110%
421	Undistributed profit after tax ("PAT")	769,647	798,225	104%
<b>440</b>	<b>TOTAL CAPITAL RESOURCES</b>	<b>8,152,787</b>	<b>10,271,971</b>	<b>126%</b>

## 2.2. Status of Liabilities.

Indicators	As of 31/12/2023	As of 31/12/2024	% FY 2024/2023	Proportion 2023	Proportion 2024
Short-term debt	1,423	3,405	239%	27%	46%
Long-term debt	3,837	3,935	103%	73%	54%
<b>Total payable debt</b>	<b>5,261</b>	<b>7,340</b>	<b>140%</b>	<b>100%</b>	<b>100%</b>

As of December 31, 2024, the total assets of the Corporation, as stated on its Separate Financial Statements, amounted to 10,272 billion VND, with equity at 2,932 billion VND and liabilities at 7,340 billion VND.

The total bank loan balance as of December 31, 2024, was 3,120 billion VND, consisting of:

- Short-term loans: 2,986 billion VND, a 2.8-fold increase compared to the beginning of the year (rising from 1,053 billion VND to 2,986 billion VND), primarily due to the funding needs for the 2024–2025 coffee business season.

- Long-term loans: 134 billion VND, a decrease of 45.6 billion VND compared to the beginning of the year, as the Corporation repaid loans related to the Tinnghia Plaza Commercial Service Center project and the An Phuoc Industrial Park project during the year.

## 3. Improvements in Organizational Structure, Policies, and Management

### 3.1. Completion of Organizational Structure and Management Apparatus

Along with the corporate financial restructuring, in 2024, the Corporation has carried out restructuring and consolidation of the organizational structure, enhancing the proactiveness and effectiveness of coordination among the units within the Corporation's system. The organizational structure has been perfected in the direction of focusing on streamlining the apparatus and improving labor productivity.

The work of planning, rotation, appointment and building a successor personnel team has also been focused on in the past time. The Corporation has been and is making efforts and actively building and developing a team of qualified personnel, building and paying attention to the development of appropriate and effective human resource policies - which is considered as one of the important levers, creating motivation to encourage officials and employees to complete assigned tasks, as well as implement the Corporation's strategic business tasks.

Simultaneously, the Corporation has reviewed its internal regulations, assessed existing and/or newly arising issues, implemented amendments, supplements, and enforcement of internal regulations and rules in a synchronized manner, bringing practical effectiveness and contributing positively to the Corporation's operating results.

### **3.2. Implementation of Key Performance Indicators (KPIs) System and Initial Implementation of the Digitalization Project within the Corporation**

In 2024, the Corporation implemented and applied a uniform performance appraisal system throughout the system to build a strategic management system, objective management, and performance-based evaluation. Thereby, the Parent Company and its member units establish their own unit's planned targets and estimate the necessary resources to implement appropriate policies, solutions, and action plans to achieve the set objectives. Gradually build and deploy digitalization projects in management activities to improve management and administration, ensuring effective production, business, and investment activities.

#### **4. Future Development Plan**

- Minimum average annual consolidated revenue of 10,000 billion VND.
- Average annual export turnover reaches 100 million USD. Maintain ranking in the Top 10 leading coffee exporting enterprises in Vietnam.
- Ong Keo Industrial Park will soon complete compensation and fill up the leased area. At the same time, participate in new investments in Industrial Parks according to the Government's supplemental planning.
- Actively exploit the land fund of existing projects and seek, create additional land funds for real estate projects to deploy construction and business.
- Minimum annual dividend of 10%.

#### **5. Explanation of the Board of Directors for audit opinions: None.**

#### **6. Assessment report related to the environmental and social responsibility of the Corporation**

##### **6.1. Assessment related to environmental indicators (water consumption, energy, emissions...)**

In order to effectively implement environmental and sustainable development targets, the Corporation has promoted the control and mitigation of environmental impacts in the effective use of resources, avoiding waste and ensuring environmental friendliness.

In addition to fully and seriously implementing regulations on environmental protection and operating well the ISO 14001:2015 environmental management system, the Corporation enhances environmental control by minimizing waste right from the source of emissions, collecting, sorting, and storing in accordance with regulations of the Ministry of Natural Resources and Environment, transferring waste to qualified waste collection, transportation, treatment, and destruction units according to regulations. The amount of electricity and water used at the office headquarters and industrial zones, warehouses, gas stations, etc. is also strictly controlled, ensuring high efficiency and energy saving.

Periodically, the Corporation conducts inspections and assessments of the completion of environmental objectives, as well as investing in and upgrading

wastewater and exhaust gas treatment equipment, ensuring sustainable development goals.

## **6.2. Assessment related to labor issues**

In addition to creating a professional working environment and culture, the Corporation focuses on human resource training to ensure improvement of professional expertise, leadership skills, management skills, and soft skills, creating conditions for employees to learn from each other as well as self-study from the work and projects participated in.

In addition, the Corporation always values corporate culture development, creating cohesion among all employees through programs, cultural events, and internal newsletters.

## **6.3. Assessment related to the enterprise's responsibility to the local community**

Charity work is one of the ongoing activities and is always in the plan of the Corporation and its member companies. In 2024, the Corporation implemented many charity programs in areas such as health, education, overcoming natural disaster consequences, and gratitude activities.

Corporate social responsibility events and activities have brought the most practical material and spiritual values to the local community, focusing on supporting and encouraging the development of education, charity, and helping difficult circumstances...

## **IV. Board of Directors' assessment of the Corporation's operations**

### **1. Assessment of the Board of Directors on the Corporation's activities, including assessment related to environmental and social responsibility**

In 2024, the global commodity market was affected by the complex developments of the world's political, economic, and social situation. Strategic competition between major countries continued fiercely, escalating military conflicts in some countries impacted global peace and stability, weakening trade, investment, production, and consumption systems. Despite the difficult context, the Board of Directors and the General Director of the Corporation performed well in their management and administration roles, actively implementing tasks approved by the Annual General Meeting of Shareholders. The activities of the Board of Directors and the Executive Board have demonstrated efforts and flexibility in directing production and business, promoting the Corporation's existing resources, along with the solidarity and efforts of all employees to overcome difficulties, helping to maintain stable production and business operations and investment development, ensuring jobs for workers, and maintaining social security. The planned targets and growth targets of the Corporation were maintained, achieving high growth rates compared to the same period, creating a foundation for implementing the objectives of the 5-Year Plan for the 2021-2026 period, maintaining the scale, position, and brand value of Tin Nghia. In 2024, Tin Nghia was honored to be ranked 165/500 of the Largest Enterprises in Vietnam (VNR500), 84/500 of the Largest Private and Joint Stock

Enterprises in Vietnam, 251/500 of the Most Profitable Enterprises in Vietnam, and was recognized by the Ministry of Industry and Trade as a reputable export enterprise in the green coffee sector.

## **2. Board of Directors' Assessment of the General Director's Activities**

The Board of Directors regularly monitors the operations of the General Director, the General Director's supporting apparatus, and the Parent Company's designated representatives at member companies in implementing the resolutions of the Annual General Meeting of Shareholders and the resolutions and decisions of the Board of Directors.

In 2024, the Board of Directors carried out the task of monitoring and controlling management activities and the operations of the Executive Board in the following areas:

- Organized a review of the Parent Company's internal regulations, assessed existing and/or newly arising issues, and implemented amendments, supplements, and enforcement of internal rules and regulations in a synchronized manner, ensuring compliance with legal regulations and contributing positively to the Parent Company's operational activities.

- Approved resolutions and decisions, directed business, financial, investment, salary and labor management, and organizational structure and personnel activities.

- Monitored the development and implementation of the 2024 business plans of the Parent Company, subsidiaries, and affiliated companies.

- Monitored the activities of the General Director and specific management personnel as follows:

- + The Board of Directors reviewed, evaluated, and approved the General Director's reports on the progress and results of implementing production and business tasks periodically every quarter, six months, and annually, identified difficulties and obstacles, analyzed causes, and proposed solutions.

- + The Board of Directors consistently monitored and closely directed the activities of the General Director's Board, promptly handled and resolved matters within the Board of Directors' authority, and provided support and facilitated the operations of the General Director's Board.

- + Regularly monitored the management and executive apparatus's compliance with laws and internal rules and regulations for corporate governance, risk management, internal control, and business ethics; relationships with stakeholders, including shareholders, employees, suppliers, and customers of the Parent Company.

- Regularly control compliance in financial and accounting work through the internal control system at the Parent Company and units within the system.

- Monitored and expedited debt collection management.

- Successfully organized the 2024 Annual General Meeting of Shareholders, ensuring compliance with legal procedures and regulations; submitted to the General Meeting of Shareholders for approval the contents and key operational plans of the



Parent Company for 2024, consolidated the personnel of the Supervisory Board for Term II (2021-2026), and approved the Board of Directors' report on the implementation of the plan to offer shares to existing shareholders.

### 3. Plans and Orientations of the Board of Directors

The Parent Company's operational direction in 2025 prioritizes sustainable, safe, and effective development goals in the core business areas of the Parent Company and member companies.

- Regarding production and business: Continue to maintain and promote four main business areas, including coffee export, petroleum trading, logistics, and industrial park infrastructure and real estate leasing, to maintain the Parent Company's scale, position, and brand value.

- Regarding investment: The top priority is compensation and support associated with land acquisition at the Ong Keo Industrial Park project. Continue to pursue the goal of expanding the industrial park and real estate area according to provincial and regional planning. Focus on completing legal procedures for key projects and investing in projects that have been approved in principle to be put into operation soon.

- Regarding finance: Prioritize ensuring capital for business activities and capital for compensation and land acquisition at the Ong Keo Industrial Park project. Focus on implementing various measures to recover overdue and lingering receivables.

- Regarding governance: Continue restructuring the enterprise, improving the corporate Governance model and innovating the personnel at subsidiaries and associated companies according to the General Corporation's personnel regulations to create flexibility and new impetus. Simultaneously, gradually implement digitalization projects in governance activities.

## V. Corporate Governance

### 1. Board of Directors

#### 1.1. Members and Structure of the Board of Directors

No.	Board of Directors' members	Position	Percentage of voting shares in the Corporation	Number of Board of Directors' members positions held at other companies	Number of management positions held at other companies
1	Dang Thi Thanh Ha	Chairman of the Board of Directors	0%	05	0

No.	Board of Directors' members	Position	Percentage of voting shares in the Corporation	Number of Board of Directors' members positions held at other companies	Number of management positions held at other companies
2	Tran Trung Tuan	Member of the Board of Directors cum General Director	0%	05	01
3	Nguyen Thanh Dat	Board of Directors' members	0%	05	01
4	Tran Hoai Nam	Board of Directors' members	0%	02	02
5	Tran Ngoc Tho	Independent Board of Directors' members	0%	0	0

### 1.2. Sub-committees of the Board of Directors: None

### 1.3. Activities of the Board of Directors

In 2024, the Board of Directors held 04 (four) regular meetings, 01 (one) extraordinary meeting, and 44 (forty-four) consultations with members in writing. All Members of the Board of Directors attended all meetings of the Board of Directors. All members demonstrated high responsibility, focusing on discussions, evaluations, and finding specific solutions to address key issues related to orientation, development strategies, and closely directing the implementation of the 2024 production, business, and investment plan. Issues arising outside the regular and extraordinary meetings were submitted in writing by Members of the Board of Directors.

The Board of Directors issued 104 (one hundred and four) Resolutions and Decisions on issues related to personnel management and organizational structure, investment, finance, tasks related to the organization of the General Meeting of Shareholders, and other tasks. The issued documents were implemented in accordance with authority, ensuring principles, procedures, and compliance with legal regulations and the General Corporation's Charter.

The Board of Directors supervised, directed, and ensured that information was disclosed fully, transparently, and promptly in accordance with regulations of the State Securities Commission and the Stock Exchange. They regularly inspected the situation, urged the Executive Board to implement resolutions of the Board of

Directors, and promptly took appropriate measures to adjust business activities, rectify, supplement, and improve corporate governance, ensuring the General Corporation develops in the right direction and achieves the planned targets approved by the General Meeting of Shareholders.

#### **1.4. Activities of Independent Members of the Board of Directors**

The Independent Member of the Board of Directors of the General Corporation performed their duties well. In 2024, the Independent Member of the Board of Directors actively participated in developing solutions to implement production, business, and investment plans, as well as financial solutions. In addition, they actively participated in developing the 2024-2030 development strategy, with a vision to 2035, and provided independent opinions on personnel, financial investment, and business valuation.

**1.5. Participation in corporate Governance model programs during the year: None.**

## **2. Board of Supervisors**

### **2.1. Members and Structure of the Board of Supervisors**

<b>No.</b>	<b>Member of the Board of Supervisors</b>	<b>Position</b>	<b>Percentage of voting shares owned</b>
1	Tran Tan Nhat	Head of the Board	0
2	Tang Tran Tan Khai	Member of the Board of Supervisors	0
3	Nguyen Quoc Ky	Member of the Board of Supervisors	0,0005%

### **2.2. Activities of the Board of Supervisors**

*a) Supervising the activities of the Board of Directors.*

In 2024, the Board of Supervisors participated in 100% of the meetings of the Board of Directors, the meetings of the Board of General Directors, and the regular meetings of the Corporation, performing supervision of the Board of Directors' operations within the scope of the Board of Directors' authority and other tasks as authorized by the General Meeting of Shareholders. All meetings were recorded through Minutes of Meeting and Resolutions were issued for implementation.

At the same time, it supervised the issuance of Resolutions and Decisions of the Board of Directors to assure issuance in the correct order, with proper authority, and in compliance with the provisions of law, the Charter, the Regulations on Organization and Operation of the Board of Directors, and the Corporation's Internal Governance Regulations.

*b) Supervising the activities of the Board of General Directors.*

During 2024, the Board of Supervisors conducted inspections and supervision of activities related to asset management, operation of production and business, and execution of decisions in accordance with the Corporation's Charter and legal regulations.

**3. Transactions, Remuneration, and Benefits of the Board of Directors, Board of General Directors, and Board of Supervisors**

**3.1. Salaries, Bonuses, Remuneration, and Other Benefits**

*Unit: VND*

No.	Content	Resolution of the 2024 General Meeting of Shareholders	Amount paid	Paid
1	Remuneration of Board of Directors' members and the Board of Supervisors	5,200,000,000	5,200,000,000	4,466,666,673
2	Bonus for the Board of Directors' members and Board of Supervisors	5% of PAT exceeding the plan	1,345,123,807	-
3	Salaries and other benefits of the Board of General Directors		7,980,912,600	7,980,912,600
	<b>Total</b>		<b>14,526,036,407</b>	<b>12,447,579,273</b>

Details of salaries, bonuses, remuneration, other benefits, and expenses for each member of the Board of Directors, member of the Board of Supervisors, General Director, and management personnel are presented in the 2024 Financial Report, published in detail on the Corporation's electronic information portal at the website address <https://tinnghiacorp.com.vn/>

**3.2. Insider Stock Transactions: None.**

**3.3. Contracts or Transactions with Internal Persons: As per the attached Appendix**

**3.4. Assessment of the Implementation of Regulations on Corporate Governance**

In 2024, the Corporation's Board of Directors and Management Board cooperated closely, effectively fulfilled their management and administration roles, and actively implemented tasks approved by the General Meeting of Shareholders.

The Corporation consistently complied with legal regulations, the Charter, internal regulations, and criteria to ensure transparency in corporate governance of the public company. Strict implementation of governance regulations also facilitates effective monitoring of production and business activities, encouraging the Corporation to utilize all resources most efficiently.

The operations of the Board of Directors and Management Board demonstrated efforts and flexibility in directing production and business activities, leveraging the Corporation's existing resources. Accordingly, business directions, plans, capital mobilization, and investment decisions were approved within authorized limits, along with annual adjustments to policies, organizational structures, and business operations. The Board of Directors also directed and supervised the Management Board in implementing and completing the annual business plan.

Concurrently, the Corporation performed its role as Owner and/or shareholder in relation to its Company's subsidiaries and associated companies. The Corporation's Board of Directors held regular meetings as prescribed by the Charter and the Regulations on Operation of the Board of Directors.

The resolutions, decisions, regulations, and policies from the Board of Directors concerning the production and business activities of subsidiaries and affiliated companies are fundamentally compliant with legal regulations and the Charter, promoting annual effectiveness, and timely meeting the operational and developmental requirements of the Parent Company.

## **VI. Financial Statements**

### **1. Audit Opinion**

AASC Auditing Firm Limited Liability Company has confirmed the Consolidated Financial Statements and the Separate Financial Statements as follows: "In our opinion, the Consolidated Financial Statements (and the Separate Financial Statements) have truly and fairly reflected, in all material respects, the consolidated financial position of the Group (and of the Corporation) as at December 31, 2024, as well as the consolidated business results (and separate business results) and the consolidated cash flows (and separate cash flows) for the fiscal year ended on the same date, in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and relevant legal regulations related to the preparation and presentation of the Financial Statements."

### **2. Audited Financial Statements (attached file):**

The full 2024 financial statements, including the Consolidated Financial Statements and Separate Financial Statements, have been audited and confirmed by AASC Auditing Firm Limited Liability Company and reviewed by the Parent Company's Supervisory Board.

The 2024 financial statements have been published in detail on the Parent Company's electronic information portal at the website link <https://tinnghiacorp.com.vn/bao-cao/>.

This is the 2024 Annual Report of Tin Nghia Corporation Joint Stock Company, respectfully submitted to the State Securities Commission and the Hanoi Stock Exchange.

Respectfully.

*Recipients:*

- As above;
- Note: VT.HDQT.

THE CORPORATION'S LEGAL REPRESENTATIVE *ah*

CHỦ TỊCH HĐQT



Đặng Thị Thanh Hà



## APPENDIX

### Transactions between the Parent Company and affiliated persons of the Parent Company; or between the Parent Company and major shareholders, internal persons, or affiliated persons of internal persons.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
<b>A Transactions where the Corporation is the provider of goods/services</b>							
1	Tin Nghia Petrol Joint - Stock Company	Affiliated person of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Gas station rental. Total transaction value: 2,454,545,457 VND.
2	Tin Nghia Petrol Joint - Stock Company	Affiliated Persons of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Office rental. Total transaction value: 860,999,997 VND.
3	Tin Nghia Petrol Joint - Stock Company	Affiliated Persons of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Fees for electricity, water, and wastewater treatment. Total transaction value: 362,906,106 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
4	Tin Nghia Petrol Joint - Stock Company	Affiliated Persons of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 12.729.600 VND.
5	Tin Nghia Petroleum Transport Joint Stock Company	Affiliated Persons of the Corporation's Insider	3602738833 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on February 29, 2012	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing office rental services. Total transaction value: 350,909,092 VND.
6	Tin Nghia Petroleum Transport Joint Stock Company	Affiliated Persons of the Corporation's Insider	3602738833 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on February 29, 2012	3rd Floor, No. 96 Ha Huy Giap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 39,758,688 VND.
7	Tin Nghia Professional Security Services Corporation	Affiliated Persons of the Corporation	3603272464 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Street No. 1, Tam Phuoc Residential and Resettlement Area, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 18,273,600 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
8	Tin Nghia Professional Security Services Corporation	The list of affiliated persons of the Company	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Street No. 1, Residential Area & Resettlement Area Tam Phuoc, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing loading and unloading services. Total transaction value: 1,888,888,884 VND.
9	Tin Nghia Professional Security Services Corporation	The list of affiliated persons of the Company	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Street No. 1, Residential Area & Resettlement Area Tam Phuoc, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Parking lot rental. Total transaction value: 89,181,813 VND.
10	Tin Nghia Professional Security Services Corporation	The list of affiliated persons of the Company	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Street No. 1, Residential Area & Resettlement Area Tam Phuoc, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Property compensation processing for the 560KVA transformer station of the leased workshop. Total transaction value: 189,885,509 VND.
11	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	The list of affiliated persons of the Company	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on October 7, 2009	Km 1+ 900 QL51, Long Binh Tan Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Management fee, infrastructure usage fee. Total transaction value: 3,885,467,964 VND.



No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
12	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	The list of affiliated persons of the Company	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on October 7, 2009	Km 1+ 900 QL51, Long Binh Tan Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 4,752,000 VND.
13	Tuan Loc Commodities Limited Liability Company	Affiliated person of a person inside the company	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on July 11, 2019	1st Floor, Nhon Trach 6 Industrial Park Building, Long Tho Commune, Nhon Trach District, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Coffee sales. Total transaction value: 42,068,292,931 VND.
14	Tuan Loc Commodities Limited Liability Company	Affiliated person of the Corporation's Insider	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on July 11, 2019	1st Floor, Nhon Trach 6 Industrial Park Building, Long Tho Commune, Nhon Trach District, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing warehouse and electricity rental services. Total transaction value: 3,177,665,645 VND.
15	Tuan Loc Commodities Limited Liability Company	Affiliated person of the Corporation's Insider	3603655273 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on July 11, 2019	1st Floor, Nhon Trach 6 Industrial Park Building, Long Tho Commune, Nhon Trach District, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Wastewater treatment fee. Total transaction value: 4,026,263 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
16	Japanese Smes Development JS Company	Affiliated person of the Corporation	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on June 30, 2015	Nhon Trach 3 Industrial Park - Phase 2, Hiep Phuoc Township, Nhon Trach, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 43,765,530 VND.
17	Japan Small and Medium Enterprises Development Joint Stock Company	The list of affiliated persons of the Company	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on June 30, 2015	Nhon Trach 3 Industrial Park - Phase 2, Hiep Phuoc, Nhon Trach, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing transportation, water supply, garbage collection, and waste treatment services. Total transaction value: 5,653,191,422 VND.
18	Tin Nghia - Asia Investment Joint Stock Company	The list of affiliated persons of the Company	3602181239 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 21,384,000 VND.
19	Thong Nhat Joint - Stock Company	The list of affiliated persons of the Company	3600667859 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on February 24, 2004	Road No. 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 34,918,560 VND.
20	Tin Nghia - Phuong Dong Industrial	The list of affiliated	350149963 issued by the Business	Dat Do I Industrial Park,	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT	Providing advertising

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
	Park Joint Stock Company	persons of the Company	Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau Province on November 23, 2009	Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province.		dated January 12, 2024	services on LED screens. Total transaction value: 80,784,000 VND.
21	Thong Nhat Real Estate Joint Stock Company	Affiliated person of the Insider of the Company	3602041707 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on August 17, 2009	L4.09-10, N5 Road, Group 14, Lap Thanh Hamlet, Dau Giay Town, Thong Nhat District, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Providing advertising services on LED screens. Total transaction value: 42,768,000 VND.
<b>B. Transactions in which the Company is the Buyer of goods/services</b>							
1	Tin Nghia Petrol Joint - Stock Company	The list of affiliated persons of the Company	3601038204 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on December 8, 2008	3rd Floor, No. 96 Ha Huy Gap, Trung Dung Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Purchase of gasoline and oil fuel. Total transaction value: 1.227.848.677 đồng
2	Tin Nghia Industrial Park Development Joint Stock Company	The list of affiliated persons of the Company	3600964611 issued by Business Registration Division - Department of Planning and Investment of Dong Nai Province on November 8, 2008	Road 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Garbage collection services. Total transaction value: 6,295,650 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
3	Tín Nghĩa - Phương Đông Industrial Park Joint Stock Company	The list of affiliated persons of the Company	350149963 issued by the Business Registration Division - Department of Planning and Investment of Bà Rịa - Vũng Tàu Province on November 23, 2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Verification fees and toll fees. Total transaction value: 13,888,890 VND.
4	Tín Nghĩa Project Management Joint Stock Company	The list of affiliated persons of the Company	3601381549 issued by Business Registration Division - Department of Planning and Investment of Dong Nai Province on December 10, 2008	No. 01, Lot C, Phan Chu Trinh, Quang Vinh Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Project construction supervision and design consultancy services, cost estimation consultancy. Total transaction value: 2,937,750,801 VND.
5	Tín Nghĩa Project Management Joint Stock Company	The list of affiliated persons of the Company	3601381549 issued by Business Registration Division - Department of Planning and Investment of Dong Nai Province on December 10, 2008	No. 01, Lot C, Phan Chu Trinh, Quang Vinh Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Design appraisal consultancy services. Total transaction value: 4,000,000 VND.
6	Tín Nghĩa Professional Security Services Joint Stock Company	The list of affiliated persons of the Company	3603272464 issued by Business Registration Division - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Road 1, Tam Phuoc Residential Area & Resettlement Area, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Security services. Total transaction value: 8,536,664,000 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
7	Tin Nghia Professional Security Services Joint Stock Company	The list of affiliated persons of the Company	3603272464 issued by Business Registration Division - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Road No. 1, Tam Phuoc Residential Area & Resettlement Area, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Loading and unloading services, import and export of goods, labor, and sanitation. Total transaction value: 259.668.380 VND.
8	Tin Nghia Professional Security Services Corporation	The list of affiliated persons of the Company	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on March 25, 2015	No. 60, Street 1, Tam Phuoc Residential and Resettlement Area, Tam Phuoc, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Maintenance, repair, and replacement fees for damaged equipment belonging to the fire protection system. Total transaction value: 199.010.000 VND.
9	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company	The list of affiliated persons of the Company	3601047417 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on October 7, 2009	Km 1+ 900 QL51, Long Binh Tan Ward, Bien Hoa, Dong Nai	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Logistics service rental. Total transaction value: 671.137.674 VND.
10	Dong Nai Food and Agricultural Products Import-Export Processing Joint Stock Company	The list of affiliated persons of the Company	3600268170 issued by the Department of Planning and Investment of Dong Nai Province on July 1, 2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa, Dong Nai.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Cashew nut purchase. Total transaction value: 93.976.391 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
11	Dong Nai Food and Agricultural Products Import-Export Processing Joint Stock Company	The list of affiliated persons of the Company	3600268170 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on July 1, 2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa, Dong Nai.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Warehouse rental services. Total transaction value: 360.000.000 VND.
12	Dong Nai Food and Agricultural Products Import-Export Processing Joint Stock Company	The list of affiliated persons of the Company	3600268170 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on July 1, 2010	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa, Dong Nai.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Forklift and conveyor belt rental. Total transaction value: 82.000.000 VND.
13	Nhon Trach Green Trees Joint Stock Company	Related Person/ Insider of the Company	3603438670 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on January 10, 2017	Street 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Landscaping services. Total transaction value: 50.000.000 VND.
14	Nhon Trach Green Trees Joint Stock Company	Related Person/ Insider of the Company	3603438670 issued by the Department of Planning and Investment of Dong Nai Province on January 10, 2017	No. 7 Street, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Green tree planting package construction services. Total transaction value: 184,442,400 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
15	Tin Nghia Petroleum Transport Joint Stock Company	Affiliated Person of the Corporation's Insider	3602738833 issued by the Department of Planning and Investment of Dong Nai Province on February 27, 2012	3rd Floor, No. 96 Ha Huy Giap Street, Trung Dung Ward, Bien Hoa City, Dong Nai Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Car and driver rental services. Total transaction value: 88,140,000 VND.
16	Dongnai Pharmaceutical Joint- Stock Company	Affiliated Person of the Corporation's Insider	3600248086 issued by the Department of Planning and Investment of Dong Nai Province on December 23, 2005	No. 221B, Pham Van Thuan Street, Tan Tien Ward, Bien Hoa City, Dong Nai Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Purchase of medical supplies. Total transaction value: 3,977,209 VND.
17	Thong Nhat Real Estate Joint Stock Company	The list of affiliated persons of the Company	3602041707 issued by the Department of Planning and Investment of Dong Nai Province on August 17, 2009	L4.09-10, N5 Road, Group 14, Lap Thanh Hamlet, Dau Giay Town, Thong Nhat District, Dong Nai Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Verification fees and toll fees. Total transaction value: 4,377,273 VND.
18	Phuoc An Port Exploitation Investment Petroleum Joint Stock Company	The list of affiliated persons of the Company	3601010336 issued by the Department of Planning and Investment of Dong Nai Province on May 14, 2008	Phuoc An Port Logistics Service Area, Ba Truong Hamlet, Phuoc An Commune, Nhon Trach District, Dong Nai Province.	From 01/2024 to 12/2024	Resolution 09/NQ-HĐQT dated January 12, 2024	Container transportation fees. Total transaction value: 4,500,000 VND.
<b>C.</b>	<b>Loan transactions</b>						

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
1	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated Person of the Corporation	3501499635 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on November 23, 2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province.	01/2024	Resolution 10/NQ-HĐQT dated January 15, 2024	Extension of working capital loan term. Total value: 131,500,000,000 VND.
2	Nhon Trach Investment Joint - Stock Company	Affiliated Person of the Corporation	3600694267 issued by the Department of Planning and Investment of Dong Nai Province on September 14, 2004	Road No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai	01/2024	Resolution 16/NQ-HĐQT dated January 16, 2024	Extend the working capital loan term. Total value: 159,980,867,657 VND.
3	Tin Nghia - A Chau Investment Joint - Stock Company	Affiliated person of the Corporation	3602181239 issued by the Department of Planning and Investment of Dong Nai Province on December 8, 2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa, Dong Nai	02/2024	Resolution 29/NQ-HĐQT dated February 6, 2024	Working capital loan. Total value: 70,000,000,000 VND.
4	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated person of the Corporation	3501499635 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on November 23, 2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province.	02/2024	Resolution 33/NQ-HĐQT dated February 23, 2024	Working capital loan. Total value: 53,000,000,000 VND.

No.	Name of organization/ Individual	Relationship with the Corporation	NSH No., date of issue, place of issue	Address of head office	Time of transaction with the Corporation	Number of Resolution/ Decision (if any)	Content and value of transaction
5	Tin Nghia - A Chau Investment Joint - Stock Company	Affiliated person of the Corporation	3602181239 issued by the Department of Planning and Investment of Dong Nai Province on December 8, 2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa, Dong Nai	03/2024	Resolution 77/NQ-HĐQT dated March 29, 2024	Working capital loan. Total value: 11,280,273,973 VND.
6	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated person of the Corporation	3501499635 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on November 23, 2009	Dat Do I Industrial Park, Phuoc Long Tho Commune, Dat Do District, Ba Ria - Vung Tau Province.	04/2024	Resolution 91/NQ-HĐQT dated April 4, 2024	Working capital loan. Total value: 130,000,000,000 VND.
7	Tin Nghia - A Chau Investment Joint - Stock Company	Affiliated person of the Corporation	3602181239 issued by the Department of Planning and Investment of Dong Nai Province on December 8, 2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa, Dong Nai	07/2024	Resolution 150/NQ-HĐQT dated July 12, 2024	Extend the working capital loan term. Total value: 81,391,780,822 VND.
8	Tin Nghia - A Chau Investment Joint - Stock Company	Affiliated person of the Corporation	3602181239 issued by the Department of Planning and Investment of Dong Nai Province on December 8, 2008	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa, Dong Nai	11/2024	Resolution 231/NQ-HĐQT dated November 21, 2024	Extend the working capital loan term. Total value: 146,591,483,513 VND.