

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS, BUSINESS PERFORMANCE IN 2024, AND BUSINESS PLAN FOR 2025

PART I

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

I. ACTIVITIES OF THE BOARD OF DIRECTORS

1. Human Resources of the Board of Directors

At the Annual General Meeting of Shareholders on March 15, 2024, the Board of Directors for the 2024-2027 term was elected, consisting of five members. According to Resolution No. 04/2024/NQ-HĐQT dated March 15, 2024, the Board of Directors unanimously elected Mr. Nguyen Duc Dung as the Chairman. The current structure of the Board of Directors is as follows:

- Mr. Nguyen Duc Dung - Chairman of the Board
- Mr. Nguyen The Trong - Member of the Board
- Mr. Dong Trung Hai - Member of the Board
- Mr. Nguyen Kim Duong Khoi - Member of the Board
- Ms. Tran Thi Phuong Anh - Member of the Board

2. Meetings of the Board of Directors

In 2024, the Board of Directors held regular meetings either in person or via email. These meetings ensured timely decision-making and adherence to resolutions approved by the General Meeting of Shareholders (GMS). Key decisions made in 2024 include:

Seg	Resolution/Decision No.	Day	Content	Passage Rate
1	01/2024/NQ-HDQT	January 08, 2024	<p>Approval on organizing the 2024 Annual General Meeting of Shareholders of Green Development and Investment Service Joint Stock Company, specifically as follows:</p> <ul style="list-style-type: none"> - Implementation ratio: 1 share – 1 voting right - Time of organization: Expected March 2024 - Congress venue: Will be announced later - Last registration date to exercise the right to attend the meeting: January 31, 2024 - Meeting content: <ul style="list-style-type: none"> • Board of Directors' performance report 2023. • Audited financial statements 2023. • Report on production and business activities in 2023 and production and business plan in 2024. • Board of Supervisors' performance report 2023. • Election of members of the Board of Directors and 	100%

			<p>Inspection Committee for the 2024-2027 term</p> <ul style="list-style-type: none"> Issues under the authority of the General Meeting of Shareholders. 	
2	02/2024/NQ -HDQT	February 26, 2024	<p>Article 1: Approval on the transfer of common shares at Quang Binh - Dinh Vu Dry Port Joint Stock Company from existing shareholders of Quang Binh - Dinh Vu Dry Port Joint Stock Company to serve business expansion as follows:</p> <ul style="list-style-type: none"> Transferor: Green Logistics Center Company Limited, is an existing shareholder of Quang Binh - Dinh Vu Dry Port Joint Stock Company . Transfer object: common shares at Quang Binh - Dinh Vu Dry Port Joint Stock Company, tax code: 0201973263 ("VGI") . Number of shares GIC currently owns at VGI: 4,449,863 shares, equivalent to 9.51% of VGI's charter capital. Number of shares GIC received for transfer: 1,779,992 shares. Number of shares GIC owns at VGI after transfer: 6,229,855 shares, equivalent to 13.31% of VGI's charter capital. Transfer value: 20,000,000,000 VND (<i>In words : Twenty billion VND</i>) <p>Article 2: Assign the Company Director to carry out necessary procedures and implement the signing of the Share Transfer Contract in accordance with current law.</p>	100%
3	03/2024/NQ -HDQT	March 14, 2024	<p>Article 1: Approval of reports at the 2024 Annual General Meeting of Shareholders on the activities of the Board of Directors; 2023 business performance results and 2024 business plan.</p> <p>Article 2: Approving the contents of the Proposal for opinions at the 2024 Annual General Meeting of Shareholders of GIC.</p>	100%

4	04/2024/NQ -HDQT	March 15, 2024	<p>Article 1: Approving the election of Mr. Nguyen Duc Dung to the position of Chairman of the Board of Directors of Green Development and Service Investment Joint Stock Company for the 2024-2027 term from March 15, 2024.</p> <p>Article 2: Mr. Nguyen Duc Dung has the duties, powers and benefits of the Chairman of the Board of Directors according to the Company's regulations and current laws.</p>	100%
5	05/2024/NQ -HDQT	March 15, 2024	<p>Article 1: Through the appointment of positions in the executive and management apparatus of GIC specifically as follows:</p> <ol style="list-style-type: none"> 1.Re-appointing Mr. Dong Trung Hai, born in 1977; professional qualification: Marine transport economic engineer; holding the position of Director of GIC. 2.Re-appointing Ms. Vu Tra My, born in 1983; professional qualification: Bachelor of Accounting and Financial Management; holding the position of Chief Accountant of GIC. 3.Re-appointing Ms. Pham Thi Thuy Nga, born in 1991, professional qualification: Master of Law; holding the position of Company Secretary and Person in charge of corporate governance of GIC. <p>Article 2: The term of appointment of the above positions is 03 years (according to the 2024-2027 term of the Company's Board of Directors) from March 15, 2024. The above-mentioned appointed persons have the rights and obligations as prescribed by law, the Company's Charter and regulations.</p>	100%
6	06/2024/NQ -HDQT	March 18, 2024	<p>Article 1: Approving the payment of 2023 cash dividends to shareholders, specifically as follows:</p> <ul style="list-style-type: none"> - Implementation rate: 12% of par value of shares (1 share receives 1,200 VND). - Last registration date to exercise the right to receive dividends: April 3, 2024. 	100%

			<p>- Payment date: April 15, 2024.</p> <p>Article 2 : Assign the Company Director to direct the completion of necessary procedures and carry out dividend payments in accordance with current regulations.</p>	
7	07/2024/NQ -HDQT	March 30, 2024	<p>Article 1: Approving the use of the following assets as collateral to secure the obligations of Viconship at Bao Viet Commercial Joint Stock Bank (BAOVIET Bank): 1,779,992 shares of Quang Binh - Dinh Vu Dry Port Joint Stock Company, tax code: 0201973263.</p> <p>Article 2: Assign the Company Director to carry out necessary procedures and sign relevant documents in accordance with current laws.</p>	100%
8	08/2024/NQ -HDQT	May 20, 2024	<p>Article 1: Approved the resignation letter of Ms. Vu Tra My - Chief Accountant of GIC. Dismiss Ms. Vu Tra My from the position of Chief Accountant of GIC from June 1, 2024.</p> <p>Article 2: Appoint Ms. Nguyen Thi Thu Hang - Born on July 27, 1982, Master of Economics majoring in Accounting, currently Deputy Head of Finance - General Department of GIC - to hold the position of Chief Accountant of GIC from June 1, 2024.</p> <p>Article 3: From now until June 1, 2024, Ms. Vu Tra My is responsible for handing over all work, documents, materials, and related legal papers to Ms. Nguyen Thi Thu Hang to take over in accordance with current legal regulations and the Company's Charter.</p>	100%
9	09/2024 /NQ-HDQT	June 21, 2024	<p>Article 1: Approving the selection of PwC (Vietnam) Company Limited as the unit providing the service of reviewing the semi-annual financial statements and auditing the 2024 financial statements for GIC.</p> <p>Article 2: Assign the Company Director to carry out</p>	100%

			necessary procedures and implement the signing of the Audit Contract in accordance with current regulations.	
10	10/2024/NQ -HDQT	June 24, 2024	<p>Article 1: Through the liquidation and sale of the Company's fixed assets with the following information:</p> <ul style="list-style-type: none"> - Assets for sale: <ul style="list-style-type: none"> • Asset Name: Container Forklift • Brand: TEREX/PPM • Model: TFC45Rhc; Frame number: TFC45R175344 • Year of manufacture 2008 • Quantity: 01 piece - Subject of liquidation and sale: Quang Binh- Dinh Vu Dry Port Joint Stock Company. Tax code: 0201973263. - Liquidation value (including VAT): 1,460,000,000 VND (<i>In words: One billion, four hundred and sixty million dong</i>) <p>Article 2: Assign the Company Director to negotiate, sign contracts and carry out necessary procedures in accordance with current regulations.</p>	100%
11	11/2024/NQ -HDQT	August 20, 2024	<p>Article 1: Review of the business performance of the first 6 months of 2024 of GIC ("the Company"). Approving the audited business performance of the Company for the first 6 months of 2024 as follows:</p> <ul style="list-style-type: none"> - Revenue: 73,179 billion VND - Profit before tax: 8,532 billion VND <p>Article 2: Assign the Company's Board of Directors to strive to exceed the 2024 business plan targets approved by the 2024 Annual General Meeting of Shareholders.</p>	100%
12	12/2024/NQ -HDQT	December 31, 2024	<p>Article 1: Approve the policy of signing and executing contracts and transactions between the company and related parties in 2025.</p> <p>1.1. Subjects of signing and performing the contract: Companies in the Viconship group and other related</p>	100%

			<p>parties of the Company as prescribed in the Company Charter, Enterprise Law, Securities Law according to the list of Related Persons of the Company at each time.</p> <p>1.2. Contract and transaction value: has a value of less than 20% or less than 35% of total assets recorded in the company's most recent financial report, depending on each specific case at the time of signing the contract or transaction. Total value of transactions arising with one of the above entities within 12 months from the date of the first transaction with a value of less than 35% or more of the total asset value recorded in the most recent financial statement.</p> <p>Article 2: Authorize the Director to negotiate, sign and execute contracts and transactions with related parties in accordance with the provisions of the Company Charter and legal regulations.</p>	
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3. Results of implementing the Resolution of the General Meeting of Shareholders

No	Content	Result
1	Business Plan 2024	Completed according to the Business Results Report.
2	Dividend level in 2023: Cash dividend: 12% of charter capital	Cash dividend paid: 12% of charter capital on April 15, 2024
3	Selecting an Auditor for 2024	Authorized by the General Meeting of Shareholders, the Board of Directors of the company has selected PWC (Vietnam) Co., Ltd. as the auditor for 2024.

4. Supervisory activities of the Board of Directors over the Director and managers

The Board of Directors supervises the operations of the Director and other managers, ensuring that the Company's business operations are safe, in compliance with legal regulations, and in accordance with the resolutions approved by the Company's General Meeting of Shareholders.

The Board of Directors always closely works with the Company's Executive Board, promptly making appropriate and flexible decisions, maintaining the market, ensuring that the Company's business operations are always safe and effective.

With the efforts of the Board of Directors, the Executive Board and the collective of employees, in 2024 the Company completed the targets set by the General Meeting of Shareholders.

II. REMUNERATION AND BONUSES FOR THE BOARD OF DIRECTORS, SUPERVISORY BOARD, AND EXECUTIVE MANAGEMENT IN 2024

1. Members of the Board of Directors and Supervisory Board did not receive remuneration in 2024.
2. Approved bonuses for 2023 amounted to VND 306,000,000.
3. Salaries and bonuses for executive management totaled VND 1,251,671,302 in 2024.

PART II

BUSINESS PERFORMANCE IN 2024 AND BUSINESS PLAN FOR 2025

I. BUSINESS PERFORMANCE IN 2024

1. Key Performance Indicators

1.1. Handling volume: 320,720 TEUs, achieving 83.53% compared to 2023, and 90.86% of the planned target.

1.2. Financial indicators

- **Revenue:** VND 159.34 billion, reaching 99.59% of the planned target and 92.49% compared to 2023.
- **Pre-tax profit:** VND 18.09 billion, exceeding the planned target by 9.65% and reaching 97.30% compared to 2023.

2. Organizational Management and Operation

2.1. Organization and management:

- Continue to deploy Value Added Services (VAS) in the direction of strongly applying technology in management, operation and service provision.
- Management: maximize its advantages and functions in a scientific and effective manner; close to business reality; flexible and responsive to market fluctuations.
- Manage operations, business and finance activities in accordance with current legal regulations as well as the Company's governance regulations.
- Management processes and regular operations processes are continuously reviewed, revised and updated quarterly to suit the Company's business model. Proactively amend and issue new processes that are close to actual work in the direction of reducing the proportion of document

and bookkeeping work, prioritizing computer data management systems, cloud technology, etc.

- Enhance the sense of responsibility; professionalism of employees, increase work efficiency and labor productivity. - Organize competitions for skilled workers, encourage workers and managers at all levels to promote technical innovation initiatives, widely apply them in daily work to improve loading/unloading/transportation/repair productivity and save costs.

2.2. Human resources, training and human resource development:

- Implement human resources work well. Develop a long-term human resource training and recruitment plan to meet human resource requirements for the development of the Company.
- Recruit workers according to the provisions of the Labor Law and actual requirements.
- In 2024, human resource training is demonstrated through the following contents:

+ Professional expertise: 0 people

+ Periodic training (Labor safety, fire prevention, hygiene safety; first aid..): 137 people

2.3. Implementing policies for employees:

- The Company's culture always considers people as the source of strength, so the Company always focuses on the working environment; policies and benefits for employees. Regularly dialogue and exchange with the Trade Union through work programs and annual Labor Conferences.

- Labor norms; salary unit prices are reviewed and adjusted annually to suit the reality of business exploitation; labor waste and absolute compliance with current legal policies.

- The salary payment regulations are public, transparent, and on time. Ensure employees have jobs; legal rest time and stable income.

3. Investment:

- Invest in expanding business in the direction of providing logistics chain services and in line with the Company's culture.

- Upgrade equipment, facilities, and wharf infrastructure to enhance competitiveness and meet the increasing demands of customers.

- Complete on schedule the investment items approved by the Board of Directors and put them into service for timely and effective business exploitation.

- Total investment in 2024 is 0 VND.

II. BUSINESS PLAN FOR 2025

1. Key Business Targets

Indicator	Unit	2025 Target
I. Handling Volume	TEUs	283,000
II. Financial indicators		

II.1. Revenue	Billion VND	145
II.2. Pre-tax Profit	Billion VND	16.5

2. Human Resource Development Plan

- Management training programs for mid-level leaders.
- Skill enhancement through international and domestic training courses.
- Foreign language and technology application training for employees.
- Training targets:
 - Management personnel: 2 employees
 - Professional training: 8 employees
 - Periodic safety training: 122 employees
 - Vocational training: 15 employees

3. Investment Plan

- No major investment projects planned for 2025.

On behalf of the Board of Directors

Chairman

 NGUYEN DUC DUNG

