

INFORMATION DISCLOSURE DOCUMENT REGARDING THE PUBLIC COMPANY

U&I Logistics Corporation

*(Enterprise Registration Certificate No. 3700492666 initially issued by the Enterprise
Registration Authority on March 19, 2003, amended for the 18th time on March 29, 2024)*



CLIENTS' INTERESTS FIRST

This Summary Information Document will be provided at:

PUBLIC COMPANY REGISTRATION ORGANIZATION

U&I Logistics Corporation (U&I LOGISTICS)

- Address: No. 158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City, Vietnam
- Phone: (84.27) 4381 6288 Fax: (84.27) 4383 2751 Website: <http://unilogistics.vn>

INFORMATION DISCLOSURE OFFICER:

Mr. NGUYEN XUAN PHUC – Vice Chairman of the Board of Directors cum General Director

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I. DEFINITIONS

TERMS, CONCEPTS	INTERPRETATION
Summary Information	The Company's Summary Information on financial status and business operations to provide investors with assessments and make investment decisions.
Shares	Charter capital divided into equal parts.
Stock	Securities confirming the legal rights and interests of the holder over a portion of the share capital.
Shareholder	An organization or individual owning issued shares of the Company.
Dividend	Net profit paid per share in cash or other assets from the remaining profit of the Company after fulfilling financial obligations.
Company, Public Company, U&I Logistics	U&I Logistics Corporation
SSC	State Securities Commission
SE	Stock Exchange
SM	Securities Market
GMS	General Meeting of Shareholders
BOD	Board of Directors
SB	Supervisory Board
BOM	Board of Management
FS	Financial Statements
JSC	Joint Stock Company

II. STATUS AND CHARACTERISTICS OF THE PUBLIC COMPANY

1. General Information about the Company:

- Company Name : **U&I Logistics Corporation**
- English Name : U&I Logistics Corporation
- Head Office : No. 158, Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City, Vietnam.
- Phone Number : (84.27) 4381 6288
- Website : <https://unilogistics.vn>
- Business Registration Certificate : Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, and amended for the 18th time on March 29, 2024.
- Legal Representative : **Mr. Nguyen Xuan Phuc** – General Director
- Main Business Activities :
 - Support services related to transportation such as: freight forwarding; arranging and organizing rail, road, and sea transport operations; sea and air freight agency; import and export freight forwarding; receipt and dispatch of transport documents and bills of lading, customs brokerage; ship and aircraft charter brokerage, packaging services, shipping agency services;
 - Inland waterway freight transport;
 - Direct support services for waterway, road, and rail transport;
 - Warehousing and storage of goods;
 - Cargo handling.

2. Formation and Development Process of the Company

2.1. Summary of the Company's Formation and Development Process

U&I Logistics Corporation (formerly U&I Transport Corporation) is an enterprise established in Vietnam under Enterprise Registration Certificate No. 3700492666, initially registered on March 19, 2003, with the 18th amendment registered on March 29, 2024, by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City) issued.

The significant milestones in the Company's formation and development are as follows:

Year	Content
Year 2003	<ul style="list-style-type: none"> - On March 19, 2003, U&I Transport Corporation (abbreviated as Unitrans) was established, inheriting all business activities in investment consulting, import-export consulting, customs brokerage, and import-export freight forwarding from U&I Co., Ltd. (the predecessor of U&I Investment Corporation).
Year 2007	<ul style="list-style-type: none"> - On January 26, 2007, the Company inaugurated the largest bonded warehouse in Vietnam at that time, with a scale of 39,200 m². - The Company became a reputable logistics service provider in Binh Duong Province, chosen and trusted by many domestic and international customers.
Year 2008	<ul style="list-style-type: none"> - In December 2008, the Company inaugurated Bonded Warehouse No. 2 with an area of 37,664 m², increasing the total bonded warehouse area to 77,264 m².
Year 2012	<ul style="list-style-type: none"> - The Company inaugurated Bonded Warehouse No. 3, increasing the total bonded warehouse area to 87,040 m².
Year 2014	<ul style="list-style-type: none"> - U&I Logistics was the first entity to invest in the Vietnam Transport Exchange Model (VTruck) to address the issue of empty return trips in transportation in Vietnam. - Established the subsidiary U&I Warehousing, specializing in providing goods distribution services to serve as a distribution center for supermarkets in the South for two leading supermarket systems in Vietnam at Song Than 1 Industrial Park and VSIP Industrial Park with a total warehouse floor area of over 20,000 m².
Year 2015	<ul style="list-style-type: none"> - U&I Transport Corporation changed its name to U&I Logistics Corporation with the aim of providing comprehensive logistics services to customers.
Year 2016	<ul style="list-style-type: none"> - In March 2016, bonded warehouses No. 6 and 7 were put into operation with a scale of 60,750 square meters.
Year 2018	<ul style="list-style-type: none"> - Developed specialized warehouses for rubber and construction materials in Thu Duc, Ho Chi Minh City under the Rusco brand. - Established U&I Logistics – Northern Joint Stock Company to cover logistics services throughout the key economic areas in the North.
Year 2019	<ul style="list-style-type: none"> - Established U&I Transport Northern Joint Stock Company to meet the transportation needs in the Northern region.
Year 2021	<ul style="list-style-type: none"> - In October 2021, inaugurated bonded warehouse No. 10 with a scale of 12,668 square meters, making the Company the largest bonded warehouse business in the Wood & Furniture sector in Southeast Asia

Year	Content
	(Warehouse floor area of 242,000 square meters with a total capacity of over 2,000,000 cubic meters).
Year 2022	<ul style="list-style-type: none"> - Established U&I Logistics Corporation – Ho Chi Minh City Branch, expanding service coverage to customers in Ho Chi Minh City, Dong Nai, Ba Ria – Vung Tau, and facilitating the care of the global agent network. - Received the Investment Registration Certificate for the project "Construction of mechanical processing workshops and rental warehouses" from the Management Board of Ba Ria - Vung Tau Industrial Parks on October 5, 2022, with a total area of 149,830 square meters.
Year 2023	<ul style="list-style-type: none"> - U&I Logistics Corporation became one of Vietnam's leading private logistics brands, owning more than 40 tractors and over 100 trailers, and a transport partner network capable of handling over 1,000 TEUs per day. - U&I Logistics Corporation is a partner of more than 20 shipping lines with intra-Asia and transoceanic routes, along with 16 major airlines domestically and internationally, serving tens of thousands of import-export containers annually. - Established business offices in Can Tho, Bau Bang (Binh Duong), Tan Binh (Ho Chi Minh City).
Year 2024	<ul style="list-style-type: none"> - U&I Logistics Corporation increased its charter capital to VND 720,000,000,000 according to Enterprise Registration Certificate No. 3700492666, initially registered on March 19, 2003, with the 18th amendment registered on March 29, 2024, issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City). issued. - April 2024: Established a business office in Da Nang to serve customers in the Central region.

Source: U&I Logistics Corporation

2.2. Date the Company Met the Conditions of A Public Company: 20/06/2024

Date the Company complied with the provisions of point a, clause 1, Article 32 of the Securities Law as amended and supplemented at point a, clause 11, Article 1 of Law No. 56/2024/QH15: **20/06/2024.**

2.3. Information on Charter Capital, Shareholder Structure as of the Date the Company Met the Conditions of A Public Company

Information on charter capital, shareholder structure as of the date complying with the provisions of point a, clause 1, Article 32 of the Securities Law as amended and supplemented at point a, clause 11, Article 1 of Law No. 56/2024/QH15 is as follows:

- Charter capital: VND 720,000,000,000.
- Owner's equity as of March 31, 2024: VND 762,580,650,129 *(based on the audited consolidated financial statements for Q1/2024)*.
- Number of shareholders *(as of June 20, 2024)*: 117 shareholders.
- Shareholder structure *(as of June 20, 2024)*: 115 non-major shareholders, holding 41,522,038 voting shares, representing 57.67% of the charter capital.

2.4. Information on Charter Capital, Shareholder Structure as of the Most Recent Public Company Filing Date

Information regarding charter capital and shareholder structure as of the most recent public company filing is as follows:

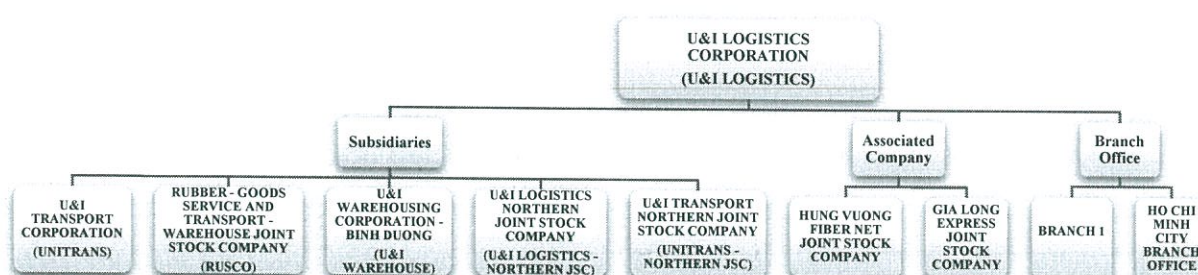
- Charter capital: VND 720,000,000,000.
- Owner's equity as of December 31, 2024: VND 778,624,158,548 *(based on the 2024 audited consolidated financial statements of the Company)*.
- Number of shareholders *(as of November 15, 2025)*: 129 shareholders.
- Shareholder structure *(as of November 15, 2025)*: 126 shareholders who are not major shareholders, holding 37,832,282 voting shares, representing 52.54% of the charter capital.

3. Organizational Structure of the Company

U&I Logistics Corporation is organized and operates in accordance with the Enterprise Law of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020, the Company's Charter on organization and operation, and other relevant legal documents.

U&I Logistics Corporation comprises **05 Subsidiaries**, **02 Associates** and **02 Branches** *(the Company does not have a parent company)* as follows:

Diagram 1: Organizational Structure of the Company



Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

Information on Subsidiaries, Associates, and Branches is as follows:

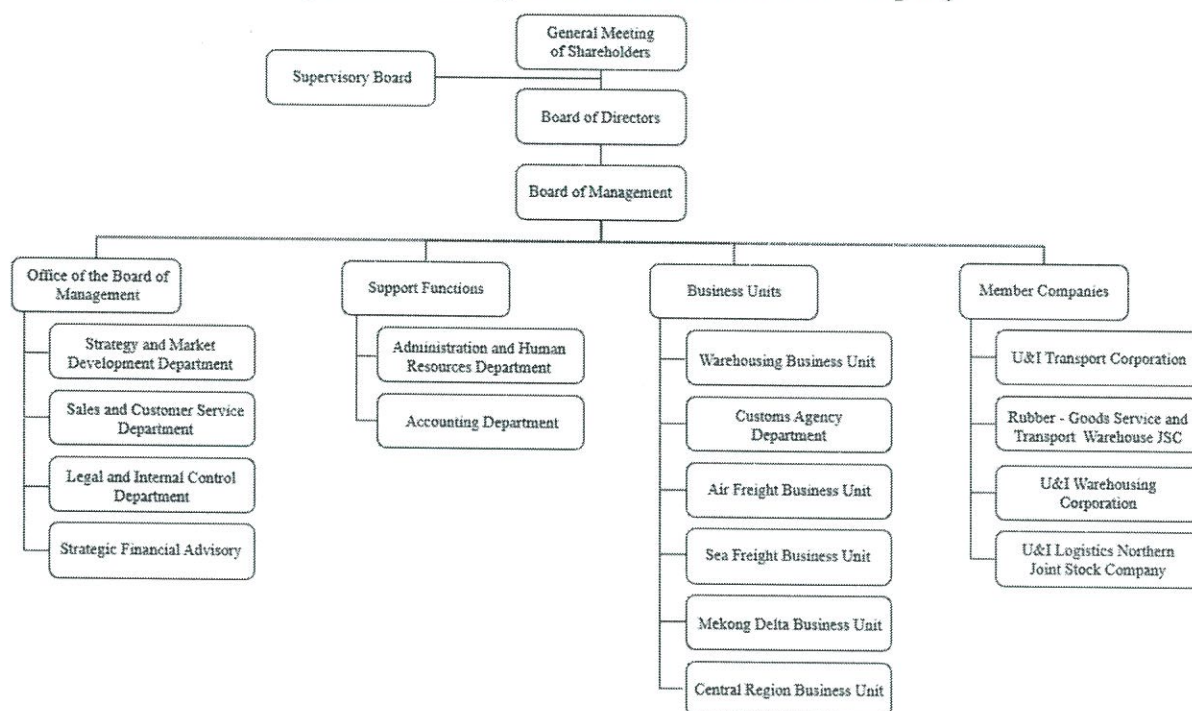
No.	Company Name	Head Office Address	Main Business Activities	Interest Rate as of December 31, 2024	Ownership Rate as of December 31, 2024
A	Subsidiaries				
1	U&I Transport Corporation	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	Road freight transport	91.05%	91.05%
2	Rubber – Goods Service and Transport – Warehouse Joint Stock Company	No. 45, Street No. 11, Quarter 04, Linh Xuan Ward, Ho Chi Minh City.	Warehouse leasing and goods storage	93.62%	93.62%
3	U&I Transport Corporation	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	Service provision	98.00%	98.00%
4	U&I Logistics Northern Joint Stock Company	Room 1451M, Hapro Building, 11B Cat Linh, O Cho Dua Ward, Hanoi City	Transport-related support services	55.00%	55.00%
5	U&I Transport Northern Joint Stock Company	10th Floor, Saigon Bank Building, No. 2, Lot 3B, Le Hong Phong Street, Ngo Quyen Ward, Hai Phong City	Road freight transport	67.75%	80.00%
B	Associated Company				
1	Hung Vuong Fiber Net Joint Stock Company	743/32 Hong Bang, Binh Tay Ward, Ho Chi Minh City	Manufacture of braided ropes, nets, and yarn production	28.09%	28.09%
2	Gia Long Express Joint Stock Company	Ford Building, 311-313 Truong Chinh, Phuong Liet Ward, Hanoi City	Courier service provision	16.50%	30.00%
C	Branch Office				
1	Branch 1	Lot L, D5 Street, Nam Tan Uyen Industrial	-	-	-

No.	Company Name	Head Office Address	Main Business Activities	Interest Rate as of December 31, 2024	Ownership Rate as of December 31, 2024
		Park, Tan Hiep Ward, Ho Chi Minh City			
2	Ho Chi Minh City Branch Office	05 Giang Van Minh, An Khanh Ward, Ho Chi Minh City	-	-	-

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

4. Management Structure of the Company

Diagram 2: Management Structure of the Company



Source: U&I Logistics Corporation

4.1. General Meeting of Shareholders

According to the Enterprise Law and the Company's Charter, the General Meeting of Shareholders is the highest authority of the Company. It convenes annually once a year. The General Meeting of Shareholders decides on organizational structure, dissolution, bankruptcy of the Company, long-term investment plans and development strategies, capital structure, appointment or dismissal of members of the Board of Directors, Supervisory Board, and other matters as stipulated by the Enterprise Law and the Company's Charter.

4.2. Board of Directors

The Board of Directors is elected by the General Meeting of Shareholders and is the management body of the company, having full authority on behalf of the company to decide and execute the rights and obligations of the company on matters not under the authority of the

General Meeting of Shareholders. The Board of Directors may meet regularly or extraordinarily. Meetings can be held at the Company's headquarters or elsewhere, with regular meetings convened by the Chairperson whenever deemed necessary, but at least once per quarter.

4.3. Supervisory Board

The Supervisory Board consists of 03 to 05 members with terms corresponding to those of the Board of Directors. Currently, the Supervisory Board of the Company has 03 members with terms corresponding to those of the Board of Directors.

4.4. General Director

- Decides on matters related to the daily business operations of the Company;
- Organizes the implementation of the decisions of the Board of Directors;
- Implement business plans and investment projects of the Company;
- Propose organizational structure plans and internal management regulations of the Company;
- Appoint, dismiss, and remove management positions within the Company, except for positions under the authority of the Board of Directors;
- Other functions and duties as prescribed by law, the Company Charter, and decisions of the Board of Directors;
- Be liable under the law and compensate the Company if management actions contrary to regulations and the Company Charter result in damage.

4.5. Office of the Board of Management

4.5.1 Strategy and Market Development Department

- Provide senior strategic advice, support the CEO in comprehensive development orientation for the Company. Perform functions of strategic design, coordinate strategic budgets, monitor operational efficiency, and lead innovation.
- Develop and update strategic directions and medium to long-term plans by phase.
- Design the KPI system and monitor the P&L of the entire system.
- Analyze the performance of Business Units and departments according to an effective governance model.
- Advise on restructuring and optimize the organizational model according to each development phase.
- Build, communicate, and maintain corporate culture according to the Company's value system.
- Design and implement cultural programs and internal communications to engage the team.
- Lead innovation initiatives (AI, digitalization, ESG, etc.).
- Train, implement, and supervise AI assistants.

- Research management trends, technology, and advanced management methods.
- Accompany and support regional Business Units in market research, communication campaigns, route expansion, and coordinate with Business Units in promotional programs and industry customer linkages.

4.5.2 Sales and Customer Service Department

- Develop strategies to acquire new customers and expand the market.
- Segment customers by industry, service, region, and design appropriate outreach campaigns.
- Coordinate event organization, participate in fairs, and customer conferences.
- Develop pricing frameworks, incentive mechanisms, and discounts.
- Coordinate with Business Units to adjust policies suitable to the reality of each region and service.
- Submit all inter-company commercial policy frameworks to the CEO for approval.
- Customer Care: Design Customer Care programs; monitor and evaluate customer satisfaction and retention rates; receive feedback, and coordinate with Business Units and specialized departments for resolution.

4.5.3 Legal and Internal Control Department

- Undertake corporate legal functions, oversee internal compliance, and risk management. Advise and protect the CEO from legal, operational, and cultural risks, while also enforcing organizational discipline and checking compliance with company standards.
- Legal Review: Ensure the legality of contracts, internal documents, policies, notices, and regulations.
- Advise the CEO and departments on enterprise law, labor, logistics, commerce, etc.
- Update and warn of legal risks from new policies and legal changes.
- Dispute resolution and legal documentation: to represent the Company in working with state authorities and to prepare legal documentation for handling complaints and disputes, both internally and with customers.
- Inspection of the implementation of internal processes, regulations, and policies.
- Periodic evaluation of business units regarding compliance with behavioral culture, asset management, and information security.
- Receive feedback, organize verification, and report to the General Director.
- Develop and update the Company-wide risk matrix (financial, legal, operational, cultural).
- Propose preventive measures and key risk warnings to the General Director periodically.

4.5.4 Strategic Financial Advisory

- Advise the General Director on budget decisions, cost control, cash flow, and financial performance analysis.

- Strategic financial analysis.
- Analyze operational efficiency according to the P&L of each unit.
- Coordinate the comprehensive activities of the Board of Management Office.

4.6. Support Functions

4.6.1 Administration - Human Resources Department

- Responsible for developing the human resources system, managing labor policies, welfare, training, and office administration operations. Additionally, maintain internal discipline and standardize organizational behavior according to corporate culture.
- Plan recruitment, interview processes, and labor contract signing.
- Coordinate with business units to supplement or replace personnel as needed, within budget.
- Develop policies for employees: salary calculation, bonuses, social insurance, allowances, other income, and handling welfare according to internal policies and current laws.
- Develop and organize internal or outsourced training programs.
- Collaborate with the Strategy Department in capacity development and succession management programs.
- Manage behavioral culture, evaluate work attitude and demeanor.
- Advise on handling disciplinary violations, warnings, transfers, and dismissals (if necessary).
- Manage office administration: documentation – archiving, office supplies distribution, travel expense management, shared vehicle management; monitor office lease contracts, maintenance of electrical, water, air conditioning, and company equipment systems.
- Manage the issuance, retrieval, and periodic inventory of company assets.
- Coordinate event and internal communication logistics (technical support), assist in organizing training sessions, conferences, and internal communications with the Culture Department.

4.6.2 Accounting Department

- Perform accounting operations, record and consolidate financial data across the system. Responsible for ensuring transparency, accuracy, legal compliance, and accounting standards, while providing data reports for management, auditing, and state agencies.
- Record arising accounting transactions: revenue, expenses, assets, liabilities, etc.
- Manage the accounting account system, documents, and reconcile ledgers.
- Prepare financial statements according to standards and management reports as required.
- Prepare reports for independent audits and tax authorities.
- Declare and pay taxes on time (VAT, CIT, PIT, etc.).

- Reconcile with tax authorities, auditors, and inspectors upon request.
- Advise the General Director on tax risks or policy changes.
- Debt control. Support business units in reconciling debts with customers and suppliers.
- Manage detailed internal cash flows.
- Monitor costs for each service segment/business unit according to accounting regulations.
- Account for depreciation, transfer, and liquidation of assets in accordance with procedures.

4.7. Business Units

4.7.1 Warehousing Business Unit

- This unit organizes and operates the entire warehousing system of U&I Logistics Corporation: from standard storage warehouses to bonded warehouses, value-added warehouses, e-commerce, and retail distribution warehouses. It provides order fulfillment services and integrates operations with other business units.
- Warehouse and logistics infrastructure operations: Organize warehouse entry-exit, counting, and inventory checks; manage the Warehouse Management System (WMS) and modern warehouse management tools; ensure warehouse safety.
- Provide order fulfillment services and value-added services (packaging, labeling, sorting, coordinating e-commerce delivery routes; support inspection, light processing as per customer requirements).
- Optimize capacity and efficiently exploit warehouses: Analyze the utilization capacity of each warehouse; propose flexible exploitation plans: outsourcing, sharing, satellite warehouses, etc.; alert the General Director in case of surplus, slow turnover, or asset risk.
- Manage administration and human resources at the warehouse.

4.7.2 Customs Procedures Agency

- This specialized unit provides customs declaration services, tax policy consultation – HS Code, handles specialized management procedures and certificates of origin (C/O). It also serves as the focal point for operating infrastructure related to import-export procedures such as electronic declaration systems, government agency connections, and customs portals.
- Customs declaration for all types; handle declaration dossiers – clearance at all linked customs branches.
- Consult and standardize dossiers: Advise on HS code classification, determine tax rates, preferential policies; guide customers in standardizing input dossiers – reduce tax/legal risks.
- Perform specialized procedures (quarantine, quality inspection, food safety, culture, agricultural and forestry products, etc.) & apply for Certificates of Origin (C/O).
- Coordinate inter-business unit operations (provide internal services for business units).

4.7.3 Air Freight Business Unit

- Organize and operate the entire air cargo service chain, including export-import, transit, special cargo, and express shipments.
- Seek customers and develop routes.
- Negotiate, bargain, and build sustainable relationships with airlines and agents.
- Organize service operations (booking, preparing shipping documents, freight payment, printing waybills, track flight journeys and respond to customers; coordinate customs declarations with business units).
- Customer care and incident handling.

4.7.4 Sea Freight Business Unit

- Organize and operate the entire international sea freight forwarding service in Ho Chi Minh City, including export-import routes, intermodal transport, and international agency.
- Seek and care for import-export customers with sea transport needs.
- Connect and develop an international agency network.
- Negotiation, bargaining, and relationship building with shipping lines and agents.
- Organize service operations, coordinate with business units.
- Customer care and incident handling.

4.7.5 Mekong Delta Business Unit

- Represents and operates the business of U&I Logistics in the Mekong Delta region.
- Seek and maintain customer relationships in the Mekong Delta provinces.
- Connect traders, agricultural, aquatic, and garment processing enterprises, etc.
- Coordinate with the Strategy and Market Development Department, Business and Customer Service Department to expand market coverage.
- Organize warehouse exploitation services & route transportation, customs declaration if needed.
- Self-manage personnel, coordinate, and operate the office.
- Periodic reporting on P&L, market, and customer activities to the General Director.

4.7.6 Central Region Business Unit

- Represents U&I Logistics in the Central region, organizing business operations and multi-service operations: Freight Forwarding (Sea & Air), customs declaration, transportation (mainly in cooperation with contractors), small warehouse exploitation, and customer support in the area.
- Seek and maintain customer relationships in the Central region.
- Work with shipping lines, airlines, and foreign agents.
- Organize customs declarations, advise on policies, HS codes, C/O, and specialized inspections if necessary.

- Coordinate route transportation; organize a coordination team – outsource container transportation when needed.
- Coordinate business & customer care.

5. Introduction to the Process of Capital Contribution for Establishment and Changes in the Charter Capital of the Company

Since its establishment, the Company has undergone the following process of capital contribution for establishment and changes in charter capital:

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
Enterprise establishment March 2003	2,000,000,000	2,000,000,000	Capital contribution for company establishment	- Enterprise Registration Certificate No. 46030000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City) first issued on March 19, 2003.
August 2003	6,000,000,000	4,000,000,000	Issuance of shares to existing shareholders	- Enterprise Registration Certificate No. 46030000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 1st amendment registered on August 4, 2003. - Meeting Minutes of the General Meeting of Shareholders No. 0103/BBH-DHDCD/U&I dated July 25, 2003, regarding the approval of the offering of shares to founding shareholders to increase charter capital. - Resolution of the General Meeting of Shareholders signed on July 25, 2003, regarding the approval of the offering of shares to founding shareholders to increase charter capital.
May 2004	8,000,000,000	2,000,000,000	Issuance of shares to existing and new shareholders	- Enterprise Registration Certificate No. 46030000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 2nd amendment registered on May 19, 2004.



Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<ul style="list-style-type: none"> - Meeting Minutes of the General Meeting of Shareholders No. 010204/BBH-DHDCĐ/U&I dated May 6, 2004, regarding the offering of shares to increase charter capital. - Resolution of the General Meeting of Shareholders signed on May 6, 2004, regarding the offering of shares to increase charter capital.
September 2005	15,000,000,000	7,000,000,000	Issuance of shares to existing and new shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 4603000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 4th amendment registered on September 12, 2005. - Minutes of the Extraordinary General Meeting of Shareholders No. 230805/BBH-DHDCĐ/U&I dated August 23, 2005, regarding the offering of shares to increase charter capital. - Resolution of the General Meeting of Shareholders No. 080502/NQ-DHDCĐ/U&I signed on August 23, 2005, regarding the offering of shares to increase charter capital.
November 2007	34,500,000,000	19,500,000,000	Issuance of shares to existing shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 4603000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 6th amendment registered on November 5, 2007.

SUMMARY INFORMATION

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
September 2008				<ul style="list-style-type: none"> - Meeting Minutes of the General Meeting of Shareholders No. 0107/BBH-DHDCD-U&I dated October 10, 2007, regarding the issuance of 1,950,000 shares. - Resolution of the General Meeting of Shareholders No. 0107/NQ-DHDCD signed on October 10, 2007, regarding the issuance of 1,950,000 shares.
	45,000,000,000	10,500,000,000	Issuance of shares to existing and new shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 4603000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 8th amendment registered on September 4, 2008. - Minutes of the Extraordinary General Meeting of Shareholders in 2008 No. 0108-BB-DHDCD/U&I dated May 24, 2008, regarding the offering of 2,850,000 shares eligible for sale. - Decision of the General Meeting of Shareholders No. 0108/NQ-DHDCD-U&I dated May 24, 2008, regarding the offering of 2,850,000 shares eligible for sale. - Minutes of the Extraordinary General Meeting of Shareholders No. 01-BB-HDCD/80808 dated August 8, 2008, regarding the increase of charter capital to VND 45 billion.

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<ul style="list-style-type: none"> - Resolution of the General Meeting of Shareholders No. 01.QĐ/08 signed on August 8, 2008, regarding the increase of charter capital to VND 45 billion.
				<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 4603000062 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, amended for the 9th time on June 5, 2009.
				<ul style="list-style-type: none"> - Minutes of the Extraordinary General Meeting of Shareholders in 2008 No. 0108-BB-DHĐCĐ/U&I dated May 24, 2008, regarding the offering of 2,850,000 shares eligible for sale.
June 2009	63,000,000,000	18,000,000,000	Private placement of shares to new shareholders	<ul style="list-style-type: none"> - Decision of the General Meeting of Shareholders No. 0108/NQ-DHĐCĐ-U&I dated May 24, 2008, regarding the offering of 2,850,000 shares eligible for sale.
				<ul style="list-style-type: none"> - Minutes of the Extraordinary General Meeting of Shareholders No. 01-BB-HĐCĐ/28052009 dated May 28, 2009, regarding the increase of charter capital to VND 63 billion.
				<ul style="list-style-type: none"> - Resolution of the General Meeting of Shareholders No. 01.QĐ/09 signed on May 28, 2009, regarding the increase of charter capital to VND 63 billion.

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
March 2012	162,000,000,000	99,000,000,000	Private placement of shares to existing and new shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, amended for the 10th time on March 19, 2012. - Minutes of the General Meeting of Shareholders in 2011 No. 0107-BB-DHĐCĐ/U&I dated January 25, 2011, regarding the implementation of private placement of shares, increasing capital to VND 162 billion. - Decision of the General Meeting of Shareholders No. 01/NQ-DHĐCĐ signed on January 25, 2011, regarding the implementation of private placement of shares, increasing capital to VND 162 billion.
May 2015	215,000,000,000	53,000,000,000	Private placement of shares to existing shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 12th amendment registered on May 12, 2015. - Meeting Minutes of the General Meeting of Shareholders No. 01-BB-DHĐCĐ/U&I/2015 dated March 30, 2015, regarding the offering of 5,300,000 shares.

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<ul style="list-style-type: none"> - Resolution of the General Meeting of Shareholders No. 01/NQ-DHĐCĐ/2015 signed on March 30, 2015, regarding the offering of 5,300,000 shares.
January 2019	242,000,000,000	27,000,000,000	Issuance to increase capital for existing shareholders from equity capital	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 13th amendment registered on January 8, 2019. - Meeting Minutes of the General Meeting of Shareholders No. 0118-BB-DHĐCĐ/UNILOG dated January 15, 2018, approving the plan to increase charter capital. - Resolution of the General Meeting of Shareholders No. 0118/NQ-DHĐCĐ dated January 15, 2018, approving the plan to increase charter capital. - Meeting Minutes of the General Meeting of Shareholders No. 0718-BB-HĐCĐ/2018 dated November 24, 2018, regarding the increase of charter capital to 242 billion VND. - Resolution of the General Meeting of Shareholders No. 0718/NQ-DHĐCĐ signed on November 24, 2018, regarding the increase of charter capital to 242 billion VND.
January 2019	300,000,000,000	58,000,000,000	Private placement for existing and new shareholders	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 13th amendment registered on January 8, 2019.

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<p>Minh City), first issued on March 19, 2003, with the 14th amendment registered on January 31, 2019.</p> <ul style="list-style-type: none"> - Meeting Minutes of the General Meeting of Shareholders No. 0118-BB-DHDCĐ/UNILOG dated January 15, 2018, approving the plan to increase charter capital. - Resolution of the General Meeting of Shareholders No. 0118/NQ-DHDCĐ dated January 15, 2018, approving the plan to increase charter capital. - Meeting Minutes of the General Meeting of Shareholders No. 0718-BB-DHDCĐ/UNILOG dated January 8, 2019, regarding the approval of the private placement plan, increasing charter capital to 300 billion VND. - Resolution of the General Meeting of Shareholders No. 0718/NQ-DHDCĐ signed on January 8, 2019, regarding the approval of the private placement plan, increasing charter capital to 300 billion VND.
June 2022	600,000,000,000	300,000,000,000	Issuance of shares to pay dividends	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City), first issued on March 19, 2003, with the 17th amendment registered on June 30, 2022. - Meeting Minutes of the Extraordinary General Meeting of Shareholders 2022 No. 01.22/BB-DHDCĐ dated June 1,

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<p>2022, regarding the approval of the plan to issue shares for the 2021 dividend payment.</p> <ul style="list-style-type: none"> - Resolution of the General Meeting of Shareholders No. 01.22/NQ-DHĐCĐ signed on June 1, 2022, regarding the approval of the plan to issue shares for the 2021 dividend payment. - Meeting Minutes of the Board of Directors No. 04.22/BB-HĐQT dated June 22, 2022, regarding the implementation of the plan to issue shares for the 2021 dividend payment. - Resolution of the Board of Directors No. 04.22/NQ-HĐQT signed on June 22, 2022, regarding the implementation of the plan to issue shares for the 2021 dividend payment.
March 2024	720,000,000,000	120,000,000,000	Issuance of shares from owner's equity and bonus shares for employees	<ul style="list-style-type: none"> - Enterprise Registration Certificate No. 3700492666 issued by the Department of Planning and Investment of Binh Duong Province (now the Department of Finance of Ho Chi Minh City) first issued on March 19, 2003, with the 18th amendment registered on March 29, 2024. - Meeting Minutes of the 2024 Annual General Meeting of Shareholders No. 02/2024/BB-DHĐCĐ dated March 1, 2024, regarding the approval of the plan to increase charter capital to 720 billion VND by issuing shares to existing shareholders and issuing bonus shares to the Company's management.

Time	Charter capital after increase/decrease (VND)	Value of increased/decreased charter capital (VND)	Form of capital increase/decrease	Legal basis
				<ul style="list-style-type: none">- Resolution of the General Meeting of Shareholders No. 02/2024/NQ-DHĐCĐ signed on March 1, 2024, regarding the approval of the plan to increase charter capital to 720 billion VND by issuing shares to existing shareholders and issuing bonus shares to the Company's management.- Meeting Minutes of the Board of Directors No. 02/2024/BB-HĐQT dated March 15, 2024, regarding the implementation of the issuance of shares from undistributed post-tax profits.- Resolution of the Board of Directors No. 02/2024/NQ-HĐQT signed on March 15, 2024, regarding the implementation of the issuance of shares from undistributed post-tax profits.
Charter capital contributed at the time of public company registration: VND 720,000,000,000				

Source: U&I Logistics Corporation

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Regarding the aforementioned capital increases, A&C Auditing and Consulting Co., Ltd. (“**A&C Auditing Company**”) audited the Report on contributed charter capital from the date of establishment (March 19, 2003) to June 30, 2025, of the Company No. 1.1371/25/TC-AC signed on August 22, 2025. Accordingly, A&C Auditing Company provided the following specific opinion:

“Auditor's Opinion

In our opinion, the Report on contributed charter capital fairly and reasonably reflects, in all material respects, the contributed charter capital from the date of establishment (March 19, 2003) to June 30, 2025, of U&I Logistics Corporation, in accordance with the basis of preparation described in Note 4 of the Explanatory Notes to the Report on contributed charter capital.

Matters to Emphasize

Without qualifying our opinion, we draw attention to the readers of the Report on contributed charter capital to:

- *Items 6.2.7 and 6.2.8 in the Explanatory Notes to the Report on Contributed Charter Capital regarding the capital contribution of shareholders. Accordingly, Interwood Limited and shareholders who contributed capital after the Company was granted the Enterprise Registration Certificate have not complied with the provisions of Clause 3, Article 24 of Decree No. 102/2010/ND-CP dated October 1, 2010, of the Government detailing the implementation of certain articles of the Enterprise Law dated November 29, 2005.*
- *Appendix 8 under item 6.2.7 in the Explanatory Notes to the Report on Contributed Charter Capital regarding the form of capital contribution. Interwood Limited (a foreign shareholder) initially contributed capital in cash with an amount of VND 26,685,740,146, which did not comply with the provisions of Clause 1, Article 14 of Decree No. 160/2006/ND-CP dated December 28, 2006, of the Government detailing the implementation of the Foreign Exchange Ordinance dated December 13, 2005. Interwood Limited and the Company have rectified this by having Interwood Limited transfer the capital contribution via bank transfer to the Company's account, and the Company refunded the cash to Interwood Limited.”*

Regarding the two aforementioned emphasis matters, the Company assesses that these opinions do not affect the contributed charter capital of the Company.

The Company provides an explanation regarding the two aforementioned emphasis matters (*as confirmed by A&C Auditing Company in document No. 15/2025/CV-UNILOG signed on August 28, 2025*) specifically as follows:

1. Regarding the first emphasis matter, related to Interwood Limited and shareholders contributing capital after the Company was granted the Enterprise Registration Certificate (during the seventh capital increase, raising capital to VND 162 billion and the 8th capital increase raising capital to VND 215 billion):

At the time of the capital increase, the Company was not aware of the regulations related to capital contribution and Enterprise Registration Certificate as per the regulations at that

time, leading to some shareholders contributing capital after the Company was granted the Enterprise Registration Certificate. However, the Company's shareholders have fully paid the required contribution to the Company. Therefore, the Company assesses that the capital contribution after being granted the Enterprise Registration Certificate does not affect the actual contributed charter capital of the Company.

2. Regarding the second emphasis matter, related to the shareholder Interwood Limited (a foreign shareholder) initially contributing capital in cash (during the seventh capital increase raising capital to VND 162 billion):

At the time of the share offering, the Company and the shareholder were not fully aware of the regulations in Decree No. 160/2006/NĐ-CP dated December 28, 2006, of the Government, thus allowing the shareholder Interwood Limited to pay cash for shares during the period from January 3, 2012, to March 19, 2012, with a total amount of VND 26,685,740,146.

After discovering the aforementioned error, the shareholder Interwood Limited transferred the capital contribution back to the Company via bank transfer, and the Company refunded the corresponding contributed amount to Interwood Limited in cash during the period from April 15, 2013, to May 20, 2015 (details of the capital contribution/refund are presented in Appendix 8.1 attached to the Report on Contributed Charter Capital No. 1.1371/25/TC-AC signed on August 22, 2025).

Thus, although Interwood Limited initially did not comply with the prescribed method for purchasing the Company's shares, it subsequently rectified this by adhering to the correct procedure and has fully paid for the shares. Additionally, as of the current date, Interwood Limited has transferred all its shares to other shareholders and is no longer a shareholder of the Company.

Furthermore, during the period of holding the Company's shares up to the present, the Company has not received any complaints regarding Interwood Limited's capital contribution from other shareholders or third parties.

Moreover, concerning the aforementioned emphasized issues, on February 28, 2025, the Inspectorate of the Binh Duong Department of Planning and Investment issued Administrative Violation Record No. 58/BB-VPHC dated February 28, 2025, and Administrative Penalty Decision No. 60/QĐ-XPHC dated February 28, 2025, for the Company's violations related to the aforementioned emphasized issues.

Based on the aforementioned Administrative Penalty Decision, the Company has paid the fine in accordance with the regulations.

6. Shareholder Structure; List of Shareholders Holding 5% or More of the Company's Share Capital; List of Founding Shareholders and Their Shareholding Ratios

6.1. Shareholder Structure

The Company's shareholder structure as of November 15, 2025, is as follows:

Table 1: The Company's Shareholder Structure as of November 15, 2025

No.	Shareholder	Quantity shareholders	Number of shares owned	Percentage
I	Domestic and foreign shareholders			
1	Domestic	129	72,000,000	100.00%
1.1	State	0	0	0.00%
1.2	Organizations	1	21,115,812	29.33%
1.3	Individuals	128	50,884,188	70.67%
2	Foreign	0	0	0.00%
2.1	Foreign organizations, economic organizations with foreign investors holding over 50% of charter capital	0	0	0.00%
2.2	Individuals	0	0	0.00%
	Total	129	72,000,000	100.00%
II	Major Shareholders, Other Shareholders			
1	Major Shareholders	3	34,167,718	47.46%
2	Other Shareholders	126	37,832,282	52.54%
	Total	129	72,000,000	100.00%

Source: Shareholder List of U&I Logistics Corporation as of November 15, 2025

6.2. List of Shareholders Holding 5% or More of the Company's Share Capital

Table 2: List of Shareholders Holding 5% or More of the Company's Share Capital

No.	Name	Address	Number of Shares Owned	Percentage (%) / Actual Contributed Charter Capital
1	U&I Investment Joint Stock Company	No. 158, Ngo Gia Tu Street, Thu Dau Mot Ward, Ho Chi Minh City	21,115,812	29.33%

No.	Name	Address	Number of Shares Owned	Percentage (%) / Actual Contributed Charter Capital
2	Vo Dinh Ngoc	No. 108/5A, 30/4 Street, Group 10, Area 2, Phu Loi Ward, Ho Chi Minh City	5,051,906	7.02%
3	Nguyen Thanh Tam	189B2 Nguyen Van Huong, Quarter 13, An Khanh Ward, Ho Chi Minh City	8,000,000	11.11%
	Total		34,167,718	47.46%

Source: Shareholder List of U&I Logistics as of November 15, 2025

6.3. List of Founding Shareholders and Their Shareholding Ratios

U&I Logistics Corporation was initially granted its Enterprise Registration Certificate on March 19, 2003; therefore, according to the Enterprise Law and the Company's Charter, the common shares of the founding shareholders are no longer subject to transfer restrictions.

7. Business Activities

7.1. The Company's Business Activities

U&I Logistics Corporation, the first company within the U&I Group (Unigroup), specializes in logistics and is managed by experienced Vietnamese entrepreneurs. U&I Logistics proudly stands as one of the leading companies in Vietnam, providing services such as customs brokerage, import-export freight forwarding, warehousing, and domestic transportation by road, inland waterway, coastal, and rail. To sustain and grow, U&I Logistics continuously strives to enhance its services to offer the most reliable solutions to its clients.

7.1.1. Customs Brokerage Services

U&I Logistics Corporation is a pioneer in the field of customs brokerage in Vietnam, operated by a highly skilled team proficient in legal matters and adept in various types of customs declarations and clearance procedures for all kinds of goods, regardless of size, weight, or mode of transportation.

In addition to providing high-quality, efficient logistics solutions at reasonable costs, U&I Logistics demonstrates professionalism through its rapid processing of a large volume of declarations with high accuracy.



Customs Brokerage Services include:

- Customs brokerage services;
- Freight forwarding services;
- Application for Certificate of Origin (C/O);
- Tax consultancy;
- Preparation of settlement reports for export production and processing.

Over more than 22 years of establishment and operation, U&I Logistics has been recognized by customers through the following figures:

- ❖ **150+** customers
- ❖ **20+** years of experience
- ❖ **100,000** declarations per year
- ❖ **200,000** TEUs of goods per year

7.1.2. Warehousing and Distribution Services

U&I Logistics Corporation is a reliable developer of warehousing and distribution services in Vietnam, thanks to its well-invested large bonded warehouse system equipped with modern warehouse operation facilities. The total warehouse floor area exceeds 242,000 m² (equivalent to 2,600,000 ft²) with a storage capacity of over 2,000,000 m³.



The warehousing and distribution services include:

- Bonded warehouses;
- Consumer goods distribution centers;
- E-commerce warehouses;
- Inventory management;
- Document processing;
- Order management;
- Accompanying services (palletizing, packing/repacking, goods sorting, labeling, distribution, barcode and support solutions, etc.)

The U&I Logistics warehousing system is equipped with modern infrastructure and technology such as:

- ❖ Modern warehouse management software (*WMS - Warehouse Management System*);
- ❖ Pest control systems;
- ❖ C-TPAT compliance certification (Customs Trade Partnership Against Terrorism);
- ❖ Barcode goods management;
- ❖ ISO 9001:2015 quality certification (Quality Management System);
- ❖ Humidity control systems.



As a result, U&I Logistics has gained the trust of many reputable strategic partners such as Saigon Co.op and Trancy Logistics and confidently provides practical solutions to meet the requirements of each customer.

Some outstanding features of U&I Logistics' warehousing and distribution services are as follows:

- ❖ **TOP 1** largest bonded warehouse in Southeast Asia
- ❖ **2,000,000 m³** storage capacity
- ❖ **242,000 m²** warehouse floor area
- ❖ **2,000+** orders per day
- ❖ **34,000+** SKUs per day
- ❖ Maintain humidity below **65%**
- ❖ Ensure **1,000 days** without mold for goods in the warehouse.

7.1.3. Transportation Services – Domestic Freight Transport

With over 100 container tractors equipped with journey monitoring devices and more than 200 standard trailers, U&I Logistics provides road transport solutions connecting key economic regions nationwide.

U&I Logistics applies technology in operations to accurately determine the position of tractors and trailers, maximizing time and cost savings for customers. Notably, the GPS-based cargo tracking system, Transport Management Software (TMS), and a mobile app for drivers. As a result, U&I Logistics has successfully transported 30,000 TEUs per month.

Domestic freight services include:

- Road transport by container;
- Inland waterway transport;
- Coastal sea transport;
- Rail transport.



7.1.4. International Sea and Air Transport Services

U&I Logistics Corporation provides a wide range of international transport services from Vietnam to and from countries worldwide. U&I Logistics emphasizes accuracy in transport time and strives to offer diverse service routes, connecting to all major gateways.



Thanks to the extensive freight forwarding network alliance (IATA–International Air Transport Association, FIATA–International Federation of Freight Forwarders Association, FNC–Freight Network Corporation, JC Trans–JCtrans Logistics Network, CrissCrossConneX, 3F, etc.) of the Company, goods are easily transported globally. Along with a leading team of personnel with extensive knowledge of Customs regulations, customers have trusted the Company in handling customs clearance procedures at transport gateways.

International sea and air freight services include:

- Air freight services;
- Sea freight services;
- Consolidation services;
- Express delivery services;
- Multimodal transport;
- Project cargo services;
- Port-to-port cargo handling;
- Door-to-door delivery/receipt;
- Cross-border freight forwarding.

7.2. Net Revenue Structure over the Past Two Years of the Company

U&I Logistics Corporation is one of the leading private logistics brands in Vietnam, owning more than 100 container tractors equipped with journey monitoring devices, over 200 standard trailers and a transport partner network, with a capacity to handle over 30,000 TEUs per month.

Furthermore, U&I Logistics is a partner of over 20 shipping lines with Intra-Asia and transoceanic routes, 16 major airlines domestically and internationally, serving tens of thousands of import-export containers annually.

Table 3: Net Revenue Structure over the Past Two Years of the Company (Consolidated)*Unit: billion VND*

No.	Items	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Sale of Goods	1.86	0.19%	8.98	0.68%
2	Provision of Freight and Forwarding Agency Services	606.20	61.89%	976.94	74.49%
3	Provision of Warehouse Leasing and Operation Services	366.23	37.39%	318.54	24.29%
4	Provision of Other Services	5.14	0.52%	7.09	0.54%
Total net Revenue		979.42	100%	1,311.54	100%

*Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024***Table 4: Net Revenue Structure over the Past Two Years of the Company (Separate)***Unit: billion VND*

No.	Items	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Sale of Goods	-	0.00%	8.98	1.29%
2	Provision of Freight and Forwarding Agency Services	226.03	44.91%	446.83	64.21%
3	Provision of Warehouse Leasing and Operation Services	272.18	54.08%	232.99	33.48%
4	Provision of Other Services	5.10	1.01%	7.09	1.02%
Total Net Revenue		503.31	100%	695.89	100%

*Source: Audited Separate Financial Statements of U&I Logistics Corporation 2024***7.3. Gross Profit Structure over the Past Two Years of the Company****Table 5: Gross Profit Structure over the Past Two Years of the Company (Consolidated)***Unit: billion VND*

No.	Items	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Sale of Goods	0.30	0.14%	0.55	0.26%

No.	Items	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
2	Provision of Freight and Forwarding Agency Services	64.25	29.43%	92.05	44.29%
3	Provision of Warehouse Leasing and Operation Services	151.80	69.54%	110.93	53.37%
4	Provision of Other Services	1.95	0.89%	4.31	2.07%
Total Gross Profit		218.30	100%	207.84	100%

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

Table 6: Gross Profit Structure over the Past Two Years of the Company (Separate)

Unit: billion VND

No.	Item	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Sale of Goods	--	0.00%	0.55	0.53%
2	Provision of Freight and Forwarding Agency Services	7.41	6.39%	12.63	12.15%
3	Provision of Warehouse Leasing and Operation Services	106.75	91.97%	86.45	83.17%
4	Provision of Other Services	1.91	1.64%	4.31	4.15%
Total Gross Profit		116.07	100%	103.94	100%

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2024

7.4. Cost Structure of Business Operations Over the Past Two Years of the Company

Table 7: Cost Structure of Business Operations over the Past Two Years of the Company (Consolidated)

Unit: billion VND

No.	Item	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Cost of Goods Sold	761.12	81.63%	1,103.70	86.93%
2	Financial Expenses	15.42	1.65%	10.65	0.84%
3	Selling Expenses	38.56	4.14%	36.23	2.85%
4	Administrative Expenses	84.59	9.07%	87.30	6.88%

No.	Item	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
5	Other Expenses	3.88	0.42%	2.97	0.23%
6	Current Corporate Income Tax Expenses	26.76	2.87%	28.78	2.27%
7	Deferred Corporate Income Tax Expenses	2.09	0.22%	0.01	0.00%
Total Expenses		932.41	100%	1,269.64	100%

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

Table 8: Cost Structure of Business Operations over the Past Two Years of the Company (Separate)

Unit: billion VND

No.	Item	Year 2023		Year 2024	
		Value	Proportion	Value	Proportion
1	Cost of Goods Sold	387.24	82.73%	591.95	88.29%
2	Financial Expenses	10.51	2.25%	7.92	1.18%
3	Selling Expenses	-	0.00%	-	0.00%
4	Administrative Expenses	49.13	10.49%	50.61	7.55%
5	Other Expenses	2.22	0.47%	0.46	0.07%
6	Current Corporate Income Tax Expenses	19.00	4.06%	19.51	2.91%
7	Deferred Corporate Income Tax Expenses	-	0.00%	-	0.00%
Total Expenses		468.09	100%	670.44	100%

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2024

7.5. Trademark

Trademark (logo):



The Company uses a logo that has been registered as a trademark by the Intellectual Property Office, Ministry of Science and Technology. The logo simultaneously serves as the Company's trademark.

The U&I brand is an intangible fixed asset that the Company has focused on, emphasizing the development of its image as a reliable partner, compliant with legal regulations, and continuously implementing green measures for environmental protection over more than 22 years of establishment and development.

8. Report on Business Operations Results for 2024

Table 9: Business Operations Results for 2024 (Consolidated)

Unit: billion VND

No.	Indicator	Year 2023	Year 2024
1	Total Asset Value	1,087.2	1,108.75
2	Equity	817.84	778.62
3	Net Revenue	979.42	1,311.54
4	Profit from Business Activities	91.56	80.69
5	Other Income	4.97	4.52
6	Profit Before Tax	92.65	82.24
7	Profit After Tax	63.8	53.45
8	Basic Earnings Per Share (VND/share)	824	695

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

Table 10: Business Operations Results for 2024 (Separate)

Unit: billion VND

No.	Indicator	Year 2023	Year 2024
1	Total Asset Value	1,002.16	964.38
2	Equity	836.69	781.66
3	Net Revenue	503.31	695.89
4	Profit from Business Activities	81.14	55.30
5	Other Income	1.67	1.24
6	Profit Before Tax	80.59	56.09
7	Profit After Tax	61.6	36.57
8	Basic Earnings Per Share (VND/share) (*)	824	695

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2024

Note: () Data is sourced from the Audited Consolidated Financial Statements of U&I Logistics Corporation 2024.*

In 2024, U&I Logistics Corporation achieved consolidated net revenue of VND 1,311.54 billion, demonstrating a large scale of operations and a significant position in the logistics industry. Of this, profit from business operations reached VND 80.69 billion, accounting for approximately 6.2% of revenue – a reasonable ratio given the industry's characteristic of low profit margins. After adding other income (VND 4.52 billion) and deducting expenses, the Company recorded a pre-tax profit of VND 82.24 billion and a post-tax profit of VND 53.45 billion. These figures reflect stable operational efficiency, with contributions from sources beyond core activities.

The Company's consolidated total assets reached VND 1,108.75 billion, with shareholders' equity accounting for VND 778.62 billion, equivalent to nearly 70% of total assets. This indicates a healthy financial structure with minimal reliance on debt. This capital structure enables U&I Logistics Corporation to maintain a low level of financial risk, thereby facilitating future business expansion. U&I Logistics Corporation experienced a positive business outcome in 2024 with a solid financial structure. The Company maintained revenue growth, effectively controlled costs, and achieved stable profitability.

9. Company's Position in the Industry

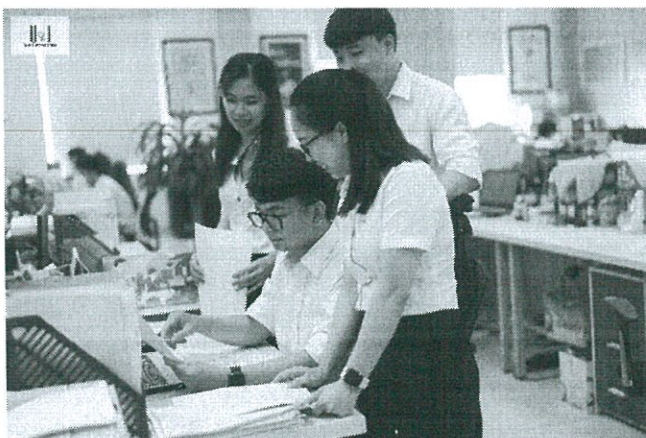
9.1. Company's Position Compared to Other Enterprises in the Same Industry

With over 22 years of experience in the logistics industry, U&I Logistics Corporation has been affirming its position in the logistics market of Binh Duong province (formerly) and the entire southern region. U&I Logistics Corporation is one of the leading companies in Vietnam specializing in providing logistics services such as customs brokerage, warehousing, freight forwarding for import and export, multimodal transportation, and international sea and air freight.

Currently, with a well-trained workforce knowledgeable in law and proficient in professional skills, combined with the application of electronic declarations and information technology in management, the productivity of the Company has been significantly enhanced. U&I Logistics focuses on development based on the following competitive strengths:

❖ Human Resources and Experience

The members of the Board of Directors and the Board of Management of U&I Logistics are seasoned experts with practical experience in roles as producers, business operators, and consultants, and are aware of the strengths and weaknesses in the organization, management, and development of enterprises in the current Vietnamese business environment. They work alongside colleagues from many developed economies such as the United States, Japan, the United Kingdom, France, South Korea, and China. Above all, U&I Logistics



has a thorough understanding of cultural characteristics, legal systems, and business practices both domestically and globally. On this basis, we understand and are ready to meet all reasonable customer requirements.

There are 300 employees who have been well-trained and have experience in their respective fields. Therefore, U&I Logistics is confident that the Company can provide customers with professional services of the highest quality.

❖ Understanding and Applying the Law

As one of the first companies in Vietnam to provide customs brokerage services, freight forwarding, and other related consulting services, we have established a reputation with both central and local government agencies as well as with partners.

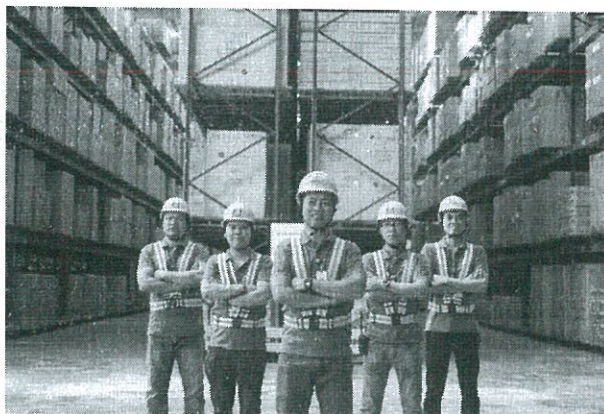
U&I Logistics ensures strict compliance with legal regulations, possesses deep professional knowledge along with extensive understanding of laws, product regulations, taxes, customs procedures, etc. U&I Logistics always offers the best legal opinions to assist customers in clearing goods more easily and quickly, benefiting from tariffs and local tax incentives (VAT, special consumption tax, etc.); carrying out procedures for obtaining legal permits such as phytosanitary certificates, state control compliance, etc.

U&I Logistics not only understands Vietnamese law but also effectively recognizes and applies international trade practices and laws, thereby supporting and providing customers with efficient and prompt customs brokerage, transportation, and freight forwarding services at the lowest cost.

❖ Infrastructure and Equipment

Owning large plots of land in prime locations with convenient transportation, fully equipped to become logistics distribution centers according to customer needs in Ho Chi Minh City and other major cities and provinces.

The infrastructure includes offices, warehouses, logistics, and distribution centers, which are systematically and modernly invested according to international standards.



Along with modern warehouse operating equipment, environmentally friendly, and specialized software for the logistics industry. Therefore, U&I Logistics fully meets the most stringent requirements for both domestic and international customers.

U&I Logistics owns a large number of road vehicles meeting standards, along with the ability to mobilize transportation from partners, equipped with GPS, and journey management software to ensure safety and efficiency in transporting goods anywhere.

9.2. Development Prospects of the Industry

Vietnam is assessed as a country with leading logistics development potential in Southeast Asia. Accordingly, by 2025, the Vietnamese logistics industry is forecasted to continue to develop

strongly and promisingly, thanks to favorable factors from both internal and external sources, specifically:

- **Economic growth:** Vietnam's economy is projected to grow by 6.2% in 2025 (according to the OECD), providing a strong impetus for the logistics sector. This recovery will increase the demand for transportation and logistics services, especially as Vietnam continues to expand its international trade relations.
- **Trends and Strategies:** Several important trends will shape the logistics market, including supply chain flexibility, automation, and digital ecosystem integration. Companies will focus on streamlining processes, enhancing workforce quality, expanding supply chains, and improving after-sales services to strengthen customer engagement.
- **Investment and Technology:** Investment in technology and logistics infrastructure continues to be intensified. Leading logistics enterprises have been adopting integrated logistics solutions and developing port infrastructure, warehouses, and transportation vehicles.
- **Seaports and Maritime Transport:** The seaport sector is expected to record higher volume growth, particularly at deep-water ports such as Lach Huyen and Cai Mep. Global geopolitical tensions may increase freight rates, providing an advantage for logistics companies in optimizing profits.
- **Market Size:** The size of Vietnam's transportation and logistics market is estimated to reach USD 48.6 billion in 2024 and continue to grow to USD 71.9 billion by 2030, with a CAGR of 6.8%.

Overall, despite many challenges, with the above growth drivers, Vietnam's logistics sector in 2025 is expected to continue to develop robustly and is poised to further affirm its important position and role in the national economy.

10. Policies for Employees

10.1. Number of Employees in the Company

Table 11: Employee Structure of the Company as of December 31, 2024 (Consolidated)

No.	Classification	Quantity	Ratio
I	By Qualification	611	100%
1	University and Postgraduate Level	317	51.9%
2	College and Professional Intermediate Level	80	13.1%
3	Elementary and Technical Workers	42	6.9%
4	Unskilled Labor	172	28.1%
II	By Contract Type	611	100%
1	Short-term Contracts under 1 Year	21	3.4%

No.	Classification	Quantity	Ratio
2	Fixed-term Contracts 1 to 3 Years	259	42.4%
3	Indefinite-term Contracts	311	54.2%

Source: U&I Logistics Corporation

10.2. Training, Salary, Bonus, and Allowance Policies

10.2.1. Working Conditions

❖ Working Hours:

The Company organizes work for 8 hours per day, 6 days per week, with a 1-hour lunch break. When there are production and business schedule requirements, company employees are responsible for working overtime, and the Company has regulations to ensure employee rights according to state regulations and provides appropriate remuneration for employees.

❖ Leave, Holidays, Tet, Sick Leave, Maternity Leave:

Employees are entitled to leave in accordance with the Labor Code and receive full salary and social insurance benefits.

❖ Working Conditions:

The office and warehouse facilities are spacious and well-ventilated. For direct labor forces, employees are provided with full personal protective equipment when participating in production, equipment inspection, and are carefully trained and instructed before being allowed to operate; periodic health checks and health consultations are organized for all employees; safety training sessions in production and business are organized.

❖ Freedom and Equality Rights:

All employees with full-time employment contracts with the Company have the right to participate in health insurance programs, trade unions, and other benefits as stated in the Collective Labor Agreement. Gender equality is always respected and present in all company activities.

10.2.2. Recruitment Policy

❖ Recruitment:

The Company's recruitment objective is to attract competent employees to work for the Company, meeting the needs of business expansion. Depending on specific positions, the Company sets mandatory standards, but all positions must meet basic requirements such as having basic professional qualifications, management staff must graduate from a specialized university, be enthusiastic, eager to learn, love the job, be proactive at work, and have creative ideas. For important positions, recruitment requirements are quite stringent, with mandatory standards regarding work experience, analytical skills, and proficiency in foreign languages and information technology.

❖ Talent Attraction Policy:

The Company has a special salary and bonus policy for skilled and experienced employees in relevant fields to retain long-term employees, and to attract talented personnel from various sources to work for the Company.

❖ **Training:**

The Company's training programs focus on raising employee awareness about occupational safety, ISO, etc., thereby enhancing labor productivity and the quality of output products.

10.2.3. Salary, Bonus, and Benefits Policy

❖ **Salary Policy:**

The Company develops a unique salary policy suitable to the characteristics of its industry and ensures that employees fully enjoy the benefits as prescribed by the State, in accordance with the qualifications, capabilities, and work of each individual.

❖ **Bonus Policy:**

To encourage and motivate employees to increase their contribution effectiveness, the Company has periodic and extraordinary bonus policies for individuals and groups with outstanding achievements.

❖ **Insurance and Benefits:**

U&I Logistics provides health insurance for all employees; organizes mid-shift meals; Mid-Autumn Festival celebrations for employees' children and annual leisure trips; birthday gifts for employees and gifts for employees' children with excellent academic achievements at school. These benefits are clearly stated in the Collective Labor Agreement for all employees.

❖ **Trade Union Organization:**

The Company's Trade Union operates quite effectively, with annual sports and cultural activities for employees being very lively, creating conditions for employees to enhance their spiritual life and health. Additionally, employees are organized for annual vacations.

11. Dividend Policy

The Company's dividend payments always comply with the Charter of organization and operation and legal regulations. Accordingly, the annual dividend payment is deducted from the Company's retained earnings, proposed by the Board of Directors and approved by the General Meeting of Shareholders.

In the past three years, the Company has paid dividends as follows:

	Year 2022	Year 2023	Year 2024
Dividend Payout Ratio	0%	27.5%	3%
Form of Payment	None	Cash: 10.5% Shares: 17.0%	Cash: 3%

Source: Resolutions of the General Meeting of Shareholders for 2023, 2024, and 2025 of U&I Logistics Corporation

12. Financial Situation

12.1. Debt Situation

❖ Receivables:

For the Consolidated Report:

Table 12: Receivables (Consolidated)

Unit: billion VND

No.	Indicator	Year 2023	Year 2024
I	Short-term Receivables	263.46	329.95
1	Short-term Receivables from Customers	221.87	313.28
2	Advances to Suppliers Short-term	10.44	11.60
3	Short-term Loans Receivable	26	-
4	Other Short-term Receivables	13.57	16.02
5	Provision for Doubtful Short-term Receivables	(8.41)	(10.95)
II	Long-term Receivables	11.32	2.43
1	Other Long-term Receivables	11.32	2.43
Total		274.78	332.38

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Details of the Company's Short-term Doubtful Debt Provision are as follows:

Table 13: Short-term Doubtful Debt Provision of the Company 2023–2024 (Consolidated)

Unit: billion VND

Object	Year 2023			Year 2024		
	Overdue Period	Original Price	Recoverable Value	Overdue Period	Original Price	Recoverable Value
Khai Hung Agricultural Production - Trading - Service Co., Ltd. - advance payment for goods	Over 3 years	8.99	7.73	Over 3 years	8.99	7.73
Hai Tran Trading - Service - Construction Co., Ltd. - advance payment for goods	Over 3 years	0.86	-	Over 3 years	0.86	-
Xport Forwarding Company - service provision	From 2 years to	4.77	1.43	Over 3 years	5.02	-

Object	Year 2023			Year 2024		
	Overdue Period	Original Price	Recoverable Value	Overdue Period	Original Price	Recoverable Value
	under 3 years					
Klausner Furniture Industries Inc. - receivables for service provision	From 6 months to under 1 year	3.02	2.12	-	-	-
Other Customers	Over 3 years	0.09	-	Over 3 years	-	-
	From 2 years to under 3 years	0.94	0.58	From 2 years to under 3 years	0.73	0.49
	From 1 year to under 2 years	2.49	1.33	From 1 year to under 2 years	0.74	0.37
	From 6 months to under 1 year	1.17	0.73	From 6 months to under 1 year	9.25	6.48
Other Receivables				Over 3 years	0.43	-
Total		22.32	13.91		26.02	15.06

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

The situation of changes in the provision for doubtful debts is as follows:

Table 14: Situation of Changes in the Provision for Doubtful Debts 2023–2024
(Consolidated)

Unit: billion VND

Criteria	Year 2023	Year 2024
Beginning of Year	9.74	8.41
Additional Provision	0.23	2.89
Reversal of Provision	(1.56)	(0.34)
End of Year	8.41	10.95

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

For Separate Financial Statements:

Table 15: Receivables (Separate)

Unit: billion VND

No.	Criteria	Year 2023	Year 2024
I	Short-term Receivables	138.36	176.08
1	Short-term Receivables from Customers	115.84	167.51
2	Short-term Advances to Suppliers	0.404	0.84
3	Short-term Loans Receivable	15	-
4	Other Short-term Receivables	8.03	8.30
5	Provision for Doubtful Short-term Receivables	(0.91)	(0.56)
II	Long-term Receivables	10.56	2.32
1	Other Long-term Receivables	10.56	2.32
Total		148.92	178.40

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

Details of the provision for short-term doubtful receivables of the Company are as follows:

Table 16: Provision for Short-Term Doubtful Receivables of the Company 2023–2024
(Separate)

Unit: billion VND

Entity	Year 2023			Year 2024		
	Overdue Period	Original Value	Recoverable Value	Overdue Period	Original Value	Recoverable Value
Klausner Furniture Industries Inc.	From 6 months to less than 1 year	3.02	2.12	-	-	-
Thien An Global Import Export Production Joint Stock Company		-	-	From 6 months to less than 1 year	0.93	0.65
Vietlink Food Export Import Limited Liability Company		-	-	From 6 months to less	0.39	0.27

Entity	Year 2023			Year 2024		
	Overdue Period	Original Value	Recoverable Value	Overdue Period	Original Value	Recoverable Value
				than 1 year		
Other Customers		-	-	From 6 months to less than 1 year	0.56	0.39
Total		3.02	2.12		1.88	1.31

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

The situation of changes in the provision for doubtful debts is as follows:

Table 17: Situation of Changes in The Provision for Doubtful Debts 2023–2024 (Separate)

Unit: billion VND

Indicator	Year 2023	Year 2024
Beginning of Year	1.51	0.91
Reversal of Provision	(0.6)	(0.34)
End of Year	0.91	0.56

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

❖ **Payables:**

Table 18: Payables (Consolidated)

Unit: billion VND

No.	Indicator	Year 2023	Year 2024
I	Short-term Liabilities	232.27	267.14
1	Short-term Payables to Suppliers	62.843	84.92
2	Short-term Advances from Customers	9.41	8.2
3	Taxes and Payables to the State	27.69	28.73
4	Payables to Employees	9.12	17.28
5	Short-term Accrued Expenses	3.74	8.4
6	Short-term Unearned Revenue	4.09	4.09
7	Other Short-term Payables	41.05	55.58

No.	Indicator	Year 2023	Year 2024
8	Short-term Borrowings and Financial Lease Liabilities	74.2	54.26
9	Bonus and Welfare Fund	0.15	5.79
II	Long-term Liabilities	37.09	62.99
1	Long-term Unearned Revenue	12.26	8.17
2	Other Long-term Payables	7.3	8.28
3	Long-term Borrowings and Financial Lease Liabilities	15.1	44.11
4	Deferred Income Tax Liabilities	2.43	2.43
	Total	269.36	330.13

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Table 19: Payables (Separate)

Unit: billion VND

No.	Item	Year 2023	Year 2024
I	Short-term Liabilities	152.56	155.01
1	Short-term Trade Payables	38.32	39.18
2	Short-term Advances from Customers	1	0.45
3	Taxes and Payables to the State	19.92	19.92
4	Payables to Employees	6.54	12.68
5	Short-term Accrued Expenses	2.53	5.44
6	Short-term Unearned Revenue	4.09	4.09
7	Other Short-term Payables	29.19	43.78
8	Short-term Borrowings and Financial Lease Liabilities	50.98	23.86
9	Bonus and Welfare Fund	-	5.62
II	Long-term Liabilities	12.9	27.7
1	Long-term Unearned Revenue	12.26	8.17
2	Other Long-term Payables	0.64	4.53

No.	Item	Year 2023	Year 2024
3	Long-term loans and finance leases	-	15
	Total	165.46	182.71

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

Details of certain liabilities of the Company are as follows:

❖ Short-term Payables to Suppliers

Table 20: Details of Short-Term Payables to Suppliers of the Company (Consolidated)

Unit: billion VND

No.	Entity	Year 2023	Year 2024
1	Gia Long Express Joint Stock Company (as a related party)	-	0.18
2	Thanh Tan Container Company Limited	6.40	6.18
3	Bac Trung Nam Transportation Joint Stock Company	4.03	9.73
4	Vinatrans Import Export And Transport Trading Company Limited	2.10	2.00
5	Sinotrans Transport and Trading Joint Stock Company	3.90	2.89
6	Other suppliers	46.41	63.95
	Total	62.84	84.92

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Note: The Company and its subsidiaries have no overdue payables to suppliers.

Table 21: Details of Short-Term Payables to Suppliers of the Company (Separate)

Unit: billion VND

No.	Unit	Year 2023	Year 2024
A	Payables to related parties	20.11	9.40
1	U&I Transport Corporation	20.08	9.21
2	Gia Long Express Joint Stock Company	-	0.18
3	U&I Logistics Northern Joint Stock Company	0.01	0.02

No.	Unit	Year 2023	Year 2024
4	U&I Transport Northern Joint Stock Company	0.02	-
B	Payables to other suppliers	18.21	29.77
1	Bac Trung Nam Transportation Joint Stock Company	3.08	9.23
2	Thanh Tan Container Company Limited	5.88	6.15
3	Other suppliers	9.25	14.39
	Total	38.32	39.18

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

Note: The Company has no overdue payables to suppliers.

❖ **Total Outstanding Loans:**

Table 22: Total Loans and Financial Lease Liabilities (Consolidated)

Unit: billion VND

No.	Indicator	Year 2023	Year 2024
A	Short-term loans	74.19	54.26
I	Short-term loans from individuals	0.6	-
1	Mr. Nguyen Dinh Hung	0.6	-
II	Short-term bank loans	73.04	51.40
1	Joint Stock Commercial Bank for Foreign Trade of Vietnam - Binh Duong Branch (1)	50.98	21.00
2	Vietnam Joint Stock Commercial Bank for Industry and Trade - Ha Thanh Branch	9.69	-
3	An Binh Commercial Joint Stock Bank - Hanoi Branch (2)	-	20.69
4	Techcombank - Thang Long Branch (3)	12.38	9.70
III	Long-term loans due	0.55	2.86
B	Long-term loans	15.1	44.11
I	Long-term loans to individuals	13.17	29.11
1	Mr. Hoang Dinh Nam (4)	5.52	7.72
2	Mr. Nguyen Dinh Hung (4)	3.8	6.94

No.	Indicator	Year 2023	Year 2024
3	Ms. Lai Thi Huyen Trang (4)	3.85	14.45
II	Long-term bank loans	1.93	15.00
1	Techcombank - Saigon Branch (5)	-	15.00
2	Vietcombank - Hoang Mai Branch	1.93	-
Total loans		89.29	98.36

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Note:

(1) Loan from Vietcombank - Binh Duong Branch to supplement short-term working capital for business operations, excluding investments in fixed assets, with interest rates specified in each loan agreement, loan term of 12 months.

(2) Loan from An Binh Bank - Hanoi Branch to supplement working capital for business operations with interest rates varying according to each disbursement. This loan is secured by time deposit savings books owned by Mr. Pham Duy Anh. The total value of the collateral as of the end of the fiscal year is VND 5,200,000,000.

(3) Loan from Vietnam Technological and Commercial Joint Stock Bank - Thang Long Branch to supplement working capital for production and business activities with interest rates varying according to each disbursement. This loan is secured by the following assets:

- Land use rights and assets attached to the land at No. C61, Group 5, Block 3C, Dong Anh Town, Dong Anh District, Hanoi City, owned by Mr. Nguyen Dinh Dao and Ms. Le Thi Bao.
- Land use rights and assets attached to the land at Apartment No. A1-0805, Green Capital Tower Construction Investment Project, Me Tri Ward, Nam Tu Liem District, Hanoi City, owned by Mr. Bui Xuan Thang and Ms. Do Thi Lan Anh.

(4) Unsecured loans from individuals to supplement working capital with interest rates adjusted annually as agreed between the parties, loan term of 5 years.

(5) Loan from Vietnam Technological and Commercial Joint Stock Bank – Saigon Branch to cover financial costs for the Nam Tan Uyen Bonded Warehouse Project (Warehouse 10) with loan interest rates specified according to each contract, loan term of 84 months. The loan is secured by land use rights and assets attached to the land according to the Certificate of Land Use Rights, Ownership of Housing, and Other Assets attached to the land at Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen City, Binh Duong Province.

Table 23: Total Borrowings (Separate)

Unit: billion VND

No.	Content	Year 2023	Year 2024
I	Short-term loans and financial leases	50.98	23.86
1	Vietcombank - Binh Duong Branch (1)	50.98	21.00
2	Techcombank - Saigon Branch (2)	-	2.86
II	Long-term loans and financial leases	-	15.00
1	Techcombank - Saigon Branch (2)	-	15.00
Total		50.98	38.86

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

Note:

(1) Loan from Joint Stock Commercial Bank for Foreign Trade of Vietnam – Binh Duong Branch to supplement short-term working capital for production and business activities, excluding investments in fixed assets, with loan interest rates specified according to each loan contract, loan term of 12 months.

(2) Loan from Vietnam Technological and Commercial Joint Stock Bank – Saigon Branch to cover financial costs for the Nam Tan Uyen Bonded Warehouse Project (Warehouse 10) with loan interest rates specified according to each contract, loan term of 84 months. The loan is secured by land use rights and assets attached to the land according to the Certificate of Land Use Rights, Ownership of Housing, and Other Assets attached to the land at Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen City, Binh Duong Province (now Tan Hiep Ward, Ho Chi Minh City).

12.2. Statutory Contributions

The Company consistently complies with and fulfills obligations for value-added tax, corporate income tax, license tax, and other statutory contributions as per current regulations.

Table 24: Balance of Taxes and Statutory Contributions (Consolidated)

Unit: billion VND

Serial No.	Content	Year 2023		Year 2024	
		Payable	Receivable	Payable	Receivable
1	VAT on domestic sales	0.75	0.08	1.17	-
2	Corporate income tax	25.78	-	25.95	0.01
3	Personal Income Tax	1.16	1.18	1.59	0.05

Serial No.	Content	Year 2023		Year 2024	
		Payable	Receivable	Payable	Receivable
4	Land Rental	-	-	-	-
5	Other Taxes	-	-	0.02	-
Total		27.69	1.26	28.73	0.06

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Table 25: Balance of Taxes and Statutory Contributions (Separate)

Unit: billion VND

No.	Content	Year 2023		Year 2024	
		Payable	Receivable	Payable	Receivable
1	VAT on Domestic Sales	-	-	-	-
2	Corporate Income Tax	18.97	-	19.07	-
3	Personal Income Tax	0.95	-	0.83	-
4	Other Taxes	-	-	0.02	-
5	Fees, Charges, and Other Payables	-	-	-	-
Total		19.92	-	19.92	-

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

12.3. Appropriation of Statutory Funds

The Company appropriates statutory funds in accordance with the Company Charter and legal regulations, as approved by the General Meeting of Shareholders.

Table 26: Balance of Funds (Consolidated)

Unit: billion VND

No.	Content	Year 2023	Year 2024
1	Bonus and Welfare Fund	0.15	5.79
2	Development Investment Fund	0.24	1.50
Total		0.39	7.29

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Table 27: Balance of Funds (Separate)*Unit: billion VND*

No.	Content	Year 2023	Year 2024
1	Bonus and Welfare Fund	-	5.62
2	Development Investment Fund	-	1.00
Total		-	6.62

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

12.4. Events that May Affect the Company's Financial Situation Since the End of the Most Recent Fiscal Year:

None (Source: U&I Logistics Corporation)

12.5. Key Financial Indicators

Table 28: Key Financial Indicators (Consolidated)*Unit: billion VND*

No.	Indicator	Year 2023	Year 2024
1	Total Assets	1,087.20	1,108.75
2	Liabilities	269.36	330.13
3	Equity	817.84	778.62
4	Net Revenue	979.42	1,311.54
5	Profit After Tax	63.80	53.45

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Table 29: Key Financial Indicators (Separate)*Unit: billion VND*

No.	Indicator	Year 2023	Year 2024
1	Total Assets	1,002.16	964.38
2	Liabilities	165.47	182.72
3	Equity	836.69	781.66
4	Net Revenue	503.31	695.89
5	Profit After Tax	61.60	36.57

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

13. Fixed Assets

13.1. Balance of Fixed Asset and Intangible Asset Items of U&I Logistics Corporation according to the Consolidated Financial Statements:

Table 30: Fixed Assets (Consolidated)

Unit: billion VND

No.	Assets	31/12/2023		31/12/2024		
		Original Cost	Remaining Value	Remaining Value	Original Cost	Remaining Value/Original Cost (%)
1	Tangible Fixed Assets	288.83	95.49	289.65	78.95	27.26%
1.1	Buildings and Structures	13.40	4.00	13.40	3.62	26.99%
1.2	Machinery and Equipment	32.79	9.25	31.98	6.23	19.49%
1.3	Transportation and Transmission Means	118.88	28.26	121.55	24.01	19.75%
1.4	Management Equipment and Tools	15.53	3.68	15.58	2.99	19.20%
1.5	Other Fixed Assets	108.23	50.30	107.14	42.09	39.29%
2	Intangible Fixed Assets	3.22	0.16	3.63	0.49	13.54%
2.1	Computer Software Programs	3.22	0.16	3.63	0.49	13.54%
Total		292.05	95.65	293.28	79.44	27.09%

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

13.2. Balance of Fixed Asset and Intangible Asset Items of U&I Logistics Corporation according to the Separate Financial Statements:

Table 31: Fixed Assets (Separate)

Unit: billion VND

No.	Assets	31/12/2023		31/12/2024		
		Original Cost	Remaining Value	Remaining Value	Original Cost	Remaining Value/Original Cost (%)
1	Tangible Fixed Assets	203.88	73.14	208.18	64.29	30.88%
1.1	Buildings and Structures	13.23	4.00	13.23	3.62	27.33%
1.2	Machinery and Equipment	26.98	5.96	26.17	3.73	14.24%
1.3	Transportation and Transmission Means	48.61	10.09	54.74	11.86	21.67%
1.4	Management Equipment and Tools	6.97	1.62	7.02	0.94	13.33%
1.5	Other Fixed Assets	108.09	51.47	107.01	44.15	41.26%
2	Intangible Fixed Assets	2.86	0.07	2.86	0.03	0.94%
2.1	Computer Software Programs	2.86	0.07	2.86	0.03	0.94%
Total		206.75	73.21	211.04	64.31	30.47%

Source: Audited Separate Financial Statements of U&I Logistics Corporation 2023, 2024

13.3. Balance of investment property items of U&I Logistics Corporation:

- ❖ **Balance of Investment Property Items (Consolidated) of U&I Logistics Corporation is as follows:**

Table 32: Investment Property (Consolidated)

Unit: billion VND

No.	Items	31/12/2023		31/12/2024		
		Original Cost	Remaining Value	Remaining Value	Original Cost	Remaining Value/Original Cost (%)
1	Warehouse	456.35	190.85	456.35	159.74	35.00%
2	Infrastructure	9.69	-	9.69	-	0.00%

No.	Items	31/12/2023		31/12/2024		
		Original Cost	Remaining Value	Remaining Value	Original Cost	Remaining Value/Original Cost (%)
	Total	466.04	190.85	466.04	159.74	34.28%

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2023, 2024

Investment property portfolio (consolidated) of U&I Logistics Corporation as of December 31, 2024, is as follows:

Table 33: Investment Property Portfolio (Consolidated) as of December 31, 2024

No.	Investment Property Name	Original Cost	Accumulated Depreciation	Net Book Value
1	Warehouse at Nam Tan Uyen Industrial Park, Tan Uyen City, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	366.11	257.30	108.81
2	Infrastructure at Nam Tan Uyen Industrial Park, Tan Uyen City, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	9.69	9.69	-
3	Warehouse at Lots 374, 375, 376, 377, 378, Street No. 6, Vietnam – Singapore Industrial Park 1, An Phu Ward, Thuan An City, Binh Duong Province (now An Phu Ward, Ho Chi Minh City)	51.86	18.81	33.05
4	Warehouse at No. 45, Street No. 11, Quarter 4, Linh Xuan Ward, Thu Duc City, Ho Chi Minh City (now Linh Xuan Ward, Ho Chi Minh City) (1)	38.38	20.50	17.88
	Total	466.04	306.30	159.74

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

Note:

(1) Investment properties for lease are constructed on two leased plots with annual rental payments at No. 45, Street No. 11, Quarter 4, Linh Xuan Ward, Ho Chi Minh City, under the management and use of Rubber - Goods Service and Transport - Warehouse Joint Stock Company:

- The leased land has an area of 4,186 square meters under Land Lease Contract No. 12030/HĐ-TNMT-QHSDD dated December 15, 2006, between Rubber - Goods Service and Transport - Warehouse Joint Stock Company and the Department of Natural Resources and Environment of Ho Chi Minh City, with a lease term of 50 years until February 15, 2056.
- The leased land covers an area of 30,355.5 square meters under Land Lease Contract No. 9211/HĐ-TNMT-QHSDD dated November 23, 2015, between the Rubber - Goods Service and Transport - Warehouse Joint Stock Company and the Department of Natural Resources and Environment of Ho Chi Minh City, with the lease term expiring on December 31, 2020. After the lease term expired, the Rubber - Goods Service and Transport - Warehouse Joint Stock Company submitted multiple documents to the Department of Natural Resources and Environment of Ho Chi Minh City requesting a lease extension but has not received an official response. However, since 2021, the Thu Duc City Tax Department has annually issued notices of land rent payable for this land, and the Rubber - Goods Service and Transport - Warehouse Joint Stock Company has fully paid the land rent according to these notices.

❖ **The Balance of Investment Real Estate Items (Individual) of U&I Logistics is as follows:**

Table 34: Investment Real Estate (Individual)

Unit: billion VND

No.	Items	31/12/2023		31/12/2024		
		Original Cost	Remaining Value	Remaining Value	Original Cost	Remaining Value/Original Cost (%)
1	Warehouse	366.11	134.14	366.11	108.81	29.72%
2	Infrastructure	9.69	-	9.69	-	0.00%
Total		375.80	134.14	375.80	108.81	28.95%

Source: Audited Separate Financial Statements for 2023, 2024 of U&I Logistics

The aforementioned investment real estate for lease consists of warehouses and infrastructure at Nam Tan Uyen Industrial Park, Tan Uyen City, Binh Duong Province.

13.4. Land Situation Managed and Used by the Company:

❖ **Information on the Land Situation Managed and Used by the Company**

Table 35: Land Situation Managed and Used by the Company

No.	Land Address	Area (m2)	Purpose of Use	Form of Ownership	Term	Current Owner
1	<u>Warehouse 10:</u> Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen Town, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	23,272.5	Industrial land (Land for construction of administrative and service facilities)	Lease of land with one-time payment from the industrial park infrastructure investment enterprise	24/10/2054	U&I Logistics Corporation
2	<u>Warehouse 1:</u> Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen Town, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	62,050.2	Industrial land (SKK)	Lease of land with annual payment from the industrial park infrastructure investment enterprise	01/07/2055	U&I Logistics Corporation
3	<u>Warehouse 2:</u> Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen Town, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	56,005.4	Industrial land (SKK)	Lease of land with annual payment from the industrial park infrastructure investment enterprise	24/10/2054	U&I Logistics Corporation
4	<u>Warehouses 3,4,5:</u> Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen Town, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	76,457.1	Industrial land (SKK)	Lease of land with annual payment from the industrial park infrastructure investment enterprise	24/10/2054	U&I Logistics Corporation
5	<u>Warehouses 6,7:</u> Nam Tan Uyen Industrial Park, Khanh Binh Ward, Tan Uyen Town, Binh Duong Province (now Nam Tan Uyen Industrial Park, Tan Hiep Ward, Ho Chi Minh City)	98,226.1	Industrial land (SKK)	Lease of land with annual payment from the industrial park infrastructure investment enterprise	24/10/2054	U&I Logistics Corporation

No.	Land Address	Area (m2)	Purpose of Use	Form of Ownership	Term	Current Owner
	Hiep Ward, Ho Chi Minh City)					
6	Phuoc Hoa Ward, Phu My Town, Ba Ria – Vung Tau Province (now Tan Phuoc Ward, Ho Chi Minh City)	149,850.7	Industrial land	Lease of land with annual payment from the industrial park infrastructure investment enterprise	10/05/2052	U&I Logistics Corporation
7	No. 48 VSIP, Street No. 6, Vietnam - Singapore Industrial Park, An Phu Ward, Thuan An City, Binh Duong Province, Vietnam (now An Phu Ward, Ho Chi Minh City). (Land plot No. 2081, Map sheet No. DC 17.6)	23,785.3	Industrial Zone Land	Land leased with one-time payment by the infrastructure investment enterprise of the industrial zone	08/08/2054	U&I Logistics Corporation
8	No. 45, Street No. 10, Linh Xuan Ward, Thu Duc City, Ho Chi Minh City (now Linh Xuan Ward, Ho Chi Minh City)	4,186	Land for Production and Business Facilities	State leases land with annual rental payment	15/02/2056	Rubber - Goods Service and Transport - Warehouse Joint Stock Company
		27,497.7 (*)	Exclusive Use	State leases land with annual rental payment	31/12/2020 (*)	
Total		521,331.00				

Source: U&I Logistics Corporation

Note:

(*) The leased land covers an area of 30,355.5 square meters (including 27,497.7 square meters outside the projected road boundary and 2,857.8 square meters within the projected road boundary) under Land Lease Contract No. 9211/HĐ-TNMT-QHSDD dated November 23, 2015, between the Rubber - Goods Service and Transport - Warehouse Joint Stock Company and the Department of Natural Resources and Environment of Ho Chi Minh City, with the lease term expiring on December 31, 2020. After the lease term expired, the Rubber - Goods Service and Transport - Warehouse Joint Stock Company submitted multiple documents to the Department of Natural Resources and Environment of Ho Chi Minh City requesting a lease extension but has not received an official response. However, since 2021, the Thu Duc City Tax Department has annually issued notices of land rent payable for this land, and the Rubber - Goods Service and Transport - Warehouse Joint Stock Company has fully paid the land rent according to these notices.

14. Company Projects

None (Source: U&I Logistics Corporation).

15. Profit and Dividend Plan

Table 36: Profit and Dividend Plan (Consolidated)

Unit: billion VND

No.	Items	Actual 2024	Plan 2025	% Plan 2025 vs Actual 2024
1	Net Revenue	1,311.54	1,149.99	87.68%
2	Net Profit After Tax	53.45	109.43	204.73%
3	Net Profit After Tax/Net Revenue Ratio	4.08%	9.51%	233%
4	Net Profit After Tax/Equity Ratio	6.86%	12.32%	179.59%
5	Dividend Rate	3%	5%	166.67%

Source: Resolution of the Annual General Meeting of Shareholders 2025

❖ **Basis for Achieving the Profit and Dividend Plan Outlined by the Company:**

To implement the plan in 2025, U&I Logistics will primarily focus on the following specific facilities:

- **Business Solutions**

- Strengthen the overall management and executive leadership of the Company; continue consolidating, developing and training the workforce to enhance foreign language proficiency and professional expertise in order to meet job requirements; continuously improve the Company's reputation, service quality and operational efficiency, thereby ensuring sustainable business growth.
- Perform assigned tasks effectively and maintain relationships with existing partners. Strengthen sales and marketing efforts to expand market development.
- Actively exploit and develop logistics service offerings.
- Continue investing in certain projects with supporting industries to enhance the effectiveness of main sectors such as warehousing, documentation services, etc.

- **Financial Solutions**

- Continue improving the Company's financial situation, particularly in terms of receivables, focusing on shortening the time for reconciling output and collecting customer debts to improve cash flow for business operations.
- Overcome current difficulties and closely monitor the proposed budget plan.

- **Marketing Solutions**

- To maintain and expand market share in the current fiercely competitive environment, the Company identifies service quality as the top competitive criterion; continuously improving service exploitation and customer care to create stable and sustainable revenue for the Company, avoiding over-reliance on traditional partners.

- Study the strengths, weaknesses, and market share of competitors to develop appropriate business strategies for the Company. Promote establishment, expansion, consolidation, and strengthening of close relationships and customer care. Take advantage of favorable conditions to develop and seek customers with large volumes and good prices.
- Build a strong market, establish credibility with customers and suppliers, focus on serving potential customers with good payment, stable volume, innovate technology equipment, and develop a sustainable human resource base.
- **Human Resource Solutions**
 - Departments coordinate with the human resources department to build and complete the 3P salary system, performance evaluation methods, training programs suitable for corporate culture, and human resource management software for convenient information management.
 - Connect with training units and universities to find backup human resources to build the Company's recruitment brand in the logistics industry market through activities such as accepting interns, contributing to building training programs suitable for enterprises, participating in seminars for students to promote the Company's image, attracting human resources, sponsoring major competitions for students nationwide like Vietnam Young Logistics Talents organized by the Vietnam Logistics Human Resource Development Association (VALOMA).
 - Regularly update company policies, rules, and regulations to employees.
 - Organize training to enhance professional skills for management and staff.
- **Corporate Governance Plan**
 - Regarding management and operational mechanisms and policies: Leverage potential and affirm brand position nationwide with a sustainable development orientation.
 - Flexibly, creatively, and proactively conduct business. Propose appropriate solutions for the characteristics of each unit and business field to enhance the efficiency of capital and asset utilization in the enterprise.
 - Complete operational processes, management regulations, delegation of authority, and assignment of responsibilities to ensure professionalism and efficiency. Build an organizational structure and customer system aimed at a united team working together for development.
 - Amend, supplement, and complete the internal management regulation system.
 - There are mechanisms and policies in place to promptly reward and recognize employees who actively strive to improve their professional skills, maintain a positive work attitude, and apply innovative technical improvements effectively in the unit's business operations.

16. Information on commitments yet to be fulfilled by the public company

None (Source: U&I Logistics Corporation).

17. Strategy and development orientation for business operations

The development strategy of U&I Logistics up to 2030 is built on five main pillars – each representing a crucial direction, with clear targets to ensure feasibility and measurable outcomes.

- **Understanding the environment – to navigate correctly**

U&I Logistics Corporation conducts a comprehensive assessment of political, economic, social, technological, environmental, and legal factors significantly impacting the logistics industry. Faced with opportunities and challenges from free trade policies, ESG trends, digitalization pressures, and skilled labor shortages, U&I Logistics shapes its strategy based on practical understanding and in-depth analysis rather than intuition. This foundation enables us to design a strategy that is robust and aligned with both domestic and regional contexts.

- **Differentiated positioning – through industry-specific integrated solutions**

Instead of offering generic logistics services, the Company opts for a strategy of providing industry-specific integrated solutions, implemented on a technological platform and personalized for each customer. This direction aims to increase the rate of orders processed through the system to at least 90% by 2027, while building deep service capabilities in each sector: wood, FMCG, E-commerce, agricultural products, and pharmaceuticals.

- **Disciplined execution – measured by performance and efficiency**

The strategy of U&I Logistics extends beyond vision, being executed with discipline and specific performance indicators. The Company commits to:

- Average logistics revenue growth of over 20% per year.
- On-time in-full delivery rate (OTIF) exceeding 98%.
- Automation in operations reaching over 80%.

These indicators reflect genuine operational capabilities, not just organizational appearances.

- **Innovation and sustainability – leading with technology and ESG**

U&I Logistics invests heavily in technological capabilities, including AI for coordination and demand forecasting, alongside an ESG-compliant operational system. This commitment is not only for international compliance but also for efficiency and environmental-social responsibility.

The Company's goal by 2030 is to reduce CO₂ emissions by over 30% compared to the current level and to increase the use of renewable energy in operations to over 25%.

- **Building the team – for an organization stronger than any individual**

U&I Logistics views people as the foundation of strategic operations, with efficiency increasing as the organization becomes leaner. Therefore, we standardize leadership and middle management capabilities according to the 4E framework: efficiency, effectiveness, excellence, and empowerment. With targets such as 100% of management staff meeting the 4E standard by 2030 and maintaining a voluntary turnover rate below 8% per year.

This strategy is not merely for presentation but for action. Each pillar is associated with a clear direction and specific targets. From vision to technology, from market to people, all aim towards a strong, efficient, reliable, and sustainable U&I Logistics Corporation.

The Company does not pursue mere scale but seeks genuine capability to survive, develop, and lead in a volatile logistics world.

18. Information, disputes, and litigation related to the Company

None (Source: U&I Logistics Corporation).

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III. CORPORATE GOVERNANCE

1. Structure, Composition, and Activities of the Board of Directors

1.1. Structure of the Board of Directors

No.	Full Name	Position	Notes
1	Mai Huu Tin	Chairman of the Board of Directors	Non-executive Board Member
2	Nguyen Xuan Phuc	Vice Chairman of the Board of Directors and General Director	Executive Board Member
3	Luong Duy Hoai	Independent Board Member	Non-executive Board Member

1.2. Committees of the Board of Directors

The Company has not established any committees under the Board of Directors.

1.3. Curriculum Vitae of the Board of Directors

1.3.1. Mr. Mai Huu Tin - Chairman of the Board of Directors

- Full Name: **Mai Huu Tin**
- Date of Birth: 27/08/1969
- Place of Birth: Binh Duong Province
- ID Number: 074069000209
- Nationality: Vietnam
- Address: 254/2, Thich Quang Duc, Thu Dau Mot Ward, Ho Chi Minh City
- Professional Qualification: Doctor of Business Administration
- Work Experience:

Period	Position - Workplace
From 12/1988 - 08/1992	English Interpreter at Song Be Import-Export Union.
From 08/1992 - 11/1992	Executive Director of Song Be Garment Company.
From 12/1992 - 05/1993	Trade Representative at Nidera Company Representative Office.
From 06/1993 - 09/1994	Executive Director of Phi Long Company.
From 10/1994 - 08/1995	Chief Executive Officer of Hoang Gia Joint Stock Company.
From 09/1995 - 08/1998	Deputy General Director of TOA Co., Ltd.
From 09/1998 - 03/2003	Chairman of the Board of Directors and General Director of U&I Co., Ltd.

Period	Position - Workplace
From 03/2003 - 05/2015	Chairman of the Board of Directors of U&I Transport Corporation.
From 04/2003 - Present	Chairman of the Board of Directors and General Director of U&I Investment Corporation.
From 04/2013 - 04/2023	Vice Chairman of the Board of Directors of Kien Long Commercial Joint Stock Bank.
From 01/2015 - Present	Chairman of the Members' Council of U&I Crafts Co., Ltd.
From 05/2015 - Present	Chairman of the Board of Directors of U&I Logistics Corporation.
From 04/2017 - Present	Chairman of the Board of Directors of Truong Thanh Wood Industries Group Joint Stock Company.
From 11/2018 - Present	Member of the Board of Directors of Binh Duong Producing and Trading Corporation.
From 06/2021 - Present	Independent Member of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company.

- Current Position at the Company: Chairman of the Board of Directors.
- Positions in Other Organizations :
 - Chairman of the Board of Directors and General Director of U&I Investment Corporation.
 - Chairman of the Board of Directors of Truong Thanh Wood Industries Group Joint Stock Company.
 - Member of the Board of Directors of Binh Duong Producing and Trading Corporation.
 - Independent Member of the Board of Directors of Phuoc Hoa Rubber Joint Stock Company.
 - Chairman of the Members' Council of U&I Crafts Co., Ltd.
- Number of shares personally owned: 0 shares – representing 0% of charter capital.
- Number of shares representatively owned: 21,115,812 shares – representing 29.33% of charter capital.
- Number of shares owned by related persons: 21,115,812 shares, specifically:

No.	Full Name	Relationship	Number of shares	Ratio
1	U&I Investment Corporation	Mr. Mai Huu Tin is Chairman of the Board of Directors and General Director	21,115,812	29.33%
	Total		21,115,812	29.33%

- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	405,000,000 VND	180,000,000 VND
2	Salary	None	None
3	Bonus	None	None
4	Other Benefits	None	None

- Legal Violations: None.

- Debts to the Company: None.

1.3.2. Mr. Nguyen Xuan Phuc - Vice Chairman of the Board of Directors cum General Director

- Full Name: **Nguyen Xuan Phuc**
- Date of Birth: 29/03/1971
- Place of Birth: Thanh Hoa Province
- ID Number: 038071039185
- Nationality: Vietnam
- Address: No. 8, D4 Street, Phu Hoa 1 Residential Area, Group 2, Quarter 7, Phu Loi Ward, Ho Chi Minh City
- Professional Qualification: Bachelor of Science in Business Administration
- Work Experience:

Period	Position - Workplace
From 04/1998 - 03/2003	Deputy Director of U&I Co., Ltd.
From 03/2003 - 11/2007	General Director of U&I Transport Corporation.
From 11/2007 - 05/2015	Vice Chairman of the Board of Directors and General Director of U&I Transport Corporation.
From 05/2015 - Present	Vice Chairman of the Board of Directors and General Director of U&I Logistics Corporation.

Period	Position - Workplace
From 08/2008 - Present	Chairman of the Board of Directors of U&I Transport Corporation.
From 08/2014 - Present	Chairman of the Board of Directors of U&I Warehousing Corporation.
From 02/2018 - Present	Chairman of the Board of Directors of U&I Logistics Northern Joint Stock Company.
From 10/2024 - 05/2025	Chairman of the Board of Directors and Director of EZDO Corporation.
From 05/2025 - Present	Chairman of the Board of Directors and Director of EZ Holding Corporation.

- Current Position at the Company: Vice Chairman of the Board of Directors cum General Director
- Positions in Other Organizations :
 - Chairman of the Board of Directors of U&I Corporation.
 - Chairman of the Board of Directors of U&I Warehousing Corporation.
 - Chairman of the Board of Directors of U&I Logistics Northern Joint Stock Company.
 - Chairman of the Board of Directors and Director of EZ Holding Corporation.
- Number of shares personally owned: 2,237,860 shares – representing 3.108% of charter capital.
- Number of shares representatively owned: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 702,000 shares, specifically:

No.	Full Name	Relationship	Number of shares	Percentage
1	Pham Thi Kim Anh	Wife	702,000	0.975%
	Total		702,000	0.975%

- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	270,000,000 VND	120,000,000 VND
2	Salary	1,654,160,000 VND	2,643,664,000 VND
3	Bonus	252,000,000 VND	505,691,000 VND
4	Other Benefits	None	None

- Legal Violations: None.
- Debts to the Company: None.

1.3.3. Luong Duy Hoai - Independent Member of the Board of Directors

- Full Name: **Luong Duy Hoai**
- Date of Birth: 11/12/1988
- Place of Birth: Dak Lak Province
- ID Number: 066088000304
- Nationality: Vietnam
- Address: Riverside Residence – P5, Quarter 27, Tan My Ward, Ho Chi Minh City
- Professional Qualifications: Information Technology Engineer, Ho Chi Minh City University of Technology
- Work Experience:

Period	Position - Workplace
From 05/2011 - 04/2012	Deputy Director of Supply at Mobile World Joint Stock Company.
From 06/2012 - Present	Chairman of the Board of Directors and General Director of Express Delivery Services Corporation (GHN).
From 10/2015 - Present	Chairman of the Board of Directors of Tuc Thoi Service Corporation (AhaMove).
From 11/2018 - Present	Chairman of the Board of Directors and General Director of Scommerce Investment Corporation.
From 10/2021 - Present	Independent Member of the Board of Directors of U&I Logistics Corporation.

- Current Position at the Company: Independent Member of the Board of Directors
- Positions in Other Organizations :
 - Chairman of the Board of Directors and General Director of Express Delivery Services Corporation (GHN).
 - Chairman of the Board of Directors of Tuc Thoi Service Corporation (AhaMove)
 - Chairman of the Board of Directors cum General Director of Scommerce Investment Corporation. (the parent company owning 100% of the Express Delivery Services Corporation and 100% of the Tuc Thoi Service Corporation).
- Number of shares owned by individuals: 0 shares – representing 0% of charter capital.

- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 0 shares – representing 0% of charter capital.
- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	None	None
2	Salary	None	None
3	Bonus	None	None
4	Other Benefits	None	None

- Legal Violations: None.
- Debts to the Company: None.

2. Supervisory Board

2.1. Structure of the Supervisory Board

No.	Full Name	Position
1	Doan Thuy Diem Huyen	Head of the Supervisory Board
2	Nguyen Thi Kim Linh	Member of the Supervisory Board
3	Truong Phuc Khai	Member of the Supervisory Board

2.2. Curriculum Vitae of the Supervisory Board

2.2.1. Ms. Doan Thuy Diem Huyen - Head of the Supervisory Board

- Full Name: **Doan Thuy Diem Huyen**
- Date of Birth: 12/02/1980
- Place of Birth: Binh Duong Province
- ID Number: 074180008782
- Nationality: Vietnam
- Address: C234/22, Group 22, Quarter 3 Chanh Nghia, Thu Dau Mot Ward, Ho Chi Minh City.
- Professional Qualifications: Bachelor of Economics
- Work Experience:

Period	Position - Workplace
From 03/2003 - 12/2017	Accountant at U&I Investment Corporation.
From 2018 - Present	Chief Accountant at U&I Investment Corporation.
From 2020 - Present	Member of the Members' Council at U&I Crafts Co., Ltd.

Period	Position - Workplace
From 2020 - Present	Member of the Board of Directors at U&I Agriculture Corporation.
From 10/2021 - 01/2024	Member of the Supervisory Board at U&I Logistics Corporation.
From 02/2024 - Present	Head of the Supervisory Board at U&I Logistics Corporation.
From 06/2025 - Present	Independent Member of the Board of Directors cum Chairman of the Audit Committee at Truong Thanh Wood Industries Group Joint Stock Company.

- Current Position at the Company: Head of the Supervisory Board.
- Positions at Other Organizations :
 - Chief Accountant at U&I Investment Corporation.
 - Member of the Members' Council at U&I Crafts Co., Ltd.
 - Member of the Board of Directors at U&I Agriculture Corporation.
 - Independent Member of the Board of Directors cum Chairman of the Audit Committee at Truong Thanh Wood Industries Group Joint Stock Company.
- Number of shares owned by individuals: 3,178,492 shares – representing 4.415% of charter capital.
- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 0 shares – representing 0% of charter capital.
- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	216,000,000 VND	118,000,000 VND
2	Salary	None	None
3	Bonus	None	None
4	Other Benefits	None	None

- Legal Violations: None.
- Debts to the Company: None.

2.2.2. Ms. Nguyen Thi Kim Linh - Member of the Supervisory Board

- Full Name: **Nguyen Thi Kim Linh**
- Date of Birth: 20/04/1984

- Place of Birth: Binh Duong Province
- ID Number: 074184006982
- Nationality: Vietnam
- Permanent Address: 20/19, DX09 Street, Group 43, Quarter 8 Phu My, Binh Duong Ward, Ho Chi Minh City
- Professional Qualifications: Master of Accounting
- Work Experience:

Time	Position - Workplace
From 11/2004 - 08/2011	Accounting Operations Staff at U&I Accounting Co., Ltd.
From 08/2011 - 08/2016	Head of Accounting Services - Head of Accounting Services Department at U&I Accounting Co., Ltd.
From 08/2016 - Present	Director of Accounting Services Department, U&I Accounting Co., Ltd.
From 02/2024 - Present	Member of the Supervisory Board, U&I Logistics Corporation.

- Current Position at the Company: Member of the Supervisory Board.
- Positions in Other Organizations : Director of Accounting Services Department, U&I Accounting Co., Ltd.
- Number of shares owned by individuals: 6,903 shares – representing 0,010% of charter capital.
- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 0 shares.
- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	None	88,000,000 VND
2	Salary	None	None
3	Bonus	None	None
4	Other Benefits	None	None

- Legal Violations: None
- Debts to the Company: None

2.2.3. Mr. Truong Phuc Khai - Member of the Supervisory Board

- Full Name: **Truong Phuc Khai**
- Date of Birth: 21/10/1978
- Place of Birth: Dong Nai Province

- ID Number: 075078010273
- Nationality: Vietnam
- Address: 354, Group 2, National Highway I, Hung Nhon Hamlet, Dau Giay Commune, Dong Nai Province
- Professional Qualifications: Bachelor of Economics
- Work Experience:

Period	Position - Workplace
From 01/2002 - 03/2014	Audit Assistant, at U&I Auditing Co., Ltd.
From 04/2014 - 04/2017	Auditor, at U&I Auditing Co., Ltd.
From 05/2017 - 06/2022	Senior Audit Manager, at U&I Auditing Co., Ltd.
From 07/2022 - Present	Audit Director, at U&I Auditing Co., Ltd.
From 10/2021 - Present	Member of the Supervisory Board, at U&I Logistics Corporation.

- Current Position at the Company: Member of the Supervisory Board.
- Positions in Other Organizations : Audit Director, at U&I Auditing Co., Ltd.
- Number of shares owned by individuals: 8,120 shares – representing 0.011% of charter capital.
- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 0 shares.
- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	216,000,000 VND	96,000,000 VND
2	Salary	None	None
3	Bonus	None	None
4	Other Benefits	None	None

- Legal Violations: None.
- Debts to the Company: None.

3. Chief Executive Officer (Director) and Other Managers

3.1. Structure of the Board of Management

No.	Full Name	Position
1	Nguyen Xuan Phuc	General Director

No.	Full Name	Position
2	Doan Kim Phuc	Chief Accountant
3	Cao Thu Yen	Corporate Governance Officer

3.2. Curriculum Vitae of the Board of Management

3.2.1. Mr. Nguyen Xuan Phuc - Chief Executive Officer

Refer to Section 1.3.2

3.2.2. Ms. Doan Kim Phuc - Chief Accountant

- Full Name: **Doan Kim Phuc**
- Date of Birth: 18/01/1982
- Place of Birth: Binh Duong Province
- ID Number: 074182009282
- Nationality: Vietnam
- Address: 420/24 Binh Duong Boulevard, Group 13, Area 03, Phu Loi Ward, Ho Chi Minh City
- Professional Qualifications: Bachelor of Economics - Major in Accounting and Auditing
- Work Experience:

Period	Position - Workplace
From 2004 - 2005	Accounting Staff at Dae Young Vietnam Co., Ltd.
From 2005 - 2012	Accounting Staff – U&I Transport Corporation.
From 2013 - 05/2015	Deputy Head of Accounting – U&I Transport Corporation.
From 05/2015 - 05/2023	Deputy Head of Accounting – U&I Logistics Corporation.
From 06/2023 - Present	Chief Accountant – U&I Logistics Corporation.
From 04/2025 - Present	Head of the Supervisory Board of U&I Transport Corporation.

- Current Position at the Company: Chief Accountant.
- Position at Other Organizations: Head of the Supervisory Board of U&I Transport Corporation.
- Number of shares owned by individuals: 329,905 shares – representing 0.458% of charter capital.
- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 0 shares – representing 0% of charter capital.
- Remuneration and Other Benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	50,000,000 VND	None
2	Salary	405,960,000 VND	878,880,000 VND
3	Bonus	58,000,000 VND	167,640,000 VND
4	Other Benefits	None	None

- Legal Violations: None.
- Debts to the Company: None.

3.2.3. Ms. Cao Thu Yen – Person in charge of corporate governance

- Full name: **Cao Thu Yen**
- Date of birth: 23/01/1977
- Place of birth: Binh Duong Province
- ID Number: 074177005925
- Nationality: Vietnam
- Address: No. 07, Street No. 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6, Thu Dau Mot Ward, Ho Chi Minh City
- Professional qualifications: Bachelor in Accounting
- Work experience:

Period	Position - Workplace
From 11/2000 - 03/2003	Accountant at U&I Co., Ltd.
From 03/2003 - 05/2015	Head of Accounting Department at U&I Transport Corporation.
From 05/2015 -12/2018	Head of Accounting Department at U&I Logistics Corporation.
From 05/2015 - 04/2025	Head of the Supervisory Board of U&I Transport Corporation.
From 11/2015 - 04/2025	Member of the Board of Directors of U&I Warehousing Corporation.
From 01/2019 - 07/2025	Chief Financial Officer of U&I Logistics Corporation.
From 09/2019 - Present	Member of the Board of Directors of U&I Logistics Northern Joint Stock Company.
From 05/2021 - Present	Head of the Supervisory Board of Rubber - Goods Service and Transport - Warehouse Joint Stock Company.
From 04/2025 - Present	Head of the Supervisory Board of U&I Warehousing Corporation.

Period	Position - Workplace
From 07/2025 - 10/11/2025	Strategic Financial Advisor at U&I Logistics Corporation.
From 10/11/2025 - Present	Corporate Governance Officer at U&I Logistics Corporation.

- Current position at the Company: Person in charge of corporate governance.
- Positions in Other Organizations :
 - Head of the Supervisory Board of Rubber - Goods Service and Transport - Warehouse Joint Stock Company.
 - Head of the Supervisory Board of Warehousing Corporation.
 - Member of the Board of Directors of U&I Logistics Northern Joint Stock Company.
- Number of shares personally owned: 656,967 shares – representing 0.91% of charter capital.
- Number of shares represented: 0 shares – representing 0% of charter capital.
- Number of shares owned by related persons: 24,680 shares – representing 0.034% of charter capital, specifically:

No.	Full Name	Relationship	Number of shares	Percentage
1	Cao Trung Tin	Sibling	12,340	0.017%
2	Cao Trung Kien	Sibling	12,340	0.017%
	Total		24,680	0.034%

- Remuneration and other benefits:

No.	Content	Year 2023	Year 2024
1	Remuneration	165,600,000 VND	24,000,000 VND
2	Salary	485,160,000 VND	1,058,880,000 VND
3	Bonus	46,500,000 VND	182,482,000 VND
4	Other Benefits	None	None

- Legal violations: None.
- Debts to the Company: None.

4. Plan to Enhance Corporate Governance

Based on the Company's business production plan and the projected business production plan for the coming years, the Board of Directors has outlined specific activities as follows:

- The Board of Directors always considers its supreme responsibility to represent the interests of the shareholders; the activities of the Board of Directors must be transparent,

prioritizing the interests of the shareholders and the development of the Company above all;

- Strictly implement the Company Charter and internal regulations;
- Enhance the direction, supervision, and coordination by the Company's General Director and management apparatus in the operation of the Company's business production in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors;
- Continue to review, inspect, and effectively implement the Company's internal regulations in a comprehensive, systematic, and realistic manner, meeting new requirements, in compliance with current regulations, serving as an internal legal framework for organizing and managing effective business production;
- After registering as a public company, the Company will apply and comply with the regulations on public company governance issued in Circular 116/2020/TT-BTC dated December 31, 2020, by the Ministry of Finance, guiding certain provisions on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, by the Government detailing the implementation of certain provisions of the Securities Law.

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5. List of Insiders and Related Persons of Insiders

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
I	Mai Huu Tin	Chairman of the Board of Directors		Citizen ID	074069000209	22/02/2021	Police Department for Administrative Management of Social Order	254/2, Thich Quang Duc, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
1	U&I Investment Corporation		Mr. Mai Huu Tin is the Chairman of the Board of Directors and General Director	Enterprise Registration Certificate	3700501180	15/04/2003 (7th amendment on 09/03/2021)	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	21,115,812	29.33%
2	Truong Thanh Furniture Corporation		Mr. Mai Huu Tin is the Chairman of the Board of Directors of Truong Thanh Furniture Corporation	Enterprise Registration Certificate	3700530696	18/08/2003	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	DT 747 Road, Quarter 7, Tan Uyen Ward, Ho Chi Minh City	0	0%

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No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
3	Phuoc Hoa Rubber Joint Stock Company		Mr. Mai Huu Tin is an Independent Member of the Board of Directors	Enterprise Registration Certificate	3700147532	03/03/2008	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	Plot No. 374, Map Sheet 17, Hamlet 2A, Phuoc Hoa Commune, Ho Chi Minh City	0	0%
4	Binh Duong Producing and Trading Corporation		Mr. Mai Huu Tin is a Member of the Board of Directors of Binh Duong Producing and Trading Corporation	Enterprise Registration Certificate	3700148166	26/11/1992	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	A128, Ba Thang Hai Street, Dong Tu Quarter, Lai Thieu Ward, Ho Chi Minh City	0	0%
5	U&I Crafts Company Limited		Mr. Mai Huu Tin is a Member of the Members' Council of U&I Crafts	Enterprise Registration Certificate	3700479009	03/01/2003	Department of Planning and Investment of Binh Duong Province (now Department of Finance)	U&I Building, No. 158, Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%

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No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
			Company Limited				Finance of Ho Chi Minh City)			
5.1	Tu Thi Bich Phuong		Wife	Citizen ID	079169016208	22/02/2021	Police Department for Administrative Management of Social Order	254/2 Thich Quang Duc, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.2	Mai Nhan		Son	Citizen ID	074092000092	08/02/2021	Police Department for Administrative Management of Social Order	254/2 Thich Quang Duc, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.3	Mai Hao		Daughter	Citizen ID	074194000103	08/02/2021	Police Department for Administrative Management of Social Order	254/2 Thich Quang Duc, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.4	Mai Huu My		Brother	Citizen ID	074065000547	29/03/2021	Police Department for Administrative Management of Social Order	561/194 Binh Duong Boulevard, Group 17, Thu Dau Mot Ward, Ho Chi Minh City	0	0%

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No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
5.5	Mai Trong Huu		Younger Brother	Citizen ID	074071000223	31/05/2023	Police Department for Administrative Management of Social Order	No. 111, Phan Dinh Giot, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.6	Mai Tuyen Thanh		Younger Sister	Citizen ID	74175000257	26/02/2022	Police Department for Administrative Management of Social Order	4/14 Nguyen Trai, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.7	Vuong Thi Kim Lien		Sister-in-law	Citizen ID	074162000505	29/03/2021	Police Department for Administrative Management of Social Order	561/194 Binh Duong Boulevard, Group 17, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.8	Tran Thai Kim		Sister-in-law	Citizen ID	74174000274	26/02/2022	Police Department for Administrative Management of Social Order	No. 111, Phan Dinh Giot, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
5.9	Vu Xuan Duong		Brother-in-law	Citizen ID	074075007390	08/07/2022	Police Department for Administrative Management of Social Order	382, Bui Quoc Khanh, Thu Dau	0	0%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
							Management of Social Order	Mot Ward, Ho Chi Minh City		
II	Nguyen Xuan Phuc	Vice Chairman of the Board of Directors cum General Director		Citizen ID	038071039185	09/08/2021	Police Department for Administrative Management of Social Order	No. 8, D4 Street, Phu Hoa 1 Residential Area, Group 2, Quarter 7, Phu Loi Ward, Ho Chi Minh City	2,237,860	3.108%
1	U&I Transport Corporation		Mr. Nguyen Xuan Phuc is the Chairman of the Board of Directors	Enterprise Registration Certificate	3700970866	21/08/2008 (5th amendment on 25/05/2022)	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
2	U&I Warehousing Corporation		Mr. Nguyen Xuan Phuc is the Chairman of the Board of Directors	Enterprise Registration Certificate	3702292817	12/08/2014 (4th amendment on 18/11/2022)	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City)	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/ Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
3	U&I Logistics Northern Joint Stock Company		Mr. Nguyen Xuan Phuc is the Chairman of the Board of Directors	Enterprise Registration Certificate	0108156122	01/02/2018 (5th amendment on 29/03/2023)	City Department of Finance) Department of Planning and Investment (now Department of Finance) Hanoi City	Room 1451M, Hapro Building, 11B Cat Linh, O Cho Dua Ward, Hanoi City	0	0%
4	EZ Holding Corporation		Mr. Nguyen Xuan Phuc is the Chairman of the Board of Directors cum Director	Enterprise Registration Certificate	0318727407	22/10/2024	Department of Planning and Investment (now Department of Finance) Ho Chi Minh City	No. 167/21 Dang Thuy Tram, Binh Loi Trung Ward, Ho Chi Minh City	0	0%
5	Pham Thi Kim Anh		Wife	Citizen ID	035173004068	11/04/2021	Police Department for Administrative Management of Social Order	No. 8, D4 Street, Phu Hoa 1 Residential Area, Group 2, Quarter 7, Phu Loi Ward, Ho Chi Minh City	702,000	0.975%
6	Nguyen Thach Thao		Child	Citizen ID	074301001416	16/04/2021	Police Department for Administrative	No. 8, D4 Street, Phu Hoa 1 Residential Area,	0	0%

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U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
7	Nguyen Phuc Bao Kha		Child	Citizen ID	074205001870	08/04/2021	Police Department for Administrative Management of Social Order	Group 2, Quarter 7, Phu Loi Ward, Ho Chi Minh City	0	0%
8	Nguyen Thi Ha		Older Sister	Citizen ID	038167007911	08/04/2021	Police Department for Administrative Management of Social Order	Hamlet 3, Linh Toai Commune, Thanh Hoa Province	0	0%
III	Luong Duy Hoai	Independent Member of the Board of Directors		Citizen ID	066088000304	02/10/2020	Police Department for Administrative Management of Social Order	Riverside Residence – P5, Quarter 27, Tan My Ward, Ho Chi Minh City	0	0%
1	Scommerce Investment Corporation		Mr. Luong Duy Hoai is the Chairman of the Board	Enterprise Registration Certificate	0312724449	04/04/2014 (22nd amendment on 07/02/2024)	Department of Planning and Investment (now Department of	405/15 Xo Viet Nghe Tinh, Binh Thanh Ward, Ho Chi Minh City	0	0%

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U&I LOGISTICS CORPORATION



CLIENTS REQUEST FIRST

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/ Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
			of Directors and General Director				Finance) Ho Chi Minh City			
2	Express Delivery Services Corporation		Mr. Luong Duy Hoai is the Chairman of the Board of Directors and General Director	Enterprise Registration Certificate	0311907295	02/08/2018 (19th amendment on 12/11/2020)	Department of Planning and Investment (now Department of Finance) Ho Chi Minh City	405/15 Xo Viet Nghe Tinh, Binh Thanh Ward, Ho Chi Minh City	0	0%
3	Tuc Thoi Service Corporation (Ahamove)		Mr. Luong Duy Hoai is the Chairman of the Board of Directors.	Enterprise Registration Certificate	0313506115	26/10/2015 (9th amendment on 15/03/2023)	Department of Planning and Investment (now Department of Finance) Ho Chi Minh City	405/15 Xo Viet Nghe Tinh, Binh Thanh Ward, Ho Chi Minh City	0	0%
4	Luong Minh Nhat		Son	Passport	C8942668	03/03/2020	Immigration Department	Riverside Residence – P5, Quarter 27, Tan My Ward, Ho Chi Minh City	0	0%
5	Luong Khoi Bao		Son	Passport	P00380540	12/08/2022	Immigration Department	Riverside Residence – P5,	0	0%

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U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
6	Do Thi Anh Thu		Wife	Citizen ID	066189000524	09/06/2020	Police Department for Administrative Management of Social Order	Quarter 27, Tan My Ward, Ho Chi Minh City.	0	0%
7	Luong Minh Hieu		Father	Citizen ID	066067000198	30/03/2021	Police Department for Administrative Management of Social Order	Raymondienne, Phu My Hung Urban Area, Tan My, Ho Chi Minh City	0	0%
8	Nguyen Thi Kim Lien		Mother	Citizen ID	095066000246	10/07/2021	Police Department for Administrative Management of Social Order	Raymondienne, Phu My Hung Urban Area, Tan My, Ho Chi Minh City	0	0%
9	Luong Ngoc Han		Younger Sister	Citizen ID	066195009693	04/09/2022	Police Department for Administrative Management of Social Order	102 Ta Quang Bui Street, Chanh Hung Ward, Ho Chi Minh City	0	0%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
10	Nguyen Thanh Tan		Brother-in-law	Citizen ID	086095002934	12/09/2022	Police Department for Administrative Management of Social Order	102 Ta Quang Bui Street, Chanh Hung Ward, Ho Chi Minh City	0	0%
11	Do Thai Ninh		Brother-in-law	Citizen ID	066091014042	30/05/2022	Police Department for Administrative Management of Social Order	412 Nguyen Van Cu, Tan Lap Ward, Buon Ma Thuot City, Dak Lak Province	0	0%
IV	Doan Thuy Diem Huyen	Head of the Supervisory Board		Citizen ID	074180008782	19/08/2022	Police Department for Administrative Management of Social Order	C234/22, Group 22, Area 3 Chanh Nghia, Thu Dau Mot Ward, Ho Chi Minh City	3,178,492	4.42%
1	U&I Investment Corporation		Chief Accountant	Enterprise Registration Certificate	37005011180	15/04/2003 (7th amendment on 09/03/2021)	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	21,115,812	29.33%

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U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/ Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
2	U&I Crafts Co., Ltd.		Ms. Doan Thuy Diem Huyen is a Member of the Members' Council of U&I Crafts Co., Ltd.	Enterprise Registration Certificate	3700479009	03/01/2003	City Department of Finance)	U&I Building, No. 158, Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
3	U&I Agriculture Corporation		Ms. Doan Thuy Diem Huyen is a Member of the Board of Directors of U&I Agriculture Corporation	Enterprise Registration Certificate	3701528386	12/06/2009	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	U&I Building, No. 158, Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
4	Truong Thanh Wood Industries Group Joint		Ms. Doan Thuy Diem Huyen is an Independent Member of	Enterprise Registration Certificate	3700530696	18/08/2003	Department of Planning and Investment of Binh Duong Province (now	DT 747 Road, Quarter 7, Tan Uyen Ward, Ho Chi Minh City	0	0%

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U&I LOGISTICS CORPORATION



CLIENTS' INTERESTS FIRST

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
	Stock Company		the Board of Directors and Chairman of the Audit Committee				Ho Chi Minh City Department of Finance)			
5	Lieu Anh Hoang		Husband	Citizen ID	074078002517	22/02/2021	Police Department for Administrative Management of Social Order	Hoa Lan, Thuan An Ward, Ho Chi Minh City	0	0%
6	Duong Thi Hon		Mother	Citizen ID	074154006764	07/07/2022	Police Department for Administrative Management of Social Order	A34a, Area 3 Hiep Thanh, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
7	Doan Tan Quan		Brother	Citizen ID	074077003159	25/10/2022	Police Department for Administrative Management of Social Order	Group 22, Area 1, Chanh Hiep Ward, Ho Chi Minh City	0	0%
8	Le Thi Hoa		Sister-in-law	Citizen ID	074178003650	30/11/2022	Police Department for Administrative Management of Social Order	A34a, Area 3 Hiep Thanh, Thu Dau Mot Ward,	0	0%

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U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
							Management of Social Order	Ho Chi Minh City.		
9	Lieu Anh		Father-in-law	Citizen ID	074046001903	09/08/2021	Police Department for Administrative Management of Social Order	C234/22, Group 22, Area 3, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
10	Vuong Kim Nieng		Mother-in-law	Citizen ID	074178003650	06/02/2023	Police Department for Administrative Management of Social Order	C234/22, Group 22, Area 3, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
11	Lieu Huyen Mai		Child					C234/22, Group 22, Area 3, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
12	Lieu Hoang Phat		Child					C234/22, Group 22, Area 3, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
V	Nguyen Thi Kim Linh	Member of the		Citizen ID	074184006982	15/09/2023	Police Department for Administrative	No. 20/19, DX09, Group 43, Phu My 8 Quarter,	6,903	0.010%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
		Supervisory Board					Management of Social Order	Binh Duong Ward, Ho Chi Minh City		
1	Phan Cam Thi		Mother	Citizen ID	074152003983	12/08/2021	Police Department for Administrative Management of Social Order	No. 20/19, DX 09, Group 43, Phu My 8 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%
2	Nguyen Kim Thi		Sister	Citizen ID	074170000980	02/04/2021	Police Department for Administrative Management of Social Order	No. 20/23, DX 09, Group 43, Phu My 8 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%
3	Nguyen Kim Phung Thi		Elder Sister	Citizen ID	074173007598	08/06/2022	Police Department for Administrative Management of Social Order	No. 2, DX15, Group 43, Phu My 7 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%
4	Nguyen Kim Thanh Thi		Elder Sister	Citizen ID	074175007702	10/05/20221	Police Department for	House No. 20/23, DX 09, Group 43,	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/ Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
							Administrative Management of Social Order	Phu My 8 Quarter, Binh Duong Ward, Ho Chi Minh City		
5	Nguyen Kim Ha Thi		Elder Sister	Citizen ID	074177003534	18/07/2023	Police Department for Administrative Management of Social Order	Rue de Crissier 12, 1020 Renens, Switzerland	0	0%
6	Tran Thuc Nghia		Brother-in-law	Passport	X8584119	22/11/2021	Immigration Department	Rue de Crissier 12, 1020 Renens, Switzerland	0	0%
7	Nguyen Kim Chi Thi		Elder Sister	Citizen ID	07419008170	12/08/2021	Police Department for Administrative Management of Social Order	House No. 20/19, DX 09, Group 43, Phu My 8 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%
8	Nguyen Phuong Lam		Elder Brother	Citizen ID	074181006390	12/08/2021	Police Department for Administrative Management of Social Order	House No. 20/19, DX 09, Group 43, Phu My 8 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
								Duong Ward, Ho Chi Minh City		
9	Tran Tien Quoc		Husband	Citizen ID	74083001106	09/05/2023	Police Department for Administrative Management of Social Order	Phu Thu Quarter, Phu An Ward, Ho Chi Minh City	0	0%
10	Tran Tien Bao		Child					Phu Thu Quarter, Phu An Ward, Ho Chi Minh City	0	0%
11	Tran Minh Sang		Father-in-law	Citizen ID	74040001939	16/09/2021	Police Department for Administrative Management of Social Order	Phu Thu Quarter, Phu An Ward, Ho Chi Minh City	0	0%
12	Pham Thi De		Mother-in-law	Citizen ID	74144003186	08/09/2021	Police Department for Administrative Management of Social Order	Phu Thu Residential Area, Phu An Ward, Ho Chi Minh City	0	0%
13	Tran Minh Trong		Brother-in-law	Citizen ID	74068002126	24/03/2023	Police Department for Administrative	No. 203, Minh Long 6 Residential Area,	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
							Management of Social Order	Minh Hung Ward, Dong Nai Province		
14	Tran Thi My Le		Sister-in-law	Citizen ID	74171000029	25/09/2021	Police Department for Administrative Management of Social Order	C4/15 Apartment 189C, Cong Quynh Street, Cau Ong Lanh Ward, Ho Chi Minh City	0	0%
15	Tran Quoc Thang		Brother-in-law	Citizen ID	74076001474	13/04/2021	Police Department for Administrative Management of Social Order	9B3 Bicons Apartment, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
16	Tran Thuy Yen		Sister-in-law	Citizen ID	74179008194	07/10/2021	Police Department for Administrative Management of Social Order	132/2A, Apartment 132 Ong Ich Khiem, Residential Area 14, Hoa Binh Ward, Ho Chi Minh City	0	0%
VI	Truong Phuc Khai	Member of the		Citizen ID	075078010273	08/09/2022	Police Department for	354, Group 2, National	8,120	0.011%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
		Supervisory Board					Administrative Management of Social Order	Highway 1, Hung Nhon Hamlet, Dau Giay Commune, Dong Nai Province		
1	Ha Thi Vui		Wife	Citizen ID	035184012382	10/05/2021	Police Department for Administrative Management of Social Order	5/11, Group 17, Phu My 4 Residential Area, Binh Duong Ward, Ho Chi Minh City	0	0%
2	Truong Chi Binh		Child	Citizen ID	035307005888	05/09/2022	Police Department for Administrative Management of Social Order	5/11, Group 17, Phu My 4 Residential Area, Binh Duong Ward, Ho Chi Minh City	0	0%
3	Truong Ngoc Anh		Child	Citizen ID	074314007745	05/10/2022	Phu My Ward Police	5/11, Group 17, Phu My 4 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
4	Truong Tan Phat		Child	Citizen ID	074216002664	05/10/2022	Phu My Ward Police	5/11, Group 17, Phu My 4 Quarter, Binh Duong Ward, Ho Chi Minh City	0	0%
5	Ho Thi Dau		Mother	Citizen ID	075134002202	09/10/2022	Police Department for Administrative Management of Social Order	354, Group 2, National Highway 1, Hung Nhon Hamlet, Dau Giay Commune, Dong Nai Province	0	0%
6	Tran Thi Mui		Mother-in-law	Citizen ID	035159001957	30/01/2019	Police Department for Administrative Management of Social Order	Liem Ha Commune, Ninh Binh Province, Vietnam	0	0%
7	Truong Thanh Tuan		Brother	Citizen ID	0750590006911	31/08/2021	Police Department for Administrative Management of Social Order	354, Group 2, National Highway 1, Hung Nhon Hamlet, Dau Giay Commune, Dong Nai Province	0	0%

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
VII	Doan Kim Phuc	Chief Accountant		Citizen ID	074182009282	25/01/2022	Police Department for Administrative Management of Social Order	420/24 Binh Duong Boulevard, Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City	329,905	0.458%
1	U&I Transport Corporation		Ms. Doan Kim Phuc is the Head of the Supervisory Board	Enterprise Registration Certificate	3700970866	21/08/2008 (5th amendment on 25/05/2022)	Department of Planning and Investment of Binh Duong Province (now Department of Finance of Ho Chi Minh City)	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
2	Cap Duc Nam		Husband	Citizen ID	074081008105	24/02/2022	Police Department for Administrative Management of Social Order	420/24 Binh Duong Boulevard, Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City	0	0%
3	Cap Minh Quan		Son	Citizen ID	074210005395	16/06/2022	Phu Loi Ward Police	420/24 Binh Duong Boulevard,	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
								Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City		
4	Cap Minh Quang		Son	Citizen ID	074216006063	16/06/2022	Phu Loi Ward Police	420/24 Binh Duong Boulevard, Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City	0	0%
5	Cap Duc Loan		Father-in-law	Citizen ID	038046005857	10/05/2021	Police Department for Administrative Management of Social Order	420/24 Binh Duong Boulevard, Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City	0	0%
6	Nguyen Thi Tam		Mother-in-law	Citizen ID	074152006224	25/01/2021	Police Department for Administrative Management of Social Order	420/24 Binh Duong Boulevard, Group 13, Zone 03, Phu Loi Ward, Ho Chi Minh City	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



CLIENTS' INTERESTS FIRST

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
7	Doan Van Cho		Father	Citizen ID	079055013615	28/06/2021	Police Department for Administrative Management of Social Order	27/9 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
8	Pham Thi Anh		Mother	Citizen ID	074155000464	10/04/2021	Police Department for Administrative Management of Social Order	27/9 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
9	Doan Thanh Phuong		Older Brother	Citizen ID	074078000521	10/04/2021	Police Department for Administrative Management of Social Order	98/26/16 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
10	Doan Thanh Phu		Younger Brother	Citizen ID	074085000290	25/03/2021	Police Department for Administrative Management of Social Order	27/9 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
11	Doan Phu Loc		Younger Brother	Citizen ID	074093000424	10/04/2021	Police Department for Administrative Management of Social Order	27/9 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
12	Tran Vu Phong Chau		Sister-in-law	Citizen ID	074179000399	25/03/2021	Police Department for Administrative Management of Social Order	98/26/16 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
13	Nguyen Thi My Linh		Sister-in-law	Citizen ID	074188000633	10/04/2021	Police Department for Administrative Management of Social Order	27/9 Chanh Loc 5, Chanh Hiep Ward, Ho Chi Minh City	0	0%
VIII	Cao Thu Yen	Company Governance Officer		Citizen ID	074177005925	12/09/2022	Police Department for Administrative Management of Social Order	No. 07, 13A Street, Phu Thinh Residential Area, Group 75, Phu Tho 6, Thu Dau Mot Ward, Ho Chi Minh City	656,967	0.912%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



CLIENTS INTEREST FIRST

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
1	U&I Logistics Corporation		Ms. Cao Thu Yen is the Head of the Supervisory Board	Enterprise Registration Certificate	3702292817	12/08/2014 (4th amendment on 18/11/2022)	Department of Planning and Investment of Binh Duong Province (now Ho Chi Minh City Department of Finance)	158 Ngo Gia Tu, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
2	U&I Logistics Northern Joint Stock Company		Ms. Cao Thu Yen is a Member of the Board of Directors	Enterprise Registration Certificate	0108156122	01/02/2018 (5th amendment on 29/03/2023)	Department of Planning and Investment (now Department of Finance) Hanoi	Room 1451M, Hapro Building, 11B Cat Linh, O Cho Dua Ward, Hanoi	0	0%
3	Rubber Goods Service and Transport Warehouse Joint Stock Company		Ms. Cao Thu Yen is the Head of the Supervisory Board	Enterprise Registration Certificate	0301466436	26/07/2004 (11th amendment on 25/02/2021)	Department of Planning and Investment (now Department of Finance) Ho Chi Minh City	45 Street No. 11, Quarter 4, Linh Xuan Ward, Ho Chi Minh City	0	0%
4	Cao Van Hue		Father	Citizen ID	074051004216	22/06/2022	Police Department for Administrative	No. 09, 13A Street, Phu Thinh Residential Area,	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/ Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
							Management of Social Order	Group 75, Phu Tho 6, Thu Dau Mot Ward, Ho Chi Minh City		
5	Nguyen Thu Cuc		Mother	Citizen ID	074158006811	22/06/2022	Police Department for Administrative Management of Social Order	09 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Quarter, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
6	Ha Thuan Van		Husband	Citizen ID	079070037356	10/07/2021	Police Department for Administrative Management of Social Order	101A, Binh Thoi, Quarter 17, Phu Tho Ward, Ho Chi Minh City	0	0%
7	Ha Thanh Phuong		Child	Citizen ID	074305008801	23/03/2022	Police Department for Administrative Management of Social Order	07 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Quarter, Thu Dau Mot	0	0%

SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



CLIENT'S INTEREST FIRST

No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
								Ward, Ho Chi Minh City		
8	Ha Gia Phat		Child	Citizen ID	074207008259	13/01/2022	Police Department for Administrative Management of Social Order	07 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Quarter, Thu Dau Mot Ward, Ho Chi Minh City	0	0%
9	Cao Thu Anh		Sibling	Citizen ID	074180003654	28/12/2000	Police Department for Administrative Management of Social Order	690/19 Le Hong Phong, Quarter 04, Vuon Lai Ward, Ho Chi Minh City	0	0%
10	Cao Trung Tin		Sibling	Citizen ID	074084006466	17/04/2024	Police Department for Administrative Management of Social Order	09 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Quarter, Thu Dau Mot Ward, Ho Chi Minh City	12,340	0.017%



SUMMARY INFORMATION

U&I LOGISTICS CORPORATION



No.	Name	Position at the Company (if any)	Relationship with the Company /Insider	Type of Identification Document (*) (Citizen ID/Passport/Enterprise Registration Certificate)	Identification Document Number (*)	Issue Date	Place of Issue	Head Office Address/Contact Address	Number of Shares Held at End of Period	Shareholding Percentage at End of Period
11	Cao Trung Kien		Sibling	Citizen ID	074086006588	12/01/2022	Police Department for Administrative Management of Social Order	09 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Quarter, Thu Dau Mot Ward, Ho Chi Minh City	12,340	0.017%
12	Nguyen Ngoc Sanh		Brother-in-law	Citizen ID	079079023127	22/07/2022	Police Department for Administrative Management of Social Order	690/19 Le Hong Phong, Quarter 04, Vuon Lai Ward, Ho Chi Minh City	0	0%
13	Tran My Ngoc		Sister-in-law	Citizen ID	074194001567	22/04/2021	Police Department for Administrative Management of Social Order	09 Street 13A, Phu Thinh Residential Area, Group 75, Phu Tho 6 Neighborhood, Thu Dau Mot Ward, Ho Chi Minh City	0	0%

Source: U&I Logistics Corporation

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6. Statistics of Transactions Between the Company and Related Persons as per Regulations

6.1. Transactions with key management personnel and individuals related to key management personnel

No.	Name of Transaction Party	Transaction Content	Transaction Amount (Unit: VND)	Relation
Year 2023				
1	Mr. Nguyen Xuan Phuc	Loan	13,300,000,000	Vice Chairman of the Board of Directors cum General Director
Year 2024				
1	Mr. Nguyen Xuan Phuc	Cash Dividend Distribution	1,112,202,000	Vice Chairman of the Board of Directors cum General Director
		Distribution of Shares from Issuance of Shares from Post-Tax Profits of the Company	11,798,600,000	
		Advance Dividend for Year 2024	671,358,000	
2	Ms. Doan Thuy Diem Huyen	Cash Dividend Distribution	3,057,327,000	Head of the Supervisory Board
		Distribution of Shares from Issuance of Shares from Post-Tax Profits of the Company	4,950,060,000	
		Advance Dividend for Year 2024	815,019,000	
3	Ms. Cao Thu Yen	Cash Dividend Distribution	320,313,000	Chief Financial Officer
		Distribution of Shares from Issuance of Shares from Post-Tax Profits of the Company	3,518,670,000	
		Advance Dividend for Year 2024	197,090,100	
4	Ms. Doan Kim Phuc	Cash Dividend Distribution	206,325,000	Chief Accountant
		Distribution of Shares from Issuance of Shares	1,334,050,000	

No.	Name of Transaction Party	Transaction Content	Transaction Amount (Unit: VND)	Relation
		from Post-Tax Profits of the Company		
		Advance Dividend for 2024	98,971,500	
5	Mr. Truong Phuc Khai	Advance Dividend for 2024	2,436,000	Member of the Supervisory Board
6	Ms. Nguyen Thi Kim Linh	Advance Dividend for 2024	2,070,900	Member of the Supervisory Board

Source: Audited Consolidated Financial Statements of U&I Logistics 2024

Income of key management personnel:

Unit: VND

No.	Trader's Name	Position	Salary	Bonus	Remuneration	Total Income
Year 2023						
1	Mr. Mai Huu Tin	Chairman of the Board of Directors	-	-	405,000,000	405,000,000
2	Mr. Nguyen Xuan Phuc	Vice Chairman of the Board of Directors and General Director	1,654,160,000	252,000,000	270,000,000	2,176,160,000
3	Ms. Nguyen Thi Ngoc Nhu	Member of the Board of Directors	-	-	270,000,000	270,000,000
4	Mr. Hoang Dang Phuoc Bao	Member of the Board of Directors	783,600,000	63,500,000	190,000,000	1,037,100,000
5	Mr. Vo Quoc Hau	Head of the Supervisory Board	-	-	270,000,000	270,000,000
6	Ms. Doan Thuy Diem Huyen	Member of the Supervisory Board	-	-	216,000,000	216,000,000

No.	Trader's Name	Position	Salary	Bonus	Remuneration	Total Income
7	Mr. Truong Phuc Khai	Member of the Supervisory Board	-	-	216,000,000	216,000,000
8	Ms. Cao Thu Yen	Chief Financial Officer	485,160,000	46,500,000	165,600,000	697,260,000
9	Ms. Doan Kim Phuc	Chief Accountant	405,960,000	58,000,000	50,000,000	513,960,000
Year 2024						
1	Mr. Mai Huu Tin	Chairperson of the Board of Directors	-	-	180,000,000	180,000,000
2	Mr. Nguyen Xuan Phuc	Vice Chairperson of the Board of Directors and General Director	2,643,664,000	505,691,000	120,000,000	3,269,355,000
3	Ms. Mai Ngoc Hao	Member of the Board of Directors	-	-	90,000,000	90,000,000
4	Ms. Doan Thuy Diem Huyen	Head of the Supervisory Board	-	-	118,000,000	118,000,000
5	Mr. Truong Phuc Khai	Member of the Supervisory Board	-	-	96,000,000	96,000,000
6	Ms. Nguyen Thi Kim Linh	Member of the Supervisory Board	-	-	88,000,000	88,000,000
7	Ms. Cao Thu Yen	Chief Financial Officer	1,058,880,000	182,482,000	24,000,000	1,265,362,000
8	Ms. Doan Kim Phuc	Chief Accountant	878,880,000	167,640,000	-	1,046,520,000

Source: Audited Consolidated Financial Statements of U&I Logistics 2024

6.2. Transactions with other related parties

No.	Related Parties Conducting Transactions	Transaction Details	Transaction Amount (Unit: VND)	Relationship
Year 2023				
1	U&I Investment Corporation	Loan	26,000,000,000	Shareholder owning 35% of charter capital
		Loan Interest	264,828,006	
2	U&I Crafts Co., Ltd.	Payment on behalf	70,384,090	Company with the same investor
3	Truong Thanh Wood Industries Group Joint Stock Company	Payment on behalf	8,647,216,145	Company with the same Chairperson of the Board of Directors
Year 2024				
1	U&I Investment Corporation	Loan Interest	334,582,954	Shareholder owning 29.33% of charter capital
		Cash Dividend Distribution	22,050,000,000	
		Distribution of Shares from Issuance Using Post-Tax Profits of the Company	35,700,000,000	
		Interim Dividend for 2024	6,334,743,600	
2	U&I Agriculture Corporation	Cost of Goods and Services	3,063,000	Company with the same investor
3	U&I Craft Co., Ltd.	Disbursement	60,922,271	Company with the same investor
4	Truong Thanh Wood Industries Group Joint Stock Company	Disbursement	6,644,629,525	Company with the same Chairman of the Board of Directors
		Provision of Transportation Services	4,680,000	

Source: Audited Consolidated Financial Statements of U&I Logistics Corporation 2024

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IV. PRIMARY RESPONSIBLE PERSONS FOR THE CONTENT OF THE PUBLIC COMPANY INFORMATION DISCLOSURE, COMPANY COMMITMENT**1. Primary responsible persons for the content of the Public Company Information Disclosure**

- Mr. Mai Huu Tin – Chairman of the Board of Directors of U&I Logistics Corporation.
- Mr. Nguyen Xuan Phuc – Vice Chairman of the Board of Directors and General Director of U&I Logistics Corporation.
- Ms. Doan Kim Phuc – Chief Accountant of U&I Logistics Corporation.

We ensure that the information and figures in this Information Disclosure are accurate and truthful, and we commit to being responsible for the truthfulness and accuracy of this information and these figures. Within the scope of responsibility and information known, we ensure there are no errors in information or figures that could affect the information in the Information Disclosure.

2. Company Commitment

- The Company commits to and is responsible for the truthfulness, completeness, and accuracy of the information in the Information Disclosure and accompanying documents.
- Upon confirmation of completion of public company registration, the Company shall comply with the rights and obligations as prescribed by the Securities Law.

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**V. DATE, SIGNATURE, SEAL OF THE REPRESENTATIVE OF THE PUBLIC
COMPANY REGISTRATION ORGANIZATION**

January 30th, 2026

**REPRESENTATIVE OF THE PUBLIC COMPANY REGISTRATION
ORGANIZATION**

U&I LOGISTICS CORPORATION

CHIEF ACCOUNTANT



DOAN KIM PHUC

LEGAL REPRESENTATIVE



GENERAL DIRECTOR

NGUYEN XUAN PHUC

CHAIRMAN OF THE BOARD OF DIRECTORS



MAI HUU TIN