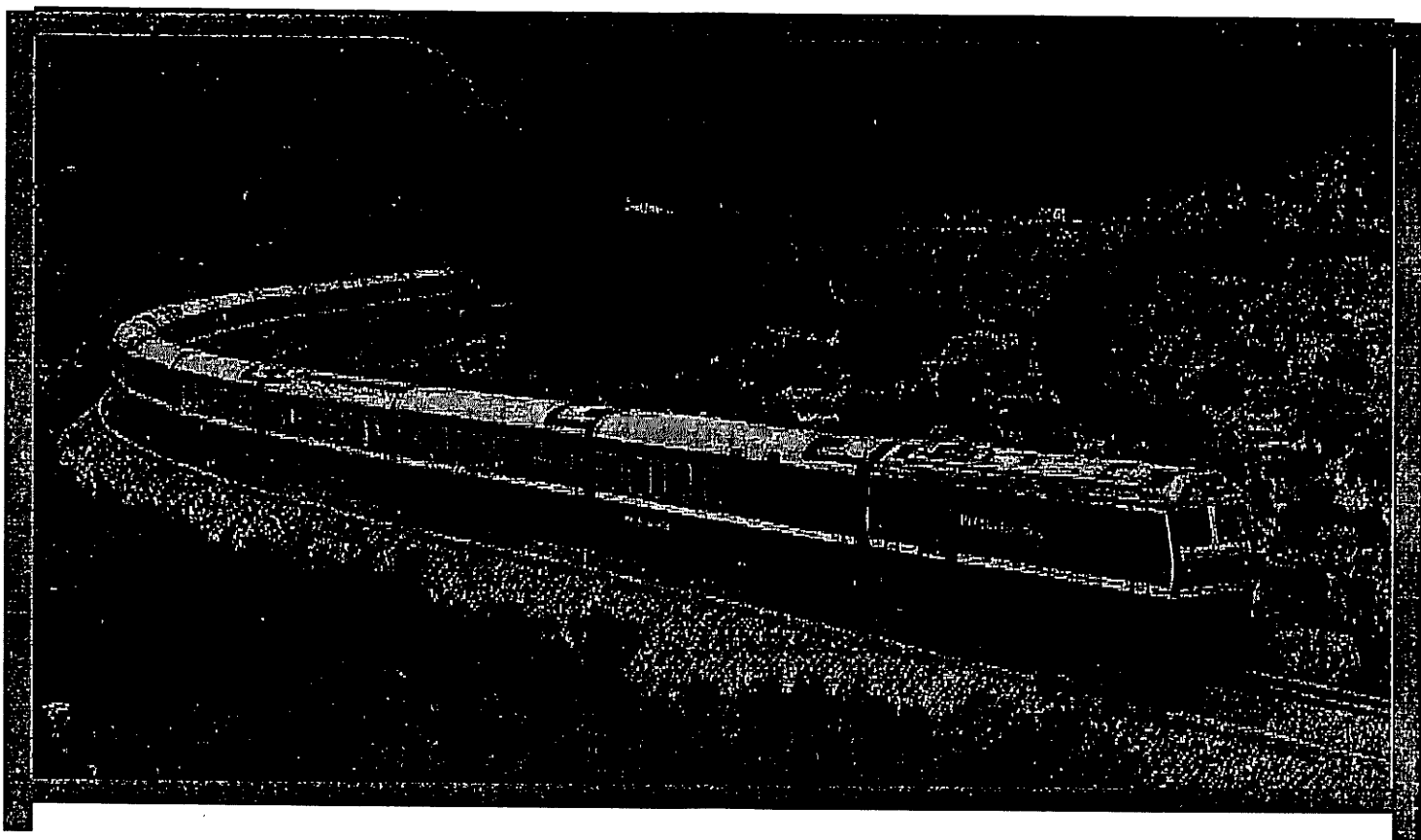


**RAILWAY TRANSPORT JOINT STOCK COMPANY**



## **ANNUAL REPORT**

**2025**



Address: No. 130, Le Duan Street, Van Mieu – Quoc Tu Giam, Hanoi

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## TABLE OF CONTENTS

### PART A: GENERAL INFORMATION

### PART B: BUSINESS OPERATIONS OF THE COMPANY IN 2025

#### **I. Business operations**

- 1- Business performance results in 2025.
- 2- Analysis and assessment of the implementation of the 2025 planned targets.

#### **II. Organization and Personnel**

- 1- The Company's Executive Board.
- 2- The Company's personnel situation in 2025.
- 3- Summary of policies for employees.

#### **III. Project investment and performance in 2025.**

#### **IV. Financial situation**

- 1- Financial position
- 2- Key financial indicators

#### **V. Shareholder structure, changes in owners' investment capital**

- 1- Shares
- 2- Shareholder structure
- 3- Changes in owners' investment capital
- 4- Treasury share transactions

#### **VI. Environmental and Social Impact Report of the Company**

- 1- Industrial waste management
- 2- Employee-related policies
- 3- Report on responsibilities toward the local community

### PART C: REPORT AND ASSESSMENT OF THE BOARD OF GENERAL DIRECTORS

#### **I. Assessment of business performance results**

- 1- Financial position
- 2- Liabilities situation

#### **II. Future development plans**

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

### PART D: 2025 AUDITED FINANCIAL STATEMENT

**PART A – GENERAL INFORMATION**

Company name:	Railway Transport Joint Stock Company
Business Registration Certificate	No. 0110879376 issued by the Hanoi Department of Planning and Investment on November 01, 2024
Registered capital	VND 1,303,689,700,000 ( <i>One thousand three hundred and three billion six hundred and eighty-nine million seven hundred thousand Vietnamese Dong only</i> ).
Contributed capital	VND 1,303,689,700,000 ( <i>One thousand three hundred and three billion six hundred and eighty-nine million seven hundred thousand Vietnamese Dong only</i> ).
Head Office	No. 130, Le Duan Street, Van Mieu – Quoc Tu Giam Ward, Hanoi City
Tel/Fax	024.39421117 - 024.38224736
Website	<a href="http://www.cophanvantaiduongsat.vn">www.cophanvantaiduongsat.vn</a>

**History of establishment and development**

- Pursuant to Document No. 303/TTg-DMDN dated April 07, 2022 of the Prime Minister on approving the “Plan for restructuring enterprises and affiliated units of Vietnam Railways Corporation” – the merger of Hanoi Railway Transport Joint Stock Company and Saigon Railway Transport Joint Stock Company.

- Pursuant to Decision No. 562/QD-TTg dated June 26, 2024 of the Prime Minister on approving the “Project on restructuring Vietnam Railways Corporation until the end of 2025” – “Completion of the merger of Hanoi Railway Transport Joint Stock Company and Saigon Railway Transport Joint Stock Company into Railway Transport Joint Stock Company in 2024”.

- Pursuant to the Business Registration Certificate issued by the Hanoi Department of Planning and Investment on November 01, 2024.

- On November 01, 2024, the Railway Transport Joint Stock Company officially commenced operations on the basis of the merger between Hanoi Railway Transport Joint Stock Company and Saigon Railway Transport Joint Stock Company. At the time of the merger, the Company had:

Total number of employees (including full-time Party and Trade Union staff): 4,882 persons.

The Company's management and executive structure consists of the Board of Directors (BOD), the Executive Board, the Board of Supervisors (BOS), and 08 specialized functional departments.

The Company has 17 branches (including 02 Railway Crew Branches, 04 Railway Car Branches, 10 Transport Branches, and 01 Multimodal Service Branch).

Along with the entire capital, assets, receivables, payables, rights, interests, obligations, and responsibilities in accordance with the applicable laws based on the two merged companies as mentioned above.

**\* Main business lines:**

- Rail passenger transport: Railway transport business, international and domestic multimodal transport.

- Rail freight transport: Agency and services for railway, road, waterway, and air transport.

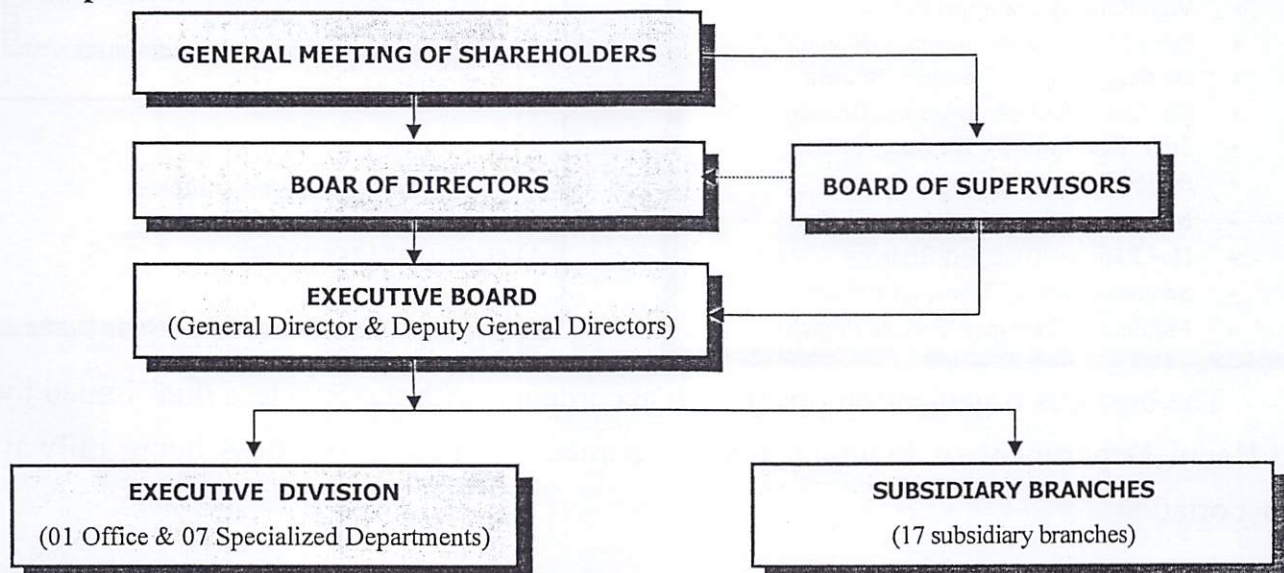
- Consultancy, survey, design, manufacturing, construction, and repair of railway-specific vehicles, equipment, spare parts, and mechanical products.

**\* Business areas**

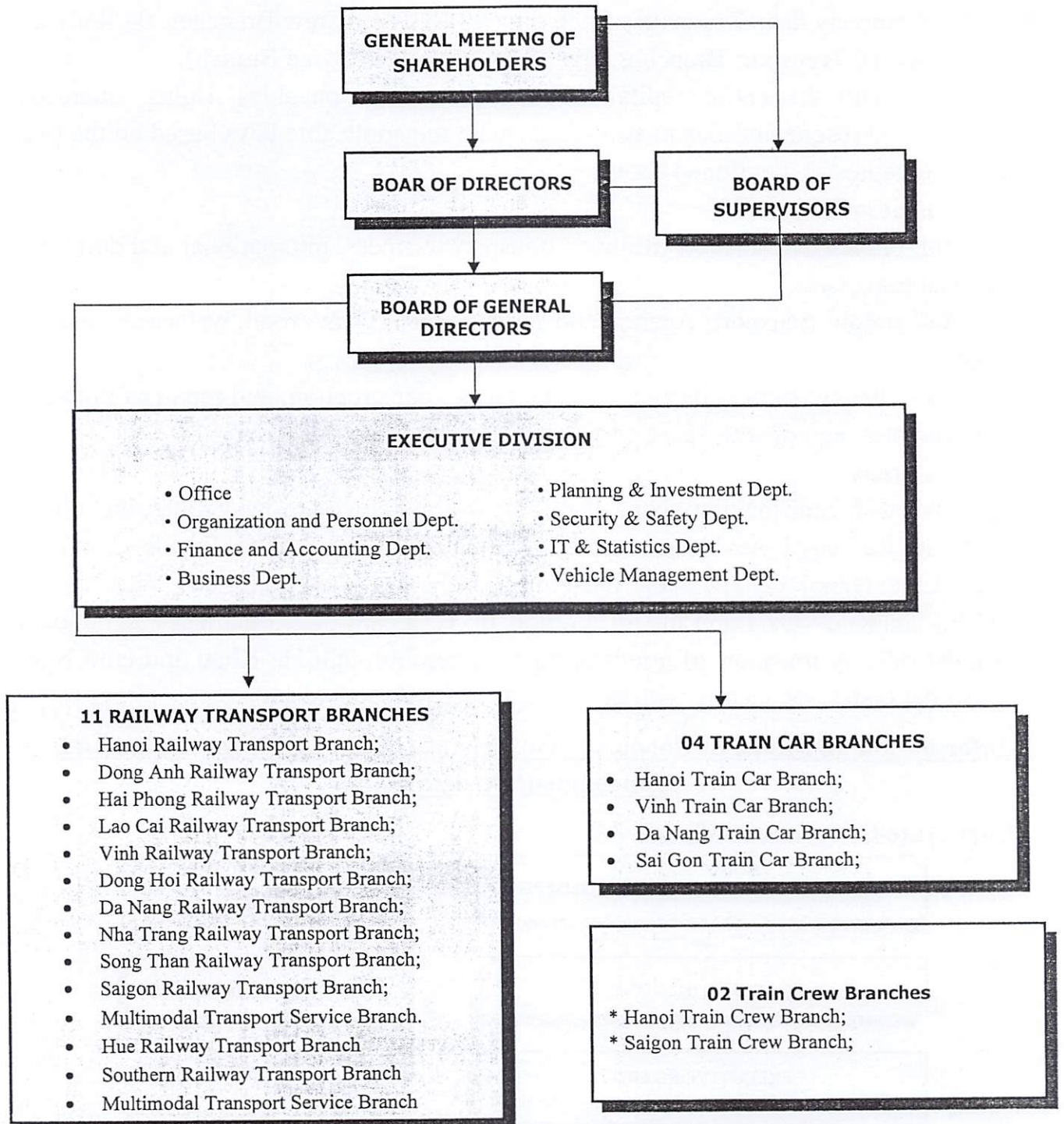
With a wide management scope, the Company operates on railway routes including: North–South Railway Line: Hanoi – Ho Chi Minh City; Western Line: Hanoi – Lao Cai; Northern Line: Hanoi – Dong Dang; Eastern Line: Hanoi – Hai Phong; Yen Vien – Quan Trieu Line and Kep – Cai Lan Line. In addition, the Company also organizes international intermodal railway transport of goods and passengers through Ha Khau and Huu Nghi Quan Border Gates connecting with the Chinese Railway Network.

**Information on Model of Corporate Governance, Business Organization and Management Structure**

**\* Corporate Governance Model**



\* Organizational structure:



The business organization operates in accordance with the business lines issued by the Hanoi Department of Planning and Investment with main business being railway transportation.

**PART B:**  
**BUSINESS OPERATIONS OF THE COMPANY IN 2025**

**I- Production and Business Activities**

**1- Production and business results in 2025**

Table 1: Performance of some financial indicators in 2025 compared to the plan

Indicator	Unit	Planned	Actual	Planned/Actual
<i>A</i>	<i>B</i>	<i>1</i>	<i>2</i>	<i>3=2/3 (%)</i>
1- Total assets	Million VND		2,314,273	
2- Owner's Contributed Capital	Million VND	1,303,689	1,303,689	100,00%
3- Total Revenue and Income	Million VND	5,264,934	5,220,275	99.15%
4- Net Profit After Tax	Million VND	25,276	61,427	243.03%
5- Payable to State Budget	Million VND	525,840	432,874	82.32%
6- Dividends Distributed (After Tax Profit)	%	Offset for losses from previous years		
7- Average Salary	Thousand VND/person/month	13,521	16,495	122%

Table 2: Performance of transport targets in 2025

No.	Indicator	Unit	Planned	Actual	Ratio (%)
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3=2/1</i>
1	Freight Loaded	Tons	4,010,477	4,070,181	101,49%
2	Freight Ton-Kilometers	1,000T.Km	3,104,258	3,073,861	99,02%
3	Passengers Boarded	Passenger	7,643,640	7,151,042	93,56%
4	Passenger-Kilometers	1,000HK.Km	2,837,156	2,746,583	96,81%
5	Luggage Loaded	Tons	32,331	30,953	95,74%
6	Luggage Ton-Kilometers	1,000T.Km	24,299	24,582	101,16%
7	Ton-Kilometers	1,000T.Km	6,030,602	5,845,083	96,92%
8	Total revenue	Million VND	4,705,219	4,732,627	100,58%
8.1	Freight Revenue + Branch Line Revenue	Million VND	1,547,368	1,523,257	98,44%
8.2	Passenger Revenue + Ticket Refunds	Million VND	3,117,932	3,166,968	101,57%
8.3	Luggage, VIP and Passenger Service Revenue	Million VND	39,919	42,401	106,22%

\* Notes:

- + Freight revenue includes freight transported by passenger trains and revenue from branch lines;
- + Passenger revenue includes fees collected from passengers for ticket refunds.

## **2- Analysis and assessment of the implementation of the 2025 planned targets**

### **2.1- Railway transport operations**

#### **2.1.1) Passenger transport:**

##### **\* Results:**

- Passenger and luggage revenue reached VND 3,209,369 / 3,157,851 million (equivalent to 101.63% of the plan).

- Number of passengers boarded trains reached 7,151,042 / 7,643,640 passengers (equivalent to 93.55% of the plan).

##### **\* Assessment:**

Existing causes:

- Objective causes:

+ The passenger transport market is inherently seasonal, with uneven demand among months of the year, forming peak and off-peak periods (demand is high during holidays, Tet and summer months, while demand is low during the remaining months). Even during peak periods, there are imbalanced directions with empty and crowded trips. This leads to significant fluctuations in monthly revenue; changes in operating costs and rolling stock utilization rates; reduced overall operational efficiency; and increased pressure on operations management, service quality, and financial stability.

+ In the last six months of 2025, passenger transport operations faced many difficulties due to a series of natural disasters (Typhoons No. 10 and 11 and flooding in the Van Xa – Hue section, Typhoon No. 13, and flooding in the South Central region). In the fourth quarter alone, operations were affected for 26 days. On the Hanoi – Saigon, Lao Cai, Hai Phong, and Dong Dang lines, trains had to be transshipped, cancelled, or shortened on certain days; the North–South (Thong Nhat) trains experienced delays of many hours; many passengers returned tickets or cancelled travel. These factors significantly reduced passenger output and revenue.

+ Railway infrastructure has been in operation for many years and has deteriorated, failing to meet operational requirements; many vulnerable sections are easily affected by natural disasters, storms, and flooding, forcing suspension of operations;

+ Intense competition: Competition from other transport modes, particularly road transport and low-cost airlines, remains a major challenge. The expressway network has expanded rapidly and widely. Consequently, railway transport must continuously innovate and optimize its services but still lags behind aviation and road transport as well

as customer expectations.

- Subjective causes:

+ The quantity and quality of passenger coaches are uneven and insufficient during peak periods. The Company had to apply rapid rolling stock rotation during the summer peak period. Extreme weather conditions and high temperatures also pose potential technical risks. These factors affect the Company's ability to meet demand and maintain service quality.

+ The ecosystem of supporting and value-added services aimed at creating a comprehensive service supply chain (accommodation – catering – transport – sightseeing – shopping) has not yet developed proportionately and remains fragmented across sectors, thereby reducing competitiveness.

### **2.1.2) Freight transport**

#### **\* Results:**

Freight and branch line revenue reached VND **1,523,257 / 1,547,368** million (equivalent to 98.44% of the plan).

Freight loading volume reached **4,070,181 / 4,010,477** tons (equivalent to 101.49% of the plan).

#### **\* Assessment:**

Existing causes:

- Objective causes:

+ Under the impact of the global economic slowdown and prolonged regional conflicts, the production and business activities of many enterprises faced difficulties, resulting in a significant decline in freight transport demand.

+ Impact of natural disasters in 2025: Heavy rains and storms caused severe flooding and landslides along the North–South railway line, forcing many passenger and freight trains to suspend operations. This led to a decrease in revenue and generated additional operating and recovery costs.

+ Dependence on China's economic and import–export policies affects the revenue and volume of international intermodal freight transport.

+ Infrastructure for other modes of transport has been strongly invested in by the State (especially road transport). Meanwhile, railway transport has limited capital resources, which are only sufficient for essential repairs and upgrades. As a result, railway transport faces significant challenges in competing with other modes of transport.

- Subjective causes:

+ The Company's transport equipment is outdated and deteriorated, making it difficult to meet the increasing demand for freight transportation. In addition, the Company still maintains a relatively large workforce that has not fully adapted to the

market mechanism. These factors have reduced production and business efficiency, making the Company's services less competitive compared with road, waterway, and low-cost air transport as well as other enterprises providing similar services.

+ The qualifications and capacity of employees remain limited, and available resources have not been fully utilized. Market development activities as well as customer service and care still have many shortcomings.

+ The warehousing system and operational equipment at both terminals remain limited. High handling costs at both ends increase railway transport costs, although railway freight tariffs are significantly lower than road transport.

## **2.2- Management of maintenance, renovation, upgrading and utilization of coaches**

### **2.2.1) Periodic maintenance of passenger coaches:**

#### **\* Results:**

- Major overhaul: 249 / 277 coaches completed, reaching 90% of the plan (*118 coaches, higher than in 2024*);

- Intermediate overhaul: 553 / 569 coaches completed, reaching 97.2% of the plan (*54 coaches, lower than in 2024*);

#### **\* Assessment:**

- The number of passenger coaches undergoing major overhaul in 2025 increased by 118 coaches compared with 2024, due to a higher number of coaches reaching the scheduled overhaul period in 2025. Forty passenger coaches assigned to external contractors for major overhaul were completed and delivered in early January 2026.

- The number of passenger coaches undergoing periodic maintenance did not fully meet the planned target because, according to the 2025 maintenance plan, several coaches with maintenance deadlines in January 2026 were scheduled to be carried out in January 2026 in order to ensure a sufficient number and types of coaches to serve passenger transport demand during the 2026 Lunar New Year (Year of the Horse) travel peak.

### **2.2.2) Periodic maintenance of freight wagons:**

#### **\* Results:**

- Major overhaul: 361 / 409 wagons completed, reaching 88.2% of the plan (*162 wagons, lower than 2024*);

- Intermediate overhaul (SCN): 1,625 / 1,726 wagons completed, reaching 94.1% of the plan (*337 wagons, higher than 2024*).

#### **\* Assessment:**

- The output of freight coaches undergoing major overhaul was lower than planned because the number of coaches reaching the scheduled major overhaul period in 2025 was lower. In addition, several freight coaches due for major overhaul were infrequently used

or operated inefficiently; therefore, the Company temporarily suspended repairs for severely damaged coaches and extended their service life, converting them to minor repairs.

- The freight wagon repair output did not meet the planned target because industrial units responsible for wagon maintenance had to prioritize the repair of passenger coaches. In the Quarter IV/ 2025, the Company directed all internal repair units to focus their repair capacity on refurbishing and upgrading passenger coaches in preparation for the 2026 Lunar New Year (Year of the Horse) transport plan. Freight wagon repairs were therefore concentrated only on wagon types with high transport demand such as G, H, and M<sub>c</sub> coaches.

- In addition, several other factors contributed to this situation: A decline in the number of direct workers performing wagon maintenance at repair units; freight coaches due for periodic maintenance often being severely damaged and requiring extensive floor panel replacement; and machinery and equipment used for wagon maintenance frequently experiencing unexpected breakdowns due to long-term use.

**\* Refurbishment and modernization of means:**

- The Company directed the implementation of repair, replacement, and interior renovation for 20 passenger coaches operating on the Hanoi – Hai Phong line, ensuring progress and quality requirements.

- In 2025, a total of 148 passenger coaches of various types were refurbished (including 101 An coaches, 28 Bn coaches, and 19 A56 coaches) and 14 dining cars were upgraded in order to modernize such means and improve passenger service quality.

**2.2.3) Operations:**

- Number of serviceable passenger coaches available for transport operations: 762 / 934 coaches, accounting for 81.5% of managed coaches, a decrease of 3 coaches compared with 2024.

- Number of serviceable freight coaches available for transport operations: 2,486 / 3,504 coaches, accounting for 71% of managed coaches, an increase of 32 coaches compared with 2024.

**2.3- Train operation safety**

**2.3.1) Railway incidents and accidents of the Company in 2025**

- Railway traffic accidents: 0 case, a decrease of 2.4 cases, including:

+ Particularly serious, very serious, and serious accidents: 00 case, no change.

+ Less serious accidents: 00 case, a decrease of 2.4 cases.

- Railway incidents: 92 cases, a decrease of 10 cases, including:

- + Serious railway incidents: 03 cases, an increase of 01 case.
- + Ordinary railway incidents: 89 cases, a decrease of 11 cases:

### **2.3.2) Railway rescue operations and response to natural disaster incidents:**

Coordination in handling railway accidents: The Company participated in 06 railway accident rescue operations, a decrease of 13 cases compared with 2024. The handling of accidents and mitigation of their consequences were carried out by the Company's units and departments in accordance with regulations.

### **2.3.3) Security and order, and fire and explosion prevention:**

- Fire prevention and firefighting: 00 case, a decrease of 01 case.

In 2025, all units across the Company effectively implemented fire prevention and firefighting measures, and no fire or explosion incidents occurred.

- Storm and flood prevention: In 2025, more than 10 storms occurred. However, from the beginning of the year, the Company had directed its member units to develop disaster prevention plans in order to proactively respond to storms and floods and coordinate with local authorities to mitigate and recover from disaster impacts. During the storms and natural disasters that occurred in 2025, the Board of Directors, the Executive Board, the Company's Disaster Prevention Steering Committee, and all affiliated units promptly directed and implemented response measures and recovery activities in affected areas. Particularly during the severe flooding in the Central region along the North–South railway line, the Company's leadership and functional departments, together with the storm and flood prevention committees of the units, were directly present at the sites to direct passenger transshipment operations and coordinate with local authorities in disaster recovery efforts, ensuring absolute safety in all aspects.

- Security and public order:

In 2025, all units across the Company effectively coordinated with relevant authorities to address security and public order issues, specifically:

- + Loss of wagon equipment and spare parts during consignment: 02 cases, a decrease of 01 case.
- + Disturbances on trains: 04 cases, an increase of 01 case.
- + Coordination in arresting wanted suspects: 01 case, an increase of 01 case.
- + Passengers reporting lost property: 05 cases, an increase of 03 cases.
- + Throwing soil or stones at trains: 109 cases, a decrease of 46 cases.

### **2.3.4) Prevention of commercial frauds:**

Commercial fraud prevention: 02 cases, a decrease of 07 cases.

In 2025, Railway Transport JSC proactively coordinated with the Police, Tax Sub-

departments, Market Surveillance authorities, and local administrations to monitor the situation, exchange information, and promptly detect and prevent activities that exploit railway transport for the illegal transportation of smuggled goods, prohibited goods, and goods related to commercial fraud.

*\* Some fundamental causes of existing issues:*

- Subjective causes:

+ Periodic wagon maintenance at certain branches was not fully carried out in accordance with procedures, directly affecting train operation safety and resulting in several minor railway traffic accidents, thereby impacting the Company's reputation.

+ The quality of certain types of materials, equipment, and spare parts used in production did not meet technical requirements; acceptance inspection of products at some repair workshops did not fully reflect the required level of responsibility.

+ On-site inspection, maintenance, and preparation of coaches: Some employees directly responsible for inspection and preparation did not demonstrate sufficient responsibility during task execution. The professional competence and skills of wagon inspection teams remain limited.

+ Leadership at certain departments and units has not been sufficiently resolute in rectifying shortcomings among employees.

+ In transport operations, inspection activities aimed at preventing illegal passenger and freight brokerage by branches and functional departments have not yet been implemented carefully.

+ Some freight operation staff at certain transport branches lack experience in commercial inspection, sometimes overlooking mandatory regulations related to train operation safety when conducting cargo handling operations at stations, and failing to coordinate effectively with relevant departments to ensure compliance with general train safety regulations.

- Objective causes:

+ The professional competence of a portion of personnel directly involved in train operation safety remains limited.

+ The quality of means remains inadequate due to aging equipment and outdated technology after long periods of operation and use.

+ The quality control of materials and equipment used in passenger coach repair lines has not been sufficiently strict, from procurement to usage, affecting product quality.

+ The sense of responsibility among some departments, from specialized departments at the Company level to managers of units and direct production workers, remains limited.

+ Coordination among units and departments in implementing the overall tasks of the railway sector is not yet fully unified due to certain shortcomings in the current organizational structure.

**\* Some measures and targets to ensure the security and safety in 2026**

Targets for ensuring train operation safety and railway traffic safety and order in 2026:

- Ensure absolute safety in train operations, with no serious incidents or accidents caused by subjective causes. Continue to restrain and gradually reduce railway traffic accidents, striving to reduce accidents by at least 5% compared with 2025 across three criteria, including number of cases, number of fatalities, and number of injuries; and to control and gradually reduce railway incidents by 10%.

- Assure train operation safety, security, and railway traffic order as a core value of railway transport enterprises. The existence and development of each unit as well as of the Company are closely linked to train operation safety and railway traffic order. The rights and responsibilities of each employee are also associated with maintaining these safety standards. Railway Transport Joint Stock Company has established the following specific railway safety targets for 2026:

+ Focus on improving the quality, efficiency, and market share of railway transport, while ensuring comprehensive safety and prioritizing effective allocation and utilization of resources to support railway traffic safety.

+ Absolutely avoid complacency or negligence in railway safety management. Proactively prevent and promptly respond to any incidents, operational obstacles, or railway traffic accidents.

+ Strengthen the communication and awareness campaigns on railway traffic safety and order. Ensure that no particularly serious, very serious, or serious accidents occur; strive to eliminate less serious accidents and reduce train operation incidents caused by subjective factors by at least 5% compared to 2025.

## **II- Organization and Personnel**

### **1- Executive Board of the Company**

Table 3:

Full name	Position	Appointment period
<b>BOARD OF DIRECTORS</b>		
Dao Anh Tuan	General Director	Date of appointment: November 01, 2024
Nguyen Hong Linh	Deputy General Director	Date of appointment: November 01, 2024

Full name	Position	Appointment period
Nguyen Van Nam	Deputy General Director	Date of appointment: November 01, 2024
Mai The Manh	Deputy General Director	Date of appointment: November 01, 2024
Do Anh Hung	Deputy General Director	Date of appointment: December 01, 2025
<b>CHIEF ACCOUNTANT</b>		
Luong Van Chien	Chief Accountant	Date of appointment: November 01, 2024

## 2- Personnel situation in 2025

- Board of Directors: 05 members
- Board of Supervisors: 03 members
- Executive Board: 05 members

\* Regarding labor: As of December 31, 2025, the total number of employees on the Company's payroll is 4,718, with the following labor structure:

Table 4: Labor Structure as of December 31, 2025

Indicators	Number	Rate
<b>By labor qualification</b>	<b>4,718</b>	<b>100</b>
- Post-graduate	57	12.21
- University	1,105	23.42
- Intermediate, college	1,500	31.79
- Unskilled labor		
- Technical workers (basic level)	2,056	43.58
<b>By labor contracts</b>	<b>4,718</b>	
- Indefinite-term contracts (including 10 managers + 4 college graduates)	4,655	98.66
- 1-3 year contracts	63	1.34
- Seasonal contracts		
<b>By gender</b>	<b>4,718</b>	
- Male	3,146	66.68
- Female	1,572	33.32

## 3- Summary of employee-related policies.

### 3.1- Summary of employee-related policies.

- Average monthly salary of employees in 2025 is 16,495,000 VND/person/month.
- The Company strictly and fully implements policies for employees, specifically:
  - + Regularly caring for the material and spiritual well-being of employees.

+ Occupational safety is always given priority, and occupational safety training and protective equipment are implemented seriously and fully.

+ Sick leave and maternity benefits are always paid fully and promptly.

+ Ensure compliance with all regulations regarding employees in the Company, including labor laws, employment contracts, and collective labor agreement.

+ Pay social insurance, health insurance, and unemployment insurance contributions fully and promptly for employees.

### ***3.2- Organizational structure and Labor arrangement***

a) Organizational Structure. The Company's current organizational structure includes:

- Board of Directors (BOD)

- Board of Supervisors (BOS)

- Executive Board

- 8 specialized departments are:

- + Organization and Personnel Department,

- + Finance and Accounting Department,

- + Planning and Investment Department,

- + Business Department,

- + Security and Safety Department,

- + Vehicle Management Department,

- + IT and Statistics Department,

- + Office.

- There are 17 branches under its direct management:

- + 10 Railway Transport Branches;

- + 04 Railway Car Branches;

- + 02 Railway Crew Branches;

- + 01 Multimodal Service Branch.

b) Labor arrangement.

Based on the approved labor arrangement plan for 2025, the Company has regularly monitored and guided units and specialized departments in arranging labor according to the approved labor plan, ensuring efficiency and cost-effectiveness.

### III - Project investment and performance in 2025

Unit: Million VND

No	Name of project	Trade & investment	Implemented		Final payment	Remark
			Value	Payment		
<b>I – Completed projects in 2025</b>		<b>78,942</b>	<b>70,947</b>	<b>70,947</b>	<b>70,947</b>	
1	Upgrade and refurbishment of 08 passenger coaches	13,500	13,444	13,444	13,444	Value of assets formed and commissioned
2	Procurement of 02 ultrasonic metal flaw detectors	890	870	870	870	Value of assets formed and commissioned
3	Procurement of 01 air compressor	700	426	426	426	Value of assets formed and commissioned
4	LV3 valve test bench	858	707	707	707	Value of assets formed and commissioned
5	Replacement and refurbishment of passenger coach interiors operating on the Hanoi – Hai Phong line	54,057	48,062	48,062	48,062	Value of assets formed and commissioned
6	Three-phase 380V welding machine (Hanoi Railway Car Branch)	472	429	429	429	Value of assets formed and commissioned
7	Air compressor (Hanoi Railway Car Branch)	298	276	276	276	Value of assets formed and commissioned
8	Procurement of 01 inverter universal lathe	885	750	750	750	Value of assets formed and commissioned
9	Handheld electromagnetic crack detector	103	90	90	90	Value of assets formed and commissioned
10	CO <sub>2</sub> shielded MIG welding machine (Vinh Railway Car Branch)	99	90	90	90	Value of assets formed and commissioned
11	Workshop lighting systems for workshops A4, A6, A7, A14 (Vinh Railway Car Branch)	409	373	373	373	Value of assets formed and commissioned
12	Metal hardness tester (Saigon Railway Car Branch)	120	120	120	120	Value of assets formed and commissioned
13	Auditorium sound system (Hanoi Railway Car Branch)	220	200	200	200	Value of assets formed and commissioned
14	Industrial dryer for the laundry workshop (Hanoi Branch)	681	565	565	565	Value of assets formed and commissioned
15	Procurement of industrial spin dryer for the laundry workshop (Hanoi Branch)	226	210	210	210	Value of assets formed and commissioned

16	Procurement of electric vehicle for transporting textile materials (Hanoi Branch)	121	110	110	110	Value of assets formed and commissioned
17	Procurement of industrial fabric ironing machine (Saigon Branch)	1,408	1,080	1,080	1,080	Value of assets formed and commissioned
18	Train water supply system at Quang Ngai Station (Da Nang Branch)	1,003	921	921	921	Value of assets formed and commissioned
19	Train water supply system at Binh Thuan Station (Saigon Branch)	1,096	997	997	997	Value of assets formed and commissioned
20	50-ton electric lifting jack set (Da Nang, Vinh, and Saigon Railway Car branches)	770	689	689	689	Value of assets formed and commissioned
21	Construction of new restroom and bathroom facilities for the mechanical workshop at Thap Tram Station – Saigon	509	371	371	371	Value of assets formed and commissioned
22	Water Supply System of the Saigon Railway Branch	67	67	67	67	Value of assets formed and commissioned
<b>II – Ongoing projects in 2026</b>		<b>424,767</b>				
1	New investment: 01 Industrial wastewater treatment system	1,570				The project is currently in the contractor selection phase.
2	Converting passenger carriages into baggage cars.	950				Select the TX according to the new regulations on the usage period of export TX.
3	New investment in TXH - phase 2023-2024 (construction of 50 new Mc brand carriages)	74,830				The project is currently in the contractor selection phase.
4	Construction of a clean water tank and a water supply system for trains at Dieu Tri station - CNVT NT	1,390				The project is currently in the contractor selection phase.
5	Construction of a clean water tank and a water supply system for trains at Da Nang station - CNVT DN	1,150				The project is currently in the contractor selection phase.
6	Modification and renovation of passenger carriage interiors (32 passenger carriages will be modified).	104,000				The project is currently in the feasibility study phase.
7	Crane lifting a 45-ton container.	18,210				The project is currently in the feasibility study phase.

8	Generator with a power output of 475 - 500 KVA	20, 107				The project is currently in the contractor selection
9	Increase the capacity of the generator sets from 380kVA to 420kVA.	25, 500				The project is currently in the contractor selection phase.
10	Rescue readiness	3, 960				DA Adjustment/Selection of Technical Equipment Options
11	Renovating the Hai Phong railway station guesthouse into an operations center - Hai Phong Railway Transport Department	4, 050				The project is currently in the survey phase.
12	New investment in freight cars - phase 2025-2026	160, 000				The project is currently in the feasibility study phase.
13	Automatic exterior washing system for assenger train carriages.	9, 050				The project is currently in the feasibility study phase.
	<b>Total (I + II)</b>	<b>503,259</b>	<b>70,947</b>	<b>70,947</b>	<b>70,947</b>	

## IV- Financial position

### 1- Financial position:

Table 5: Some indicators of assets, capital, revenue, and profit for 2025

Unit: Million VND

No.	Indicators	As of December 31, 2025	As of December 31, 2024	Remark
01	Total assets	2,314,273	2,325,380	
02	Shareholder equity	746,909	685,481	
03	Net revenue	5,163,750	661,593	In 2024, only November and December
04	Profits from business operations	20,154	-15,738	
05	Other income	41,273	17,107	
06	Profit before tax	61,427	1,368	
07	Profit after tax	61,427	1,368	
08	Dividend payout ratio	To offset previous losses from the merger of the two companies.		

### 2- Other key financial indicators

Table 6: Other financial indicators

No.	Indicator	Unit	As of December 31, 2025	As of December 31, 2024
<b>01</b>	<b>Liquidity</b>			
01.1	- Current liquidity ratio	time	0,728	0,7145
01.2	- Non-current liquidity ratio	time	0,576	0,5318
<b>02</b>	<b>Capital structure indicator (%)</b>			
02.1	- Debt/Total assets	%	67,70	70,52
02.2	- Debt/Equity	%	209,85	239,23
<b>03</b>	<b>Operational capacity indicator</b>			
03.1	- Inventory Turnover	time	28,75	3,38
03.2	- Net revenue/Total assets	time	2,23	0,28
<b>04</b>	<b>Profitability Indicator</b>			
04.1	- Net Profit After Tax/Net Revenue	%	1,19	0,21
04.2	- Net Profit After Tax /Equity	%	8,22	0,20
04.3	- Net Profit After Tax /Total assets	%	2,65	0,06
04.4	- Net Profit from operation/Net revenue	%	0,39	-2,38
04.5	- EPS (net profit after tax/share)	VND/share	471	0,0001

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## V- Shareholder structure, Changes in Owners' Investment Capital

### 1- Shares:

- Name of share: *Railway Transport Joint Stock Company Share*
- Quantity: *130,368,970 shares*
- Type: *Common shares*
- Number of freely transferable shares: *129,369,023 shares*
- Number of restricted shares: *999,947 shares* (as committed by the employees, complying with regulations of the applicable laws on share ownership when carrying out equitization)

### 2- Shareholder structure:

Table 7: Shareholder structure as of December 31, 2025

N o.	Full name	Number of shareholders	Number of shares	Percentage (%) of paid-upon charter capital
<b>I</b>	<b>Classification by ownership ratio</b>	<b>4,521</b>	<b>130,368,970</b>	<b>100</b>
1	- Major shareholders	1	113,776,254	87.27
2	- Minor shareholders	4,520	16,592,716	12.73
<b>II</b>	<b>Classification by territory</b>	<b>4,521</b>	<b>130,368,970</b>	<b>100</b>
<b>1</b>	<b>- Domestic shareholders</b>	<b>4,514</b>	<b>130,325,345</b>	<b>99.97</b>
	- Organizations	3	113,778,012	87.27
	- Individuals	4,511	16,547,333	12.7
<b>2</b>	<b>- Foreign shareholders</b>	<b>7</b>	<b>43,625</b>	<b>0.03</b>
	- Organizations	0	0	0
	- Individuals	7	43,625	0.03

### 3- Changes in owner's investment capital

The Railway Transport Joint Stock Company officially operates under the form of joint stock company from November 1, 2024, as a merger of Hanoi Railway Transport Joint Stock Company and Saigon Railway Transport Joint Stock Company according to Decision No. 562/QĐ-TTg dated June 26, 2024, of the Prime Minister.

The charter capital is VND 1,303,689,700,000. From that time until now, the Company has not increased its capital.

### 4- Treasury stock transactions

Currently, the Company does not hold treasury stock, therefore no treasury stock transactions occurred during the year.

## VI- Environmental and Social Impact Report of the Company

### 1) Industrial waste management:

- All Railway Crew Branches have prepared simple environmental protection plans; all Railway Car Branches have prepared detailed environmental protection plans for approval by competent authorities.

- Units generating hazardous waste during their production process maintain a waste generator registration book, submit it to the Department of Natural Resources and Environment for approval, and contract with qualified authorities for the transportation and treatment of hazardous waste.

No.	Name of facility/ project	Address	EIA/Environmental Protection Plan Approval Decision Number	Type	Status
1	Yen Vien Branch– Hanoi Railway Car Branch	No. 584 Ha Huy Tap Street, Phu Dong Commune, Hanoi City	Decision No. 1176/QD-STNMT dated December 31, 2014, of the Hanoi Department of Natural Resources and Environment.	Railway car repair	On-going
2	Railway Car Repair Branch - Hanoi Railway Car Branch	No. 122, Le Duan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi City	Decision No. 845/QD-STNMT dated June 2, 2017, of the Hanoi Department of Natural Resources and Environment.	Railway car repair	On-going
3	Vinh Railway Car Branch	No. 7 Tran Binh Trong Street, Thanh Vinh Ward, Nghe An Province	Decision No. 7421/QD-UBND dated December 29, 2014, of the People's Committee of Nghe An Province.	Railway car repair	On-going
4	Hanoi Railway Crew Branch	No. 1, Tran Quy Cap Street, Van Mieu - Quoc Tu Giam Ward, Hanoi City	Decision No. 116/UBND-TNMT dated January 29, 2015, of the People's Committee of Dong Da District.	Service	
5	Danang Railway Car Branch	No. 236 Hai Phong Street, Thanh Khe Ward, Da Nang City	Permit issued by the Department of Science, Technology and Environment of Da Nang City in Decision No. 01/1999/QD-SKCM dated January 28, 1999.	Railway car repair	On-going
6	Saigon Railway Car Branch	540/45 Cach Mang Thang 8 Street, Nhieu Loc Ward, Ho Chi Minh City	Environmental Protection Plan approved by the Department of Natural Resources and Environment of Ho Chi Minh City according to Decision No. 643/QD-TNMT-CCBVM (June 1, 2015).	Railway car repair	On-going

No.	Name of facility/ project	Address	EIA/Environmental Protection Plan Approval Decision Number	Type	Status
7	Saigon Railway Car Repair Station – Saigon Railway Car Branch	Song Than Railway Station - An Binh Ward - Di An City - Binh Duong Province		Railway car repair	On-going
8	Mechanical Center - Saigon Railway Car Branch	Railway Car Mechanics Center at: 52 Bac Ai Street - Phan Rang 5 Ward, Ninh Thuan Province		Railway car repair	On-going

## **2) Employee-related policies**

- Average monthly salary of employees in 2025 is 16,495,000 VND/person/month.

- The Company fully implements policies for employees as follows:

- Regularly caring for and improving both the material and spiritual well-being of employees.

- Occupational safety is always given due attention. Safety training and the provision of personal protective equipment (PPE) are carried out strictly and regularly.

- Sick leave and maternity allowances are fully and promptly paid.

- The Company strictly complies with policies for employees in accordance with labor laws, labor contracts, and collective labor agreements.

- Social insurance, health insurance, and unemployment insurance contributions are fully and promptly paid for employees.

## **3) Report on responsibilities toward the local community**

The Company and its affiliated units always actively participate in environmental protection activities organized by higher authorities and local administrations.

The Company regularly implements energy-saving policies and disseminates knowledge and legal regulations on environmental protection to all employees across the Company as well as to passengers.

The Company also focuses on investing in equipment to minimize environmental impacts arising from its operations, such as investment in railcar painting booths, forging furnace exhaust treatment systems, and wastewater treatment systems etc.

### *\* Advantages in Environmental Protection:*

- All employees, from the Company's management level to grassroots units, clearly recognize the importance of environmental protection.

- Although human resources are limited, the Company and its subordinate units have made efforts to establish environmental protection steering committees to advise leadership on related matters and serve as focal points for coordination with relevant parties.

### *\* Difficulties in Environmental Protection:*

- Personnel responsible for environmental works are mostly part-time, making it difficult to fully meet environmental management requirements.

- Branches are located along the railway network, resulting in occasional delays or inefficiencies in coordination with other units.

- Funding for environmental protection activities remains limited, while facilities and equipment are outdated and deteriorating, and production technology is still relatively obsolete.

### PART C- REPORT AND ASSESSMENT OF THE BOARD OF DIRECTORS

#### I. Assessment of business performance results

##### 1- Asset position in 2025

Table 8: Asset indicators as of December 31, 2025

Unit: VND

No.	Indicator	As of December 31, 2025	As of December 12, 2024 (November + December)
<b>01</b>	<b>Total asset</b>	<b>2,314,273,207,311</b>	<b>2,325,380,808,788</b>
01.1	- Current assets	722,588,187,744	692,130,761,275
01.2	- Non-current assets	1,591,685,019,567	1,633,250,047,513
<b>02</b>	<b>Total liabilities and equity</b>	<b>2,314,273,207,311</b>	<b>2,325,380,808,788</b>
02.1	- Current liabilities	991,776,640,968	968,627,955,929
02.2	- Non-current liabilities	575,587,301,077	671,271,485,144
02.3	- Owner's equity	746,909,265,266	685,481,367,715
<b>03</b>	<b>Net revenue (from service provision)</b>	<b>5,163,750,607,102</b>	<b>661,593,941,850</b>
<b>04</b>	<b>Profit after tax</b>	<b>61,427,897,551</b>	<b>1,368,745,934</b>

Table 9: Receivables as of December 31, 2025

Unit: VND

No.	Indicator	As of December 31, 2025	As of December 31, 2024
<b>01</b>	<b>Short-term receivables</b>	<b>184,791,564,443</b>	<b>173,335,530,515</b>
01.1	- Short-term receivables from customers	183,178,881,282	181,721,381,052
01.2	- Short-term Prepayments to Suppliers	9,733,274,634	6,604,934,623
01.3	- Other receivables	43,925,881,079	41,185,091,497
01.4	- Allowance for doubtful debts	(52,046,472,552)	(56,175,876,657)
<b>02</b>	<b>Long-term receivables</b>	<b>58,706,451</b>	<b>73,621,490</b>
02.1	- Other long-term receivables	58,706,451	73,621,490

##### 2. Liabilities in 2025

Table 10: Liabilities as of December 31, 2025

Unit: VND

No.	Items	As of December 31, 2025	As of December 31, 2024
<b>I-</b>	<b>Short-term liabilities</b>	<b>991,776,640,968</b>	<b>968,627,955,929</b>
01	- Accounts Payable to Suppliers	140,499,036,713	198,984,125,167
02	- Short-term Advances from Customers	6,214,107,168	5,123,917,020
03	- Taxes and Other Payables to the State	76,325,709,871	87,728,326,842
04	- Payables to Employees	283,561,020,045	184,725,040,715
05	- Accrued Expenses (Short-term)	46,891,809,323	48,194,618,794
06	- Unearned Revenue (Short-term)	299,743,329,115	309,760,683,852
07	- Other Short-term Payables	42,596,329,857	38,165,944,663
08	- Short-term Borrowings and Finance Lease Liabilities	95,811,688,660	95,811,688,660
09	- Short-term Provisions	37,610,216	37,610,216
10	- Reward and Welfare Fund	96,000,000	96,000,000
<b>II-</b>	<b>Long-term liabilities</b>	<b>575,587,301,077</b>	<b>671,271,485,144</b>
01	- Other Long-term Payables	561,173,043	533,668,450
02	- Long-term Borrowings and Finance Lease Liabilities	575,026,128,034	670,737,816,694

## II- Business plan for 2026 and Future Development Target

Based on the business performance in 2025, including transport output and revenue, State policies, the Company's operational norms and those of Vietnam Railways Corporation, and the Company's implementation capacity, the Railway Transport Joint Stock Company plans the revenue, costs, and business results for transport operations in 2026 as follows:

Table 11: Business plan for 2026

N	Indicator	Unit	Plan 2026	Actual
01	Charter capital	Million VND	1.303.689	1.303.689
02	Total revenue and income	Million VND	5 742 301	5.220.274
	<i>Of which: Freight, passenger, luggage revenue</i>	<i>Million VND</i>	<i>5 202 169</i>	<i>4.732.627</i>
03	Total cost	Million VND	5 674 731	5.158.847
04	After tax revenue	Million VND	67 570	61.427
05	Payables to the state budget	Million VND	287 753	432 874
06	Dividend rate	%	Offset for losses from previous years	
07	Average number of employees	Person/month		4 755
08	Average salary	Thousand VND/person/month		16 529

**1- Passenger and freight transport:**

## Key indicators of passenger and freight transport

Indicator	Unit	Actual 2025	Plan 2026
Freight Loaded	Tons	4,070,181	4,288,014
Freight Ton-Kilometers	1,000 T.Km	3,073,861	3,459,478
Passengers Boarded	H Passenger	7,151,042	7,483,069
Passenger-Kilometers	1,000 HK.Km	2,746,583	2,969,243
Luggage Loaded	Tons	30,953	30,931
Luggage Ton-Kilometers	1,000 T.Km	24,582	24,545
Ton-Kilometers	1,000 T.Km	5,845,083	6,453,267
<b>Total revenue</b>	Million VND	4,732,627	5,202,169
Freight Revenue + Branch Line	Million VND	1,523,257	1,683,388
Passenger Revenue + Ticket	Million VND	3,166,968	3,478,117
Luggage, VIP and Passenger Service Revenue	Million VND	42,401	40,664

**1.1- Passenger transport**

Solutions to achieve and exceed the planned targets:

- Implement measures to enhance the attraction of railway tourism, such as:
  - + Applying preferential policies specifically for travel agencies when cooperating with the railway sector to develop railway tourism markets.
  - + Encouraging tourism enterprises to upgrade interior equipment of passenger coaches and improve customer service quality.
  - + Introducing various tourism-oriented products such as community coaches and charter trains.
  - + Promoting the application of information technology (IT) to serve passengers, including ticket sales via websites, mobile ticketing applications, and electronic kiosks; selling regional specialties to passengers on trains via applications; and providing Wi-Fi on trains.
  - + Developing various measures to improve the quality of catering services, onboard service, and sanitation on trains.
  - + Strengthening cooperation with the Departments of Tourism of cities along railway routes to develop tourism products that attract passengers. Promoting cooperation with localities with large tourist flows such as Dong Hoi, Hue, and Da Nang to develop and promote tourism products associated with railway travel.
- Continuing to innovate and provide training for service staff on trains and at stations in terms of appearance, professional manner, and professional skills.
- Developing flexible ticket pricing policies based on seasonal demand, weekdays and weekends in line with market conditions in order to attract passengers.

- Expanding the agency network, particularly encouraging travel companies and tour operators with large and stable numbers of international visitors to establish ticket agencies in order to broaden the distribution network and develop new passenger flows.

- Expanding online ticket sales channels through partnerships with online sales platforms.

- Strengthening communication activities promoting new products, demand-stimulation policies, and exemplary individuals and good practices within the railway sector to create a positive impression among customers.

### ***1.2- Freight transport***

Solutions to achieve and exceed the planned targets:

- Making use of existing means and equipment to stabilize traditional freight flows currently being transported, such as apatite, dedicated freight trains, international intermodal transport, fertilizers, construction materials, and food products.

- Monitoring the implementation of freight flows to allocate wagons appropriately, thereby increasing the efficiency of wagon utilization and achieving higher freight volume and revenue.

- Taking advantage of existing means and equipment capacity to explore and develop new freight flows and attract new customers in order to increase transport output and revenue.

- Reviewing and adjusting freight tariffs appropriately in accordance with market conditions; regularly monitoring commercial information, policies of manufacturing sectors, and regulations of state authorities in order to develop solutions for adjusting tariffs for each freight flow and improving wagon utilization efficiency through pricing policies.

- Improving the quality of railcar inspection and maintenance, prioritizing timely repair of wagon types with high operational demand; regularly inspecting cargo loading activities and strictly prohibiting any overloading and commercial fraud. Strengthening the coordination among units and departments to promptly resolve freight transport incidents, analyze and handle detected cases.

- Strictly urging shippers to unload cargo in a timely manner and collect charges for wagon occupancy; closely monitoring all unloading activities on a daily basis to expedite cargo unloading, release wagons promptly, and collect wagon occupancy fees from shippers; ensuring the effective management of wagon flows, accelerating unloading operations to ensure wagon availability for loading, and minimizing the turnaround time.

- Continuing to develop terminal services (value-added services) in order to improve service quality, attract customers to use railway transport, and increase the railway transport market share.

- Strengthening all marketing activities and the search for new customers and cargo sources; prioritizing high-quality services for traditional customers, high-tariff cargo, and shipments with appropriate transport distances. Effectively utilizing wagon flows during empty return trips to increase operational efficiency.

- Implementing solutions to improve the efficiency of connections between branch railway lines and industrial zones as well as major freight hubs.

- Effectively applying information technology in freight transport business management; effectively controlling operational costs in train marshalling and formation, preventing congestion in unloading and shunting operations, reducing wagon turnaround time, and improving the operational efficiency.

- Making investment in loading, unloading, and transshipment equipment at both terminals as a basis for signing door-to-door transport contracts with customers.

- Improving the professional qualifications of the Company's workforce, particularly employees engaged in business development in the current market environment.

- Strengthening results achieved in door-to-door transport services by the Company and its units in previous years, and developing comprehensive door-to-door transport plans for the entire Company. In addition, developing advantageous freight flows capable of supporting door-to-door services based on existing cargo flows, while strengthening promotional activities for door-to-door transport services and improving service quality to attract more customers to railway transport.

### *1.3- Transport support services*

The Company focuses on implementing solutions to effectively exploit the advantages of transport support services both on trains and at stations, striving to achieve revenue growth of 100% or more from passenger train support services and services at passenger stations compared with the same period in 2025, thereby ensuring the target of increasing total revenue from transport support services by at least 50% year-on-year.

## **2- Management of maintenance, renovation, upgrading and utilization of railcars**

Indicators	Unit	Actual 2025	Plan 2026	Remark
1) Minor repair	Railcar	2,178	2,487	

+ Minor repair – Passenger railcars	Railcar	553	721	
+ Minor repair – Freight cars	Railcar	1,625	1,766	
2) Major repair	Railcar	610	444	
+ Minor repair – Passenger railcars	Railcar	249	122	
+ Minor repair – Freight cars	Railcar	361	322	
3) Renovation, upgrading	Railcar		32	
+ Renovation, upgrading - Passenger railcars	Railcar		32	
+ Renovation, upgrading - Freight cars	Railcar		0	
4) Refurbishment	Railcar		14	
+ Refurbishment – Passenger	Railcar		14	
+ Refurbishment – Freight cars	Railcar		0	

### 3- Transport safety management

Understanding that human factors are the most important element directly related to ensuring railway traffic safety and order, the Company will continue to strengthen and consolidate the safety management structure from the Company's management level to its affiliated units in 2025. Efforts will be intensified to promote education and communication among employees across the Company to ensure a proper understanding of the importance of railway transport safety, thereby enhancing their sense of responsibility in daily work. In particular, personnel directly involved in transport operations and train operations must strictly comply with the provisions of the Railway Law, Circulars issued by the competent Ministry, and the National Technical Regulations on Railways.

The Company will implement directives and documents issued by higher authorities as well as internal regulations concerning railway traffic safety and order, while continuously improving the quality of services provided to passengers and shippers. Inspection activities within the units will be strengthened and closely supervised, including increased unannounced inspections. In addition, proactive advisory measures will be proposed to address existing shortcomings among employees in order to maintain safety. Relevant units will also be urged to rectify violations and shortcomings so that recommendations can be submitted to the Company's leadership for appropriate handling.

Commitments to ensuring railway traffic safety and order, security, and fire and explosion prevention will be formally signed between the Directors of relevant units and the General Director of the Company, and between Directors of relevant units and Heads of their respective departments.

Timely analysis will be conducted to determine responsibility for incidents and accidents, and strict disciplinary actions will be applied to units and individuals responsible for violations. Particular attention will be given to monitoring and addressing the responsibilities of Heads of affiliated units in ensuring train operation safety. At the same time, effective implementation of emulation and commendation programs will be carried out to recognize and promote exemplary individuals and collectives with outstanding achievements in ensuring train operation safety.

The Company will proactively and effectively implement coordination mechanisms with other railway units to direct measures ensuring railway traffic safety in accordance with operational requirements at different stages of production. Relevant units are responsible for closely coordinating with regional steep-gradient safety subcommittees to strictly implement regulatory provisions. In addition, close coordination will be maintained with regional security and public order subcommittees to ensure comprehensive safety in all aspects.

Field inspection and supervision of personnel engaged in train operations, as well as the equipment serving train operations, will be strengthened in order to take timely corrective measures where necessary. The effectiveness and quality of inspections related to transport operations and transport safety will be improved. Responsibilities of inspection officers will be linked with the units inspected and the inspection results. Inspectors must possess solid professional expertise, strong ethical qualities, and the ability to communicate and direct operations in the field. Statistical monitoring and analysis of accidents and incidents caused by subjective factors will be conducted to propose effective remedial solutions; responsibility will be clearly assigned and strict disciplinary measures applied to units and individuals responsible for accidents or incidents, including the accountability of unit heads in ensuring transport safety.

#### Affiliated units:

- These units shall develop specific measures to improve the quality of periodic maintenance, inspection, repair, and preparation of rolling stock, as well as the implementation of operational procedures by relevant personnel to ensure railway traffic safety. Units must coordinate with police forces to inspect and handle violations related to railway traffic safety and order. They must also coordinate with local authorities in areas through which railways pass, as well as with other railway units, to prevent unauthorized street vendors from operating on passenger trains. Strict management of wagon and train load capacity must be ensured. Units must thoroughly instruct employees to strictly comply with operational procedures for outgoing and incoming cargo consignments. Cargo loading and unloading activities must be closely supervised in order to promptly detect and strictly handle violations

such as overloading, uneven loading, freight underpayment, misdeclaration of cargo, and the transportation of prohibited or smuggled goods. Control of truck load capacity for vehicles entering and leaving stations must also be maintained.

- Relevant units must remain on standby to promptly direct responses to railway incidents, accidents, and storm and flood situations in line with the principle of “proactive prevention and timely response”.

#### **4- Investment management**

##### ***\* Targets:***

- Supplementing specialized mechanical equipment for Railcar Branches to support wagon maintenance activities, thereby shortening repair downtime and ensuring the timely return of wagons to service in accordance with transport plans.

- Supplementing or replacing generator sets with a capacity of 475 kVA – 500 kVA, and upgrading generator engines to ensure stable power supply for passenger trains equipped with 100% air-conditioning systems.

- Constructing new freight wagons meeting technical standards to increase the number of wagons capable of transporting 40-foot and 45-foot containers on the North–South Railway Line and international intermodal routes.

- Converting and refurbishing old passenger coaches (B80/Bn) with a remaining service life of more than 15 years into An soft-sleeper coaches, thereby increasing the number of high-quality passenger coaches serving routes with one-way transport distances exceeding 100 km.

##### ***\* Implementation orientation and solutions***

- Organizing and conducting contractor selection in accordance with the Law on Bidding for the procurement of specialized mechanical equipment, generator engines, and generator sets, ensuring quality and economic efficiency for production and business activities.

- Implementing the project to construct 100 Mc wagons capable of transporting 45-foot containers and also accommodating 40-foot containers, and the project to convert and refurbish the interior of 32 passenger coaches.

- Supervising and urging contractors to implement solutions to fulfill the contract for constructing 50 Mc wagons, ensuring that wagons are delivered as soon as possible with no later than 150 days from the effective date of the contract.

#### **5- Cost control and cost management**

- Assigning product unit prices and cost targets to the Company’s branches and headquarters equivalent to those assigned in 2025 (excluding wages, insurance contributions, and employee benefits in accordance with current regulations).

- Developing and calculating costs for periodic wagon maintenance based on annual material price norms.

- Organizing centralized procurement through bidding for materials and spare parts with high annual consumption for wagon maintenance, thereby reducing costs and saving procurement time for Railcar Branches.

- Carrying out cost-saving measures in accordance with directives issued by the Corporation and the Company.

- Strictly controlling additional costs arising during the implementation of extraordinary tasks serving production and business operations at relevant units.

## **6- Corporate governance**

- Supplementing and adjusting the internal regulatory system to ensure its issuance and implementation in accordance with operational requirements and practical conditions.

- Ensuring rational labor management and utilization while fulfilling all obligations related to social insurance and other statutory benefits for employees, and ensuring timely and adequate payment of employee income.

- Implementing reviews and lessons learned from corporate governance practices in the past period in order to develop appropriate plans, allocate resources effectively, and widely implement information technology applications to enhance customer service quality, customer care, railway transport business operations, and communication activities. In addition, the Company shall strongly promote digital transformation in corporate governance and production and business management, and develop information technology application plans consistent with the development strategy as planned.

- Proactively developing and effectively implementing internal inspection and supervision plans, particularly programs for monitoring the implementation of resolutions of the Board of Directors, as well as inspections of compliance with state regulations on financial management and procurement and investment activities.

## **7- Other tasks**

- Improving the quality of advisory work in management areas such as train operation planning, wagon maintenance planning, cost planning, investment and material procurement planning, and labor utilization planning, ensuring efficiency and cost savings.

- Ensuring the strict implementation of regulations, emphasizing evaluation of compliance and handling of violations; organizing and allocating management

personnel and labor resources appropriately to meet production and business requirements.

- Streamlining the organizational structure and improving the quality of human resources.

- Developing and implementing the 2026 labor and wage plan, focusing on adjusting the labor structure appropriately and allocating labor resources in line with production and business activities.

### III. Assessment of the Board of Directors

#### 1- Output and revenue of key transport in 2025

No.	Indicators	Unit	Planned	Actual	Rate (%)
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3=2/1</i>
1	Freight Loaded	Tons	4,010,477	4,070,181	101,49%
2	Freight Ton-Kilometers	1.000T.Km	3,104,258	3,073,861	99,02%
3	Passengers Boarded	Passenger	7,643,640	7,151,042	93,56%
4	Total revenue	Million VND	4,705,219	4,732,627	100,58%
4.1	Freight Revenue + Branch Line Revenue	Million VND	1,547,368	1,523,257	98,44%
4.2	Passenger Revenue + Ticket Refunds	Million VND	3,117,932	3,166,968	101,57%
4.3	Luggage, VIP and Passenger Service	Million VND	39,919	42,401	106,22%

#### 2- Financial management

Based on the Company's Charter, the financial management regulations, investment planning regulations, business regulations, and other relevant legal documents, the Company's Board of Directors has directed the Executive Board to tighten cost control and financial management to ensure the following requirements:

- To manage and utilize capital sources in compliance with legal regulations, ensuring sufficient funding to support production and business operations effectively.

- To ensure that the Company's financial activities are presented truthfully and fairly, accurately reflecting the Company's financial position and business performance, and complying with statutory information disclosure requirements. The handling of receivables and payables, depreciation provisions, major repairs of fixed assets, and other related matters for the preparation of the 2025 financial statements must be carried out with quality and in accordance with the prescribed

reporting schedule.

- To conduct financial analysis, particularly for major expenditure items such as traffic operation costs, wagon maintenance costs, employee salary and welfare costs, and warehouse and office rental costs, in order to promptly detect unreasonable expenses and propose effective management solutions.

- To arrange and utilize labor resources efficiently while ensuring all employee benefits and entitlements in accordance with regulations, thereby saving costs and minimizing negative impacts on the Company's production and business activities.

### **3- Assessment of the Board of Directors on the performance of the Board of General Directors**

The Board of Directors has developed and issued regulations on inspection and supervision of compliance with the Company's Charter on organization and operations; the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors; the rules and regulations issued by the Board of Directors; and other legal documents related to the Company's operations. These regulations serve as the basis for conducting periodic inspections and supervision, as well as ad-hoc inspections when unusual issues arise, in order to promptly detect shortcomings and implement corrective measures and lessons learned.

Through inspection and supervision activities, it has been observed that the Company's Executive Board has consistently demonstrated proactive management in all situations, including adjustments and organization of transport operations, inspection, maintenance and preparation of wagons and equipment, procurement activities, as well as investment activities. The Executive Board has also continuously ensured employee welfare and benefits, thereby contributing to improving the effectiveness of the Company's production and business operations.

## **PART IV: AUDIT REPORT IN 2025**

### ***\* Audit opinions***

In our opinion, the Financial Statements have honestly and reasonably reflected, in material aspects, the financial position of the Railway Transport Joint Stock Company as at 31/12/2025, as well as the Company's results of business activities and cash flows for the financial year ended 31/12/2025. in accordance with Accounting Standards, Vietnam's corporate accounting regime and legal regulations related to the preparation and presentation of financial statements.

### ***\* Issues to be emphasized.***

We would like to remind readers of Explanation No. V.15 - Taxes and State

payables/receivables and Explanation No. VII.5a - Management of land use at the Company in the Explanation of financial statements, in which: Part of the land area managed and used by the Company has not been transferred the land lease contract from the Vietnam Railway Corporation after the shareholding (formerly Hanoi Railway Transport Joint Stock Company), accordingly, the Company recorded the land lease cost according to the notice of the Vietnam Railway Corporation and the notice of the tax authority. The cost of the Company's land rent and land tax may vary depending on the official notification of the competent tax authority.

We would like to remind readers of Explanation No. IV.2 - Assumption of continuous operations in the Notes to Financial Statements section, which presents information on: As of December 31, 2025, the total value of short-term liabilities is greater than the total value of short-term assets of VND 269.188.453.224, and the Company's accumulated loss is VND 561.399.244.611. This issue has been presented by the Board of Directors of the Company as a reason why the Company's Financial Statements for the fiscal year ending December 31, 2025 are still prepared on the basis of the assumption of continuous operation in Explanation No. IV.2.

We would like to remind readers of Explanation No. VII.5b – Information on disputes and litigation in the Explanation of Financial Statements, which describes information related to the fact that Y Minh Trading and Freight Transport Co., Ltd. has filed a lawsuit against the Company for violation of the Business Cooperation Contract No. 40/HD-CTH-YM dated 16/12/2008.

*\* Audited financial statements include:*

The balance sheet as at 31/12/2025, the 2025 Statement of Business Results, the Statement of Cash Flows for the fiscal year ending on the same date and the explanation of the financial statements (collectively referred to as the "Financial Statements") are attached to the annual report of the Railway Transport Joint Stock Company.

**CONFIRMATION OF THE LEGAL REPRESENTATIVE OF THE COMPANY**



**TỔNG GIÁM ĐỐC**  
*Đào Anh Tuấn*