

Thu Duc, May 29, 2025

**MINUTES OF MEETING  
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

Company name: Tan Cang Warehousing Joint Stock Company

Head office address: Tan Cang - Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam.

Business registration certificate No.: 0309532497 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on January 4, 2010 and registered for the 8th change on May 3, 2024.

Today, at 9:00 AM. on May 29, 2025, at the 4th floor Hall of the Company, Gate C, Tan Cang - Cat Lai Terminal, Cat Lai Ward, Thu Duc City, Ho Chi Minh City, Vietnam, Tan Cang Warehousing Joint Stock Company held the Annual General Meeting of Shareholders (AGM) in 2025.

**I. PARTICIPANTS AND VALIDITY OF THE GENERAL MEETING:**

**1. Participants:**

- Members of the Board of Directors; members of the Board of Supervisors; members of the Board of Management.
- Shareholders/authorized representatives of shareholders according to the list of shareholders finalized on April 25, 2025.

**2. Validity of the General Meeting:**

The Company has invited the meeting according to Articles 139-141 of the Law on Enterprises 2020 and the Company's Charter (the Company has sent meeting invitations to 100% of shareholders according to the list finalized by the Vietnam Securities Depository and Clearing Corporation).

At the opening time of the General Meeting at 9:02 AM on May 29, 2025, the number of shareholders attending the meeting includes:

- Number of delegates attending: 115 people. The total number of shares held by shareholders attending and authorized is: 14,693,366 shares, accounting for 73.50% of the total number of voting shares of the Company.
- The attending shareholders and authorized persons are fully qualified to attend the meeting.

Pursuant to Clause 1, Article 21 of the Company's Charter, the Annual General Meeting of Shareholders in 2025 is eligible to proceed.



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## II. MEETING PROCEDURES:

### A. MEETING OPENING PROCEDURES:

1. **Mr. Bui Ngoc Tu**, on behalf of the Organizing Committee of the General Meeting of Shareholders, announced the reason and introduced the delegates attending.

2. **Ms. Nguyen Thi Thuy Nga** - Representative of the Delegate Qualification Examination Committee, announced the attendance rate of the meeting.

3. **Mr. Bui Ngoc Tu** introduced the number and list of the Presidium consisting of 03 members:

- |                         |                                      |            |
|-------------------------|--------------------------------------|------------|
| (1) Mr. Ngo Van Ngu     | - Chairman of the Board of Directors | - Chairman |
| (2) Mr. Do Thanh Truong | - Director                           | - Member   |
| (3) Mr. Doan Phi        | - Member of the Board of Directors   | - Member   |

Voting: 14.693.366 votes (ratio of 100% of the total number of votes of shareholders attending) approved by public voting.

4. **Mr. Ngo Van Ngu** (Chairman) nominated the Secretary and the Vote Counting Committee as follows:

- Secretary of the meeting: Ms. Ho Thanh Hien

- The Vote Counting Committee consists of 03 members:

- |                        |                         |
|------------------------|-------------------------|
| (1) Mr. Tran Hai Duong | - Head of the Committee |
| (2) Mr. Le Hai Hung    | - Member                |
| (3) Mr. Tran Duc Toai  | - Member                |

Voting: 14.693.366 votes (ratio of 100% of the total number of votes of shareholders attending) approved by public voting.

5. **Mr. Ngo Van Ngu** approved the Working Regulations of Annual General Meeting of Shareholders in 2025.

Voting: 14.693.366 votes (ratio of 100% of the total number of votes of shareholders attending) approved by public voting.

6. **Mr. Ngo Van Ngu** approved the Meeting Agenda of the Annual General Meeting of Shareholders in 2025.

Voting: 14.693.366 votes (ratio of 100% of the total number of votes of shareholders attending) approved by public voting.

### B. PRESENTATION OF REPORTS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS AND PROPOSAL FOR COMMENTS TO THE GENERAL MEETING OF SHAREHOLDERS:

1. **Mr. Do Thanh Truong** presented the Report of the Board of Directors (BOD) at the annual General Meeting of Shareholders on the activities of the BOD, the business results in 2024 and the business plan in 2025.



**1.1. Business Results in 2024:**

a) Business results in 2024 (Consolidated figures):

*Unit: million VND.*

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>948,670</b>	<b>952,901</b>	<b>1,068,368</b>	<b>112.1%</b>	<b>112.6%</b>
1.1	Sales revenue	929,060	943,597	1,059,623	112.3%	114.1%
1.2	Financial income	12,299	7,601	8,330	109.6%	67.7%
1.3	Other income	7,601	1,703	361	21.2%	4.7%
1.4	Profit/loss in joint ventures and affiliates	(289)	-	55	-	-
<b>2</b>	<b>Total expenses</b>	<b>822,008</b>	<b>825,941</b>	<b>933,849</b>	<b>113.1%</b>	<b>113.6%</b>
2.1	Cost of goods sold	707,015	711,209	806,292	113.4%	114.0%
2.2	Financial expenses	2,783	1,798	1,584	88.1%	56.9%
2.3	Selling expenses	33,291	36,914	41,023	111.1%	123.2%
2.4	Administrative expenses	75,822	74,571	83,765	112.3%	110.5%
2.5	Other expenses	3,097	1,448	1,185	81.8%	38.2%
<b>3</b>	<b>Profit before tax</b>	<b>126,662</b>	<b>126,960</b>	<b>134,519</b>	<b>106.0%</b>	<b>106.2%</b>
3.1	Current income tax expense	28,961	28,835	32,186	111.6%	111.1%
3.2	Deferred income tax expense	290	0	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>97,412</b>	<b>98,125</b>	<b>102,576</b>	<b>104.5%</b>	<b>105.3%</b>

b) Business results in 2024 (Parent company figures):

- Output:

*Unit: million VND.*

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
1	Warehouse output (tons)	1,099,934	1,144,720	1,314,489	114.8%	119.5%
2	Yard output (TEUs)	720,513	746,983	747,024	100.0%	103.7%
3	VTVN output (containers)	15,493	16,252	16,243	99.9%	104.8%

- Business result in 2024:

*Unit: million VND.*

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>786,022</b>	<b>811,144</b>	<b>878,864</b>	<b>108.3%</b>	<b>111.8%</b>
1.1	Sales revenue	768,219	795,754	863,833	108.6%	112.4%
1.2	Financial income	17,201	13,690	14,712	107.5%	85.5%
1.3	Other income	602	1700	318	18.7%	52.9%
<b>2</b>	<b>Total expenses</b>	<b>676,284</b>	<b>695,937</b>	<b>754,831</b>	<b>108.5%</b>	<b>111.6%</b>
2.1	Cost of goods sold	583,914	603,794	654,857	108.5%	112.1%
2.2	Financial expenses	1,485	100	79	78.6%	5.3%
2.3	Selling expenses	25,287	28,300	29,984	106.0%	118.6%
2.4	Administrative expenses	63,175	62,793	69,445	110.6%	109.9%
2.5	Other expenses	2,423	950	467	49.2%	19.0%
<b>3</b>	<b>Profit before tax</b>	<b>109,738</b>	<b>115,207</b>	<b>124,033</b>	<b>107.7%</b>	<b>113.0%</b>



No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
3.1	Current income tax expense	24,258	25,103	28,079	111.9%	115.8%
3.2	Deferred income tax expense	290	0	-243	-	-
4	<b>Profit after tax</b>	<b>85,190</b>	<b>90,104</b>	<b>96,197</b>	<b>106.8%</b>	<b>112.9%</b>

c) Investment activities results in 2024:

*Unit: million VND.*

STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
<b>I</b>	<b>Basic Construction Investment (By Project Name)</b>	-	-	-
<b>II</b>	<b>Investment in Equipment and Technology (By Equipment Name) (a+b)</b>	<b>33,498</b>	<b>21,838</b>	<b>65.2%</b>
<b>a</b>	<b>Equipment Investment</b>	<b>22,268</b>	<b>11,918</b>	<b>53.5%</b>
1	Purchase of 03 New Cars (Group 1)	7,746	7,746	100.0%
2	Purchase of 17 40-foot Trailers	4,172	4,172	100.0%
3	Purchase of 03 Internal Tractor Units (Group 2)	9,000	0	0%
4	Purchase of 03 Internal 45-foot Trailers	1,350	0	0%
<b>b</b>	<b>Technology Investment</b>	<b>11,230</b>	<b>9,920</b>	<b>88.3%</b>
1	Equipment and Network Infrastructure for Auto Gate	1,750	1,750	100.0%
2	Software Development for Auto Gate Implementation	1,950	1,950	100.0%
3	New Requirements for eWMS (CFS Warehouse and KNQ)	2,420	2,420	100.0%

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STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
4	Software Feature Expansion for eWMS 2024	1,500	1,500	100.0%
5	Additional Features on Handheld Devices for Forklifts	610	0	0%
6	Wireless Coverage Equipment for Warehouse Areas	3,000	2,300	76.7%
<b>III</b>	<b>Capital Investment</b>	<b>3,600</b>	<b>3,600</b>	<b>100.0%</b>
1	Capital Contribution to Tan Cang Warehouse Depot Company	3,600	3,600	100.0%
<b>Total (I+II+III)</b>		<b>37,098</b>	<b>25,438</b>	<b>68.6%</b>

## 1.2. Business plan in 2025:

a) Business plan in 2025 (Consolidated data):

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			Actual	% Year-to-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>1,068,368</b>	<b>1,145,381</b>	<b>107.2%</b>
1.1	Sales revenue	1,059,623	1,136,012	107.2%
1.2	Financial income	8,330	8,558	102.7%
1.3	Other income	361	515	142.8%
1.4	Profit/loss from joint ventures and associates	55	295	536.3%
<b>2</b>	<b>Total expenses</b>	<b>933,849</b>	<b>1,000,285</b>	<b>107.1%</b>
2.1	Cost of goods sold	806,292	866,930	107.5%
2.2	Financial expenses	1,584	1,076	68.0%

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No.	Indicator	2024	Plan 2025	
			Actual	% Year-to-Year
2.3	Selling expenses	41,023	39,129	95.4%
2.4	Administrative expenses	83,765	91,772	109.6%
2.5	Other expenses	1,185	1,378	116.3%
<b>3</b>	<b>Profit before tax</b>	<b>134,519</b>	<b>145,095</b>	<b>107.9%</b>
3.1	Current corporate income tax expense	32,186	35,951	111.7%
3.2	Deferred corporate income tax expense	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>102,576</b>	<b>109,145</b>	<b>106.4%</b>

b) Business Plan in 2025 (Parent company data):

- Output plan in 2025:

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	<b>Warehouse throughput (tons)</b>	<b>1,314,489</b>	<b>1,353,923</b>	<b>103.0%</b>
1.1	Inbound CFS warehouse	775,165	796,870	102.8%
1.2	Outbound CFS warehouse	502,167	517,582	103.1%
1.3	Bonded warehouse	37,158	39,471	106.2%
<b>2</b>	<b>Yard throughput (TEUs)</b>	<b>747,024</b>	<b>782,683</b>	<b>104.8%</b>
2.1	Transshipment area	126,790	132,019	104.1%
2.2	Yard storage area	548,902	576,347	105.0%
2.3	Tan Cang Suoi Tien Depot	71,332	74,318	104.2%
<b>3</b>	<b>VTVN throughput (containers)</b>	<b>16,243</b>	<b>17,900</b>	<b>110.2%</b>

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- Business plan in 2025:

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>878,864</b>	<b>949,285</b>	<b>108.0%</b>
1.1	Sales revenue	863,833	935,475	108.3%
1.2	Financial activity revenue	14,712	13,310	90.5%
1.3	Other income	318	500	157.0%
<b>2</b>	<b>Total costs</b>	<b>754,831</b>	<b>815,223</b>	<b>108.0%</b>
2.1	Cost of goods sold	654,857	712,215	108.8%
2.2	Financial expenses	79	32	41.1%
2.3	Selling expenses	29,984	27,812	92.8%
2.4	Administrative expenses	69,445	74,413	107.2%
2.5	Other expenses	467	750	160.6%
<b>3</b>	<b>Profit before tax</b>	<b>124,033</b>	<b>134,062</b>	<b>108.1%</b>
3.1	Current income tax expense	28,079	30,170	107.5%
3.2	Deferred income tax expense	-243	-	-
<b>4</b>	<b>Profit after tax</b>	<b>96,197</b>	<b>103,891</b>	<b>108.0%</b>

c) Investment activity plan in 2025:

*Unit: million VND.*

No.	Project - Equipment	Total Investment	Investment in 2025
<b>I</b>	<b>Basic Construction Investment</b>	<b>9,400</b>	<b>9,400</b>
1	Canopy (Warehouse 5 of 27 & Warehouse 01)	2,300	2,300
2	New Battery Charging House	6,500	6,500

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No.	Project - Equipment	Total Investment	Investment in 2025
3	Additional Fire Fighting System for Warehouse 5 Offices	600	600
II	<b>Investment in Equipment and Technology (by specific equipment/technology)</b>	<b>57,400</b>	<b>29,890</b>
a	<b>Equipment Investment</b>	<b>40,050</b>	<b>12,540</b>
1	Purchase of 03 Internal Trailers (45')	1,350	1,350
2	Purchase of 03 Internal Tractor Trucks (Group 2)	9,000	9,000
3	Purchase of 01 Electric Forklift outside Warehouse 05T	1,700	1,700
4	Purchase of 02 Forklift Trucks	28,000	490
b	<b>Technology Investment</b>	<b>17,350</b>	<b>17,350</b>
1	Replace Camera System for Warehouse 05	3,800	3,800
2	Add Cameras for Warehouse 2,3 (Thermal Cameras)	2,500	2,500
3	Add Features to eWMS Software for 2025	3,800	3,800
4	Firewall License + Antivirus Software	850	850
5	Anti-theft System for Warehouses	3,000	3,000
6	APS for Warehouse and Yard Areas	1,000	1,000
7	Install Security Cameras in Yard Area (GS Security), Warehouse 711	700	700
8	Upgrade Camera Storage System for Warehouse Areas	1,200	1,200
9	New Website Design	500	500
<b>TOTAL (I+II)</b>		<b>66,800</b>	<b>39,290</b>

**2. Ms. Nguyen Thi Thuy Nga - Head of the Board of Supervisors** presented the Board of Supervisors' Report on the Board of Supervisors' activities in 2024 at the Annual General Meeting of Shareholders in 2025.

**3. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on the approval of the audited Financial Statements for 2024.

Approval of the parent company's Financial Statements and the Consolidated Financial Statements for 2024 audited by A&C Auditing and Consulting Company Limited.

**4. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on profit distribution, fund allocation and use, dividend payment level for 2024 and plan for 2025.

#### **4.1. Profit Distribution in 2024:**

- Total profit before tax in 2024: VND 124,032,831,169
- Current Corporate Income Tax: VND 28,078,663,498
- Deferred Corporate Income Tax: (VND 243,074,622)
- Total net profit after tax: VND 96,197,242,293 (1)
- Net profit after tax to charter capital ratio: 48.1%

According to the Company's Charter, the resolution of the General Meeting of Shareholders in 2024, and business results in 2024, the profit is distributed as follows:

- Appropriation to Development Investment Fund: VND 15,945,929,137 (2)
- Appropriation to Bonus and Welfare Fund: VND 33,634,467,156 (3)
- Appropriation to Managerial Bonus Fund: VND 637,500,000 (4)
- Undistributed net profit for 2024 = (1) - (2) - (3) - (4): VND 45,979,346,000

#### **Dividend payment in 2024:**

Based on the business results in 2024 and accumulated profit as of December 31, 2024, Tan Cang Warehousing Joint Stock Company will pay dividends as follows:

- Undistributed net profit in 2024: VND 45,979,346,000
- Dividend payout at 23% of charter capital: VND 45,979,346,000
- Remaining accumulated undistributed profit: VND 0
- Dividend payment method: In cash
- Expected payment time: From June 2025

#### **4.2. Profit distribution plan in 2025:**

In 2025, after fulfilling tax obligations to the State and deducting expected offsets, the profit will be proposed to the General Meeting of Shareholders for distribution as follows:

- Planned net profit after tax: VND 103,891,323,685
- Appropriation to Development Investment Fund: VND 23,640,010,529



- Appropriation to Bonus and Welfare Fund (\*): VND 33,634,467,156
- Appropriation to Managerial Bonus Fund (\*): VND 637,500,000
- Profit for dividend distribution (23% of charter capital): VND 45,979,346,000
- Remaining undistributed profit: VND 0
- Dividend payment method: In cash
- Payment schedule: To be decided appropriately by the Board of Directors.

(\*) The Bonus and Welfare Fund and the Management Bonus Fund for 2025 will be adjusted based on actual 2025 business results in accordance with Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labour, Invalids and Social Affairs.

**5. Mr. Doan Phi - Member of the Board of Directors** presented the Report on remuneration payment to the Board of Directors and the Board of Supervisors in 2024 and the plan for 2025.

#### **5.1. Remuneration for the Board of Directors and Board of Supervisors in 2024:**

In 2024, the total remuneration paid to members of the Board of Directors (BOD) and Board of Supervisors (BOS) was VND 360,000,000 (in words: Three hundred sixty million dong), including:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0
2	BOD Members	04	5,000,000	60,000,000
II	Board of Supervisors			
1	Head of the BOS	01	5,000,000	60,000,000
2	BOS Members	02	2,500,000	30,000,000

(\*) The Chairman of the Board of Directors works in a full-time capacity.

#### **5.2. Remuneration Plan for the Board of Directors and Board of Supervisors in 2025:**

The total proposed remuneration for members of the BOD and BOS in 2025 is VND 372,000,000 (in words: Three hundred seventy-two million dong), including:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
2	BOD Members	04	5,000,000	60,000,000
II	Board of Supervisors			
1	Head of the BOS	01	5,000,000	60,000,000
2	BOS Members	02	3,000,000	36,000,000

(\*) The Chairman of the Board of Directors works in a full-time capacity.

**6. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on the proposal to approve the salary, remuneration and bonus fund for implementation in 2024 and the plan in 2025.

#### 6.1. Implementation in 2024:

No.	Item	Plan 2024	Actual 2024
1	Salary fund for employees	168,700,000,000	181,400,000,000
2	Salary and remuneration fund for Managers	4,560,000,000	5,460,000,000
2.1	Salary fund for full-time Managers	4,200,000,000	5,100,000,000
2.2	Remuneration fund for part-time Managers	360,000,000	360,000,000
3	Bonus fund for Managers	525,000,000	637,500,000

#### 6.2. Plan in 2025:

No.	Item	Plan 2025
1	Salary fund for employees	193,700,000,000
2	Salary and remuneration fund for Managers	5,472,000,000
2.1	Salary fund for full-time Managers	5,100,000,000
2.2	Remuneration fund for part-time Managers	372,000,000
3	Bonus fund for Managers	637,500,000

**7. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on amending the Company Charter.

**8. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on amending the Internal Regulation on Corporate Governance, the Regulation on the Operation of the Board of Directors.

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**9. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on dismissing members of the Board of Directors, members of the Board of Supervisors for the term III (2020 - 2024) and electing members of the Board of Directors, members of the Board of Supervisors for the term IV (2025 - 2029):

9.1. Dismissal of members of the Board of Directors and the Board of Supervisors for Term III (2020 – 2024). Reason for dismissal: End of term.

9.2. Approval of the number of members of the Board of Directors for Term IV (2025 – 2029). The number of members: 5 members. The term of each member will be in line with the term of the Board of Directors. In case a member is elected to supplement or replace a dismissed member within the term, their term will be the remaining duration of the Board of Directors' term.

9.3. Approval of the list of candidates for election to the Board of Directors for the term IV (2025 – 2029), including:

- (1) Trinh Van Moi
- (2) Ngo Van Ngu
- (3) Doan Phi
- (4) Tran Quang Thao
- (5) Do Thanh Truong

9.4. Approval of the number of members of the Board of Supervisors for Term IV (2025 – 2029). The number of members: 3 members. The term of each member will be in line with the term of the Board of Supervisors. In case a member is elected to supplement or replace a dismissed member within the term, their term will be the remaining duration of the Board of Supervisors' term.

9.5. Approval of the list of candidates for election to the Board of Supervisors for Term IV (2025 – 2029) includes:

- (1) Ms. Nguyen Thi Thuy Nga
- (2) Ms. Do Phuong Thao
- (3) Ms. Dang Thuy Trang

**10. Mr. Doan Phi - Member of the Board of Directors** presented the Proposal on the request for approval of the signing of contracts and transactions of the company with Saigon Newport Corporation (parent company):

The General Meeting of Shareholders hereby approves the execution of contracts and transactions between the Company and Saigon Newport Corporation (a major shareholder holding 59.01% of the charter capital – the parent company), to be implemented in 2025 up until the Annual General Meeting of Shareholders in 2026. Details are as follows:

10.1. Scope of Contracts and Transactions

a. Contracts and transactions between the Company and Sai Gon Newport Corporation with a value of 35% or more, or transactions leading to a total value of transactions arising within 12 months from the first transaction with a value of 35% or more of the total assets as recorded in the most recent financial statement.





b. Loan, lending, or asset sale transactions between the Company and Sai Gon Newport Corporation with a value greater than 10% of the total assets of the Company as recorded in the most recent financial statement.

10.2. Content of Contracts and Transactions: Providing/receiving transshipment, stevedoring, storage, transportation, hoisting, container cleaning, and repair services; Leasing/chartering equipment, stevedoring, and transportation vehicles; Infrastructure lease contracts; Brand promotion contracts.

10.3. The Director is authorized to negotiate and sign the contracts and transactions to ensure compliance with the law and protect the rights and interests of the Company.

**11. Ms. Nguyen Thi Thuy Nga - Head of the Board of Supervisors** presented the Proposal on selecting an auditing firm to audit the Financial Statements in 2025.

11.1. Criteria for selecting an independent auditing firm:

- a. A reputable auditing firm approved by the State Securities Commission to audit public interest entities in the securities sector.
- b. No conflict of interest in auditing the Company's financial statements.
- c. Reasonable audit fee in accordance with the scope, content, and schedule required by the Company.

11.2. Approved list of selected auditing firms:

- A&C Auditing and Consulting Co., Ltd. – Hanoi Branch
- Deloitte Vietnam Co., Ltd.
- Ernst & Young Vietnam Co., Ltd.
- PWC Vietnam Co., Ltd.
- KPMG Vietnam Co., Ltd.

11.3. The Board of Directors is authorized to select one of the above auditing firms and to authorize the Director to sign the contract in accordance with regulations.

### **C. CONGRESS DISCUSSION:**

Delegates attending the congress ask questions directly to the Presidium and are answered by the Presidium at the Congress.

### **D. CONGRESS VOTES AND ANNOUNCES VOTING RESULTS:**

At 10:25 AM, when voting to approve the contents, the attending shareholders and authorized shareholders are 146 delegates, representing 14,774,492 shares, equivalent to 73,91% of the shares with voting rights.

**Mr. Tran Hai Duong - Head of the Ballot Counting Committee** announced the voting results.

### **E. CONTENTS APPROVED BY THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 (SECRET VOTING METHOD):**

Total number of ballots issued: 148 ballots, representing 14,774,492 votes, accounting for 100% of the number of votes of shareholders attending the meeting.

In which:

There are 02 delegates (Mr. Ngo Van Ngu and Mr. Doan Phi) with 2 ballots:





+ Voting ballots representing the number of shares owned by individuals and authorized by Tan Cang Saigon Corporation Limited Company, which are restricted from voting on content 10;

+ Voting ballots representing the number of shares owned by other shareholders authorized to vote are not restricted to content 10.

Total number of ballots collected: 136 ballots, representing 14,769,245 votes, accounting for 99.9645% of the number of votes of shareholders attending the meeting.

Total number of ballots not collected: 12 ballots, representing 5,247 votes, accounting for 0.0355% of the number of votes of shareholders attending the meeting.

Pursuant to Clause 1, 2, Article 23 of the Company Charter and Clause 1, 2, Article 148 of the Law on Enterprises 2020, the following contents were approved by the Annual General Meeting of Shareholders in 2025:

**1. Approval the Report of the Board of Directors on the Board of Directors' activities, business results in 2024 and business plan in 2025:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,766,701	99.9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**2. Approval of the Report of the Board of Supervisors on the Board of Supervisors' activities in 2024:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,766,701	99.9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**3. Approval of the Financial Statements in 2024 (parent company and consolidated) audited by A&C Auditing and Consulting Co., Ltd., Hanoi branch:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,766,701	99.9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**4. Approval of the Proposal on profit distribution, fund allocation and use, dividend rate in 2024 and plan in 2025:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,766,701	99.9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**5. Approval of the Proposal on remuneration payment to the Board of Directors and Board of Supervisors in 2024 and the plan in 2025:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,766,701	99.9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**6. Approval of the Proposal on the proposal to approve and ratify the salary, remuneration and bonus fund for implementation in 2024 and the plan in 2025:**

*Pr*



Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,762,238	99.9171%
- Disapprove	0	0%
- No opinion	4,463	0.0302%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9645%</b>

**7. Approval of the Proposal on amending the Company Charter:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99.9473%</b>
- Approve	14,762,238	99.9473%
- Disapprove	0	0%
- No opinion	4,463	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0.0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99.9646%</b>

**8. Approval of the Proposal on amending the Internal Regulations on Corporate Governance and the Regulation on the operation of the Board of Directors:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99,9473%</b>
- Approve	14,762,238	99,9171%
- Disapprove	0	0%
- No opinion	4,463	0,0302%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0,0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99,9645%</b>

**9. Approval of the Proposal on the dismissal of members of the Board of Directors and members of the Board of Supervisors for the term III (2020 - 2024) and the election of members of the Board of Directors and members of the Board of Supervisors for the IV term (2025 - 2029):**

*Handwritten signature/initials*

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99,9473%</b>
- Approve	14,766,701	99,9473%
- Disapprove	0	0%
- No opinion	0	0%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0,0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99,9645%</b>

**10. Approval of the Proposal for approval of the signing of contracts and transactions between the Company and Sai Gon Newport Corporation (parent company):**

For this content, the number of shares with voting rights (after excluding the number of votes of shareholders with related interests - Saigon Newport Corporation) is: 11,806,872 shares.

No.	Name of delegate	Number of shares owned by individual	Number of shares represented by authorization of Saigon Newport Corporation	Number of shares with restricted voting rights
1	Ngo Van Ngu	0	7,196,767	7,196,767
2	Do Thanh Truong	3,823	3,001,001	3,004,824
3	Doan Phi	2,490	799,641	802,131
4	Tran Quang Thao	3,509	799,641	803,150
<b>Total</b>		<b>9,822</b>	<b>11,797,050</b>	<b>11,806,872</b>

*The number of shares without voting rights is 11,806,872 shares (Including the number of shares of Sai Gon Newport Corporation and shares owned by individuals related to the Corporation - Authorized representatives)*

Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>a. Valid ballots collected</b>	<b>2.959.829</b>	<b>99,7375%</b>
- Approve	2.959.829	99,7375%
- Disapprove	0	0%
- No opinion	0	0%

*PT*



Voting opinion	Number of votes	Proportion of total votes of shareholders attending
<b>b. Invalid ballots collected</b>	<b>2.544</b>	<b>0,0857%</b>
<b>Total</b>	<b>2.962.373</b>	<b>99,8232%</b>

**11. Approval of Proposal on selecting an auditing firm to audit the Financial Statements in 2025:**

Voting opinion	Number of votes	Proportion of total votes of shareholders attending and voting
<b>a. Valid ballots collected</b>	<b>14,766,701</b>	<b>99,9473%</b>
- Approve	<b>14,762,238</b>	<b>99,9171%</b>
- Disapprove	0	0%
- No opinion	4,463	0,0302%
<b>b. Invalid ballots collected</b>	<b>2,544</b>	<b>0,0172%</b>
<b>Total</b>	<b>14,769,245</b>	<b>99,9645%</b>

**F. CONTENTS APPROVED BY THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS:**

No.	APPROVED CONTENTS	Propotion
1	Approved the Report of the Board of Directors regarding the activities of the Board of Directors, the results of business operations in 2024, and the business plan in 2025	99,9473%
2	Approved the Report of the Board of Supervisors on its activities in 2024	99,9473%
3	Approved the Proposal on the approval of the audited financial statements 2024	99,9473%
4	Approved the Proposal on the the distribution of profits, appropriation and use of funds, dividend payment in 2024, and the plan in 2025	99,9473%
5	Approved the Proposal on the remuneration payments for the Board of Directors and the Board of Supervisors in 2024 and the plan in 2025	99,9171%
6	Approved of the Proposal to appove of salary, remuneration, and bonus funds in 2024 and the plan in 2025	99,9171%

7	Approved the Proposal on the amendments to the Company's Charter	99,9171%
8	Approved the Proposal on the amendments to the Internal Regulation on Corporate Governance and the Regulation on the Operation of the Board of Directors	99,9171%
9	Approved the Proposal on the dismissal of members of the Board of Directors and Board of Supervisors for Term III (2020–2024) and the election of members of the Board of Directors and Board of Supervisors for Term IV (2025–2029)	99,9473%
10	Approved the Proposal to approve the execution of contracts and transactions between the Company and Sai Gon Newport Corporation (the parent company)	99,7375%
11	Approved the Proposal on the selection of an auditing firm to audit the financial statements in 2025	99,9171%

**G. THE GENERAL MEETING ELECTS MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS (TERM 2025-2029) BY CUMULATIVE VOTING AND SECRET VOTING.**

Mr. Ngo Van Ngu approved the Regulations on nomination, candidacy, election, members of the Board of Directors and the Board of Supervisors for the IV term (2025 - 2029).

Voting: 14,774,492 votes (ratio 100% of the total number of votes of shareholders attending) approved by public voting.

The meeting proceeded to vote for members of the Board of Directors and the Board of Supervisors with the following results:

Full name	Candidate Position	Votes	Percentage
<b>Board of Directors</b>			
Trinh Van Moi	Member of the BOD	14,739,037	99.7600%
Ngo Van Ngu	Member of the BOD	14,772,568	99,9870%
Doan Phi	Member of the BOD	14,765,388	99,9384%
Tran Quang Thao	Member of the BOD	14,765,125	99,9366%
Do Thanh Truong	Member of the BOD	14,793,008	100,1253%
<b>Board of Supervisors</b>			
Nguyen Thi Thuy Nga	Member of the BOS	14,760,166	99,9030%



Full name	Candidate Position	Votes	Percentage
Do Phuong Thao	Member of the BOS	14,759,653	99,8996%
Dang Thuy Trang	Member of the BOS	14,758,120	99,8892%

Thus, the Board of Directors for the term IV (2025 - 2029) of Tan Cang Warehousing Joint Stock Company consists of 05 members as follows:

- Mr. Ngo Van Ngu
- Mr. Do Thanh Truong
- Mr. Doan Phi
- Mr. Tran Quang Thao
- Mr. Trinh Van Moi

The Board of Supervisors for the term IV (2025 - 2029) of Tan Cang Warehousing Joint Stock Company consists of 03 members as follows:

- Ms. Nguyen Thi Thuy Nga
- Ms. Do Phuong Thao
- Ms. Dang Thuy Trang

#### **H. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE GENERAL MEETING.**

The Secretary read the minutes and resolutions of the Annual General Meeting of Shareholders in 2025, no one had any further comments.

Voting: 14,774,492 votes (ratio of 100% of the total number of votes of shareholders attending) approved by public voting.

The minutes and resolutions of the 2025 Annual General Meeting of Shareholders were approved with a unanimous vote of 100%.

The meeting ended at 11:45 AM on the same day.

**SECRETARY**



**Ho Thanh Hien**

**CHAIRMAN**



**Ngo Van Ngu**

THE UNITED STATES OF AMERICA

DEPARTMENT OF THE ARMY

OFFICE OF THE CHIEF OF STAFF

WASHINGTON, D. C.

25 JULY 1954

MEMORANDUM FOR THE CHIEF OF STAFF

FROM: THE CHIEF OF STAFF

SUBJECT: [Illegible]

1. [Illegible]

2. [Illegible]

3. [Illegible]

4. [Illegible]

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28. [Illegible]

29. [Illegible]

30. [Illegible]

31. [Illegible]

32. [Illegible]

33. [Illegible]



No.: 01/2025/NQ-DHĐCĐ

Thu Duc, May 29, 2025

**RESOLUTION  
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

Based on the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

Based on the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;

Based on the Charter of Tan Cang Warehousing Joint Stock Company;

Based on the minutes of meeting No. 01/2025/BB-ĐHĐCĐ dated May 29, 2025 of the General Meeting of Shareholders of Tan Cang Warehousing Joint Stock Company.

**RESOLVES:**

**Article 1. Approved the Report of the Board of Directors regarding the activities of the Board of Directors, the results of business operations in 2024, and the business plan in 2025 (attached).** The details are as follows:

**1. Business Results in 2024:**

a) Business results in 2024 (Consolidated figures):

*Unit: million VND.*

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
1	Total revenue, net income	948,670	952,901	1,068,368	112.1%	112.6%
1.1	Sales revenue	929,060	943,597	1,059,623	112.3%	114.1%
1.2	Financial income	12,299	7,601	8,330	109.6%	67.7%
1.3	Other income	7,601	1,703	361	21.2%	4.7%
1.4	Profit/loss in joint ventures and affiliates	(289)	-	55	-	-

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
<b>2</b>	<b>Total expenses</b>	<b>822,008</b>	<b>825,941</b>	<b>933,849</b>	<b>113.1%</b>	<b>113.6%</b>
2.1	Cost of goods sold	707,015	711,209	806,292	113.4%	114.0%
2.2	Financial expenses	2,783	1,798	1,584	88.1%	56.9%
2.3	Selling expenses	33,291	36,914	41,023	111.1%	123.2%
2.4	Administrative expenses	75,822	74,571	83,765	112.3%	110.5%
2.5	Other expenses	3,097	1,448	1,185	81.8%	38.2%
<b>3</b>	<b>Profit before tax</b>	<b>126,662</b>	<b>126,960</b>	<b>134,519</b>	<b>106.0%</b>	<b>106.2%</b>
3.1	Current income tax expense	28,961	28,835	32,186	111.6%	111.1%
3.2	Deferred income tax expense	290	0	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>97,412</b>	<b>98,125</b>	<b>102,576</b>	<b>104.5%</b>	<b>105.3%</b>

b) Business results in 2024 (Parent company figures):

- Output:

*Unit: million VND.*

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
1	Warehouse output (tons)	1,099,934	1,144,720	1,314,489	114.8%	119.5%
2	Yard output (TEUs)	720,513	746,983	747,024	100.0%	103.7%
3	VTVN output (containers)	15,493	16,252	16,243	99.9%	104.8%



- Business result in 2024:

Unit: million VND.

No.	Indicator	2023	Plan 2024	2024		
				Actual	% Plan 2024	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>786,022</b>	<b>811,144</b>	<b>878,864</b>	<b>108.3%</b>	<b>111.8%</b>
1.1	Sales revenue	768,219	795,754	863,833	108.6%	112.4%
1.2	Financial income	17,201	13,690	14,712	107.5%	85.5%
1.3	Other income	602	1700	318	18.7%	52.9%
<b>2</b>	<b>Total expenses</b>	<b>676,284</b>	<b>695,937</b>	<b>754,831</b>	<b>108.5%</b>	<b>111.6%</b>
2.1	Cost of goods sold	583,914	603,794	654,857	108.5%	112.1%
2.2	Financial expenses	1,485	100	79	78.6%	5.3%
2.3	Selling expenses	25,287	28,300	29,984	106.0%	118.6%
2.4	Administrative expenses	63,175	62,793	69,445	110.6%	109.9%
2.5	Other expenses	2,423	950	467	49.2%	19.0%
<b>3</b>	<b>Profit before tax</b>	<b>109,738</b>	<b>115,207</b>	<b>124,033</b>	<b>107.7%</b>	<b>113.0%</b>
3.1	Current income tax expense	24,258	25,103	28,079	111.9%	115.8%
3.2	Deferred income tax expense	290	0	-243	-	-
<b>4</b>	<b>Profit after tax</b>	<b>85,190</b>	<b>90,104</b>	<b>96,197</b>	<b>106.8%</b>	<b>112.9%</b>

c) Investment activities results in 2024:

Unit: million VND.

STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
<b>I</b>	<b>Basic Construction Investment (By Project Name)</b>	-	-	-

*pr*

STT	Project – Equipment	Plan 2024	Actual 2024	Proportion
<b>II</b>	<b>Investment in Equipment and Technology (By Equipment Name) (a+b)</b>	<b>33,498</b>	<b>21,838</b>	<b>65.2%</b>
<b>a</b>	<b>Equipment Investment</b>	<b>22,268</b>	<b>11,918</b>	<b>53.5%</b>
1	Purchase of 03 New Cars (Group 1)	7,746	7,746	100.0%
2	Purchase of 17 40-foot Trailers	4,172	4,172	100.0%
3	Purchase of 03 Internal Tractor Units (Group 2)	9,000	0	0%
4	Purchase of 03 Internal 45-foot Trailers	1,350	0	0%
<b>b</b>	<b>Technology Investment</b>	<b>11,230</b>	<b>9,920</b>	<b>88.3%</b>
1	Equipment and Network Infrastructure for Auto Gate	1,750	1,750	100.0%
2	Software Development for Auto Gate Implementation	1,950	1,950	100.0%
3	New Requirements for eWMS (CFS Warehouse and KNQ)	2,420	2,420	100.0%
4	Software Feature Expansion for eWMS 2024	1,500	1,500	100.0%
5	Additional Features on Handheld Devices for Forklifts	610	0	0%
6	Wireless Coverage Equipment for Warehouse Areas	3,000	2,300	76.7%
<b>III</b>	<b>Capital Investment</b>	<b>3,600</b>	<b>3,600</b>	<b>100.0%</b>
1	Capital Contribution to Tan Cang Warehouse Depot Company	3,600	3,600	100.0%
<b>Total (I+II+III)</b>		<b>37,098</b>	<b>25,438</b>	<b>68.6%</b>



## 2. Business plan in 2025:

a) Business plan in 2025 (Consolidated data):

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			Actual	% Year-to-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>1,068,368</b>	<b>1,145,381</b>	<b>107.2%</b>
1.1	Sales revenue	1,059,623	1,136,012	107.2%
1.2	Financial income	8,330	8,558	102.7%
1.3	Other income	361	515	142.8%
1.4	Profit/loss from joint ventures and associates	55	295	536.3%
<b>2</b>	<b>Total expenses</b>	<b>933,849</b>	<b>1,000,285</b>	<b>107.1%</b>
2.1	Cost of goods sold	806,292	866,930	107.5%
2.2	Financial expenses	1,584	1,076	68.0%
2.3	Selling expenses	41,023	39,129	95.4%
2.4	Administrative expenses	83,765	91,772	109.6%
2.5	Other expenses	1,185	1,378	116.3%
<b>3</b>	<b>Profit before tax</b>	<b>134,519</b>	<b>145,095</b>	<b>107.9%</b>
3.1	Current corporate income tax expense	32,186	35,951	111.7%
3.2	Deferred corporate income tax expense	(243)	-	-
<b>4</b>	<b>Profit after tax</b>	<b>102,576</b>	<b>109,145</b>	<b>106.4%</b>

b) Business Plan in 2025 (Parent company data):

- Output plan in 2025:

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	<b>Warehouse throughput (tons)</b>	<b>1,314,489</b>	<b>1,353,923</b>	<b>103.0%</b>
1.1	Inbound CFS warehouse	775,165	796,870	102.8%
1.2	Outbound CFS warehouse	502,167	517,582	103.1%
1.3	Bonded warehouse	37,158	39,471	106.2%
<b>2</b>	<b>Yard throughput (TEUs)</b>	<b>747,024</b>	<b>782,683</b>	<b>104.8%</b>
2.1	Transshipment area	126,790	132,019	104.1%
2.2	Yard storage area	548,902	576,347	105.0%
2.3	Tan Cang Suoi Tien Depot	71,332	74,318	104.2%
<b>3</b>	<b>VTVN throughput (containers)</b>	<b>16,243</b>	<b>17,900</b>	<b>110.2%</b>

- Business plan in 2025:

*Unit: million VND.*

No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
<b>1</b>	<b>Total revenue, net income</b>	<b>878,864</b>	<b>949,285</b>	<b>108.0%</b>
1.1	Sales revenue	863,833	935,475	108.3%
1.2	Financial activity revenue	14,712	13,310	90.5%
1.3	Other income	318	500	157.0%
<b>2</b>	<b>Total costs</b>	<b>754,831</b>	<b>815,223</b>	<b>108.0%</b>
2.1	Cost of goods sold	654,857	712,215	108.8%
2.2	Financial expenses	79	32	41.1%



No.	Indicator	2024	Plan 2025	
			2025	% Year-on-Year
2.3	Selling expenses	29,984	27,812	92.8%
2.4	Administrative expenses	69,445	74,413	107.2%
2.5	Other expenses	467	750	160.6%
<b>3</b>	<b>Profit before tax</b>	<b>124,033</b>	<b>134,062</b>	<b>108.1%</b>
3.1	Current income tax expense	28,079	30,170	107.5%
3.2	Deferred income tax expense	-243	-	-
<b>4</b>	<b>Profit after tax</b>	<b>96,197</b>	<b>103,891</b>	<b>108.0%</b>

c) Investment activity plan in 2025:

*Unit: million VND.*

No.	Project - Equipment	Total Investment	Investment in 2025
<b>I</b>	<b>Basic Construction Investment</b>	<b>9,400</b>	<b>9,400</b>
1	Canopy (Warehouse 5 of 27 & Warehouse 01)	2,300	2,300
2	New Battery Charging House	6,500	6,500
3	Additional Fire Fighting System for Warehouse 5 Offices	600	600
<b>II</b>	<b>Investment in Equipment and Technology (by specific equipment/technology)</b>	<b>57,400</b>	<b>29,890</b>
<b>a</b>	<b>Equipment Investment</b>	<b>40,050</b>	<b>12,540</b>
1	Purchase of 03 Internal Trailers (45')	1,350	1,350
2	Purchase of 03 Internal Tractor Trucks (Group 2)	9,000	9,000
3	Purchase of 01 Electric Forklift outside Warehouse 05T	1,700	1,700

*PT*

No.	Project - Equipment	Total Investment	Investment in 2025
4	Purchase of 02 Forklift Trucks	28,000	490
<b>b</b>	<b>Technology Investment</b>	<b>17,350</b>	<b>17,350</b>
1	Replace Camera System for Warehouse 05	3,800	3,800
2	Add Cameras for Warehouse 2,3 (Thermal Cameras)	2,500	2,500
3	Add Features to eWMS Software for 2025	3,800	3,800
4	Firewall License + Antivirus Software	850	850
5	Anti-theft System for Warehouses	3,000	3,000
6	APS for Warehouse and Yard Areas	1,000	1,000
7	Install Security Cameras in Yard Area (GS Security), Warehouse 711	700	700
8	Upgrade Camera Storage System for Warehouse Areas	1,200	1,200
9	New Website Design	500	500
<b>TOTAL (I+II)</b>		<b>66,800</b>	<b>39,290</b>

**Article 2. Approved the Report of the Board of Supervisors on its activities in 2024 (attached).**

**Article 3. Approved the Proposal on the approval of the audited financial statements 2024 (attached).**

**Article 4. Approved the Proposal on the the distribution of profits, appropriation and use of funds, dividend payment in 2024, and the plan in 2025 (attached). Details are as follows:**

**1. Profit Distribution in 2024:**

**a) Profit distribution plan:**

- Total profit before tax in 2024: VND 124,032,831,169
- Current Corporate Income Tax: VND 28,078,663,498



- Deferred Corporate Income Tax: (VND 243,074,622)
- Total net profit after tax: VND 96,197,242,293 (1)
- Net profit after tax to charter capital ratio: 48.1%

According to the Company's Charter, the resolution of the General Meeting of Shareholders in 2024, and business results in 2024, the profit is distributed as follows:

- Appropriation to Development Investment Fund: VND 15,945,929,137 (2)
- Appropriation to Bonus and Welfare Fund: VND 33,634,467,156 (3)
- Appropriation to Managerial Bonus Fund: VND 637,500,000 (4)
- Undistributed net profit for 2024 = (1) - (2) - (3) - (4): VND 45,979,346,000

#### **b) Dividend payment in 2024:**

Based on the business results in 2024 and accumulated profit as of December 31, 2024, Tan Cang Warehousing Joint Stock Company will pay dividends as follows:

- Undistributed net profit in 2024: VND 45,979,346,000
- Dividend payout at 23% of charter capital: VND 45,979,346,000
- Remaining accumulated undistributed profit: VND 0
- Dividend payment method: In cash
- Expected payment time: From June 2025

#### **2. Profit distribution plan in 2025:**

In 2025, after fulfilling tax obligations to the State and deducting expected offsets, the profit will be proposed to the General Meeting of Shareholders for distribution as follows:

- Planned net profit after tax: VND 103,891,323,685
- Appropriation to Development Investment Fund: VND 23,640,010,529
- Appropriation to Bonus and Welfare Fund (\*): VND 33,634,467,156
- Appropriation to Managerial Bonus Fund (\*): VND 637,500,000
- Profit for dividend distribution (23% of charter capital): VND 45,979,346,000
- Remaining undistributed profit: VND 0
- Dividend payment method: In cash
- Payment schedule: To be decided appropriately by the Board of Directors.

(\*) The Bonus and Welfare Fund and the Management Bonus Fund for 2025 will be adjusted based on actual 2025 business results in accordance with Circular No. 28/2016/TT-BLĐTBXH dated September 1, 2016 of the Ministry of Labour, Invalids and Social Affairs.

**Article 5. Approved the Proposal on the remuneration payments for the Board of Directors and the Board of Supervisors in 2024 and the plan in 2025 (attached).**  
Details are as follows:

### 1. Remuneration for the Board of Directors and Board of Supervisors in 2024:

In 2024, the total remuneration paid to members of the Board of Directors (BOD) and Board of Supervisors (BOS) was VND 360,000,000 (in words: Three hundred sixty million dong), including:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0
2	BOD Members	04	5,000,000	60,000,000
II	Board of Supervisors			
1	Head of the BOS	01	5,000,000	60,000,000
2	BOS Members	02	2,500,000	30,000,000

(\*) The Chairman of the Board of Directors works in a full-time capacity.

### 2. Remuneration Plan for the Board of Directors and Board of Supervisors in 2025:

The total proposed remuneration for members of the BOD and BOS in 2025 is VND 372,000,000 (in words: Three hundred seventy-two million dong), including:

No.	Title	Quantity (persons)	Monthly remuneration (VND/person)	Annual total (VND/person)
I	Board of Directors			
1	Chairman of the BOD (*)	01	0	0
2	BOD Members	04	5,000,000	60,000,000
II	Board of Supervisors			
1	Head of the BOS	01	5,000,000	60,000,000
2	BOS Members	02	3,000,000	36,000,000

(\*) The Chairman of the Board of Directors works in a full-time capacity.





**Article 6. Approved of the Proposal to approve of salary, remuneration, and bonus funds in 2024 and the plan in 2025 (attached). Details are as follows:**

**1. Implementation in 2024:**

No.	Item	Plan 2024	Actual 2024
1	Salary fund for employees	168,700,000,000	181,400,000,000
2	Salary and remuneration fund for Managers	4,560,000,000	5,460,000,000
2.1	Salary fund for full-time Managers	4,200,000,000	5,100,000,000
2.2	Remuneration fund for part-time Managers	360,000,000	360,000,000
3	Bonus fund for Managers	525,000,000	637,500,000

**2. Plan in 2025:**

No.	Item	Plan 2025
1	Salary fund for employees	193,700,000,000
2	Salary and remuneration fund for Managers	5,472,000,000
2.1	Salary fund for full-time Managers	5,100,000,000
2.2	Remuneration fund for part-time Managers	372,000,000
3	Bonus fund for Managers	637,500,000

**Article 7. Approved the Proposal on the amendments to the Company's Charter (attached).**

**Article 8. Approved the Proposal on the amendments to the Internal Regulation on Corporate Governance and the Regulation on the Operation of the Board of Directors (attached).**

**Article 9. Approved the Proposal on the dismissal of members of the Board of Directors and Board of Supervisors for Term III (2020–2024) and the election of members of the Board of Directors and Board of Supervisors for Term IV (2025–2029) (attached). Details are as follows:**



1. Dismissal of members of the Board of Directors and the Board of Supervisors for Term III (2020 – 2024). Reason for dismissal: End of term.

Members of the Board of Directors for Term III (2020 – 2024) include:

- (1) Mr. Ngo Van Ngu
- (2) Mr. Do Thanh Truong
- (3) Mr. Doan Phi
- (4) Mr. Tran Quang Thao
- (5) Mr. Trinh Van Moi

Members of the Board of Supervisors for Term III (2020 – 2024) include:

- (1) Ms. Nguyen Thi Thuy Nga
- (2) Ms. Nguyen Thi Huyen
- (3) Ms. Nguyen Thi Hong Van

2. Approval of the number of members of the Board of Directors for Term IV (2025 – 2029). The number of members: 5 members.

The term of each member will be in line with the term of the Board of Directors. In case a member is elected to supplement or replace a dismissed member within the term, their term will be the remaining duration of the Board of Directors' term.

The list of elected members of the Board of Directors for term IV (2025 - 2029) includes:

- (1) Mr. Ngo Van Ngu
- (2) Mr. Do Thanh Truong
- (3) Mr. Doan Phi
- (4) Mr. Tran Quang Thao
- (5) Mr. Trinh Van Moi

3. Approval of the number of members of the Board of Supervisors for Term IV (2025 – 2029). The number of members: 3 members.

The term of each member will be in line with the term of the Board of Supervisors. In case a member is elected to supplement or replace a dismissed member within the term, their term will be the remaining duration of the Board of Supervisors' term.

List of elected members of the Board of Supervisors for Term IV (2025 – 2029) includes:

- (1) Ms. Nguyen Thi Thuy Nga
- (2) Ms. Do Phuong Thao
- (3) Ms. Dang Thuy Trang



**Article 10. Approved the Proposal to approve the execution of contracts and transactions between the Company and Sai Gon Newport Corporation (the parent company) (attached).**

The General Meeting of Shareholders hereby approves the execution of contracts and transactions between the Company and Saigon Newport Corporation (a major shareholder holding 59.01% of the charter capital – the parent company), to be implemented in 2025 up until the Annual General Meeting of Shareholders in 2026. Details are as follows:

1. Scope of Contracts and Transactions
  - a. Contracts and transactions between the Company and Sai Gon Newport Corporation with a value of 35% or more, or transactions leading to a total value of transactions arising within 12 months from the first transaction with a value of 35% or more of the total assets as recorded in the most recent financial statement.
  - b. Loan, lending, or asset sale transactions between the Company and Sai Gon Newport Corporation with a value greater than 10% of the total assets of the Company as recorded in the most recent financial statement.
2. Content of Contracts and Transactions: Providing/receiving transshipment, stevedoring, storage, transportation, hoisting, container cleaning, and repair services; Leasing/chartering equipment, stevedoring, and transportation vehicles; Infrastructure lease contracts; Brand promotion contracts.
3. The Director is authorized to negotiate and sign the contracts and transactions to ensure compliance with the law and protect the rights and interests of the Company.

**Article 11. Approved the Proposal on the selection of an auditing firm to audit the financial statements in 2025 (attached).** Details are as follows:

1. Criteria for selecting an independent auditing firm:
  - a) A reputable auditing firm approved by the State Securities Commission to audit public interest entities in the securities sector.
  - b) No conflict of interest in auditing the Company's financial statements.
  - c) Reasonable audit fee in accordance with the scope, content, and schedule required by the Company.
2. Approved list of selected auditing firms:
  - A&C Auditing and Consulting Co., Ltd. – Hanoi Branch
  - Deloitte Vietnam Co., Ltd.
  - Ernst & Young Vietnam Co., Ltd.
  - PWC Vietnam Co., Ltd.
  - KPMG Vietnam Co., Ltd.
3. The Board of Directors is authorized to select one of the above auditing firms and to authorize the Director to sign the contract in accordance with regulations.

## Article 12. Implementation provisions.

1. This Resolution was approved by the Annual General Meeting of Shareholders in 2025 and shall take effect from May 29, 2025.
2. The General Meeting of Shareholders assigns the Board of Directors and the Board of Management to implement this Resolution in accordance with the law and the Company's Charter based on the objectives, tasks, and financial plan in 2025 approved by the General Meeting of Shareholders./

### Recipients:

- Shareholders;
- BOD;
- BOS;
- Board of Management;
- Save: AGM Docs.

ON BEHALF OF THE GENERAL MEETING  
OF SHAREHOLDERS

CHAIRMAN



Ngo Van Ngu