

VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY
(Enterprise Registration No.: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam
Phone: (028) 39404271 Email: vtc-hcm@vitranschart.com Website: www.vitranschart.com.vn

Ho Chi Minh City, March 7, 2025

MEETING INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

CÔNG TY CỔ
PHẦN VẬN
TẢI VÀ THUÊ
TÀU BIỂN
VIỆT NAM

Digitally signed by CÔNG TY CỔ
PHẦN VẬN TẢI VÀ THUÊ TÀU BIỂN
VIỆT NAM
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To: Esteemed Shareholders of Vitranschart JSC

The Board of Directors of the Company respectfully invites you to attend the 2025 Annual General Meeting of Shareholders (AGM) as follows:

- 1. Time:** 8:00 AM, Friday, March 28, 2025.
- 2. Venue:** Conference Hall of Viet Nam Sea Transport and Chartering Joint Stock Company.
428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam.

3. Agenda:

The materials for the 2025 AGM will be posted on the website: www.vitranschart.com.vn starting from March 7, 2025, and will be provided to shareholders at the AGM.

4. Registration:

- To prepare the facilities for the meeting, shareholders are kindly requested to register for the AGM or submit a registration form to the company address before March 25, 2025.
- Candidates for the Board of Directors and the Board of Supervisors are kindly requested to send their nomination documents to the company before 12:00 PM, March 25, 2025.

5. Delegation of authority to attend the AGM:

If Shareholders authorize a representative to attend the AGM, Shareholders must complete the Power of Attorney form and send the signed form to the company address before March 25, 2025, or present it upon arrival at the AGM.

(Note: The power of attorney must be the original form with wet signatures of the authorizing party and the authorized party, if from an organization, it must bear the organization's seal and be signed by the legal representative.)

6. Address for document submission and support contact:

VIET NAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

- Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam.
- Phone: (028) 39404271-107 / 0903348779 Email: nhlan1.ntl@vitranschart.com.vn

7. Shareholders or authorized representatives attending the AGM please bring the following documents:

- Meeting invitation.
- ID card /Passport.
- Power of Attorney.

We look forward to welcoming our esteemed shareholders to the Annual General Meeting of 2025.

Respectfully yours!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



[Signature]
Huynh Nam Anh



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AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDER 2025
(Starts at 08:00 AM, March 28, 2025)

Time	Content	Presided by
08:00 – 08:30	- Welcome delegates and shareholders; - Verifying the eligibility of shareholders, Provide Voting Card, Voting Ballot, Election Ballot, meeting materials, etc.	Organizing Committee
08:30 – 08:45	- Opening statement; - Report on shareholder eligibility verification; - Introduction and approval of the Presidium; - Introduction of the Secretary; - Introduction and approval of the Vote Counting Committee.	Organizing Committee
08:45 – 09:00	- Approval of the Meeting Agenda; - Approval of the Working Regulation.	Presidium
09:00 – 09:30	Reports presented at the Meeting: - Report of the Board of Directors for the year 2024 ; - Report of the Board of Management on business performance in 2024 and business plan for 2025; - Report of the Board of Supervisors on inspection and supervision results in 2024; - Audited financial statements for 2024.	Presidium
09:30 – 10:00	Proposals: - Proposal for approval of the audited financial statements for 2024; - Proposal for the business plan for 2025; - Proposal for approval of remuneration for the Board of Directors and Board of Supervisors in 2024 and remuneration plan for 2025; - Proposal for selection of an audit firm for the financial statements of 2025; - Proposal for dismissal and additional election of Board of Director (BOD) members for the term 2023-2028. - Proposal for dismissal and additional election of Board of Supervisors (BOS) members for the term 2023-2028. - Other matters (if any).	Presidium
10:00 – 10:20	Questions and Answers	Presidium
10:20 – 10:30	Voting on reports and proposals.	Voting shareholders
10:30 – 10:55	Election of additional BOD, BOS members for the term 2023-2028 - Approval of the Election Regulations; - Approval of the list of candidates and nominees for additional BOD, BOS members; - Voting instructions; - Electing additional BOD, BOS members for the term 2023-2028.	Vote Counting Committee
10h55 – 11h10	- Vote Counting Committee works (Counting of voting ballots and election ballots) - Break	Vote Counting Committee
11h10 – 11h20	Announcement of voting results: - Announcement of voting results; - Announcement of election results.	Vote Counting Committee
11h20 - 11h35	- Approval of the Meeting Minutes and Resolution; - Closing statement.	Secretary and Presidium

ORGANIZING COMMITTEE

Ho Chi Minh City, March 28th, 2025

REPORT OF THE BOARD OF DIRECTORS AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: The 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company

I. ASSESSMENT OF THE COMPANY'S ACTIVITIES

1. General assessment of the Company's activities

In the context of the weak global economic growth in 2024, along with prolonged geopolitical instability in many countries, the dry bulk shipping market generally remained stable with improved indicators compared to the same period last year. The Company closely monitored market developments and make the best use of opportunities, successfully implemented financial restructuring, and successfully sold the Vien Dong 3 vessel at the end of 11/2024, resulting in a profit of nearly 221 billion VND for the entire company in 2024, ensuring jobs and income for employees. Specifically:

Assessment of the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders

1.1. Results of production and business activities in 2024

Target	Unit	Plan 2024	Actual 2024	Actual 2024/ Plan 2024
1. Transportation output	Million tons	1,137	1,170	103%
2. Total revenue (*)	Billion VND	637,869	736,548	115%
3. Profit (+)/Loss (-) Before tax	Billion VND	162,331	220,840	134%

(*) **Note:** Including profit from vessel sales and financial settlements

1.2. Investment and asset disposal plan:

The Company completed the sale of Vien Dong 3 vessel with better results than estimated in the approved project, meeting the financial restructuring target. Until now, the Company has not implemented the sale of the VTC Glory vessel due to the failure to reach an agreement with the credit institution.

The Company has been granted the land use right certificate and is carrying out procedures to apply for a construction permit for an office building at 428 Nguyen Tat Thanh Street, Ward 18, District 4.

1.3. Remuneration of the Board of Directors, member of the Board of Supervisors:

Remuneration for non-executive Board of Directors' members, Member of the Board of Supervisors, and salary fund for executive Board of Directors' members, shall be implemented

in accordance with the approval from the 2024 Annual General Meeting of Shareholders as follows:

- Salary fund for executive Board of Directors' members: 585 million VND.
- Remuneration of Member of Board of Directors, Head of the Board of Supervisors: 5 million VND/person/month.
- Remuneration of Member of the Board of Supervisors: 4 million VND/person/month.

Total remuneration fund of non-executive Board of Directors: 240,000,000 VND/year; Total remuneration fund of Board of Supervisors: 156,000,000 VND/year.

1.4. Audit firm selection report:

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors selected AASC Auditing Firm Company Limited to audit the 2024 Financial Statements.

2. Fulfilling responsibilities to Shareholders:

- Information disclosure is prioritized and implemented with full transparency.
- Supporting Shareholders in timely updating depository information. Fully answering information related to Shareholders' rights.

II. ASSESSMENT OF THE GENERAL DIRECTOR'S ACTIVITIES

The Board of Directors provides direction, guidance, and timely resolution of arising issues within the Board of Directors's authority to facilitate the General Director's operations. The General Director has complied with the provisions of the Enterprise Law, the Company's Charter, and the resolutions of the General Meeting of Shareholders, the resolutions and decisions of the Board of Directors in business activities and financial restructuring, contributing to the gradual improvement of the Company's financial situation.

The Board of Management has made great efforts in directing the organizational apparatus to implement the Company's production and business plan in 2024, fully and promptly implementing the Board of Directors's directions and reporting detailed implementation results with a high sense of responsibility. Analyzing, selecting, negotiating, and deciding to sign contracts with appropriate terms to optimize business efficiency; Ensuring the technical condition of the fleet, reducing fuel consumption to increase exploitation efficiency, improving service quality while reducing related expenses (off-hire, PSC, etc.). As a result, the achieved results exceeded expectations in all areas of production and business, contributing to maintaining and strengthening trust from partners, customers, and shareholders. The Board of Directors believes that the firm and flexible solutions in the BOM's management will contribute to maintaining stability in business operations, in the context of a challenging global economy, especially escalating military conflicts and political instability in the Middle East, the Russia-Ukraine war, and frequent congestion at major ports around the world, which have directly and comprehensively impacted the global maritime industry as well as the Vitranschart fleet.

The Board of Directors assesses that the Board of Directors in general, and the 3 members of the Board of Directors in particular, have excellently completed their assigned tasks in 2024.

III. SUMMARY OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Activities of the Board of Directors:

The Board of Directors includes 5 members, promptly issued an Action Program in 2024 to implement 5 key task groups with specific objectives; conducted 04 regular meetings and frequently addressed matters through discussions and consensus via email and written documents, adapting to the actual situation. Specifically:

No.	Board of Directors' members	Position	Number of meetings attended	Percentage	Reasons for not attending
1	Mr. Huynh Nam Anh	Chairman	04	100%	
2	Mr. Le Duy Duong	Member	04	100%	
3	Mr. Trinh Huu Luong	Member	04	100%	
4	Mr. Nguyen Hoang Sang	Member	04	100%	
5	Ms. Mai Thi Thu Van	Member	04	100%	

- In 2024, the Board of Directors operated proactively, adhering to general regulations governing BOD's activities, providing timely direction, and closely monitoring the Executive Board's activities in organizing the established goals and plans.

- The Board of Directors assigned tasks to its members; the assignment ensured principles, responsibilities, and authorities were clear and specific, facilitating the Board members in carrying out their duties. All members fully participated in Board meetings and provided written opinions with a high sense of responsibility, for the benefit of shareholders and the sustainable development of the Company. Besides fulfilling the general responsibilities of the Board of Directors, the Board members completed their assigned tasks.

+ The Chairman of BOD successfully fulfilled the duties as stipulated by the Law on Enterprise and the Company's Charter in convening and organizing annual work programs, assigning tasks among members, organizing meetings, obtaining written opinions to issue Resolutions in accordance with legal regulations, ensuring timeliness in directing and issuing important decisions at the Company, and completing assigned specific tasks.

+ Other Board members completed their assigned tasks effectively, making creative and timely contributions to the Board's management and administration, contributing to the successful completion of the Board's Action Program and the Company's business plan for 2024.

Activities of the Board of Directors' subcommittees: The Board of Directors did not establish any subcommittees.

The Board of Directors' supervisory activities over the Board of Mangagement:

The Board of Directors regularly monitors the activities of the Board of Mangagement and other management tasks, coordinating with the Company's Board of Supervisors to inspect the following issues:

- Implementation of the plan targets set by the General Meeting of Shareholders and the Board of Directors.

- The implementation of Resolutions of the General Meeting of Shareholders, the Board of Directors, and decisions issued by the Board of Directors regarding progress and implementation measures.

- The Board of Directors regularly reviews and evaluates the implementation of the business plan and economic indicators to take timely measures to direct the Board of Management in deploying activities effectively.

- Inspection of compliance with the provisions of the Enterprise Law, the Company's Charter, current regulations, and internal processes and regulations.

Resolutions/Decisions of the Board of Directors:

In 2024, the Company's Board of Directors issued 42 resolutions and decisions related to all organizational, Human resources, business, and investment activities. The Resolutions and decisions issued by the Board of Directors were agreed upon by the members and complied with the Company's Charter.

No.	DATE	CONTENT
01/NQ-HĐQT	02/01/2024	Resolution approving the human resources for management and executive personnel of the Company for the period 2020-2025 and subsequent years
02/NQ-HĐQT	10/01/2024	Resolution awarding the title "Emulation Fighter" in 2023
03/QĐ-HĐQT	11/01/2024	Resolution of the meeting on 2024-01-11
04/QĐ-HĐQT	11/01/2024	Resolution establishing the Organizing Committee for the 2024 Annual General Meeting of Shareholders
05/NQ-HĐQT	11/01/2024	Resolution on the 2024 action plan of the Company's Board of Directors
06/NQ-HĐQT	25/01/2024	Resolution on the distribution of after-tax profit in 2023 of SCC Crew Crew Co., Ltd. (SCCM)
07/QĐ-HĐQT	02/02/2024	Resolution issuing regulations on the use of the company's reward and welfare fund
08/QĐ-HĐQT	02/02/2024	Resolution on the organization of the 2024 Annual General Meeting of Shareholders
09/NQ-HĐQT	07/03/2024	Resolution approving the content of the meeting agenda and documents of the 2024 Annual General Meeting of Shareholders
10/QĐ-HĐQT	29/03/2024	Resolution of the Board of Directors meeting on 29/03/2024
11/NQ-HĐQT	12/04/2024	Resolution on signing a contract between Vitranschart and a subsidiary
12/NQ-HĐQT	22/04/2024	Resolution establishing the Organizing Committee for the Company's 50th anniversary celebration
13/QĐ-HĐQT	27/05/2024	Resolution on Implementing the Private Placement of Shares to Swap Debt.
14/QĐ-HĐQT	27/05/2024	Resolution on Approving the Dossier for Private Placement of Shares to Swap Debt
15/QĐ-HĐQT	27/05/2024	Resolution establishing the Liquidation and Sale Council for the Viễn Đông 3 vessel
16/QĐ-HĐQT	26/06/2024	Resolution reappointing Ms. Mai Thi Thu Van - Deputy General Director of the company
17/NQ-HĐQT	26/06/2024	Resolution reappointing Ms. Le Kim Phuong - Chief Accountant of the company
18/QĐ-HĐQT	26/06/2024	Resolution on Approving the Plan for SCCM to relocate the office of SCCM's representative office in Hai Phong

No.	DATE	CONTENT
19/NQ-HĐQT	02/07/2024	Resolution on signing a contract between Vitranschart and a related person.
20/QĐ-HĐQT	03/07/2024	Resolution on changing the legal representative of Hai Dang Ship Management Co., Ltd.
21/NQ-HĐQT	12/07/2024	Resolution of the BOD Meeting on 12/07/2024
22/QĐ-HĐQT	26/07/2024	Decision on assigning personnel for overseas business trips
23/QĐ-HĐQT	26/07/2024	Decision on assigning personnel for overseas business trips
24/QĐ-HĐQT	01/08/2024	Decision on approving the Vien Dong 3 vessel sale project
25/QĐ-HĐQT	12/08/2024	Decision on approving the human resource planning for management personnel for the period 2020-2025 and subsequent years
26/NQ-HĐQT	16/09/2024	Resolution on Company Human resources matters
27/QĐ-HĐQT	19/09/2024	Decision on approving the sale of Vien Dong 3 vessel
28/QĐ-HĐQT	19/09/2024	Decision on dismissing the capital representative and chairman of SCCM
29/QĐ-HĐQT	19/09/2024	Decision on appointing a capital representative and assigning the role of chairman of SCCM
30/QĐ-HĐQT	19/09/2024	Decision on dismissing the capital representative and chairman of Hai Dang SMC
31/QĐ-HĐQT	19/09/2024	Decision on appointing a capital representative and assigning the role of chairman of Hai Dang SMC
32/QĐ-HĐQT	20/09/2024	Decision on changing the legal representative of Hai Dang Ship Management Company Limited
33/NQ-HĐQT	08/10/2024	Resolution of the BOD Meeting on 08/10/2024
34/QĐ-HĐQT	30/10/2024	Decision on issuing the Regulations on Personnel Work of Vitranschart
35/NQ-HĐQT	11/11/2024	Resolution on registering for charter capital increase, adjusting the Business Registration Certificate, and supplementing the securities registration and trading registration
36/NQ-HĐQT	28/11/2024	Resolution on handling the outstanding loan at MSB
37/QĐ-HĐQT	05/12/2024	Resolution on signing the Land Lease Contract and issuing the Certificate of Land Use Rights for Zone I - 428NTT
38/QĐ-HĐQT	09/12/2024	Decision on funding for the 50th anniversary of Vitranschart
39/QĐ-HĐQT	10/12/2024	Decision on approving the 2024 salary and income fund, and temporarily assigning the 2025 salary and income plan
40/QĐ-HĐQT	25/12/2024	Decision on awarding the title of "Emulation Fighter" in 2024
41/QĐ-HĐQT	25/12/2024	Decision on issuing the Regulations on procedures and dossiers for buying, selling, and building new ships of Vitranschart
42/QĐ-HĐQT	31/12/2024	Decision on rewarding members of the Board of Management for outstanding achievements bringing high economic efficiency to the Company

Overall assessment: The Board of Directors has excellently completed its tasks.

IV. ORIENTATION AND PLAN OF THE BOARD OF DIRECTORS

1. Operational Orientation for 2025

- Continue to closely monitor and direct the Board of Management to implement the objective of strengthening the company's financial situation to maintain stable and developing business activities.

- Continue to research and evaluate feasible and effective business areas, specifically:
 - + Promote export activities and crew leasing.
 - + Expand ship management and operation services.
- Strengthen risk control, corporate governance, technical improvement, and continue to apply information technology to improve work productivity and update business data promptly, thereby contributing to saving production costs and reducing product prices.
- Continue to improve the lives and incomes of employees, and improve the working environment to attract and enhance creativity, dedication, and employee loyalty to the Company.
- Maintain and ensure the implementation of information disclosure in accordance with legal regulations.
- Develop a 2025 business plan suitable to the Company's actual situation, closely following the developments of the economy and the transportation market.
- Focus efforts on completing the set targets, including the business plan, investment plan, and asset sale and liquidation plan according to the Resolution approved by the Annual General Meeting of Shareholders.
- In accordance with the delegated authority, the Board of Directors approves the plan/policy/investment project for maritime vessels and capital loans for development at subsidiaries, thereby allowing Hai Dang SMC to invest in one cargo vessel with a tonnage of 28,000 – 32,000 DWT in 2025.

2. Business plan for 2025:

Target	Unit	2025 Plan
1. Shipping volume	Million Ton	1,26
2. Revenue from operations	VND Billion	795,51
3. Profit before taxes	VND Billion	320,00

() The above targets do not include results from unusual activities arising outside the plan.*

3. Investment plan:

Continue to implement the project to build an office building combined with a rental office at 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam.

4. Ship sale plan:

Sell the vessel VTC Glory when conditions are favorable.

The above is the Report on activities in 2024 and the operational orientation for 2025 of the Board of Directors, respectfully submitted to the General Meeting of Shareholders for approval.

On behalf of the Company's Board of Directors, I wish all shareholders good health, happiness, and success.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HUYNH NAM ANH

Ho Chi Minh City, March 28th, 2025

**REPORT OF THE BOARD OF MANAGEMENT
ON BUSINESS ACTIVITIES IN 2024 AND THE 2025 PLAN**

I. BUSINESS RESULTS IN 2024

1. Market situation

The dry bulk shipping market in 2024 experienced many fluctuations and has not shown any clear improvement due to weak global economic growth along with increasing geopolitical instability in many countries. The prolonged war has disrupted global food and energy supplies. This has led to increased energy costs and inflation in Europe and other regions. In addition, the Israeli-Hamas conflict that began in late 2023, with the risk of escalating into a regional war, has threatened important trade routes such as the Red Sea. This increases marine insurance costs, affecting transportation and energy supplies, specifically:

The dry bulk freight market in Q1/2024 decreased compared to Q4/2023 due to the impact of the Lunar New Year holiday in Asian countries.

In Q2/2024, the market remained stable but did not improve significantly compared to Q1/2024.

In Q3/2024, the market was slower than expected due to weak economic growth affected by the wars and conflicts between Russia and Ukraine.

By Q4/2024, the dry bulk shipping market performed poorly across all vessel segments.

The average BDI in 2024 was 1,761 points and the BHSI was 705 points. Although higher than the 2023 average, it has not yet made a breakthrough.

2. Business results in 2024:

In the context of constantly fluctuating business activities, thanks to the close direction and correct strategic planning of the Company's Management Board, along with the solidarity, efforts, and determination of all employees and crew members, the Company make the best use of opportunities and has successfully restructured its finances in VDB, generating revenue of more than 190 billion VND and successfully selling the Vien Dong 3 vessel at the end of 2024, generating a profit of nearly 39 billion VND, leading to a profit of nearly 221 billion VND for the entire company in 2024, ensuring jobs and income for employees.

Indicator	Unit	FY 2023	Plan 2024	FY 2024	FY 2024/ FY 2023	FY 2024 / Plan 2024
1. Transportation Output	Million Tons	1.24	1.14	1.17	94%	103%
2. Total Revenue (*)	Billion VND	1,100.93	637.87	736.55	67%	115%
- Transportation services	Billion VND	220.40	221.61	247.34	112%	112%
- Other business	Billion VND	217.27	214.21	248.68	114%	108%
- Financial activities & other activities	Billion VND	663.26	186.81	240.53	36%	129%
3. Profit (+)/Loss (-)	Billion VND	560.42	162.33	220.84	39%	136%

Some key indicators are as follows:

- **Output:** In 2024, 1.17 million tons were achieved, exceeding the plan by 3% and decreasing by 6% compared to 2023 due to fleet reduction.

- **Total revenue:** The whole year reached 736.55 billion VND, exceeding the plan by 15% and decreasing by 33% compared to the previous year, specifically:

- + Transportation revenue reached 247.34 billion VND, exceeding the plan by 12% and increasing by 12% compared to the previous year due to increased freight rates.

- + Revenue from other business services (excluding internal revenue) reached 248.68 billion VND, increasing by 8% compared to the plan and 14% compared to the previous year due to the increase in the number of crew members for export, an additional 2 crew members were added.

- + Revenue from financial and other activities (including revenue from financial restructuring and profit from the sale of Vien Dong 3 vessel) reached 240.53 billion VND, exceeding the plan by 29% and decreasing by 64% compared to the previous year, mainly due to the decrease in revenue from financial restructuring (nearly 571 billion VND in 2023 and over 190 billion VND in 2024).

- **Profit/(loss):** *The whole Company achieved a profit of 220.84 billion VND for the entire year, exceeding the plan by 36% and reaching 39% compared to the same period.*

3. Management and other activities:

In the context of ongoing difficulties and challenges, under the leadership and direction of the Party Committee, the Board of Directors, and the concerted efforts of over 700 employees and union members, Vitranschart has effectively implemented the 2024 Shareholders' Meeting Resolution with many outstanding results in the year, including:

- Successfully implemented financial restructuring.

- Effectively implemented the Vietnam Maritime Corporation' fleet restructuring policy, successfully completed the sale of the Vien Dong 3 vessel in accordance with regulations, with results exceeding the targets approved by the Company's Board of Directors.

- Implemented strong digital transformation, applying electronic office and managing spare parts and supplies through software.

- Effectively implemented maintenance and preservation work, limiting off-hire. Successfully controlled regular fleet repair costs.

- Monitored and managed the implementation of the Safety and Maritime Labor Management System procedures effectively, with no vessels incurring serious violations related to MLC 2006, and maintained the fleet's status at a satisfactory level, without detention.

- Enhance internal training and development programs.

- Completed legal procedures for land lease at 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City and are implementing legal procedures for land lease at 36 Nguyen Thi Minh Khai, Da Kao Ward, District 1, Ho Chi Minh City.

- During the year, signed a ship lease contract with the freight rate of fleet freight rates were maintained at a high level compared to the market price. Effectively managed and controlled cargo handling, minimizing complaints from Charterers and cargo owners.

II. 2025 BUSINESS PLAN:

1. Market situation and business plan:

1.1 Global economic and trade situation:

In 2025, the global economy is expected to grow steadily but at a modest rate. According to the International Monetary Fund (IMF)'s January 2025 World Economic Outlook Update, global GDP is projected to grow by 3.3% in both 2025 and 2026, lower than the 3.7% average for the 2000-2019 period.

Although global inflation is trending downwards, many countries still face economic and geopolitical challenges. Trade tensions between major economies, particularly between the United States and China, could negatively impact supply chains and global growth. The United States imposing higher tariffs on Chinese goods could reduce China's GDP growth to 3.9% in 2025.

In addition, factors such as climate change and extreme weather continue to affect production and international trade. Deflation in China, coupled with the real estate crisis and weak domestic demand, poses significant challenges for the world's second-largest economy.

Global trade in goods and services is projected to grow by 3.2% in 2025, lower than the 4.9% average for the 2000-2019 period. This decline reflects weak global demand and a trend towards increased domestic consumption.

The industrial production situation in Asian countries shows an uneven recovery. China is expected to grow industrial output by about 4.7% in 2025, while Japan and South Korea may face negative growth due to declining export demand.

Overall, the global economy and trade in 2025 continue to face numerous challenges from geopolitical instability, climate change, and inherent economic factors of each nation. Closely monitoring and adapting to these fluctuations is essential for maintaining economic stability and development.

(Source: IMF, Clarksons Research, Worldbank, APnews)

1.2 Dry bulk fleet growth:

According to Clarksons Research's forecast, the global dry bulk fleet is expected to grow by 2.0% in 2025, slightly down from 2.4% in 2024. This slowdown reflects the trend of decelerating fleet growth in recent years.

The Supramax segment is projected to experience the strongest growth, with 10.0 million DWT expected to be delivered in 2025. Conversely, the Capesize segment has a low orderbook, with a total of 7.2 million DWT expected to be delivered during 2024-2025.

Regarding transport demand, Bimco forecasts growth of around 1.5-2.5% in 2025, thanks to the global economic recovery and increased demand for goods. However, factors such as high interest rates and a strong USD could impact dry bulk transport demand.

(Source: Clarksons Research, Vosco, Vsico)

1.3 Demand for seaborne dry bulk transport:

The dry bulk shipping market in 2024 witnessed slower growth, with challenges stemming from declining coal demand and the shift towards renewable energy sources. The forecast for 2025 continues to indicate modest growth, requiring shipowners and operators to be flexible and adapt to market fluctuations. BIMCO forecasts dry bulk transport demand to grow by around 0.5% to 1.5% in 2025, with global transport volumes for key commodities projected as follows: iron ore expected to grow by 1.0% to 2.0% in 2025, driven by steel demand; Coal expected to decline by 2% to 4% in 2025; Grains expected to grow by under 2% in 2025; Other minor bulk commodities (bauxite, copper, nickel, cement, fertilizers, scrap iron, etc.) expected to grow by around 3% to 5% in 2025.

1.4 Market forecast:

Overall, the dry bulk shipping market in 2025 is expected to continue facing challenges from supply-demand imbalances, requiring shipowners and operators to be flexible and adapt to market fluctuations.

Handysize vessel growth is forecast to be relatively slow compared to other segments like Supramax or Panamax, with fleet supply growth only from 1.5% to 2.5% in 2025 (BIMCO Home). Notably, the recycling of older vessels will increase due to the Handysize fleet's high average age, with nearly 50% of vessels over 20 years old (Dry Cargo Mag).

-BDI Handysize is forecast to fluctuate between 1,000 and 1,500 points in 2025 (BIMCO Home).

-TCE for Handysize vessels is expected to range from 8,000 - 12,000 USD/day in 2025 (BIMCO Home, Baltic Exchange Consumer), TCE for older vessels ranges from 4,700 – 5,700 USD/day.

Based on key economic and political factors, market forecasts, and the Company's fleet and human resource capabilities, the Management Board has developed the 2025 business plan with the following key projected targets:

Indicator	Unit	FY 2024	Plan 2025	Plan 2025/ FY 2024
1. Transportation Output	Million tons	1.17	1.26	108%
2. Total Revenue (*)	Billion VND	736.55	795.51	108%
3. Profit/Loss Before Tax	Billion VND	220.84	320.00	145%

(*) **Note:** The 2025 consolidated targets for the entire Company do not include results from extraordinary activities arising outside the plan. These targets account for the successful investment in one Handysize vessel with a capacity of 28,000 DWT to under 40,000 DWT at the subsidiary Hai Dang SMC, which will be put into operation starting from Q4/2025.

Investment plan: Continue implementing the investment project to construct an office building at the headquarters located at 428 Nguyen Tat Thanh Street, Ward 18, District 4, Ho Chi Minh City.

2025 Vessel sale plan: Execute the sale of the vessel VTC Glory when conditions are favorable.

2. Solutions to be implemented:

Midst the unpredictable developments in the shipping market, the aforementioned plan presents challenges for the Company. Therefore, achieving the planned targets requires the collective efforts of every individual and department in fulfilling their responsibilities, along with enhanced management across the entire organization, specifically as follows:

2.1 Solutions for completing the business plan:

2.1.1 Solutions regarding market and business:

- Focus on core areas of strength, such as crew chartering and vessel chartering.
- Modernize the fleet, focusing on larger, cost-effective vessels to enhance operational efficiency. Apply digital technology to optimize operational and management processes, thereby reducing costs and improving efficiency.
- Strengthen domestic and international cooperation to expand the market.
- Invest in constructing an office building at 428 Nguyen Tat Thanh Street, and develop office leasing services.

2.1.2 Solutions regarding customer policy:

- *Pricing policy solutions:* Continue implementing flexible cooperation policies to secure customer support if the company encounters difficulties during certain periods. The company

prioritizes serving traditional customers with sound financial standing; collaborates based on a win-win spirit, where both parties benefit from cooperation; offers promotional programs and adjusts freight rates reasonably to support each other when the market reverses, etc

- *Solutions for customer care and development:* Continue to strengthen contact and cooperation with partners in various market segments to flexibly select vessel operation methods based on the company's technical and financial status. Although the Company currently plans to operate its fleet through time chartering, it maintains contact with former clients (from previous voyage operations) to potentially revert to voyage operations or engage in external vessel chartering when conditions permit. The Company recognizes that developing the market while simultaneously building as many customer relationships as possible will create favorable conditions not only for operating the Company's fleet but also for new services in the future (such as external vessel chartering, vessel operation management services, etc.). In addition to maintaining relationships with existing customers and caring for current customers, we also strive to build new customer relationships.

2.1.3 Solutions for corporate governance and innovation:

- Continue applying the Balanced Scorecard (BSC) KPI and digitize all management and business processes.

- Strengthen the leadership capacity of all management levels through training programs and recruitment.

2.1.4 Solutions for finance and investment:

- Cash flow management: Maintain the development and implementation of monthly/annual financial plans; control weekly income and expenditure balances and conduct monthly performance evaluations; prioritize funding for business activities, accumulate funds to implement and complete the restructuring of VDB's debt, thereby improving and strengthening the company's financial situation.

- Continue collaborating with Vietnam Debt and Asset Trading Corporation (DATC) to implement the financial purchase and handling plan for the shipbuilding loan at Vietnam Development Bank.

- Develop feasible solutions to ensure the successful implementation of the additional ship investment plan, the office building construction project, and the transformation of the Company's subsidiaries model to mobilize additional external investment sources to support the Company's development.

2.1.5 Human Resource Solutions:

- Assign key personnel to participate in training and refresher courses on management and administration knowledge to enhance management capacity at the unit.

- Assign officials and employees to participate in specialized training courses related to their assigned functions and tasks according to the unit's needs to improve the quality of human resources and meet assigned tasks.

- Continue to effectively implement the training and development regulations, operate the BSC-KPIs strategic management system linked to 3Ps salary payment to monitor and improve the operating results of the enterprise as well as departments with strategic goals, serving as a lever to motivate employees to work better.

- Develop training programs, the main training forms include: integration, on-the-job training, off-the-job training. Especially focus on building a team of internal trainers to implement training plans that are close to reality and specific to the industry's work, ***strengthen soft skills and corporate culture training courses to develop the capacity of employees and officers and crew members comprehensively in terms of knowledge, skills, and attitude***, as well as save costs for the Company.

2.1.6 Technology - Technical Solutions:

- Implement digital transformation at the Company:
 - + Continue to deploy and complete the following software: Electronic Office (e-office), Vessel Material Management (VMM).
 - + Digitize documents and vouchers to serve as input data for e-office, VMM, and BSC-KPI systems.
- Enhance cybersecurity for ships and shore:
 - + Maintain and service the network system, firewall, and anti-virus system.
 - + Maintain, upgrade, and deploy cybersecurity for the Company's fleet.

2.2 Risk Response Solutions:

- Strengthen safety, technical, and crew management for the fleet to minimize incidents, maintain PSC compliance, and reduce off-hire days. Implement practical measures to strictly control fuel and lubricant consumption and norms to ensure compliance with the technical and economic targets set out in the fleet's production and business plan.
- Increase remuneration to retain competent crew members for training and to supplement crew shortages.
- Develop a plan to replace crew members when conditions permit, in conjunction with the ship's operating schedule to save costs, such as convenient ports abroad with low crew replacement costs or when the ship calls at Vietnamese ports for loading and unloading cargo.
- Strengthen professional training for officers and crew members. Regularly remind ships to be well-prepared in all aspects for PSC inspections (if any), remind ships to organize services and welcome PSCOs in a friendly, professional, and cooperative manner, and avoid showing tension in communication with PSCOs.
- Guide the inspection of essential equipment and promptly rectify any discrepancies found periodically or before arriving at port.
- Conduct internal inspections, monitoring, and evaluations of vessels when feasible. Regularly remind crew members to fully comply with the Safety Management System. Enhance specialized training and education for crew members.
- Apply effective deterrents for crew member disciplinary violations. Record documents, review disciplinary actions, and potentially discontinue employing these crew members.
- Notify, warn, and remind vessels to strengthen security measures when transiting or calling at ports or waters with high security risks. Adhere to recommendations and guidance from relevant organizations and authorities.
- Enhance close monitoring of weather reports, issuing timely recommendations to support vessels.
- Strengthen preventative controls to mitigate incidents within the fleet.
- Organize and assign personnel effectively to provide seamless and timely support to vessels.

This is the Board of Management's summary report on the Company's business activities in 2024 and the business plan for 2025.

Respectfully submitted to the General Meeting of Shareholders for review and approval.

Sincerely thanks.

**ON BEHALF OF THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**



Trinh Huu Luong

**REPORT OF THE BOARD OF SUPERVISORS
ON OPERATIONAL PERFORMANCE, INSPECTION AND SUPERVISION
RESULTS IN 2024, AND OPERATIONAL PLAN FOR 2025**

To: General Meeting of Shareholders 2025
Vietnam Sea Transport and Chartering Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019;

Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company;

Pursuant to the Regulations on Corporate Governance of Vietnam Sea Transport and Chartering Joint Stock Company;

Pursuant to the Regulations on Operation of the Board of Supervisors of Vietnam Sea Transport and Chartering Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated 28/3/2024 of the Annual General Meeting of Shareholders 2024 of Vietnam Sea Transport and Chartering Joint Stock Company;

Pursuant to the combined financial statements and the 2024 consolidated financial statements of Vietnam Sea Transport and Chartering Joint Stock Company audited by AASC Auditing Firm Co., Ltd.,

The Board of Supervisors (BOS) of Vietnam Sea Transport and Chartering Joint Stock Company (Company) respectfully reports to the Annual General Meeting of Shareholders 2025 (AGM) on the operational performance of the Board of Supervisors; results of the inspection and supervision of the Company's operations, the activities of the Board of Directors (BOD) and the General Director of the Company as follows:

PART I. OPERATIONAL PERFORMANCE OF THE BOARD OF SUPERVISORS

1. Number of members of the Board of Supervisors

In 2024, the number of members of the Board of Supervisors remained unchanged, maintaining 03 members elected at the 2023 Annual General Meeting of Shareholders for the 2023-2028 term. Members of the Board of Supervisors include:

- (1) Ms. Vu Thi Diep - Head of the Board
- (2) Ms. Nguyen Thi Phuong Thao - Member
- (3) Ms. Nguyen Quynh Lien - Member

The members of the Company's Board of Supervisors serve concurrently in other positions.

2. Results of the 2024 tasks of the Board of Supervisors

Implementing the tasks assigned by the General Meeting of Shareholders, in 2024, the Board of Supervisors inspected and supervised the activities of the Board of Directors, the General Director of the Company, and inspected and supervised the Company's business and investment activities. The inspection and supervision process ensures honesty, prudence, professional ethics, and does not hinder the Company's business activities.

In 2024, the Board of Supervisors held 04 meetings, all of which were attended by all members of the Board of Supervisors. The contents of the meetings included: Approving the Inspection and Supervision Report of the company's activities for the 2023 period; Agreeing on the Report of the Board of Supervisors to the 2024 Annual General Meeting of Shareholders; Approving the Inspection and Supervision Report of the company's activities for the first 06 months of 2024; Summarizing the results of the 2024 operating plan and agreeing on the 2025 operating plan of the Board of Supervisors. In addition, the members of the Board of Supervisors regularly exchange work with each other.

The Board of Supervisors has closely followed the Resolution of the 2024 General Meeting of Shareholders, the operating plan, and the actual situation, fulfilling its responsibilities and powers as prescribed. The Board of Supervisors maintains good working relationships and coordination with the Board of Directors and the General Director of the Company. The members of the Board of Supervisors work with a high sense of responsibility, according to the principles of independence and prudence, always for the benefit of the shareholders and the Company.

3. Evaluation of the Board of Supervisors' performance results

- The members of the Board of Supervisors operate in compliance with legal regulations, the Company Charter, and the Company's Board of Supervisors' working regulations.

- Each member of the Board of Supervisors has completed the assigned inspection, supervision, and evaluation tasks seriously and honestly. During the performance of their duties, the members of the Board of Supervisors regularly exchange and support each other to carry out the work objectively and achieve the highest efficiency.

- The members of the Board of Supervisors have been proactive in their work, contributing many ideas to the Board of Directors/General Director of the Company, contributing to the Company's successful completion of its assigned tasks.

4. Remuneration and operating expenses of the Board of Supervisors in 2024

Members of the Board of Supervisors all serve concurrently in other positions, so no salary is incurred. Remuneration and operating expenses of the members of the Board of Supervisors are implemented according to the Resolution of the General Meeting of Shareholders, the Company's policies, and in compliance with legal regulations. In 2024, the total remuneration of the members of the Board of Supervisors is 156 million VND.

The operating expenses of the Board of Supervisors are implemented in accordance with the prescribed expenditure norms specified in the Company's internal regulations and rules.

PART II. INSPECTION AND SUPERVISION RESULTS

I. Supervision results of the Board of Directors' activities

- In 2024, the Board of Directors successfully organized the Annual General Meeting of Shareholders on 28/3/2024.

- The Board of Directors developed the 2024 Action Plan (issued with Resolution No. 05/NQ-HĐQT dated 11/01/2024) with 05 key task groups and specific objectives; has fully implemented and achieved certain results.

- The Board of Directors held 04 regular meetings and several ad-hoc meetings to promptly resolve issues related to the Company's business activities. In addition, the Board of Directors organized written consultations with members on matters within its competence. The attendance at the Board of Directors meetings and the feedback on the contents of the written consultations were complete. At the Board of Directors meetings as well as through email exchanges, the members of the Board of Directors contributed constructive or critical opinions responsibly on matters within the competence and responsibility of the Board of Directors. The meetings focused on the main contents: the Board of Directors' action plan, production and business activities, financial situation, human resources organization, the Company's internal regulations, etc. In 2024, the Board of Directors issued 42 Resolutions/Decisions. The Resolutions and Decisions of the Board of Directors were issued within the authority, in accordance with the Company Charter, the Board of Directors' working regulations, and legal provisions.

- The implementation of information disclosure is directed by the Board of Directors to comply with legal regulations.

- The Board of Directors has operated in accordance with the functions, duties, and powers prescribed in the Company's Charter, the Regulations on Corporate Governance, the Board of Directors' working regulations, and current legal provisions. The Chairman of the Board of Directors has completed the tasks as prescribed by law; the members of the Board of Directors have completed the assigned tasks well; always proactive, striving, and making creative and effective contributions to the management and administration of the Board of Directors, contributing to the successful completion of the Board of Directors' Action Plan; completing the tasks of the Board of Directors assigned by the General Meeting of Shareholders, ensuring the interests of the Company and the rights of shareholders.

II. Supervisory results of the General Director's activities

The General Director and the Board of Management have proactively implemented the tasks and business production plan targets approved by the General Meeting of Shareholders and the Board of Directors. During the operation process, the Board of Management always demonstrated a high sense of responsibility, striving to overcome difficulties to grow and develop production and business activities and complete the financial restructuring mission.

- The General Director and the Board of Management strictly comply with the provisions of the law related to corporate governance; properly implement the provisions of the Company's Charter, the directions according to the Resolution of the Board of Directors, receive and develop the necessary solutions in corporate governance work as directed by the Board of Directors and recommendations of the Board of Supervisors.

- The General Director and the Board of Management have tried to ensure the regimes for employees according to the State's regulations; create a good working environment, implement the collective labor agreement, and other regimes for employees.

- In 2024, the General Director and the Board of Management closely followed market developments, analyzed options, negotiated, decided to sign contracts and appropriate terms to optimize business efficiency. In addition, the General Director and the Board of Management have actively sought opportunities to restructure loans to reduce debt obligations and reduce the pressure of interest expenses; liquidate old ships and inefficient operating ships to minimize losses in ship operation business.

III. Results of the appraisal of the 2024 business report, supervision of the implementation of the 2024 General Meeting of Shareholders' Resolution

1. Results of the appraisal of the 2024 Business Report

The Board of Supervisors agrees with the report of the Board of Directors and the General Director on the Company's business activities in 2024.

In 2024, the Company continued to face financial difficulties and outstanding debts from many previous years. The dry bulk shipping market in 2024 experienced many fluctuations and has not shown any clear improvement due to the weak growth of the global economy along with the geopolitical instabilities in many countries continuing to increase. The prolonged war has disrupted global food and energy supplies.

The Board of Directors and the Board of Management have made efforts to implement solutions to respond to market fluctuations, closely follow market developments, and continuously provide timely directions to negotiate and decide to sign contracts with appropriate terms to maintain charter rates to stabilize revenue and profits. In addition, the Company has successfully restructured its finances with commercial credit institutions, bringing in more than 190 billion VND and successfully selling the Vien Dong 3 ship at the end of 2024, earning a profit of nearly 39 billion VND, leading to the 2024 business results of the whole company with a profit of nearly 221 billion VND, ensuring jobs and income for employees.

Specifically, the business results are as follows:

Indicator	Unit	FY 2023	Plan 2024	FY 2024	FY 2024/ FY 2023	FY 2024/ Plan 2024
1. Transportation Output	Million Tons	1,24	1,14	1,17	94%	103%
2. Total revenue	Billion VND	1.100,93	637,87	736,55	67%	115%
- Transportation	Billion VND	220,40	221,61	247,34	112%	112%
- Other business	Billion VND	217,27	214,21	248,68	114%	108%
- Financial activities & other activities	Billion VND	663,26	186,81	240,53	36%	129%
3. Profit before tax	Billion VND	560,42	162,33	220,84	39%	136%

2. Results of monitoring the implementation of the General Meeting of Shareholders' Resolution

In 2024, the Company has development some contents according to the Resolution of the Annual General Meeting of Shareholders as follows:

2.1 Implementing the 2024 Production and Business Plan

Indicator	Unit	Resolution	Implemented	FY/Resolution (%)
Transportation Output	Million tons	1,14	1,17	103%
Revenue	Billion VND	637,87	736,55	115%
Profit before tax	Billion VND	162,33	220,84	136%

2.2 Implementing investment and asset liquidation

- Implementation of the investment project for the construction of an office building complex at the headquarters, 428 Nguyen Tat Thanh Street, Ward 18, District 4, Ho Chi Minh City:

The company has been granted a Land Use Rights Certificate and is proceeding with the procedures to apply for a construction permit for an office building at 428 Nguyen Tat Thanh, Ward 18, District 4, in accordance with the planning approved by the City People's Committee.

- Executing the sale of the Vien Dong 3 ship:

In 2024, as part of the plan to sell and liquidate assets, the company successfully completed the sale of the Vien Dong 3 ship with results exceeding the estimates in the approved ship sale project, meeting the company's financial restructuring goals.

2.3 Remuneration of the Board of Directors and the Member of the Board of Supervisors in 2024

The company has complied with the resolution of the 2024 Annual General Meeting of Shareholders, disbursing according to the levels approved by the AGM. The total salary and remuneration paid to the members of the Board of Directors and the Member of the Board of Supervisors in 2024 was 981,000,000 VND:

- Salary for the full-time member of the Board of Directors: 585,000,000 VND (01 full-time member)

- Remuneration for the non-executive members of the Board of Directors: 240,000,000 VND (04 non-executive members)

- Remuneration for the non-executive members of the Member of the Board of Supervisors: 156,000,000 VND (03 non-executive members).

2.4 Selection of the auditing firm for the 2024 financial statements

The company has selected AASC Auditing Firm Co., Ltd. to review the interim financial statements and audit the 2024 financial statements of the company.

General assessment: The Board of Directors and the Board of Management have seriously and effectively implemented the resolution of the 2024 Annual General Meeting of Shareholders.

IV. Results of the financial statements appraisal

1. Comments on the financial statements

The company's 2024 financial statements was prepared based on Vietnamese accounting standards, the Vietnamese accounting regime, and relevant legal regulations. The interim financial statements and the financial statements for the fiscal year ending on 2024-12-31 were reviewed and audited by AASC Auditing Firm Co., Ltd., which is on the list of auditing firms approved at the 2024 Annual General Meeting of Shareholders.

- Regarding the combined financial statements:

The auditor provided the basis for the qualified audit opinion:

1. *"As of 31/12/2024, the company's short-term liabilities exceeded its short-term assets by 800.75 billion VND, with accumulated losses of 1,387.41 billion VND, and a negative equity of 680.76 billion VND. Additionally, as noted in Note 18 - Loans, overdue loans amounted to 218.72 billion VND. The company has not developed an effective plan to address liquidity issues or secure funds to repay due loans within the next 12 months under normal operating conditions. These events, along with the issues mentioned in Note 1, indicate the existence of significant uncertainty that raises substantial doubt about the company's ability to continue as*

a going concern. However, the combined financial statements for the fiscal year ending on 31/12/2024 is still presented on a going concern basis."

2. "According to the "Confirmation and Transfer of Creditor Rights between Baoviet Joint Stock Commercial Bank, Vietnam Debt Trading Company Limited, and Vietnam Sea Transport and Chartering Joint Stock Company" dated 17/01/2023, the company has underreported late payment penalty costs by 29.306 billion VND. The underreporting of the late payment penalty in the previous year continues to result in the "Short-term payables" item on the balance sheet as of 01/01/2024 and 31/12/2024 being understated, and the "Undistributed profit after tax" item being overstated by the same amount of 29.306 billion VND."

The auditor expresses the opinion that: except for the effects of the matter described above, "The combined financial statements present fairly, in all material respects, the financial position of Vietnam Sea Transport and Chartering Joint Stock Company as of 31/12/2024, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises, and relevant legal regulations on the preparation and presentation of financial statements."

- For the hợp nhất financial statements:

The auditor provided the basis for the qualified audit opinion:

1. "As of 31/12/2024, current liabilities exceeded the Company's current assets by 734.51 billion VND, accumulated losses were 1,375.76 billion VND, and equity was negative 669.11 billion VND. Concurrently, as disclosed in Note 19 - Loans, overdue loan balances reached 218.72 billion VND. The Company does not yet have an effective plan to overcome liquidity risks or to secure funding sources to repay maturing loans within the next 12 months under normal operating conditions. These events, along with the matters described in Note 1, indicate the existence of a material uncertainty that casts significant doubt on the Company's ability to continue as a going concern. However, the Company's consolidated financial statements for the fiscal year ending 31/12/2024 are still presented on a going concern basis."

2. "According to the Minutes of "Confirmation and Transfer of Creditor Rights between Baoviet Joint Stock Commercial Bank, Vietnam Debt Trading Company Limited, and Vietnam Sea Transport and Chartering Joint Stock Company" dated 17/01/2023, the company has underreported late payment penalty costs by 29.306 billion VND. The underreporting of the late payment penalty in the previous year continues to result in the "Short-term payables" item on the Balance Sheet as of 01/01/2024 and 31/12/2024 to be understated, and the "Undistributed profit after tax" item to be overstated by the same amount of 29.306 billion VND."

The auditor expresses the opinion that, except for the effects of the matter described above, "The consolidated financial statements present fairly, in all material respects, the financial position of Vietnam Sea Transport and Chartering Joint Stock Company as of 31/12/2024, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Accounting System for Enterprises, and relevant legal regulations on the preparation and presentation of financial statements."

The Board of Supervisors agrees with the auditor's opinion on the Company's 2024 combined financial statements and consolidated financial statements.

2. Assessment of certain financial indicators

Based on the audited 2024 combined financial statements and consolidated financial statements of the Company, the Board of Supervisors prepared the following summary table:

2.1 Status of capital resources as of 31/12/2024

Unit: VND

INDICATOR	Combined Financial Statements		Consolidated Financial Statements	
	As of 31/12/2023	As of 31/12/2024	As of 31/12/2023	As of 31/12/2024
A - CURRENT ASSETS	145.852.457.284	102.042.745.215	225.560.235.350	208.182.413.368
I. Cash and cash equivalents	6.725.544.577	8.377.606.325	29.266.281.987	32.558.671.927
III. Short-term Receivables	102.666.838.411	68.637.789.967	154.023.112.395	134.506.197.465
IV. Inventories	27.905.504.764	23.109.102.882	30.709.440.421	28.694.481.051
V. Other current assets	8.554.569.532	1.918.246.041	11.561.400.547	12.393.062.925
B - NON-CURRENT ASSETS	267.761.971.538	224.423.563.737	233.259.823.595	169.793.374.506
I. Long-term Receivables	34.249.186.422	54.303.095.975	23.249.186.422	23.311.896.375
II. Fixed assets	179.680.515.999	122.329.949.739	180.654.828.605	123.188.297.446
IV. Long-term construction in progress	625.985.288	0	625.985.288	0
V. Long-term Financial Investments	27,000,000,000	27.000.000.000	2,000,000,000	2.000.000.000
V. Other Non-current asset	26.206.283.829	20.790.518.023	26.729.823.280	21.293.180.685
TOTAL ASSETS (A+B)	413.614.428.822	326.466.308.952	458.820.058.945	377.975.787.874
C - LIABILITIES	1.322.043.689.417	1.007.223.664.944	1.364.519.347.786	1.047.085.949.117
I. Current liabilities	1.153.989.727.040	902.788.405.345	1.196.465.385.409	942.695.689.518
II. Non-current liabilities	168.053.962.377	104.435.259.599	168.053.962.377	104.390.259.599
D - OWNER'S' EQUITY	(908,429,260,595)	(680,757,355,992)	(905,699,288,841)	(669,110,161,243)
I. Owners's equity	(908,429,260,595)	(680,757,355,992)	(905,699,288,841)	(669,110,161,243)
1. Owner's Contributed Capital	669.993.370.000	689.993.370.000	669.993.370.000	689.993.370.000
2. Surplus equity	88,258,000	88.258.000	88,258,000	88,258,000
8. Investment and development fund	11.731.245.480	11.731.245.480	11.731.245.480	11.731.245.480
10. Other fund of owners' equity	4.840.727.077	4.840.727.077	4.840.727.077	4.840.727.077
11. Undistributed profit after tax	(1.595.082.861.152)	(1.387.410.956.549)	(1.592.352.889.398)	(1.375.763.761.800)
TOTAL RESOURCES (C+D)	413.614.428.822	326.466.308.952	458.820.058.945	377.975.787.874

According to the 2024 combined financial statements, as of 31/12/2024:

- Regarding assets:

Total asset value decreased by 87.15 billion VND (equivalent to a 21.07% decrease) compared to the beginning of the period, specifically as follows:

+ Current assets decreased by 43.81 billion VND (equivalent to a 30.04% decrease), mainly due to cash and cash equivalents increasing by 1.65 billion VND (equivalent to a 24.56% increase); short-term receivables decreasing by 34.03 billion VND (equivalent to a 33.15% decrease); inventory decreasing by 4.80 billion VND (equivalent to a 17.19% decrease); other current assets decreasing by 6.64 billion VND (equivalent to a 77.58% decrease).

+ Non – current assets decreased 43.34 billion VND (equivalent to a 16.19% decrease), mainly due to long-term receivables increasing 20.05 billion VND (equivalent to a 58.55% increase); fixed assets decreased 57.35 billion VND (equivalent to a 31.92% decrease); long-term construction in progress decreased 0.63 billion VND (equivalent to a 100% decrease); other long-term assets decreased 5.42 billion VND (equivalent to a 20.67% decrease).

- Regarding total resources:

+ Liabilities decreased 314.82 billion VND (equivalent to a 23.81% decrease) compared to the beginning of the period. In which, short-term liabilities decreased 251.20 billion VND (equivalent to a 21.77% decrease), mainly due to short-term payable expenses decreasing 166.11 billion VND (equivalent to a 22.05% decrease), short-term borrowings and lease liabilities decreasing 97.67 billion VND (equivalent to a 30.58% decrease). Long-term liabilities decreased 63.62 billion VND (equivalent to a 37.86% decrease), mainly due to long-term borrowings and financial lease liabilities decreasing 63.66 billion VND (equivalent to a 39.88% decrease).

+ Owners's equity increased 227.67 billion VND (equivalent to a 25.06% increase), mainly due to owner's contributed capital increasing 20 billion VND (corresponding to a 2.99% increase), the Company's profit from business activities was 207.67 billion VND. As of 31/12/2024, Owners's equity was still negative at 680.76 billion VND.

2.2 Some indicators of solvency

INDICATOR	As of 31/12/2023	As of 31/12/2024
1. Structure of asset, capital (%)		
- Current asset/Total asset	35,26	31,26
- Non-current asset/Total asset	64,74	68,74
- Liability/Total resources	319,63	308,52
- Liability/Owners' equity	197,32	145,98
2. Liquidity ratio (times)		
- General solvency (Total asset/Liability)	0,313	0,324
- Current ratio (Current asset/Current liability)	0,126	0,113
- Quick ratio (Current asset - Inventory)/Current liability)	0,102	0,087
- Cash ratio (Cash and cash equivalents/Current liability)	0,006	0,009

According to the 2024 Consolidated Financial Statements, as of Date 31/12/2024:

- Regarding asset and capital structure:

+ Long-term assets account for a large proportion (68.74%) of the Company's total assets, mainly fixed assets (the fleet).

+ As of 31/12/2024, the Company's liabilities were 1,007 billion VND. Liabilities are 3.09 times the total capital; the ratio of liabilities to total capital decreased compared to the beginning of the period. Liabilities are also 1.46 times the owner's investment capital.

- Regarding solvency:

With the above asset and capital structure, in general, the Company's solvency is very low, indicating that the Company is facing difficulties in paying its debts.

IV. Implementation status of recommendations in inspection, examination, and audit conclusions of competent state agencies

As of 13/11/2024, the Government Inspectorate issued Document No. 419/KL-TTCP on inspecting the implementation of state-owned enterprise restructuring (reorganization, equitization, divestment); conversion of land use purposes from production and business land of state-owned enterprises and equitized enterprises to land business and housing construction in the 2011-2021 period at the Ministry of Transport. Accordingly, regarding the land plot at 428 Nguyen Tat Thanh (Zone II), District 4, Ho Chi Minh City, Vietnam Sea Transport and Chartering Company cooperated to invest in the project before having full land use rights as prescribed.

Regarding the above Conclusion, implementing the direction of Vietnam Maritime Corporation, the Representatives of VIMC's capital at the Company have implemented:

- Reviewed the procedures for investment cooperation and issued Document No. 48/NĐDPV dated 26/12/2024 reporting to Vietnam Maritime Corporation.

- Conducted a review of relevant individuals and groups and issued Document No. 07/NĐDPV dated 17/02/2025 reporting to Vietnam Maritime Corporation.

V. Assessment of the coordination of activities between the Board of Directors, General Director and the Supervisory Board

The Board of Supervisors collaborated closely with the Board of Directors, the General Director, and the Executive Board in carrying out assigned duties and responsibilities. The Board of Directors and the General Director facilitated the Board of Supervisors in performing its duties. The Board of Supervisors was provided with complete information and documents related to the Company's operations and was invited to attend meetings of the Board of Directors and other necessary meetings.

The Board of Supervisors provided timely feedback on matters related to the Company's operations when requested by the Board of Directors and the Executive Board. The recommendations of the Board of Supervisors during inspections and monitoring were recorded, reviewed, and implemented by the Board of Directors and the Executive Board.

VI. Report on transactions related to members of the Board of Directors, General Director, and other executives of the Company

In 2024, the Company had some transactions related to members of the Board of Directors, General Director, and other executives of the Company as follows:

No.	Name of organization/individual	Relationship	Content of transaction
1	SCC Crew Manning Company Limited (SCCM)	Members of the Board of Directors, General Director and Deputy General Director of the Company are Chairman of SCCM	SCCM provides crew members for the Company
2	HaiDang Ship Management Company Limited (HaiDang SMC)	Chairman of the Board of Directors of the Company is Chairman of HaiDang SMC	HaiDang SMC hires ships of the Company

The transactions related to the members of the Board of Directors, General Director, and Deputy General Director mentioned above were approved by the Company's Board of Directors and fully disclosed.

PART III. BOARD OF SUPERVISORS' OPERATIONAL PLAN FOR 2025

Exercising the rights and responsibilities of the Board of Supervisors as stipulated in the Law on Enterprise, the Company Charter, and the tasks assigned at the General Meeting of Shareholders, the Board of Supervisors establishes an action plan for 2025, focusing on inspecting and monitoring the following key tasks:

- Monitor the implementation of production and business plan targets, investment in 2025, and other tasks assigned by the General Meeting of Shareholders.
- Inspect and supervise the legality, reasonableness, honesty, and prudence of the Board of Directors and the General Director in exercising ownership rights, managing and operating production and business activities, investment, and performing other tasks of the Company.
- Inspect the development of internal management regulations, rules, and processes; the internal control system, risk management of the Company, and the implementation status.
- Inspect and appraise the Company's semi-annual financial statements and annual financial statements.

PART IV. PROPOSALS AND RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

To successfully complete the tasks in 2025 and improve the Company's operational efficiency, the Board of Supervisors proposes and recommends the following:

1. Focus resources on implementing the Office Building Construction Investment Project according to the 2025 Investment Plan. The vessel investment plan needs to balance investment capital with bank debt repayment sources for loans.
2. The Company needs to research vessel chartering and investment to develop the fleet and enhance transportation capacity in the context of the Company's shrinking fleet due to aging vessels needing liquidation. Regularly monitor market developments to assess and seize investment opportunities and develop the fleet.
3. In vessel management and operation, it is necessary to offer vessels widely to many customers to ensure transparency and expand customer searches to achieve the best freight rates.
4. Continue to review and issue standard operating procedures (SOPs) and implement them according to the issued procedures.
5. Continue to implement core actions according to the Cost-Effective Management Program; effectively implement the Action Program on practicing thrift and combating waste in 2025.
6. Continue to improve the effectiveness of information technology application and digital transformation in administration, business management, and corporate governance.

This is the Report on the Board of Supervisors' Activities in 2024 and the Action Plan of the Board of Supervisors for 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely.

Recipients:

- As above;
- BOD;
- General Director of the Company;
- BOS;
- Archived: VT, TK

**TM. BOARD OF SUPERVISORS
HEAD OF BOARD**



Vu Thi Diep



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam
Tel: (028) 39404271 Email: vtc-hcm@vitranschart.com.vn Website: www.vitranschart.com.vn

Ho Chi Minh City, March 28th, 2025

PROPOSAL

Regarding: Approval of the audited 2024 financial statements

To: The 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company;
- Pursuant to Resolution No. 05/NQ-HĐQT of the Board of Directors dated February 4th, 2025 on the organization of the 2025 Annual General Meeting of Shareholders.

The Board of Directors submits to the General Meeting of Shareholders for approval the 2024 Financial Statements audited by AASC Auditing Firm Company Limited. Shareholders can refer to the full audited 2024 Financial Statements at www.vitranschart.com.vn.

Although the business performance according to the 2024 consolidated financial statements shows a profit (pre-tax profit: 220 billion VND, post-tax profit: 217 billion VND), due to the accumulated undistributed post-tax profit still being negative 1,375 billion VND, the Company will not distribute profits for the 2024 fiscal year.

Submitting to the General Meeting of Shareholders for consideration and approval.

Sincere thanks.

Recipients:

- Shareholders;
- BOD, BOS;
- Save VT, TK

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HUYNH NAM ANH



Ho Chi Minh City, March 28th, 2025

PROPOSAL

Regarding: 2025 Business Plan

To: The 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company;
- Pursuant to the Audited Financial Statements of 2024;
- Pursuant to Resolution No. 05/NQ - HĐQT dated February 4th, 2025 on the organization of the 2025 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following contents related to the 2025 business plan:

1. Business Plan:

Target	Unit	2025 Plan
1. Transportation output	Million Ton	1,26
2. Revenue from activities	VND Billion	795,51
3. Earnings Before Interest and Taxes	VND Billion	320,00

Note: The 2025 consolidated targets for the entire Company do not include results from extraordinary activities arising outside the plan. These targets account for the successful investment in one Handysize vessel with a capacity of 28,000 DWT to under 32,000 DWT at the subsidiary Hai Dang SMC, which will be put into operation starting from Q4/2025.

With the expected profitable business results in 2025, but the accumulated undistributed after-tax profit remaining negative, the Company has no profit distribution plan.

2. Investment Plan and Approval of the Investment Project:

Continue to implement the project of constructing an office building combined with office for lease at 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam (hereinafter referred to as the Office Building Project), with the following basic information:

- Vitranschart Office Building
- Total investment : Estimated 240.6 billion VND
- Capital source : Loan capital ranging from 60% to 70% of the total investment and equity capital.

- Implementation roadmap : Immediately after the 2025 General Meeting of Shareholders Resolution, Vitranschart will prepare a feasibility study and submit it to the Board of Directors for approval and implementation, expected to complete the application for a Construction Permit and commence construction in 2025, gradually complete according to usage/exploitation needs, and complete the entire project by the end of 2027.

The General Meeting of Shareholders authorizes the Board of Directors of Vitranschart to approve the policy, make investment decisions, and approve and implement the Office Building Project, arrange investment capital, and implement the project according to the proposed roadmap. Report on the implementation progress at the nearest General Meeting of Shareholders.

3. Ship Sale Plan:

- Sell VTC Glory when conditions are favorable.

4. Propose to the General Meeting to authorize the Board of Directors to proactively consider and decide on adjusting the business plan targets, approve plans/policies/investment projects at subsidiaries, implementing the investment plan in accordance with the actual situation.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincere thanks.

ON BEHALF OF THE BOARD OF DIRECTORS

Recipients:

- Shareholders;
- BOD, BOS;
- Archived TK



CHAIRMAN

HUYNH NAM ANH



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam
Tel: (028) 39404271 Email: vtc-hcm@vitranschart.com.vn Website: www.vitranschart.com.vn

Ho Chi Minh City, March 28th, 2025

PROPOSAL

Regarding: Settlement of Board of Directors' and Member of the Board of Supervisors' remuneration in 2024 and payment plan for 2025

To: The Annual General Meeting of Shareholders 2025 of Vietnam Sea Transport and Chartering Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company;
- Pursuant to Resolution No. 05/NQ - HĐQT dated February 4th, 2025 of the Board of Directors on organizing the 2025 Annual General Meeting of Shareholders.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders for approval the settlement of the Board of Directors' and Member of the Board of Supervisors' remuneration for 2024 and the remuneration payment plan for 2025 as follows:

1. Approve the Executive Member of BOD's salary fund and the 2024 remuneration for the non-executive member of BOD and BOS as follows:

- Member of the Board of Directors, Head of the Board of Supervisors: 5,000,000 VND/person/month;
- Member of the Board of Supervisors: 4,000,000 VND/person/month.

Non-executive Board of Directors' remuneration fund: 240,000,000 VND; Board of Supervisors' remuneration fund: 156,000,000 VND. Executive Board of Directors' salary fund: 585,000,000 VND.

2. Proposed remuneration for non-executive member of BOD and BOS, and estimated Executive member of Board of Directors' salary fund for 2025 as follows:

- Member of the Board of Directors, Head of the Board of Supervisors: 5,000,000 VND/person/month
- Member of the Board of Supervisors: 4,000,000 VND/person/month

Non-executive member of Board of Directors' remuneration fund: 240,000,000 VND; Board of Supervisors' remuneration fund: 156,000,000 VND. Executive Board of Directors' salary fund: 675,000,000 VND.

Respectfully request the General Meeting of Shareholders to consider and approve the settlement of the Board of Directors' and Member of the Board of Supervisors' remuneration for 2024 and the above-mentioned remuneration payment plan for 2025.

Sincere thanks.

Recipients:

- Shareholders;
- BOD, BOS;
- Archived TK

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HUYNH NAM ANH



Address: 428 Nguyen Tat Thanh Street, Ward 18, District 4, Ho Chi Minh City, Vietnam
Tel: (028) 39404271 Email: vtc-hcm@vitranschart.com.vn Website: www.vitranschart.com.vn

Ho Chi Minh City, March 28th, 2025

PROPOSAL

Regarding: Selection of an Auditing Firm for the 2025 Financial Statements

**To: The 2025 Annual General Meeting of Shareholders
Vietnam Sea Transport and Chartering Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26th, 2019;
- Pursuant to the Charter of Vietnam Sea Transport and Chartering Joint Stock Company;
- Pursuant to Resolution No. 05/NQ-HĐQT dated February 4th, 2025 of the Board of Directors on the organization of the 2025 Annual General Meeting of Shareholders

The Board of Supervisors submits to the General Meeting of Shareholders the selection of an independent audit firm to audit the 2025 Financial Statements of Vietnam Sea Transport and Chartering Joint Stock Company as follows:

1. Criteria for selecting an audit firm

- A reputable and well-branded independent audit firm, trusted by many public companies, with a team of highly qualified and experienced auditors.
- A legally operating firm in Vietnam, included in the list of qualified audit firms announced annually by the Ministry of Finance and included in the List of audit firms and auditors approved to audit public interest entities in the securities field in 2025.
- Offers a reasonable audit fee, commensurate with the content, quality, and progress of the Company's audit. Prepares bilingual audit reports (05 Vietnamese copies and 01 English copy).

2. List of proposed audit firms

Based on the above selection criteria, the Board of Supervisors agrees with the proposal of Vietnam Sea Transport and Chartering Joint Stock Company in Document No. 52/TGD dated February 24th, 2025 regarding the selection of an audit unit for the 2025 Financial Statements, including a list of 03 independent audit firms that are qualified and capable of auditing the Company's 2025 Financial Statements as follows:

1. UHY Auditing and Consulting Co., Ltd. – Ho Chi Minh City Branch

Address: 4th Floor, 63B Calmette, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City, Vietnam

2. AASC Auditing Firm Co., Ltd.

Address: No. 1 – Le Phung Hieu – Hoan Kiem – Hanoi, Vietnam

3. A & C Auditing and Consulting Co., Ltd.

Address: No. 02 Truong Son, Ward 02, Tan Binh District, Ho Chi Minh City.

The Board of Supervisors respectfully requests the General Meeting of Shareholders to approve the proposed selection criteria and the list of audit firms mentioned above, and authorize the Board of Directors to decide on the selection of an audit firm for the 2025 Financial Statements of Vietnam Sea Transport and Chartering Joint Stock Company, ensuring quality and efficiency with reasonable costs in accordance with legal regulations.

In case of disagreement with the above-mentioned audit firms regarding the audit schedule, scope, and fees, the Board of Directors shall select an audit firm from the list of audit firms approved to audit public interest entities in 2025, issued together with Decision No. 2730/QĐ-BTC dated November 15th, 2024 of the Ministry of Finance, to audit the Company's 2025 Financial Statements.

Respectfully submitted to the General Meeting of Shareholders for approval.

Recipients:

- As above;
- Company's BOD;
- Company's General Director;
- Archive: BOD's Secretary, BOS.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**





VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam

Tel: (028) 39404271 _Email: vtc-hcm@vitranschart.com.vn _Website: www.vitranschart.com.vn

Ho Chi Minh City, March 28th, 2025

PROPOSAL

***(Re: Dismissal and additional election of members of the Board of Directors
for the term 2023-2028)***

To: General Meeting of Shareholders 2025

Vietnam Sea Transport and Chartering Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17th, 2020;
- Pursuant to Decree No. 155/2020/-CP, dated December 31st, 2020 of the Government detailing the implementation of certain articles of the Securities Law;
- Pursuant to the Company Charter, Internal Regulations on Corporate Governance of Vietnam SeaTransport and Chartering Joint Stock Company;
- Pursuant to Resolution No. 05/NQ-HĐQT dated February 4th, 2025 of the Board of Directors on the Organization of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the resignation letter of Mr. Le Duy Duong, Member of the Board of Directors of Vietnam Sea Transport and Chartering Joint Stock Company for the 2023-2028 term, dated March 27th, 2025.

The Board of Directors of Vietnam Sea Transport and Chartering Joint Stock Company submits to the 2025 Annual General Meeting of Shareholders for approval the dismissal and election of 01 (one) Member of the Board of Directors (BOD), specifically as follows:

- Dismiss Mr. LE DUY DUONG from the position of Member of the Board of Directors of Vietnam Sea Transport and Chartering Joint Stock Company for the 2023-2028 term, effective from March 28th, 2025
- Elect 01 (one) additional Member of the Board of Directors for the remaining term of 2023-2028, as follows:

- Number of Members of the BOD to be elected : 01 person
- Term : Remaining time of the 2023-2028 term
- Maximum number of candidates for the BOD : Unlimited
- The list of candidates for additional election to the Board of Directors for the remainder of the 2023 - 2028 term, including:
 - + Mr. NGUYEN DINH TU (*Attached Resume*)
 - + Other candidates (if any)

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- Shareholders;
- BOD (for information)
- Archived VT, TK .



Huynh Nam Anh

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc Lập – Tự Do – Hạnh Phúc
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SƠ YẾU LÝ LỊCH

(Dùng cho các ứng viên vào Hội đồng quản trị)

Họ và tên: NGUYỄN ĐÌNH TÚ

Chức vụ hiện tại:

- Ủy viên Ban chấp hành Đảng bộ Tổng công ty Hàng hải Việt Nam.
- Phó bí thư Đảng ủy Công ty cổ phần Đại lý Hàng hải Việt Nam.
- Bí thư Chi bộ Văn phòng Công ty CP Đại lý Hàng hải Việt Nam.
- Phó Tổng giám đốc phụ trách Công ty cổ phần Đại lý Hàng hải Việt Nam.
- Thành viên HĐQT độc lập Công ty CP Vận tải sản phẩm khí Quốc tế - Gas Shipping.

Ứng viên: Thành viên Hội đồng quản trị Công ty Cổ phần Vận tải và Thuê tàu biển Việt Nam nhiệm kỳ 2023-2028

Họ và tên: Nguyễn Đình Tú

Giới tính: Nam

Ngày tháng năm sinh: 02/09/1982

Nơi sinh: Tỉnh Phú Thọ

CCCD: 025082000164 *ngày cấp:* 24/04/2021, *nơi cấp:* Cục Cảnh sát QLHC về TTXH

Quốc tịch: Việt Nam

Địa chỉ thường trú: Tổ 10 đường Nguyễn Trãi, phường Thượng Đình, quận Thanh Xuân, TP. Hà Nội.

Số ĐT liên lạc: 0982358586

Trình độ chuyên môn: Cử nhân chuyên ngành Tài chính Ngân hàng; cử nhân Luật.



<i>Quá trình công tác</i>	<i>Chức danh, chức vụ, đơn vị công tác (Đảng, chính quyền, Đoàn thể)</i>
9/2004 – 2009	Chuyên viên, Ngân hàng TMCP Sài Gòn Công Thương- Chi nhánh Hà Nội.
3/2009 – 10/2010	Chuyên viên Ban Tài chính – Tổng công ty Hàng hải Việt Nam.
10/2010 – 08/2012	Phó phòng, Thư ký Phó TGD Tổng công ty Hàng hải Việt Nam.
08/2012 – 08/2014	Trưởng phòng/Chuyên viên cấp 2, Thư ký Phó TGD Tổng công ty Hàng hải Việt Nam.
08/2014 – 06/2015	Phó trưởng ban Khoa học công nghệ và truyền thông kiêm trợ lý Chủ tịch HĐQT Tổng công ty Hàng hải Việt Nam.

6/2015 – 11/2016	Phó trưởng ban chiến lược phát triển và truyền thông kiêm trợ lý Chủ tịch HĐQT Tổng công ty Hàng hải Việt Nam.
11/2016 – 6/2018	Phó giám đốc phụ trách Công ty XKLD Hàng hải Vinalines.
6/2018 – 8/2020	Bí thư Chi bộ, Phó giám đốc phụ trách Công ty XKLD Hàng hải Vinalines.
8/2020 – 7/2021	Phó Trưởng ban Kiểm tra- Kiểm toán Nội bộ Tổng công ty Hàng hải Việt Nam
19/7/2021 – 21/5/2024	Phó Tổng giám đốc Công ty CP Đại lý hàng hải Việt Nam (VOSA)
04/2022 – 15/4/2024	Thành viên HĐQT Công ty VIMC Logistics (VLG)
04/2023 – nay	Thành viên HĐQT độc lập Công ty CP Vận tải sản phẩm khí Quốc tế - Gas Shipping.

*Các chức vụ công tác hiện nay tại tổ chức
niêm yết:*

- Thành viên HĐQT, Phó Tổng giám đốc phụ trách Công ty CP Đại lý Hàng hải Việt Nam.
- Thành viên HĐQT độc lập Công ty Cổ phần vận tải sản phẩm khí quốc tế (GAS Shipping).

Các chức vụ hiện đang nắm giữ tại tổ chức khác:

Các lợi ích liên quan đến Công ty (nếu có)

Số CP nắm giữ:

9.659.907 cổ phần, chiếm 14 % vốn điều lệ

+ Đại diện sở hữu:

9.659.907 cổ phần, chiếm 14 % vốn điều lệ

+ Cá nhân sở hữu:

0 cổ phần, chiếm 0 % vốn điều lệ

Các cam kết nắm giữ (nếu có)

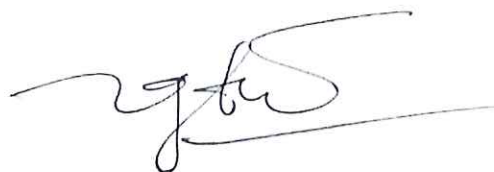
*Những người liên quan có nắm giữ cổ phiếu
của tổ chức niêm yết:*

- 1- Mỗi quan hệ , Tên cá nhân/tổ chức:
nắm giữ: CP, chiếm % vốn điều lệ
- 2- Mỗi quan hệ , Tên cá nhân/tổ chức:
nắm giữ: CP, chiếm % vốn điều lệ

Tôi cam đoan những lời khai trên đây là hoàn toàn đúng sự thật, nếu sai tôi hoàn toàn chịu trách nhiệm trước pháp luật và cam kết thực hiện nhiệm vụ một cách trung thực nếu được bầu làm thành viên Ban kiểm soát.

TP. Hồ Chí Minh, ngày 27 tháng 03 năm 2025

Người khai ký tên, ghi rõ họ tên



Nguyễn Đình Tú



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

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Tel: (028) 39404271 _Email: vtc-hcm@vitranschart.com.vn _Website: www.vitranschart.com.vn

Ho Chi Minh City, March 28th, 2025

PROPOSAL

***(Re: Dismissal and additional election of members of the Board of Supervisors
for the term 2023-2028)***

To: General Meeting of Shareholders 2025

Vietnam Sea Transport and Chartering Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17th, 2020;
- Pursuant to Decree No. 155/2020/-CP, dated December 31st, 2020 of the Government detailing the implementation of certain articles of the Securities Law;
- Pursuant to the Company Charter, Internal Regulations on Corporate Governance of Vietnam SeaTransport and Chartering Joint Stock Company;
- Pursuant to Resolution No. 05/NQ-HĐQT dated February 4th, 2025 of the Board of Directors on the Organization of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the resignation letter of Ms. Nguyen Quynh Lien, Member of the Board of Supervisors of Vietnam Sea Transport and Chartering Joint Stock Company for the 2023-2028 term, dated January 16th, 2025.

The Board of Directors of Vietnam Sea Transport and Chartering Joint Stock Company submits to the 2025 Annual General Meeting of Shareholders for approval the dismissal and election of 01 (one) Member of the Board of Supervisors, specifically as follows:

- Dismiss Ms. Nguyen Quynh Lien from the position of Member of the Board of Supervisors of Vietnam Sea Transport and Chartering Joint Stock Company for the 2023-2028 term, effective from March 28th, 2025

- Elect 01 (one) additional Member of the Board of Supervisors for the remaining term of 2023-2028, as follows:

- Number of Members of the BOS to be elected : 01 person
- Term : Remaining time of the 2023-2028 term
- Maximum number of candidates for the BOS : Unlimited
- The list of candidates for additional election to the Board of Supervisors for the remainder of the 2023 - 2028 term, including:
 - + Mrs PHAN THỊ THANH TRANG (Attached Resume)
 - + Other candidates (if any)

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- Shareholders;
- BOD (for information)
- Archived VT, TK .



Huynh Nam Anh

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc Lập – Tự Do – Hạnh Phúc

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SƠ YẾU LÝ LỊCH

(Dùng cho các ứng viên vào Ban kiểm soát)

Họ và tên: Phan Thị Thanh Trang
Ứng viên: Thành viên Ban kiểm soát

Chức vụ hiện tại: Nhân viên

Họ và tên: Phan Thị Thanh Trang

Giới tính: Nữ

Ngày tháng năm sinh: 08/07/1978

Nơi sinh: Phường 13, Quận 4, TP Hồ Chí Minh

CMND: 079178020828, Ngày cấp: 04/11/2022

Nơi cấp: Cục Trường CCS QLHC về TTXH

Quốc tịch: Việt Nam

Địa chỉ thường trú: P402, C/c Trúc Giang, 41/1 Lê Văn Linh, F13, Q4, TP Hồ Chí Minh

Số ĐT liên lạc: 0384919646

Trình độ chuyên môn: Cử nhân, chuyên ngành Toán Tin

Quá trình công tác:

- Tháng 3/2002-Tháng 8/2002: Nhân viên nhập liệu và thống kê ở cửa hàng trang phục lót Minoshe.

- Tháng 9/2002-Tháng 9/2003: Chuyên viên phòng kinh doanh Xuất nhập khẩu của Công ty cung ứng Dịch vụ và Xuất nhập khẩu.

- Tháng 10/2003-Tháng 12/2007: Chuyên viên phòng Kế hoạch Đầu tư, Công ty Vận tải và thuê tàu biển Việt Nam.

- Tháng 01/2008 đến nay: Chuyên viên phòng Kế hoạch Đầu tư, Công ty Cổ phần Vận tải và thuê tàu biển Việt Nam.

Các chức vụ công tác hiện nay tại tổ chức niêm yết: Nhân viên

Các chức vụ hiện đang nắm giữ tại tổ chức khác: Không

Các lợi ích liên quan đến Công ty (nếu có): Không

Số CP nắm giữ: 9.279 cp chiếm 0,013% vốn điều lệ, trong đó:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu: 0 cp

+ Cá nhân sở hữu: 9.279 cp

Các cam kết nắm giữ (nếu có)



Những người liên quan có nắm giữ cổ phiếu của tổ chức niêm yết:

	Họ tên	Mối quan hệ	Số cổ phiếu nắm giữ	Chiếm... % vốn điều lệ
1	Nguyễn Thị Chưng	Mẹ ruột	5.135	0.007%
2	Phan Thanh Hùng	Anh ruột	1.327	0.002%

Tôi cam đoan những lời khai trên đây là hoàn toàn đúng sự thật, nếu sai tôi hoàn toàn chịu trách nhiệm trước pháp luật và cam kết thực hiện nhiệm vụ một cách trung thực nếu được bầu làm thành viên Ban kiểm soát.

TP HCM, ngày 28 tháng 03 năm 2025

Người khai ký tên, ghi rõ họ tên



Phan Thị Thanh Trang



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam

Tel: (028) 39404271 Email: vtc-hcm@vitranschart.com.vn Website: www.vitranschart.com.vn

WORKING REGULATIONS ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to:

- Law on Enterprises No. 59/2020/QH14, June 17th, 2020;
- Charter of Vietnam Sea Transport and Chartering Joint Stock Company;
- the Regulations on Corporate Governance of Vietnam Sea Transport and Chartering Joint Stock Company.

The 2025 General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company shall be organized and conducted according to the following Working Regulations:

Article 1. Purpose

- To ensure the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company take place in accordance with regulations and are successfully completed.
- The resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the wishes and interests of the shareholders, and comply with the law.

Article 2. Subjects and Scope

- **Subjects:** All shareholders, authorized representatives, and guests attending the Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company must comply with the provisions of these Regulations, the Company's Charter, and current legal regulations.
- **Scope of application:** These Regulations are applied to the organization of the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company.

Article 3. Explanation of terms/abbreviations

- Company : Vietnam Sea Transport and Chartering Joint Stock Company.
- BOD : Board of Directors
- OC : Organizing Committee
- GSM : General Meeting of Shareholders
- Delegate : Shareholder, authorized representative

Article 4. Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be conducted when the number of shareholders present represents more than 50% of the total voting shares.
- If the required number of delegates is not present within thirty (30) minutes from the scheduled opening time of the meeting, the convener shall cancel the meeting. The General Meeting of Shareholders must be reconvened within thirty (30) days from the date of the first scheduled General Meeting of Shareholders. The second convened General Meeting of Shareholders shall only be conducted when the number of shareholders present represents at least 33% of the total voting shares.

- If the second meeting cannot be held due to the lack of the required number of delegates within thirty (30) minutes from the scheduled opening time of the meeting, the third General Meeting of Shareholders may be convened within twenty (20) days from the date of the second scheduled meeting, and in this case, the meeting shall be conducted regardless of the total voting shares of the shareholders present, and shall be considered valid and have the right to decide on all matters intended to be approved at the first General Meeting of Shareholders.

Article 5. Delegates attending the 2025 Annual General Meeting of Shareholders

- All shareholders of the Company according to the list finalized on 25/02/2025 have the right to attend the General Meeting of Shareholders; they may attend directly or authorize their representatives to attend; they may send their ballots to the meeting via mail, fax, or email. In the case of more than one authorized representative being appointed in accordance with legal regulations, the number of shares and votes of each representative must be specified;
- An authorized representative attending the General Meeting may not re-authorize a third party to attend the General Meeting;
- Delegates, upon entering the meeting room, must be present on time and register with the Organizing Committee; comply with security and health checks (If any); sit in the correct position or area designated by the Organizing Committee;
- Shareholders can view the General Meeting of Shareholders materials on their smartphones by scanning the QR code posted at the check-in desk/hall or receive printed materials if they cannot view them on their phones.
- Late-arriving shareholders have the right to register immediately and then participate and vote at the General Meeting of Shareholders. The chairman is not responsible for pausing the meeting for late shareholders to register; voting results on matters voted on before their arrival will not be affected.
- During the General Meeting of Shareholders, delegates must comply with the chairman's instructions, behave civilly, politely, and maintain order.
- No smoking in the meeting room.
- No private conversations or mobile phone use during the General Meeting of Shareholders. Please turn off or silence all mobile phones.
- Delegates must maintain confidentiality, properly use and store materials, and not copy, record, or give them to anyone outside the General Meeting of Shareholders without the presidium's permission.
- If any delegate fails to comply with the inspection regulations or the aforementioned measures and regulations, the chairman, after careful consideration, may refuse or expel said delegate from the meeting venue to ensure the smooth progress of the General Meeting of Shareholders according to the planned agenda.

Article 6. Guests at the 2025 Annual General Meeting of Shareholders

- These are company management personnel, guests, and members of the Organizing Committee who are not shareholders/not authorized by company shareholders but are invited to attend the General Meeting of Shareholders.
- Guests do not participate in speaking at the General Meeting of Shareholders (unless invited by the chairman or pre-registered with the Organizing Committee and approved by the chairman).

Article 7. Chairman and Presidium

- The presidium consists of 05 people, including 01 chairman and 04 members. The Chairman of the Board of Directors is the Chairman of the Presidium and the Chairman of the General Meeting of Shareholders. The chairman manages the work of the General Meeting of Shareholders according to the content and agenda approved by the Board of Directors before the meeting.

- If the chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors elect one of them as chairman of the meeting by majority vote. If a chairman cannot be elected, the Head of the Supervisory Board will preside over the General Meeting of Shareholders to elect a chairman from among the attendees, and the person with the highest number of votes will be the chairman of the meeting.
- Duties of the Presidium:
 - a. Manage the activities of the Company's General Meeting of Shareholders according to the Board of Directors' proposed agenda approved by the General Meeting of Shareholders.
 - b. Guide delegate and the General Meeting of Shareholders in discussing the agenda items.
 - c. Present drafts and conclusions on necessary matters for the General Meeting of Shareholders to vote on.
 - d. Answer questions raised by the General Meeting of Shareholders.
 - e. Resolve issues arising during the General Meeting of Shareholders.
- Working principles of the Presidium: The Presidium works on the principles of collective leadership, democratic centralism, and majority decision-making.

Article 8. Secretariat of the General Meeting of Shareholders

1. The Secretariat of the General Meeting of Shareholders consists of 02 people introduced by the chairman, responsible to the Presidium and the General Meeting of Shareholders for their duties, and operating under the direction of the Presidium.
2. Duties of the Secretariat:
 - Assist the Presidium in verifying the eligibility of shareholders and shareholder representatives attending the meeting (when necessary);
 - Support the Presidium in announcing draft documents, conclusions, Resolutions of the General Meeting, and notices from the Presidium to shareholders when requested;
 - Receive and review registration forms for shareholders' comments and forward them to the Presidium for decision;
 - Fully and truthfully record the entire proceedings of the General Meeting and matters approved by shareholders or noted in the Minutes of the General Meeting;
 - Draft Resolutions on matters approved at the General Meeting.

Article 9. Delegate Eligibility Verification Board

1. The Delegate Eligibility Verification Board of the General Meeting consists of 03 members, including 01 Head and 02 members, who are responsible to the Presidium and the General Meeting of Shareholders for their duties.
2. Duties of the Delegate Eligibility Verification Board
 - The Delegate Eligibility Verification Board of the General Meeting is responsible for verifying the eligibility and attendance of shareholders and shareholder representatives.
 - The Head of the Delegate Eligibility Verification Board reports to the General Meeting of Shareholders on shareholder attendance. If the meeting is attended by a sufficient number of eligible shareholders representing over 50% of the voting shares, the General Meeting of Shareholders of the Company shall proceed.

Article 10. Ballot Counting Board

1. The Ballot Counting Board of the General Meeting consists of 03 members, including 01 Head and 02 members, introduced by the Chairman and approved by the General Meeting through a show of voting cards.

2. Duties of the Ballot Counting Board

- The Ballot Counting Board must prepare Minutes of the ballot count and is responsible to the Presidium and the General Meeting of Shareholders when performing its duties;
- Accurately determine the voting results on each matter voted on at the General Meeting;
- Promptly notify the secretary of the voting results;
- Review and report to the General Meeting any violations of voting regulations or complaints regarding voting results;
- Conduct ballot counting in accordance with the regulations on nomination, candidacy, and election at the General Meeting.

Article 11. Discussion at the General Meeting

1. Principles:

- Discussion shall only be conducted within the allotted time and within the scope of the issues presented in the agenda and content of the General Meeting of Shareholders;
- Delegates with comments register the content on the Question Form and submit it to the secretary of the General Meeting;
- The secretary of the General Meeting will arrange the delegates' Question Forms in the order of registration and forward them to the Presidium;
- Delegates wishing to speak or debate must raise their hands and may only speak with the unanimous consent of the Chairman. Each delegate may speak for no more than 03 minutes, and the content should be concise and avoid repetition.

2. Addressing Delegates' Comments:

- Based on the delegates' Question Forms, the Chairman or a member designated by the Chairman will address the delegates' comments;
- In cases where, due to time constraints, questions are not answered directly at the General Meeting, the Company will respond directly in writing.

Article 12. Voting to Approve Matters at the General Meeting:

1. Principles:

- All matters in the program and meeting content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.
- Voting cards are printed, sealed, and sent directly to delegates at the general meeting by the Company. Each delegate is provided with a Voting Card and a Ballot. The Voting Card/Ballot clearly states the delegate's code, full name, number of shares owned, and authorized voting rights.
- The voting method for resolutions at the 2025 Annual General Meeting of Shareholders is as follows:
 - Voting by raising the Voting Card: this method is used to approve matters such as: Approving the Presidium; Approving the Vote Counting Board; the Meeting Agenda; the Meeting Regulation; the Election Regulation; the List of nominating additional members of the Board of Supervisors for the 2023-2028 term; approving the Minutes of the Meeting, the Meeting Resolutions, and other contents at the Meeting (if any).
 - Voting by completing the Ballot: this method is used to approve matters such as: The Board of Directors' report on the Company's activities in 2024 and the plan, orientation for 2025; The General Director's Board report on business results in 2024, business plan for 2025; The Supervisory Board's report on inspection and supervision results in 2024 and voting to approve

the contents of the Submissions at the General Meeting.

2. Voting methods:

- Delegates vote (Agree, Disagree, Abstain) on a matter presented for voting at the General Meeting by raising the corresponding Voting Card according to the provisions of Clause 1 of this Article.
- When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Presidium.
 - If a delegate does not raise their Voting Card in all three votes (Agree, Disagree, Abstain) on a matter, they are considered to have voted in favor of that matter.
 - If a delegate raises their Voting Card more than once when voting (Agree, Disagree, Abstain) on a matter, the vote is considered invalid.
 - According to the voting method by raising the Voting Card, members of the Delegate Qualification Check Board/Vote Counting Board mark the delegate code and corresponding number of votes for each shareholder (Agree, Disagree, Abstain, and Invalid).
- When voting by completing the Ballot, for each item, delegates choose one of the three options "Agree", "Disagree", "Abstain" pre-printed on the Ballot by marking "X" or "" in the box of their choice. After completing all the contents to be voted on at the General Meeting, delegates submit their Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Board. The Ballot must be signed and clearly state the delegate's full name.✓

3. Validity of Ballots

- A valid ballot is a ballot printed according to the template issued by the Organizing Committee, without erasures, alterations, tears, or damage, with no additional content written outside the regulations for this ballot, and must be signed with the delegate's full handwritten name below the signature.
- On the ballot, the voting content (report, submission) is valid when the delegate marks one (01) of the three (03) voting boxes. The voting content (report, submission) is invalid if it does not comply with the regulations for valid voting content.
- Invalid ballot:
 - Adding other content to the Ballot;
 - Ballots not in the pre-printed form issued by the Organizer, ballots without the company's red seal, or erased, scraped, corrected, or with added content beyond the regulations for ballots, in which case all voting content on the ballot is invalid.

4. Voting regulations:

- Each share is equivalent to one voting right. Each delegate representing one or more voting rights will be granted one ballot.
- As of the shareholder record date (2025-02-25), the total number of shares of the Company is: 68,999,337 shares, equivalent to 68,999,337 voting rights.
- Matters requiring a vote at the General Meeting of Shareholders are only passed when they achieve a voting rate of approval of more than 50% of the voting shares attending the General Meeting. In some specific cases, the voting matters specified in Clause 1, Article 21 of the Company's Charter must have the consent of at least 65% of the shares with voting rights attending.

5. Recording voting results:

- The Vote Counting Board is responsible for collecting and recording Ballots and Voting Cards.
- The Vote Counting Board will check the number of Agree, Disagree, and Abstain votes for each item and is responsible for recording, summarizing, and reporting the vote counting results at the General Meeting of Shareholders.

Article 13. Minutes and Resolutions of the General Meeting of Shareholders

The minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

Article 14. Implementation of the Regulations

Shareholders and authorized representatives attending the General Meeting must strictly comply with the working regulations of the General Meeting of Shareholders. Depending on the specific level of violation, the Presidium will consider and take disciplinary action against shareholders, authorized representatives, and guests who violate these regulations, in accordance with the Company's Charter and the Enterprise Law.

These regulations take effect immediately after being approved by the General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Huỳnh Nam Anh



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0 3 0 0 4 4 8 7 0 9)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam

Tel: (028) 39404271 Email: vtc-hcm@vitranschart.com Website: www.vitranschart.com

REGULATIONS ON NOMINATION, CANDIDACY, ELECTION SUPPLEMENTARY MEMBER OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS (Term 2023 – 2028)

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14, June 17th, 2020;*
- *Charter of Vietnam Sea Transport and Chartering Joint Stock Company;*
- *Internal Regulations on Corporate Governance of Vietnam Sea Transport and Chartering Joint Stock Company;*
- *Resolution No. 05/NQ – HDQT dated February 2nd, 2025 of the Board of Directors on organizing the 2025 Annual General Meeting of Shareholders.*

The Vote Counting Committee announced the Regulations on the nomination and election of members of the Board of Directors and members of the Board of Supervisors for the 2023-2028 term at the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company as follows:

I. Explanation of terms/abbreviations

- Company : Vietnam Sea Transport and Chartering Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- Organizing Committee : General Meeting Organizing Committee
- GSM : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)
- Member of the Board of Supervisors : Supervisor

II. Chairperson of the General Meeting

The Chairperson of the General Meeting is responsible for presiding over the election with the following specific tasks:

- Introduce the list of nominees for the Board of Directors and the Board of Supervisors
- Resolve complaints about the election (If any)

III. Number, term, and criteria for supplementary Member of the Board of Directors:

1. Number of supplementary Members of the Board of Directors: 01 person
2. Term: 2023 – 2028
3. Maximum number of candidates for Member of the Board of Directors: Unlimited
4. Criteria for candidates participating in the Board of Directors (*According to Article 32 of the Company's Charter*)

Regulations on Nomination and Election of Additional Members of the BOD, BOS for the 2023-2028 term

Members of the Board of Directors must meet the following criteria and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- b) Having professional qualifications and experience in business management or in the industry or field of business of the Company and not necessarily being a shareholder of the Company;
- c) Members of the Board of Directors may concurrently serve as members of the Board of Directors of another company;
- d) Not being a family member of the General Director or other managers of the Company; nor a family member of the manager or the person authorized to appoint the managers of the parent company.

IV. Number, term, and criteria for supplementary Member of the Board of Supervisors:

1. Number of supplementary Members of the Board of Supervisors: 01 person
2. Term: 2023 – 2028
3. Maximum number of candidates for Member of the Board of Supervisors: Unlimited
4. Criteria for candidates participating in the Board of Supervisors (*According to Article 47 of the Company's Charter*)

Members of the Board of Supervisors must meet the following criteria and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- b) Trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's business activities;
- c) Not a family member of a member of the Board of Directors, General Director, or other manager;
- d) Not a company manager; not necessarily a shareholder or employee of the company;
- e) Not a family member of the enterprise manager of the parent company; representative of the enterprise's capital, representative of the state capital at the parent company and at the Company;
- f) Not working in the accounting and finance department of the Company;
- g) Not a member or employee of the independent audit company that audited the Company's financial statements in the previous three consecutive years.

V. Election principles

- Comply with the provisions of law and the Company's Charter.
- The Ballot Counting Board is nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be on the nomination list or self-nominate to the Board of Directors and Board of Supervisors.

VI. Regulations on nominating members of the Board of Directors (*According to Article 30 of the Company's Charter*)

1. A shareholder or group of shareholders: holding from 05% to less than 20% of the voting shares has the right to nominate one (01) Supervisor; from 20% to less than 40% may nominate a maximum of two (02) Supervisors; from 40% to less than 60% may nominate a maximum of three (03) Supervisors; from 60% to less than 80% may nominate a maximum of four (04) Supervisors; from 80% or more may nominate five (05) candidates.

2. In case the number of candidates for the Board of Directors approved through nomination and candidacy is not sufficient according to the provisions of Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors may nominate additional candidates or organize nominations according to the mechanism specified in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' introduction of additional candidates must be clearly announced before the election of members of the Board of Directors according to the provisions of law.

VII. Regulations on nominating members of the Board of Supervisors (According to Article 46 of the Company's Charter)

3. A shareholder or group of shareholders: holding from 05% to less than 20% of the voting shares has the right to nominate one (01) Supervisor; from 20% to less than 40% may nominate a maximum of two (02) Supervisors; from 40% to less than 60% may nominate a maximum of three (03) Supervisors; from 60% to less than 80% may nominate a maximum of four (04) Supervisors; from 80% or more may nominate five (05) candidates.

4. In case the number of candidates for the Board of Supervisors approved through nomination and candidacy is not sufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations according to the mechanism specified in the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Supervisors. The incumbent Board of Supervisors' introduction of additional candidates must be clearly announced before the election of members of the Board of Supervisors according to the provisions of law.

VIII. Application for nomination to the Member of the BOD, BOS

1. Nomination dossier for the Member of the BOD, BOS

(The form is posted on the Company's website at: www.vitranschart.com.vn)

- Nomination application form for the Member of the BOD, BOS (as per the template);
- Candidate's curriculum vitae (as per the template);
- Notarized copies of the following documents within 06 months: ID card/Passport/Citizen identity card/Permanent residence certificate (If any) or Business registration certificate (for organizations);
- Notarized copies of diplomas and certificates of cultural and professional qualifications within 06 months (If any);
- Documents certifying the shareholding percentage of the shareholder/group of shareholders that meets the nomination conditions as prescribed in these Regulations;

Nominees to the Member of the Board of Supervisors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the Content in their dossiers.

The above templates are posted on the website: www.vitranschart.com.vn (Section: SHAREHOLDER RELATIONS, DOCUMENTS OF THE 2025 ANNUAL GENERAL MEETING) from March 7th, 2025.

2. Location and deadline for receiving nomination dossiers

To facilitate the organization of the General Meeting, candidates are requested to send their dossiers before 12:00 on March 21st, 2025 to the following address:

Vietnam Sea Transport and Chartering Joint Stock Company.

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City

Contact: Mr. Nguyen The Le Nhan – Company Secretary **Telephone:** 0903348779

If candidates are nominated by shareholder groups at the General Meeting, please send the nomination dossier to the Secretary of the General Meeting before the election.

IX. List of candidates

- Based on the nomination dossiers of shareholders, shareholder groups, and accompanying documents of the candidates, the Secretary of the General Meeting will compile a list of candidates who meet the prescribed conditions for election to the Member of the BOD, BOS.

Regulations on Nomination and Election of Additional Members of the BOD, BOS for the 2023-2028 term

- The list of candidates for the Member of the BOD, BOS is arranged in alphabetical order by name, stating the full name on the ballot.

X. Election method:

- Implemented by cumulative voting method (According to Clause 3, Article 146 of the Enterprise Law)
- Accordingly, each delegate has a total number of votes corresponding to the total number of shares owned, represented, multiplied by the number of elected members of the Member of the BOD, BOS.
- Delegates have the right to cast all of their votes for one or several candidates.
- In case of additional candidates arising on the day of the general meeting, delegates can contact the Ballot Counting Committee to request a new ballot and must return the old ballot (before putting it in the ballot box).
- In case of mistaken selection, delegates should contact the Ballot Counting Committee to be issued a new ballot and must return the old ballot.

XI. Election Ballot

1. Content of the Election Ballot

- A ballot is a form that records the delegate's code, the number of shares owned and/or represented, and is affixed with the Company's seal.
- Each delegate will be given two (02) Election ballot: one (01) BOD ballot and one (01) BOS ballot. When receiving the ballot, delegates must check the information on the ballot and immediately notify the Ballot Counting Committee of any errors.

2. How to fill out the Election Ballot

Each delegate is given two (02) ballot. The method of filling out the ballot is specifically guided as follows:

- + Delegates elect a maximum number of candidates equal to the number of elected candidates.
- + If casting all votes for one or more candidates, the delegate marks the "Cumulative Voting" box of the corresponding candidates.
- + If casting an unequal number of votes for multiple candidates, the delegate clearly indicates the number of votes in the "Number of Votes" box of the corresponding candidates.

Note:

In cases where the delegate both marks the "Cumulative Voting" box and enters a number in the "Number of Votes" box, the result will be based on the number of votes in the "Number of Votes" box.

3. Validity and Invalidity of Ballots

- Valid ballot: is a ballot printed on a pre-printed form issued by the organizer, without erasures, alterations, or any additional content beyond the prescribed regulations for ballots; must be signed and clearly state the full name of the attending delegate.
- The following ballots will be considered invalid:
 - + Adding other content to the ballot;
 - + Writing on the ballot in pencil;

Regulations on Nomination and Election of Additional Members of the BOD, BOS for the 2023-2028 term

- + Crossing out candidate names;
- + Ballots not on the pre-printed form issued by the organizer, ballots without the company's seal, or ballots with erasures, alterations, or additional content beyond the prescribed regulations for ballots;
- + The number of candidates voted for by the delegate exceeds the number of elected candidates;
- + Ballots where the total number of votes cast for candidates by a shareholder or representative exceeds the total number of votes allowed;
- + Ballots submitted after the Ballot Counting Committee has unsealed the ballot box;
- + Lacking the signature of the attending delegate.

4. Voting and Ballot Counting

- In case of errors, shareholders can contact the Ballot Counting Committee to request a new ballot and must return the old ballot (before placing it in the ballot box).
- Delegate cast their ballots into the sealed ballot box under the supervision of the Ballot Counting Committee.
- After voting concludes, ballot counting will be conducted under the supervision of the Supervisory Board or shareholder representatives.
- The Ballot Counting Committee is responsible for preparing the ballot counting minutes, announcing the results, and, together with the Chairperson, addressing shareholder inquiries and complaints (if any).
- Ballots will be archived according to regulations after being counted.

5. Principles for Electing Candidates (*According to Article 146 of the Enterprise Law*)

- Elected members of the BOD, BOS are determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is reached.
- In cases where two or more candidates receive the same number of votes for membership on the Supervisory Board, a re-election will be held among the candidates with the same number of votes, or selection will be based on criteria specified in the election regulations or the company's charter.

XII. Effective Date

These election regulations take effect immediately upon approval by the General Meeting of Shareholders.

These regulations will expire at the conclusion of the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company.

The above constitutes the complete regulations for nominating and electing members to supplement the BOD, BOS of the Company for the term (2023 – 2028) at the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for review and approval.

Recipients:

- Shareholders;
- Archived BOD

Ho Chi Minh City, March 28th, 2025

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN



HUYNH NAM ANH

44870
STY
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TÁU BI
IÂN
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VOTING PRINCIPLES GUIDELINES

Pursuant to Clause 3, Article 146 of the Enterprise Law: "The voting to elect members of the Board of Directors and the Supervisory Board must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Supervisory Board, and the shareholder has the right to cast all or part of their total votes for one or several candidates. Elected members of the Board of Directors or Supervisory Board members are determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the number of members specified in the company's charter is reached. In cases where two or more candidates receive the same number of votes for the last member of the Board of Directors or the Supervisory Board, a re-election will be held among the candidates with the same number of votes, or selection will be based on criteria specified in the election regulations or the company's charter."

Example 1:

Suppose the General Meeting of Shareholders votes to elect 05 Member of the Board of Directors out of a total of 08 candidates. Shareholder Nguyen Van A holds (including owned and authorized) 1,000 voting shares. In this case, the total number of votes of shareholder Nguyen Van A is: $(1,000 \times 5) = 5,000$ votes.

Shareholder Nguyen Van A can cumulate votes in the following ways:

1. Cumulate all 5,000 votes for 01 candidate Member of the Board of Directors.
2. Divide 5,000 or fewer than 5,000 votes for a maximum of 05 candidate Members of the Board of Directors.

a/ Cumulate all 5,000 votes for candidate number 2.

Candidate 1	:	0 votes
Candidate 2	:	5,000 votes
Candidate 3	:	0 votes
Candidate 4	:	0 votes
Candidate 5	:	0 votes
Candidate 6	:	0 votes
Candidate 7	:	0 votes
Candidate 8	:	0 votes

b/ Divide 5,000 votes equally among a maximum of 03 candidates according to the ratio.

Candidate 1	:	1,000 votes
Candidate 2	:	1,000 votes
Candidate 3	:	1,000 votes
Candidate 4	:	1,000 votes
Candidate 5	:	1,000 votes
Candidate 6	:	0 votes
Candidate 7	:	0 votes
Candidate 8	:	0 votes

c/ Divide 5,000 votes among a maximum of 03 candidates according to the ratio.

Candidate 1	:	1,000 votes
Candidate 2	:	1,500 votes
Candidate 3	:	500 votes
Candidate 4	:	1,000 votes
Candidate 5	:	1,000 votes
Candidate 6	:	0 votes
Candidate 7	:	0 votes
Candidate 8	:	0 votes

d/ Divide fewer than 5,000 votes among a maximum of 03 candidates according to the ratio.

Candidate 1	:	2,000 votes
Candidate 2	:	1,000 votes
Candidate 3	:	500 votes
Candidate 4	:	200 votes
Candidate 5	:	200 votes
Candidate 6	:	0 votes
Candidate 7	:	0 votes
Candidate 8	:	0 votes

3/ Shareholder Nguyen Van A's ballot for the Board of Directors will be invalid in the following cases:

- The ballot does not follow the form prescribed by the Company and does not have the Company's seal.
- The total number of votes for those candidates by shareholder Nguyen Van A exceeds 5,000 votes.
- Other cases specified in the Election Regulations.

Example 2:

Suppose the General Meeting of Shareholders votes to elect 01 Member of the Board of Supervisors out of a total of 03 candidates. Shareholder Nguyen Van A holds (including owned and authorized) 1,000 voting shares. In this case, the total number of votes of shareholder Nguyen Van A is: $(1,000 \times 3) = 3,000$ votes.

Shareholder Nguyen Van A can cumulate votes in the following ways:

3. Cumulate all 3,000 votes for 01 candidate Member of the Board of Supervisors.
4. Divide 3,000 or fewer than 3,000 votes for a maximum of 03 candidate Members of the Board of Supervisors.



a/ Cumulate all 3,000 votes for candidate number 2.

Candidate 1	:	0 votes
Candidate 2	:	3,000 votes
Candidate 3	:	0 votes
Candidate 4	:	0 votes
Candidate 5	:	0 votes

b/ Divide 3,000 votes equally among a maximum of 03 candidates according to the ratio.

Candidate 1	:	1,000 votes
Candidate 2	:	1,000 votes
Candidate 3	:	0 votes
Candidate 4	:	1,000 votes
Candidate 5	:	0 votes

c/ Divide 3,000 votes among a maximum of 03 candidates according to the ratio.

Candidate 1	:	1,000 votes
Candidate 2	:	1,500 votes
Candidate 3	:	500 votes
Candidate 4	:	0 votes
Candidate 5	:	0 votes

d/ Divide fewer than 3,000 votes among a maximum of 03 candidates according to the ratio.

Candidate 1	:	0 votes
Candidate 2	:	1,000 votes
Candidate 3	:	500 votes
Candidate 4	:	200 votes
Candidate 5	:	0 votes

3/ Shareholder Nguyen Van A's ballot for the Board of Supervisors will be invalid in the following cases:

- The ballot does not follow the form prescribed by the Company and does not have the Company's seal.
- The total number of votes for those candidates by shareholder Nguyen Van A exceeds 3,000 votes.
- Other cases specified in the Election Regulations.



VIETNAM SEA TRANSPORT AND CHARTERING JOINT STOCK COMPANY

(Enterprise Code: 0300448709)

Address: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam

Tel: (028) 39404271 _Email: vtc-hcm@vitranschart.com.vn _Website: www.vitranschart.com.vn

MINUTES OF MEETING ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 VIETNAM SEA TRANSPORTATION AND CHARTERING JOINT STOCK COMPANY

Enterprise Name: Vietnam Sea Transportation and Chartering Joint Stock Company

Business Registration Certificate No: 4103008926 issued by Ho Chi Minh City Department of Planning and Investment for the first time on 2007-12-31, 17th amendment registered on 2024-11-28 with enterprise code 0300448709.

Address of head office: 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City

Telephone: (028) 39 40 42 71

Time: 8:00, March 28th, 2025

Venue: Hall - Vietnam Sea Transportation and Chartering Joint Stock Company
428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City

PART I: INTRODUCTION AND OPENING OF THE MEETING (public voting method)

1. Report on Delegate Eligibility Verification:

Reporter: Ms. Tran Thi Thu Ha - Position: Head of the Delegate Eligibility Verification Board presents the report on delegate eligibility verification:

- Total number of shareholders invited to attend: All shareholders named in the shareholder list finalized on 25/02/2025, owning 68.999.337 voting shares of Vietnam Sea Transportation and Chartering Joint Stock Company.
- Shareholders attending the General Meeting: 34 shareholders and shareholder representatives, owning and representing 43.418.577 voting shares, accounting for 62,9261% of the total voting shares of the Company.

According to the Enterprise Law and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transportation and Chartering Joint Stock Company is eligible to proceed.

2. Approving the list of presidium members

The Presidium are as follows:

- Mr. Huynh Nam Anh Chairman of the Board of Directors – Chairperson
- Mr. Trinh Huu Luong Board of Directors' members
- Ms. Mai Thi Thu Van Board of Directors' members

The General Meeting voted 100% to approve the Presidium

3. The Chairperson introduced the Secretary of the General Meeting, including:

- Mr. Nguyen The Le Nhan Company Secretary
- Ms. Phan Thi Thanh Trang Specialist of Planning and Investment Department

4. The General Meeting voted to approve the list of the Vote Counting Board:

- Mr. Pham Duc Hung Deputy Head of Technical and Material Department - Head of the Board
- Mr. Nguyen Hung Dung Deputy Director of VietGreen Branch
- Ms. Hoang Thi Dieu Linh Head of Technical Business Department of VietGreen Branch

The General Meeting voted 100% to approve the Vote Counting Board personnel.

5. Approving the Agenda of the General Meeting

Mr. Huynh Nam Anh - Position: Chairman of the BOD, read the Agenda of the General Meeting.

The General Meeting voted 100% to approve the Agenda of the General Meeting.

6. Approving the Rules of Procedure of the General Meeting

Mr. Huynh Nam Anh - Position: Chairman of the BOD read the Rules of Procedure of the General Meeting.

The General Meeting voted 100% to approve the Rules of Procedure of the General Meeting.

PART II: CONTENT OF THE GENERAL MEETING

The General Meeting listened to the presentation and voted to approve the following contents:

Content 1: Report of the Board of Directors for the year 2024

- Presenter: Mr. Huynh Nam Anh - Chairman of the Board of Directors

Content 2: Report of the General Director on the results of production and business activities in 2024 - business tasks in 2025

- Presenter: Mr. Trinh Huu Luong - Board of Directors' members and General Director

Indicator	Unit	Plan 2024	Actual 2024	Actual 2024/ Plan 2024
1. Transportation Output	Million Tons	1,14	1,17	103%
2. Total Revenue (*)	Billion VND	637,87	736,55	115%
3. Profit (+)/Loss (-)	Billion VND	162,33	220,84	136%

(*) **Note:** The total revenue target for 2024 includes revenue from financial processing and the sale of the Vien Dong 3 vessel.

Content 3: Report of the Board of Supervisors on the results of inspection and supervision in 2024

- Presenter: Ms. Vu Thi Diep - Head of the Board of Supervisors

Content 4: Proposal for approval of the audited financial statements for 2024

- Presenter: Ms. Mai Thi Thu Van - Board of Directors' members and Deputy General Director

Content 5: Proposal of the production and business plan for 2025

- Presenter: Mr. Le Duy Duong - Board of Directors' members

1. Production and business plan for 2025

Indicator	Unit	Plan 2025
1. Transportation Output	Million tons	1,26
2. Revenue from activities	Billion VND	795,51
3. Profit before tax	Billion VND	320,00

** Note: Note: The 2025 consolidated targets for the entire Company do not include results from extraordinary activities arising outside the plan. These targets account for the successful investment in one Handysize vessel with a tonnage ranging from 28,000 DWT to under 40,000 DWT at the subsidiary Hai Dang SMC, which will be put into operation starting from Q4/2025.*

With the expected profitable business results in 2025, but the accumulated undistributed after-tax profit is still negative, the company has no profit distribution plan.

2. Investment plan and projects:

2.1- Investment plan and Approval of the Investment Project:

Continue to implement the project to build an office building combined with office for lease at 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam (referred to as the Office Building Project), with the following basic information:

- + Vitranschart Office Building with integrated office leasing
- + Estimated total investment: 240.6 billion VND
- + Capital source: Loan capital ranging from 60% to 70% of the total investment and equity capital
- + Implementation roadmap: Immediately after the 2025 Annual General Meeting Resolution, Vitranschart will develop a feasibility study and submit it to the Board of Directors for approval and implementation, expected to complete the application for a construction permit and commence construction in 2025, gradually complete according to usage/exploitation needs, and complete the entire project by the end of 2027.

Authorize the Vitranschart Board of Directors to approve the policy, investment decision, and implementation of the Office Building Project, arrange investment capital, and implement the project according to the proposed roadmap. Report on the implementation progress at the nearest General Meeting of Shareholders.

3. Ship sale plan: Sell VTC Glory when conditions are favorable

Request the General Meeting to authorize the Board of Directors to proactively consider and decide on adjustments to the production and business plan targets, and approve investment plans/policies/projects in accordance with the actual situation.

Content 6: Proposal on the payment of remuneration for the Board of Directors - Board of Supervisors in 2024 and the payment plan for 2025

- Presenter: Mr. Nguyen Hoang Sang - Board of Directors' members

1. Approve the salary fund for the full-time Board of Directors, the remuneration paid in 2024 for the non-executive Board of Directors' members and Member of the Board of Supervisors as follows:

- Member of the Board of Directors, Head of the Supervisory Board: 5,000,000 VND/person/month
- Member of the Board of Supervisors: 4,000,000 VND/person/month

Non-executive Board of Directors' remuneration fund: 240,000,000 VND/year;
Supervisory Board remuneration fund: 156,000,000 VND/year. Executive Board of Directors' salary fund: 585,000,000 VND.

2. Proposed remuneration for non-executive Board of Directors' members and Members of the Board of Supervisors, and the projected payroll for executive Board of Directors in 2025 are as follows:

- Board of Directors' members, Head of the Board of Supervisors: 5,000,000 VND/person/month
- Member of the Board of Supervisors: 4,000,000 VND/person/month

Non-executive Board of Directors remuneration fund: 240,000,000 VND/year; Board of Supervisors remuneration fund: 156,000,000 VND/year. Executive Board of Directors' salary fund: 675,000,000 VND.

Content 7: Proposal on the selection of the 2025 financial statement audit firm

- Presenter: Ms. Nguyen Thi Phuong Thao – Head of the Board of Supervisors

The Board of Supervisors proposes a list of 03 independent audit firms that are qualified and capable of auditing the Company's 2025 Financial Statements as follows:

1. UHY Auditing & Consulting Co., Ltd. – Ho Chi Minh City Branch

Address: 4th Floor, 63B Calmette, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City, Vietnam

2. AASC Auditing Firm Co., Ltd.

Address: No. 01, Le Phung Hieu, Hoan Kiem, Hanoi City.

3. A & C Auditing and Consulting Co., Ltd.

Address: 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam.

The Company's Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the proposed selection criteria and the list of audit firms mentioned above, authorizing the Company's Board of Directors to decide on the selection of an audit firm for the 2025 Financial Statements of Vietnam Maritime Transport and Chartering Joint Stock Company, ensuring quality, efficiency, and reasonable costs in accordance with legal regulations.

In the event of disagreement with the aforementioned audit firms regarding the audit schedule, scope, and fees, the Board of Directors shall select an audit firm from the list of audit firms approved to conduct audits for public interest entities in 2025, issued along with Decision 2730/QĐ-BTC dated 15/11/2024 of the Ministry of Finance, to audit the Company's 2025 Financial Statements.

Content 8: Proposal on the dismissal and supplementary election of Board of Directors' members for the remaining term of 2023 – 2028.

- Presenter: Mr. Trinh Huu Luong - Position: Board of Directors' members

Content 9: Proposal on the dismissal and supplementary election of Members of the Board of Supervisors for the remaining term of 2023 – 2028.

- Presenter: Ms. Mai Thi Thu Van - Position: Board of Directors' members

PART III: SHAREHOLDERS' OPINIONS:

Shareholders have no opinion

ART IV: VOTING ON THE CONTENTS

(Secret ballot method)

The Delegate Qualification Inspection Board reports the shareholder attendance at the 2025 Annual General Meeting of Shareholders, as of 10:00 on 28/03/2025: 38 shareholders and shareholder representatives, owning and representing shares with 43.438.064 voting rights, accounting for 62,9543 % of the total voting shares of the Company.

After listening to the contents of the Reports and Presentations, the General Meeting discussed and voted to approve the following contents:

Content 1: Report of the Board of Directors for 2024

The General Meeting voted and approved Content 1 with 100 % of the votes in favor.

Content 2: Report of the Board of Directors on production and business results in 2024 and production and business tasks in 2025

The General Meeting voted and approved Content 2 with 100 % of the votes in favor.

Content 3: Report of the Board of Supervisors on inspection and supervision results in 2024

The General Meeting voted and approved Content 3 with 100 % of the votes in favor.

Content 4: Audited financial statements for 2024

The General Meeting voted and approved Content 4 with 100 % of the votes in favor.

Content 5: Proposal for the 2025 Production and Business Plan

The General Meeting voted and approved Content 5 with 100 % of the votes in favor.

Content 6: Remuneration settlement for the Board of Directors' members – Member of the Board of Supervisors in 2024 and payment plan for 2025

The General Meeting voted and approved Content 6 with 100 % of the votes in favor.

Content 7: Proposal for the selection of an audit firm for the 2025 financial statements

The General Meeting voted and approved Content 7 with 99,9 % of the votes in favor.

Content 8: Proposal for dismissal and supplementary election of Board of Directors' members for the remaining term of the 2023 – 2028 term

The General Meeting voted and approved Content 8 with 100 % of the votes in favor.

Content 9: Proposal for dismissal and supplementary election of Member of the Board of Supervisors for the remaining term of the 2023 – 2028 term

The General Meeting voted and approved Content 9 with 100 % of the votes in favor.

**SECTION V: ELECTION
(Secret ballot method)**

1. Approval of the Regulations on nomination, candidacy, and supplementary election of Board of Directors' members, Member of the Board of Supervisors for the 2023 – 2028 term

Mr. Pham Duc Hung - Head of the Vote Counting Board read the Regulations on nomination, candidacy, and supplementary election of Board of Directors' members, Member of the Board of Supervisors for the 2023 – 2028 term and guided Delegates to vote.

The General Meeting voted to approve the Regulations on nomination, candidacy, and supplementary election of Board of Directors' members, Member of the Board of Supervisors for the 2023 – 2028 term with a rate of: 100 % by raising Voting Cards.

2. Results of the supplementary election of Board of Directors' members for the 2023 - 2028 term

Based on the vote counting minutes of the Vote Counting Board on the election of 01 Board of Directors' members for nominated or self-nominated candidates, the vote counting results are as follows:

No.	Candidate's Full Name	Position applied/nominated	Number of votes	Percentage of votes
1	Nguyen Dinh Tu	Board of Directors' members	43.418.289	99,95%

3. Results of the supplementary election of Member of the Board of Supervisors for the 2023 - 2028 term

Based on the vote counting minutes of the Vote Counting Board on the election of 01 Member of the Board of Supervisors for nominated or self-nominated candidates, the vote counting results are as follows:

No.	Candidate's Full Name	Position applied/nominated	Number of votes	Percentage of votes
2	Phan Thi Thanh Trang	Board of Supervisors' members	43.436.737	99,99%

Thus, according to the regulations on cumulative voting, the list of successful candidates for the supplementary election of Board of Directors' members for the 2023 – 2028 term is as follows:

- **Mr. Nguyen Dinh Tu**

Thus, according to the regulations on cumulative voting, the list of successful candidates for the supplementary election of Member of the Board of Supervisors for the 2023 – 2028 term is as follows:

- **Ms. Phan Thi Thanh Trang**

SECTION VI: APPROVAL OF THE MINUTES AND RESOLUTION OF THE GENERAL MEETING

Ms. Phan Thi Thanh Trang, on behalf of the Secretariat, read the Minutes and Resolution of the General Meeting.

The General Meeting voted and approved the full text of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders with 100% of the votes in favor.

This minutes is made into 02 copies and kept at Vietnam Maritime Transport and Chartering Joint Stock Company.

The meeting ended at 11:30 on the same day.

ON BEHALF OF THE SECRETARIAT



NGUYEN THE LE NHAN

ON BEHALF OF THE PRESIDIUM



HUYNH NAM ANH

No: 01/2025/NQ-ĐHĐCĐ

Ho Chi Minh City, March 28th, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26th 2019;
- Pursuant to the Charter of Vietnam Sea Transportation and Chartering Joint Stock Company (Vitranschart);
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transportation and Chartering Joint Stock Company, held on March 28th 2025.

RESOLVES

Article 1. Approve the 2024 Board of Directors' Report and operational direction for 2025.

Article 2. Approve the Board of Management's Report on the 2024 production and business performance and the 2025 business plan.

Article 3. Approve the Board of Supervisors' Report on inspection and supervision results in 2024.

Article 4. Approve the 2024 Financial Statements audited by AASC Auditing Firm Co., Ltd.

Article 5. Approve the Proposal for the 2025 business plan, specifically:

1. Business plan:

No.	Target	Unit	2025 Plan
1	Total output	Million Ton	1,26
2	Revenue	VND Billion	795,51
3	Profit before tax	VND Billion	320,00

(*) Note: The 2025 consolidated targets for the entire Company do not include results from extraordinary activities arising outside the plan. These targets account for the successful investment in one Handysize vessel with a tonnage ranging from 28,000 DWT to under 40,000 DWT at the subsidiary Hai Dang SMC, which will be put into operation starting from Q4/2025.

With the expected profitable business results in 2025, but the accumulated undistributed after-tax profit remaining negative, the Company has no profit distribution plan.

2. Investment plan and Investment Project:

Continue to implement the Project of constructing an office building combined with office for lease at 428 Nguyen Tat Thanh, Ward 18, District 4, Ho Chi Minh City, Vietnam (abbreviated as Office Building Project), with the following basic information:

- Vitranschart Office Building with integrated office leasing
- Total investment : estimated 240.6 billion VND
- Capital source : Loan capital ranging from 60% to 70% of the total investment and equity capital
- Implementation roadmap : Immediately after the 2025 General Meeting of Shareholders Resolution, Vitranschart will prepare a feasibility study report to submit to the Board of Directors for approval and implementation, expected to complete the application for a Construction Permit and commence construction in 2025, gradually complete according to usage/exploitation needs, and complete the entire Project by the end of 2027.

Authorizing the Board of Directors of Vitranschart to approve the policy, make investment decisions, and approve and implement the Office Building Project, arrange investment capital, and implement the project according to the proposed roadmap. Report on the implementation progress at the nearest General Meeting of Shareholders

3. Ship sale plan:

Sell VTC Glory vessel when conditions are favorable.

Article 6. Approve the Proposal for the settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024 and the payment plan for 2025, specifically:

1. Approve the Executive Member of BOD's salary fund and the 2024 remuneration for the non-executive member of BOD and BOS as follows:

- Member of the Board of Directors, Head of the Supervisory Board: 5,000,000 VND/person/month
- Member of the Board of Supervisors: 4,000,000 VND/person/month

Non-executive Board of Directors' remuneration fund: 240,000,000 VND; Supervisory Board remuneration fund: 156,000,000 VND. Executive Board of Directors' salary: 585,000,000 VND.

2. Approve the proposed remuneration for non-executive member of BOD and BOS, and estimated Executive member of Board of Directors' salary fund for 2025 as follows:

- Member of the Board of Directors, Head of the Supervisory Board: 5,000,000 VND/person/month
- Member of the Board of Supervisors: 4,000,000 VND/person/month

Non-executive Board of Directors' remuneration fund: 240,000,000 VND; Board of Supervisors' remuneration fund: 156,000,000 VND. Executive Board of Directors' salary fund: 675,000,000 VND.

Article 7. Approve the list of auditing firms for the 2025 Financial Statements and authorize the Board of Directors and the Board of Management, based on the actual situation, to select an appropriate auditing unit in accordance with regulations to audit the 2025 Financial Statements, specifically:

1. UHY Auditing and Consulting Co., Ltd. - Ho Chi Minh City Branch
Address: 4th Floor, 63B Calmette, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City, Vietnam
2. AASC Auditing Firm Co., Ltd.
Address: No. 01, Le Phung Hieu, Hoan Kiem, Hanoi City, Vietnam.

3. A & C Auditing and Consulting Co., Ltd.

Address: 02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City, Vietnam.

4. In case of disagreement with the above auditing companies regarding the progress, scope, and audit fees, the Board of Directors shall select an auditing company from the list of auditing companies approved to audit public interest entities in 2025 issued with Decision 2730/QĐ-BTC dated 15/11/2024 of the Ministry of Finance to audit the Company's 2025 Financial Statements.

Article 8: Approve the Proposal for dismissal and additional election of members of the Board of Directors for the remaining term of the 2023-2028 term, the list of candidates includes:

1. Mr. Nguyen Dinh Tu

Article 9: Approve the Proposal for dismissal and additional election of members of the Board of Supervisors for the remaining term of the 2023-2028 term, the list of candidates includes:

2. Ms. Phan Thi Thanh Trang

Article 10: Approve the result of additional election of a member of the Board of Directors and Board of Supervisors of Vietnam Sea Transport and Chartering Joint Stock Company for the remaining term of the 2023-2028 term

- Appoint the position of Member of the Board of Directors to Mr. Nguyen Dinh Tu from March 28th, 2025
- Appoint the position of Member of the Board of Supervisors to Ms. Phan Thi Thanh Trang from March 28th, 2025

Article 11: The General Meeting of Shareholders agrees to assign the Board of Directors and the Board of Management the responsibility to implement the contents resolved by the General Meeting of Shareholders on the basis of complying with the State's laws and the Company's Charter.

Article 12: Implementation Clause

The Resolution of the 2025 Annual General Meeting of Shareholders of Vietnam Sea Transport and Chartering Joint Stock Company was approved by the General Meeting of Shareholders and takes effect from March 28th, 2025.

All shareholders of Vietnam Sea Transport and Chartering Joint Stock Company, members of the Board of Directors, the Board of Supervisors, and the General Director are responsible for implementing this Resolution.

Recipients:

- VST shareholders;
- BOD, BOS, BOM;
- Archived: VT, TK.

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS



HUYNH NAM ANH