CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA NỘI BÀI (NCTS)
Sân bay quốc tế Nội Bài,
Hà Nội, Việt Nam
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NCTS NOI BAI CARGO TERMINAL SERVICES JSC.

IATA
GROUND HANDLING
COUNCIL MEMBER

DOCUMENT LIST

THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY

1. Agenda of the 2026 AGM
2. Regulations on the Organization of the 2026 AGM
3. Report on the Performance of the Board of Directors in 2025
4. Report on the Performance of the Board of Supervisors in 2025
5. Proposal on the Remuneration for the BOD and the BOS in 2026
6. Proposal on Amendments and Supplements to the Company's Business Lines
7. Proposals on the Dismissal and the Election of Additional Members of the BOD and BOS for the 2025-2030 term
8. Regulations on the Election of Additional Members to the BOD and the BOS for the 2025-2030 Term.

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NCTS NOI BAI CARGO TERMINAL SERVICES JSC.

IATA GROUND HANDLING COUNCIL MEMBER

AGENDA OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. **Time:** **08:30 a.m, June 25th, 2026**
2. **Venue:** Conference Hall, 3rd Floor - Office Building of Noi Bai Cargo Terminal Services Joint Stock Company, Noi Bai International Airport, Noi Bai Commune, Hanoi City, Vietnam.

Time	Agenda
08:00 - 08:30	Welcoming, verifying the eligibility of shareholders and authorized representatives
	Verification of shareholders' eligibility and distribution of AGM materials
08:30 - 09:00	Opening of the Meeting; announcement of the purpose of the AGM; introduction of guests and shareholders
	Report on the verification of shareholders' eligibility
	Introduction and approval of the Presiding Committee
	Introduction and approval of the Secretariat and Vote Counting Committee
	Approval of the AGM Agenda and Regulations on the organization
09:00 - 10:10	**Discussion and approval of the following matters:**
09:00 - 09:10	1. Report on the activities of the Board of Directors in 2025
09:10 - 09:20	2. Report on the activities of the Board of Supervisors in 2025
09:20 - 09:30	3. Audited financial statements and Profit distribution plan for 2025
09:30 - 09:40	4. Production and business plan for 2026
09:40 - 09:50	5. Remuneration of the Board of Directors and the Board of Supervisors for 2026
09:50 - 10:00	6. Proposal on amendments and supplements to the Company's business lines
10:00 - 10:05	7. Proposal on amendments and supplements to the Company's Charter
10:05 - 10:10	8. Proposal on amendments and supplements of the Internal regulations on corporate governance
10:10 - 11:00	**Procedures for the dismissal and election of additional members of the Board of Directors and Board of Supervisors for the 2025-2030 term:** 9. Discussion and approval of Proposals regarding the dismissal and the list of candidates for the election of additional members of the Board of Directors and Board of Supervisors for the 2025-2030 term. - Approval of the Regulations on nomination, candidacy and additional election - Instructions on voting procedures and conduct of the election
11:00 - 11:15	**Break**
11:15 - 11:30	- Announcement of the vote counting results for the election of additional members of the BOD and BOS for the 2025-2030 term - Announcement of voting results on matters submitted to the AGM
11:30 - 11:40	Approval of the Minutes and Resolution of the AGM
11:45	**Closing of the AGM**

ORGANIZING COMMITTEE

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

DRAFT

REGULATION ON THE ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY

CHAPTER I
GENERAL PROVISIONS

Article 1. Legal Basis

1. The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020; Law No. 76/2025/QH15 dated 17/6/2025 amending and supplementing articles of the Law on Enterprises and its implementing regulations.

2. The Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019; Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing articles of the Law on Securities and its implementing regulations.

3. The Charter of Noi Bai Cargo Terminal Services Joint Stock Company.

Article 2. Scope and applicability

1. This regulation shall govern the organization and conduct of the 2026 Annual General Meeting of Shareholders (the "AGM") of Noi Bai Cargo Terminal Services Joint Stock Company ("the Company").

2. This regulation sets out the rights and obligations of shareholders, duly authorized representatives of shareholders, and other participants attending the AGM, as well as the conditions and procedures for conducting the AGM and passing resolutions on matters within the authority of the AGM.

3. Shareholders, duly authorized representatives and all participants attending the AGM shall comply with this regulation, the Company's Charter and applicable laws.

Article 3. Objectives

1. To ensure transparency and openness.

2. To facilitate the successful organization of the AGM in compliance with applicable laws.

CHAPTER II
CONDITIONS FOR ATTENDING THE AGM
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTICIPANTS

Article 4. Eligibility to attend the AGM

Individual shareholders or duly authorized representatives of organizational shareholders whose names appear on the list of shareholders entitled to attend the AGM as of the record date of 27/5/2026, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC), shall have the right to attend the AGM in person or authorize another person in writing to attend on their behalf in accordance with this regulation and applicable laws.

Article 5. Rights of shareholders attending the AGM

1. Shareholders shall have the right to discuss and vote on all matters falling within the authority of the AGM in accordance with the Company's Charter, the Law on Enterprises and relevant laws.

2. Shareholders may attend the AGM in one of the following forms:

2.1. Attending in person.

2.2. Authorization to attend the AGM on behalf of another person: If a shareholder is an organization and does not have a representative to authorize as stipulated in Article 16 of the Company's Charter, it may authorize another person to attend the General Meeting on its behalf as stipulated in Clause 2, Article 144 of the Law of Enterprise.

3. Shareholders shall be publicly informed by the Company of the AGM agenda and contents.

4. At the AGM, each shareholder or duly authorized representative shall receive 01 Voting Card, 01 Voting Ballot and 01 Ballot for the election of the Board of Directors, 01 Ballot for the election of the Board of Supervisors (includes AGM materials) when registering to attend the General Meeting from the Shareholder Eligibility Verification Committee.

5. Voting Cards, Voting Ballots and Election Ballots shall be issued by the Company and bear the Company's seal in the upper left corner of each card/ballot. The content of the Voting Cards, Voting Ballots and Election Ballots follows the form attached to this regulation.

6. Shareholders/duly authorized representatives arriving after the AGM has been declared open shall be entitled to register and participate in the AGM, including exercising their voting rights, immediately upon completion of the registration procedures. However, the Chairperson shall not be required to suspend or adjourn the AGM to allow such shareholders/their duly authorized representatives to register. The validity of any resolutions or matters voted on before their registration and participation shall remain unaffected. The Shareholder Eligibility Verification Committee shall be responsible for adding the voting shares represented by

shareholders/duly authorized representatives arriving after the commencement of the AGM to the total number of voting shares represented at the AGM for the purpose of determining the voting results and approval ratios of matters submitted to the AGM at the relevant stages of the meeting.

Article 6. Obligations of shareholders/duly authorized representatives attending the AGM

1. Shareholders or duly authorized representatives attending the AGM must present:

- Invitation Letter;

- ID card or Passport which matches the shareholder information as of the record date of 27/5/2026, according to the consolidated list of securities holders provided by VSDC.

- Power of Attorney, in the case where attendance at the AGM is through a proxy (please refer to the template Power of Attorney available on the Company's website at www.ncts.vn). For individual shareholders, the Power of Attorney must be signed by the shareholder. For institutional/corporate shareholders, the Power of Attorney must be signed by the legal representative and affixed with the seal of such institution/corporate entity.

Shareholders/duly authorized representatives shall only be entitled to officially attend, vote and participate in the election at the AGM after completing the registration procedures and having their shareholder status and/or proxy authorization verified as valid by the Shareholder Eligibility Verification Committee.

2. If a shareholder has authorized another person to attend the AGM and has not provided written notice of revocation of such authorization, that shareholder shall not be issued a Voting Card, Voting Ballot or Election Ballot at the AGM if the authorized representative has already completed the procedures to receive such voting materials.

3. An authorized representative attending the AGM may not further delegate his/her authority to any third party.

4. During the AGM, shareholders/duly authorized representatives must strictly comply with the AGM rules and regulations, follow the instructions and directions of the Chairperson, respect the proceedings and outcomes of the AGM, conduct themselves in a professional and courteous manner, and refrain from any conduct that may disrupt the order of the meeting.

5. Shareholders and their duly authorized representatives attending the AGM shall strictly comply with this Regulation. Any violation thereof shall be subject to consideration by the Chairperson, who may impose appropriate measures in accordance with Point (b), Clause 7, Article 146 of the Law on Enterprises, depending on the nature and severity of the violation.

6. If a shareholder/duly authorized representative is required to leave the meeting before the AGM proceeds to vote on a matter, shareholder/duly authorized

representative shall contact the Vote Counting Committee and submit the voting opinions through a Voting Ballot with respect to the matters to be voted on at the AGM.

7. If a shareholder/duly authorized representative leaves the meeting before a vote is conducted and fails to notify the Vote Counting Committee, such shareholder or representative shall be deemed to have voted in favor of all matters put to a vote by Voting Card at the AGM.

Article 7. The Presiding Committee

1. The Presiding Committee shall consist of three (03) members, including one (01) Chairperson and two (02) members, subject to approval by the AGM. The Chairman of the Board of Directors shall act as Chairman of the Presiding Committee and Chairperson of the 2026 Annual General Meeting of Shareholders of the Comapny. The rights and obligations of the Chairperson shall be governed by the Company's Charter.

2. In the absence of the Chairman of the Board of Directors or where the Chairman is temporarily unable to perform his/her duties, the remaining members of the Board of Directors shall elect one among themselves to act as Chairperson of the Meeting by majority vote. If no Chairperson can be elected, the Head of the Board of Supervisors shall preside AGM's election of the Chairperson by the AGM from among the attendees, and the person receiving the highest number of votes shall serve as Chairperson of the Meeting.

3.The Chairperson shall have the following rights and responsibilities:

a. To preside over and conduct the AGM; undertake all necessary actions to ensure that the AGM is conducted lawfully, orderly and efficiently, and reflects the will of shareholders, duly authorized representatives and attendees.

b. The Chairperson's decisions regarding procedures, order of business or matters arising outside the AGM agenda shall be final and binding.

c. To guide discussions and organize voting on matters included in the AGM agenda.

d. To present draft proposals and conclusions for consideration and voting by the AGM.

e. To answer questions raised by the AGM or designate members of the Presiding Committee to do so.

f. The Chairperson shall have the authority to:

- Require all attendees to comply with security checks or other lawful and reasonable security measures;

- Request competent authorities to maintain order at the Meeting and remove any person who fails to comply with the Chairperson's directions, intentionally disrupts the Meeting, obstructs its proceedings, or refuses to comply with security requirements;

- Adjourn the AGM at any time and reconvene it at another time and/or venue without obtaining approval from the AGM if such adjournment is deemed necessary to ensure that the AGM is conducted in accordance with applicable laws.

g. Duties of the Presiding Committee:

- Conduct the AGM in accordance with the agenda approved by the AGM;

- Guide shareholders and their duly authorized representatives in discussing matters included in the AGM agenda;

- Present draft proposals and conclusions for consideration and voting;

- Respond to matters raised by shareholders at the AGM;

- Resolve issues arising during the AGM.

4. The Presiding Committee shall operate on the principles of collective responsibility, democratic centralism and majority voting.

Article 8. Secretariat

1. The Secretariat shall consist of two (02) members nominated by the Presiding Committee and approved by the AGM. The Secretariat shall be accountable to the Presiding Committee and the AGM for the performance of its duties and shall operate under the direction of the Presiding Committee.

2. Duties of the Secretariat:

a. To assist the Presiding Committee in verifying the eligibility of shareholders and duly authorized representatives attending the AGM (where necessary);

b. To assist the Presiding Committee in presenting draft documents, conclusions and resolutions of the AGM, and in delivering notices from the Presiding Committee to shareholders and duly authorized representatives when required;

c. To receive and review Question cards and comments submitted by shareholders and duly authorized representatives, and submit them to the Presiding Committee for consideration and decision;

d. To accurately and fully record the proceedings of the AGM and all matters approved or noted in the Minutes of the Meeting;

e. To prepare the Minutes of the Meeting and draft Resolutions on matters approved by the AGM;

f. To assist the Chairperson in disclosing information relating to the AGM and communicating such information to shareholders and duly authorized representatives in accordance with applicable laws and the Company's Charter.

Article 9. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee shall be established by the Board of Directors and introduced to the AGM by the Presiding Committee. The Committee shall be accountable to the Presiding Committee and the AGM for the performance of its duties.

2. Duties of the Shareholder Eligibility Verification Committee:

2.1. To verify the eligibility of shareholders and their duly authorized representatives attending the AGM through examination of the originals of the following documents: ID card/Passport, Invitation Letter, Power of Attorney and Other supporting documents (if any).

2.2. To distribute Voting Cards, Voting Ballots, Election Ballots and AGM materials to shareholders or their duly authorized representatives.

2.3. If an attendee is not eligible to attend the AGM, the Committee shall have the right to deny such person's attendance, refuse to issue Voting Cards, Voting Ballots and Election Ballots, and withhold AGM materials.

2.4. The Head of the Shareholder Eligibility Verification Committee shall report to the AGM on the results of the verification of shareholders' eligibility and attendance.

Article 10. Vote Counting Committee

1. The Vote Counting Committee shall be nominated by the Presiding Committee and approved by the AGM.

2. Eligibility requirements for members of the Vote Counting Committee:

- Must not be members of the BOD or the BOS, nor candidates nominated or standing for election to the BOD or BOS of the Company;
- Must not be members of the Company's Board of Management;
- Must not be related persons of any of the individuals referred to above.

3. Duties of the Vote Counting Committee:

- To explain the voting principles, procedures and methods of voting;
- To count and record the results of votes cast by Voting Card, Voting Ballot and Election Ballot; prepare the Minutes of Vote Counting and the Minutes of Election Vote Counting; announce the results; and submit such minutes to the Chairperson for certification of the voting and election results;
- To promptly communicate the voting and election results to the AGM Secretariat;
- To review and report to the AGM any violations of the voting or election procedures, as well as any complaints or claims relating to voting or election results;
- To prepare the minutes of vote counting and be accountable to the Presiding Committee and the AGM for the performance of its duties.

CHAPTER III
AGM PROCEDURES

Article 11. Conditions and procedures for conducting the AGM

1. The AGM shall proceed when the shareholders and duly authorized representatives attending the Meeting represent more than fifty percent (50%) of the total voting shares of the Company. The Shareholder Eligibility Verification

Committee shall announce the number of attending shareholders, the total number of voting shares represented by such shareholders, and the attendance ratio to confirm that the AGM is duly constituted in accordance with applicable regulations.

2. The AGM is expected to be conducted within one-half (1/2) day, as notified by the Company.

3. The AGM shall discuss and approve the matters set out in the agenda of the 2026 Annual General Meeting of Shareholders in the order specified therein.

Article 12. Agenda and contents of the AGM

1. The agenda and contents of the AGM must be approved by the AGM during the opening session. The time allocated to each agenda item shall be clearly specified.

2. Any amendment to the agenda or contents of the AGM that have been circulated together with the Invitation letter must be approved by the AGM.

Article 13. Discussion and statements at the AGM

1. Based on the number of attending shareholders/ duly authorized representatives and the time available for the AGM, the Chairperson may adopt the most appropriate method for conducting the Meeting. Shareholders and duly authorized representatives attending the AGM may express opinions or raise questions by requesting permission to speak through a show of hands and upon approval of the Chairperson, or by completing a Question Card and submitting it to the Presiding Committee. At any given time, only one shareholder or duly authorized representative may speak. Where multiple shareholders or representatives wish to speak simultaneously, the Chairperson shall invite them to present their opinions in turn.

2. Shareholders/duly authorized representatives permitted by the Chairperson to speak shall present their opinions concisely and focus on the matters under discussion in accordance with the approved AGM agenda. Opinions expressed by shareholders/duly authorized representatives must not violate applicable laws, relate to personal matters, or exceed the authority of the Company. The Chairperson may remind shareholders or duly authorized representatives to focus on the relevant matters to ensure efficient use of time and maintain the quality of discussions.

3. The AGM agrees that the speaking time of each shareholder or duly authorized representative shall not exceed five (05) minutes. If this time limit is exceeded, the Chairperson may request the shareholder or duly authorized representative to submit a Question card to the Secretariat for record purposes. The Board of Directors shall respond in writing, within the scope of its authority, within five (05) working days from the date of receipt of the shareholder's or duly authorized representative's request.

Article 14. Voting procedures and approval of matters at the AGM

1. Voting principles:

a. All matters included in the agenda and contents of the AGM shall be openly discussed by the AGM and voted upon either by a show of Voting Cards or by secret ballot using Voting Ballots.

b. Voting Card, Voting Ballot and Election Ballot (included in the AGM documents) shall be printed, stamped and distributed directly by the Company to shareholders or their duly authorized representatives after the Shareholder Eligibility Verification Committee has confirmed their eligibility. Each Voting Card, Voting Ballot and Election Ballot shall clearly state the attendee code, full name of the shareholder or duly authorized representative, and the total number of voting shares owned and/or represented by proxy.

c. Forms of voting:

- **Voting by show of Voting Cards:** This method shall be used for approving matters such as the AGM Agenda, regulations applicable to the AGM, the Vote Counting Committee, the Secretariat, the Minutes of the AGM, the AGM Resolution and other matters arising at the AGM (if any).

- **Voting by Voting Ballot:** This method shall be used for approving reports and proposals submitted to the AGM, as specified in the Voting Ballot distributed to each shareholder/duly authorized representative.

2. Voting procedures:

a. Shareholders or duly authorized representatives may vote "Approval", "Disapproval" or "Abstention" on matters submitted to the AGM by either raising their Voting Cards or marking the appropriate option on the Voting Ballot in accordance with this Article.

b. Voting by show of Voting Cards:

- The front side of the Voting Card must be clearly displayed and raised toward the Presiding Committee;

- If a shareholder or duly authorized representative does not raise the Voting Card in any of the three voting rounds ("Approval", "Disapproval" or "Abstention") on a particular matter, such shareholder or representative shall be deemed to have voted "Approval" that matter;

- If a shareholder or duly authorized representative raises the Voting Card more than once during the three voting rounds ("Approval", "Disapproval" or "Abstention") for the same matter, such vote shall be deemed invalid;

- The Vote Counting Committee shall record the attendee code and corresponding voting status of each shareholder or duly authorized representative as "Approval", "Disapproval", "Abstention" or "Invalid".

c. Voting by Voting Ballot:

- For each matter submitted for approval, shareholders or duly authorized representatives shall select one (01) of the three (03) pre-printed options: ("Approval", "Disapproval" or "Abstention" by marking an "X" or "√" in the relevant box;

- If a shareholder or a duly authorized representative fails to select one (01) of the three (03) options ("Approval", "Disapproval" or "Abstention") for a matter to be approved, the vote for that particular matter shall be deemed invalid;

- A shareholder/duly authorized representative who arrives after the ballot collection process has been completed may still complete registration procedures and vote on matters arising after registration but shall not be entitled to vote on matters for which voting has already concluded. In such cases, the validity of previously completed voting results shall remain unaffected;

- A vote on a particular matter shall be deemed invalid if the shareholder or duly authorized representative marks more than one voting option or fails to mark any voting option in respect of that matter. Where a Voting Ballot is otherwise valid but contains one or more invalid votes, the valid votes on the remaining matters shall continue to be counted toward the voting results for those validly voted matters.

- Upon completion of all voting matters, shareholders or duly authorized representatives shall place their completed Voting Ballots into the sealed ballot box in accordance with the instructions of the Vote Counting Committee. Voting Ballots must be signed and bear the full name of the shareholder or duly authorized representative.

3. Valid voting ballots:

a. It is issued in the standard form provided by the Organizing Committee;

b. It is not erased, altered, amended, torn or damaged, and does not contain any additional markings, comments or voting instructions other than those prescribed for the Voting Ballot;

c. It is duly signed and bears the handwritten full name of the attending shareholder or duly authorized representative;

d. In the voting ballot, the shareholder or duly authorized representative selects one (01) of the three (03) voting options provided. A voting item shall be deemed invalid if it does not comply with the requirements applicable to a valid vote.

4. Invalid voting ballots:

a. It is not issued by the Organizing Committee;

b. It is not signed and does not bear the full name of the shareholder or duly authorized representative;

c. It does not bear the official stamp of the Company or has been erased, altered, amended, or contains any symbols, markings or information other than those prescribed for the Voting Ballot;

d. All voting items on the Voting Ballot are invalid;

e. It is submitted after the ballot box seal has been opened.

5. Approval of AGM Resolutions:

a. Pursuant to Clause 1, Article 21 of the Company's Charter, resolutions on the following matters shall be adopted if approved by shareholders and duly authorized representatives representing at least sixty-five percent (65%) of the total votes of all shareholders and duly authorized representatives attending the AGM:

- Classes of shares and the total number of shares of each class;

- Changes to the Company's business lines and business sectors;

- Changes to the Company's management and governance structure as prescribed in Article 11 of the Company's Charter;

- Investment projects or transactions involving the sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total assets recorded in the Company's most recent Financial Statements;

- Reorganization or dissolution of the Company;

- Amendments and supplements to the Company's Charter.

b. Except for the matters specified above and those prescribed in Clauses 3, 4 and 6 of Article 148 of the Law on Enterprises, all other resolutions shall be adopted if approved by shareholders/duly authorized representatives representing more than fifty percent (50%) of the total votes of all shareholders and duly authorized representatives attending the AGM.

c. The election of members of the BOD and the BOS shall be conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises and Regulations on the Nomination, Candidacy and Election of additional members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term adopted at the 2026 Annual General Meeting of Shareholders.

d. Resolutions of the General Meeting of Shareholders that are approved by one hundred percent (100%) of the total voting shares shall be lawful and effective even if the procedures for convening the meeting or adopting such resolutions do not fully comply with the provisions of the Law on Enterprises and the Company's Charter.

Article 15. Minutes and Draft Resolution of the AGM

1. Minutes of the AGM: All matters discussed at the AGM shall be recorded by the Secretariat in the Minutes of the AGM. The Minutes shall be read and approved before the closing of the AGM.

2. Based on the Minutes of the AGM and the vote-counting results, the Secretariat shall compile the relevant information and prepare the draft AGM Resolution. The draft AGM Resolution shall be read and approved before the closing of the AGM.

3. The Minutes of the AGM, the Appendix containing the list of registered shareholders, the full text of the approved AGM Resolution, and the documents

enclosed with the Invitation letter shall be retained at the Company's head office in accordance with applicable regulations.

CHAPTER IV
OTHER TERMS

Article 16. Failure to convene the AGM

1. If the AGM fails to satisfy the quorum requirements set out in Article 11 of these Rules, a second meeting shall be convened within thirty (30) days from the date scheduled for the first meeting. The second meeting shall be validly convened if shareholders and duly authorized representatives attending the meeting represent at least thirty-three percent (33%) of the total voting shares of the Company.

2. If the second meeting fails to satisfy the quorum requirements specified in Clause 1 of this Article, a third meeting shall be convened within twenty (20) days from the date scheduled for the second meeting. In such case, the AGM shall be validly convened regardless of the number of voting shares represented by shareholders and duly authorized representatives attending the meeting.

CHAPTER V
IMPLEMENTATION PROVISIONS

Article 17. Effectiveness

1. This Regulation comprise five (05) Chapters and seventeen (17) Articles and shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders of the Company.

2. The Chairperson shall be responsible for conducting the AGM in accordance with these Rules.

3. Shareholders, duly authorized representatives and all participants attending the AGM shall comply with these Rules.

O/B GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON

Ho Quang Tuan

NOI BAI CARGO TERMINAL SERVICES JSC

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING CARD

SHAREHOLDER CODE:

NCT.xxxxxx

Shareholder's full name: **NGUYỄN VĂN K**
Number of shares owned: **……. shares**
Number of shares received by proxy: **……. shares**
Total number of voting shares: ……. shares

APPROVAL	DISAPPROVAL	ABSENTATION

ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2026

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

PHIẾU CÂU HỎI
QUESTION CARD

Họ tên cổ đông/ Người đại diện: .....

Shareholder's name/ Shareholder's authorized representative: .....

Mã đại biểu: .....

Shareholder's code: .....

Tổng số cổ phần được quyền biểu quyết: ..... cổ phần

Total number of voting shares: ..... *shares*

Nội dung câu hỏi
Questions:

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(Ký và ghi rõ họ tên)

NOI BAI CARGO TERMINAL SERVICES JSC
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

VOTING BALLOT
SHAREHOLDER CODE: NCT.XXXXXX

Shareholder's full name: **NGUYỄN VĂN K**
Number of shares owned: **……. shares**
Number of shares received by proxy: **……. shares**
Total number of voting shares: ……. shares

(Please mark your preferred option in the box for each voting item)

Content	Approval	Disapproval	Absention
Content 1: Report of the Board of Directors on its activities in 2025	☐	☐	☐
Content 2: Report of the Board of Supervisors on its activities in 2025	☐	☐	☐
Content 3: Audited financial statements and Profit distribution plan for 2025	☐	☐	☐
Content 4: Proposal regarding Production and business plan for 2026	☐	☐	☐
Content 5: Proposal regarding Remuneration of the Board of Directors and the Board of Supervisors for 2026	☐	☐	☐
Content 6: Proposal on amendments and supplements to the Company's business lines	☐	☐	☐
Content 7: Proposal on amendments and supplements to the Company's Charter	☐	☐	☐
Content 8: Proposal on amendments and supplements to the Internal regulations on corporate governance	☐	☐	☐
Content 9: Proposals regarding the dismissal and the election of additional members of the Board of Directors and Board of Supervisors for the 2025 - 2030 term	☐	☐	☐
Content 10: Proposals regarding the list of candidates for the election of additional members of the BOD and BOS for the 2025 - 2030 term.	☐	☐	☐

June 25th, 2026
SHAREHOLDER
(Signature and Full name)

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No. 0126/BC-HĐQT/NCTS	*Hanoi, June 4th, 2026*

REPORT OF THE BOARD OF DIRECTORS
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Reporting on the activities of the Board of Directors in 2025

To: General Meeting of Shareholders
Noi Bai Cargo Terminal Services Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020 and the Law on Amendments and Supplements to the Law on Enterprises No. 76/2025/QH15 on 17/6/2025;

Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company;

Pursuant to Resolution No. 15/NQ-HĐQT/NCTS dated 04/6/2026 of the Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company (NCTS) regarding the Contents to be submitted to the 2026 Annual General Meeting of Shareholders (AGM);

The Board of Directors (BOD) of the Company respectfully submits to the AGM its Report on the activities of the BOD in 2025 as follows:

1. Assessment of the Company's performance in 2025

1.1. Business Performance and Operating Results

In 2025, the global economy continued its growth trajectory, albeit at a slower pace, amid significant economic, political, and social uncertainties. The geopolitical environment remained complex, characterized by increasing trade protectionism, unpredictable tariff policies of major economies, and supply chain disruption risks arising from regional conflicts, thereby exerting pressure on global inflation and energy security.

According to the International Monetary Fund (IMF), global economic growth in 2025 reached 3.2%, exceeding earlier expectations as major economies adopted monetary easing measures and expanded public spending to support growth.

Domestically, Vietnam's GDP grew by 8.02%, meeting the Government's target and positioning the country among the world's fastest-growing economies. The Government has implemented flexible and specific monetary and fiscal policies, in line with the evolving domestic and regional economic situation, contributing to the continued recovery and development of the economy and building trust and support among the people and the business community. The average consumer price index (CPI) for the whole year of 2025 increased by 3.31%. The total export and import

turnover of goods reached 930.05 billion USD, setting a new record high, up 18.2% compared to 2024.

Volume through Noi Bai International Airport in general and the cargo volume handled by the Company in 2025 grew significantly compared to forecasts.

The Company has concentrated its resources on enhancing competitiveness through continuous investment in equipment and technology, promoting the application of software solutions, improving operational processes, and strengthening professional and management training programs. These efforts have enabled the Company to meet the increasingly demanding requirements of customers while ensuring compliance with IATA standards and applicable regulatory requirements. The Company has consistently complied with industry regulations and relevant laws. It has continued to receive strong support from its major shareholder, Vietnam Airlines Corporation, as well as relevant authorities operating at Noi Bai International Airport.

The Board of Directors and the Board of Management have demonstrated proactive and flexible leadership throughout the year. Together with the dedication and efforts of all employees, the Company closely monitored market developments and implemented a wide range of synchronized measures to enhance service quality, increase revenue, optimize costs, and improve operational efficiency, thereby accomplishing its business objectives and assigned tasks, including:

- Ensuring flight safety service.
- Completing the production and business plan targets.
- Ensuring jobs, income for employees, and benefits for shareholders.

Some main production and business targets are as follows:

Unit: Million VND

No	Criteria	Plan 2025 (*)	Implementation Year 2025	Implementation/ Plan %
1	Output (tons)	405,000	421,821	104.2%
2	Total Revenue	1,156,800	1,263,298	109.2%
3	Profit before tax	410,000	478,812	116.8%
4	Profit after tax	331,600	386,889	116.7%

(*) Authorized by the 2025 Annual General Meeting of Shareholders, based on the market situation that has a positive impact on the Company's production and business activities, the Board of Directors has adjusted the 2025 Plan accordingly and notified the Shareholders according to Decision No. 28/QD-HDQT/NCTS dated 18/11/2025. In particular, the adjusted plan targets all increases: output increased by 6%, revenue increased by 15%, profit before tax and after tax both increased by 22% compared to the plan approved by the General Meeting of Shareholders.

The total volume of goods implemented in 2025 is 421,821 tons, an increase of 4.2% compared to the year plan. In which:

+ Domestic throughput: 106,904 tons, equal to 97.2% of the year plan. In 2025, the economy recovered, the domestic logistics market gradually stabilized, and supply

chains improved, leading to an increase in demand for freight transportation, especially for high-value items and fast-moving goods, which will increase again... helping the Company maintain stable throughput and support growth.

+ International throughput: 314,916 tons, equal to 106.8% of the year plan. Goods output grew positively thanks to many factors: (i) large companies such as Samsung, Apple, Foxconn, etc. in Bac Ninh, Thai Nguyen operated stably; (ii) the launch of new product lines (smartphones, computers, electronic components, etc.) always requires air transportation to be in time for launch; (iii) tensions in the Red Sea, seaport congestion at some times, causing prolonged sea transit times, leading to many goods moving from sea to air; (iv) Many suppliers choose to ship by air to keep up with the delivery schedule.

The Company's total revenue in 2025 reached 1,263.3 billion VND, up 9.2% compared to the set plan; profit before tax and after tax reached VND 478.8 billion and 386.9 billion VND, respectively, both up approximately 16.8% compared to the plan.

1.2. Investment activities

The Company continues to place strong emphasis on implementing investment projects that generate practical benefits and sustainable value. Particular attention has been given to investments in information technology infrastructure and software systems to support management and operational activities in a more integrated and efficient manner, while ensuring compatibility with the Company's operational facilities and business requirements. At the same time, the Company has actively researched and invested in environmentally friendly equipment and technologies to improve labor productivity, maintain service quality in line with customer expectations, and reduce operating costs.

The 2025 investment plan was approved by the Annual General Meeting of Shareholders in June 2025. During the year, the Company completed and commissioned ten (10) investment projects, including 2.5-ton electric forklift trucks, reach trucks, operational service vehicles, meeting room display systems, cold storage facilities, pickup trucks, 2.5-ton electronic roller scales, 10-ton ULD roller scales, and ULD conveyor systems. These investments have contributed significantly to enhancing service quality, improving the working environment and conditions for employees, and generating substantial economic benefits.

Total capital disbursement during the year amounted to 51.3 billion VND, representing 87.3% of the approved annual investment plan. The remaining projects are being implemented, and their schedules have been adjusted to align with the Company's operational and business requirements. These projects will continue into 2026.

The Company's investments in other enterprises continued to perform effectively, with consistently high annual dividend payouts. During the year, the Company recognized cash dividends from its external investments for fiscal year 2024 at a rate of 25% of charter capital, equivalent to 27.5 billion VND.

As of 31/12/2025, the carrying value of the Company's investments in other enterprises amounted to VND 65 billion, representing ownership of 11,019,401 shares and an equity interest of 9.993%.

The Company will continue to explore investment opportunities in other enterprises to diversify revenue sources and further enhance long-term business performance and shareholder value.

2. Activities of the Board of Directors in 2025

2.1. Evaluation of the activities of the Board of Directors

In 2025, the Company's business operations encountered a mix of favorable opportunities and significant challenges. The output of goods at Noi Bai market, in general, and of service companies in particular, has exceeded the plan. The Board of Directors has urgently and actively implemented, coordinated, and directed the Board to implement the Resolution of the General Meeting of Shareholders in accordance with the Resolution, and to organize production and business activities effectively. The Board of Directors and all employees in the Company are always unanimous, determined to overcome all difficulties, apply flexible measures, and implement savings policies. The Company has successfully met the targets of the production and business plan, ensuring jobs, employee income, and the interests of shareholders.

2.2. Board Meetings and Resolutions

In 2025, the Board of Directors held 06 meetings, collected written opinions 19 times, and issued relevant resolutions and decisions to direct, support the implementation, and supervision of the Company's production and business activities. The Board of Directors' supervision is carried out through the Board's Report. The Board of Directors regularly monitors the actual situation to promptly make decisions on production and business activities and the organization of the Company, and at the same time, creates all favorable conditions for the Board of Directors to complete their tasks.

Details of resolutions and decisions of the Board of Directors are attached in the Appendix.

The Board of Directors of the Company has actively implemented regular activities, coordinated and directed the Board of Directors to strictly implement the Resolution of the Annual General Meeting of Shareholders in 2025, specifically as follows:

- Set up a welfare reward fund and reward for members of the Board of Directors and Board of Supervisors in 2024 in accordance with the Resolution of the General Meeting of Shareholders approved. Pay dividends in 2024 to shareholders at a rate of 80% of the charter capital (equivalent to 209,325,856,000 VND) on time. Payment procedures are carried out in accordance with regulations.

- Implementation of the production and business plan in 2025: Based on the plan approved by the Annual General Meeting of Shareholders in 2025, the Board of Directors has approved the detailed production and business plan and directed the General Director to organize the implementation in accordance with regulations. In the face of positive fluctuations in the market, authorized by the General Meeting of Shareholders, the Board of Directors has actively reviewed and adjusted the production and business plan targets in 2025 in accordance with the actual situation and notified shareholders of the results of the plan adjustment in Decision No. 28/QD-HĐQT/NCTS dated 18/11/2025.

- Implementing Resolution No. 0125/NQ-ĐHĐCĐ dated 20/06/2025 of the 2025 Annual General Meeting of Shareholders, the Board of Directors has selected UHY Auditing and Consulting Co., Ltd. (UHY) as the provider of independent audit services, auditing the Company's financial statements for the period of 2025-2026. Accordingly, UHY has audited the annual financial statements and reviewed the mid-year financial statements in accordance with the law and the Audit Contract No. 395/HDKT/UHY-NCTS dated 24/07/2025.

- The total salary and remuneration of the Board of Directors and the Board of Supervisors of the Company in 2025 is planned to be 1,728.0 million VND. The total salaries and remuneration of the Board of Directors and the Board of Supervisors of the Company in 2025 amounted to 1,708.28 million VND, down 19.72 million VND.

2.3. Supervision results of the General Director and other executives

The Board of Directors regularly carries out supervisory activities for the General Director and other executives (the Executive Board) through periodic reports, closely coordinates with the Board of Supervisors to check, and always follows the actual operation situation and makes decisions, issues resolutions, etc., to direct and support the Company's Board of Directors.

Based on the Board of Directors' orientation, the Board has regularly followed market developments, directed the development and rapid, synchronous implementation of solutions, and organized production and business activities safely, with quality, efficiency, and sustainable development. Fully and seriously implement the resolutions and decisions of the Board of Directors, strictly comply with the law, the Company's Charter, and other internal documents. Properly implement the reporting regime for the situation of production and business activities across all fields and operational aspects. In addition to analyzing and evaluating implementation results, the Report has focused on forecasting and evaluating the market situation in the next period to develop response plans and improve initiative and flexibility in operating production and business activities.

2.4. Corporate Governance Assessment in 2025

In 2025, the Board of Directors of the Company seriously implemented the regulations on corporate governance in accordance with the provisions of the Law on Enterprises, the Law on Securities, Decree 155/2020/NĐ-CP, other amending, supplementing, guiding documents, regulations of the State Securities Commission, and the Ho Chi Minh City Stock Exchange (HOSE).

a. Level of compliance with the Internal Regulations on corporate governance

The Company has developed and promulgated the Internal Regulation on corporate governance in accordance with current legal regulations. In 2025, the Company fully complied with the principles of corporate governance as set out in the Circular guiding and regulating HOSE and the State Securities Commission, with compliance at 100% of the mandatory regulations. Main contents implemented:

- Ensuring equal rights and interests of shareholders, especially minority shareholders.

- Disclosure of information in a timely, accurate, and complete manner as prescribed.

- Organize meetings of the Board of Directors and General Meetings of Shareholders in accordance with the order and procedures.

- Activities of the Board of Supervisors and the internal audit subcommittee under the Board of Directors in accordance with regulations.

- Transparency in dealings with stakeholders.

b. Evaluation of the performance of the Board of Directors

The Board of Directors has effectively performed the role of leadership, strategic supervision, and risk management, specifically as follows:

- Organize 06 periodic meetings and 19 written opinions, ensuring timely handling of arising issues.

- Closely supervise the activities of the Board of Directors, ensuring the proper implementation of the Resolution of the General Meeting of Shareholders and the set business plan.

- Support the Board of Directors flexibly, helping the Company exceed the targets of the production and business plan in 2025.

- Overall assessment: The Board of Directors operates effectively, centrally, democratically, in accordance with principles and complies well with the Company's Charter.

c. Conflict of interest situation

In 2025, no transactions with conflicts of interest arose between the Company and shareholders, members of the Board of Directors, the Board of Directors or related persons.

All transactions with related parties are carried out in accordance with the law, have been approved by the Board of Directors, and disclose information fully and promptly in accordance with the law on securities.

2.5. Activities of Independent Members of the Board of Directors and results of independent members' evaluation of the activities of the Board of Directors in 2025:

NCTS does not have an independent member of the Board of Directors as of the date of this Report.

3. Operational plan of the Board of Directors in 2026

The Board of Directors implements the contents of work within its competence in accordance with the provisions of the Company's Charter, focusing on the implementation of the Resolution of the General Meeting of Shareholders in 2026.

In the near future, the forecast for the global economy, the country in general, and the aviation cargo sector in particular will still face many difficulties and challenges due to the influence of various factors, especially macro factors, prolonged geopolitical conflicts in the Middle East, trade tensions between major economies, etc. The Company continues to focus resources on ensuring the security and safety of production and business activities, improving service quality, and enhancing competitiveness to maintain market share and sustainable development. Continue to implement the Company's goal

of seeking opportunities to expand the exploitation area, actively cooperating with enterprises in the same industry, operating effectively, and improving labor productivity to ensure the completion of production and business targets.

The Board of Directors committed to strictly complying with the Company's Charter and the Resolution of the General Meeting of Shareholders and completing the assigned tasks in 2026.

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

Thank you very much./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0101640728 C.T.C.P. CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA NỘI BÀI THÀNH PHỐ HÀ NỘI

Ho Quang Tuan

Recipients:
- As above;
- Archive: AD, Company's Secretary.

APPENDIX

Resolutions and decisions of the Board of Directors in 2025

(Attached to Report No. 0126/BC-HĐQT/NCTS dated 4/6/2026)

I. RESOLUTION OF THE BOARD OF DIRECTORS

No.	Number Resolution	Date	Contents	Pass Rate
1	01/NQ-HDQT/ NCTS	17/01/ 2025	Approving the results of the online contractor selection of bidding packages for the purchase of cars for production in 2024	100%
2	02/NQ-HĐQT/ NCTS	06/02/ 2025	Approval of 2024 ULD Tanker Truck Investment Project	100%
3	03/NQ-HDQT/ NCTS	05/03/ 2025	Approval of liquidated assets and asset liquidation plans	100%
4	04/NQ-HDQT/ NCTS	14/3/ 2025	Extension of the time of the Annual General Meeting of Shareholders in 2025	100%
5	05/NQ-HDQT/ NCTS	14/4/ 2025	Approval of tractor investment projects in 2024	100%
6	06/NQ-HĐQT/ NCTS	18/4/ 2025	Approval of the results of the online contractor selection for the bidding package for the purchase of ULD trucks in 2024	100%
7	07/NQ-HDQT/ NCTS	18/4/ 2025	Approved the results of the internal audit in 2024 and the operational plan in 2025	100%
8	08/NQ-HDQT/ NCTS	28/4/ 2025	Approving the plan and contents of the 2025 Annual General Meeting of Shareholders	100%
9	09/NQ-HĐQT/ NCTS	19/5/ 2025	Contents of participating in the ALS Annual General Meeting of Shareholders in 2025	100%
10	10/NQ-HĐQT/ NCTS	30/5/ 2025	Convening the 2025 Annual General Meeting of Shareholders	100%
11	11/NQ-HĐQT/ NCTS	30/5/ 2025	Contents to be submitted to the 2025 Annual General Meeting of Shareholders	100%

No.	Number Resolution	Date	Contents	Pass Rate
12	12/NQ-HĐQT/NCTS	18/6/2025	Supplementing the fire protection system and expanding the roof of the warehouse mining yard, NCT3 International Import	100%
13	13/NQ-HĐQT/NCTS	20/6/2025	Approving the list of additional candidates to participate in the election of members of the Board of Directors/Board of Supervisors of the Company for the term 2025-2030	100%
14	14/NQ-HĐQT/NCTS	20/6/2025	Personnel work of the Board of Directors of the Company	100%
15	15A/NQ-HĐQT/NCTS	20/6/2025	Implementing the Resolution of the Annual General Meeting of Shareholders in 2025	100%
16	15/NQ-HĐQT/NCTS	01/7/2025	Promulgating the Regulation on the spending regime of expense items of Noi Bai Cargo Terminal Services Joint Stock Company	100%
17	16/NQ-HĐQT/NCTS	11/7/2025	Destruction of accounting documents that have exceeded the archival duration	100%
18	17/NQ-HĐQT/NCTS	21/7/2025	Approving the results of online contractor selection for the 2024 tractor purchase package under the 2024 tractor investment project	100%
19	18/NQ-HĐQT/NCTS	22/7/2025	Approving the settlement of investment capital for the project to complete the project on investment in surveillance equipment and camera operation, and investment in cars for production in 2024	100%
20	19/NQ-HĐQT/NCTS	22/7/2025	Approving the results of the contractor selection of bidding packages for the selection of independent audit firms to audit financial statements for the period of 2025-2026	100%
21	20/NQ-HĐQT/NCTS	18/8/2025	Re-appointment of Deputy General Director of the Company	100%
22	21/NQ-HĐQT/NCTS	18/8/2025	Appointment and re-appointment of the Company's officers	100%
23	22/NQ-HĐQT/NCTS	21/8/2025	Adjusting and supplementing several contents related to the item "supplementing the fire protection system and expanding the roof of the warehouse exploitation yard of international import (NCT3)."	100%

No.	Number Resolution	Date	Contents	Pass Rate
24	23/NQ-HĐQT/NCTS	28/10/2025	Promulgating the Regulation on Debt Management of Noi Bai Cargo Terminal Services Joint Stock Company	100%
25	24/NQ-HĐQT/NCTS	03/11/2025	Dividend payment in 2024	100%
26	25/NQ-HĐQT/NCTS	12/11/2025	Approval of the 20FT Truckdock Investment Project in 2025	100%
27	26/NQ-HĐQT/NCTS	18/11/2025	Approved the revised production and business plan in 2025	100%
28	27/NQ-HĐQT/NCTS	26/11/2025	Approving the lease of a 2.5-ton electric forklift for production	100%
29	28/NQ-HĐQT/NCTS	26/11/2025	Approving the investment project of a 2.5-ton electric forklift in 2025	100%
30	29/NQ-HĐQT/NCTS	19/12/2025	Approving the adjustment of the implementation time of the investment project and the implementation time of the bidding package for the purchase of ULD trucks in 2024 under the investment project to purchase ULD trucks in 2024	100%
31	30/NQ-HĐQT/NCTS	19/12/2025	Approving the lease of additional mining premises adjacent to the International Import Warehouse (NCT3) and the installation location of the Company's nameplate at the head office building	100%
32	31/NQ-HĐQT/NCTS	19/12/2025	Approving the implementation of production and business in 2025 and the orientation of the production and business development plan in 2026	100%

II. DECISION OF THE BOARD OF DIRECTORS

No.	Number of Decisions	Date	Contents	Pass Rate
1	01/QD-HĐQT/NCTS	17/01/2025	Approving the results of contractor selection for the bidding package for the purchase of cars for production in 2024, under the 2024 contractor selection plan, under the investment project on automobiles for production in 2024	100%

No.	Number of Decisions	Date	Contents	Pass Rate
2	02/QD-HĐQT/NCTS	06/02/2025	Approval of 2024 ULD Tanker Truck Investment Project	100%
3	03/QD-HDQT/NCTS	05/03/2025	Approval of liquidated assets and asset liquidation plans	100%
4	04/QD-HĐQT/NCTS	06/03/2025	Appointing officials to join the delegation to serve special charter flights	100%
5	05/QD-HĐQT/NCTS	14/04/2025	Approval of tractor investment projects in 2024	100%
6	06/QD-HĐQT/NCTS	18/4/2025	Approving the results of online contractor selection for the 2024 ULD truck purchase package under the plan to select contractors for the 2024 ULD truck investment project under the 2024 ULD truck investment project	100%
7	07/QD-HĐQT/NCTS	25/4/2025	Sending officials on business trips abroad	100%
8	08/QD-HĐQT/NCTS	16/5/2025	Sending officials on business trips abroad	100%
9	09/QD-HĐQT/NCTS	18/6/2025	Supplementing the fire protection system and expanding the roof of the warehouse mining yard, NCT3 International Import	100%
10	10/QD-HĐQT/NCTS	20/6/2025	Sending officials on business trips abroad	100%
11	11/QD-HĐQT/NCTS	20/6/2025	Promulgating production and business plans in 2025	100%
12	12/QD-HĐQT/NCTS	21/7/2025	Approving the results of online contractor selection for the 2024 tractor purchase package under the 2024 tractor investment project	100%
13	13/QD-HĐQT/NCTS	22/7/2025	Approving the settlement of investment capital for projects to complete investment projects in automobiles for production in 2024	100%
14	14/QD-HĐQT/NCTS	22/7/2025	Approving the settlement of investment capital for the project to complete the investment in camera surveillance equipment	100%

No.	Number of Decisions	Date	Contents	Pass Rate
15	15/QD-HDQT/NCTS	22/7/2025	Approving the results of contractor selection of bidding packages, selection of independent auditing firms, and auditing of financial statements for the period of 2025 - 2026	100%
16	16/QD-HDQT/NCTS	18/8/2025	Re-appointment of Deputy Director of the Company	100%
17	17/QD-HĐQT/NCTS	18/8/2025	Appointment of officials	100%
18	18/QD-HĐQT/NCTS	18/8/2025	Appointment of officials	100%
19	19/QD-HDQT/NCTS	18/8/2025	Appointment of officials	100%
20	20/QD-HDQT/NCTS	18/8/2025	Appointment of officials	100%
21	21/QD-HDQT/NCTS	18/8/2025	Appointment of officials	100%
22	22/QD-HĐQT/NCTS	18/8/2025	Sending officials on business trips abroad	100%
23	23/QD-HDQT/NCTS	21/8/2025	Approving the adjustment and supplementation of several contents related to the item "supplementing the fire protection system and expanding the roof of the exploitation yard of the international imported warehouse (NCT3)."	100%
24	24/QD-HDQT/NCTS	03/10/2025	Sending officials on business trips abroad	100%
25	25/QD-HĐQT/NCTS	16/10/2025	Sending officials on business trips abroad	100%
26	26/QD-HDQT/NCTS	28/10/2025	Promulgating the Regulation on Debt Management of Noi Bai Cargo Terminal Services Joint Stock Company	100%

No.	Number of Decisions	Date	Contents	Pass Rate
27	27/QD-HĐQT/NCTS	12/11/2025	Approval of the 20FT Truckdock Investment Project in 2025	100%
28	28/QD-HĐQT/NCTS	18/11/2025	Promulgating an adjusted production and business plan in 2025	100%
29	29/QD-HĐQT/NCTS	26/11/2025	Approving the investment project of a 2.5-ton electric forklift in 2025	100%
30	30/QD-HĐQT/NCTS	26/11/2025	Sending officials on business trips abroad	100%
31	31/QD-HĐQT/NCTS	19/12/2025	Approving the adjustment of the implementation time of the investment project and the implementation time of the bidding package for the purchase of ULD trucks in 2024 under the investment project to purchase ULD trucks in 2024	100%

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 0626/BC-BKS/NCTS

Hanoi, June 4th, 2026

REPORT OF THE BOARD OF SUPERVISORS TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: General Meeting of Shareholders
Noi Bai Cargo Terminal Services Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020 and Law No. 76/2025/QH15 on Amendments to the Law on Enterprises dated 17/6/2025;

- Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company;

- Pursuant to the Operating Regulations of the Board of Supervisors of Noi Bai Cargo Terminal Service Joint Stock Company were approved by the 2021 Annual General Meeting of Shareholders.

The Board of Supervisors (BOS) reports to the 2026 Annual General Meeting of Shareholders (AGM) of Noi Bai Cargo Terminal Services Joint Stock Company (hereinafter referred to as the Company) the following contents:

I. REPORT ON SELF-ASSESSMENT OF THE PERFORMANCE OF THE BOARD OF SUPERVISORS AND MEMBERS OF THE BOARD OF SUPERVISORS IN 2025

1. Personnel of the Board of Supervisors

No	Members	Position	Start date
1	Ms. Tran Mai Hanh	Head of the BOS	20/06/2025
2	Mr. Dinh Hong Son	Head of the BOS	Term ended on 20/06/2025
3	Mr. Vu Xuan Manh	Members	25/6/2020
4	Mr. Nguyen Van Tan	Members	28/6/2023

2. Activities of the Board of Supervisors

The Board of Supervisors has performed its duties in accordance with the Company's Charter, the Board of Supervisors' Operating Regulations, and current legal regulations, with a focus on supervising the Board of Directors and the General Director in the management and administration of the Company. It also supervised the implementation of the Company's 2025 production, business, and investment plan, as well as the Company's financial situation. The Board monitored the implementation of the resolutions of the

General Meeting of Shareholders and the Board of Directors, as well as recommendations from the inspection, examination, audit, and Board of Supervisors. Supervision was carried out by reviewing relevant documents and analyzing reports from the Company's relevant departments.

- The Board of Supervisors reviewed the semi-annual and annual financial statements for 2025. It checked if accounting and financial statements were prepared consistently and correctly. The Board also completed special inspections as in the 2025 plan.

- The Board of Supervisors reviewed and gave feedback on ways to improve internal controls. It also shared opinions on the Company's regulatory drafts.

- Board of Supervisors members attended all Board of Directors' meetings and shared opinions and suggestions with the Board and the General Director within the scope of their duties.

- The Board of Supervisors sent reports on monitoring, reviews, and inspections to the Board of Directors and the General Meeting of Shareholders, as required.

3. The Board of Supervisors' salary, remuneration, operating expenses, and other benefits

According to the plan approved by the General Meeting of Shareholders, the 2025 salary and remuneration budget for the Board of Supervisors was 998.4 million VND, while the actual execution was 833.28 million VND, representing a decrease of 165.12 million VND. This variance was attributable to the transition of the Head of the Board of Supervisors from a full-time to a part-time position, coupled with a 20% increase in salary and remuneration resulting from the Company exceeding its profit target. Detailed salaries and remuneration are presented in the Notes to the audited financial statements and disclosed in accordance with applicable regulations.

The Board of Supervisors' operating expenses are implemented in accordance with the Company's internal regulations.

4. Self-assessment of the performance of the Board of Supervisors' and its members

During the period from the 2025 Annual General Meeting of Shareholders to now, the Board of Supervisors has held 05 meetings with full member participation. In these meetings, members discussed and agreed on task assignments, control results for 2025, the 2026 operating plan, and the report content for the 2026 General Meeting of Shareholders.

Members of the Board of Supervisors work and have independent opinions. They coordinate general work and ensure the implementation of responsibilities and tasks as prescribed. The Head of the Board of Supervisors organizes and coordinates general activities but does not influence members' decisions during work.

Members of the Board of Supervisors attend all Board of Directors meetings. They perform tasks in accordance with the Law, the Company's Charter, and the Board of Supervisors' regulations. Task assignments to members are made accordingly.

II. CONTROL RESULTS

1. The Company's business results for 2025

Goods service volume for the year reached 421,821 tons. This is up 4.2% compared to the previous year and up 14% compared to the year before that. The increase is due to the Company's efforts and favorable business conditions.

Revenue from production and business activities reached 1,211.8 billion VND. This is up 9.3% compared to 2023 and up 31.6% compared to 2024. Increased production and the Company's efforts to negotiate contracts and retain customers contributed to growth. Financial activities in the year reached 49 billion VND, up 7.6% from 2024 and 70% from 2024. This growth is mainly due to increased dividends from investments outside the Company, from 15% in 2024 to 25% in 2025, and higher interest on bank deposits, driven by additional short-term investment funds.

Other income reached 2.2 billion VND, matching the target and representing a sharp increase compared to the previous year due to the Company's revenue from asset liquidation in 2025.

Total cost in 2025 was 784.5 billion VND. This is up 5% compared to 2024 and up 26.7% compared to 2024. The main factors include rising input prices and more training to ensure security and safety in production. Efforts to improve workers' qualifications also contributed to enhanced service quality. Profit before tax was 478.8 billion VND, up 16.8% from 2023 and 44.8% from 2024.

In general, the Company's output, revenue, and cost targets all increased compared to 2023 and rose sharply compared to 2024. Revenue growth exceeded cost growth, ensuring production and business efficiency. The Company also exceeded the customer targets.

2. Appraisal results of the 2025 Financial Statements

2.1. The time of preparation and issuance of the financial statements

In compliance with legal regulations, the Company and UHY Auditing and Consulting Co., Ltd. finished and signed the 2025 financial statements on 26/02/2026 and announced them on 06/03/2026.

2.2. Opinion of the Independent Auditor

According to the Audit Report, the Company's financial statements have honestly and reasonably reflected the Company's financial situation as at 31/12/2025. They also fairly present the Company's results and cash flow for the year ending that day. These statements comply with Vietnam Accounting Standards, Vietnam's corporate accounting regime, and the legal regulations governing the preparation and presentation of financial statements.

2.3. Appraisal results of the Board of Supervisors

- The Company kept its accounting rules the same. It carried out inventory and sent debt letters as required.

- After checking changes in numbers and information from the Company, the Board of Supervisors agreed with the Independent Auditor's view.

3. Financial situation

3.1. Capital preservation and its self-financing capacity

- In 2025, there was no change in the Company's charter capital. Provisioning was carried out in full compliance with applicable regulations. The Company recorded a profit before tax of 478.8 billion VND and had no accumulated losses. The Company's capital was preserved and further developed during the year.

- As of December 31st, 2025, short-term assets made up 77% of total assets, up 6% from the start of the year. Among these, highly liquid asset items accounted for 65.6% of total assets.

- Equity accounts for 73% of total capital. This is 3.2 times long-term assets and 7.6 times fixed assets. The Company's ability to self-finance capital is very high.

3.2. Liabilities and solvency

- The Company's debt ratio is in a stable and safe state, specifically:

Unit: Times

Criteria	End of the year	Beginning of the year	Increase / (Decrease)
Debt ratio (total debt to total assets)	0.27	0.25	0.02
Debt-to-Equity ratio (code 400)	0.37	0.33	0.05
Debt ratio to equity	NA	N/A	

The Company strictly adhered to debt rules and established procedures to prevent overdue or hard-to-collect debts.

As of 31/12/2025, the Company's solvency indices were stable compared to the beginning of the year. They also reached a very high level of liquidity safety.

Unit: Times

Criteria	End of the year	Beginning of the year	Increase / (Decrease)
General solvency	3.7	4.1	0.4
Short-term solvency	3.1	3.1	0
Fast payment capabilities	2.6	2.6	0

3.3. Cash flow and continuity

Unit: Million

Criteria	End of the year	Beginning of the year	Spreads
Cash and cash equivalents (code 110)	105,247	134,153	(28,906)
Short-term loans	0	0	
Unpaid overdue debts	0	0	
Balance after short-term loans and overdue debts	105,247	134,153	(28,906)

Net cash flows from business, investment, and financial activities were 413 billion VND, negative 234 billion VND, and negative 209 billion VND, respectively. All were higher than in 2024. Cash flow fluctuations mainly came from business results, term deposits, investments in fixed assets, and dividend payments to shareholders. The Company's production and business cash flow are good, with scale and status. Cash flow from business activities meets the Company's spending needs for business and investment activities, ensuring continuous operations.

4. Investment situation

4.1. Capital construction and equipment investment

- The total investment for 2025 was 210.2 billion VND, of which 85.9 billion VND was carried over from 2024 and 124.3 billion VND was new investment for 2025. The total value of completed work was 55.4 billion VND, equivalent to 49.4% of the plan; the disbursed value for the projects was 51.3 billion VND, equivalent to 87.3% of the plan.

- Investment projects were implemented through bidding processes. The order and procedures for investment, handover, recording the increase in assets, and finalizing the completed project shall comply with the provisions of law and the Company.

4.2. Capital investment outside the Company

During the year, no outbound investment was made. The Company added that, in addition to the investment of 65,0496 billion VND in Aviation Logistics Joint Stock Company (ALS), it held 11,019,401 shares as of 31/12/2025, representing an ownership rate of 9.993%. The dividend in 2024 received by the Company in 2025 is 27.5 billion VND, equivalent to 25% of the charter capital. The investment in ALS is safe and effective.

5. Appraisal results of the Board of Directors' performance report

The Board of Supervisors agrees with the Report of the activities of Board of Directors to be submitted to the 2025 Annual General Meeting of Shareholders.

6. Supervision results for the Board of Directors, General Director, and Board of Management

- The Board of Directors assigns tasks to members. In 2025, the Board of Directors issued 32 Resolutions and 31 Decisions to direct production and business and investment activities; organizing the 2025 General Meeting of Shareholders, implementing the Resolution of the 2025 General Meeting of Shareholders; promulgating internal regulations; personnel work, salary, and other tasks under the jurisdiction of the Board of Directors. To review and update the plan for the 2026-2030 period, the Company is evaluating and updating the implementation impact factors. Meetings and Resolutions of the Board of Directors are implemented and promulgated in accordance with the order, competence, and provisions of law, the Charter, and the Company.

- The General Director and the Board of Management of the Company have fully and promptly implemented the contents of the Resolution of the Board of Directors. Most of the content has been completed, and the remaining content is being implemented in accordance with the required schedule. The Board of Management assigns specific tasks to each member and organizes periodic briefings to update information and to administer production and business activities.

- The activities of the Board of Directors and the Board of Management of the Company comply with the provisions of the Law and the Company's Charter.

7. Results of evaluation of the coordination of activities between the Board of Supervisors and the Board of Directors, the General Director, and Shareholders

The Board of Directors and the Board of Management has provided the Board of Supervisors with information and documents regarding the Company's management, administration, production, and business activities. The working coordination relationship between the Board of Supervisors and the Board of Directors, the Board of Management is carried out in accordance with the provisions of the Law and the Company's internal regulations. The Board of Supervisors did not receive any related lawsuits and complaints during the year.

8. Evaluate the transaction with the relevant person

The Company's transactions with related persons have been reflected in its quarterly and annual financial statements, which are disclosed in accordance with the regulations.

III. OPERATION PLAN OF THE BOARD OF SUPERVISORS IN 2026

- Supervising the compliance with the provisions of the Law and the Company's Charter; legality, reasonableness, and prudence in the management and administration of the Board of Directors and General Director of the Company to protect and enhance the legitimate interests of the Company, employees, and shareholders.

- Supervise the Board of Directors and the General Director in the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors.

- Appraisal of financial statements.

- Thematic inspection according to the Plan sent to the Board of Directors and the Board of Management.

- Supervise the implementation of recommendations of competent state management agencies (Inspection, Examination, State Audit, etc.); Independent audit; BOS.

- Monitoring compliance with the Company's information disclosure regulations.

- Researching documents, participating, and giving opinions at Board of Directors meetings.

- Perform other tasks in accordance with the provisions of the Law and the Company's Charter.

IV. RECOMMENDATIONS

1. For the General Meeting of Shareholders

The Board of Supervisors respectfully submits the Report of the Board of Supervisors to the General Meeting of Shareholders for approval.

2. For the Board of Directors

Request the Board of Directors to direct the Company: Review the system of management documents of the Company (statutes, regulations, processes, guidelines, etc.); supplementing management documents or missing contents; amend contents that are no longer in accordance with the law and the actual operation of the Company; ensure consistency and coherence among management documents and ensure adequate basis for managing and implementing the Company's activities./.

Sincerely report.

O/B. BOARD OF SUPERVISORS

HEAD

M.S.D.N: 0101640729 - C.T.C.P - CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓ NỘI BÀI - THÀNH PHỐ HÀ NỘI

Tran Mai Hanh

Recipients:
- As above;
- BOD, BOS;
- Members of the BOS;
- Company's Secretary;
- Archive: BOS

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No. 0426/TTr-HĐQT/NCTS	*Hanoi, June 4th, 2026*

PROPOSAL OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Regarding the request for approval of
the remuneration of the BOD and the BOS for 2026

To: General Meeting of Shareholders
Noi Bai Cargo Terminal Services Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020 and Law No. 76/2025/QH15 on Amendments to the Law on Enterprises dated 17/6/2025;

Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company;

Pursuant to Resolution No. 15/NQ-HĐQT/NCTS dated 04/6/2026 of the Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company (NCTS) regarding the contents to be submitted to the 2026 Annual General Meeting of Shareholders;

Pursuant to the Company's production and business activities;

The Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company respectfully submits to the AGM for consideration and approval of the remuneration of the Board of Directors and Board of Supervisors for 2026 with the following details:

No	Position in the Board of Directors/ the Board of Supervisors	Remuneration/ Person/ Month (VND)	Notes
1	Chairman of the BOD	14,800,000	1 person
2	Chief of the Board of Supervisors	12,400,000	1 person
3	Members of the BOD/BOS	12,000,000	6 people

Total: VND 1,190,400,000. *(In words: One billion one hundred and ninety million four hundred thousand VND).*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval and delegates authority to the Board of Directors for implementation.

Thank you very much./.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Ho Quang Tuan

Recipients:
- As above;
- Archive: AD, Company's secretary.

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No. 0526/TTr-HĐQT/NCTS	*Hanoi, June 4th, 2026*

PROPOSAL OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Regarding the amendments and supplements to the Company's business lines

To: General Meeting of Shareholders
Noi Bai Cargo Terminal Services Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 17 June 2020; Law No. 76/2025/QH15 on Amendments to Certain Articles of the Law on Enterprises, effective from 1 July 2025, and the relevant implementing regulations;

Pursuant to the Law on Management and Investment of State Capital in Enterprises No. 68/2025/QH15, effective from 1 August 2025, and its amendments and supplements;

Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019; Law No. 56/2024/QH15 on Amendments to Certain Articles of the Law on Securities, effective from 1 January 2025, and the relevant implementing regulations;

Pursuant to Decision No. 36/2025/QD-TTg dated 29 September 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification, effective from 15 November 2025;

Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company approved by the General Meeting of Shareholders of the Company on 28/6/2023;

Pursuant to Resolution No. 15/NQ-HĐQT/NCTS dated 04/6/2026 of the Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company (NCTS) regarding the contents to be submitted to the 2026 Annual General Meeting of Shareholders (AGM);

Based on the Company's business and operational situation;

The Board of Directors of Noi Bai Cargo Terminal Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of amendments and supplements to updated business lines according to the Decision No. 36/2025/QĐ-TTg dated 29/9/2025 of the Prime Minister regarding the promulgation of the Vietnam Standard Industrial Classification. The detailed content is as follows:

I. Amendments and supplements to the Company's business lines:

1. The business lines are amended as follows:

No	Business line before amendment	Business line after amendment
1	"Repair of machinery and equipment" **Code: 3312**	"Repair and maintenance of machinery and equipment" **Code: 3312**
2	"Repair of electronic and optical equipment" **Code: 3313**	"Repair and maintenance of electronic and optical equipment" **Code: 3313**
3	"Repair of electrical equipment" **Code: 3314**	"Repair and maintenance of electrical equipment" **Code: 3314**
4	"Repair and maintenance of transport equipment (excluding motor vehicles, motorcycles, mopeds and other motor vehicles)" **Code: 3315**	"Repair, maintenance of transport equipment (excluding motor vehicles, motorcycles, mopeds and other motor vehicles)" **Code: 3315**
5	"Wholesale of motor vehicles and other motor vehicles (excluding auction activities)" **Code: 4511**	"Wholesale of motor vehicles and other motor vehicles" **Code: 4661**
6	"Maintenance and repair of motor vehicles and other motor vehicles" **Code: 4520**	"Repair and maintenance of motor vehicles and other motor vehicles" **Code: 9531**
7	"Sale of spare parts and auxiliary parts of motor vehicles and other motor vehicles (excluding auction activities)" **Code: 4530**	"Wholesale of spare parts and auxiliary parts of motor vehicles and other motor vehicles" **Code: 4662**
8	"Other specialized wholesale not elsewhere classified" **Code: 4669**	"Other specialized wholesale not elsewhere classified" **Code: 4679**
9	"Temporary employment agency activities" **Code: 7820**	"Temporary employment agency activities" **Code: 7821**

2. The business lines are abolished as follows:

No	Business line proposed for removal from the registered business line	Code
1	"Photocopying, document preparation and other specialized office support activities"	**8219**

3. Supplementing business lines as follows:

No	Additional business line proposed for registration	Code
1	"Office administrative and support activities"	**8210**

II. Amendments and supplements to the Company's Charter:

Amendments to Appendix 1 on the Company's business lines in the Company's Charter reflect the change of business lines in Section I of this Proposal *(For details, refer to the Appendix attached to this Report).*

III. Authorization to perform:

Authorize the General Director, who is also the Legal Representative of the Company, to perform tasks related to changes in the Company's business lines, including but not limited to the following tasks:

- Carrying out procedures related to the change of business lines at competent State agencies, including adjusting detailed contents within the scope of industry codes approved by the General Meeting of Shareholders in this Proposal;

- Perform other tasks related to the change of the Company's business lines in accordance with the provisions of law and the Company's Charter.

We respectfully request approval from the General Meeting of Shareholders.

Thank you!

O/B. BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0101640... C.T.C.P CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA NỘI BÀI THÀNH PHỐ HÀ NỘI

Ho Quang Tuan

Recipients:
- As above;
- Archive: AD, Company's secretary.

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No. 0826/TTr-HĐQT/NCTS	*Hanoi, June 4th, 2026*

PROPOSAL OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Regarding the approval of dismissal and additional election of member of the Board of Directors, Board of Supervisors of the Company for the 2025-2030 term

To: General Meeting of Shareholders
Noi Bai Cargo Terminal Services Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020; Law No. 76/2025/QH15 dated 17/6/2025 amending and supplementing certain articles of the Law on Enterprises and their guiding documents for implementation;

Pursuant to the Charter of Noi Bai Cargo Terminal Services Joint Stock Company approved by the General Meeting of Shareholders;

Pursuant to the Resignation Letter of Mr. Ho Quang Tuan dated 04/6/2026 regarding his resignation from the Board of Directors and from the position of Chairman of the Board of Directors of the Company for the 2025-2030 term, effective from 25/6/2026 (following the conclusion of the 2026 Annual General Meeting of Shareholders);

Pursuant to the Resignation Letter of Mr. Nguyen Van Tan dated 04/6/2026 regarding his resignation from the Board of Supervisors of the Company for the 2025-2030 term, effective from 25/6/2026 (following the conclusion of the 2026 Annual General Meeting of Shareholders);

Pursuant to Resolution No. 13/NQ-NCT/HDDQT dated 04/6/2026 of the Board of Directors regarding the submission to the 2026 Annual General Meeting of Shareholders for consideration of the dismissal and election of additional members of the Board of Directors and the Board of Supervisors for the 2025-2030 term;

The Board of Directors (BOD) respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

1. To approve the dismissal of Mr. Ho Quang Tuan from the position of member of the Board of Directors and the Mr. Nguyen Van Tan from the position of member of the Board of Supervisors of the Company, effective from June 25, 2026.

2. To approve the additional election of one (01) member of the Board of Directors

and one (01) member of the Board of Supervisors of the Company for the term 2025-2030 to ensure the structure of the Board of Directors and the Board of Supervisors in accordance with the Charter, the Company's Regulations, and relevant legal regulations.

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

O/B. BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 0101640... C.T.C.P
CÔNG TY CỔ PHẦN DỊCH VỤ HÀNG HÓA NỘI BÀI
THÀNH PHỐ HÀ NỘI

Ho Quang Tuan

Recipients:
- As above;
- Archive: AD, Company's secretary.

NOI BAI CARGO TERMINAL SERVICES JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June ,2026

DRAF

REGULATIONS ON THE NOMINATION, CANDIDACY AND ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS FOR THE 2025-2030 TERM

Pursuant to the Law on Enterprises No. 59/2020/QH14; Law No. 76/2025/QH15 promulgated on 17/6/2025 amending and supplementing articles of the Law on Enterprises and relevant guiding documents;

Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26/11/ 2019; Law No. 56/2024/QH15 amending and supplementing articles of the Law on Securities, adopted by the National Assembly on 29/11/2024, and the relevant implementing regulations;

Pursuant to the Charter of organization and operation of Noi Bai Cargo Terminal Services Joint Stock Company ("Charter of the Company").

The 2026 Annual General Meeting of Shareholders (the "AGM") of Noi Bai Cargo Terminal Services Joint Stock Company (the "Company") shall nominate, nominate and elect additional members of the Board of Directors ("BOD") and members of the Board of Supervisors ("Board of Supervisors") for the term 2025-2030 according to the following contents:

Article 1. Objectives

1. To ensure compliance with the Company's Charter, applicable laws and prevailing corporate governance practices in Vietnam.

2. To uphold the principles of transparency, fairness and democracy, and to protect the legitimate rights and interests of shareholders.

3. To ensure the orderly, efficient and stable conduct of the AGM.

Article 2. Scope and applicability

1. Shareholders and candidates participating in the nomination, candidacy and election of additional members of the BOD and BOS for the 2025-2030 term.

2. All shareholders and duly authorized representatives attending the AGM shall comply with these Regulations, the Company's Charter and applicable laws and regulations.

Article 3. Number and requirements of members of the Board of Directors

1. The number of additional members of the Board of Directors to be elected for the 2025-2030 term is one (01) member.

2. Qualifications and eligibility requirements for members of the Board of Directors

Members of the Board of Directors must satisfy all qualifications and eligibility requirements set out in Clause 1, Article 155 of the Law on Enterprises, Article 25 of the Company's Charter and these Regulations, including the following:

- Have full legal capacity and not fall within the categories of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises and other applicable laws;

- Possess professional qualifications and experience in business administration or in the business sectors and industries in which the Company operates, and is not required to be a shareholder of the Company;

- May concurrently serve as a member of the Board of Directors of another company.

Article 4. Right to nominate candidates and run for election to the Board of Directors (According to Article 25 of the Company's Charter)

1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total ordinary shares of the Company (as of the record date of 27/5/2026) shall have the right to nominate candidates for election to the BOD. Specifically, as follows:

- Shareholders or groups of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total voting shares may nominate one (01) candidate;

- Shareholders or groups of shareholders owning from twenty percent (20%) to less than thirty-five percent (35%) of the total voting shares may nominate up to two (02) candidates;

- Shareholders or groups of shareholders owning from thirty-five percent (35%) to less than fifty percent (50%) of the total voting shares may nominate up to three (03) candidates;

- Shareholders or groups of shareholders owning from fifty percent (50%) to less than sixty-five percent (65%) of the total voting shares may nominate up to four (04) candidates;

- Shareholders or groups of shareholders owning sixty-five percent (65%) or more of the total voting shares may nominate candidates equal to the number of positions to be filled.

2. If the number of candidates for election to the BOD nominated or self-nominated remains insufficient to fill the required number of positions in accordance with applicable regulations, the incumbent BOD may nominate additional candidates or organize the nomination process in accordance with the Company's Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the BOD. Any additional candidates nominated by the incumbent BOD must be clearly disclosed prior to the AGM's voting on the election of BOD members, in accordance with applicable laws and regulations.

Article 5. Number and requirements of members of the Board of Supervisors

1. The number of additional members of the Board of Supervisors to be elected for the 2025-2030 term is one (01) member.

2. Qualifications and eligibility requirements for members of the Board of Supervisors

Members of the Board of Supervisors must satisfy the requirements for being a member of the Board of Supervisors as prescribed in Article 169 of the Law on Enterprises and Clause 2, Article 37 of the Company's Charter and this Regulation, specifically as follows:

- Not fall within the categories of persons specified in Clause 2, Article 17 of the Law on Enterprises;
- Have received training in economics, finance, accounting, auditing, law, business administration, or another discipline relevant to the Company's business activities;
- Not be a family member of any member of the Board of Directors, the Director/General Director, or any other manager of the Company;
- Not be a manager of the Company and is not required to be a shareholder or employee of the Company;
- Not be employed in the accounting or finance department of the Company;
- Not have served as a member or employee of the independent auditing firm that audited the Company's financial statements during the preceding three (03) consecutive years.

Article 6. Right to nominate candidates and run for election to the Board of Supervisors (According to Article 36 of the Company's Charter)

1. Shareholders or groups of shareholders owning ten percent (10%) or more of the total ordinary shares (as of the record date of 27/5/2026) shall have the right to nominate candidates for election to the BOS. Specifically, as follows:

- A shareholder or group of shareholders owning from ten percent (10%) to less than twenty percent (20%) of the total voting shares may nominate one (01) candidate;
- A shareholder or group of shareholders owning from twenty percent (20%) to less than fifty percent (50%) of the total voting shares may nominate up to two (02) candidates;
- Shareholders or groups of shareholders owning fifty percent (50%) or more of the total voting shares may nominate candidates equal to the number of positions to be filled.

2. If the number of candidates for election to the BOS nominated or running for election remains insufficient to fill the required number of positions in accordance with applicable regulations, the incumbent BOS may nominate additional candidates or organize the nomination process in accordance with the Company's Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the BOS. Any additional candidates nominated by the incumbent BOS must be clearly disclosed prior to the AGM's voting on the election of BOS members, in accordance with applicable laws and regulations.

Article 7. Nomination and candidacy dossier for candidates to the Board of Directors and Board of Supervisors:

1. Shareholders meeting the qualifications and eligibility requirements for membership of the Board of Directors, or the Board of Supervisors as prescribed in Article 3 and Article 5 of these Regulations shall be entitled to nominate candidates or stand for election to the BOD or BOS, respectively.

2. The nomination or candidacy dossier for the election of additional members of the BOD and BOS shall include:

a) Application for candidacy as a candidate for election as an additional member of the BOD/BOS (in the prescribed form attached hereto);

b) Nomination form for a candidate for election as an additional member of the BOD/ BOS (in the prescribed form attached hereto);

c) Curriculum Vitae certified by the candidate's employer or the competent local authority (in the prescribed form attached hereto);

d) Certified true copies of the candidate's Citizen Identity Card/Identity Card/Passport and educational certificates and qualifications evidencing professional expertise

e) Power of Attorney and/or Minutes of the Shareholders' Group Meeting (in the case of nominations made jointly by a group of shareholders).

2. Candidates nominated or candidacy for election to the BOD or BOS shall be solely responsible before the law for the accuracy and truthfulness of the information contained in their application dossiers and curriculum vitae.

3. Nomination and candidacy dossiers for candidates to the Board of Directors and the Board of Supervisors meeting the qualifications and eligibility requirements set out above shall be submitted to the Company's head office no later than **2:00 p.m. on 19/6/2026** at the following address:

Ms. Pham Thi Bich Thuy,
Shareholder Relations Officer, Noi Bai Cargo Terminal Services Joint Stock Company
Address: 2nd Floor, NTS Building - Noi Bai International Airport, Noi Bai Commune, Hanoi City
Phone: (024)35840905, ext. 3390; Mobile: 0912.946.682

Article 8. Selection of candidates

Based on the nomination and candidacy dossiers submitted by shareholders and groups of shareholders, together with the supporting documents provided by the candidates, the Company shall prepare a list of candidates satisfying the prescribed qualifications and eligibility requirements for election as additional members of the Board of Directors and the Board of Supervisors for the 2025-2030 term.

Article 9. Election principles

- The election shall be conducted in compliance with applicable laws and the Company's Charter.

- The Vote Counting Committee shall be nominated by the Chairperson and approved by the AGM. Members of the Vote Counting Committee must not be included in the list of candidates nominated or candidacy for election to the BOD or BOS.

Article 10. Persons entitled to vote

Persons entitled to vote for members of the BOD and BOS are shareholders holding voting shares of the Company (according to the shareholder list as of the record date of 27/5/2026) or their duly authorized representatives attending the 2026 Annual General Meeting of Shareholders of Noi Bai Cargo Terminal Services Joint Stock Company.

Article 11. Form and method of election

1. Form of election: The election of additional members of the BOD and BOS for the 2025-2030 term shall be conducted by secret ballot and direct voting at the AGM.

2. Method of election

The election shall be conducted using the cumulative voting method in accordance with Clause 3, Article 148 of the Law on Enterprises.

Each shareholder or duly authorized representative shall be entitled to a total number of votes equal to the number of voting shares held (including shares owned and/or represented by proxy) multiplied by the number of BOD or BOS members to be elected.

Total number of votes = **Total number of voting shares** x **Number of elected members of the Board of Directors/Board of Supervisors**

3. Each shareholder or duly authorized representative may allocate all of his/her/its votes to a single candidate or distribute the votes among one or more candidates.

4. The aggregate number of votes cast by a shareholder or duly authorized representative for all candidates must not exceed the total number of votes to which such shareholder or representative is entitled (equal to the total number of voting shares multiplied by the number of BOD or BOS members to be elected).

(For detailed examples of the cumulative voting method, please refer to the Appendix on Instructions for completing the Election Ballot attached to this Regulation.)

Article 12. Election Ballots and instructions for completing Election Ballots

1. Form of Election Ballots and instructions for completion:

a) Election Ballots:

- Election Ballots shall be issued by the Company in a standardized format, bearing the Company's stamp, attendee code, number of shares owned and/or represented by proxy, total number of voting shares represented, and total number of votes available for election.

- Following the AGM's approval of the list of candidates for election to the Board of Directors and the Board of Supervisors, as well as the election procedures, each shareholder or duly authorized representative attending the AGM shall be provided with one (01) Ballot for the Election of BOD Members and one (01) Ballot for the Election of BOS Members.

- Upon receipt of the Election Ballots, shareholders or duly authorized representatives shall verify the information printed thereon. Any discrepancy must be immediately reported to the Vote Counting Committee for replacement of the ballot.

b) Instructions for completing Election Ballots

- Shareholders or duly authorized representatives may either mark ✓ or ✗ in the box ☐ under the column "Equal distribution of votes (for candidates)" or allocate a specific number of votes to each candidate in the column "Number of votes (for each candidate)" on the Election Ballot and shall sign and clearly state their full name on the ballot.

- For both above votes, the aggregate number of votes allocated to all candidates must not exceed the total number of votes available to such shareholder or duly authorized representative.

- Where a shareholder or duly authorized representative uses both methods simultaneously (i.e., both allocating specific numbers of votes and marking the box for equal distribution of votes), the election results shall be determined based on the number of votes recorded in the column "Number of votes (for each candidate)".

2. A ballot is valid when all the following conditions are met:

- The ballot is issued by the AGM Organizing Committee and bears the Company's stamp;

- The ballot is completed in accordance with the prescribed instructions;

- The ballot bears the signature and full name of the attending shareholder or duly authorized representative;

- Votes are cast only for candidates included in the candidate list approved by the AGM and within the number of positions to be filled;

- The aggregate number of votes allocated by the shareholder or duly authorized representative to all candidates does not exceed the total number of votes available to such shareholder or representative (as printed on the Election Ballot by the Company);

- The ballot does not fall into any of the invalid cases specified in Clause 3 of this Article.

3. Invalid election ballot:

An election ballot is invalid in the following cases:

- The ballot is not issued in the standard form provided by the AGM Organizing Committee or does not bear the Company's stamp;

- The ballot is torn, erased, altered, amended, or contains information not prescribed under these Regulations;

- The ballot contains additional names, incorrect names, or names of persons not included in the candidate list approved by the AGM prior to voting;

- The number of candidates selected by the shareholder or duly authorized representative exceeds the number of additional BOD or BOS members to be elected as approved by the AGM;

- The aggregate number of votes allocated to candidates exceeds the total number of votes available to the shareholder or duly authorized representative;

- The ballot is submitted after the Vote Counting Committee has opened the sealed ballot box;

- The ballot contains no votes allocated to any candidate (blank ballot).

Invalid election ballots shall not be counted in the vote-counting process.

Article 13. Vote Counting Committee, Voting Principles and Vote Counting Procedures

1. Vote Counting Committee

- The Vote Counting Committee shall be nominated by the Presiding Committee and approved by the AGM.

- The Vote Counting Committee shall, on behalf of the AGM, organize and supervise the election process in accordance with these Regulations.

- Members of the Vote Counting Committee may be shareholders of the Company but must not be candidates nominated or candidacy for election to the Board of Directors ("BOD") and/or the Board of Supervisors ("BOS").

- The Vote Counting Committee shall ensure integrity, objectivity and confidentiality throughout the vote-counting and election process.

- The principal duties of the Vote Counting Committee include:

+ Providing guidance to shareholders and duly authorized representatives attending the AGM on the use of Election Ballots and counting the number of ballots issued for each type immediately after the AGM approves the election procedures;

+ Recording the voting results of shareholders and duly authorized representatives in respect of matters submitted for approval at the AGM;

+ Compiling and reporting the election results to the Chairperson for each election conducted at the AGM;

+ Presenting the vote-counting results (Minutes of Vote Counting) to the AGM;

+ Delivering the Minutes of Vote Counting to the AGM Secretariat;

+ Performing such other duties as may be assigned.

- The Vote Counting Committee shall bear full responsibility before the law and the AGM for compliance with these Regulations and for the accuracy of the vote-counting and election results.

2. Voting Principles and Vote Counting Procedures

- In the event of any error or mistake on an Election Ballot, a shareholder or duly authorized representative may request the Vote Counting Committee to issue a replacement ballot and must return the original ballot prior to depositing the ballot into the ballot box.

- Voting shall commence after the distribution of all Election Ballots has been completed and shall conclude when the last shareholder or duly authorized representative has cast his/her/its ballot into the ballot box.

- The Vote Counting Committee shall inspect the ballot box in the presence of the Board of Supervisors or representatives of shareholders.

- Shareholders and duly authorized representatives may only cast their ballots into the sealed ballot box under the supervision of the Vote Counting Committee.

- Vote counting shall commence immediately after the completion of the voting process. Prior to opening the ballot box, the Vote Counting Committee shall count, record and seal all unused ballots. The Vote Counting Committee shall not erase, alter or amend any Election Ballot.

- The vote-counting results shall be documented in writing and announced to the AGM by the Head of the Vote Counting Committee.

Article 14. Principles for determining election results

1. Principles for determining elected candidates:

- Candidates elected to the Board of Directors/Board of Supervisors shall be determined based on the number of votes received, ranked from highest to lowest,

beginning with the candidate receiving the highest number of votes until the number of positions approved by the AGM has been filled.

2. Formula: The Voting Percentage is equal to the Total Votes Received by the Candidate/Total number of shares attending the meeting multiplied by 100%.

3. If two (02) or more candidates receive the same voting percentage, the candidate holding or representing a greater number of shares shall be elected. If such candidates hold or represent the same number of shares, or if all such candidates are non-shareholders of the Company, a re-election shall be conducted among those candidates receiving an equal number of votes to determine the elected candidate(s). Such re-election shall be conducted in accordance with these Regulations.

Article 15. Preparation and announcement of the Minutes of Vote Counting

- Upon completion of the vote-counting process, the Vote Counting Committee shall prepare the Minutes of Vote Counting.

- The full text of the Minutes of Vote Counting shall be announced by the Vote Counting Committee before the AGM and the election results shall be recorded in the Minutes of the AGM.

Article 16. Right to Raise Questions and Complaints

Shareholders and shareholder representatives shall have the right to raise questions and lodge complaints regarding the election and vote-counting process directly at the AGM. The Chairperson and the Vote Counting Committee shall be responsible for responding to and clarifying such questions and complaints raised by shareholders or duly authorized representatives. All such matters and responses shall be recorded in the Minutes of the AGM.

Article 17. Effectiveness

This Regulation shall take effect upon approval by the 2026 Annual General Meeting of Shareholders and shall apply solely to the election of additional members of the Board of Directors and the Board of Supervisors for the 2025-2030 term.

O/B. BOARD OF DIRECTORS
CHAIRMAN

Ho Quang Tuan