

<b>Code</b>	<b>SFI</b>
<b>Company name</b>	Sea & Air Freight International
<b>Date</b>	03/10/2025
<b>Subject</b>	2025 AGM resolution

**Content:**

Sea & Air Freight International issued the resolution of the 2025 Annual General Meeting of Shareholders to approve the following contents:

1. Approve the report on operation in 2024 and the operation plan in 2025 of the BOD and the Executive Board.
2. Approve the report on 2024 business result.
3. Approve the reviewed consolidated and separated financial statements for 2024:
  - Consolidated total revenue: VND 1,087 billion
  - Consolidated profit before tax: VND 95 billion
  - Consolidated profit after tax: VND 78 billion
4. Approve the business plan in 2025:
  - Total revenue: VND 950 billion
  - Profit after tax of the holding company: VND 60 billion
  - Dividend payment: 20%
5. Approve the report on operation in 2024 and the operation plan in 2025 of the Supervisory Board.
6. Approve the profit distribution in 2024:
  - Cash dividend payment: 20%
  - Operating budget of the BOD & the Supervisory Board: 3%
  - Investment development fund: 10%
7. Approve the profit distribution plan in 2024:
  - Dividend payment: 20%
8. Approve the operating budget in 2024 and budget plan in 2025 of the BOD & the Supervisory Board.
9. Approve the auditor selection for the fiscal year 2025.
10. Approve the implementation of the plan for share issuance under ESOP 2024:

- Issue volume: 1,157,850 shares, equivalent to 5.0% of outstanding volume
- Offering price: VND 10,000/share
- Time: quarter 1/2025 - quarter 2/2025

11. Approve the plan for distributing treasury shares as bonus shares to existing shareholders:

- Stock name: Sea & Air Freight International share
- Stock type: common share
- Par value: VND 10,000/share
- Issue volume of treasury share: 1,730,012 shares, of which:
  - + Repurchased shares in 2020 (from August 05, 2020 to August 19, 2020): 1,480,000 shares
  - + Repurchased ESOP shares from resigned employees: 250,012 shares
  - + Plan for handling fractional shares: the distributed treasury shares will be rounded down to units, the fractional shares will be remained as treasury shares for selling on the stock exchange.  
 For example: shareholder A owns 121 shares. If the exercise ratio is 8%, shareholder A will receive  $121 * 8 / 100 = 9.68$  shares. Accordingly, shareholder A will receive 09 shares, the 0.68 fractional shares will be considered as treasury shares and will be traded on the stock exchange.
- Transfer restriction:
  - + The rights will not be transferred
  - + The distributed shares are freely transferable

12. Approve the adjustment to the management structure of the company

13. Approve the amendment, supplement to the company's charter and the internal corporate governance of the company.

14. Approve the resignation of the Supervisory Board in the 2022-2027 period.