

## **MINUTES**

### **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 VIETNAM OCEAN SHIPPING AGENCY CORPORATION**

- **Name** : Vietnam Ocean Shipping Agency Corporation
- **Headquarters** : 5th Floor, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City, Vietnam
- **Phone** : 028. 54161820 – 54161822 Fax: 028. 54161823 – 54161824
- **Business registration no.** : Registration no 0300437898 issued by the Ho Chi Minh City Department of Finance, first registered on October 20, 2006, amended for the 15th time on November 21 , 2025 .
- **Time** : From 8:30 AM on March 6 , 2026
- **Meeting location** : VOSA Quang Ninh Branch Hall , No. 2, Cai Lan Street, Bai Chay Ward, Quang Ninh Province
- **Participants** : Shareholders of the Company whose names are on the list of shareholders entitled to attend the General Meeting of Shareholders on February 5, 2026.

#### **PART I: INTRODUCTION AND OPENING OF THE MEETING**

1. Shareholder eligibility verification report.

- Reporter: Mr. Nguyen Bao Linh – Position: Member of the Shareholder Eligibility Verification Committee.

- Report content :

At 8:30 AM on March 6, 2026, the number of delegates participating in person was 22; the number of authorized representatives delegates was 23.

Representing 11,705,585 voting shares, representing 83.0390% of the total voting rights of all shareholders.

Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation in 2026 is eligible to proceed.

2. Mr. Nguyen Bao Linh – the person in charge of company administration – on behalf of the Presiding Board, presented the Rules of Procedure for the 2026 Annual General Meeting of Shareholders, the Election Regulations, and the Meeting Agenda for the General Meeting to vote on and approve.

2.1. Approval of the Rules of Procedure for the 2026 Annual General Meeting of Shareholders.

*The General Meeting voted to approve the Rules of Procedure of the General Meeting with 11,705,585 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

2.2. Through the Election Regulations:

*The General Meeting voted to approve the Election Regulations with 11,705,585 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

2.3. Through the Meeting Program.

*The General Meeting voted to approve the Meeting Agenda with 11,705,585 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

3. Mr. Nguyen Bao Linh introduced the Presiding Board , which includes:

The Meeting voted to approve the Presidium, which includes:

- Mr. Tran Tuan Hai – Member of the Board of Directors – Chairman of the General Meeting.
- Mr. Phan Nhan Thao – General Director – Member.
- Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors – Member.

*The General Meeting voted to approve the Presiding Committee with 11,705,585 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

The Chairman appoints the Meeting Secretariat, which includes:

- Mr. Dinh Quang Trung (Head of the Committee)
- Ms. Do Nguyen Minh Hien (Member).

The chairman introduced the Vote Counting Committee, which included:

- Mr. Tran Cong Toan (Head of the Committee)
- Mr. Le Tuan Anh (Member)

- Mr. Le Quoc Cuong (Member).
- Supervising the Vote Counting Committee: Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors

*The General Meeting voted to approve the personnel of the Secretariat and the Vote Counting Committee with 11,705,585 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

## **PART II: CONFERENCE AGENDA**

### **A. CONFERENCE TO HEAR PRESENTATIONS OF REPORTS**

**1. Content 01:** Board of Directors' report on the results of operations in 2025 and the plan and direction for operations in 2026.

*Presenter :* Mr. Tran Tuan Hai – Member of the Board of Directors.

**2. Content 02:** Report on the performance of independent monitoring and evaluation of the Company's governance, operations, and financial situation during the fiscal year 2025.

*Presenter:* Mr. Dang Hong Truong – Independent Member of the Board of Directors

**3. Content 03:** Report of the Board of Supervisors on monitoring the production and business activities, and the activities of the Board of Directors and the General Director of Vietnam Ocean Shipping Agency Corporation in 2025.

*Presenter:* Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors

**4. Content 04:** Self-assessment report on the performance of tasks by members of the Board of Supervisors and the Board of Supervisors in 2025, and operational direction for 2026.

*Presenter:* Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors

### **B. THE CONFERENCE HEARS PRESENTATIONS OF THE REPORTS**

**1. Content 05:** Proposal No. 68/TTr-ĐHĐCĐ dated March 4, 2026 , regarding the distribution of profits for 2025; Production, Business, Investment, and Profit Distribution Plan for 2026.

#### **1.1 The profit distribution plan for 2025 is as follows:**

Unit: million VND

| No | Target               | Plan 2025 | Actual 2025 |
|----|----------------------|-----------|-------------|
| 1  | Total Revenue        | 1,215,000 | 1,100,132   |
| 2  | Profit before tax    | 19,000    | 30,397      |
| 3  | Net profit after tax | 12,200    | 23,736      |

| No       | Target  | Plan 2025 | Actual 2025   |
|----------|---|-----------|---------------|
| 4        | Undistributed after-tax profit  |           | 23,736        |
| 5        | Profit after tax is distributed   |           | 19,205        |
| <b>6</b> | <b>Distribution of funds</b>  |           | <b>5,108</b>  |
| 6.1      | <i>Development Investment Fund</i>  |           | 0             |
| 6.2      | <i>Reward and welfare fund</i>  |           | 4,799         |
| 6.3      | <i>Bonus fund for the Board of Directors/Board of Supervisors/Board of Management</i> |           | 309           |
| 7        | <b>Net profit remaining after distribution of funds.</b>                              |           | <b>14,097</b> |
| 8        | Net profit from previous years that has not yet been distributed.                     |           | 0             |
| 9        | <b>Dividend distribution amount, including: (*)</b>                                   |           | <b>14,097</b> |
| 9.1      | Divided from retained earnings from previous years.                                   |           | 0             |
| 10       | <b>Retained earnings after tax</b>  |           | <b>0</b>      |

(\*) Dividend for 2025: 10% of charter capital, paid by bank transfer.

### 1.2 The business plan and profit distribution for 2026 are as follows:

Unit: million VND

| No        | Target                | Plan 2026 |
|-----------|-----------------------|-----------|
| <b>I</b>  | <b>Consolidation</b>  |           |
| 1         | Total Revenue         | 1,237,500 |
| 2         | Profit before tax     | 34,100    |
| <b>II</b> | <b>Parent company</b> |           |
| 1         | Total Revenue         | 850,000   |
| 2         | Profit before tax     | 17,800    |

- The profit distribution and fund allocation plan for 2026 will be based on the business results in the audited financial statements for 2026.

### 1.3. The investment plan for 2026 is as follows:

Unit: million VND

| No | Project name                                  | Category/<br>Scale | Total<br>investment | Fund | Time | Note |
|----|---|--------------------|---------------------|------|------|------|
| A  | <b>Investment plan</b>                        |                    | <b>64,263</b>       |      |      |      |
|    | <b>Investment in<br/>Construction Capital</b> |                    | <b>64,263</b>       |      |      |      |

| No  | Project name  | Category/<br>Scale  | Total<br>investment | Fund                                       | Time        | Note            |
|-----|---|---|---------------------|--|-------------|-----------------|
| I   | <b>Investment project for infrastructure development and equipment procurement transition in 2025</b> |   | <b>62,763</b>       |  |             |                 |
| 1   | <b>Construction Investment Project</b>  |   | <b>62,763</b>       |  |             |                 |
| 1.1 | General warehouse 1B (Total Investment of 63.1 billion VND, phased in 2026: 62.763 billion VND)       | Invest in the construction of a new 6,400m2 warehouse in the Cai Lan warehouse area.    | 62,763              | Company capital (40%) + Loan capital (60%) | 2024-2026   | VOSA Quang Ninh |
| II  | <b>New project in 2026</b>  |   | <b>1,500</b>        |  |             |                 |
| 1   | <b>Construction Investment Project</b>  |   | <b>1,500</b>        |  |             |                 |
| 1.1 | Automatic fire protection system project - Northfreight warehouse                                     | Project to invest in an automatic fire protection system at the Northfreight warehouse. | <b>1,500</b>        | Company Capital                            | <b>2026</b> | Northfreight    |

*Presenter:* Mr. Phan Nhan Thao – General Director

**2. Content 06:** Proposal No. 69/TTr-ĐHĐCĐ dated March 4, 2026, regarding the approval of the audited financial statements for 2025.

*Presenter:* Mr. Phan Nhan Thao – General Director

**3. Content 07:** Proposal No. 70/TTr-ĐHĐCĐ dated March 4, 2026, on the approval of the salary fund, remuneration fund, and bonus fund for 2025 and the plan for 2026 for members of the Board of Directors and Board of Supervisors.

**3.1 Regarding implementation in 2025 according to Resolution No. 02/2026/NQ-TH/HĐQT dated January 8, 2026 of the Company's Board of Directors:**

- Salary fund for a full-time Board Member (1 person): VND 528,000,000.
- The remuneration fund for non-executive members of the Board of Directors and Board of Supervisors (09 people) is: VND 979,200,000, of which the specific remuneration for the Board of Directors and Board of Supervisors is as follows:

- + Chairman of the Board of Directors: VND 14,400,000/month.
- + Board of Directors members: 8,800,000 VND/person/month.
- + Head of the Board of Supervisors: 8,800,000 VND/month.
- + Members of the Board of Supervisors: 7,200,000 VND/person/month.
- Bonus fund for Board of Directors, Board of Supervisors and Board of Management members in 2024: VND 478,600,000.
- Remuneration fund for members of the Board of Directors' subcommittees, with specific remuneration rates as follows:
  - + Head of the Sub-committee on HR&Strategy subcommittees and the Internal Audit and Investment Appraisal subcommittees (concurrently): 7 million VND/month.
  - + Members of subcommittees holding additional positions: 3.4 million VND/person/month.
- Total remuneration fund for members of the Board of Directors' subcommittees in 2025: 392,400,000 VND.
- Member of the Internal Audit and Investment Appraisal Subcommittee ( full-time ) : 15 million VND /month ( Fixed - term employment contract with 13th - month bonus ) .

### **3.2 Regarding the plan for 2026:**

- The salary fund for one full-time Board Member is 528,000,000 VND .
- The planned remuneration fund for the Board of Directors and the non-executive Board of Supervisors members ( 9 people ) is: VND 979,200,000 , of which the specific remuneration for the Board of Directors and Board of Supervisors is as follows:
  - + Chairman of the Board of Directors: VND 14,400,000 /month.
  - Board of Directors members : 8,800,000 VND / person /month.
  - + Head of the Board of Supervisors: 8,800,000 VND /month.
  - + Members of the Board of Supervisors: 7,200,000 VND / person /month.
  - Remuneration for the members of the subcommittees assisting the Board of Directors, including specific remuneration levels:
    - + Head of the Sub-committee on HR&Strategy subcommittees and the Internal Audit and Investment Appraisal subcommittees (concurrently): 7 million VND /month.
    - + Members of subcommittees holding additional positions: 3.4 million VND / person /month.

*Presenter:* Mr. Phan Nhan Thao – General Director

**4. Content 08:** Proposal No. 71/TTr-DHĐCĐ dated March 4, 2026, regarding the approval of the list of auditing firms for the 2026 financial statements.

independent auditing firm :

reputable independent auditing firm with a strong brand , trusted by many public companies , and possessing a team of highly qualified and experienced auditors ;

operating company in Vietnam and approved by the Securities Commission to audit entities with public interest, the company shall select an auditing firm from the list of qualified auditing firms published for 2026 to review and audit the 2026 financial statements of Vietnam Ocean Shipping Agency Corporation .

c. The audit fees are reasonable and appropriate to the content, quality , and timeline of the audit as stipulated in the Charter of Vietnam Ocean Shipping Agency Corporation .

d. It has a large number of employees and a team of professional auditors who are highly qualified and experienced.

4.2 Proposed auditing firms :

Based on the review, the Board of Supervisors unanimously proposes the following list of auditing firms :

- KPMG (Vietnam) Limited
- Ernst & Young Vietnam Limited.
- PwC (Vietnam) Limited
- Deloitte Vietnam Audit Company Limited

And authorize the Board of Directors of Vietnam Ocean Shipping Agency Corporation to decide on the selection of an auditing firm to conduct the audit of the 2026 financial statements of Vietnam Ocean Shipping Agency Corporation, ensuring quality, efficiency, and reasonable costs in accordance with the law.

*Presenter:* Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors.

### **PART III: SHAREHOLDER OPINIONS**

#### **1. Mr. Nguyen Duc Thien's opinion:**

The Board of Directors' report mentioned that the Internal Audit and Investment Appraisal Subcommittee had developed an operational plan for the beginning of 2025, but it was not approved by the representatives of VIMC's capital stake. Therefore, in 2025, the Internal Audit and Investment Appraisal Subcommittee was unable to implement tasks related to internal auditing at the

Company's branches and units. We request that the Presidium provide a response and a plan for the Subcommittee to carry out its duties.

**- Mr. Tran Tuan Hai's response:**

In 2025, Mr. Nguyen Duc Thien proposed a plan to head the Internal Audit Subcommittee; however, the contents still need to be debated and have not yet been approved by the Board of Directors.

In 2025, the company also hired an independent auditing firm to conduct an audit to ensure the transparency of its operations and protect the interests of its shareholders.

For 2026, we respectfully request that the Subcommittees continue to develop their action plans for submission to the Board of Directors for approval.

**2. Mr. Tran Hong Quang's opinion:**

- I propose that the operational plans of the subcommittees, once developed, must be approved by the Board of Directors . This is because the activities of the Internal Audit Subcommittee are all aimed at benefiting the company's operations.

- It is requested that the Board of Supervisors's report not use the term "appropriation" in any documents or reports.

**Mr. Tran Tuan Hai's response:**

- We are very grateful for the feedback from our esteemed shareholders. The Board of Directors will take it into account and learn from it.

Regarding the activities of the Internal Audit Subcommittee in 2026, we respectfully request Mr. Nguyen Duc Thien to take this into consideration. - The Head of the Sub-committee will develop the Sub-committee's activity plan for 2026 and submit it to the Board of Directors for review and approval . This will allow the Sub-committee to implement tasks aimed at improving the company's governance , ensuring transparency and protecting the interests of shareholders.

- We request that Ms. Duong Thi Hong Hanh review and revise the Board of Supervisors's report in accordance with Mr. Tran Hong Quang's feedback.

## **PART IV: SHAREHOLDER VOTING**

At 10:04 AM on March 6, 2026, the number of delegates participating in person was 23; the number of authorized representatives delegates was 23.

Representing 11,706,432 voting shares, representing 83.045% of the total voting rights of all shareholders.

The Meeting heard presentations and voted on the following matters:

**1. Content 01: Board of Directors' report on the results of operations in 2025 and the plan and direction for operations in 2026.**

- The General Meeting voted to approve **Content 01** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**2. Content 02: Report on the performance of independent monitoring and evaluation of the Company's governance, operations, and financial situation during the fiscal year 2025.**

The General Meeting voted to approve **Content 02** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**3. Content 03: Report of the Board of Supervisors on monitoring the production and business activities, and the activities of the Board of Directors and the General Director of Vietnam Ocean Shipping Agency Corporation in 2025.**

- The General Meeting voted to approve **Content 03** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**4. Content 04: Self-assessment report on the performance of tasks by members of the Board of Supervisors and the Board of Supervisors in 2025, and operational direction for 2026.**

- The General Meeting voted to approve **Content 04** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**5. Content 05: Proposal No. 68/TTr-ĐHĐCĐ dated March 4, 2026 , regarding the distribution of profits for 2025; Production, Business, Investment, and Profit Distribution Plan for 2026.**

- The General Meeting voted to approve **Content 05** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**6. Content 06: Proposal No. 69/TTr-ĐHĐCĐ dated March 4, 2026, regarding the approval of the audited financial statements for 2025.**

- The General Meeting voted to approve **Content 06** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**7. Content 07: Proposal No. 70/TTr-ĐHĐCĐ dated March 4, 2026, on the approval of the salary fund, remuneration fund, and bonus fund for 2025 and the plan for 2026 for members of the Board of Directors and Board of Supervisors.**

- The General Meeting voted to approve **Content 07** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**8. Content 08: Proposal No. 71/TTr-ĐHĐCĐ dated March 4, 2026, regarding the approval of the list of auditing firms for the 2026 financial statements.**

*- The General Meeting voted to approve Content 08 with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.*

**PART V: RESIGNATION/EXEMPTION AND SUPPLEMENTARY ELECTIONS**

**Board of Directors Member/ Board of Supervisors Member**

**1. Content 09: Proposal No. 72/TTr-ĐHĐCĐ dated March 4, 2026, regarding the resignation/dismissal and election of additional members of the Board of Directors/Board of Supervisors for term V (2024 – 2029)**

1.1 Through the resignation/dismissal of members of the Board of Directors/Board of Supervisors:

- Approval is granted for Mr. Do Tien Duc to resign from the position of Chairman of the Board of Directors effective March 6, 2026.

- Approval is granted for Ms. Duong Thi Hong Hanh to resign from her position as Head of the Board of Supervisors effective March 6, 2026.

2.2. Through the list of nominees /candidates participating in the by-election for the position of Board of Directors /Board of Supervisors member for term V (2024 – 2029) using cumulative voting, including:

| No | The person nominated /candidated | Date of birth    | Position   | Professional qualifications  | Note            |
|----|----------------------------------|------------------|--|--|-----------------|
| 1  | Do Thi Thanh Thuy                | October 23, 1976 | Head of Internal Audit Department, VIMC                      | Master of Business Administration, Marine Transport Economics Engineer , Bachelor of English | VIMC nomination |
| 2  | Vu Thi Thanh Duyen               | January 9, 1979  | Deputy Head of the Finance and Accounting Department of VIMC | Bachelor of Economics, specializing in Accounting  | VIMC nomination |

*Presenter : Mr. Tran Tuan Hai – Member of the Board of Directors*

**2. Results of the vote on Proposal No. 72/TTr-ĐHĐCĐ dated March 4, 2026 , regarding the resignation/dismissal and election of additional**

**members of the Board of Directors/Board of Supervisors for term V (2024 – 2029)**

- The General Meeting voted to approve **Content 09** with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

**3. The results of the by-election for additional members of the Board of Directors and Board of Supervisors of Vietnam Ocean Shipping Agency Corporation for term V (2024 – 2029) are as follows:**

| No | Full name          | Percentage compared to the total number of participating shareholders (%) | Result  |
|----|--------------------|---|---|
| 1  | Do Thi Thanh Thuy  | 100%  | Elected as a member of the Board of Directors   |
| 2  | Vu Thi Thanh Duyen | 100%  | Elected as a member of the Board of Supervisors |

**PART VI: APPROVAL OF THE MEETING MINUTES**

Mr. Dinh Quang Trung – Head of the Secretariat – read the draft Minutes and Resolutions of the General Meeting. The General Meeting voted to approve the entire text with 11,706,432 votes in favor, representing 100% of the total votes cast by shareholders present at the meeting.

The Meeting concluded at 11:00 AM on the same day.

This record is made in three copies and is kept at Vietnam Ocean Shipping Agency Corporation.

**O/B OF THE SECRETARIAT  
HEAD**



**Dinh Quang Trung**

**O/B BY PRESIDIUM OF THE MEETING  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Tran Tuan Hai**

No: 01/2026 /NQ/ĐHĐCĐ

Quang Ninh, March 6, 2026

**RESOLUTION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
VIETNAM OCEAN SHIPPING AGENCY CORPORATION**

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

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

- Based on the Charter on the organization and operation of Vietnam Ocean Shipping Agency Corporation, which was approved by the founding General Meeting of Shareholders on June 14, 2006, and amended and supplemented on March 29, 2023;

- Based on Minutes No. 01/2026/BB/ĐHĐCĐ dated March 6, 2026, which were approved by the Annual General Meeting of Shareholders in 2026 .

On March 6, 2026, at the VOSA Quang Ninh Branch Hall - No. 2, Cai Lan Street, Bai Chay Ward, Quang Ninh Province, the 2026 Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation was held with the participation of 23 shareholders and proxies of 23 shareholders, representing 11,706,432 voting shares, accounting for 83.045% of the total voting shares of the Company.

**RESOLUTION:**

**Article 1.** Approval of the Board of Directors' report on the results of operations in 2025 and the plan and direction for operations in 2026.

**Article 2.** Approval of the Report on the performance of independent monitoring and evaluation of the Company's governance, operations, and financial situation during the fiscal year 2025.

**Article 3.** Approval of the Report of the Board of Supervisors on monitoring the production and business activities, and the activities of the Board of Directors and the General Director of Vietnam Ocean Shipping Agency Corporation in 2025.

**Article 4.** Approval of the Self-assessment report on the performance of tasks by members of the Board of Supervisors and the Board of Supervisors in 2025, and operational direction for 2026.

**Article 5.** Approval of Proposal No. 68/TTr-ĐHĐCĐ dated March 4, 2026 , regarding the distribution of profits for 2025; Production, Business, Investment, and Profit Distribution Plan for 2026:

**1. Profit distribution plan for 2025:**

Unit: million VND

| No        | Target   | Plan 2025 | Actual 2025   |
|-----------|--|-----------|---------------|
| 1         | Total Revenue  | 1,215,000 | 1,100,132     |
| 2         | Profit before tax  | 19,000    | 30,397        |
| 3         | Net profit after tax   | 12,200    | 23,736        |
| 4         | Undistributed after-tax profit   |           | 23,736        |
| 5         | Profit after tax is distributed  |           | 19,205        |
| <b>6</b>  | <b>Distribution of funds</b>   |           | <b>5,108</b>  |
| 6.1       | <i>Development Investment Fund</i>   |           | 0             |
| 6.2       | <i>Reward and welfare fund</i>   |           | 4,799         |
| 6.3       | <i>Bonus fund for the Board of Directors/Board of Supervisors/Management Board</i> |           | 309           |
| <b>7</b>  | <b>Net profit remaining after distribution of funds.</b>                           |           | <b>14,097</b> |
| 8         | Net profit from previous years that has not yet been distributed.                  |           | 0             |
| <b>9</b>  | <b>Dividend distribution amount, including: (*)</b>                                |           | <b>14,097</b> |
| 9.1       | Divided from retained earnings from previous years.                                |           | 0             |
| <b>10</b> | <b>Retained earnings after tax</b>   |           | <b>0</b>      |

(\*) Dividend for 2025: 10% of charter capital, paid by bank transfer.

## 2. Business Production and Profit Distribution Plan for 2026:

Unit: million VND

| No.       | Target                | Plan 2026 |
|-----------|-----------------------|-----------|
| <b>I</b>  | <b>Consolidation</b>  |           |
| 1         | Total Revenue         | 1,237,500 |
| 2         | Profit before tax     | 34,100    |
| <b>II</b> | <b>Parent company</b> |           |
| 1         | Total Revenue         | 850,000   |
| 2         | Profit before tax     | 17,800    |

- The profit distribution and fund allocation plan for 2026 will be based on the business results in the audited financial statements for 2026.

## 3. Investment plan for 2026:

Unit: million VND

| No       | Project name  | Category/S<br>cale  | Total<br>investment | Fund  | Time          | Note                  |
|----------|---|---|---------------------|---|---------------|-----------------------|
| <b>A</b> | <b>Investment plan</b>  |   | <b>64,263</b>       |   |               |                       |
|          | <b>Investment in<br/>Construction Capital</b>   |   | <b>64,263</b>       |   |               |                       |
| <b>I</b> | <b>Investment project for<br/>infrastructure<br/>development and<br/>equipment procurement<br/>transition in 2025</b> |   | <b>62,763</b>       |   |               |                       |
| 1        | <b>Construction Investment<br/>Project</b>  |   | <b>62,763</b>       |   |               |                       |
| 1.1      | General warehouse 1B<br>(Total Investment of 63.1<br>billion VND, phased in<br>2026: 62.763 billion<br>VND)           | Invest in<br>the<br>constructio<br>n of a new<br>6,400m2<br>warehouse<br>in the Cai | 62,763              | Compa<br>ny<br>capital<br>(40%)<br>+ Loan<br>capital<br>(60%) | 2024-<br>2026 | VOSA<br>Quang<br>Ninh |

| No  | Project name  | Category/Scale  | Total investment | Fund            | Time        | Note         |
|-----|---|---|------------------|-----------------|-------------|--------------|
|     |   | Lan warehouse area.   |                  |                 |             |              |
| II  | <b>New project in 2026</b>  |   | <b>1,500</b>     |                 |             |              |
| 1   | <b>Construction Investment Project</b>                            |   | <b>1,500</b>     |                 |             |              |
| 1.1 | Automatic fire protection system project - Northfreight warehouse | Project to invest in an automatic fire protection system at the Northfreight warehouse. | <b>1,500</b>     | Company Capital | <b>2026</b> | Northfreight |

**Article 6.** Approval of Proposal No. 69/TTr-ĐHĐCĐ dated March 4, 2026, regarding the approval of the audited financial statements for 2025.

**Article 7.** Approval of Proposal No. 70/TTr-ĐHĐCĐ dated March 4, 2026, on the approval of the salary fund, remuneration fund, and bonus fund for 2025 and the plan for 2026 for members of the Board of Directors and Board of Supervisors.

**1. Implementation in 2025 according to Resolution No. 02/2026/NQ-TH/HĐQT dated January 8, 2026 of the Company's Board of Directors:**

- Salary fund for a full-time Board Member (1 person): VND 528,000,000.
- The remuneration fund for non-executive members of the Board of Directors and Board of Supervisors (09 people) is: VND 979,200,000, of which the specific remuneration for the Board of Directors and Board of Supervisors is as follows:
  - + Chairman of the Board of Directors: VND 14,400,000/month.
  - + Board of Directors members: 8,800,000 VND/person/month.
  - + Head of the Board of Supervisors: 8,800,000 VND/month.
  - + Members of the Board of Supervisors: 7,200,000 VND/person/month.

- Bonus fund for Board of Directors, Board of Supervisors and Board of Management members in 2024: VND 478,600,000.

- Remuneration fund for members of the Board of Directors' subcommittees, with specific remuneration rates as follows:

+ Head of the Sub-committee on HR&Strategy subcommittees and the Internal Audit and Investment Appraisal subcommittees (concurrently): 7 million VND/month.

+ Members of subcommittees holding additional positions: 3.4 million VND/person/month.

- Total remuneration fund for members of the Board of Directors' subcommittees in 2025: 392,400,000 VND.

- Member of the Internal Audit and Investment Appraisal Subcommittee ( full-time ) : 15 million VND /month ( Fixed - term employment contract with 13th - month bonus ) .

## **2. Plan for 2026:**

- The salary fund for one full-time Board Member is 528,000,000 VND .

- The planned remuneration fund for the Board of Directors and the non-executive Board of Supervisors members ( 9 people ) is: VND 979,200,000 , of which the specific remuneration for the Board of Directors and Board of Supervisors is as follows:

+ Chairman of the Board of Directors: VND 14,400,000 /month.

Board of Directors members : 8,800,000 VND / person /month.

+ Head of the Board of Supervisors: 8,800,000 VND /month.

+ Members of the Board of Supervisors: 7,200,000 VND / person /month.

- Remuneration for the members of the subcommittees assisting the Board of Directors, including specific remuneration levels:

+ Head of the Sub-committee on HR&Strategy subcommittees and Internal Audit and Investment Appraisal subcommittees (concurrently): 7 million VND /month.

+ Members of subcommittees holding additional positions: 3.4 million VND / person /month.

**Article 8.** Approval of Proposal No. 71/TTr-ĐHĐCĐ dated March 4, 2026, regarding the approval of the list of auditing firms for the 2026 financial statements, including the following companies:

- KPMG (Vietnam) Company Limited
- Ernst & Young Vietnam Co., Ltd.
- PwC (Vietnam) Limited
- Deloitte Vietnam Auditing Company Limited

And authorize the Board of Directors of Vietnam Ocean Shipping Agency Corporation to decide on the selection of an auditing firm to conduct the audit of the 2026 financial statements of Vietnam Ocean Shipping Agency Corporation, ensuring quality, efficiency, and reasonable costs in accordance with the law.

**Article 9.** Approval of Proposal No. 72/TTr-ĐHĐCĐ dated March 4, 2026, regarding the resignation/dismissal and election of additional members of the Board of Directors/Board of Supervisors for term V (2024 – 2029).

1. Through the resignation/dismissal of members of the Board of Directors/Board of Supervisors:

- Approval is granted for Mr. Do Tien Duc to resign from the position of Chairman of the Board of Directors effective March 6, 2026.

- Approval is granted for Ms. Duong Thi Hong Hanh to resign from her position as Head of the Board of Supervisors effective March 6, 2026.

2. Approve the list of nominees /candidates for the by-election for the position of Board of Directors /Board of Supervisors member for term V (2024 – 2029), including:

| No. | The person nominated /candidated | Date of birth    | Position   | Professional qualifications   | Note            |
|-----|----------------------------------|------------------|--|---|-----------------|
| 1   | Do Thi Thanh Thuy                | October 23, 1976 | Head of Internal Audit Department, VIMC                      | Master of Business Administration, Marine Transport Economics Engineer, Bachelor of English | VIMC nomination |
| 2   | Vu Thi Thanh Duyen               | January 9, 1979  | Deputy Head of the Finance and Accounting Department of VIMC | Bachelor of Economics, specializing in Accounting   | VIMC nomination |

**Article 10:** The results of the by-election for additional members of the Board of Directors and the Board of Supervisors of Vietnam Ocean Shipping Agency Corporation for term V (2024 – 2029) are as follows:

| TT | Full name          | Percentage compared to the total number of participating shareholders (%) | Result  |
|----|--------------------|---|---|
| 1  | Do Thi Thanh Thuy  | 100%  | Elected as a member of the Board of Directors   |
| 2  | Vu Thi Thanh Duyen | 100%  | Elected as a member of the Board of Supervisors |

**Article 11. Implementation.**

- This resolution is unanimously approved in full by the Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation in 2026 and takes effect from **March 6, 2026** .

- The Board of Directors, the Board of Management, and all relevant individuals are responsible for implementing this resolution./.

**Recipient:**

- VOSA shareholders (via website);
- State Securities Commission (report);
- Hanoi Stock Exchange (report);
- Members of the BOD, BOS, and BOM of the Company;
- Archived: documents, BOD.

**O/B OF THE GENERAL MEETING OF  
SHAREHOLDERS  
CHAIRMAN OF THE MEETING**



**Tran Tuan Hai  
Board of Directors Member**



**VIET NAM OCEAN SHIPPING AGENCY CORPORATION  
VOSA CORPORATION**

Head office: 5th Floor, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City, Vietnam  
Tel: 028. 54161820 – 54161822 Website: [www.vosa.com.vn](http://www.vosa.com.vn)

**AGENDA**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*(Starting at 08:30 AM on Friday, March 06, 2026)*

| Time                | Agenda  |
|---------------------|---|
| 8:00 AM – 08:30 AM  | <b>Registration for the General Meeting</b> <ul style="list-style-type: none"><li>Reception and registration process for Guests and Shareholders attending the Annual General Meeting.</li></ul>  |
| 8:30 AM – 8:50 AM   | <b>Opening of the General Meeting:</b> <ul style="list-style-type: none"><li>Declaration of purpose and rationale;</li><li>Report on the verification of Shareholder eligibility;</li><li>Approval of the Meeting's Working Regulations; Electoral Regulations and Agenda;</li><li>Introduction and approval of the Presidium;</li><li>The Chairman introduces the Secretary of the Board and announces the list of members of the Vote Counting Committee;</li><li>Voting on the composition of the Vote Counting Committee.</li></ul>   |
| 8:50 AM – 09:20 AM  | <b>Presentation of Agenda Items:</b> <ul style="list-style-type: none"><li>The Board of Directors' report on the 2025 performance results and the 2026 business plan;</li><li>Report on the activities of independent members of the BOD in 2025;</li><li>Report of the Board of Management on the 2025 business performance results and the 2026 business plan.</li><li>Report of the Board of Supervisors on the results of monitoring the Company's business activities, as well as the oversight of the Board of General Directors and the General Director in 2025;</li><li>Self-assessment report on the performance of Supervisors and the Board of Supervisors in 2025, along with the proposed direction for 2026.</li></ul> |
| 09:20 AM – 09:35 AM | <b>Address by the Leadership of VIMC</b>  |
| 09:35 AM – 09:50 AM | <b>Presentation of Proposals to the General Meeting:</b> <ul style="list-style-type: none"><li>Proposal on the distribution of 2025 profits, as well as the 2026 business plan, investment strategy, and profit distribution plan;</li><li>Proposal for the approval of the audited 2025 Financial Statements;</li><li>Proposal for the approval of the Salary Fund, Remuneration Fund, and Bonus Fund for 2025, along with the 2026 plan for members of the Board of General Directors, Board of Supervisors and Subcommittee assisting the BOD;</li><li>Proposal for the approval of the list of audit firms for the 2026 Financial Statements (presented by the BOS);</li></ul>  |
| 09:50 AM – 10:30 AM | Discussion session of the General Meeting.  |
| 10:30 AM – 10:40 AM | Voting on the approval of reports and proposals.  |



| Time                   | Agenda  |
|------------------------|---|
| 10:40 AM –<br>10:50 AM | Announcement of voting results.   |
| 10:50 AM –<br>10:55 AM | <b>Election:</b> <ul style="list-style-type: none"> <li>• Proposal on the resignation/dismissal and additional election of members of the Board of Directors.</li> </ul> Voting to approve the proposal |
| 10:55 AM –<br>11:00 AM | Election Guidelines and Implementation of the Additional Election of Board Members for the V.   |
| 11:00 AM –<br>11:20 AM | Break – Vote Counting   |
| 11:20 AM –<br>11:35 AM | Announcement of Election Results<br>The newly elected additional member of the Board of Directors is introduced to the General Meeting.   |
| 11:35 AM –<br>11:45 AM | The Secretariat reads the draft Minutes and the General Meeting of Shareholders' Resolution<br>The General Meeting votes to approve the Minutes and the Resolution                                      |
| 11:45 AM –<br>11:50 AM | <b>The General Meeting is declared closed</b>   |





**VIET NAM OCEAN SHIPPING AGENCY CORPORATION  
VOSA CORPORATION**

5th Floor, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City  
Tel: 028. 54161820 – 54161822 / Fax: 028. 54161823 – 54161824  
Email: [th-pc.vsa@vosagroup.com](mailto:th-pc.vsa@vosagroup.com) Website: [www.vosa.com.vn](http://www.vosa.com.vn)

**LETTER OF AUTHORIZATION**

*(Re: Participation in the Annual General Meeting of Shareholders 2026)*

**1. AUTHORIZER:**

Full name/Organization name: .....  
ID Number/Passport/Business Registration Certificate No: .....  
Date of issuance: ..... Place of issuance: .....  
Shareholder Code: .....  
Address: .....  
Telephone number:.....  
Email address: .....  
Number of shares owned/represented: ..... (In words:.....  
.....shares)

**2. AUTHORIZED PARTY:**

Full name:.....  
ID Number/Passport No:.....  
Date of issuance: ..... Place of issuance: .....  
Address: .....  
Telephone number:.....  
Email: .....  
Number of authorized shares: ..... In words:.....  
.....shares)

**3. CONTENT OF AUTHORIZATION:**

- The Authorized Party is fully empowered to represent the Authorizing Party in attending the 2026 Annual General Meeting of Shareholders and to exercise all shareholder rights and fulfill all obligations associated with the number of shares authorized.
- This Letter of Authorization is valid only for the duration of the General Meeting of Vietnam Ocean Shipping Agency Corporation and shall automatically expire upon the conclusion of the meeting. The Authorized Party shall not transfer or delegate this authorization to any third party.
- The Authorizing Party affirms full responsibility for this authorization and commits to complying with all relevant legal regulations and the Charter of Vietnam Ocean Shipping Agency Corporation.

**AUTHORIZED PARTY**  
*(Signature & Full Name)*

March ... , 2026  
**AUTHORIZER**  
*(Signature & Full Name)*

**Note:**  
*- This Letter of Authorization shall only be considered valid if submitted to the Organizing Committee prior to the official commencement of the Annual General Meeting.*



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**WORKING REGULATIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**VIETNAM OCEAN SHIPPING AGENCY CORPORATION**

**Pursuant to:**

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019; and accompanying sub-laws;*
- *Decree 155/2020/ND-CP detailing the implementation of a number of articles of the Securities Law was passed on December 31, 2020;*
- *Charter of Organization and Operation of Vietnam Ocean Shipping Agency Corporation;*
- *Internal regulations on corporate governance of Vietnam Ocean Shipping Agency Corporation.*

In order to ensure the 2026 Annual General Meeting of Shareholders (AGM) of Vietnam Ocean Shipping Agency Corporation (hereinafter referred to as the Company) successfully completed the General Meeting, and the Board of Directors has established the following regulations, principles of operation, conduct, and voting procedures:

**Article 1. Purpose:**

- Ensure that the procedures, principles of conduct, and voting at the Company's annual General Meeting of Shareholders are conducted in accordance with regulations and are successful.
- The resolutions of the General Meeting of Shareholders reflect the unanimous will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

**Article 2. Subjects and Scope**

- **Applicability:** All shareholders, representatives (authorized persons) of shareholders owning shares of the Company, and guests attending the Company's annual General Meeting of Shareholders must comply with the regulations in this Working Regulations, the Company's Charter, and current legal regulations.
- **Scope of application :** This regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation.

**Article 3. Explanation of terms/abbreviations**

- Company : Vietnam Ocean Shipping Agency Corporation
- BOD : Board of Directors

- BOS : Board of Supervisors
- OC : Organizing Committee
- AGM : General Shareholders' Meeting
- Delegates : Shareholders, representatives ( *authorized persons* )

#### **Article 4. Conditions for holding a General Meeting of Shareholders**

- The General Shareholders' Meeting is convened when the number of delegates attending the meeting represents more than 50% of the total voting rights. <sup>1</sup>.
- If the first meeting fails to meet the quorum requirements as stipulated in Clause 2, Article 18 of the Company's Charter, a notice of the second meeting shall be sent within 30 days from the date of the first scheduled meeting. The second General Meeting of Shareholders shall be convened when the number of shareholders attending represents 33% or more of the total voting shares.
- If the second meeting fails to meet the quorum requirements as stipulated in Clause 2, Article 18 of the Company's Charter, a notice of the third meeting shall be sent within 20 days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes cast by the shareholders present.

#### **Article 5. Delegates participating in the 2026 Annual General Meeting of Shareholders**

- All shareholders of the Company, as listed on **February 5, 2026** , have the right to attend the General Meeting of Shareholders or authorize a representative to attend on their behalf.
- Rights of shareholders and authorized representatives of shareholders when attending the General Meeting:
  - a) Individuals may attend the General Meeting in person or authorize another person to attend on their behalf in writing (using the Company's form). If more than one authorized representative is appointed to attend, the number of shares held by each representative must be specifically stated;
  - b) All matters within the authority of the General Meeting shall be discussed and voted on in accordance with the 2020 Enterprise Law, other relevant legal documents, and the Company's Charter;
  - c) Each shareholder or authorized representative attending the General Meeting will be provided with an account and password (to log in via the software: ezgsm.fpts.com.vn),

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<sup>1</sup>Clause 1, Article 18 of the Company Charter



- and meeting documents immediately after registering to attend the General Meeting with the Shareholder Eligibility Verification Committee;
- d) Shareholders or authorized representatives who arrive late before the General Meeting concludes have the right to register and participate in voting immediately at the General Meeting on issues not yet voted on. In such cases, the Chairman is not obligated to stop the General Meeting, and the validity of any votes already cast will not be affected.
  - The obligations of shareholders and their authorized representatives when attending the General Meeting:
  - e) Shareholders or authorized representatives attending the General Meeting must bring their Citizen Identification Card or Passport, a letter of authorization (for authorized representatives), and register their attendance with the Shareholder Eligibility Verification Committee.
  - f) Dress appropriately . Recording or filming the Meeting must be publicly announced and approved by the Meeting Chairman;
  - g) Register to speak at the Meeting as per regulations, adhere to the speaking time, and ensure the content of your speech is within the scope of the Meeting program;
  - h) Speeches and votes must conform to the guidelines of the Meeting Organizing Committee and comply with the direction of the Meeting Chairman;
  - i) No actions that obstruct or disrupt order, preventing the meeting from being conducted fairly and legally, are permitted; no disruption or obstruction of the normal proceedings of the Meeting is allowed.
  - j) Comply with the authority of the Chairman of the Meeting;
  - k) Strictly abide by the Regulations and respect the results of the work at the Meeting.

#### **Article 6. Guests at the Meeting**

- As management positions within the Company, guests and members of the General Meeting Organizing Committee are not shareholders of the Company but are invited to attend the General Meeting.
- Guests are not allowed to speak at the Meeting (*except in cases where they are invited by the Meeting Chairman, or have registered in advance with the Meeting Organizing Committee and have received the Chairman's approval*).

#### **Article 7. Shareholder Eligibility Verification Committee**

- The shareholder eligibility verification committee of the General Meeting consists of 3 people, including 1 Chairman and 2 members, and is accountable to the Presidium and the General Meeting of Shareholders for its duties.

The Shareholder Eligibility Verification Committee, as specifically introduced by the Chairman, includes the following:

| No. | Member Name         | Note              |
|-----|---------------------|-------------------|
| 1   | Tran Cong Toan      | Head of Committee |
| 2   | Nguyen Bao Linh     | Member            |
| 3   | Do Nguyen Minh Hien | Member            |

1. The Shareholder Eligibility Verification Committee is established by the Board of Directors before the General Meeting of Shareholders to verify the eligibility of shareholders to attend the meeting.
2. The Shareholder Eligibility Verification Committee reports to the General Meeting of Shareholders on the results of verifying the eligibility of shareholders to attend the meeting and announces the percentage of shareholders who are eligible/ineligible to attend the General Meeting of Shareholders.
3. Assisting in and overseeing voting activities of the Vote Counting Committee.

**Article 8. the Meeting Chairman and the Presidium**

- The Chairman of the Board of Directors or a member of the Board of Directors authorized by the Chairman of the Board of Directors shall preside over the Annual General Meeting of Shareholders.
- The Chairman introduces the three members of the Presidium: the Chairman/Authorized Member of the Board of Directors, the General Director, and the Head of the Board of Supervisors, for the General Meeting's approval.
- The powers and responsibilities of the Presidium .  
In accordance with the provisions of the Enterprise Law, the Company Charter, and the Company's Internal Governance Regulations, specifically as follows:
  - In the event that the Chairman/Member of the Board of Directors authorized by the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting by majority vote. If no chair is elected, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect a chair from among those present, and the person with the highest number of votes shall be the chair.
  - In other cases, the person who signs the summons for the General Meeting of Shareholders will preside over the meeting to elect the Chairman, and the person with the highest number of votes will be appointed as the Chairman.
  - The Chairman has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.
- The role of the Presidium:

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- a) Conduct the Meeting in accordance with the agenda and the rules and regulations approved by the Meeting;
- b) Assigning and introducing representatives from the Board of Directors and the Board of Supervisors of the Company to present reports at the General Meeting;
- c) Introducing the members of the vote counting committee for the Meeting to vote on;
- d) Introduce the members of the Presidium for the Meeting to vote on;
- e) Instructions for the Meeting to discuss and vote on issues included in the Meeting's agenda and related matters throughout the Meeting;
- f) Respond to and acknowledge the issues related to the agenda approved by the Meeting;
- g) Addressing issues that arise throughout the Meeting.
- h) Approve and issue documents, results, minutes, and resolutions of the Meeting after its conclusion.
- i) The Chairman operates on the principle of democratic centralism and makes decisions by majority vote.

**Article 9. Meeting Secretariat:**

- The General Meeting's Secretariat consists of two members appointed by the Chairman, who are accountable to the Presidium and the General Meeting of Shareholders for their duties and operate under the direction of the Presidium. Specifically, the details are as follows:

| No. | Member Name         | Note   |
|-----|---------------------|--------|
| 1   | Dinh Quang Trung    | Head   |
| 2   | Do Nguyen Minh Hien | Member |

- Mission :
- a) Receive and review registered opinions from shareholders, and forward them to the Presidium for decision.
  - b) Record the minutes of the General Meeting of Shareholders fully and truthfully, including all the proceedings of the meeting and the issues that were approved or raised by shareholders at the meeting;
  - c) Assist the Chairman in announcing the draft minutes of the General Meeting meeting and the resolutions on the issues adopted at the General Meeting.
  - d) Other tasks as assigned by the Presidium.

**Article 10. Vote Counting Committee**

- The vote counting committee, introduced by the Chairman, consists of three people: one head and two members.

- The vote counting committee consists of the following members:

| No. | Member Name                                 | Note              |
|-----|---|-------------------|
| 1   | Mr. Tran Cong Toan – Head of the THPC       | Head of Committee |
| 2   | Mr. Le Tuan Anh - Head of the TCNS          | Member            |
| 3   | Mr. Le Quoc Cuong – Deputy Head of the THPC | Member            |

- Supervising the Vote Counting Committee: Ms. Duong Thi Hong Hanh – Head of the Board of Supervisors
- The responsibilities of the vote counting committee:
- Present the election regulations for approval by the General Meeting of Shareholders;
  - Instructions for using the ballot
  - Inspect and supervise the voting process, vote counting, and prepare a written report on the vote counting results, and to report the results to the General Meeting of Shareholders in a truthful and accurate manner. The report on the vote counting results must be signed by all members of the Vote Counting Committee. Members who refuse to sign this report must explain their reasons for refusal, and these reasons will be included in the appendix to the report.

#### **Article 11. Discussion at the Meeting**

##### **1. Principle:**

- Discussions will only be conducted within the allotted time and will be limited to the issues presented in the General Shareholders' Meeting agenda.
- Only delegates are allowed to participate in the discussion;

##### **2. Responding to the delegates' questions:**

- Based on the questions raised by the delegates, the Chairman or a member designated by the Chairman will directly answer the delegates' questions at the Meeting;
- In case of time constraints, questions that are not answered directly at the General Meeting will be answered by the Company through other means after the meeting.

#### **Article 12. Voting at the Meeting**

##### **1. Principle:**

- All matters on the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders (via electronic voting).

##### **2. Electronic voting:**

- Voting method:

- Delegates choose one of three voting options – “Approve,” “Disapprove,” or “No Opinion” – for each issue put to a vote at the Meeting, which are pre-set in the electronic voting system.
- Afterward, the delegates proceed to confirm their votes so that the electronic voting system can record the results.
- Voting procedures (specifically stipulated in the Regulations on Nomination, Candidacy, and Supplementary Election of the Board of Directors)
- Other regulations when conducting electronic voting:
  - If a delegate does not complete all the voting and election procedures as outlined in the Meeting agenda, the remaining issues that were not voted on or elected will be considered as if the delegate did not cast a vote on those issues.
  - In the event that issues arise outside the agenda of the Meeting, delegates may vote or hold supplementary elections. If delegates do not vote or participate in the elections on these issues, it will be considered that the delegates did not vote or participate in the elections on those issues.
  - Delegates may change the results of votes and elections (but cannot cancel the results); this includes the results of supplementary votes and elections on issues arising outside the agenda of the Meeting. The online system only records the vote count for the final voting results at the time the electronic voting ends for each vote counting round as stipulated in the Meeting's working regulations.
- Electronic voting time for issues requiring a vote at the General Meeting (Rules of Procedure at the General Meeting; Regulations on nomination, candidacy, and supplementary election of Board of Directors members; General Meeting personnel; General Meeting program; Reports and proposals, Elections; Minutes, Resolutions of the General Meeting of Shareholders): Delegates shall vote from the time they complete the registration procedures until before the Organizing Committee announces the end of the electronic voting time for the voting items.
- Once the voting period ends, the system will no longer record any further electronic votes from delegates.

### **3. Voting rules:**

- Each 01 (one) share is equivalent to one voting right. Each attending delegate represents one or more voting rights.
- As of the shareholder record date (February 5, 2026), the total number of voting shares of the Company is 14,096,486 shares, equivalent to 14,096,486 voting rights.
- Issues requiring a vote at the General Meeting shall only be approved when supported by shareholders holding more than 50% of the total voting rights of all shareholders present at the meeting. In certain cases, as stipulated in Clause 1, Article 20 of the Company's Charter, the approval of 65% or more of the total voting rights of all shareholders present at the meeting is required.

- Note:
- Shareholders/authorized representatives with vested interests do not have voting rights on contracts and transactions valued at 35% or more of the Company's total assets as recorded in the most recent financial statement; such contracts or transactions are only approved when 65% or more of the remaining voting shares of the shareholders/authorized representatives vote in favor (according to Clause 4, Article 167, Enterprise Law 2020).
- Shareholders/authorized representatives of shareholders owning 51% or more of the total voting shares, or related parties of such shareholders, do not have voting rights in contracts and transactions with a value exceeding 10% (of the Company's total assets as recorded in the most recent financial statement) between the Company and that shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the 2020 Enterprise Law).

#### **4. Record the voting /election results.**

- The vote counting committee will check, compile, and report the results of the vote count for each issue according to the agenda of the Meeting to the Chairman. The results of the vote count will be announced by the Chairman immediately before the closing of the meeting.

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

All proceedings at the Shareholders' General Meeting must be recorded by the Meeting Secretary in the Shareholders' General Meeting Minutes. The Shareholders' General Meeting Minutes must be read and approved before the meeting adjourns.

#### **Article 14. Implementation of the Regulations**

These Working Regulations will be read publicly before the 2026 Annual General Meeting of Shareholders and will come into effect immediately upon the General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation voting to approve them.

Shareholders, authorized representatives, and guests who violate these Regulations will be subject to disciplinary action by the Presidium, depending on the specific offense, in accordance with the Company's Articles of Association and the Enterprise Law.

***These regulations shall take effect immediately upon being approved by the Company's General Meeting of Shareholders.***

#### ***Recipients:***

- General Shareholders' Meeting;
- Members of the Board of Directors, Board of Supervisors, and Board of Management;
- Archived: Documents, C.G Officers.

**O/B OF THE BOARD OF DIRECTORS  
AUTHORIZATION BY THE HAIRMAN**



**Tran Tuan Hai  
Member of the BOD**



**VIETNAM OCEAN SHIPPING AGENCY CORPORATION  
VOSA CORPORATION**

5th Floor, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City, Vietnam  
Tel: 028. 54161820 – 54161822 / Fax: 028. 54161823 – 54161824  
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**REGULATIONS**

**ELECTION FOR ADDITIONAL MEMBERS OF THE BOARD OF  
DIRECTORS AND BOARD OF SUPERVISORS AT  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
VIETNAM OCEAN SHIPPING AGENCY CORPORATION**

=====

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020.
- Based on the Charter of Vietnam Ocean Shipping Agency Corporation, which was approved by the founding General Meeting of Shareholders on June 14, 2006, and amended and supplemented on March 29, 2023.
- The 2026 Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation will conduct the election of additional members of the Board of Directors/Board of Supervisors for the 5th term (2024-2029) according to the regulations below:

**ARTICLE 1. Subjects of Election**

- All shareholders and authorized representatives of shareholders ( according to the Company's shareholder list as of February 5, 2026 ) present at the General Meeting have the right to vote.

**ARTICLE 2. Standards and conditions for membership in the Board of Directors and the Board of Supervisors:**

**2.1 - Standards and conditions for becoming a member of the Board of Directors**

*(As stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the Company Charter)*

- Having full legal capacity and not being subject to any restrictions on managing businesses as stipulated in the Enterprise Law;
- They must possess professional qualifications and experience in managing the company's business and are not necessarily shareholders of the company, unless otherwise stipulated in the company's charter.
- A member of a company's board of directors may also be a member of the board of directors of another company.

**2.2 - Standards and conditions for membership in the Board of Supervisors:**

*(According to Article 169 of the Enterprise Law and Article 6 of the Regulations on the Operation of the Board of Supervisors)*



- Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business operations of the enterprise;
- Not a family member of a member of the Board of Directors, Director or General Manager, or other manager;
- Not necessarily a company manager; not necessarily a shareholder or employee of the company;
- Not permitted to work in the company's accounting or finance department;
- Not to be a member or employee of an auditing organization approved to audit the Company's financial statements in the three (03) preceding years;
- Other standards and conditions as prescribed by relevant laws and the company's charter.

**ARTICLE 3. Nomination, candidates for the Board of Directors/Board of Supervisors and the number of members to be elected to the Board of Directors/Board of Supervisors.**

**3.1 - Nominations and candidates for the Board of Directors:**

- Shareholders holding common shares for a continuous period of at least six (06) months have the right to pool their voting rights to nominate candidates for the Board of Directors .
- Shareholders or groups of shareholders holding 10% or more of the total voting shares are entitled to nominate one (01) candidate.
- Shareholders or groups of shareholders holding from 10% to less than 30% of the total voting shares are entitled to nominate a maximum of two (02) candidates.
- Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares are entitled to nominate a maximum of three (03) candidates.
- Shareholders or groups of shareholders holding from 40% to less than 50% of the total voting shares are entitled to nominate a maximum of four (04) candidates.
- Shareholders or groups of shareholders holding from 50% to less than 60% of the total voting shares are entitled to nominate a maximum of five (05) candidates.
- Shareholders or groups of shareholders holding from 60% to less than 70% of the total voting shares are entitled to nominate a maximum of six (06) candidates, and if 70% or more, the full number of candidates is allowed to be nominated.
- If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient to meet the requirements stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General

Meeting of Shareholders votes to elect members of the Board of Directors /Board of Supervisors in accordance with the law.

### **3.2 - Nominations and candidates for the Board of Supervisors:**

- Self-nomination and nomination of candidates for the Board of Supervisors are governed by the principle that shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Supervisors. Shareholders or groups of shareholders owning:
  - a) From 10% to less than 20% of the voting shares, one (01) candidate can nominate or propose himself/herself;
  - b) From 20% to less than 50% of the voting shares, a maximum of two (02) candidates may nominate themselves or propose themselves;
  - c) From 50% or more of the voting shares, a maximum of three (03) candidates may nominate themselves or propose.
- Common shareholders who form a group to nominate candidates for the Board of Supervisors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;
- If the number of candidates for the Board of Supervisors nominated through election and candidacy is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Supervisors shall nominate additional candidates or organize nominations in accordance with the company's charter, internal regulations on corporate governance, and the Board of Supervisors's operating regulations. The incumbent Board of Supervisors's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervisors in accordance with the law.

### **3.3 - Number of additional members elected to the Board of Directors and the Board of Supervisors :**

- The number of additional members elected to the Board of Directors is **01** (one) member.
- The number of additional members elected to the Board of Supervisors is **01** (one) member.

## **ARTICLE 4. Ballots and ballot filling**

### **4.1 - List of candidates for the Board of Directors/Board of Supervisors:**

- Please write your full name on the ballot, arranged alphabetically by name.

### **4.2 - Ballots**

- The ballot (voting slip) is the ballot provided by the Company to the Delegates through the electronic voting system.
  - How to choose ballots for the Board of Directors/Board of Supervisors:

- ✓ Delegates elect a maximum number of candidates equal to the number of members to be elected;
- ✓ If delegates choose to consolidate all votes for one candidate or divide all votes equally among all candidates, they should mark the "**Consolidate votes equally**" box for the corresponding candidates.
- ✓ If the number of votes is not equal for each candidate, delegates should clearly indicate the number of votes cast in the "**Number of votes**" box for each candidate.

**Note:**

If a delegate checks the "**Vote evenly**" box and also enters the number of votes in the "Number of votes" box, the result will be based on the number of votes in the "**Number of votes**" box .

- The following ballots will be considered invalid:
  - The number of candidates elected by the delegates was greater than the number of members to be elected .
  - The ballot shows that the total number of votes cast for the candidates by the delegates does not equal the total number of votes allowed.
- In case of errors, shareholders may change the election results (but cannot cancel the election results); this includes supplementary election results for issues arising outside the agenda of the General Meeting. The online system only records the vote count for the final election results at the time of completion of electronic voting for each vote counting round as stipulated in the rules of procedure of the General Meeting.
- After the voting is complete, the system will automatically record the end of the vote count.

**ARTICLE 5. Method of Election**

- Election method: *(According to Clause 3, Article 148 of the 2020 Enterprise Law)*
  - The voting method is cumulative: each shareholder has a total number of votes corresponding to the total number of shares they own multiplied by the number of members to be elected to the Board of Directors/Board of Supervisors.
  - Attendees have the right to cast all of their votes for one or more candidates.
  - Delegates attending the election access the electronic voting system and proceed with their voting (please note that delegates must vote within the electronic voting period specified in the Rules of Procedure).
  - In case of an incorrect choice: Delegates should access the electronic voting system and re-vote (note that delegates must vote within the electronic voting period specified in the Rules of Procedure).

**ARTICLE 6. Vote Counting Committee**

- The Vote Counting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders;
- The Vote Counting Committee is responsible for:

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*Regulations for electing additional members of the Board of Directors/Board of Supervisors at the 2026 Annual General Meeting of Shareholders*

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- + Prepare a vote counting report;
- + Announce the vote count results;
- + Together with the presiding committee, address any questions or complaints from shareholders (if any).
- Members of the Vote Counting Committee are not allowed to be on the list of nominees and candidates for the Board of Directors/Board of Supervisors;

**ARTICLE 7. Cumulative voting principle, principle of election of members of the Board of Directors/Board of Supervisors.**

**7.1 - Cumulative voting principle:** As guided by the appendix attached to these Regulations.

**7.2 - Principles of Election:**

- Achieve the highest percentage of voting shares until the required number of members is reached {the percentage of voting shares is taken from top to bottom until **01** (one) member is elected for the Board of Directors/Board of Supervisors}.
- If the first round of elections fails to select the required number of Board of Directors/Board of Supervisors members, the General Meeting of Shareholders will conduct a second round of supplementary elections for the candidates who did not qualify in the first round. If, after two rounds of elections, the required number of Board of Directors/Board of Supervisors members is still not selected, the General Meeting and the Presiding Committee will decide whether to continue the elections.

**ARTICLE 8. Preparation and publication of the vote counting minutes**

- After counting the votes, the Vote Counting Committee must prepare a vote counting report. The contents of the vote counting report include: the total number of shareholders attending the meeting, the total number of shareholders participating in the vote, the percentage of voting rights of shareholders participating in the vote compared to the total number of voting rights of shareholders attending the meeting (according to the cumulative voting method ), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the Board of Directors /Board of Supervisors;
- The full text of the vote count report must be published before the Meeting.

**ARTICLE 9.** Complaints regarding the election and vote counting will be resolved by the meeting chairman and recorded in the minutes of the Shareholders' General Meeting.

- This regulation consists of 9 articles and will be read publicly before the General Meeting of Shareholders for voting and approval.

**O/B OF THE BOARD OF DIRECTORS  
AUTHORIZATION BY THE HAIRMAN**



**Tran Tuan Hai  
Member of the BOD**



*Ho Chi Minh City, March 06, 2026*

**REPORT OF THE BOARD OF DIRECTORS ON THE RESULTS  
OF OPERATIONS IN 2025 AND THE PLAN, OPERATIONAL  
ORIENTATION IN 2026**

Dear Shareholders!

The Board of Directors (BOD) of Vietnam Ocean Shipping Agency Corporation hereby reports to the Shareholders on the results of operations and governance of the Board of Directors in 2025, and the plan, operational orientation of the Board of Directors in 2026, as follows:

**I. Board of Directors' assessment of the Company's performance in 2025.**

**1. The Board of Directors' assessment of the Company's performance, including its environmental and social responsibility .**

In 2025, the Board of Directors closely followed the specific action plan to realize the resolutions of the Annual General Meeting of Shareholders on June 26, 2025. Faced with the complex fluctuations of the domestic and international economic and political situation, the Board of Directors proactively analyzed and promptly identified opportunities and challenges to make flexible operational decisions. Supervision and guidance to the Board of Management were carried out consistently through the BOD's resolutions and decisions, ensuring that business operations followed the strategic direction.

The collective efforts of the Board of Directors, the Board of Management, and all employees in 2025 are demonstrated through the following key results:

Regarding financial results: The Board of Directors and the Board of Management presented to the Annual General Meeting of Shareholders the business plan for 2025, which was unanimously approved, as follows:

Total revenue: 1,036,000,000,000 VND.

+ Profit before tax: 19,000,000,000 VND.

- The audited business results for 2025:

Unit: Million VND

| <b>Target</b> | <b>AGM<br/>Plan 2025</b> | <b>Actual<br/>2025</b> | <b>Actual<br/>2024</b> | <b>General<br/>Meeting of<br/>Shareholders</b> | <b>Actual<br/>2025<br/>/2024</b> |
|---------------|--------------------------|------------------------|------------------------|--|----------------------------------|
| Total revenue | 1,036,000                | 1,100,120              | 1,121,390              | 106%   | 98%                              |

|                                 |        |        |        |      |      |
|---------------------------------|--------|--------|--------|------|------|
| Profit from business operations |        | 15,710 | 12,513 | 105% | 126% |
| Profit before tax               | 19,000 | 30,397 | 27,804 | 160% | 109% |

The 2025 Annual General Meeting of Shareholders approved VOSA's revenue plan for 2025 at VND 1,036 billion, equivalent to the first revenue target assigned in document No. 2214/HHVN-PTTT dated December 31, 2024, from the Vietnam Maritime Corporation. However, with VOSA's orientation to develop its commercial services segment and expand its accompanying logistics services, on March 26, 2025, the Vietnam Maritime Corporation adjusted the 2025 revenue target upwards by VND 179 billion, raising the total revenue target assigned in the second round to VND 1,215 billion.

Amidst ongoing global economic uncertainties, geopolitical conflicts, trade tensions, and unstable global logistics demand, VOSA has strived to maintain efficient production and business operations, achieving total revenue of VND 1,100 billion in 2025, equivalent to 91% of the plan assigned by Vietnam Maritime Corporation, exceeding the plan approved at the General Meeting of Shareholders by 6% and equaling 98% compared to the same period in 2024. This result clearly demonstrates the great efforts of the leadership and employees in adapting to difficult market conditions and fierce competition.

A highlight of 2025 is the significantly improved business efficiency and cost control. Pre-tax profit in 2025 reached VND 30.4 billion, equivalent to 160% of the assigned plan and 109% compared to 2024. This result accurately reflects the company's business orientation of continuously improving service quality, focusing on efficiency and customer satisfaction. As a result, both profits from production and business operations and financial profits recorded growth, especially gross profit from ship agency, liner agency, and transport agency activities, which showed positive growth, helping to offset the decline in some other areas.

Regarding governance and management: The Board of Directors acknowledges the positive progress in implementing the new governance system, which helps optimize operating costs. Standardizing SOP procedures and applying the KPI/3Ps compensation system has created a transparent legal framework and improved coordination among departments.

Regarding social and environmental responsibility: The company continues to affirm its reputation through the full fulfillment of its tax and state budget obligations. The Board of Directors always focuses on ensuring the legitimate rights, job stability, and income of employees. At the same time, Vosa actively maintains its core values: Unity – Democracy – Discipline – Innovation – Development through internal emulation movements and social welfare activities .

## **2. The Board of Directors' assessment of the Board of Management's performance .**

**a. Comply with laws and internal regulations:**

The Board of Directors acknowledges and highly appreciates the Board of Management's performance in managing the Company . specifically :

- The Board of Management has strictly complied with the regulations of the Enterprise Law, the Company Charter, and internal regulations. In particular, the full implementation of the Resolutions and Decisions of the Board of Directors has ensured consistency in direction and management.

- The Board of Management has finalized the Standard Operating Procedures (SOP) system and aggressively implemented the KPI evaluation system combined with the 3Ps salary mechanism. This is considered an important leverage, creating genuine work motivation, and transparently defining the responsibilities and authority of each individual and unit.

- The model of delegation of authority coupled with accountability has been effectively implemented by the Board of Management, contributing to increased transparency and professionalism in the management system.

**b. Managing production and business operations:**

In 2025, the company's Board of Management proactively and promptly issued many sound decisions and implemented a comprehensive set of key solutions to overcome difficulties, maintain growth, and improve operational efficiency, specifically:

- Customer-centric solutions: Strengthening the business philosophy of "customer-centricity," increasing customer engagement, and closely monitoring customer needs in every service. A 2025 customer survey showed that 95% of customers rated the quality of services provided by the company as "good."

- Strengthening marketing efforts and market development, focusing on developing FDI clients and services that yield high business efficiency. In 2025, VOSA successfully met the KPI target for FDI client development assigned by the Corporation, having signed contracts with 7 FDI clients (target: 5 clients).

- Human Resources Solutions: Strengthen the human resources system from the company level to the branches, improve management and operational capabilities. Focus on improving the quality of personnel through internal training sessions, sharing practical experiences between units, and enhancing the professional skills of employees.

- Information technology solutions: Strengthen the application of digital transformation in production and business. Gradually deploy and apply Big Data systems in management and production and business, serving the analysis of customer data, output, revenue, costs, and the efficiency of each service, each route, and each unit; thereby improving forecasting quality, supporting timely decision-making, optimizing resources, and enhancing the quality of services provided to customers.

- Financial solutions: Manage finances in a transparent and efficient manner. Implement a cost-saving policy throughout the company. Strengthen the management

and collection of outstanding debts.

- Effectively manage capital, capital flow, and cash flow. Practice thrift, combat waste, and use capital in a planned and efficient manner in production, business, and investment activities. Closely monitor and execute the Quang Ninh 1B General Warehouse project on schedule.

**\* Results by business area:**

**2.1. Ship agency activities:**

Revenue from ship agency operations in 2025 reached VND 67,449,744,843 – equivalent to 107% compared to the previous year.

Gross profit from shipping agency operations in 2025 reached VND 26.3 billion, equivalent to 116% of the 2024 figure.

Ship volumes in the Quang Ninh, Hai Phong, Da Nang, and Ho Chi Minh City areas generally increased slightly throughout 2025, resulting in good year-on-year revenue growth for most units from ship agency services. Specifically, VOSA Hai Phong achieved 111%, VOSA Ben Thuy 111%, VOSA Quang Ninh 112%, Orimas 145%, and VOSA Nha Trang 119% compared to 2024.

**Freight Forwarding Agency :**

Revenue from freight forwarding agency operations in 2025 reached VND 719,975,864,791 - equivalent to 105% compared to the same period of the previous year.

Recognizing this as a crucial business activity, accounting for a significant portion of the company's total revenue, the company continued to strengthen its marketing efforts in 2025, reaching out to customers, especially targeting FDI clients. In 2025, revenue from transportation agency operations at most units grow well compared to 2024.

Responding to the " 40-Day Rapid Finish Line " campaign launched by the Vietnam Maritime Corporation, VOSA quickly joined the effort with a decisive, proactive, and effective spirit. In a short time, the company recorded positive and clear results: Revenue from freight forwarding agency operations at the VOSA Ben Thuy branch in the fourth quarter reached VND 6.6 billion, equivalent to 94% of the total revenue for 2025. VOSA parent company boosted the provision of customs, transportation, and related logistics services, generating VND 6.7 billion in revenue in the fourth quarter, making a significant contribution to the overall business results of the entire company.

**2.3. Liner agency activities :**

Liner agency revenue in 2025 reached VND 36,234,576,413, equivalent to 97% compared to the same period of the previous year.

VOSA's liner operating revenue in 2026 is projected to decline significantly due to Sinolines' separation into a joint venture in December 2025. The NVOCC New Zealand route has only recently resumed operations, resulting in low throughput and revenue. The NVOCC Jizhou route is not expected to launch yet due to unfavorable

market conditions.

#### **2.4. Warehouse operations:**

Revenue from warehouse operations in 2025 reached VND 132,827,668,108 – equivalent to 97% of the same period in 2024.

Overall, the efficiency of VOSA's warehouse system is still low and not commensurate with its potential, due to objective reasons such as: high land lease prices, continuous increases by the State in recent years affecting exploitation plans and stability; low competitive advantage due to deteriorating infrastructure; the geographical location of the NorthFreight warehouse area has gradually lost its competitive advantage as ports in the Hai Phong area tend to move further offshore to accommodate larger vessels; and the warehouse system is dilapidated, resulting in high repair and maintenance costs.

In 2025, the company also focused on making good use of properties that had been underutilized in previous years: signing a lease agreement for the building at 147 Tran Hung Dao - Quy Nhon Branch, negotiating a rent increase for the Dao Tri warehouse area in Ho Chi Minh City...

#### **2.5. Tallying services:**

Revenue from inspection activities in 2025 reached VND 24,221,460,646 – equivalent to 94% compared to the same period of the previous year.

Overall, container inspection services are expected to remain stable in 2025, but are projected to decline sharply in 2026 due to Samudera/Hai Minh shipping company's planned cessation of container inspection services to reduce costs, and the port and shipping company's increased adoption of technology to reduce direct labor at the berths. Furthermore, Saigon Newport Corporation currently applies a package pricing policy, including container inspection and flight plan preparation for all container vessels, increasing the risk of a decline in inspection volume for Samudera/Hai Minh. A decrease in RORO vessel volume will lead to a decrease in inspection volume, which is currently the highest-value and most profitable segment in the inspection business.

#### **2.6. Maritime service activities:**

Revenue from maritime services in 2025 reached VND 28,728,795,657 – equivalent to 91% compared to the same period of the previous year.

This activity depends on the sudden demand of customers, is seasonal in nature, and is often an ancillary activity to ship agency services.

#### **c. Monitoring, coordination, and information dissemination:**

- The Board of Directors has closely monitored operational activities through two subcommittees (Internal Audit & Project Appraisal and Human Resources & Strategy). The Board of Management has coordinated in providing complete and timely reports and documents to support the appraisal process, ensuring accuracy and transparency.

- The relationship between the Board of Directors, the Board of Management,

and the Board of Supervisors is maintained closely and harmoniously in the spirit of shared responsibility. Outstanding or emerging issues in the production and business process are openly discussed and resolved definitively through regular meetings.

- The company has fulfilled its financial reporting and information disclosure obligations in accordance with legal regulations. Regular and extraordinary information is always timely and accurate, helping shareholders and investors stay closely informed about the company's situation. In particular, the successful organization of the annual general meeting on June 26, 2025, is a testament to the meticulous preparation of the Board of Management.

#### **d. Directions and recommendations for 2026:**

To maintain growth momentum and respond to new challenges (especially the change in strategic partnership structure when Sinolines separates to form joint ventures), the Board of Directors recommends that the General Director focus on the following task groups:

- Cost management: Continue to optimize management processes and reduce operating costs to improve profit margins.

- Innovation: Promote the application of digital technology in business operations and customer service to create a distinct competitive advantage.

- Human resources: Develop a high-quality workforce capable of quickly adapting to the changing global logistics market.

#### **\* Conclude:**

The Board of Directors assessed that the Board of Management had excellently fulfilled their duties in 2025. The combination of modern management thinking (KPIs, 3Ps) and decisive management efforts has created a solid foundation for the Company to confidently enter 2026 with higher goals. The Board of Directors believes that, with the unity of the leadership team and employees, VOSA will continue to develop strongly and sustainably.

### **3. Board of Directors' strategic plans and directions for 2026**

In 2026, the global and Vietnamese economies are projected to continue facing difficulties and challenges from geopolitical instability (Russia-Ukraine conflict, Middle East tensions) and increasing trade protectionism. In particular, new tariff policies and shifts in FDI flows require logistics businesses to be extremely adaptable. For Vosa, the biggest challenge is the change in strategic partnership structure as Sinolines separates into its own joint venture, demanding a revolution in internal capabilities to fill the market share gap.

Against this backdrop, the VOSA Board of Directors is steadfast in pursuing the goal of innovating its management methods based on the principles of: "1 system, 2 centers, 3 strategies" and "Putting customers and people at the center ." These are not just slogans, but guiding principles for institutionalizing all activities on a digital platform, based on core values: *Unity – Democracy – Discipline – Breakthrough – Development.*

### **a. Digital Transformation and Innovation :**

- Supply chain digitalization: Beyond the application of fragmented software, Vosa focuses on building a centralized data ecosystem. This includes applying AI in market forecasting and optimization of cargo flow; and researching Blockchain technology in managing maritime transport documents to enhance security and transparency.

- Enhance customer experience: Deploy online platforms that allow customers to track their order progress, manage fees, and interact in real time, turning technology into a direct competitive advantage.

### **b. Market focus and strategic alliances :**

- Proactively fill the liner gap: Develop an urgent roadmap to find and sign agreements with new shipping lines and NVOCC agents to replace Sinolines' market share. Focus on the FDI customer segment that is shifting to Vietnam.

- VIMC Ecosystem: Maximizing the advantages of being a member of the Vietnam Maritime Corporation (VIMC) to create a closed-loop service chain from seaports – maritime transport – maritime services, aiming to reduce intermediary costs and increase international bargaining power.

- International market expansion strategy: Not limited to the domestic market, Vosa will strengthen its presence in the East-West Economic Corridor markets (Laos, Thailand, Cambodia) and key export markets (EU, North America) through strategic agency cooperation agreements.

### **c. Human Resource Management and Corporate Culture**

- Building a "Lean – Efficient – Effective" organizational structure: Review and restructure the organizational chart to reduce intermediate levels and focus resources on units that directly generate revenue.

- Digital Human Resources: Retrain existing staff and attract experts in digital logistics and modern supply chain management. Build a high-performance work environment based on the successfully implemented KPI evaluation system and 3Ps compensation model.

### **d. Optimizing financial performance and managing risks :**

- Cash flow and capital management: Enhance financial forecasting capabilities, optimize working capital turnover, and tightly control accounts receivable. Restructure the investment portfolio, focusing capital on key infrastructure with the potential for quick returns, such as warehouses and container yards.

- Internal control: Enhance the role of internal auditing, establish an early warning system for financial risks and procedural violations to protect the assets and interests of shareholders.

### **e. Sustainable Development and Social Responsibility**

- Green logistics: Gradually transition to using clean energy in warehousing and transportation operations; prioritize cooperation with suppliers holding green

certifications, meeting the stringent standards of domestic and international markets and seaports.

#### 4. Key objectives and targets for 2026.

Based on a thorough analysis of risk factors and internal resources, the Board of Directors has set the following key targets:

##### a. Consolidated financial indicators:

- Total revenue: VND 1,200 billion.
- Profit before tax: VND 34.1 billion.

##### b. A decisive course of action is needed:

- Enhance the leadership role: Focus long-term investment on warehousing, multimodal transport, and logistics to offset revenue shortfalls from the Liner segment.

- Restructuring the organizational structure: Resolutely merge or dissolve branches and units that are operating inefficiently or not aligned with the strategic direction.

- Management discipline: Maintain the practice of monthly Board of Directors meetings to review KPI implementation, ensuring that all bottlenecks in production and business operations addressed by the Board of Management are resolved promptly.

##### \* Conclude:

2026 marks a year of transformation for VOSA, enabling it to stand on its own two feet after changes in its joint ventures. The Board of Directors is committed to acting with a spirit of "Decisiveness – Innovation – Efficiency" to not only preserve capital but also create sustainable added value for shareholders, affirming its leading position in the shipping agency and logistics sector of the Vietnam Maritime Corporation and VOSA.

## II. Corporate governance .

### 1. Board of Directors .

#### a. Members and structure of the Board of Directors:

| No. | Full name      | Position                    | Date of Appointment/ Date of Resignation/ Independent Board Member |                |
|-----|----------------|-----------------------------|--|----------------|
|     |                |                             | Appointment date   | Dismissal date |
| 1   | Do Tien Duc    | Chairman of the Board       | April 15, 2024   |                |
| 2   | Tran Tuan Hai  | Non-executive board members | April 15, 2024   |                |
| 3   | Phan Nhan Thao | Executive Board Member      | June 26, 2025  |                |

| No. | Full name        | Position                    | Date of Appointment/ Date of Resignation/ Independent Board Member |                |
|-----|------------------|-----------------------------|--|----------------|
|     |                  |                             | Appointment date   | Dismissal date |
| 4   | Tran Hong Quang  | Non-executive board members | April 15, 2024   |                |
| 5   | Nguyen Duc Thien | Full-time Board Member      | April 15, 2024   |                |
| 6   | Nguyen The Tiep  | Independent Board Member    | April 15, 2024   |                |
| 7   | Dang Hong Truong | Independent Board Member    | April 15, 2024   |                |

*(\*) From October 29, 2025, Chairman of the Board of Directors Do Tien Duc has delegated all authority and responsibilities to Mr. Tran Tuan Hai according to Authorization Letter No. 438/GUQ-VOSA to ensure smooth operation.*

**b. Subcommittees of the Board of Directors:**

- Subcommittee on Internal Audit and Project Appraisal.
- Subcommittee on Human Resources and Strategy.

**c. Activities of the Board of Directors:**

- Operating principle: The Board of Directors always performs its duties in the spirit of upholding the law, ensuring that all decisions strictly comply with the Enterprise Law, the Company Charter, and current internal governance regulations.

- Meeting and consultation mechanism: In 2025, the Board of Directors maintained a flexible and effective governance approach through 7 in-person meetings (including regular and extraordinary meetings) and 53 written consultations. This mechanism ensured that all issues arising in production and business were handled promptly and within the proper authority.

- Results of policy issuance: The Board of Directors issued a total of 73 Resolutions/Decisions, creating an important legal framework for the Company's operations. These focused primarily on: Production and Business Plan (15 Resolutions); Internal Management (11 Resolutions); Organizational Structure & Personnel (20 Resolutions); and decisions on investment and risk control.

- Member performance quality: Board members consistently demonstrate a high sense of responsibility, contributing insightful and multifaceted critical opinions, thereby improving the quality of resolutions and strategic directions of the Company.

**d. Activities of independent non-executive board members:**

Independent members of the Board of Directors actively participate or authorize others to participate and contribute opinions at meetings as prescribed by law, the Company's Articles of Association, and the Company's regulations and rules.

**e. Activities of the Board of Directors' Subcommittees:**

- **Internal Audit and Project Appraisal Subcommittee (IA&P):** The Subcommittee developed an internal audit plan at the beginning of 2025; however, the VIMC's Capital Representatives has not yet approved the 2025 audit plan. Therefore, in 2025, the IA&P Subcommittee has not been able to implement tasks related to internal auditing at the Company's branches and units.

- **Human Resources and Strategy Subcommittee:** This subcommittee has performed well in its advisory role in optimizing the organizational structure and formulating a long-term vision for Vosa.

• **Regarding human resource management:**

+ Personnel planning: Coordinate with the Board of Management in planning for future leadership personnel; implement a leadership rotation program between branches to train the team and create a fresh atmosphere for the units.

+ Improve the human resources system: Directly participate in developing and revising regulations on salaries, bonuses, and benefits (especially the KPI system and the 3Ps salary system ) to promote labor performance.

• **Regarding business strategy and planning:**

+ Vision Planning: Advise the Board of Directors on identifying key strategic objectives and production and business targets for 2026 in the context of a volatile market. Simultaneously, continue to review and update the development strategy for the 2025-2030 period to align with the overall direction of VIMC Corporation.

+ System restructuring: Contributing expert opinions to the corporate restructuring process. In particular, the Subcommittee closely monitored and supported the completion of procedures for transforming the operating model of the Vosa Saigon Branch , ensuring stability and efficiency after the transformation.

The above is the Board of Directors' report on governance and operational results for 2025 and the Board's plans and directions for 2026. Finally, the Board of Directors would like to extend its best wishes for health, happiness, and success to all shareholders of the Company.

We wish the Meeting great success.

**O/B OF THE BOARD OF DIRECTORS  
AUTHORIZATION BY THE CHAIRMAN**



**Tran Tuan Hai  
Member of the Board of Directors**

*Ho Chi Minh City, March 06, 2026*

**REPORT**  
**BY INDEPENDENT BOARD OF DIRECTORS MEMBER PRESENTED  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders of Vietnam Ocean Shipping Agency Corporation (VOSA),

Based on the 2020 Enterprise Law; the Charter of Organization and Operation of Vietnam Ocean Shipping Agency Corporation; the Regulations on the Operation of the Board of Directors and relevant legal provisions, as an independent member of the Board of Directors, I hereby present to the General Meeting of Shareholders the Report on the performance of my duties in independently monitoring and evaluating the management, operation and financial situation of the Company in the fiscal year 2025.

**I. Scope, principles, and basis for carrying out the task.**

During fiscal year 2025, I fully participated in all Board of Directors meetings, as well as written consultations. My duties were carried out on the principles of independence, objectivity, compliance with the law, and ensuring a balance of interests between the Company and its shareholders.

**II. Assessment of Performance and Financial Situation in 2025.**

Based on the audited financial statements for 2025, I note:

- Total revenue from sales and services in 2025 is expected to reach approximately VND 1,100 billion.
- Pre-tax profit reached VND 30.397 billion, achieving 160% of the assigned plan.

These results reflect the significant efforts of the Board of Directors, the Board of Management, and all employees in controlling costs, improving operational efficiency, and adapting to the volatile maritime and logistics market.

However, from an independent perspective, I believe the Company needs to continue closely monitoring the sustainability of its profits, the revenue structure across its business segments, and the risks arising from its core services.

**III. Evaluation of the Board of Directors' performance.**

In 2025, the Board of Directors maintained effective operations with 7 in-person meetings and 53 written consultations, issuing a total of 73 Resolutions and Decisions. These decisions were issued within the Board's authority, in compliance with the law and the Company's Charter.



I appreciate the strategic leadership role of the Board of Directors, particularly in implementing modern governance tools such as the KPI system and the 3Ps compensation mechanism. However, the Board of Directors needs to strengthen thematic meetings on medium- and long-term strategy, risk management, and investment.

#### **IV. Evaluation of the Board of Directors and the Control System.**

The Board of Directors has seriously implemented the resolutions of the BOD, ensuring the stable and efficient operation of the Company's production and business activities. The internal control system has been gradually improved, and the subcommittees of the Board of Directors have effectively fulfilled their supervisory roles.

#### **V. Transparent corporate governance and shareholder protection.**

The company has fully complied with its information disclosure obligations as required by law, organized a transparent General Shareholders' Meeting, and ensured shareholders' right to access information and exercise oversight.

In the future, the company needs to continue to adhere to good corporate governance practices and enhance proactive and systematic communication with shareholders and investors.

#### **VI. Recommendations of independent member of the Board of Directors.**

1. Develop a roadmap for applying AI to VOSA's management and operations.
2. The proportion of profit from financial activities accounts for 55% of total pre-tax profit. It is recommended to increase the proportion of profit from core service activities.
3. Develop a plan for the effective use of the Development Investment Fund.
4. Strengthen the Board of Management to enable more effective business management.

#### **VII. Conclusion.**

The fiscal year 2025 has been a year of significant efforts and positive results for the Board of Directors and the Company's Executive Management. As an independent member of the Board of Directors, I am confident that the Company will continue to develop sustainably, delivering long-term value to shareholders.

**Independent Board Member**



**DANG HONG TRUONG**

*Ho Chi Minh City, March 06, 2026*

**REPORT**  
**INDEPENDENT BOARD OF DIRECTORS MEMBER PRESENTED TO  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders of Vietnam Ocean Shipping Agency Corporation (VOSA),

As an independent member of the Board of Directors, I would like to submit to the shareholders the following assessment report on the company's governance and financial performance for the fiscal year 2025:

**I. Scope, principles, and basis for carrying out the task**

I performed my supervisory duties in accordance with the Enterprise Law and the Company's Charter. All assessments were based on objectivity, protecting the legitimate interests of the Company and its minority shareholders. During the year, I fully attended all meetings and contributed opinions to strategic decision-making.

**II. Evaluation of Performance and Finance Results for 2025**

I agree with the figures in the audited financial statements:

- Revenue reaching 1,100 billion VND is proof of good adaptation to the market.
- A pre-tax profit of VND 30.397 billion (exceeding the plan by 60%) is a very positive result.
- However, I believe there is still room for improvement in profit margins from our core logistics services through operational process optimization.

**III. Evaluation of the Board of Directors' Performance**

The Board of Directors has held 7 in-person meetings and 53 written consultations. The issuance of 73 Resolutions/Decisions demonstrates close supervision. I highly appreciate the application of the KPI system and the 3Ps compensation system; this is an important step forward in modern human resource management.

**IV. Evaluation of the Management Board and Control System**

The Board of Directors has effectively managed and controlled the Company's operations and expenses, maintaining stable production and business within the



Company's core business. The internal control system operates effectively, helping to identify risks in maritime agency operations early.

## V. Transparent corporate governance and shareholder protection

VOSA has strictly complied with regulations on information disclosure in the securities market, organized the General Shareholders' Meeting according to proper procedures, and ensured fairness and transparency.

## VI. Recommendations of Independent Board Members

From an independent perspective, I suggest that the Board of Directors and the Executive Management pay attention to the following issues in 2026:

1. **Maintain profit growth:** of 15-20% annually, of which 70% comes from core business services, and stable dividends of 25-30% annually.
2. **Strengthening the Board of Management :** with 02 Deputy General Directors, with personnel directly from VOSA.
3. **Accelerating Digital Transformation:** It's not just about AI; synchronizing warehouse and transportation management software systems is essential to enhance competitiveness.
4. **Financial risk management:** In the context of fluctuating interest rates and exchange rates, contingency plans are needed for financial revenue to avoid impacting overall profits.
5. **Sustainable Development (ESG):** Building a "Green Logistics" roadmap to meet international standards, enabling VOSA to easily access major global customers.
6. **Human resource training:** Enhance specialized training for the next generation of personnel to meet the requirements of expanding the service network.

## VII. Conclusion

I highly appreciate the achievements made in 2025 and believe that with the current foundation, VOSA will continue to make breakthroughs in 2026.

**Independent Member of Board of Directors**



**Nguyen The Tiej**

**SUPERVISORY BOARD**

*Hanoi, March 2026*

**REPORT**

**ON SUPERVISION OF PRODUCTION AND BUSINESS ACTIVITIES,  
ACTIVITIES OF THE BOARD OF DIRECTORS AND GENERAL DIRECTOR**

To: Annual General Meeting of Shareholders in 2026  
of Vietnam Maritime Agency Joint Stock Company

The Supervisory Board respectfully reports to the 2026 Annual General Meeting of Shareholders on the results of supervision of activities Dynamic production and business of the Company and supervision of the activities of the Board of Directors, General Director of Vietnam Maritime Agency Joint Stock Company (VOSA) in 2025 as follows:

**I. EVALUATION OF THE RESULTS OF MONITORING THE IMPLEMENTATION OF BUSINESS RESULTS, IMPLEMENTATION OF THE RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS, APPRAISAL OF THE COMPANY'S 2025 FINANCIAL STATEMENTS**

**1. Production and business activities**

Results of production and business activities in 2025

Unit: Million VND

| CONSOLIDATION TARGETS   | 2025 plan        | Implementation   |                  |          |       |
|---|------------------|------------------|------------------|----------|-------|
|   |                  | 2025             | 2024             | TH/KH 25 | Ratio |
| <b>1. Total revenue</b>   | <b>1.215.000</b> | <b>1.100.120</b> | <b>1.121.390</b> | 91%      | 98%   |
| - Net revenue   |                  | 1.079.615        | 1.101.209        |          | 98%   |
| - Revenue from financial activities                                       |                  | 19.809           | 18.499           |          | 107%  |
| - Other income  |                  | 696              | 1.682            |          | 41%   |
| <b>3. Total cost</b>  |                  | <b>1.069.723</b> | <b>1.093.213</b> |          | 98%   |
| - Cost of goods sold  |                  | 982.716          | 1.015.436        |          | 97%   |
| - Business management expenses  |                  | 81.190           | 73.260           |          | 111%  |
| - Financing costs   |                  | 2.982            | 4.090            |          | 73%   |
| - Other expenses  |                  | 2.836            | 426              |          | 665%  |
| <b>4. Gross profit</b>  |                  | 96.900           | 85.773           |          | 113%  |
| <b>5. Exploitation profit (Revenue - Cost - Maintenance – Management)</b> | <b>15.000</b>    | <b>15.710</b>    | <b>12.513</b>    | 105%     | 126%  |

|                                   |               |               |               |      |      |
|-----------------------------------|---------------|---------------|---------------|------|------|
| <b>6. Profit before tax (p.d)</b> | <b>19.000</b> | <b>30.397</b> | <b>28.177</b> | 160% | 108% |
|-----------------------------------|---------------|---------------|---------------|------|------|

*Note:* The performance figures for 2025 according to the 2025 consolidated financial statements have been audited.

**\* Evaluation of production and business results**

- Net revenue decreased by 2% compared to 2024, due to VOSA no longer having revenue from commercial activities, some core business activities decreased (warehousing, liner, inspection). The main contributors to VOSA's net revenue include: VOSA Quang Ninh (41%), Northfreight (18%), VOSA Da Nang (10%), VOSA Hai Phong (10%).

- The core businesses that generate high profits are Liner Agent (53%), Ship Agent (39%), Inspection (39%). Liner Agent and Ship Agent alone generated VND 45.5 billion in gross profit, accounting for 47% of the total gross profit of the whole Company, although it only accounted for 9.6% of total net revenue.

- Transportation agents account for 67% of net revenue but a low gross profit margin of 3.2%. Similarly, warehousing activities accounted for 12% of revenue, but the gross profit margin was only 5.7%. These two segments accounted for 79% of net revenue but only contributed 32% of gross profit.

- Profit before tax in 2025 will increase by 8% compared to 2024 and reach 160% of the assigned plan. The 2025 profit and loss plan is built on the assumption that Sinotrans shipping line separates to establish a joint venture with VOSA in the second half of 2025 and the revenue plan from Liner Agent is expected to be VND 14.3 billion, but due to the delay in the establishment of the joint venture, the Company has helped the Company retain a good profit business. generating a revenue exceeding the plan of VND 22 billion and contributing to the strong growth of the Company's profit.

- The point to note is that administrative expenses increased by 11% while revenue decreased (-2%). The main reason is the increase in labor costs.

**2. The implementation of the Resolution of the 2025 Annual General Meeting of Shareholders:**

- The Company has distributed profits and dividends to shareholders in 2024 according to the Resolution passed at the Annual General Meeting of Shareholders.

- The Company exceeded the production and business plan in 2025 approved by the General Meeting of Shareholders.

- Salaries, remuneration, bonuses, operating expenses of members of the Board of Directors and members of the Supervisory Board shall comply with the Resolution of the General Meeting of Shareholders of Vietnam Maritime Agency Joint Stock Company and the provisions of relevant laws and internal regulations of the Company.

- The Company has selected an independent auditing firm to audit the financial statements in 2025, UHY Auditing and Consulting Co., Ltd., which is

on the list of independent auditing units approved by the General Meeting of Shareholders.

- Investment in 2025: The investment plan for 2025 Vosa is allocated VND 2.6 billion with 02 projects, implementing VND 1.93 billion, reaching 74.3% of the plan.

### **3. Results of due diligence of financial statements in 2025**

The Supervisory Board has organized the appraisal of VOSA's audited 2025 Financial Statements (including: Consolidated Financial Statements and Separate Financial Statements). On the basis of review, appraisal and provided documents including: (i) Audited financial statements, (ii) Audit minutes at VOSA Office/dependent units/subsidiaries (not reviewing accounting records and documents), the Supervisory Board has the following opinions:

- Audited financial statements prepared and presented by UHY in accordance with Standard No. 21 - Presentation of financial statements, Standard No. 25 consolidation and accounting of investments in subsidiaries and Standard No. 700 - Formation of audit opinions and audit reports on financial statements issued under Circular No. 214/2012/TT-BTC.

- The Board of Directors of VOSA and UHY - the auditing unit commits and responsibilities are stated in Sections 1 and 2 of Appendix No. 01. Appraisal of the 2025 financial statements and UHY has given full approval to VOSA's separate and 2025 consolidated financial statements.

From the process of reviewing, appraisal and commitment, the responsibility for preparing and presenting the 2025 audited financial statements/financial statements of the Board of Directors of VOSA/UHY auditing unit, on the basis of the provided documents, the Supervisory Board basically agreed with the full approval of the separate financial statements and the 2025 consolidated financial statements of VOSA. The Board of Directors of VOSA and UHY are responsible to the General Meeting of Shareholders, the Board of Directors of VOSA and current laws if there are material errors in the preparation and issuance of audited financial statements.

Some issues to note about VOSA's audited 2025 financial statements:

- Through reviewing the summary table of debts, some debts are not high in the reconciliation rate. For example, at Quang Ninh Branch, customer receivables are reconciled at the rate of 47.33%; Reconciled payables to sellers reached 26.65%; buyers pay in advance and sellers pay in advance with a reconciliation rate of less than 10%; at Vosa Da Nang: some indicators of 0% reconciliation;...

- For receivables payable at dependent units (transformed into limited liability companies) that have not been completely processed, for example, at Vitamas Branch, there are outstanding liabilities in the amount of VND 18.5 billion (liabilities of Shanghai Zhonggu Logistics CO., LTD the amount of 9.55 billion VND; contractor tax of 3.7 billion VND; container borrowing bet and

Depot repair bet in the amount of 5.15 billion VND). For outstanding debts at branches that have been dissolved, the Company needs to classify these debts and handle them according to the current accounting regime and the Company's internal regulations. Continue to close tax identification numbers at converted branches to complete the termination of operation of branches.

- In 2024, VOSA Quang Ninh has repaired properties damaged after Typhoon Yagi with a total value of about VND 3.4 billion and recorded all of them in the cost of the year (all of these assets have been insured). Up to now, the Branch and the Insurance Unit are still in the process of negotiation, have not agreed on the exact value of the loss and the amount of insurance compensation.

- In 2025, the Tax Department of Ho Chi Minh City has issued a Decision on sanctioning administrative violations related to tax: Decision No. 5052/QD-XPHC dated 19/12/2025 for Vosa Company in the amount of VND 31.5 million due to late submission of VAT and PIT returns; Decision No. 2167/QD-XPHC dated September 24, 2025 for VOSA Saigon in the amount of VND 28.29 million; Decision No. 2097/QD-XPHC dated September 23, 2025 for Vitamas in the amount of VND 43.95 million. At the same time, the Tax Department of Hai Phong City also issued Decision No. 1479/QD-CPHC dated August 25, 2025 for Orimas with an amount of VND 176.6 million.

- In addition, in Vosa's 2025 financial statements, there has been no late payment penalty interest with Saigon Port Coal Joint Stock Company under the contracts signed between 02 parties related to coal trading business activities because up to the time of making the financial statements, the Company has not received a response on the payment agreement. The plan is committed to paying late payment penalty interest of customers, so it is not certain about the ability to recover.

#### **4. Investment**

##### **4.1. Implementation**

a) Vosa's investment plan for 2025 is allocated VND 2.6 billion, including: 01 investment project on infrastructure of VND 1.2 billion; 01 asset procurement project: VND 1.4 billion.

- Ongoing project: Warehouse Construction Investment Project 1B - Vosa Quang Ninh: The project has been approved by the Board of Directors, the feasibility study report has been approved; the project management consultant has been selected, and the construction drawing design consultant is being selected. Compared to the year plan, the project is behind schedule due to the need to review and re-evaluate the investment plan (with equipment or not); capital plan;...

- Complete the purchase of 1 7-seater car brand Kia New Carnival - Vosa Ben Thuy.

b) Capital investment : The Company has completed the procedures for investment and capital contribution together with Sinolines Shipping Line to

establish a Joint Venture Company Plan approved by the General Meeting of Shareholders (Vosa holds 20% of the Joint Venture's capital) in December 2025.

#### **4.2. Efficiency of capital investment outside the enterprise:**

As of December 31, 2025, VOSA is investing capital in 03 limited liability companies with 100% charter capital (original price: VND 77 billion), 02 associated companies (original price: VND 8.79 billion) and 03 other investments (original price of VND 1.6 billion). Except for the investment in the NYK Auto Logistics Joint Venture, it must set aside a line of 5.29 billion VND (VOSA receives a fixed management fee of 40,000 USD annually). The amount of dividends and profits distributed from financial investments recorded in 2025 is VND 7.57 billion.

### **5. Assessment of the Company's financial position**

| <b>TT</b> | <b>Criteria</b>                       | <b>Unit</b> | <b>31/12/2024</b> | <b>31/12/2025</b> |
|-----------|---------------------------------------|-------------|-------------------|-------------------|
| I         | Payment targets:                      |             |                   |                   |
|           | - General solvency                    | Times       | 2,25              | 2,0               |
|           | - Current solvency                    | Times       | 1,77              | 1,72              |
|           | - Fast payout capabilities            | Times       | 1,77              | 1,72              |
| II        | Debt target:                          |             |                   |                   |
|           | - Liabilities / Total Assets          | %           | 44,5              | 47,06             |
|           | - Liabilities/ Equity                 | %           | 80,17             | 88,89             |
| III       | Profitability                         |             |                   |                   |
|           | - Profit after tax / Net revenue      | %           | 1,99              | 2,2               |
|           | - Profit after tax/ Total asset (ROA) | %           | 3,55              | 3,71              |
|           | - Profit after tax/ Equity (ROE)      | %           | 6,4               | 7                 |

*Note: Data taken from the audited consolidated financial statements for 2025.*

\* *Evaluation:* Solvency indicators as of 31/12/2025 show that the Company's short-term solvency is quite good. VOSA's quick solvency of 1.72 indicates that the Company can afford to pay its debt in the short term. The overall solvency is 2.0 times, indicating that in the long term, the Company can afford to pay its debts. The debt indicators show that the Company is financed from equity and capital from customers.

## **II. RESULTS OF SUPERVISION OF THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR IN THE MANAGEMENT AND ADMINISTRATION OF THE COMPANY'S ACTIVITIES**

### **1. Activities of the Board of Directors**

VOSA's Board of Directors consists of 07 members, of which, 01 member concurrently holds the title of General Director from November 2025, 01 full-

time member of the Board of Directors, 02 independent members of the Board of Directors. The Board of Directors has been assigned among the members of the Board of Directors, promulgating an action program in 2025 to perform the tasks assigned by the General Meeting of Shareholders.

In 2025, the Board of Directors has conducted 04 regular meetings, 03 extraordinary sessions and 53 consultations with members of the Board of Directors in the form of written opinions, issued 59 Resolutions related to governance, production and business, human resource organization, investment, etc finance, etc. Members of the Board of Directors have performed their obligations and powers in accordance with the provisions of the Charter, the Company's internal management regulations and relevant laws.

The Board of Directors has closely followed the production and business plan approved by the General Meeting of Shareholders in 2025, directing the Board of Directors to implement it. The Board of Directors works on the principle of collectivity, with a sense of responsibility, independent and objective criticism, supervising the executive activities of the General Director in the implementation of production, business, investment, implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors.

Minutes, Resolutions and Decisions of the Board of Directors shall be issued in a timely manner and in accordance with their competence in accordance with the Charter, the Company's internal management regulations and relevant laws. However, some of the Resolutions of the Board of Directors were issued with a low approval rate (only 4/7 members of the Board of Directors agreed, the remaining members had no opinions).

## **2. Activities of the General Director**

In 2025, Vosa will have 02 personnel changes related to the General Director/Deputy General Director in charge. In November 2025, the Board of Directors of the Company appointed the General Director to replace the Deputy General Director in charge of retirement according to the regime, consolidating the title of General Director of the Company after many years of only being in charge of the Deputy General Director.

During the year, the Company's Board of Directors maintains only 01 member. However, the Board of Directors of the Company has made efforts to organize the implementation of the Company's production and business activities in the context of fierce competition in the market to complete the business plan and other tasks assigned by the General Meeting of Shareholders.

The Board of Directors has organized the implementation of the directions of the Board of Directors in the Resolutions of the Board of Directors, absorbed and implemented necessary solutions in the management of the enterprise under the direction of the Board of Directors and the opinions of the Supervisory Board. However, there are still some tasks that are slow to be implemented, the Board of Directors still has to urge.

The Board of Directors complies with the provisions of relevant laws, complies with the direction of the Board of Directors, regulations, internal regulations, and the Company's Charter in the operation of the enterprise and business tasks. The Board of Directors has fulfilled the role of operating production and business activities in accordance with the objectives, orientations and directions of the Board of Directors and the General Meeting of Shareholders. However, in 2025, the Company will still be administratively sanctioned for taxes at a number of units: Orimas, Vitamas, Vosa Saigon...

For the disclosure of information to shareholders: Basically, Con Company has fully carried out the work of disclosing information to shareholders as well as to partners and interested parties in accordance with the provisions of the Securities Law and related documents. However, during the year, there are still cases where information disclosure is slow and urged and reminded.

**3. Regarding transactions between the Company, its subsidiaries and other companies in which the Company controls more than fifty percent (50%) of the charter capital and members of the Board of Directors, the General Director and related persons of such members; transactions between the Company and the Company in which a member of the Board of Directors is a founding member or a manager of the enterprise in the last 03 years before the time of transaction**

In 2025, the Board of Directors has issued Resolutions approving transactions with related parties of Vietnam Maritime Corporation (shareholders holding 51% of VOSA's charter capital) in the following Resolutions: No. 01/2025/NQ-TH/HDQT dated January 14, 2025, No. 02/2025/NQ-TH/HDQT dated February 19, 2025, No. 05/2025/NQ-TH/HDQT dated March 20, 2025, No. 16/2025/NQ-TH/HDQT dated April 22, 2025, No. 30/2025/NQ-TH/HDQT dated September 15, 2025, No. 49/2025/NQ-TH/HDQT dated December 16, 2025). Transactions are mainly contracts for the provision of services and loading and unloading, forwarding, warehouse exploitation, and use of wharves,... to serve the Company's production and business activities. At the same time, the Board of Directors also issued a Resolution approving the signing of contracts and transactions with 100% owned subsidiaries of Vosa (Vitamas Company, VOSA Saigon) in Resolutions No. 45/2025/NQ-TH/HDQT dated 11/12/2025, No. 35/2025/NQ-TH/HDQT dated 23/10/2025.

The content of the Resolutions is fully disclosed by the Company in accordance with regulations.

**III. RECOMMENDATIONS OF THE CONTROL BOARD**

The Supervisory Board has a number of recommendations to the Board of Directors and the General Director as follows:

- The Board of Directors and the Board of Directors continue to take measures to complete the production and business plan in 2026 approved by the General Meeting of Shareholders; Strengthen the strict management of assets and

expenses, urge the timely recovery of debts to avoid the occurrence of outstanding debts, use cash flows effectively in order to improve the efficiency of production and business activities, preserve and develop the owner's investment capital.

- To strengthen the control of production, business and financial activities in order to improve the efficiency of production and business at branches, dependent units, and limited liability companies with 100% capital in order to improve the efficiency of production and business, and to invest capital outside the enterprise.

- Promote investment according to the approved annual plan, especially related to the Warehouse 1B Construction Investment Project in Quang Ninh in order to improve the Company's exploitation capacity and effectively use land resources; However, it is necessary to consider investing in projects with a reasonable scale, managing investment in compliance with the provisions of law, ensuring investment efficiency, capital preservation and development.

- Regarding the situation of land management and use: (i) Continue to complete the legal dossiers of the land plots to complete the legal documents (the land use certificate has not been granted, the name has not been changed to a joint stock company); (ii) Continue to implement solutions to improve the efficiency of using the Company's existing housing and land facilities.

Above is the Report on the results of supervision of production and business activities of the Company, supervision of the Board of Directors, General Director in 2025. The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders in 2026 for consideration and approval.

Sincerely report.

**Recipients:**

- As above;
- Board of Directors;
- General Director;
- The Company's website;
- Save: Clerk, Supervisory Board.

**FOR SUPERVISORY BOARD  
HEAD OF SUPERVISORY  
BOARD**

  
**Đương Thị Hồng Hạnh**

## **Appendix No. 01. Appraisal of the 2025 financial statements of Vietnam Maritime Agency Joint Stock Company (VOSA) - Responsibilities and commitments in the preparation of the 2025 audited financial statements**

### **1. Commitments and responsibilities of VOSA's Board of Directors for the preparation and presentation of financial statements in 2025**

In the 2025 audited financial statements, VOSA's Board of Directors has committed to be responsible for the preparation and honest and reasonable presentation of separate financial statements, consolidated financial statements in accordance with Accounting Standards, Vietnam's corporate accounting regime and legal regulations related to the preparation and presentation of financial statements and is responsible for the internal control that the Board of Directors determination is necessary to ensure that the preparation and presentation of separate financial statements, consolidated financial statements are free of material errors due to fraud or mistakes.

The Board of Directors ensures that relevant accounting books are kept adequately to reflect the financial situation, the operational situation of VOSA with a reasonable degree of accuracy at any time and that the accounting books comply with the applicable accounting regime. The Board of Directors is also responsible for the management of VOSA's assets and therefore has taken appropriate measures to prevent and detect fraud and other wrongdoings.

The Board of Directors commits to comply with the above requirements in preparing separate financial statements and consolidated financial statements.

### **2. Regarding UHY's commitments and responsibilities in issuing VOSA's 2024 audited financial statements**

#### ***a. Commitments and responsibilities of UHY***

- UHY's responsibility is to give an opinion on the financial statements based on the results of the audit. We – UHY have conducted audits in accordance with Vietnam Auditing Standards. These Standards require us to comply with standards and regulations on professional ethics, plan and conduct an audit to achieve reasonable assurance as to whether VOSA's financial statements remain materially flawed.

- Audit work includes carrying out procedures to collect audit evidence of figures and explanations on separate financial statements. Audit procedures are selected based on the auditor's judgment, including an assessment of the risk of material misstatements in the Separate Financial Statements due to fraud or error. In assessing these risks, the auditor has reviewed the Company's internal controls in relation to the preparation and presentation of honest and reasonable Financial Statements in order to design audit procedures in accordance with the actual situation, however not for the purpose of giving an opinion on the effectiveness of the Company's internal controls. The audit also includes an assessment of the appropriateness of the applicable accounting policies and the reasonableness of

the accounting estimates of the Board of Directors as well as an assessment of the overall presentation of the Board of Directors' financial statements.

UHY believes that the audit evidence that UHY has collected is adequate and appropriate as the basis for our audit opinion.

***b. UHY's opinion on the audited financial statements***

In the separate financial statements and the consolidated financial statements, UHY has given full approval to the separate financial statements and consolidated financial statements in 2024 of VOSA.



**SUPERVISORY BOARD**

*Hanoi, March 06, 2026*

**REPORT ON SELF-ASSESSMENT OF TASK PERFORMANCE  
RESULTS OF MEMBERS OF THE SUPERVISORY BOARD AND THE  
SUPERVISORY BOARD IN 2025,  
OPERATIONAL ORIENTATION IN 2026**

To: Annual General Meeting of Shareholders in 2026  
of Vietnam Maritime Agency Joint Stock Company

Pursuant to the Charter of organization and operation, the Regulation on operation of the Supervisory Board, the internal management regulations of Vietnam Maritime Agency Joint Stock Company and the provisions of law, the Supervisory Board would like to report on the activities of members of the Supervisory Board and the Supervisory Board in 2025 and the orientation of operation in 2026 with the following contents:

**1. Regarding the number of members and activities of the Supervisory Board in 2025**

***1.1. Regarding the number of members of the Supervisory Board***

The personnel of the Supervisory Board consists of 03 members:

- (1) Ms. Duong Thi Hong Hanh - Head of the Supervisory Board
- (2) Mr. Nguyen Son Ha - Member of the Supervisory Board
- (3) Ms. Nguyen Thi Minh Nguyet - Member of the Supervisory Board

(At the 2025 Annual General Meeting of Shareholders, the General Meeting of Shareholders elected Ms. Nguyen Thi Minh Nguyet to replace Mr. Nguyen Hong Hai as a Member of the Supervisory Board).

***1.2. Results of the implementation of tasks in 2025 of the Supervisory Board***

The Supervisory Board has performed the following tasks:

- Consider and evaluate the activities of the Board of Directors and the Board of Directors in the management and administration of production and business activities, the implementation of the Resolution of the Company's 2025 Annual General Meeting of Shareholders, and supervise the compliance with the provisions of the Law and the Company's Charter.

- Review and appraise periodic financial statements such as: financial statements for 6 months/year, review reports of the Board of Directors and the



Board of Directors to be submitted to the General Meeting of Shareholders of the Company.

- The Supervisory Board has attended regular and extraordinary meetings of the Board of Directors according to the invitation to the meeting, and at the same time contributed opinions/supervised the written Opinion Forms of the Board of Directors.

- The Supervisory Board has collected information on the evaluation of the governance, management and administration of the Board of Directors and the Board of Directors in accordance with its functions and tasks, ensuring objectivity, and contributing opinions on issues related to the governance, management and administration of the Company.

- Quarterly and irregularly (if any), the Board of Directors when organizing meetings invites the Supervisory Board and the Board of Directors to attend to jointly contribute and build for the Company's production and business and investment activities.

- The Supervisory Board has implemented the 2025 plan approved by the General Meeting of Shareholders, through which the inspection, supervision, and supervision activities, the Supervisory Board has warned of the remaining problems and made proposals and recommendations for governance, administration, business, etc finance and accounting... limit risks.

- Some other jobs as prescribed.

The Supervisory Board held 04 meetings, each meeting was attended by all members of the Supervisory Board, the contents of the meetings to agree on the operation plan, reports of the Supervisory Board at the Annual General Meeting of Shareholders, appraisal of periodic financial statements, unification of the control plan, etc. carry out inspection and supervision at the Company's Office and Branches, exchange and agree on issues arising in the process of inspection and supervision of the Company, issues for the Board of Directors/Executive Board to seek opinions,...

The Supervisory Board has closely followed the Resolution of the 2025 General Meeting of Shareholders to assign and strictly implement the responsibilities and powers in accordance with the provisions of the Law on Enterprises and the Charter of Vietnam Maritime Agency Joint Stock Company. Maintain a good working relationship and coordinate with the Board of Directors and the Board of Directors. Fully implement monitoring reports and other reports when required. Members of the Supervisory Board work with a high sense of responsibility, according to the principles of independence and prudence, always for the benefit of shareholders and Vietnam Maritime Agency Joint Stock Company.

### ***1.3. Evaluation of the performance of members of the Supervisory Board***

- Members of the Supervisory Board have operated in compliance with the provisions of law, the Company's Charter, the Internal Regulation on corporate

governance and the Operation Regulation of the Supervisory Board of Vietnam Maritime Agency Joint Stock Company.

- Each member has completed the task of supervising, inspecting and evaluating the work contents as assigned seriously and honestly. In the process of performing their duties, members of the Supervisory Board regularly exchange and support the remaining members to perform their work objectively and with the highest efficiency.

- Members have been proactive in their work, have many comments to the Board of Directors/General Director, Board of Directors, and successfully completed their assigned tasks.

#### ***1.4. Salaries, remuneration, bonuses and operating expenses of the Supervisory Board.***

Remuneration and bonuses of members of the Supervisory Board in 2025: Comply with the Resolution of the 2025 Annual General Meeting of Shareholders of Vietnam Maritime Agency Joint Stock Company (Resolution No. 01/2025/NQ/ĐHDCĐ dated 26/6/2025) and the provisions of relevant laws and internal regulations of the Company.

The operating expenses of the Supervisory Board shall comply with the expenditure norms specified in the Internal Expenditure Regulation, the Company's regulations and current laws.

### **2. Operational orientation in 2026**

- Supervise the Board of Directors and the Board of Directors to implement the Resolution of the General Meeting of Shareholders in 2026.

- Inspect and supervise the reasonableness, legality, prudence and truthfulness in the Company's reports on production and business activities and financial and accounting work, appraise periodic financial statements as prescribed.

- Inspect and evaluate the formulation of plans, implementation and results of task performance in 2026, the first 6 months of the year and the first 9 months of 2026.

- Coordinating with the Board of Directors and the Board of Directors of specialized departments to supervise the management and use of capital, assets and debts of Vietnam Maritime Agency Joint Stock Company and its branches in accordance with the Company's Charter, internal management regulations and relevant provisions of law. Implement direct control at the offices of a number of branches of Vietnam Maritime Agency Joint Stock Company.

- Fully attend and give comments at regular/extraordinary meetings of the Board of Directors and the consultation of the Board of Directors, and at the same time grasp the situation of supervising the management and administration activities of the Executive Board of Vietnam Maritime Agency Joint Stock Company.



- Review and give opinions to continue to improve the Company's internal management regulations and regulations; Coordinate with the Board of Directors and the Board of General Directors in giving comments on the formulation of internal management regulations and regulations.

- Perform other tasks according to the functions and tasks of the Supervisory Board.

The above is a self-assessment report on the performance and tasks of members of the Supervisory Board and the Supervisory Board in 2025, the operational orientation of the Supervisory Board in 2026, respectfully reported to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

**Recipients:**

- As dear;
- Board of Directors, General Director of Vosa;
- Supervisory board members of VOSA;
- PTQTCT;
- Save: Supervisory board.

**FOR THE SUPERVISORY BOARD  
HEAD OF SUPERVISORY BOARD**



**Đương Thị Hồng Hạnh**



No.: 68/TTr-ĐHĐCĐ

Ho Chi Minh City, March 04, 2026

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*“Regarding the profit distribution for 2025;  
Business Operations, Investment, and Profit Distribution Plan for 2026”*

**Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS**

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

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation approved by the General Meeting of Shareholders on June 14, 2006, and supplemented and amended on March 29, 2023;

Pursuant to Resolution No. 02/2026/NQ-VOSA/HĐQT issued by the Board of Directors of Vietnam Ocean Shipping Agency Corporation on January 14, 2026.

The Board of Directors respectfully submits the following for approval by the 2026 Annual General Meeting of Shareholders:

**1. The 2025 Profit Distribution Plan is as follows:**

Unit: million VND

| No.       | Item   | 2025 Plan | Distrib<br>ution<br>Rate | 2025<br>Performance | Distri<br>bution<br>Rate |
|-----------|--|-----------|--------------------------|---------------------|--------------------------|
| 1         | Total Revenue  | 1,215,000 |                          | 1,100,132           |                          |
| 2         | Profit Before Tax  | 19,000    |                          | 30,397              |                          |
| 3         | Profit After Tax (PAT)   | 12,200    |                          | 23,736              |                          |
| 4         | Undistributed Profit After Tax                                     |           |                          | 23,736              |                          |
| 5         | Distributable Profit After Tax                                     |           |                          | 19,205              |                          |
| <b>6</b>  | <b>Distribution to Funds</b>                                       |           |                          | <b>5,108</b>        |                          |
| 6.1       | <i>Development Investment Fund</i>                                 |           |                          | 0                   |                          |
| 6.2       | <i>Bonus and Welfare Fund</i>                                      |           |                          | 4,799               |                          |
| 6.3       | <i>Bonus Fund for BOD/Board of Supervisors/Board of Management</i> |           |                          | 309                 |                          |
| <b>7</b>  | <b>Remaining PAT after distribution to funds</b>                   |           |                          | <b>14,097</b>       |                          |
| 8         | Undistributed PAT from previous years                              |           |                          | 0                   |                          |
| <b>9</b>  | <b>Dividends, of which: (*)</b>                                    |           |                          | <b>14,097</b>       |                          |
| 9.1       | Distributed from retained earnings of previous years               |           |                          | 0                   |                          |
| <b>10</b> | <b>Retained Profit After Tax</b>                                   |           |                          | <b>0</b>            |                          |



(\*) 2025 Dividend: 10 % of charter capital, paid in cash via bank transfer.

**2. The 2026 Business Operations and Profit Distribution Plan is as follows:**

Unit: million VND

| No.       | Target                | 2026 Plan |
|-----------|-----------------------|-----------|
| <b>I</b>  | <b>Consolidation</b>  |           |
| 1         | Total Revenue         | 1,237,500 |
| 2         | Profit Before Tax     | 34,100    |
| <b>II</b> | <b>Parent Company</b> |           |
| 1         | Total Revenue         | 850,000   |
| 2         | Profit Before Tax     | 17,800    |

- The 2026 profit distribution and fund appropriation plan: shall be based on the business results presented in the audited 2026 Financial Statements.

**3. The 2026 Investment Plan is as follows:**

Unit: million VND

| No. | Project Name  | Item/Scale  | Total Investment | Capital  | Implementation Period | Notes           |
|-----|---|---|------------------|--|-----------------------|-----------------|
| A   | <b>Investment Plan</b>  |   | <b>64,263</b>    |  |                       |                 |
|     | <b>Capital Construction Investment</b>  |   | <b>64,263</b>    |  |                       |                 |
| I   | <b>Capital Construction Investment and Equipment Procurement Project carried over from 2025</b> |   | <b>62,763</b>    |  |                       |                 |
| 1   | <b>Capital Construction Investment Project</b>  |   | <b>62,763</b>    |  |                       |                 |
| 1,1 | General Warehouse 1B (Total Investment 63.1 billion, phased in 2026: VND 62.763 billion)        | Investment in new warehouse construction of 6,400m2 at Cai Lan warehouse area | 62,763           | Company Capital (40%) + Borrowed Capital (60%) | 2024-2026             | VOSA Quang Ninh |

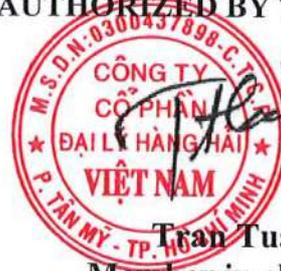


| No . | Project Name   | Item/Scale   | Total Investment | Capital         | Implementation Period | Notes        |
|------|--|--|------------------|-----------------|-----------------------|--------------|
| II   | <b>New Projects in 2026</b>  |  | <b>1,500</b>     |                 |                       |              |
| 1    | <b>Capital Construction Investment Project</b>                                 |  | <b>1,500</b>     |                 |                       |              |
| 1,1  | Automatic Fire Prevention and Fighting System - Project Northfreight Warehouse | Investment Project for Automatic Fire Prevention and Fighting System at Northfreight Warehouse | <b>1,500</b>     | Capital Company | <b>2026</b>           | Northfreight |

Submitted to the General Meeting of Shareholders for review and voting for approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**AUTHORIZED BY THE CHAIRMAN**



**Tran Tuan Hai**  
**Member in charge of the BOD**

**VIETNAM OCEAN SHIPPING  
AGENCY CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

No.: 69/TTr-ĐHĐCĐ

*Ho Chi Minh City, March 04, 2026*

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*“Regarding the approval of the Audited 2025 Financial Statements”*

***Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS***

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

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation approved by the General Meeting of Shareholders on June 14, 2006, and supplemented and amended on March 29, 2023;

Pursuant to Resolution No. 02/2026/NQ-VOSA/HĐQT issued by the Board of Directors of Vietnam Ocean Shipping Agency Corporation on January 14, 2026.

The Board of Directors respectfully submits the following for approval by the 2026 Annual General Meeting of Shareholders:

The 2025 Financial Statements audited by UHY Auditing and Consulting Co., Ltd. *(The detailed audited financial statements have been printed in the 2025 Annual Report).*

Submitted to the General Meeting of Shareholders for review and voting for approval.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**AUTHORIZED BY THE CHAIRMAN**



**Tran Tuan Hai  
Member in charge of the BOD**

No.: 70/TTr-ĐHĐCĐ

Ho Chi Minh City, March 04, 2026

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

***“Regarding the approval of the Salary Fund, Remuneration Fund, and Bonus Fund implemented in 2025 and the 2026 Plan for members of the Board of Directors and the Board of Supervisors”***

***Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS***

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

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation approved by the General Meeting of Shareholders on June 14, 2006, and supplemented and amended on March 29, 2023;

Pursuant to the Regulation on labor management and salary for the Company's employees issued together with Decision No. 283/QĐ-VOSA/HDQT dated December 15, 2023, of the Company's Board of Directors;

Pursuant to Resolution No. 02/2026/NQ-VOSA/HDQT of the Board of Directors of Vietnam Ocean Shipping Agency Corporation dated January 14, 2026.

To ensure the rights and responsibilities of the Board of Directors and the Board of Supervisors regarding the management and supervision of the production and business activities of Vietnam Ocean Shipping Agency Corporation, the Board of Directors respectfully submits to the General Meeting for consideration and approval the Salary Fund, Remuneration Fund, and Bonus Fund implemented in 2025 and the Plan for 2026 for the Company's Board of Directors and Board of Supervisors members, as follows:

**I. Implementation in 2025 according to Resolution No. 02/2026/NQ-TH/HDQT dated January 08, 2026, of the Company's Board of Directors:**

1. Salary Fund for the full-time BOD Member (1 person): 528,000,000 VND.

2. Remuneration Fund for non-full-time BOD Members and Board of Supervisors Members (09 people) is: 979,200,000 VND, specifically detailing the remuneration levels for the BOD and BOS:

+ Chairman of the Board of Directors: 14,400,000 VND/month.

+ Member of the Board of Directors: 8,800,000 VND/person/month.

+ Head of the Board of Supervisors: 8,800,000 VND/month.

+ Member of the Board of Supervisors: 7,200,000 VND/person/month.

3. Bonus Fund for BOD Members, Board of Supervisors Members, and the Board of Management for 2024: 478,600,000 VND.

4. Remuneration fund for members of the Board of Directors' subcommittees, with specific remuneration rates as follows:

+ Head of the Sub-committee on HR&Strategy subcommittees and the Internal Audit and Investment Appraisal subcommittees (concurrently): 7 million VND/month.



+ Members of subcommittees holding additional positions: 3.4 million VND/person/month.

- Total remuneration fund for members of the Board of Directors' subcommittees in 2025: 392,400,000 VND.

- Full-time member of the Internal Audit & Investment Appraisal Sub-committee: 15 million VND/month (Fixed-term labor contract including 13th-month bonus).

## II. Plan for 2026:

1. Salary Fund for the full-time BOD Member (01 person) is 528,000,000 VND.

2. Planned Remuneration Fund for non-full-time BOD Members and Board of Supervisors Members (09 people) is: 979,200,000 VND, specifically detailing the remuneration levels for the BOD and BOS:

- Chairman of the Board of Directors: 14,400,000 VND/month.

- Member of the Board of Directors: 8,800,000 VND/person/month.

- Head of the Board of Supervisors: 8,800,000 VND/month.

- Member of the Board of Supervisors: 7,200,000 VND/person/month.

3. Remuneration for Members of the Supporting Sub-committees under the BOD, specifically detailing the remuneration levels:

- Concurrent Head of the HR&Strategy Sub-committee and the Internal Audit & Investment Appraisal Sub-committee: 07 million VND/month.

- Concurrent members of the sub-committees: 3.4 million VND/person/month.

Submitted to the General Meeting of Shareholders for review and voting for approval.

ON BEHALF OF THE BOARD OF  
DIRECTORS

AUTHORIZED BY THE CHAIRMAN



**Tran Tuan Hai**  
Member in charge of the BOD



No.: 71/TTr-ĐHĐCĐ

Ho Chi Minh City, March 04, 2026

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*“Regarding the approval of the list of auditing firms for the 2026 Financial Statements”*

***Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS***

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

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation approved by the General Meeting of Shareholders on June 14, 2006, and supplemented and amended on March 29, 2023;

Implementing the provisions of law and the Charter of Vietnam Ocean Shipping Agency Corporation, the Board of Supervisors respectfully submits to the 2026 General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation for consideration and approval the criteria and list of auditing firms for the 2026 Financial Statements, as follows:

1. Criteria for selecting an independent auditing firm:
  - a. Must be a reputable and well-known independent auditing firm, trusted by many public companies, possessing a team of highly qualified and experienced auditors;
  - b. Must be a company operating legally in Vietnam and approved by the State Securities Commission to audit public interest entities, selecting the auditing unit from the list of qualified auditing firms announced for the year 2026 to perform the review and audit of the 2026 Financial Statements of Vietnam Ocean Shipping Agency Corporation.
  - c. Must have a reasonable audit fee, commensurate with the scope, quality, and audit schedule stipulated in the Charter of Vietnam Ocean Shipping Agency Corporation.
  - d. Must have a large, professional team of highly qualified and experienced staff and auditors.

2. List of proposed auditing firms:

Based on the review, the Board of Supervisors unanimously proposes the following list of auditing firms:

1. KPMG (Vietnam) Limited
2. Ernst & Young Vietnam Limited
3. PwC (Vietnam) Limited
4. Deloitte Vietnam Audit Company Limited

Respectfully submitted to the 2026 Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Corporation for consideration and approval of the criteria



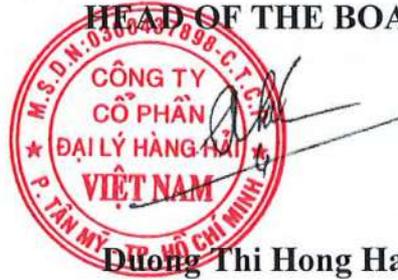
and the list of auditing firms mentioned above, and to authorize the Board of Directors of Vietnam Ocean Shipping Agency Corporation to decide on the selection of the auditing firm to perform the audit of the 2026 Financial Statements of Vietnam Ocean Shipping Agency Corporation, ensuring quality, efficiency, and reasonable costs in accordance with legal regulations.

Submitted to the General Meeting of Shareholders for review and voting for approval.

**Recipients:**

- As above;
- Board of Directors;
- Archived: BOS, Company Secretary.

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



**Dương Thi Hong Hanh**



No.: 72/TTr-ĐHĐCĐ

Ho Chi Minh City, March 04, 2026

**PROPOSAL TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

***“Regarding the resignation/dismissal and election of additional members of the Board of  
Directors/Board of Supervisors”***

***Respectfully to: THE GENERAL MEETING OF SHAREHOLDERS***

Pursuant to Enterprise Law 2020 No. 59/2020/QH14;

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation approved by the General Meeting of Shareholders on June 14, 2006, and supplemented and amended on March 29, 2023;

Pursuant to Resolution No. 02/2026/NQ-VOSA/HĐQT of the Board of Directors of Vietnam Ocean Shipping Agency Corporation dated January 14, 2026.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval:

1. Approval of the resignation/dismissal of members of the Board of Directors/Board of Supervisors.

- Approve the resignation of Mr. Do Tien Duc from the position of Chairman of the Board of Directors effective March 6, 2026.

- Approval is granted for Ms. Duong Thi Hong Hanh to resign from her position as Head of the Supervisory Board effective March 6, 2026.

2. Approval of the list of nominees/candidates participating in the by-election for the position of Board of Directors/Board of Supervisors member for term V (2024 – 2029), including:

| No | The person nominated /candidated | Date of birth    | Position   | Candidate/No mination Position | Professional qualifications   | Note            |
|----|----------------------------------|------------------|--|--------------------------------|---|-----------------|
| 1  | Do Thi Thanh Thuy                | October 23, 1976 | Head of Internal Audit Department, VIMC                      | Member of Board of Directors   | Master of Business Administration, Marine Transport Economics Engineer, Bachelor of English | VIMC nomination |
| 2  | Vu Thi Thanh Duyen               | January 9, 1979  | Deputy Head of the Finance and Accounting Department of VIMC | Member of Board of Supervisors | Bachelor of Economics, specializing in Accounting   | VIMC nomination |



Submitted to the General Meeting of Shareholders for review and voting for approval.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**AUTHORIZED BY THE CHAIRMAN**



**Trần Tuan Hai  
Member in charge of the BOD**



**DECISION**

**Regarding the establishment of a Shareholder Eligibility Verification  
Committee to serve the 2026 Annual General Meeting of Shareholders**

**BOARD OF DIRECTORS**  
**VIETNAM OCEAN SHIPPING AGENCY CORPORATION**

Pursuant to the Enterprise Law No. 59/2020/QH14;

Pursuant to the Charter of Vietnam Ocean Shipping Agency Corporation  
(hereinafter referred to as the Company), which was approved by the founding  
General Meeting of Shareholders on June 14, 2006, and amended and supplemented  
on March 29, 2023;

Pursuant to the Regulations on the Operation of the Company's Board of  
Directors issued together with Decision No. 92/QD-VOSA/HDQT dated April 27,  
2021 by the Board of Directors;

Pursuant to Resolution No. 02/2026/NQ-VOSA/HĐQT dated January 14,  
2026, of the Company's Board of Directors regarding the approval of the plan to  
organize the 2026 Annual General Meeting of Shareholders;

**DECISION:**

**Article 1.** A Committee for verifying shareholder eligibility is hereby  
established to serve the 2026 Annual General Meeting of Shareholders of Vietnam  
Ocean Shipping Agency Corporation, comprising the following individuals:

1. Mr. Tran Cong Toan – Head of General & Legal - Head of the Committee;
2. Mr. Nguyen Bao Linh – Corporate Governance Officer - Member;
3. Ms. Do Nguyen Minh Hien – member of HR department - Member;



The shareholder eligibility verification committee will dissolve itself after completing its task.

**Article 2.** The Shareholder Eligibility Verification Committee is responsible for verifying the eligibility of shareholders to attend the Company's 2026 Annual General Meeting in accordance with current laws and the Company's Charter.

**Article 3.** This Decision shall take effect from the date of signing.

- The General Director , the Heads/Deputy Heads of the Human Resources, Finance and Accounting, Business Development, General and Legal Affairs Departments of the Company, and the individuals named in Article 1 are responsible for implementing this Decision./.

**Recipient:**

- As Article 3;
- Board of Directors;
- Board of Supervisors;
- Archived: Documents, General&Legal.

**AUTHORIZATION BY THE CHAIRMAN  
BOARD OF DIRECTORS**



**Trần Tuan Hai**  
Member of Board of Directors