



No.: 0106-2025/BB-DHDCD

Draft

Hai Phong, 26 June 2025

**MINUTES OF
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI AN TRANSPORT AND STEWARDING JOINT STOCK COMPANY**

HAI AN TRANSPORT AND STEWARDING JOINT STOCK COMPANY

Stock code: **HAH**

Address: 7th floor, No. 45, Trieu Viet Vuong street, Nguyen Du ward, Hai Ba Trung district, Hanoi city, Vietnam

Business registration certificate No. 0103818809 issued by Hanoi Department of Finance, first registered as of 8 May 2009 and registered for the 18th change on 14 April 2025.

Today, at 8:30 a.m. on 26 June 2025, at the Meeting Room on the 7th Floor, Hai An Building, Km +2 Dinh Vu Street, Dong Hai II Ward, Hai An District, Hai Phong City, the 2025 Annual General Meeting of Shareholders of Hai An Transport and Stevedoring Joint Stock Company was convened.

A. PARTICIPANTS AND LEGALITY OF THE GENERAL MEETING

I. Participants

Shareholders and representatives of shareholders of Hai An Transport and Stevedoring Joint Stock Company.

II. Legality and validity of the General Meeting

Ms. Nguyen Thi Thanh Tu, on behalf of the Shareholder Eligibility Verification Committee, announced the results of the shareholder verification process and confirmed the legality and validity of the Annual General Meeting of Shareholders (“AGM” or “General Meeting”) at the opening of the Meeting as follows:

- Total number of shareholders and representatives of shareholders present at the opening of the General Meeting: As of the opening of the General Meeting at 8:30 a.m. on 26 June 2025, the total number of shareholders attending the General Meeting was ... shareholders representing ... shares attending, accounting for ...% of the total number of voting shares of the Company.
- All attending shareholders and representatives were eligible to participate in the AGM.

Pursuant to the current Enterprise Law and the Company’s Charter, with a participation rate of ...% of total voting shares, the Company’s 2025 AGM was deemed legal, valid, and qualified to proceed.



B. MEETING AGENDA

I. Approval of the Meeting Regulations, Introduction of the Chair Committee, Secretariat Committee, and Voting Committee

Mr. Pham Van Duong - Member of the Board of Members and General Director of Pan Hai An Company Limited presented the draft Regulations on organizing the 2025 Annual General Meeting of Shareholders of Hai An Transport and Stevedoring Joint Stock Company for approval by the AGM.

Mr. Pham Van Duong introduced **the Chair Committee** of the AGM, including:

1. **Mr. Vu Thanh Hai** - Chairman of the Board of Directors (BOD)
2. **Mr. Nguyen Ngoc Tuan** - BOD Member and General Director
3. **Mr. Pham Quang Khanh** - BOD Member and Deputy General Director

Mr. Pham Van Duong introduced **the Secretariat Committee** of the AGM, including:

1. **Mr. Nguyen Ngoc Minh** - Head of Shareholder Relations & Legal Department
2. **Ms. Tran Thi Thanh Hao** - Chief Accountant and Head of Finance & Accounting Department

Mr. Pham Van Duong introduced the Vote Counting Committee including:

1. Mr. ...
2. Mr. ...
3. Ms. ...
4. Mr. ...
5. Mr. ...

Voting results:

- | | | |
|---|-----|------|
| • Total number of valid votes: | ... | |
| • Total number of invalid votes: | | |
| • Total number of agreed votes: | ... | 100% |
| • Total number of disagreed votes: | 0 | 0% |
| • Total number of votes without opinions: | 0 | 0% |

II. Approval of the Meeting Agenda

Mr. Vu Thanh Hai - Chairman requested shareholders' approval for the AGM agenda (detailed agenda attached)

Voting results:

- | | | |
|----------------------------------|-----|------|
| • Total number of valid votes: | ... | |
| • Total number of invalid votes: | | |
| • Total number of agreed votes: | ... | 100% |

- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

III. The General Meeting main content

Part 1: Presentation of Reports (Attached Reports):

- Report of the General Director presented by Mr. Nguyen Ngoc Tuan - General Director
- Report of the Board of Directors and each member of the Board of Directors presented by Mr. Vu Thanh Hai - Chairman of the Board of Directors.
- Assessment report of the independent member of the Board of Directors on the activities of the Board of Directors presented by Mr. Nguyen Duc Kien - Independent member of the Board of Directors;
- Report of the Board of Control presented by Ms. Nguyen Thi Thanh Tu - Head of the Board of Control.

Part 2: Presentation of Proposals by the Board of Directors (Attached Proposals):

- Ms. Tran Thi Thanh Hao - Chief Accountant and Head of the Company's Finance and Accounting Department presented the proposal on the approval of the 2024 audited financial statements, the 2024 profit distribution plan, the production and business plan and the investment and financial plan for 2025 and other issues under the approval authority of the General Meeting of Shareholders.
- Mr. Nguyen Ngoc Minh - Secretary of the General Meeting presented the proposal on the issuance of shares under the employee stock ownership plan (ESOP) for the parent company and its subsidiaries.
- Mr. Nguyen Ngoc Minh - Secretary of the General Meeting presented the proposal on the dismissal of members of the Board of Directors and the election of additional members of the Board of Directors of the Company for the 2023-2028 term.

Part 3. The General Meeting approved the dismissal of members of the Board of Directors and conducted the procedures for electing additional members of the Board of Directors for the 2023-2028 term:

1. Approval of the Dismissal of a BOD Member

- Mr. Vu Thanh Hai, Chairman of the BOD, requested shareholders' approval for the dismissal of Mr. Pham Quang Khanh from his position as a BOD member for the 2023-2028 term.

Voting results:

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

- Mr. Vu Thanh Hai, Chairman of the BOD, requested shareholders' approval for the dismissal of Mr. Nguyen Van Truc from his position as a BOD member for the 2023-2028 term.

Voting results:

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

2. Election procedures for additional members of the Board of Directors for the 2023-2028 Term

- Total number of shareholders and shareholder representatives present at the time of voting: ... shareholders (due to ... late-arriving shareholders), representing ... shares, accounting for ...% of the total voting shares of the Company.
- Mr. ... presented the Draft Election Regulations for the 2025 Annual General Meeting of Shareholders of Hai An Transport and Stevedoring Joint Stock Company for approval by the AGM and provided instructions on the cumulative voting method.

Voting results:

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

- The AGM voted to approve the number of additional members to be elected to the Board of Directors (BOD) for the 2023-2028 term is 2 members.

Voting results:

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

- The AGM voted to approve the list of candidates for the Board of Directors, consisting of two members, as detailed below:

No.	Full name	Gender	Date of Birth	Professional qualifications

Voting results:

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

- The AGM proceeded with the election of additional members to the Board of Directors for the 2023-2028 term.

IV. Discussion and questions from Shareholders

V. Announcement of vote counting results and voting to approve the General Meeting contents:

Total number of shareholders and shareholder representatives present at the time of voting: ... shareholders, representing ... shares, accounting for ...% of the total voting shares of the Company.

1. Announcement of the results of the election of additional members of the Board of Directors for the term 2023-2028

Mr. ... - Head of the Vote Counting Committee, announced the results of the election of additional members of the Board of Directors for the term 2023-2028 as follows:

- Results of the vote counting for additional members of the Board of Directors for the term 2023-2028: There are all ... candidates nominated by Shareholders for ... positions of members of the Board of Directors for the term 2023-2028. The General Meeting of Shareholders conducted cumulative voting to elect ... candidates as members of the Board of Directors for the 2023-2028 term. Accordingly, .../... candidates were elected as members of the Board of Directors for the 2023-2028 term, with the final list as follows:

No.	Candidate	Number of votes	Voting percentage (% of total voting shares attending the Meeting)

2. The Meeting voted and approved the following contents:

Content 1: Approval of report of the General Director

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 2: Approval of report of the Board of Directors and each member of the Board of Director

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 3: Assessment report of the independent member of the Board of Directors on the activities of the Board of Directors

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 4: Report of the Board of Control

- Total number of valid votes: ...
- Total number of invalid votes:
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 5: Approval of the audited financial statements for the year 2024

- Total number of valid votes: ...
- Total number of invalid votes:

- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 6: Approval of the profit distribution plan and dividend payment for the year 2024

- Total number of valid votes: ...
- Total number of invalid votes: ...
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 7: Approval of the Business and Investmetn plan for the year 2025

- Total number of valid votes: ...
- Total number of invalid votes: ...
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 8: Approval of the selection of the entity auditing the interim and annual financial statements for the year 2025

- Total number of valid votes: ...
- Total number of invalid votes: ...
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 9: Approval of Remuneration for BOD, Control Board, and BOD Secretary for the year 2025

- Total number of valid votes: ...
- Total number of invalid votes: ...
- Total number of agreed votes: ... 100%
- Total number of disagreed votes: 0 0%
- Total number of votes without opinions: 0 0%

Content 10: Approval of the issuance of shares under the employee stock ownership plan (ESOP) for the parent company and its subsidiaries

• Total number of valid votes:	...	
• Total number of invalid votes:		
• Total number of agreed votes:	...	100%
• Total number of disagreed votes:	0	0%
• Total number of votes without opinions:	0	0%

C. RESOLUTIONS OF THE GENERAL MEETING

Based on the results of the election and the vote counting mentioned above, the following contents were approved by the General Meeting of Shareholders:

- 1. Approval of the General Director's report**
- 2. Approval of the report of the Board of Directors and each member of the Board of Directors**
- 3. Approval of the independent member of the Board of Directors' assessment report on the activities of the Board of Directors**
- 4. Approval of the report of the Board of Control**
- 5. Approval of the audited financial statements for the year 2024**

Approval of the 2024 Financial Statements audited by A&C Auditing and Consulting Co., Ltd. with the following main indicators:

	<i>Unit: VND</i>
+ Revenue from service provision:	3,992,094,957,163
+ Financial income:	24,555,047,728
+ Other income:	7,630,036,114
+ Operating expenses:	2,725,389,313,129
+ Financial expenses:	118,622,192,215
+ Other expenses:	10,777,253,014
+ Profit/loss from joint ventures and associates:	18,337,092,110
+ Profit before tax:	977,289,020,386
+ Corporate income tax expense:	177,062,808,922
+ Net consolidated profit for 2024:	800,226,211,464
+ Net profit attributable to non-controlling shareholders:	149,726,899,397
+ Net profit attributable to the parent company:	650,499,312,067
+ Total assets as of December 31, 2024:	7,289,524,568,993
+ Owner's Equity:	3,971,692,927,731
In which: - Shareholder-contributed capital:	1,213,430,910,000
- Share premium:	191,640,648,159
- Development investment fund:	818,631,956,537

- Undistributed profits:	1,053,223,624,821
- Treasury shares:	-
- Non-controlling interests:	694,765,788,214

6. Approval of the profit distribution plan and dividend payment for the year 2024

6.1. Profit distribution plan for the year 2024

Unit: VND

Total distributable profit	651,681,059,465
Profit for the current period	499,392,809,824
Profit from previous years	152,288,249,641
Allocations to funds	110,785,000,000
Development investment fund (10% of net profit)	65,168,000,000
BOD fund (3% of net profit)	19,550,000,000
Bonus and welfare fund (4% of net profit)	26,067,000,000
Cash dividend (10%)	129,894,418,000
Stock dividend (30%)	389,683,250,000
Remaining retained earnings	21,318,391,465

6.2. Dividend payment plan for 2024

- Based on the business performance for the year 2024, the Annual General Meeting of Shareholders ("AGM") has resolved to distribute dividends at a rate of 40%, comprising 10% in cash and 30% in shares.
- Details of the stock dividend issuance plan are as follows:
 - + Stock name : Shares of Hai An Transport and Stevedoring Joint Stock Company
 - + Stock code : HAH
 - + Type of shares : Common shares
 - + Par value : VND 10,000 per share (*ten thousand Vietnamese dong per share*)
 - + Total outstanding shares: : 129,894,418 shares
 - + Treasury shares : 0 shares
 - + Stock dividend ratio (new shares to outstanding shares) : 30% (*thirty percent*) (At the record date, shareholders owning 100 shares will receive 30 additional new shares)
 - + Ratio of rights exercise : 10:3 (At the record date, shareholders owning 10 shares will receive 3 additional new shares)
 - + Number of shares to be issued for dividend payment: : 38,968,325 shares
 - + Total issuance value at par value : VND 389,683,250,000
 - + Issuance method : Stock issuance for dividend payment in 2024

- + Eligible recipients : Existing shareholders, according to the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) at the record date for stock dividend payment
- + Capital source for stock dividend issuance: : Retained earnings as per the audited financial statements for 2024
- + Purpose of issuance : Stock issuance for dividend payment
- + Handling of fractional shares : The number of shares allocated to each shareholder will be rounded down to the nearest whole unit. Any fractional shares (decimal values) will be canceled.
 Example: A shareholder owning 12,347 shares will be entitled to receive $(12,347 \times 3)/10 = 3,704.1$ shares.
 The final number of shares received will be 3,704 shares, and 0.1 fractional shares will be canceled.
- + Expected issuance timeline : During 2025 and upon approval by the State Securities Commission (SSC)
- + Transfer restrictions on newly issued shares: : None
- + Distribution method: :
 - For deposited securities: Shareholders will receive stock dividends through their securities firms where they maintain depository accounts.
 - For non-deposited securities: Shareholders will claim stock dividends at the Company's Head Office: 7th Floor, No. 45 Trieu Viet Vuong Street, Nguyen Du Ward, Hai Ba Trung District, Hanoi, or at Hai An Port Co., Ltd., 3rd Floor, Hai An Building, Km+2 Dinh Vu Road, Dong Hai II Ward, Hai An District, Hai Phong City, on working days. When claiming dividends, shareholders must present their ID card/citizen identification and Shareholder Certificate.
- + Additional listing: :
 - All newly issued shares for dividend payment will be additionally listed on the Ho Chi Minh City Stock Exchange (HSX) and registered for depository at VSDC.
- + AGM authorized the BOD to: :
 - Determine the appropriate timing for share distribution after receiving approval from the SSC.
 - Implement fractional share processing as outlined above.
 - Modify or adjust the stock dividend payment plan as required by the SSC and/or for legal compliance.
 - Complete all necessary procedures to finalize issuance, adjust information on the number of registered securities according to the number of issued shares

(additional registration), and additional listing at VSDC and HSX, ensuring shareholder and company interests.

- Amend the Company Charter and update the Business Registration Certificate to reflect the actual number of issued shares.
- Make other relevant decisions and undertake necessary actions to implement the 2024 stock dividend payment plan.

7. Approval of the Plan for the year 2025

7.1 Business Plan for 2025

No.	Chỉ tiêu	Unit	Ajusted Plan
1	Total Througput	TEU	1.455.000
	- Terminal operation	TEU	588.000
	- Vessel operation	TEU	689.000
	- Depot operation	TEU	178.000
2	Total revenue	Billion VND	4.556
3	Consolidated Net profit after tax	Billion VND	865
4	Expected Dividend Payment: - 10% in cash - 10% in stock		

7.2 Investment Plan for 2025

- Fleet Expansion: The Company's long-term development strategy aims to expand services to the Mediterranean - Europe (MED - EU) and/or U.S. West Coast (USWC) in the coming years to provide direct container shipping services for Vietnamese exporters/importers. To achieve this, the Company will begin upgrading its fleet by:
 - + Continuing investment in the building of four new SDARI CV3k SC2020-B4075 container vessels with a capacity of 3,000 TEUs.
 - + Acquiring 2 to 3 second-hand container ships as opportunities arise, in alignment with fleet expansion plans..
- Port and Logistics Investments:
 - + Transferring the container yard and port services project in Ba Ria - Vung Tau Province.
 - + Seeking investment opportunities in Hai Phong port infrastructure to enhance port operations and reduce transshipment costs for the fleet.
 - + Exploring opportunities for logistics infrastructure investment in other regions, such as Central Vietnam and the Mekong Delta.
- Investment Capital Sources: The Board of Directors (BOD) is authorized to mobilize capital through loans from financial institutions, credit organizations, and other funding sources. Alternatively, the Company may seek approval from the AGM to raise additional capital through the issuance of new shares or bonds.

8. Approval of the selection of the entity auditing the interim and annual financial statements for the year 2025

The Meeting authorizes the BOD to consider, select and appoint one of audit firms (Deloitte Vietnam Company Limited, KPMG Vietnam Company Limited...) conducting the audit of financial statements for the year 2025 of the Company.

9. Approval of Remuneration for the BOD, Control Board, and BOD Secretary for 2025

The Meeting approved the remuneration to the Board of Directors as of 10 million VND per person per month, Control Board and BOD secretaty as of 5 million VND per person per month.

10. Approval of the issuance of shares under the employee stock ownership plan (ESOP) for the parent company and its subsidiaries, detail as follows:

10.1 ESOP Stock Issuance Plan

Purpose of Issuance	: Issuing shares under ESOP for employees of the parent company and subsidiaries, recognizing their contributions to the Company's growth.
Stock Name	: Shares of Hai An Transport and Stevedoring Joint Stock Company
Stock Type	: Common shares
Par Value	: VND 10,000 per share
Estimated total shares outstanding after stock dividend payment:	: 168,862,743 shares
Number of shares proposed for issuance	: Up to 2,500,000 shares (equivalent to 1.48% of expected outstanding shares after stock dividend payment).
Total expected issuance value at par value	: VND 25,000,000,000
Usage of funds raised	: To support business operations and supplement working capital
Issuance Method	: Directly offering to the BOD, Control Board, and employees of Hai An Transport and Stevedoring Joint Stock Company and its subsidiaries
Eligible participants	: Members of the Board of Directors, Supervisors and employees of Hai An Transport and Stevedoring Joint Stock Company and its subsidiaries according to the list approved by the Company's Board of Directors. The General Meeting of Shareholders authorizes the Board of Directors to decide and promulgate the ESOP regulations, standards, list of employees eligible to purchase ESOP shares and principles for determining the number of shares distributed to each subject.

Issuance Pricing	: Fixed price is VND 10,000/share (The price is equivalent to 37.07% of the book value (as of December 31, 2024, the Company's book value is: VND 26,974/share), however, with the aim of increasing employee engagement, attracting talent and considering the restriction period of 03 years, the price of VND 10,000/share is appropriate.)
Handling of Unallocated Shares	: If employees do not purchase all allocated shares within the registration period, the BOD may redistribute the remaining shares to other eligible participants (including employees who have been distributed shares) under the same pricing conditions, ensuring legal compliance
Plan to ensure compliance with foreign ownership ratio regulations	The General Meeting of Shareholders authorizes the BOD to approve a plan to ensure that the issuance of shares meets foreign ownership ratio regulations.
Transfer Restriction:	: 100% of ESOP-issued shares will be restricted from transfer for three years from the issuance completion date.
Payment Method	: Bank transfer to the Company's account.
Implementation Timeline	: In 2025, following AGM approval and regulatory clearance.

10.2 Authorization for BOD to Manage ESOP Execution

- Decide on the issuance time, develop and complete the dossier for issuing shares under the employee stock option program to submit to the State Securities Commission. In case the State Securities Commission requires amendments or supplements, the Board of Directors is allowed to decide on amendments or supplements according to the recommendations/proposals of the State Securities Commission to complete the issuance of shares under the ESOP program in 2025;.
- Decide on the criteria, standards and list of employees eligible to participate in the ESOP program, the principles for determining the number of shares distributed to each subject and promulgate the ESOP regulations in 2025; decide on the continued distribution of the number of shares not fully issued;.
- Decide on the detailed plan for using the proceeds from the issuance under the ESOP program in 2025;.
- Carry out necessary procedures to adjust information on the number of registered securities (additional registration) according to the number of shares issued under the ESOP program at the Vietnam Securities Depository and Clearing Corporation (VSDC);.
- Carry out necessary procedures to list additional shares issued under the ESOP program at the Ho Chi Minh City Stock Exchange ("HSX");.

- Amend the Company Charter on the Charter Capital section and carry out procedures to increase the Charter Capital with the Hanoi Department of Finance after completing the issuance of shares under the ESOP program;
 - Decide to repurchase and use shares when the person, who entitled to buy under the ESOP program, resigns;
 - Carry out other related tasks to complete the assigned work content;
 - Depending on each specific case, the Board of Directors authorize the General Director to perform one or all of the above tasks.
11. **Approval of the dismissal of Mr. Pham Quang Khanh from the position of member of the Board of Directors for the term 2023-2028.**
 12. **Approval of the dismissal of Mr. Nguyen Van Truc from the position of member of the Board of Directors for the term 2023-2028.**
 13. **Approval of the results of the election of additional members of the Board of Directors for the term 2023-2028 as follows:**

The candidates elected to the Board of Directors for the term 2023-2028 are as follows:

No.	Full name	Gender	Date of Birth	Professional qualifications
1				
2				

D. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Mr. Nguyen Ngoc Minh - on behalf of the Meeting's Secretary Committee, announced the draft minutes and resolution of the 2025 annual General Shareholders' Meeting.

Shareholders have not proposed to amend or supplement the draft Minutes and Resolution of the General Meeting of Shareholders presented.

The minutes and resolution of the 2025 annual General Shareholders' Meeting were approved by shareholders represented 100% of voting shares.

This minutes was immediately prepared at ... on 26 June 2025 after the end of the 2025 annual General Shareholders' Meeting.

SECRETARIAT COMMITTEE

CHAIRMAN

NGUYEN NGOC MINH & TRAN THI THANH HAO

VU THANH HAI



**HAI AN TRANSPORT AND
STEVEDORING JOINT
STOCK COMPANY**

SOCIAL REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 0206-2025/NQ-DHDCD

Hai Phong, 26 June 2025

Draft

RESOLUTION

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HAI AN TRANSPORT AND STEVEDORING JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the XIV National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021 and its amendments, supplements and guidelines;
- Pursuant to the Charter of Organization and Operations of Hai An Transport and Stevedoring Joint Stock Company;
- Pursuant to the Minutes of the annual 2025 General Shareholders' Meeting No. 0106-2025/BB-DHDCD dated 26 June 2025

Article 1. Approval of report of the General Director

Article 2. Approval of report of the Board of Directors and each member of the Board of Director

Article 3. Assessment report of the independent member of the Board of Directors on the activities of the Board of Directors

Article 4. Report of the Board of Control

Article 5. Approval of the audited financial statements for the year 2024

Approval of the 2024 Financial Statements audited by A&C Auditing and Consulting Co., Ltd. with the following main indicators:

	<i>Unit: VND</i>
+ Revenue from service provision:	3,992,094,957,163
+ Financial income:	24,555,047,728
+ Other income:	7,630,036,114
+ Operating expenses:	2,725,389,313,129
+ Financial expenses:	118,622,192,215
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+ Profit/loss from joint ventures and associates:	18,337,092,110
+ Profit before tax:	977,289,020,386
+ Corporate income tax expense:	177,062,808,922
+ Net consolidated profit for 2024:	800,226,211,464
+ Net profit attributable to non-controlling shareholders:	149,726,899,397
+ Net profit attributable to the parent company:	650,499,312,067
+ Total assets as of December 31, 2024:	7,289,524,568,993
+ Owner's Equity:	3,971,692,927,731
In which:	
- Shareholder-contributed capital:	1,213,430,910,000
- Share premium:	191,640,648,159
- Development investment fund:	818,631,956,537
- Undistributed profits:	1,053,223,624,821
- Treasury shares:	-
- Non-controlling interests:	694,765,788,214

Article 6. Approval of the profit distribution plan and dividend payment for the year 2024

6.1. Profit distribution plan for the year 2024

Unit: VND

Total distributable profit	651,681,059,465
Profit for the current period	499,392,809,824
Profit from previous years	152,288,249,641
Allocations to funds	110,785,000,000
Development investment fund (10% of net profit)	65,168,000,000
BOD fund (3% of net profit)	19,550,000,000
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Cash dividend (10%)	129,894,418,000
Stock dividend (30%)	389,683,250,000
Remaining retained earnings	21,318,391,465

6.2. Dividend payment plan for 2024

- Based on the business performance for the year 2024, the Annual General Meeting of Shareholders ("AGM") has resolved to distribute dividends at a rate of 40%, comprising 10% in cash and 30% in shares.
- Details of the stock dividend issuance plan are as follows:
 - Stock name : Shares of Hai An Transport and Stevedoring Joint Stock Company
 - Stock code : HAH
 - Type of shares : Common shares
 - Par value : VND 10,000 per share (ten thousand Vietnamese dong per share)

- Total outstanding shares: : 129,894,418 shares
- Treasury shares : 0 shares
- Stock dividend ratio (new shares to outstanding shares) : 30% (*thirty percent*) (At the record date, shareholders owning 100 shares will receive 30 additional new shares)
- Ratio of rights exercise : 10:3 (At the record date, shareholders owning 10 shares will receive 3 additional new shares)
- Number of shares to be issued for dividend payment: : 38,968,325 shares
- Total issuance value at par value : VND 389,683,250,000
- Issuance method : Stock issuance for dividend payment in 2024
- Eligible recipients : Existing shareholders, according to the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) at the record date for stock dividend payment
- Capital source for stock dividend issuance: : Retained earnings as per the audited financial statements for 2024
- Purpose of issuance : Stock issuance for dividend payment
- Handling of fractional shares : The number of shares allocated to each shareholder will be rounded down to the nearest whole unit. Any fractional shares (decimal values) will be canceled.
 Example: A shareholder owning 12,347 shares will be entitled to receive $(12,347 \times 3)/10 = 3,704.1$ shares.
 The final number of shares received will be 3,704 shares, and 0.1 fractional shares will be canceled.
- Expected issuance timeline : During 2025 and upon approval by the State Securities Commission (SSC)
- Transfer restrictions on newly issued shares: : None
- Distribution method: :
 - For deposited securities: Shareholders will receive stock dividends through their securities firms where they maintain depository accounts.
 - For non-deposited securities: Shareholders will claim stock dividends at the Company's Head Office: 7th Floor, No. 45 Trieu Viet Vuong Street, Nguyen Du Ward, Hai Ba Trung District, Hanoi, or at Hai An Port Co., Ltd., 3rd Floor, Hai An Building, Km+2 Dinh Vu Road, Dong Hai II Ward, Hai An District, Hai Phong City, on working days. When claiming dividends,

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shareholders must present their ID card/citizen identification and Shareholder Certificate.

- Additional listing: : • All newly issued shares for dividend payment will be additionally listed on the Ho Chi Minh City Stock Exchange (HSX) and registered for depository at VSDC.
- AGM authorized the BOD to: : • Determine the appropriate timing for share distribution after receiving approval from the SSC.
 • Implement fractional share processing as outlined above.
 • Modify or adjust the stock dividend payment plan as required by the SSC and/or for legal compliance.
 • Complete all necessary procedures to finalize issuance, adjust information on the number of registered securities according to the number of issued shares (additional registration), and additional listing at VSDC and HSX, ensuring shareholder and company interests.
 • Amend the Company Charter and update the Business Registration Certificate to reflect the actual number of issued shares.
 • Make other relevant decisions and undertake necessary actions to implement the 2024 stock dividend payment plan.

Article 7. Approval of the Plan for the year 2025

7.1 Business Plan for 2025

No.	Chỉ tiêu	Unit	Ajusted Plan
1	Total Througput	TEU	1.455.000
	- Terminal operation	TEU	588.000
	- Vessel operation	TEU	689.000
	- Depot operation	TEU	178.000
2	Total revenue	Billion VND	4.556
3	Consolidated Net profit after tax	Billion VND	865
4	Expected Dividend Payment: - 10% in cash - 10% in stock		

7.2 Investment Plan for 2025

- Fleet Expansion: The Company's long-term development strategy aims to expand services to the Mediterranean - Europe (MED - EU) and/or U.S. West Coast (USWC) in the coming years to

provide direct container shipping services for Vietnamese exporters/importers. To achieve this, the Company will begin upgrading its fleet by:

- + Continuing investment in the building of four new SDARI CV3k SC2020-B4075 container vessels with a capacity of 3,000 TEUs.
- + Acquiring 2 to 3 second-hand container ships as opportunities arise, in alignment with fleet expansion plans..
- Port and Logistics Investments:
 - + Transferring the container yard and port services project in Ba Ria - Vung Tau Province.
 - + Seeking investment opportunities in Hai Phong port infrastructure to enhance port operations and reduce transshipment costs for the fleet.
 - + Exploring opportunities for logistics infrastructure investment in other regions, such as Central Vietnam and the Mekong Delta.
- Investment Capital Sources: The Board of Directors (BOD) is authorized to mobilize capital through loans from financial institutions, credit organizations, and other funding sources. Alternatively, the Company may seek approval from the AGM to raise additional capital through the issuance of new shares or bonds.

Article 8. Approval of the selection of the entity auditing the interim and annual financial statements for the year 2025

The Meeting authorizes the BOD to consider, select and appoint one of audit firms (Deloitte Vietnam Company Limited, KPMG Vietnam Company Limited...) conducting the audit of financial statements for the year 2025 of the Company.

Article 9. Approval of Remuneration for the BOD, Control Board, and BOD Secretary for 2025

The Meeting approved the remuneration to the Board of Directors as of 10 million VND per person per month, Control Board and BOD secretaty as of 5 million VND per person per month.

Article 10. Approval of the issuance of shares under the employee stock ownership plan (ESOP) for the parent company and its subsidiaries, detail as follows:

10.1 ESOP Stock Issuance Plan

Purpose of Issuance	: Issuing shares under ESOP for employees of the parent company and subsidiaries, recognizing their contributions to the Company's growth.
Stock Name	: Shares of Hai An Transport and Stevedoring Joint Stock Company
Stock Type	: Common shares
Par Value	: VND 10,000 per share
Estimated total shares outstanding after stock dividend payment:	: 168,862,743 shares

Number of shares proposed for issuance	: Up to 2,500,000 shares (equivalent to 1.48% of expected outstanding shares after stock dividend payment).
Total expected issuance value at par value	: VND 25,000,000,000
Usage of funds raised	: To support business operations and supplement working capital
Issuance Method	: Direct offering to the BOD, Control Board, and employees of Hai An Transport and Stevedoring Joint Stock Company and its subsidiaries
Eligible participants	: Members of the Board of Directors, Supervisors and employees of Hai An Transport and Stevedoring Joint Stock Company and its subsidiaries according to the list approved by the Company's Board of Directors. The General Meeting of Shareholders authorizes the Board of Directors to decide and promulgate the ESOP regulations, standards, list of employees eligible to purchase ESOP shares and principles for determining the number of shares distributed to each subject.
Issuance Pricing	: Fixed price is VND 10,000/share (The price is equivalent to 37.07% of the book value (as of December 31, 2024, the Company's book value is: VND 26,974/share), however, with the aim of increasing employee engagement, attracting talent and considering the restriction period of 03 years, the price of VND 10,000/share is appropriate.)
Handling of Unallocated Shares	: If employees do not purchase all allocated shares within the registration period, the BOD may redistribute the remaining shares to other eligible participants (including employees who have been distributed shares) under the same pricing conditions, ensuring legal compliance
Plan to ensure compliance with foreign ownership ratio regulations	The General Meeting of Shareholders authorizes the BOD to approve a plan to ensure that the issuance of shares meets foreign ownership ratio regulations.
Transfer Restriction:	: 100% of ESOP-issued shares will be restricted from transfer for three years from the issuance completion date.
Payment Method	: Bank transfer to the Company's account.

Implementation Timeline : In 2025, following AGM approval and regulatory clearance.

10.2 Authorization for BOD to Manage ESOP Execution

- Decide on the issuance time, develop and complete the dossier for issuing shares under the employee stock option program to submit to the State Securities Commission. In case the State Securities Commission requires amendments or supplements, the Board of Directors is allowed to decide on amendments or supplements according to the recommendations/proposals of the State Securities Commission to complete the issuance of shares under the ESOP program in 2025;.
- Decide on the criteria, standards and list of employees eligible to participate in the ESOP program, the principles for determining the number of shares distributed to each subject and promulgate the ESOP regulations in 2025; decide on the continued distribution of the number of shares not fully issued;.
- Decide on the detailed plan for using the proceeds from the issuance under the ESOP program in 2025;.
- Carry out necessary procedures to adjust information on the number of registered securities (additional registration) according to the number of shares issued under the ESOP program at the Vietnam Securities Depository and Clearing Corporation (VSDC);.
- Carry out necessary procedures to list additional shares issued under the ESOP program at the Ho Chi Minh City Stock Exchange (“HSX”);.
- Amend the Company Charter on the Charter Capital section and carry out procedures to increase the Charter Capital with the Hanoi Department of Finance after completing the issuance of shares under the ESOP program;
- Decide to repurchase and use shares when the person, who entitled to buy under the ESOP program, resigns;
- Carry out other related tasks to complete the assigned work content;
- Depending on each specific case, the Board of Directors authorize the General Director to perform one or all of the above tasks.

Article 11. Approval of the dismissal of Mr. Pham Quang Khanh from the position of member of the Board of Directors for the term 2023-2028.

Article 12. Approval of the dismissal of Mr. Nguyen Van Truc from the position of member of the Board of Directors for the term 2023-2028.

Article 13. Approval of the results of the election of additional members of the Board of Directors for the term 2023-2028 as follows:

The candidates elected to the Board of Directors for the term 2023-2028 are as follows:

No.	Full name	Gender	Date of Birth	Professional qualifications
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Article 14. Implementation provision

The full text of the resolution approved by the General Meeting of Shareholders - Hai An Transport and Stevedoring JSC. The General Meeting of Shareholders consistently authorizes the Company's Board of Directors, Control Board for deploying, supervising the process of implementation of the resolution.

This Resolution shall take effect upon signing, Members of the BOD, General Director, Deputy General Director and related department of the Company take the responsibility to carry out this resolution.

ON BEHALF OF THE GENERAL SHAREHOLDERS' MEETING

CHAIRMAN OF THE BOARD OF DIRECTORS

Recipients:

- *The BOD, Control Board;
BOM;*
- *The Company's
shareholders;*
- *Office file.*

(Signed and sealed)

VU THANH HAI