

Hai Phong, ... June 2025

No: 01-2025/TTr-BOD

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

Regarding the approval of the audited financial statements for the year 2024, profit distribution plan and dividend payment for 2024, business and investment plans for 2025, and other issues under the authority of the General Meeting of Shareholders

**To: Annual General Meeting of Shareholders 2025
of 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 Audit Report No. 2.0058/25/TC-AC dated February 15, 2025, issued by A&C Auditing and Consulting Co., Ltd. - Hanoi Branch on the consolidated financial statements audit results for 2024 of Hai An Transport and Stevedoring Joint Stock Company;
- Pursuant to Resolution No. 0206-2025/NQ-BOD of the Board of Directors of Hai An Transport and Stevedoring Joint Stock Company dated 02 June 2025 regarding the organization of the Annual General Meeting of Shareholders 2025.

The Board of Directors ("BOD") of Hai An Transport and Stevedoring Joint Stock Company respectfully submits this proposal to the Annual General Meeting of Shareholders 2025 for consideration and approval of the following contents:

1. Approval of the audited financial statements for 2024

- The financial statements for 2024 were audited by A&C Auditing and Consulting Co., Ltd. - Hanoi Branch and reviewed by the Company's Control Board.



- The audit results and review by relevant entities confirm that the Company's financial data is truthful, reasonable, and compliant with Vietnamese accounting standards, corporate accounting regulations, and applicable legal requirements.
- The audited consolidated financial statements for 2024 present key business results, including:

	<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
+ Owners' 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

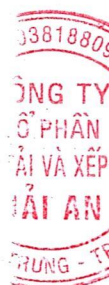
2. Approval of the profit distribution plan and dividend payment for 2024

2.1. Profit distribution plan for 2024

	<i>Đơn vị: VND</i>
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

2.2. 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*)
 - + 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 : Increase charter capital
 - + 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 authorization to the BOD: : • 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, depository 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.

3. Approval of the Plan for the year 2025

3.1 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
---	--

3.2 *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 TEU.
 - + 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.

4. **Approval of selection of Audit Firm for Financial Statements for the year 2025**

The Control Board has proposed selecting one of the following audit firms for the semi-annual and annual financial statements of 2025:

- PwC Vietnam
- Deloitte Vietnam
- KPMG Vietnam
- A&C Auditing and Consulting Co., Ltd.

The BOD submits this proposal for AGM approval, authorizing the BOD to finalize the selection and appointment of one of these firms to conduct the financial statements audits for the year 2025.

5. **Approval of Remuneration for BOD, Control Board, and BOD Secretary for 2025**

The BOD proposes maintaining the 2024 remuneration levels for these roles in 2025:

- BOD members: VND 10,000,000 per person per month
- Control Board members and BOD Secretary: VND 5,000,000 per person per month

The AGM is requested to authorize the BOD to implement this resolution in accordance with legal and company charter regulations.

Thank you for your consideration!

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



VU THANH HAI