

TAN CANG SONG THAN ICD JOINT STOCK COMPANY

No. 7/20, DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Ho Chi Minh City, Vietnam

Website: www.icdsongthan.com.vn

DOCUMENTS FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS



Ho Chi Minh City, 24 April, 2026

DOCUMENT LIST

1. Invitation Letter and Agenda of the 2026 Annual General Meeting of Shareholders.
2. Working Regulations of the 2026 Annual General Meeting of Shareholders.
3. Regulations on nomination, self-nomination, and election of the Board of Directors and Supervisory Board for the 2021–2026 term.
4. Report on business performance, investment and development, and unit construction in 2025 and plan for 2026.
5. Report on the performance of the Board of Directors in 2025 and orientation for 2026.
6. Report on the performance of the Supervisory Board in 2025 and orientation for 2026.
7. Proposal on approval of the audited Financial Statements for 2025.
8. Proposal on approval of the list of independent auditing firms for auditing the Financial Statements for 2026.
9. Proposal on approval of the profit distribution plan for 2025 and plan for 2026.
10. Proposal on approval of the operating budget of the Board of Directors and Supervisory Board for 2025 and plan for 2026.
11. Proposal on approval of salary fund, bonus fund, and remuneration for 2025 and plan for 2026.
12. Proposal on approval of contracts and transactions between ICDST and related persons.
13. Proposal on approval of the termination of the Board of Directors' term (2021–2026) and election of the Board of Directors for the 2026–2031 term.
14. Proposal on approval of the termination of the Supervisory Board's term (2021–2026) and election of the Supervisory Board for the 2026–2031 term.
15. Curriculum vitae of candidates for the Board of Directors and Supervisory Board for the 2026–2031 term.
16. Draft Minutes of the 2025 Annual General Meeting of Shareholders.
17. Draft Resolution of the 2025 Annual General Meeting of Shareholders.
18. Voting ballot template.
19. Template of application for self-nomination/nomination.
20. Template of candidate curriculum vitae.
21. Power of attorney for meeting attendance.



ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

NOTICE OF INVITATION
to the 2026 Annual General Meeting of Shareholders.

To: The 2026 Annual General Meeting of Shareholders.

Organization Name: Tan Cang Song Than ICD Joint Stock Company (ICDST).

Headquarters: No. 7/20, DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Ho Chi Minh City, Vietnam.

Business Registration Number: 3700785006

The Board of Directors of ICDST cordially invites all esteemed shareholders to attend the 2026 Annual General Meeting of Shareholders of ICDST:

Scheduled Time: 8:00 AM, Friday, April 24, 2026.

Location: Company Headquarters (Auditorium).

Meeting Format: In-person.

Proposed Meeting Agenda:

Time	Proposed Content
07:30	+ Delegate and Shareholder Registration
08:00	+ Opening Remarks and Introduction of Reason. + Report on Delegate Eligibility + Approval of Meeting Rules and Procedures + Approval of Election Regulations + Introduction of the Presidium and Secretariat + Nomination and Voting on the Vote Counting Committee + Presentation and Approval of the Meeting Agenda
08:30	Meeting Content 1. Report on 2025 Business Performance, Investment and Unit Development, and 2026 Business Plan. 2. Report on the 2025 Activities of the Board of Directors and 2026 Directions. 3. Report on the 2025 Activities of the Supervisory Board and 2026 Directions. 4. Motion on Approval of the 2025 Audited Financial Statements. 5. Motion on Approval of the Independent Auditor for the 2026 Financial Statements. 6. Motion on Approval of 2025 Profit Distribution and 2026 Plan. 7. Motion on Approval of the 2025 and 2026 Budgets for the Board of Directors and Supervisory Board.

Time	Proposed Content
	8. Motion on Approval of the 2025 and 2026 Salary, Bonus, and Remuneration Fund.
	9. Motion on Approval of Contracts and Transactions Between ICDST and Related Parties.
	10. Motion on Approval of the Conclusion of the 2021–2026 Term of the BOD; Election of the BOD for the 2026–2031 Term.
	11. Motion on Approval of the Conclusion of the 2021–2026 Term of the Supervisory Board; Election of the Supervisory Board for the 2026–2031 Term.
	12. Other Matters Within the Authority of the General Meeting.
09:35	+ Shareholder Discussions
10:00	+ Voting Instructions and Voting
10:15	+ Meeting Recess
10:35	+ Announcement of Voting Results
10:50	+ Approval of the Meeting Minutes and Resolutions
11:10	+ Closing Remarks

Meeting Documents: Available for download in the "Shareholder Announcements" section of the website: www.icdsongthan.com.vn from April 3, 2026.

Note: Shareholders or their authorized representatives attending the General Meeting are requested to bring the following documents:

1. Meeting invitation and Power of Attorney (if applicable).
2. National Identity Card/Passport for individual shareholders; or a certified copy of the Business Registration Certificate for organizational shareholders.

Sincerely./.

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WORKING REGULATIONS
Annual General Meeting of Shareholders 2026
Tan Cang Song Than ICD Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020 and its amendments and supplements;

Pursuant to the Law on Securities dated November 26, 2019 and its amendments and supplements;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST) approved by the 2025 Annual General Meeting of Shareholders on April 25, 2025;

The Board of Directors of ICDST respectfully submits to the 2026 Annual General Meeting of Shareholders (General Meeting) to approve the Working Regulations as follows:

I. PURPOSE

Ensure the order and procedures for organizing and voting at the General Meeting are in accordance with the provisions of the Law, the Company's Charter and ensure the legitimate rights of shareholders.

II. SUBJECTS AND SCOPE OF APPLICATION

All shareholders, authorized persons and guests attending the General Meeting must comply with and abide by the provisions of this Regulation.

These regulations apply to the 2026 Annual General Meeting of Shareholders of ICDST.

III. REGULATIONS CONTENT

1. Conditions for holding the Congress:

The meeting is held when the number of shareholders attending the meeting represents more than 50% of the total number of votes. If the required percentage is not met within 60 minutes of the scheduled opening time, the convener shall cancel the meeting.

In the event that the first meeting is not eligible to be conducted as prescribed in Clause 1, Article 21 of the Company's Charter, the second meeting invitation notice must be sent within 30 days from the date of the intended first meeting. The second General Meeting of Shareholders shall be conducted when there are attending shareholders representing 33% or more of the total voting rights. In case the second meeting is not eligible to be conducted due to an insufficient ratio as prescribed within 60 minutes from the scheduled opening time of the Meeting, the convener shall cancel the meeting.

In the event that the second meeting is not eligible to be conducted as

prescribed in Clause 2, Article 21 of the Company's Charter, the third meeting invitation notice must be sent within 20 days from the date of the intended second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting rights of the attending shareholders.

2. Conditions of participation, form of participation:

Shareholders on the list of securities owners on the last registration date 25/3/2026 Provided by Vietnam Securities Depository and Clearing Corporation.

Shareholders can attend in person or authorize a representative to attend.

3. Guests at the Congress :

According to the meeting invitation information has been announced.

Guests are not allowed to speak at the Congress (except in cases where they are invited to speak by the Congress Chairman or have registered in advance through the Congress Secretary and are agreed to speak by the Congress Chairman).

4. General provisions:

Shareholders and guests must attend the meeting on time as announced; Dress politely and formally; Comply with security checks and ensure epidemic prevention (if any); Present meeting invitation, identification documents, and authorization letter (if any); Receive meeting documents at the reception desk in the Hall after completing the shareholder/delegate qualification check.

Shareholders arriving after the opening time (08:00) have the right to register immediately and then have the right to participate and vote immediately at the General Meeting. The Chairman is not responsible for stopping the General Meeting for late shareholders to register to attend; the voting results of issues before the shareholder/delegate arrives will not be affected.

Set mobile phones to vibrate mode or turn them off; if necessary, please go outside for conversations; Do not smoke and maintain order throughout the Meeting; Comply with other regulations of the Organizing Committee and the Meeting Chairman.

In case any shareholder/delegate or guest does not comply with the above regulations, the Chairman, after careful consideration, may refuse the shareholder's attendance or expel the above delegate from the meeting venue to maintain order at the meeting.

5. Chairman and Presidium:

The Presidium consists of a Chairman and 02 Members. The Chairman of the Board of Directors is the Chairman of the Congress.

The Chairman has the right to take necessary measures to control the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of shareholders attending the meeting.

The Chairman has the right to postpone the General Meeting of Shareholders even if there are enough registered attendees, but not more than 03 working days from April 24, 2026, and may only postpone the meeting or change the meeting location in the following cases:

a) The meeting location does not have enough convenient seating for all attendees;

b) The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote;

c) There are attendees who obstruct or disrupt the meeting, causing the meeting to not be conducted fairly and legally;

Duties of the Presidium:

+ Conduct the activities of the General Meeting according to the program approved by the General Meeting of Shareholders;

+ Guide the Congress to discuss the contents of the program;

+ Respond to issues requested by the Congress in the meeting agenda.

+ Draft and conclude necessary issues for the Congress to vote on;

+ Resolve issues arising during the Congress (if any):

Working principles of the Presidium: The Presidium works according to the principles of collective, democratic centralism, and majority decision.

6. Secretary of the Congress:

- Corporate Governance Officer is Secretary of the Congress.

- Duties and powers:

+ Record fully and honestly the content of the Congress;

+ Receive registration forms for speaking from Delegates;

+ Prepare meeting minutes and draft Congress Resolution;

+ Assist the Chairman in supervising the disclosure of information in accordance with the law and the Company's Charter.

+ Other tasks as required by the Presidium.

7. Counting Committee:

The General Meeting of Shareholders approved the Vote Counting Committee consisting of 2 people at the request of the Presidium.

Duties of the Counting Committee:

+ Disseminate principles, rules, and instructions on voting methods;

+ Check and record the voting ballots, prepare the vote counting minutes, announce the results; transfer the minutes to the Chairman for approval of the voting results;

+ Notify the Secretary of the voting results;

+ Review and report to the Chairman on violations of voting rules or complaints about voting results.

8. Delegate Qualification Examination Committee:

The Board of Shareholders/Delegate Qualifications of the Congress consists of 01 Head and 1 member.

Duties of the Delegate Qualification Examination Committee:

+ Check the qualifications of delegates attending the meeting;

+ Coordinate with the Presidium and the Vote Counting Committee to guide, support, and supervise the voting and election process.

+ The Head of the Delegate Qualification Examination Committee reports to the General Meeting of Shareholders on the results of the delegate qualification examination.

9. Speaking at the Congress:

Discussions shall only be conducted during the specified time and must fall within the scope of the issues presented in the meeting agenda of the General Meeting of Shareholders.

Delegates attending the Congress who wish to express their opinions must obtain the consent of the Congress Chairman. Their opinions must be concise and focus on the key points in accordance with the program content approved by the Congress or send their opinions in writing to the Congress Secretary for synthesis and reporting to the Chairman.

In addition, Delegates with opinions may register their discussion content in the following form:

+ Delegates can post questions in the Online Support section of the meeting interface via the electronic voting system ¹at the link www.ezgsm.fpts.com.vn (prior to the discussion session).

+ The Secretary will synthesize and arrange the questions from Delegates and forward them to the Chairman.

The Chairman of the Meeting will arrange for delegates to speak in the order of registration, and at the same time answer shareholders' questions at the Meeting or record written responses later.

10. Voting to pass issues at the Congress:

a) Principle:

All issues in the agenda and meeting content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.

Delegates shall register for attendance at the meeting venue specified in the Notice of Invitation sent to all shareholders named in the list of shareholders as of the record date, March 25, 2026. After completing the registration with the meeting organizers, delegates will be provided with an account, password, and/or QR Code to log in and perform voting on the contents presented at the Meeting via the electronic voting form ²at the link: www.ezgsm.fpts.com.vn.

Upon discovering that the username, password, and/or other identifying elements are lost, stolen, disclosed, or suspected of being disclosed, the Delegate must immediately notify the Company to promptly lock the access name and security devices. The Delegate shall be held responsible for any damages, losses, and risks arising from the Delegate's own fault.

b) Voting method at the Congress:

¹ The electronic voting system is the infrastructure used by the Company and provided to Delegates to exercise relevant rights when attending the General Meeting of Shareholders.

² Electronic voting refers to the Delegate using Internet-connected devices to perform voting/election through the electronic voting system prescribed by the Company and notified to the delegate at the time of registration for the Meeting.

Delegates shall perform voting to Approve/Disapprove/No opinion on an issue presented for voting at the Meeting by raising their Voting Cards or via electronic voting.

When voting via electronic voting, delegates shall select one of three options: 'Approve', 'Disapprove', or 'No opinion' for each issue presented at the Meeting as configured on the electronic voting system. Subsequently, the Delegate shall confirm the vote for the electronic voting system to record the result.

Other regulations for electronic voting:

+ In the event of issues arising outside the pre-sent meeting agenda, Delegates may perform supplementary voting. If a Delegate does not vote on these arising issues, it will be considered as the Delegate not casting a vote for those specific matters.

+ Delegates may change their voting results (but cannot cancel the voting result), including supplementary voting results for issues arising outside the Meeting agenda. The electronic voting system only records the final voting result at the time the electronic voting concludes for each counting session as specified in the meeting's working regulations.

+ Electronic voting period for issues requiring a vote at the Meeting: Delegates shall perform voting from the completion of meeting registration until the Organizing Committee announces the end of the electronic voting period for the voting contents.

+ Once the voting period ends, the system will not record any further electronic voting results from Delegates.

c) Voting rules:

Each 01 (one) common share is equivalent to one voting right. Each attending delegate represents one or more voting rights. As of the shareholder record date (March 25, 2026); the total number of shares of the Company is 15,008,492 shares, equivalent to 15,008,492 voting rights.

Issues requiring a vote at the General Meeting shall only be approved when approved by shareholders holding at least 50% of the total number of votes of all shareholders attending and voting at the meeting. In some cases, the voting issue specified in Clause 1, Article 23 of the Company's Charter must be approved by 65% of the total number of votes of all shareholders attending and voting at the meeting.

Note:

+ Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions with a value of 20% or more (of the total value of the Company's assets recorded in the most recent financial report; these contracts or transactions are only approved when the number of shareholders/authorized representatives representing 65% or more of the total remaining votes approve (according to Clause 4, Article 167, Enterprise Law

2020).

+ Shareholders / authorized representatives of shareholders owning 51% or more of the total number of voting shares or related persons of such shareholders do not have the right to vote on contracts and transactions with a value greater than 10% (of the total value of the Company's assets recorded in the most recent financial report) between the Company and such shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the Enterprise Law 2020).

d) Record the voting results:

The Vote Counting Committee will check the number of votes in favor, against, and without opinion for each content and is responsible for recording, counting, and reporting the results of the vote counting at the General Meeting of Shareholders.

11. Election of the Board of Directors and the Supervisory Board

The election of members of the Board of Directors (BOD) and members of the Supervisory Board must be conducted in accordance with the Regulations on Nomination, Candidacy, and Election of the BOD and the Supervisory Board for the 2026–2031 term, and shall be approved by the General Meeting of Shareholders at the meeting.

12. Minutes and Resolutions of the General Meeting of Shareholders:

All contents of the General Meeting of Shareholders must be recorded in the Meeting Minutes by the Meeting Secretary. The draft Meeting Minutes and Resolutions shall be read and approved before the closing of the Meeting."

IV. PERFORM

All shareholders, delegates and guests attending the General Meeting are responsible for fully complying with the contents stipulated in this Charter, the current regulations, rules and management regulations of the Company and relevant legal provisions.

The contents not specified in detail in this regulation shall be uniformly applied according to the provisions of the Company Charter, the Enterprise Law 2020 and current legal documents of the State.

These Regulations take effect upon approval by the 2026 Annual General Meeting of Shareholders./.

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REGULATIONS

Nomination, Candidacy, and Election of BOD and BOS for the 2026-2031 Tan Cang Song Than ICD Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020, and its guiding documents on amendments and supplements;

Pursuant to the Law on Securities dated November 26, 2019, and its guiding documents on amendments and supplements;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST) as approved by the 2025 Annual General Meeting of Shareholders (GMS) on April 25, 2025;

The Board of Directors (BOD) of ICDST respectfully submits to the 2026 Annual General Meeting of Shareholders the Regulations on Nomination, Candidacy, and Election of the BOD and the Board of Supervisors (BOS) for the 2026–2031 term, in accordance with the following provisions:

SECTION I: NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS (BOD)

Article 1: Number of members to be elected to BOD:

1. Number of BOD members to be elected: 05 members
2. Term: 2026–2031
3. Maximum number of BOD candidates: Unlimited

Article 2: Rights to Nomination and Candidacy for BOD:

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors (BOD). A shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the BOD. A shareholder or a group of shareholders holding from 10% to less than 20% of the total voting shares is entitled to nominate 01 candidate; from 20% to less than 30% may nominate up to 02 candidates; from 30% to less than 40% may nominate up to 03 candidates; from 40% to less than 50% may nominate up to 04 candidates; and from 50% or more may nominate the full number of candidates.

In the event that the number of BOD candidates through nomination and candidacy remains insufficient, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the Company's Charter.

Article 3: Criteria for Candidates for BOD:

Candidates nominated for BOD must satisfy the following criteria:

1. Have full civil act capacity and not fall into the categories of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14;

2. Possess professional qualifications and experience in business administration or in the fields, sectors, or industries relevant to the Company's business operations; candidates are not required to be shareholders of the Company;

3. Must not be a family relative (spouse, biological parent, adoptive parent, father-in-law, mother-in-law, biological child, adopted child, son-in-law, daughter-in-law, biological sibling, brother-in-law, or sister-in-law) of the General Director or other managers of the Company; or of managers or persons with the authority to appoint managers of the parent company.

4. A member of the Board of Directors may only concurrently serve as a member of the Board of Directors or the Board of Members of a maximum of 05 other companies.

SECTION II: NOMINATION AND CANDIDACY FOR THE BOARD OF SUPERVISORS (BOS)

Article 4: Number of members to be elected to BOS:

1. Number of BOS members to be elected: 03 members

2. Term: 2026–2031

3. Maximum number of BOS candidates: Unlimited

Article 5: Rights to Nomination and Candidacy for BOS:

Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors (BOS). A shareholder or a group of shareholders owning 10% or more of the total ordinary shares has the right to nominate candidates to the BOS. A shareholder or a group of shareholders holding from 10% to less than 30% of the total voting shares is entitled to nominate 01 candidate; from 30% to less than 40% may nominate up to 02 candidates; and from 40% or more may nominate the full number of candidates.

In the event that the number of BOS candidates through nomination and candidacy remains insufficient, the incumbent Board of Supervisors shall introduce additional candidates or organize nominations in accordance with the Company's Charter.

Article 6: Criteria for Candidates for BOS:

Candidates nominated for BOS must satisfy the following criteria:

1. Have full civil act capacity and not fall into the categories of persons prohibited from establishing and managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14.

2. Be trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business operations of the enterprise.

3. Must not be a family relative (spouse, biological parent, adoptive parent, father-in-law, mother-in-law, biological child, adopted child, son-in-law,

daughter-in-law, biological sibling, brother-in-law, or sister-in-law) of any member of the Board of Directors, the Director/General Director, or other managers.

4. Must not be a manager of the Company; candidates are not required to be shareholders or employees of the Company.

5. Must not be working in the accounting or finance departments of the Company.

6. Must not be a member or employee of the independent auditing firm that has audited the Company's financial statements for the 03 consecutive preceding years.

SECTION III: ELECTION OF BOD AND BOS

Article 7: Principles of Election:

1. To be implemented in strict accordance with the provisions of law and the Company's Charter.

2. Public election via electronic voting¹ through the Electronic Voting System² as stipulated by the Company in the Working Regulations of the General Meeting of Shareholders.

3. Voting rights are calculated based on the number of shares owned or represented. Election results are determined by the number of voting shares held by shareholders attending and voting at the meeting.

4. For each round of election, a shareholder delegate may only use one ballot corresponding to the number of shares owned or represented.

5. The Vote Counting Committee shall be nominated by the Chairperson and approved by the General Meeting. Members of the Vote Counting Committee must not be included in the list of candidates nominated or standing for election to the Board of Directors or the Board of Supervisors.

Article 8: Election Methods:

1. The list of candidates for the BOD and the BOS shall be arranged in alphabetical order (A-Z) by their given names, with their full names displayed on the ballot.

2. The election of members to the BOD and the BOS shall be conducted via cumulative voting, whereby each shareholder has a total number of votes corresponding to the number of shares owned or represented, multiplied by the number of members to be elected to the BOD and the BOS.

3. Shareholders may cast all of their votes for one candidate or distribute them among several candidates.

¹ Electronic voting means that Delegates use internet-connected devices to perform voting/elections through the electronic voting system prescribed by the Company and notified to the delegates at the time of registration for the Meeting.

² Electronic voting system means the infrastructure used and provided by the Company to Delegates to exercise relevant rights when attending the GMS.

4. Attending delegates shall access the electronic voting system to perform their voting (Note: Delegates must cast their votes within the electronic voting period as specified in the Working Regulations).

5. In case of an erroneous selection: Attending delegates shall access the electronic voting system and re-perform their voting (Note: Delegates must cast their votes within the electronic voting period as specified in the Working Regulations).

Article 9: Ballot:

1. The ballot is the electronic voting form provided by the Company to the Delegates through the electronic voting system.

2. Voting Procedures:

+ Delegates may nominate a maximum number of candidates equal to the number of members to be elected;

+ If casting all votes for a single candidate or distributing all votes equally among multiple candidates: Delegates shall check the "Equal Cumulative Voting" box for the respective candidates;

+ If distributing votes unequally among candidates: Delegates shall clearly enter the specific number of votes in the "Number of Votes" column for each respective candidate;

3. In the event that a delegate both checks the "Equal Cumulative Voting" box and enters a specific number in the "Number of Votes" column, the result shall be recorded based on the figure in the "Number of Votes" column.

4. The following ballots shall be considered invalid:

+ The number of candidates selected by the delegate exceeds the total number of members to be elected;

+ The total number of votes cast for candidates by the delegate does not equal the total number of votes they are entitled to cast;

5. In the event of an error, shareholders may modify their election results (but cannot cancel the results). The online system only records the final election results at the closing time of the electronic voting period for each counting session, as stipulated in the Meeting's Working Regulations.

6. Once the voting has concluded, the system will automatically record the completion of the vote counting.

7. The Vote Counting Committee is responsible for preparing the minutes of the vote counting, announcing the results, and, together with the Presiding Board, resolving any inquiries or complaints from shareholders (if any).

Article 10. Principles for Winning Election to the BOD and the BOS:

Elected candidates to the BOD and the BOS shall be determined by the number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members is reached.

In the event that two or more candidates receive an equal number of votes, a re-election shall be conducted among those candidates with equal votes.

If the first round of election fails to reach the required number of members, subsequent rounds of election shall be held until the full number of members is elected.

Article 11. Announcement of Election Results for the BOD and the BOS:

The election results for the BOD and the BOS shall be reported to the Presiding Board. The Presiding Board shall announce the results immediately before the closing of the Meeting. These results shall be recorded in the Minutes and the Resolution of the GMS and disclosed in accordance with the regulations.

Article 12. Application Dossiers for Nomination and Candidacy to the BOD and the BOS for the 2026-2031 Term:

Application dossiers for candidacy and nomination to the BOD and the BOS for the 2026-2031 term include:

- Application Form / Official Dispatch / Request for Candidacy or Nomination to the BOD/BOS (refer to the attached template).
- Curriculum Vitae / Resume (refer to the attached template).
- Copies of the following documents: Citizen Identity Card / ID Card / Passport.
- Degrees and certificates of educational and professional qualifications (if any).

The person nominating candidates to the BOD and the BOS shall be legally responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the contents in their dossier.

Article 13. Effectiveness of the Regulations:

These Regulations shall take effect upon approval by the General Meeting of Shareholders of the Company and shall serve as the legal basis for the nomination, candidacy, and election of the Board of Directors and the Board of Supervisors for the 2026-2031 term.

Sincerely./.

JOINT STOCK COMPANY ICD
TAN CANG SONG THAN
BOARD OF DIRECTORS

No: /BC-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2026

REPORT

Business performance and unit development in 2025 **Business and unit development plan for 2026**

To: The Annual General Meeting of Shareholders 2026.

A- PERFORMANCE RESULTS IN 2025

I. SITUATIONAL OVERVIEW

In 2025, the global economy maintained a recovery trend but remained unstable, affected by uncertainties such as geopolitical conflicts, rising protectionism, and energy cost fluctuations. Global supply chains continued restructuring, creating both opportunities and pressures for logistics enterprises.

Domestically, the economy maintained positive growth, particularly in the Southern region, driven by increasing FDI inflows and industrial production, thereby boosting demand for logistics, warehousing, and transportation services. Policies promoting public investment, infrastructure development, green logistics, and digital transformation created favorable conditions for business expansion.

However, the Company's operations also faced significant challenges. Fuel price fluctuations and rising transportation costs increased input cost pressure; meanwhile, the regional logistics service market became highly competitive due to the participation of major domestic and foreign players, especially large-scale logistics centers, smart warehouses, and cold storage facilities.

Additionally, traffic infrastructure and port connectivity in the Southern region remained locally congested, affecting operational efficiency and costs. Market demand was unstable, with fluctuating cargo volumes, requiring higher standards in operational management, capacity optimization, and risk control.

At the same time, rising service standards, stricter ESG requirements, and increasing pressure for digital transformation and technology investment led to higher resource and capital demands, requiring the Company to adopt flexible strategies and enhance long-term governance capacity.

II. BUSINESS PERFORMANCE IN 2025

Implementing the resolutions at all levels, the 5-year development orientation for the period 2021–2025, and the business production, investment, and unit development plan for 2025, with a strong sense of responsibility, the Party Committee, the Board of Directors, and the Board of Management have led, directed, and managed the unit to comprehensively fulfill all assigned tasks, successfully organize the ceremony to receive the Second-Class Labor Order (for the second time) and celebrate the 25th anniversary of ICDST; successfully complete national defense and military tasks, ensuring absolute safety for the unit.

In 2025, ICDST continued to record positive business performance results, in which revenue growth was closely associated with increased service volumes

and a restructuring of key service segments. Total revenue reached VND 519,079.9 million, exceeding the plan by 2.3% and increasing by 12.6% compared to 2024. The growth momentum came from the stable increase in output across core service segments, especially value-added warehousing services, integrated logistics services, and in-warehouse supporting activities; at the same time, throughput via the ICD system, yards, and related services improved in the direction of accelerating cargo turnover and enhancing asset utilization efficiency. The proactive shift from traditional warehouse leasing to integrated logistics service provision not only increased the volume of high-quality services but also directly improved profit margins.

Total costs were tightly controlled at VND 416,064.7 million, equivalent to 99.8% of the plan and increasing only 11.2% compared to the same period, lower than the revenue growth rate, thereby contributing to improved operational efficiency. Profit after tax reached VND 82,485.2 million, exceeding the plan by 14.3% and increasing by 19.2% compared to the previous year, clearly reflecting effective management, cost optimization, and growth quality associated with service output efficiency.

Profitability indicators continued to be maintained at high levels and improved compared to the plan, demonstrating efficient capital utilization and the ability to generate sustainable profits for shareholders. The pre-tax profit margin on revenue reached 19.8%, increasing by 2% compared to the plan and 1% compared to 2024; the return on equity (ROE) reached 32%, exceeding the plan by 3.8% and increasing by 1.5% compared to the same period; the return on assets (ROA) reached 15.4%, exceeding the plan by 2.5% and increasing by 1.4% compared to the previous year. The average income of employees reached VND 37.15 million/person/month, increasing by 12.5% compared to the plan and 17.9% compared to 2024, contributing to improved labor productivity and strengthening the foundation for sustainable development.

Regarding financial position, total assets as of December 31, 2025 reached VND 542,131 million, increasing by 2.6% compared to 2024. The asset structure continued to shift toward increasing the proportion of long-term assets, reaching 71.2% of total assets (up 7.2% compared to the same period), reflecting the orientation of expanding operational capacity and improving infrastructure quality. Short-term assets accounted for 28.8% of total assets, ensuring liquidity and serving regular operational needs. The net book value of fixed assets reached VND 115,291 million, accounting for 21.3% of total assets, forming a foundation for stable and long-term business operations.

The capital structure continued to be strengthened in a safe and sustainable direction, enhancing financial autonomy. Equity reached VND 274,844 million, accounting for 50.7% of total capital, increasing by 14% compared to 2024; in which, the development investment fund reached VND 80,579 million, sharply increasing by VND 28,014 million compared to the beginning of the year, creating important room for investment projects and expansion in the coming period. Charter capital remained stable at VND 150,085 million. Liabilities were

controlled at VND 267,287 million, accounting for 49.3% of total capital, lower than the plan and reduced compared to the previous year, thereby contributing to reducing financial pressure, optimizing capital costs, and improving the efficiency of financial leverage usage.

Overall, with revenue and profit growth exceeding the plan, along with a healthy financial structure and high profitability indicators, ICDST continues to affirm its capability to generate stable cash flows, superior capital utilization efficiency, and the ability to sustainably increase shareholder value in the medium and long term.

In 2025, ICDST fully implemented 100% of planned investment and procurement items, demonstrating proactiveness in execution and long-term development orientation. Although cumulative disbursement reached VND 13.698 billion (34.9% of the plan) due to the adjustment of the Warehouse 18 project schedule, the selective allocation of resources helped optimize capital efficiency. Notably, investment in equipment reached 197.3% of the plan, thereby enhancing operational capacity, improving service quality, and directly creating a foundation for revenue and profit growth in subsequent years – a core factor in increasing shareholder value.

Regarding financial investment activities, the Company maintained an effective investment portfolio in affiliated companies and bank stocks. Tan Cang Binh Duong Logistics Joint Stock Company (BNP) continued to be a key investment, delivering positive performance with revenue and profit growth, achieving planned targets; and contributing dividends of VND 2,304 million, corresponding to a high return on invested capital. Unithai Maruzen Logistics Vietnam Joint Stock Company, although facing objective market difficulties, maintained stable operations and contributed dividends of VND 300 million. The investment in MB Bank shares generated dividends of VND 458 million. Overall, external investments generated stable dividend cash flows, contributing to additional income, improving capital efficiency, and directly increasing shareholder benefits.

Regarding human resources, the Company maintained a reasonable workforce size, ensuring quality and stability. Salary, welfare, and insurance policies were fully and promptly implemented, linked with business performance, thereby creating work motivation and improving labor productivity. The implementation of additional life insurance policies for staff and employees not only enhanced welfare but also contributed to retaining personnel and stabilizing the operating structure – an important factor in ensuring sustainable operational efficiency and long-term shareholder benefits. Average income reached VND 37.15 million/person/month, significantly increasing compared to the plan and the previous year, reflecting the Company's substantive growth performance.

Overall, in 2025, ICDST continued to maintain high and sustainable growth, profitability indicators remained at high levels, and the restructuring of revenue toward increasing value-added logistics services contributed to improving profit margins, enhancing growth quality, and strengthening the Company's competitive

position. These results not only affirm the effectiveness of the Board of Directors' management but also directly enhance enterprise value, ensure stable dividend payment capability, and improve overall shareholder benefits.

B - BUSINESS PRODUCTION PLAN, INVESTMENT, AND DEVELOPMENT STRATEGY FOR 2025.

I. OVERVIEW

The global economic context in 2026 is evolving in a more complex, volatile, and less predictable manner than initially anticipated. Escalating geopolitical tensions in many regions, particularly in the Middle East, continue to directly impact global energy markets, causing oil and fuel prices to fluctuate sharply, continuously, and unpredictably. As a result, transportation and maritime insurance costs have increased significantly, while the risk of supply chain disruptions remains ever-present, creating major difficulties for production and business planning as well as operational management of logistics enterprises.

The trend of supply chain restructuring continues; however, the level of competition is becoming increasingly intense and highly selective, requiring enterprises to possess real capabilities in infrastructure, technology, and governance. At the same time, requirements related to environmental standards, emissions, and transparency in the supply chain (ESG) are becoming more stringent, creating additional compliance and cost pressures for enterprises.

Domestically, although the economy continues to grow, actual implementation shows that many bottlenecks have not been fully resolved, particularly in transport infrastructure and connectivity in the Southern region. Labor costs, land rental costs, and technology investment costs continue to increase; meanwhile, the logistics market is witnessing fierce competition as many large domestic and foreign enterprises invest heavily in logistics centers, automated warehouses, and large-scale cold storage facilities, creating direct pressure on market share, service pricing, and profit margins.

For ICDST, 2026 is identified as a year with more difficulties and challenges compared to previous periods. Rising input cost pressures, unpredictable market fluctuations, and increasingly intense competition are directly affecting operational efficiency and the ability to maintain growth momentum. These factors require an urgent need to change management thinking, enhance adaptability, and strengthen risk management.

In this context, the Board of Directors clearly defines its management approach for 2026 as proactive, flexible, and decisive in responding to market fluctuations; focusing on cost optimization, improving asset utilization efficiency, accelerating digital transformation, and enhancing service quality to maintain competitiveness. At the same time, the Company looks forward to continued companionship, trust, and support from shareholders in the implementation of management solutions, aiming together toward the objectives of stabilizing operations, preserving, and increasing enterprise value amid current volatility.

II. BUSINESS PRODUCTION PLAN, INVESTMENT, AND DEVELOPMENT STRATEGY FOR 2026

1. Objectives:

Overall objective: Continue focusing on performing the function of an inland clearance depot (ICD) and an integrated logistics center, serving as a consolidation point for post-port cargo and providing port logistics services, connecting the system among ports and logistics facilities of the Corporation; attracting customers such as export manufacturing enterprises, domestic distribution companies, logistics service providers, and large forwarders with strong potential; providing end-to-end services in line with development orientation and maintaining annual growth momentum. Continue increasing the proportion of serviced warehouses, reducing the proportion of empty warehouses, increasing cargo turnover rates, and expanding value-added services. Modernize infrastructure, equipment, and technology; build a high-quality workforce meeting customer requirements; enhance competitiveness and the ability to successfully participate in bids for distribution center services, transportation, and customs brokerage.

Specific objectives:

- Estimated revenue: VND 595.6 billion, an increase of 15% compared to 2025 performance.
- Estimated profit after tax: VND 91.9 billion, an increase of 12% compared to 2025 performance.
- Expected dividend payout ratio: 25%.
- Estimated average income: VND 39.072 million/person/month, an increase of 4.6% compared to 2025 performance.

2. Investment and Development Plan

In 2026, ICDST is oriented to simultaneously implement key investment projects based on the principles of focus – efficiency – sustainability, aiming to enhance operational capacity, modernize infrastructure, and increase long-term shareholder value. These projects not only serve growth objectives in terms of output and operational efficiency but are also closely aligned with sustainable development orientation, meeting ESG standards and improving the Company's competitiveness in a highly volatile market environment.

The key focus is the Warehouse 18 renovation and upgrade project, with a total investment of VND 113.373 billion, expected to be completed in Q4/2026. This is a core project that contributes to upgrading warehouse operations toward modernization, increasing the proportion of value-added logistics services, improving profit margins, and generating stable cash flows in the medium and long term, thereby directly enhancing enterprise value and shareholder benefits.

In parallel, the Company will implement the centralized wastewater treatment plant project with a capacity of 140 m³/day, with a total investment of VND 12.305 billion, expected to be completed in Q4/2026. This is an important item to ensure compliance with environmental regulations, minimize impacts on the ecosystem, and demonstrate the Company's commitment to sustainable development and ESG standards.

Infrastructure and internal traffic organization investments such as the construction of Gate B, a two-story parking facility, and traffic systems in the Gate B area (VND 12.439 billion, expected completion in Q3/2026) will contribute to optimizing cargo flow, reducing congestion, improving operational productivity, and enhancing customer service quality.

In the field of digital transformation, ICDST focuses on investing in technology system upgrades, including: completing the automated gate system (Phase 2), piloting AI-based recognition systems; upgrading access control systems; deploying an enterprise data platform... to enhance data management capability, optimize operations, reduce costs, and increase transparency—key factors in improving corporate governance efficiency and strengthening shareholder confidence.

In addition, investments in safety and security systems such as camera systems, IP speakers, data storage servers; automatic fire alarm systems, emergency lighting systems; along with investment in the racking system for Warehouse 17 (VND 17 billion) will contribute to improving operational safety standards, increasing storage density, enhancing asset utilization efficiency, and meeting increasingly high customer requirements.

Overall, the 2026 investment portfolio is oriented by the Board of Directors toward financial efficiency associated with sustainable development, ensuring that each project contributes to enhancing operational capacity, optimizing costs, improving service quality, and strengthening the foundation for long-term growth. In the context of many market challenges, the implementation of these projects demonstrates the Company's determination to proactively adapt, enhance competitiveness, and at the same time commit to preserving and increasing sustainable shareholder value.

III. SOLUTIONS

Based on a context of many fluctuations and challenges, the Board of Directors defines the system of management solutions for 2026 with a focus on efficiency, risk control, enhancing competitiveness, and increasing sustainable value for shareholders, while ensuring compliance with ESG standards and the Company's long-term development orientation:

1. Regarding governance and management, the Company continues to strengthen discipline, standardize the governance system toward transparency, efficiency, and alignment with modern corporate governance practices; maintain and enhance the effectiveness of the quality management system, and strictly control risks across all business operations. Improving management capacity is not only aimed at flexibly adapting to market fluctuations but also contributes to strengthening shareholder confidence through transparency and governance efficiency.

2. In business operations, the Company orients development toward depth, focusing on improving service quality, increasing the proportion of integrated logistics services and value-added services in warehouses, while expanding cooperation based on benefit-sharing and supply chain optimization. Proactively

connecting ecosystems and strengthening cooperation with strategic partners and major customers not only helps stabilize volumes but also improves asset utilization efficiency, thereby enhancing profit margins and creating sustainable revenue streams for shareholders.

3. Regarding financial management, the Company continues to implement principles of efficient capital utilization, strict cost control, optimization of capital structure, and improvement of investment efficiency. Financial solutions are implemented in a manner that ensures safety, flexibility, and proactive resource management, thereby not only meeting development investment needs but also maximizing shareholder benefits through profitability and the ability to maintain stable dividend payments.

4. Regarding human resources, the Company focuses on building a team of managers and employees with strong capabilities, innovative thinking, and high adaptability to a volatile environment. The development of high-quality human resources, coupled with appropriate remuneration mechanisms, will serve as a foundation for improving labor productivity, optimizing costs, and ensuring stable and sustainable business development.

5. In the field of technology, ICDST continues to accelerate digital transformation, applying information technology and artificial intelligence in management and operations, aiming to build a synchronized, transparent data system that supports effective decision-making. This is a key factor enabling the Company to improve productivity, reduce costs, and enhance long-term competitiveness.

6. Across all solution groups, the Board of Directors particularly emphasizes a sustainable development orientation associated with ESG, including: improving energy efficiency, minimizing environmental impact, ensuring occupational safety, enhancing governance transparency, and strengthening responsibility toward the community. These factors not only meet increasingly stringent market requirements but also contribute to enhancing corporate reputation and brand value.

With the above comprehensive solution system, together with a proactive, flexible, and decisive management spirit, the Board of Directors is confident that ICDST will strive to achieve and exceed the 2026 targets, continue to strengthen its financial foundation, improve operational efficiency, and enhance sustainable shareholder value. Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

REPORT

Board of Directors' Performance in 2025 and Orientations for 2026

To: The Annual General Meeting of Shareholders 2026

In accordance with the functions and duties of the Board of Directors (BoD) as stipulated by law, the Charter of Tan Cang Song Than ICD Joint Stock Company (ICDST), and the Resolution of the 2025 Annual General Meeting of Shareholders (AGM), the Board of Directors hereby reports on its activities in 2025 and outlines its plans for 2026 as follows:

A. PERFORMANCE RESULTS IN 2025:

I. Board of Directors' Personnel and Governance Capacity Improvement

The ICDST Board of Directors consists of five members, ensuring compliance with corporate governance principles and current legal regulations in Vietnam, as demonstrated by the following:

- The structure of the Board of Directors (BOD) includes 02 out of 05 non-executive members, accounting for 40%, which is higher than the minimum regulatory requirement, thereby contributing to enhanced independence and objectivity in supervision and decision-making. BOD members possess diverse expertise and experience in corporate governance, finance, logistics, transportation, and port operations, while ensuring a balance of age, practical experience, and executive capacity.

- During the year, 100% of the members of the BOD, the Supervisory Board, the Board of Management, and the Person in charge of Corporate Governance completed corporate governance training programs organized by the State Securities Commission, contributing to the enhancement of governance capacity in accordance with modern standards.

- Each BOD member possesses a deep understanding of their roles and responsibilities, complying with Best Governance Practices, legal regulations, the Company's Charter, and the Board's Operational Regulations. Members proactively participated in supervising the Company's activities and thoroughly studied all documents provided before each meeting or written solicitation of opinions to contribute ideas, discuss, and vote in the spirit of ensuring the highest interests of shareholders and upholding the law. Furthermore, the BOD coordinated closely with the Supervisory Board and the Board of Management, thereby contributing to the successful fulfillment of their roles and responsibilities in 2025.

No	Board Member	Position	Date of Appointment/ Resignation from BoD
1	Ms. Vu Thi Lan Anh * Over 30 years of experience in financial management and internal auditing in the port operation, warehousing, and logistics industries.	Chairwoman	25/6/2021
2	Mr. Nguyen Son * Extensive experience in corporate governance, particularly in offshore service vessel supply, marine transport and logistics services, and manpower supply (including seafarers and overseas workers).	Non-executive Board Member	25/6/2021
3	Mr. Tran Tri Dung *Over 20 years of experience in business development, market operations, and management within the logistics industry (warehousing, distribution centers, and port operations).	Board Member	27/6/2020
4	Mr. Thanh Quang Vinh * Many years of experience in corporate governance and management within the oil and gas service industry, marine transport and logistics services, and manpower supply (including seafarers and overseas workers).	Non-executive Board Member	25/6/2021
5	Mr. Luu Phuoc Hong *25 years of management experience in the logistics industry (warehousing, distribution centers, and	Board Member	25/4/2024

	cross-border transportation).		
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II. Performance of Duties and Implementation of the 2025 AGM Resolutions

Closely following the development orientation and the 2025 Annual General Meeting of Shareholders (AGM) Resolutions, the Board of Directors (BOD) directed the synchronous implementation of management solutions, through which the Company achieved positive business results, meeting and exceeding key targets.

Specifically, 2025 revenue reached over VND 519 billion, an increase of 12.6% compared to 2024 and exceeding the plan by 2.3%; profit after tax reached over VND 82.4 billion, up 19.2% year-on-year and exceeding the plan by 14.3%. Efficiency indicators remained high, with ROE reaching 32% and ROA reaching 15.4%. Both total assets and equity grew steadily, reflecting the enterprise's healthy financial foundation.

The average income of employees reached over VND 37 million per person per month, a sharp increase from the previous year, demonstrating a commitment to employee welfare alongside business efficiency.

Regarding the 2025 AGM Resolutions, the BOD directed full and compliant implementation with positive outcomes, notably: completing the business and production plan; selecting an independent auditing firm as regulated; paying the 2024 dividend at a rate of 20.53%; and finalizing amendments to the Charter and business lines in accordance with development orientations and legal requirements.

In the process of direction and supervision, the BOD gradually integrated Environmental, Social, and Governance (ESG) factors into discussions, reviews, and resolutions, particularly regarding investment, asset management, digital transformation, and service quality enhancement. Consequently, the Company's activities are oriented towards efficiency, sustainability, and alignment with modern logistics industry trends.

No	Content	Result
1	- Business and unit development plan for 2025	- Successfully exceeded the planned targets (details available in the 2025 Business Performance and Unit Development Report)
2	- Selection of an independent auditor for the 2025 financial statements	- Selected A&C Auditing and Consulting Co., Ltd - Hanoi Branch to conduct the audit of the 2025 Financial Statements.
3	- Profit distribution and dividend payment for 2024	- Completed the 2024 dividend payment to shareholders at a rate of 20.53% of charter capital, in accordance with the

		policy approved by the General Meeting of Shareholders.
4	- Signing contracts and transactions with related parties	- The company has signed contracts in compliance with regulations and regularly reported them in the Corporate Governance Report, Annual Report, and 2025 Financial Statements.
5	- Adjustment of business lines and amendment of the Company's Charter	- Completed the amendments and supplements to the ICDST Charter in 2025.

In 2025, alongside focusing on production and business targets, the Board of Directors progressively oriented the integration of sustainable development factors (ESG – Environmental, Social, and Governance) into the Company's operations. Accordingly, the Board's decisions not only aimed for financial efficiency but also emphasized improving resource efficiency, ensuring responsibility toward employees and the community, while strengthening transparency and accountability in corporate governance. This serves as a vital foundation for the Company to develop stably and sustainably, while enhancing its long-term competitiveness.

III. Board of Directors Meetings:

In 2025, the Chairman of the Board of Directors, together with the Board members, maintained effective and timely executive operations through periodic meetings and written solicitations of opinions to resolve arising issues in business and production. A highlight was the proactiveness and sense of responsibility of the BOD members, which were consistently maintained at the highest level.

The BOD maintained a professional, scientific, and efficient working regime. The Board organized 04 periodic meetings and 23 sessions of written solicitations of opinions to promptly review and decide on critical matters arising in production, business, investment, and corporate governance.

The attendance and participation rate of members reached 100% for all meetings and written solicitations, demonstrating a high sense of responsibility and consensus in management. Meeting documents were fully prepared and sent within the regulated timeframe, ensuring the quality of discussions and decision-making.

BOD resolutions issued during the year focused on key areas such as: infrastructure development investment (Warehouses 9, 11, 12, and 18), digital transformation, financial and asset management, human resources and welfare policies, as well as the organization of the Company's major events.

Documents for each meeting were consistently ensured to be sent to the BOD members, the Supervisory Board, the Board of Management, and the Person in charge of Corporate Governance in full and on time, strictly complying with legal regulations and the Company's Charter.

The results of meeting attendance and written opinions provided by BOD members in 2025 are as follows:

NO	BOD members	Number of Meetings Attended & Written Opinions Provided	Attendance rate
1	Ms. Vu Thi Lan Anh	27/27	100%
2	Mr. Nguyen Son	27/27	100%
3	Mr. Tran Tri Dung	27/27	100%
4	Mr. Thanh Quang Vinh	27/27	100%
5	Mr. Luu Phuoc Hong	27/27	100%

Các Nghị quyết được ban hành:

No.	Resolution No	Date	Main content	Approval
1	32/NQ-HĐQT	23/01/2025	<ul style="list-style-type: none"> – Approved the starting price and the execution plan for the liquidation of fixed assets in 2024. – Consensus on the policy to transfer 01 damaged Amplifier sound system (which was approved for fixed asset liquidation under Decision No. 65/QĐ-HĐQT dated June 26, 2024) to be liquidated under the category of tools and instruments. 	100%
2	41/NQ-HĐQT	07/02/2025	<ul style="list-style-type: none"> – Consensus on approving the plan to sign the lease agreement for solar panel installation locations and the purchase of solar power on the rooftops of ICDST warehouses. 	100%
3	62/NQ-HĐQT	27/02/2025	<ul style="list-style-type: none"> – Approved the tentative time and venue for the 2025 Annual General Meeting of Shareholders. 	100%
4	210/NQ-HĐQT	24/04/2025	<ul style="list-style-type: none"> – Approved the draft contents to be submitted to the 2025 Annual General Meeting of Shareholders. – Approved the policy for additional investment in the racking system at Warehouse 11; Approved the policy for the procurement and installation of additional racking systems to serve Nabati customers. – Approved the policy to adjust the profit-on-revenue margin for the Logistics services segment. – Consensus on the temporary suspension of the ICDST Technical Management Regulations (issued along with Decision No. 330/QĐ-ICDST dated October 3, 2022). 	100%

5	236/NQ-HĐQT	19/5/2025	<ul style="list-style-type: none"> – Approved the policy on Life Insurance participation for the Company's Officers and Employees, in accordance with the contents of Submission No. 227/TTr-ICDST dated May 13, 2025.. 	100%
6	256/NQ-HĐQT	30/5/2025	<ul style="list-style-type: none"> – Approved the policy for signing the Warehouse Services Agreement with Nabati Vietnam Co., Ltd., in accordance with the contents of Submission No. 1804/2025/TTr-ICDST dated April 18, 2025. – Approved the plan to resolve inventory discrepancies for Marico customer, in accordance with the contents of Submission No. 19.5/TTr-ICDST. 	100%
7	275/NQ-HĐQT	12/6/2025	<ul style="list-style-type: none"> – Approved the selection of A&C Auditing and Consulting Co., Ltd - Hanoi Branch as the independent auditing firm to audit ICDST's 2025 Financial Statements. – Approved the policy for the liquidation of damaged, irreparable, and obsolete fixed assets, in accordance with Submission No. 263/TTr-ICDST dated June 5, 2025. – Approved the policy to issue the Regulations on Management and Use of Fixed Assets of ICDST, in accordance with the contents of Submission No. 273/TTr-ICDST. – Consensus on assigning the Capital Representative of ICDST at Unithai Maruzen Logistics Vietnam Joint Stock Company (Unithai) to provide opinions and vote at the 2025 Board of Directors meetings and Annual General Meeting of Shareholders of Unithai. 	100%
8	298/NQ-HĐQT	30/6/2025	<ul style="list-style-type: none"> – Consensus on assigning the Capital Representative of ICDST at Unithai Maruzen Logistics Vietnam Joint Stock Company (Unithai) to provide opinions and vote at the 2025 Board of Directors meetings and Annual General Meeting of Shareholders of Unithai. 	100%
9	315/NQ-HĐQT	08/7/2025	<ul style="list-style-type: none"> – Approved the Estimate and Contractor Selection Plan for the procurement of 01 seven-seater car to serve ICDST's production and business operations, in accordance with the contents of Submission No. 303/TTr-ICDST dated July 1, 2025. 	100%

			<ul style="list-style-type: none"> – Approved the policy to appoint Mr. Luu Phuoc Hong to join the Business Coordination Board for the investment, construction, and operation project of ICDST's Warehouse 21, in accordance with the contents of Submission No. 310/TTr-ICDST dated July 3, 2025. – Approved the final settlement report for the completed project: Expansion of Warehouse No. 7 & 8 at ICDST; Location: ICD Tan Cang Song Than, Binh Hoa Ward, Thuan An City, Binh Duong Province, in accordance with the contents of Submission No. 312/TTr-ICDST dated July 3, 2025. 	
10	350/NQ-HĐQT	25/7/2025	<ul style="list-style-type: none"> – Approved the Feasibility Study Report (FSR) and the second phase Contractor Selection Plan for the investment project in procurement and installation of the racking system at Warehouse 11, in accordance with the contents of Submission No. 337/TTr-ICDST dated July 18, 2025. 	100%
11	384/QĐ-HĐQT	14/8/2025	<ul style="list-style-type: none"> – Approved the timeline and procedures for the 2024 dividend payment. 	100%
12	392/NQ-HĐQT	18/8/2025	<ul style="list-style-type: none"> – Approved the policy to issue the Regulations on Management and Use of E-office and E-contract Platforms at ICDST, in accordance with the contents of Submission No. 381/TTr-ICDST dated August 14, 2025. 	100%
13	407/NQ-HĐQT	29/8/2025	<ul style="list-style-type: none"> – Approved the investment policy for the project: Construction of Gate B, parking lot, and internal roads in the Gate B area, based on the contents of Submission No. 403/TTr-ICDST dated August 29, 2025. 	100%
14	413/NQ-HĐQT	03/9/2025	<ul style="list-style-type: none"> – Approved the draft Regulations on Non-cash Payment at ICDST, in accordance with the contents of Submission No. 411/TTr-ICDST dated September 3, 2025, effective as of September 2025. 	100%
15	430/NQ-HĐQT	11/9/2025	<ul style="list-style-type: none"> – Approved the business and production results for the first 08 months of 2025 and the solutions for the remaining 04 months of the year. – Approved the investment policy for the Centralized Wastewater Treatment System project with a capacity of 140 m³/day. – Approved the policy to organize a study and field trip for Officers and Employees to explore the Logistics sector in Japan. 	100%

			<ul style="list-style-type: none"> – Approved the policy to adjust productivity, quality, and performance targets for Departments and Areas based on monthly assessment results. – Approved the contents regarding the dismissal and appointment of the Chief Accountant of Tan Cang Binh Duong Logistics Joint Stock Company (BNP). 	
16	440/NQ-HĐQT	16/09/2025	– Approved the investment policy for the project: Procurement and installation of the racking system for Warehouse 12.	100%
17	448/NQ-HĐQT	24/09/2025	Consensus on approving the 2024 performance evaluation results for 03 Capital Representatives.	100%
18	478/NQ-HĐQT	16/10/2025	<ul style="list-style-type: none"> – Approved the Feasibility Study Report (FSR) and the second phase Contractor Selection Plan for the project: Upgrading and renovation of Warehouse 18 at ICDST. – Approved the policy to ensure the budget for organizing the Ceremony for receiving the Second-class Labour Order (for the 2nd time) and activities celebrating the 25th Anniversary of ICDST's Traditional Day. 	100%
19	519/NQ-HĐQT	11/11/2025	– Approved the investment policy for the project: Procurement and installation of the racking system for Warehouse 9.	100%
20	520/NQ-HĐQT	11/11/2025	– Approved the Estimate and Contractor Selection Plan for the package: Event organization services for the "Ceremony for receiving the Second-class Labour Order and the 25th Anniversary of ICDST's Traditional Day.	100%
21	521/NQ-HĐQT	11/11/2025	– Approved the Estimate and Contractor Selection Plan for the package: Procurement of Minh Long ceramics gift sets for the Ceremony for receiving the Second-class Labour Order and activities celebrating the 25th Anniversary of ICDST's Traditional Day.	100%
22	522/NQ-HĐQT	11/11/2025	– Approved the Estimate and Contractor Selection Plan for the package: Procurement of Dong Son bronze drum souvenir gift sets for the 25th Anniversary of ICDST's Traditional Day.	100%
23	536/NQ-HĐQT	19/11/2025	– Approved the Estimate and Contractor Selection Plan for the project: Procurement and installation of the racking system for Warehouse 9.	100%

24	570/NQ-HĐQT	01/12/2025	– Approved the policy for the recruitment of 09 personnel.	100%
25	591/NQ-HĐQT	12/12/2025	– Approved the policy for gift expenditures for Officers and Employees on the occasion of ICDST receiving the Second-class Labour Order and celebrating the 25th Anniversary of the Company's Establishment. – Approved the policy for Tet gift expenditures for collective groups with significant contributions to ICDST's production and business operations in 2025. – Approved the selection of the gift voucher supplier. – Approved the policy for signing a fire truck lease agreement with Tan Cang Saigon Corporation (TCSG).	100%
26	620/NQ-HĐQT	23/12/2025	– Approved the procurement of loans from the Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank).	100%
27	648/NQ-HĐQT	31/12/2025	– Approved the proposed time and venue for the 2026 Annual General Meeting of Shareholders (AGM).	100%

IV. Remuneration, operating costs, and other benefits of the Board of Directors (BOD) and each BOD member.

The members of the Board of Directors receive remuneration, salaries, bonuses, and other benefits based on their job performance and the company's business results. The payment of salaries, bonuses, and remuneration to the Board of Directors complies with the budget approved by the 2025 Annual General Meeting of Shareholders, in accordance with the Company's Charter and legal regulations:

TT	Full Name	Position	Duration (months)	Content	Plan for 2025 (VND)	Actual in 2025 (VND)
I	Full-time board member				1.720.000.000	1.725.618.622
1	Ms. Vu Thi Lan Anh	Chairperson	12	Salary,bonus	1.720.000.000	1.725.618.622
II	Non-executive board member				2.782.000.000	2.785.044.400
1	Mr. Nguyen Son	Vice Chair	12	Remuneration	104.000.000	104.400.000
2	Mr. Thanh Quang Vinh	Member	12	Remuneration	84.000.000	84.600.000
3	Mr. Tran Tri Dung	Director	12	Salary, bonus	1.405.000.000	1.405.199.483
		Member		Remuneration	84.000.000	84.600.000
4	Mr. Luu Phuoc Hong	Vice Director	12	Salary, bonus	1.034.000.000	1.034.844.917

TT	Full Name	Position	Duration (months)	Content	Plan for 2025 (VND)	Actual in 2025 (VND)
		Member	8	Remuneration	71.000.000	71.400.000
	Total				4.502.000.000	4.510.663.022

- In addition to salaries and remunerations, members of the Board of Directors (BOD) are entitled to other benefits in accordance with the entity's general welfare policies. During the past year, the Company implemented a Life Insurance program for Officers and Managers (with a premium of 10 million VND/person/year for a 5-year contribution period) to enhance the compensation package and maintain the commitment of the key leadership team.

- Furthermore, the BOD and the Board of Management were facilitated to participate in advanced governance training programs organized by the State Securities Commission, as well as study and field trips to explore the Logistics sector in Japan to update the enterprise on new technological trends.

V. Results of the Board of Directors' supervision over the Executive Board:

Based on the provisions of the law, the Articles of Association of ICDST, and the Internal Governance Regulations of ICDST, in order to ensure the sustainable development of the Company and to aim for the best interests of shareholders and related parties, the Board of Directors (BOD) has regularly supervised the Executive Board in implementing the resolutions of the Annual General Meeting of Shareholders (AGM) and the BOD resolutions in the areas of business operations, finance, investment, and monitoring the implementation progress. Specifically:

– **Monitoring Transparency and Information Disclosure:** The BOD successfully performed its oversight role in the information disclosure process, ensuring the integrity and transparency of the internal reporting system and periodic reports as required by law.

– **Monitoring Business and Investment Plan Implementation:** The BOD actively urged and supervised the implementation of the 2025 Business and Investment Plans for ICDST and its affiliates. Notably, the BOD maintained close oversight of the progress of racking system investment projects at Warehouses 9, 11, and 12, as well as the upgrade project for Warehouse 18.

– **Monitoring GMS Resolution Implementation:** The BOD strictly supervised the organization of the 2025 Annual General Meeting of Shareholders (GMS) and the execution of post-meeting Resolutions, highlighted by the completion of the 2024 dividend payment to shareholders at a rate of 20.53%.

– **Financial and Risk Management:** The BOD focused on monitoring the financial situation, particularly the handling of bad debts. Consequently, in 2025, the Company incurred no new overdue receivables exceeding 02 months. Additionally, the BOD proactively assessed potential risks and supervised the

Board of Directors (Management) in controlling these risks through regular activities.

- Event Oversight: Furthermore, the BOD successfully directed and supervised the organization of the Company's major events, particularly the Ceremony for receiving the Second-class Labour Order (for the second time) and the 25th Anniversary of the Company's Establishment.

The BOD highly appreciates the management and operational capabilities of the Board of Directors (Management) in 2025. The management team upheld a high sense of responsibility and solidarity, leading ICDST to excellently fulfill its business tasks, with revenue and profit targets both exceeding the plan and showing strong growth compared to 2024.

VI. Activities of the Corporate Governance Officer

In 2025, under the direction of the Board of Directors (BOD), the Person in Charge of Corporate Governance at ICDST excellently fulfilled the assigned duties and responsibilities in accordance with the Company's Charter, legal regulations, and BOD directives. Key highlights of 2025 activities include:

- The Person in Charge of Corporate Governance proactively advised the BOD on adopting advanced governance practices, including the step-by-step integration of ESG (Environmental, Social, and Governance) principles into the management system, contributing to enhanced governance quality and meeting the Company's sustainable development requirements.

- Successfully performed the role of a vital communication bridge between the Company and state securities management agencies, Shareholders, BOD members, the Board of Supervisors, and the Board of Management.

- Proactively consulted and advised the BOD on participating in governance capacity-building and legal update programs, helping 100% of key leaders complete the Corporate Governance training program at the Securities Research and Training Center. The Person in Charge of Corporate Governance also completed the Company Secretary course organized by the State Securities Commission (SSC) in 2025.

- Collaborated closely with the Board of Supervisors in reviewing the contents of BOD and GMS meetings, ensuring that all issued resolutions and decisions consistently aligned with the Company's Charter and best governance practices.

VII. Report on Transactions:

1. Transactions between the Company and related parties or between the Company and major shareholders, internal persons, or related persons of internal persons:

The content of the contracts and transactions includes: leasing assets, infrastructure, providing/receiving warehouse services, storage of goods (excluding coal), freight transportation, supporting transportation services, packaging services, domestic distribution services, loading and unloading of

goods, container cleaning and repairs, leasing equipment, handling machinery, transport vehicles, leasing/letting warehouses and offices, business cooperation, providing training services, IT solutions, fuel supply (diesel), mechanical equipment repair services, etc.

No	Name of organization/individual	Content, quantity, and total transaction value
1	Saigon Newport Corporation.	- Sales and service provision: 11.607.771.542 - Purchase of goods and services: 75.944.648.523 - Dividends paid: 15.714.524.260
2	Unithai Maruzen Logistics Vietnam Joint Stock Company	- Sales and service provision: 1.851.195.332 - Dividends received: 300.000.000
3	Binh Duong Newport Logistics Joint Stock Company.	- Sales and service provision: 2.385.491.170 - Purchase of goods and services: 10.446.973.271 - Dividend received: 2,304,000,000
4	Tan Cang Infrastructure Development Investment Joint Stock Company	- Sales and service provision: 985.146.252 Purchase of goods and services: 25.944.625.656 - Profit from BCC project: 3.741.958.435
5	Tan Cang - Tay Ninh Joint Stock Company	- Sales and service provision: 569.753.400
6	Cat Lai Logistics Joint Stock Company	- Sales and service provision: 66.600.000 - Purchase of goods and services: 88.140.000
7	Cat Lai Port International Logistics Joint Stock Company	- Sales and service provision: 44.250.000
8	Tan Cang Container Services Joint Stock Company	- Purchase of goods and services: 73.705.000
9	Tan Cang Information Technology Solutions Jsc.	- Purchase of goods and services: 431.210.000
10	Tan Cang - Central Vietnam Joint Stock Company	- Purchase of goods and services: 9.166.675.409
11	North Newport Logistics Joint Stock Company	- Purchase of goods and services: 0
12	Asia Shipping Joint Stock Company	- Dividends paid: 7.326.159.242
13	TanCang-STC Human Resource Development Limited Company	- Purchase of goods and services: 1.852.975.741

14	Tan Cang – Long Binh ICD Joint Stock Company	- Purchase of goods and services 161.650.000
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2. Transactions between the Company's Insiders, Related Persons of Insiders with subsidiaries or companies controlled by the Company: None

3. Transactions between the Company and other entities:

3.1. Transactions between the Company and a company in which a member of the Board of Directors, the Supervisory Board, the Director, or other managers has been or is a founding member or a member of the Board of Directors, CEO in the past three (03) years: Listed in section VII.1

3.2. Transactions between the Company and a company in which a related person of a member of the Board of Directors, the Supervisory Board, the Director, or other managers is a member of the Board of Directors, or CEO: None

3.3. Other transactions of the Company that may bring material or immaterial benefits to the members of the Board of Directors, the Supervisory Board, the Director, and other managers: None.

B. OPERATING DIRECTIONS FOR 2026:

– In 2026, the Board of Directors remains committed to steering the Company toward a sustainable growth model, integrating Environmental, Social, and Governance (ESG) factors into its strategy and business operations. The core objective is to enhance corporate value and ensure sustainable benefits for shareholders.

– Regarding the environment, the Company focuses on implementing green logistics solutions, optimizing energy consumption, gradually increasing the share of renewable energy usage, and minimizing environmental impacts throughout its operations.

– Regarding social responsibility, the Company will continue to enhance the quality of its human resources, improve working conditions, and ensure competitive income and welfare for employees, while simultaneously strengthening its responsibility toward the community and stakeholders.

– Regarding governance, the Company will continue to refine its management system toward alignment with international best practices, enhancing transparency, risk control, and oversight efficiency; while accelerating digital transformation, building a robust data platform, and improving operational management capabilities.

– The Company aims to step-by-step establish and monitor sustainable development indicators, such as: the ratio of renewable energy usage, asset utilization efficiency, the level of process digitization, the quality of the working environment, and customer satisfaction. These indicators will serve as a basis for measuring, evaluating, and continuously improving operational performance.

Fully fulfill functions and duties in accordance with regulations; effectively implement the 2026 Annual General Meeting of Shareholders (GMS)

Resolutions; and enhance supervision of the Board of Management to ensure the completion of business and production plans.

Steer market development toward improving service quality and expanding the partner ecosystem, particularly by strengthening linkages with enterprises within the system and strategic partners in transportation, delivery, and integrated logistics. Direct the synchronized implementation of solutions to enhance operational efficiency, develop integrated logistics services, and bolster the Company's competitiveness in the coming period.

Focus on directing the implementation of key projects while seeking cooperation opportunities to expand the scale of operations and improve competitive capacity.

Promote the role of corporate culture, building a workforce characterized by proactivity, innovation, and responsibility, creating a foundation for the Company's sustainable development in the future.

Presented to the General Shareholders' Meeting.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**



Vu Thi Lan Anh

REPORT
Board of Supervisory's Performance in 2025
and Orientation for 2026

To: The Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises 2020;
Pursuant to the Law on Securities 2019;
Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST);

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders

Pursuant to the 2025 Audited Financial Statements and the actual operational situation of the Company;

The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders for consideration and approval Board of Supervisory's Performance in 2025 and Orientation for 2026 as follows:

I. SUPERVISORY BOARD REPORT 2025

1. Personnel, Salaries, and Remuneration:

The Supervisory Board of the company for Term II (2021 - 2026) in 2025 includes:

- Mr. Nguyen Viet Hung - Head of the Board.
- Ms. Pham Thi Hong Nhung - Supervisor.
- Mr. Le Thanh Son - Supervisor.

Salaries and Remuneration in 2025

Name	Salary	Bonus	Remuneration	Total
Mr Nguyen Viet Hung	852.882.407	113.632.259	-	966.514.666
Ms Pham Thi Hong Nhung	-	13.500.000	54.000.000	67.500.000
Mr Le Thanh Son	-	13.500.000	54.000.000	67.500.000

2. Activities

Exercising the rights and obligations prescribed in Article 170 of the Law on Enterprises 2020, the Company's Charter, and the Resolutions of the General Meeting of Shareholders, the Supervisory Board has fully implemented its oversight functions toward the Board of Directors and the Board of Management in the management and operation of the Company's business activities.

In 2025, the Supervisory Board performed inspections and evaluations of the legality, reasonableness, truthfulness, and level of prudence in management and executive activities; concurrently, it appraised periodic financial statements,

business performance reports, and the Board of Directors' governance assessment reports before submission to the General Meeting of Shareholders.

In addition, the Supervisory Board strengthened the review of contracts and transactions with related parties, and evaluated the validity and effectiveness of the internal control system, risk management, and accounting and financial performance; thereby providing timely recommendations to enhance transparency, safety, and efficiency in the Company's operations.

The supervisory work was conducted on the principles of independence, objectivity, and legal compliance, while gradually adopting good corporate governance practices, contributing to the improvement of governance quality, strengthening risk control, and aiming toward sustainable development."

The Supervisory Board has operated actively and effectively over the past year, specifically:

- Regular Meetings: The Supervisory Board held 05 meetings to discuss and assess internal control activities and the company's financial situation.

- Participation in Board of Directors (BOD) Meetings: All members attended 04 BOD meetings to stay updated on company activities and strategic plans.

- Written Opinions: The Supervisory Board provided written opinions on 23 occasions, contributing to major company decisions.

No.	Member	Attendance	Participation Rate	Voting Rate
1	Mr. Nguyen Viet Hung	5/5	100%	100%
2	Ms. Pham Thi Hong Nhung	5/5	100%	100%
3	Mr. Le Thanh Son	5/5	100%	100%

3. Monitoring of Resolutions and Decisions of GMS and BOD:

In 2025, the Supervisory Board closely monitored the implementation of the Resolutions of the General Meeting of Shareholders as well as the Resolutions and Decisions of the Board of Directors, ensuring full compliance with legal regulations, the Company's Charter, and within assigned authorities. Through inspection and supervision, the Supervisory Board observed that:

- The Board of Directors and the Board of Management fully and promptly implemented the contents of the 2025 Annual General Meeting of Shareholders' Resolution; core production and business tasks and targets were achieved and exceeded the set plans;

- The Resolutions and Decisions of the Board of Directors were specified and strictly executed, ensuring consistency in leadership and administration;

- Regarding certain items arising outside the plan, the Board of Management was proactive and flexible in implementation, providing timely reports and seeking opinions from the Board of Directors in accordance with regulations;

- The implementation of regimes and policies for employees, including the salary fund, was adjusted appropriately based on business performance and in compliance with current regulations.

- The Supervisory Board evaluates that the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors in 2025 was carried out seriously, fully, and in the right direction, contributing significantly to the Company's overall performance.

4. Supervisory Board Oversight of BOD and Executive Board:

- The Supervisory Board (BKS) has effectively carried out its oversight role over the Board of Directors (HDQT), the Executive Board, and shareholders, contributing to ensuring that the Company's operations comply with the law, the Company's Charter, and internal regulations, while also protecting shareholders' rights.

- **Regarding HDQT:** BKS has coordinated well in reviewing compliance with legal regulations, the Company's Charter, and the resolutions of General Meeting of Shareholders in the Board of Directors' activities. It has monitored adherence to regulations, decisions, responsibilities, and the division of authority between the General Meeting of Shareholders and the Board of Directors. Additionally, it has supervised the decision-making process of the Board of Directors to ensure that resolutions are issued in accordance with legal regulations.

Regarding the Executive Board: The Supervisory Board monitored the implementation of the Board of Directors' Resolutions; followed up on executive activities in key areas such as finance, accounting, investment, and risk management; and maintained direct communication and working sessions with the Board of Management, as well as attended periodic briefing meetings to promptly grasp the situation and perform oversight.

In addition, the Supervisory Board noted that the Board of Management has progressively implemented solutions to enhance energy efficiency, improve the working environment, and elevate service quality in line with sustainable development orientations.

Accordingly, the Supervisory Board assesses that the Board of Management has operated flexibly and proactively adapted to market fluctuations, effectively deploying business and production solutions, which contributed to the completion and surpassing of the 2025 planned targets.

Protecting Shareholders' Rights: The Supervisory Board monitored the assurance of the legal rights and interests of shareholders, especially minority shareholders; oversaw the organization of the General Meeting of Shareholders, information disclosure, and transactions by internal shareholders and related parties, ensuring full compliance with regulations and enhancing transparency in the Company's operations.

General Remarks: Based on the oversight results, the Supervisory Board finds that the Board of Directors and the Board of Management have properly performed their functions and duties in accordance with legal regulations, the Company's Charter, and internal policies. The implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors was carried out seriously, consistently, and effectively. Furthermore, Environmental, Social,

and Governance (ESG) factors have been progressively integrated into operations, contributing to the improvement of governance quality and aiming toward the Company's sustainable development.

5. Coordination Between the Supervisory Board and the Board of Directors, Executive Board:

The BKS has maintained close and effective coordination with HDQT, the Executive Board, and the Corporate Governance Officer, establishing a strong linkage in governance, supervision, and management, thereby contributing to the Company's sustainable development.

Coordination with HDQT: BKS regularly exchanges information, reports supervision results, and provides opinions on key Company matters during Board meetings. BKS fully participates in Board meetings, contributes to important decisions, and ensures objectivity and independence in its oversight activities.

Coordination with the Executive Board: BKS actively collaborates with the Executive Board to collect information and documents necessary for supervision. It engages in discussions regarding financial management, accounting, investment, and risk management, ensuring that executive operations comply with legal regulations and Company policies.

Coordination with the Corporate Governance Officer: BKS works closely with the Corporate Governance Officer to review the agendas of Board and Shareholder meetings, ensuring compliance with the Company's Charter, legal regulations, and best corporate governance practices.

6. Other Supervisory Activities:

In addition to regular oversight activities, the Supervisory Board monitored transactions between the Company and related organizations and individuals, including transactions with members of the Board of Directors, the Board of Management, and related parties in accordance with legal regulations. Through monitoring, these transactions were found to be executed within the appropriate authority, ensuring transparency without any conflict of interest that could affect the interests of the Company and its shareholders.

Furthermore, the Supervisory Board strengthened the monitoring of risks arising in production, business, and investment activities, contributing to the enhanced effectiveness of the Company's internal control system.

At the same time, the Supervisory Board focused on improving professional capacity by updating knowledge on corporate governance, finance, internal control, and modern management trends—including contents related to sustainable development and risk management—to meet the increasing requirements of supervisory work in the new period.

II- Assessment of Business Operations and Finance:

Based on the results of monitoring, appraising reports, and the actual operational situation of the Company in 2025, the Supervisory Board assesses that the production and business activities and the financial standing of the Company continue to maintain a trend of positive, safe, and effective growth.

Business results recorded growth exceeding the plans assigned by the General Meeting of Shareholders, in which both revenue and profit after tax achieved double-digit growth compared to 2024, reflecting the efficiency in management, market exploitation, and optimization of the business model towards increasing value-added services. Profitability ratios remained high, with ROE and ROA continuing to improve, demonstrating the Company's good efficiency in capital and asset utilization compared to the industry average.

The key business indicators are as follows:

Unit: VND million

No	Category	Actual 2024	Actual 2025	2025/2024 (%)
1	Total Assets	528.333	542.131	103%
2	Total Revenue & Income	460.831	519.080	113%
	Revenue from Sales & Services	455.410	512.293	112%
	Financial Income	4.399	6.163	140%
	Other Income	1.022	624	61%
3	Total Expenses	374.033	416.065	111%
4	Total Profit Before Tax	86.798	103.015	119%
5	Net Profit After Tax	69.184	82.485	119%

III. Appraisal of the 2024 Financial Statements:

Upon reviewing the Company's 2025 Financial Statements and Audit Report, along with relevant documents, the Supervisory Board opines as follows: The Company's reports have been recorded in accordance with prevailing accounting standards and regimes; the financial statement figures reflect the Company's financial position in all material respects.

Regarding the financial situation, the structure of assets and capital has been maintained reasonably, ensuring a balance between safety and efficiency. Total assets grew steadily, with non-current assets increasing in line with investment orientations and operational capacity enhancement; meanwhile, the debt ratio was controlled at a safe level below the prescribed threshold, with no prolonged bad debts arising. The Company well-ensured its solvency, maintained strict cash flow management, and fully fulfilled its obligations to the State, partners, and employees.

Accounting, statistical work, and the preparation of financial statements were conducted in compliance with legal regulations, providing a true and fair view of the Company's financial position and operating results. Financial indicators were recorded fully and consistently; transactions and expenses were strictly controlled, ensuring transparency and regulatory compliance.

Financial Indicators:

Category	2024	2025
1. Liquidity Ratios		

+ Current Ratio	0,91	0,93
+ Quick Ratio	0,91	0,93
2. Capital Structure Ratios		
+ Total Debt to Total Assets	0,54	0,49
+ Total Debt to Equity	1,2	1,0
3. Operational Capacity Ratios		
+ Total Asset Turnover	0,92	0,96
4. Profitability Ratios		
+ Profit after Tax/Net Revenue	15,19%	16,10%
+ Profit after Tax/Average Equity	30,50%	31,97%
+ Profit after Tax/Average Total Assets	14,0%	15,4%
+ Operating Profit/Net Revenue	18,4%	19,0%

IV. ORIENTATION IN 2026

Based on the functions and duties of the Supervisory Board as prescribed by law, the Company's Charter, and the Company's development orientation for 2026, the Supervisory Board defines its operational direction with a focus on enhancing supervision quality, strengthening risk control, and progressively integrating Environmental, Social, and Governance (ESG) factors into governance activities, specifically as follows:

First, strengthen the oversight of compliance and implementation of governance Resolutions and Decisions: The Supervisory Board will continue to monitor compliance with the Company's Charter, Resolutions of the General Meeting of Shareholders, and Resolutions of the Board of Directors; ensuring that policies and orientations are fully implemented in accordance with legal regulations, while aligning with the principles of transparent, accountable, and sustainable governance.

Second, monitor business and production activities linked to efficiency and sustainable development: Follow up and review the execution of the 2026 business plan; evaluate the management effectiveness of the Board of Management based not only on financial indicators but also on non-financial factors such as service quality, resource efficiency, occupational safety, and customer satisfaction.

Third, appraise and oversee financial-accounting work towards high transparency and standards: Conduct periodic appraisals of financial statements; oversee the recording of revenue, expenses, assets, and tax obligations to ensure truthfulness and fairness; while strengthening the control of cash flow, liabilities,

and capital efficiency to enhance the transparency and reliability of financial information.

Fourth, supervise investment activities and related party transactions, and control conflicts of interest: Monitor and inspect investment activities, business cooperation, and capital management in joint ventures and associates; review transactions with related parties to ensure compliance, transparency, fairness, and the protection of shareholders' legitimate interests.

Fifth, evaluate and improve the integrated internal control and risk management system: Enhance the monitoring of key risks (financial, operational, legal, and technological); progressively approach an integrated risk management model aligned with digital transformation requirements and the enterprise's adaptive capacity in a volatile context.

Sixth, promote information transparency and enhance corporate governance quality according to best practices: Supervise full, timely, and transparent information disclosure; coordinate with the Board of Directors and the Person in charge of Corporate Governance to refine the governance system towards international standards, gradually integrating ESG criteria into governance and reporting activities.

Seventh, enhance the capacity and operational efficiency of the Supervisory Board: Proactively update professional knowledge, legal regulations, and modern governance practices; increase the application of information technology in supervision, analysis, and reporting; and improve the capacity to assess issues related to sustainable development, risk management, and compliance.

On the basis of the aforementioned orientations, the Supervisory Board will continue to uphold its role as an independent and objective supervisory body, contributing to improved governance efficiency, risk control, and accompanying the Company in its sustainable development process to increase value for shareholders and stakeholders.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**



Nguyen Viet Hung

ICD JOIN STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: .../BC-HDQT

Ho Chi Minh City, April 2026

PROPOSAL
Approval of the Audited Financial Statements for 2025

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2025 Annual General Meeting of Shareholders on April 25, 2025;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval of the audited Financial Statements for 2025, which have been audited by A&C Auditing and Consulting Company Limited - Hanoi Branch. (The financial statements are published under the "Financial Reports" section on the website <https://www.icdsongthan.com.vn/>).

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

PROPOSAL

**Approving the list of independent auditing companies
Audited Financial Statements 2026**

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST) as approved by the annual general meeting of Shareholders 2025 on April 25, 2025;

Pursuant to the Regulations on the Operations of the Supervisory Board of ICDST.

The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the List of Independent Auditing Firms for the Audit of the 2026 Financial Statements of ICDST as follows:

I. Selection criteria:

1. Is an auditing company operating legally in Viet Nam.
2. Included in the list of auditing firms qualified to provide auditing services and accepted by the Ministry of Finance and the State Securities Commission to audit public and listed joint stock companies.
3. As an auditing unit with a team of honest auditors, upholding professional ethics, having qualifications and experience in auditing financial statements related to ICDST's industry.

II. Approval of the List of Independent Auditing Firms for the Audit of the 2026 Financial Statements:

1. A&C Auditing and Consulting Company Limited
2. PWC Vietnam Company Limited
3. KPMG Company Limited
4. AASC Company Limited

III. The Board of Supervisors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the following contents:

1. Through the selection criteria in section I
2. Through the list of independent auditing companies in section II
3. Assign the Board of Directors to select and decide on an independent auditing company in accordance with the provisions of law, with the criteria and list in Sections I and II above.

4. Assign the Company Director to carry out tasks related to contract signing and contract implementation in accordance with the provisions of law.

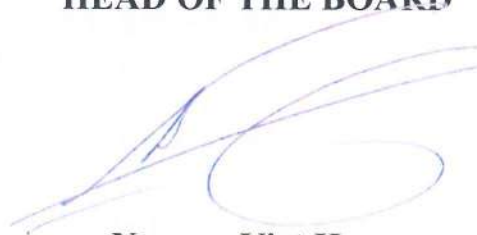
The Supervisory Board respectfully submits to the Annual General Meeting of Shareholders.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T06.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**



Nguyen Viet Hung

PROPOSAL
Approval of Profit Distribution Plan for 2025
and the Plan for 20256

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2025 Annual General Meeting of Shareholders on April 25, 2025;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the Profit Distribution Plan for 2025 and the Plan for 2026, as follows:

1. Profit distribution plan for 2025:

Unit: VND.

TT	Content	Plan ¹	Perform
1	Profit as reported in the audited financial statements as at 31 December 2025 (including: the upward adjustment to 2024 profit after tax following the State Audit's review, and profit after tax for 2025).	72,193,186,578	86,167,992,928
1.1	Development investment fund	Value Rate/LN	21,657,955,973 30.000% 25,705,703,061 29.832%
1.2	Welfare reward fund	Value Rate/LN	12,775,000,000 17.696% 15,402,238,467 17.875%
1.3	Manager Bonus Fund	Value Rate/LN	477,500,000 0.661% 785,000,000 0.9111%
1.4	Dividends	Value %Chartered capital	37,282,730,605 24.841% 44,275,051,400 29.500%

¹2025 Annual General Meeting of Shareholders passed.

2	Remaining profit		0	0
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*Charter capital: 150,084,920,000 VND.

2025 Dividend Distribution Plan:

- Dividend payout amount: VND 44,275,051,400, equivalent to ~29.500% of the charter capital as of December 31, 2025.

- Form: In cash.

- Implementation period: Within 06 months from the end date of the annual General Meeting of Shareholders 2026 as prescribed in Article 135 of the Law on Enterprises.

2. Plan for 2026:

TT	Content	Plan
1	Net profit after tax for 2026	72.193.186.578
1.1	Development investment fund	Value
		91.996.418.870
1.2	Benefit reward fund	Rate/LN
		36,655,188,870
1.3	Manager bonus fund	Value
		39.844%
1.4	Dividends	Rate/LN
		17,820,000,000
1.4	Dividends	Value
		19.370%
1.4	Dividends	%Chartered capital
		37,521,230,000
2	Remaining profit	0

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

No: /BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2026

PROPOSAL

Approval of the Operating Budget for the Board of Directors and the Board of Supervisory for Y2025 and the Plan for Y2026

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2025 Annual General Meeting of Shareholders on April 25th, 2025;

Based on the 2025 business production results and the expected 2026 business production plan of ICDST;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders: Regarding the approval of the operating budget of the Board of Directors, the Board of Supervisory for 2025 and the 2026 Plan as follows:

1. Operating budget of the Board of Directors (BOD) and Board of Supervisors (BOS) in 2025:

- To allocate from the salary fund for full-time Members of the Board of Directors and Supervisors in 2025 to pay salaries to the Chairman of the Board of Directors and the Head of the Supervisory Board serving on a full-time basis, with a total amount of VND 2,380,000,000 (*in words: two billion three hundred eighty million Vietnamese dong*).

- To allocate from the Remuneration Fund for non-full-time Members of the Board of Directors and Supervisors in 2025 to pay remuneration to such non-full-time members, with a total amount of VND 324,000,000 (*in words: three hundred and twenty-four million Vietnamese dong*), detailed as follows:

+ Vice Chairman of BOD (01 person) : VND 6,000,000 /person/month

+ Members of BOD (03 persons): VND 5,000,000 /person/month

+ Members of BOS (02 persons): VND 3,000,000 /person/month

- To allocate from the bonus fund for Members of the Board of Directors, Supervisors, and the Management based on the 2025 business results, an amount of VND 785,000,000, sourced from after-tax profits and to be allocated to each member in accordance with the Company's regulations.

- Meeting allowance (for regular or extraordinary sessions of the General Meeting of Shareholders, Board of Directors): VND 2,000,000/person/meeting for attending members.

2. Plan for 2026:

- To allocate from the planned salary fund for full-time Members of the Board of Directors, Supervisors, and the Management in 2026 to pay salaries to the Chairman of the Board of Directors and the Head of the Supervisory Board serving on a full-time basis, with a total amount of VND 2,583,000,000 (*in words: two billion five hundred and eighty-three million Vietnamese dong*).

- To pay remuneration to the Members of the Board of Directors and Supervisors serving on a non-full-time basis in 2026, with a total amount of VND 324,000,000 (*in words: three hundred and twenty-four million Vietnamese dong*), detailed as follows:

- + Vice Chairman of BOD (01 person) : VND 6,000,000 /person/month
- + Members of BOD (03 persons): VND 5,000,000 /person/month
- + Members of BOS (02 persons): VND 3,000,000 /person/month

- To allocate from the bonus fund for Members of the Board of Directors, Supervisors, and the Management in 2026 an amount of VND 1,703,500,000 (*in words: one billion seven hundred and three million five hundred thousand Vietnamese dong*), sourced from after-tax profits and to be allocated to each member in accordance with the Company's regulations.

- In the event that the Company exceeds its 2026 business plan targets, the salary and bonus allocations shall be adjusted upward accordingly, in compliance with applicable laws and the Company's prevailing regulations.

- Meeting allowance (for regular or extraordinary sessions of the General Meeting of Shareholders and the Board of Directors) shall not exceed VND 2,000,000/person/ meeting for attending members.

- Other reasonable operating expenses of the Board of Directors and Board of Supervisors are recorded in the Company's production and business expenses in accordance with regulations.

Sincerely./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

No: /BC-HĐQT

Ho Chi Minh City, April 2026

PROPOSAL

**Approval of the Salary and Remuneration Fund Implementation for Y2025
and the Plan for Y2026**

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2025 Annual General Meeting of Shareholders on April 25th, 2025;

Based on the 2025 production and business results and the expected 2026 production and business plan of ICDST ;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders: Regarding the approval of the salary and remuneration fund for 2025 and the 2026 plan as follows:

I. The total salary, bonus and remuneration fund implemented in 2025 is: VND 65,739,000,000 (in words: sixty-five billion seven hundred and thirty-nine million Vietnamese dong), including:

1. Salary fund for Employees and the Management: VND 62,250,000,000 (in words: sixty-two billion two hundred and fifty million Vietnamese dong).

2. Salary fund for full-time Members of the Board of Directors and Supervisors (Chairman of the Board of Directors, Head of the Supervisory Board): VND 2,380,000,000 (in words: two billion three hundred and eighty million Vietnamese dong).

3. Remuneration fund for non-full-time Members of the Board of Directors and Supervisors: VND 324,000,000 (in words: three hundred and twenty-four million Vietnamese dong).

4. Bonus fund for Members of the Board of Directors, Supervisors and the Management: VND 785,000,000 (in words: seven hundred and eighty-five million Vietnamese dong).

II. The total salary, bonus and remuneration fund planned for 2026 is: VND 73,841,500,000 (in words: seventy-three billion eight hundred and forty-one million five hundred thousand Vietnamese dong), including:

1. Salary fund for employees: VND 65,000,000,000 (in words: sixty-five billion Vietnamese dong).

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2. Salary fund for full-time Members of the Board of Directors, Supervisors and the Management: VND 6,814,000,000 (in words: six billion eight hundred and fourteen million Vietnamese dong).

3. Remuneration fund for non-full-time Members of the Board of Directors and Supervisors: VND 324,000,000 (in words: three hundred and twenty-four million Vietnamese dong).

4. Bonus fund for Members of the Board of Directors, Supervisors and the Management: VND 1,703,500,000 (in words: one billion seven hundred and three million five hundred thousand Vietnamese dong).

Best regards./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHAFT THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

Số: /BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 2026

PROPOSAL

**Approval of signing contracts and transactions between
Tan Cang Song Than ICD Joint Stock Company with the Person concerned**

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2024 Annual General Meeting of Shareholders on April 25, 2024;

The Board of Directors respectfully presents to the 2026 Annual General Meeting of Shareholders: Regarding the approval of signing contracts and transactions between ICDST and Related Persons of ICDST in 2026, specifically as follows:

STT	Signatory contract, transaction	Expected value (VND)
1	Saigon Newport Corporation	- Sales of services: 11.607.771.542 - Purchase of goods and services: 65.844.493.193 - Dividends paid: 15.714.524.260
2	Unithai Maruzen Logistics Vietnam Joint Stock Company	- Sales of services: 1.851.195.332 - Dividends received: 300.000.000
3	Binh Duong Newport Logistics Joint Stock Company	- Sales and service provision: 2.385.491.170 - Purchase of goods and services: 10.446.973.271 - Dividend received: 2.304.000.000
4	Tan Cang Infrastructure Development Investment Joint Stock Company	- Sales and service provision: 985.146.252 - Purchase of goods and services: 25.944.625.656 - Profit from BCC project: 3.741.958.435
5	Tan Cang - Tay Ninh Joint Stock Company	- Sales and service provision: 569.753.400
6	Cat Lai Logistics Joint Stock Company	- Sales and service provision: 66.600.000

		- Purchase of goods and services: 88.140.000
7	Cat Lai Port International Logistics Joint Stock Company	- Sales and service provision: 44.250.000
8	Tan Cang Container Services Joint Stock Company	- Purchase of goods and services: 73.705.000
9	Tan Cang Information Technology Solutions Joint Stock Company	- Purchase of goods and services: 431.210.000
10	Tan Cang Mien Trung Joint Stock Company	- Purchase of goods and services: 9.166.675.409
11	Tan Cang - Long Binh ICD Joint Stock Company	- Purchase of goods and services: 161.650.000
12	Tan Cang Human Resources Development Company Limited – STC	- Purchase of goods and services: 1.852.975.741
13	Asia Maritime Joint Stock Company	- Dividends paid: 7.326.159.242

- The content of the contracts and transactions with the above companies includes: Leasing assets, infrastructure, providing/receiving the provision of warehousing services, storage of goods (except coal); freight transport; support services related to transportation; packaging services; domestic distribution services, loading and unloading, packing and unpacking; cleaning and repairing containers; renting/leasing equipment, loading and unloading vehicles, transportation; renting/leasing yards, offices; business cooperation; providing training services, information technology solutions, fuel supply (diesel); mechanical equipment repair services. Best regards./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD. T07.

**ON BEHALF OF THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

Số: /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, March 2026

PROPOSAL

Approval of the completion of 2021-2026 term of the Board of Directors; Election of the Board of Directors for the 2026-2031 term

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2024 Annual General Meeting of Shareholders on April 25, 2024;

Pursuant to Resolution No. 213/NQ-ĐHĐCĐ dated June 25, 2021 of the 2021 Annual General Meeting of Shareholders of ICDST

Pursuant to Resolution No. 44/NQ-ĐHĐCĐ dated April 25, 2024 of 2024 Annual General Meeting of Shareholders of ICDST.

The Board of Directors respectfully presents to the 2026 Annual General Meeting of Shareholders:

I. Approval of the termination of the term of office of all five (05) members of the Board of Directors of ICDST for the 2021–2026 term, effective upon approval by the 2026 Annual General Meeting of Shareholders.

The list of five (05) members of the Board of Directors for the 2021–2026 term is as follows:

1. Ms. Vu Thi Lan Anh– Chairwoman of the Board of Directors
2. Mr. Nguyen Son – Vice Chairman of the Board of Directors
3. Mr. Tran Tri Dung – Member of the Board of Directors
4. Mr. Thanh Quang Vinh – Member of the Board of Directors
5. Mr. Luu Phuoc Hong – Member of the Board of Directors

II. Approval of the election of the Board of Directors for the new term:

1. Number of members of the Board of Directors: five (05)
2. Term of office: 2026 – 2031
3. Maximum number of candidates for the Board of Directors: Unlimited
4. Criteria for candidates for election to the Board of Directors: In accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, and the Charter of ICDST.

III. Approval of the list of candidates for the Board of Directors for the 2026–2031 term as follows (as of March 18, 2026):

1.Candidate No. 1: Mr. Nguyen Son, nominated by shareholder Asia Maritime Joint Stock Company.

2.Candidate No. 2: Ms. Nguyen Thi Hau, nominated by shareholder Asia Maritime Joint Stock Company.

3.Candidate No. 3: Nominated by shareholder Saigon Newport Corporation One Member Limited Liability Company (to be nominated for the position of Chairperson of the Board of Directors for the 2026–2031 term at the first official meeting of the Board of Directors for the 2026–2031 term).

4.Candidate No. 4: Nominated by shareholder Saigon Newport Corporation One Member Limited Liability Company.

5.Candidate No. 5: Nominated by shareholder Saigon Newport Corporation One Member Limited Liability Company.

Other matters related to the election of the Board of Directors for the 2026–2031 term shall be implemented in accordance with the Regulations on the Election of the Board of Directors, the applicable provisions of law, and the Charter of the Company. Best regards./.

Recipients :

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD, T07

**ON BEHALF THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

NOMINATION REQUEST FORM
FOR MEMBERS OF THE BOARD OF DIRECTORS TERM 2026 – 2031
(Applicable to shareholders)

To: ICD Tan Cang Song Than Joint Stock Company

- Shareholder's name: ASIA MARITIME JOINT STOCK COMPANY
- ID/Passport/Business Registration No.: 0200760826
- Date of Issue: February 23, 2026
- Place of Issue: Ho Chi Minh City Department of Finance
- Legal Representative (if any): Nguyen Thi Hau
- Number of Shares Owned: 5,368,514 shares
- Total Par Value: 53,685,140,000 VND

We hereby request ICD Tan Cang Song Than Joint Stock Company to accept our nomination of:

1. Full Name: Mr. NGUYEN SON

ID/Passport No.: 038074015751. Date of issue: 16/01/2022. Issued by: Department of Administrative Management of Social Order, Ministry of Public Security

Permanent address: C1-20.08 Vinhomes Central Park, 720A Điện Biên Phủ, P. Thanh Mỹ Tây, Thành phố Hồ Chí Minh

Education: Master's Degree

Major:

Current shareholding: 5,368,514 shares

Total par value: VND 53,685,140,000

2. Full name: Ms Nguyen Thi Hau

ID/Passport No.: 038194026643. Date of issue: 02/10/2021. Issued by: Department of Administrative Management of Social Order, Ministry of Public Security.

Permanent address: Dong Son Ward – Thanh Hoa

Education level: Bachelor's Degree

Major:

Current shareholding: 0 shares

Total par value: VND 0

To be candidates for the Board of Directors of ICD Tan Cang Song Than Joint Stock Company for the term 2026 – 2031.

Thank you sincerely!

Attached Documents:

- Copy of ID Card/Citizen Identity Card/Passport.
- Candidate's Curriculum Vitae (CV).

Copies of educational degrees and professional certificates (if any).

Ho Chi Minh City, March 17, 2026

Nominator

(Signature, seal, and full name)

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CURRICULUM VITAE

1/ Full name:	NGUYEN SON
2/ Gender:	Male
3/ Date of birth:	29/07/1974
4/ Place of birth:	Thanh Hoa
5/ ID/Passport No.: 038074015751	Issued on 16/01/2022
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	C1-20.08 Vinhomes Central Park, 720A Dien Bien Phu, Thanh My Tay Ward, Ho Chi Minh City
9/ Company phone number:	Mobile: 0983029774
10/ Email Address:	Son_nguyen@ashico.com.vn
11/ Professional qualification:	Master's Degree
12/ Working experience:	
+ From 1998 to 2005:	Assistant Director, Deputy Head of Planning and Business Department Tan Cang - 128 Hai Phong JSC.
+ From 2005 to 2008:	Senior Lecturer, Director of Overseas Study Consulting Center - Hai Phong University
+ From 04/2008 to 09/2025:	General Director - Asia Investment and Asset Management JSC.
+ From 09/2007 to Present:	Chairman of the Board of Directors – Asia Shipping Joint Stock Company.
+ From 04/2008 to Present:	Member of the Board of Directors - Asia Investment and Asset Management JSC.
+ From 03/2012 to Present:	Member of the Board of Directors - Tan Cang Offshore Services Joint Stock Company.
+ From 2016 to Present	Vice Chairman of the Board of Directors - ICD Joint Stock Company Tan Cang Song Than.
+ From 2025 to Present	Chairman of the Board of Directors - Tan Cang Industrial Infrastructure Investment Joint Stock Company.

13/ Current positions:	+ Chairman of the Board of Directors - Asia Shipping Joint Stock Company. + Member of the Board of Directors - Asia Investment and Asset Management JSC. + Member of the Board of Directors - Tan Cang Offshore Services Joint Stock Company. + Vice Chairman of the Board of Directors - ICD Joint Stock Company Tan Cang Song Than. + Chairman of the Board of Directors - Tan Cang Industrial Infrastructure Investment Joint Stock Company.
14/ Total shares held (as of .../.../...): 5.368.514 shares, accounting for 23,78% of charter capital, of which:	
+ Representative of capital of (State/ strategic/ others): Asia Shipping Joint Stock Company.	<i>5.368.514 shares, accounting for 23,78% of charter capital</i>
+ Individual ownership:	<i>0 shares, accounting for 0% of charter capital</i>
15/ Holding commitments (if any)	
16/ Related persons holding company shares: – Relationship:; Holding: shares, accounting for% of charter capital.
None – Relationship:; Holding: shares, accounting for% of charter capital.
17/ Related interests with the Company:	None
18/ Conflicting interests with the Company:	None

I hereby declare that the above information is true and accurate. I take full legal responsibility for any incorrect information.

Ho Chi Minh City, March 17, 2026

DECLARANT
(Signature and full name)

Nguyen Son

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CURRICULUM VITAE

1/ Full name:	NGUYEN THI HAU
2/ Gender:	Female
3/ Date of birth:	12/09/1994
4/ Place of birth:	Dong Son Ward – Thanh Hoa Province
5/ ID/Passport No.: 038194026643	issued on 02/10/2021
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	Dong Son Ward – Thanh Hoa Province
9/ Company phone number:	Mobile: 0966505494
10/ Email Address:	haunguyen911@gmail.com
11/ Professional qualification:	University
12/ Working experience: + <i>From 2019 to 2021:</i> + <i>From 2021 to 2023:</i> + <i>From 2023 to present:</i> + <i>From 01/2026 to present:</i>	Juno Production Trading and Service Joint Stock Company. YOLA Education Joint Stock Company. E-plus Research Joint Stock Company. General Director - Asia Shipping Joint Stock Company.
13/ Current positions:	General Director - Asia Shipping Joint Stock Company.
14/ Total shares held (as of .../.../...): 0 shares, accounting for 0% of charter capital, of which:	
+ Representative of capital of (State/ strategic/ others): None	0 shares, accounting for 0% of charter capital
+ Individual ownership:	0 shares, accounting for 0% of charter capital
15/ Holding commitments (if any)	
16/ Related persons holding company shares: None – Relationship:; Holding: shares, accounting for% of charter capital. – Relationship:; Holding:

	shares, accounting for% of charter capital.
17/ Related interests with the Company:	None
18/ Conflicting interests with the Company:	None

I hereby declare that the above information is true and accurate. I take full legal responsibility for any incorrect information.

Ho Chi Minh City, March 17, 2026

DECLARANT
(Signature and full name)

Nguyen Thi Hau

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS

Số: /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
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Ho Chi Minh City, March 2026

PROPOSAL

Approval of the end of term of office of the Supervisory Board for the 2021–2026 term; Election of the Supervisory Board for the 2026–2031 term.

To: Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST), as approved by the 2024 Annual General Meeting of Shareholders on April 25, 2024;

Pursuant to Resolution No. 213/NQ-ĐHĐCĐ dated June 25, 2021 of the Board of Directors of ICDST.

Pursuant to Resolution No. 63/NQ-ĐHĐCĐ dated July 20, 2023 of the Board of Directors of ICDST.

The Board of Directors respectfully presents to the 2026 Annual General Meeting of Shareholders:

I. Approval of the termination of the term of office of all three (03) member of the Supervisory Board of ICDST (term 2021–2026), effective upon approval by the 2026 Annual General Meeting of Shareholders.

The list of three (03) members of the Supervisory Board for the 2021–2026 term is as follows

1. Mr. Nguyen Viet Hung – Head of the Supervisory Board
2. Mr. Le Thanh Son – Member of the Supervisory Board
3. Ms. Pham Thi Hong Nhung – Member of the Supervisory Board

II. Approval of the election of the Supervisory Board for the new term:

1. Number of members of the Supervisory Board: three (03)
2. Term of office: 2026–2031
3. Maximum number of candidates for the Supervisory Board: Unlimited
4. Criteria for candidates for election to the Supervisory Board: In accordance with Clause 1, Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, and the Charter of ICDST.

III. Approval of the list of candidates for the Supervisory Board for the 2026–2031 term as follows (as of March 18, 2026)

1.Candidate No. 1: Ms. Pham Thi Hong Nhung, nominated by shareholder Asia Maritime Joint Stock Company.

2.Candidate No. 2: Nominated by shareholder Saigon Newport Corporation One Member Limited Liability Company (to be nominated for the position of Head of the Supervisory Board for the 2026–2031 term at the first official meeting of the Supervisory Board for the 2026–2031 term).

3.Candidate No. 3: Nominated by shareholder Saigon Newport Corporation One Member Limited Liability Company.

Other matters related to the election of the Supervisory Board for the 2026–2031 term shall be implemented in accordance with the Regulations on the Election of the Supervisory Board, the applicable provisions of law, and the Charter of the Company. Best regards./.

Recipients:

- As above;
- Board of Directors;
- Board of Supervisors;
- Board of Managements;
- Corporate Governance Officer;
- Archive: Clerical, BOD, T07.

**ON BEHALF THE BOD
CHAIRWOMAN**

Vu Thi Lan Anh

NOMINATION REQUEST FORM
FOR MEMBERS OF THE BOARD OF SUPERVISORS TERM 2026 – 2031

(Applicable to shareholders)

To: ICD Tan Cang Song Than Joint Stock Company

- Shareholder's name: ASIA MARITIME JOINT STOCK COMPANY
- ID/Passport/Business Registration No.: 0200760826
- Date of Issue: February 23, 2026
- Place of Issue: Ho Chi Minh City Department of Finance
- Legal Representative (if any): Nguyen Thi Hau
- Number of Shares Owned: 5,368,514 shares
- Total Par Value: 53,685,140,000 VND

We hereby request ICD Tan Cang Song Than Joint Stock Company to accept our nomination of:

1. Full Name: Ms. PHAM THI HONG NHUNG

ID/Passport No.: 031175018954. Date of issue: 29/03/2022. Issued by: Department of Administrative Management of Social Order, Ministry of Public Security

Permanent address: B09-12A, Saigonres Plaza Apartment, 188 Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City

Education: Bachelor's Degree,

Major:

Current shareholding: 0 shares

Total par value: VND 0

To be a candidate for the Board of Supervisors of ICD Tan Cang Song Than Joint Stock Company for the term 2026 – 2031.

Thank you sincerely!

Attached Documents:

- Copy of ID Card/Citizen Identity Card/Passport.
- Candidate's Curriculum Vitae (CV).

Copies of educational degrees and professional certificates (if any).

Ho Chi Minh City, March 17, 2026

Nominator

(Signature, seal, and full name)

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CURRICULUM VITAE

1/ Full name:	PHAM THI HONG NHUNG
2/ Gender:	Female
3/ Date of birth:	03/09/1975
4/ Place of birth:	Hai Phong
5/ ID/Passport No.: 031175018954	issued on 29/03/2022
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	B09-12A, Saigonres Plaza Apartment, 188 Nguyen Xi, Binh Thanh District, Ho Chi Minh City
9/ Company phone number:	Mobile: 0912236696
10/ Email Address:	nhungpth75@gmail.com
11/ Professional qualification:	University
12/ Working experience: + <i>From 07/1997 to 2/2011:</i> + <i>From 03/2011 to 05/2019:</i> + <i>From 6/2019 to 3/2023:</i> + <i>From 3/2023 to present:</i> + <i>From 06/2020 to present:</i>	Chief Accountant - Hai Phong Port Trading & Service JSC. Deputy General Director, Chief Accountant - Hai An Towards Sustainability. Financial Consultant. Chief Accountant - Asia Investment and Asset Management JSC. Member of the Supervisory Board - ICD Joint Stock Company Tan Cang Song Than.
13/ Current positions:	Chief Accountant - Asia Investment and Asset Management JSC. Member of the Supervisory Board - ICD Joint Stock Company Tan Cang Song Than
14/ Total shares held (as of .../.../...): 0 shares, accounting for 0% of charter capital, of which:	

+ Representative of capital of (State/ strategic/ others): None	<i>0 shares, accounting for 0% of charter capital</i>
+ Individual ownership:	<i>0 shares, accounting for 0% of charter capital</i>
15/ Holding commitments (if any)	
16/ Related persons holding company shares: None – Relationship:; Holding: shares, accounting for% of charter capital.
 – Relationship:; Holding: shares, accounting for% of charter capital.
17/ Related interests with the Company:	None
18/ Conflicting interests with the Company:	None

I hereby declare that the above information is true and accurate. I take full legal responsibility for any incorrect information.

Ho Chi Minh City, March 17, 2026

DECLARANT
(Signature and full name)

Pham Thi Hong Nhung

ICD TAN CANG SONG THAN
JOINT STOCK COMPANY
**ANNUAL GENERAL
MEETING OF
SHAREHOLDERS**
Số: .../BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

MINUTES OF MEETING
Annual General Meeting of Shareholders 2026
ICD Tan Cang Song Than Joint Stock Company

Company name: ICD Tan Cang Song Than Joint Stock Company (ICDST)
Head office: No. 7/20, DT743 Street, Binh Dang Quarter, Binh Hoa Ward,
Ho Chi Minh City, Vietnam
Tel: (+84) 274 3766 999
Fax: (+84) 274 3731 355
Business Registration Certificate No.: 3700785006
Meeting time: 08:00 AM, April 24, 2026
Venue: ICDST Hall, No. 7/20, DT743 Street, Binh Dang Quarter, Binh
Hoa Ward, Ho Chi Minh City

I. ATTENDEES

1. Mr./Ms.
2. Mr./Ms.
3. Mr./Ms.
4. Members of the Supervisory Board, Board of Management, and the
Person in charge of Corporate Governance
5. Attending shareholders / authorized representatives of shareholders who
completed registration procedures in accordance with the Company's
Charter
6. Representative of independent auditor – **PwC (Vietnam) Co., Ltd.**

**II. INTRODUCTION OF DELEGATES & OPENING OF THE
MEETING**

1. Verification of eligibility of attendees

Reported by: Mr./Ms. – Head of Eligibility Verification
Committee

Report contents:

- Total invited shareholders: **321 shareholders** (holding 15,008,492
voting shares as of March 25, 2026)
- Number of attendees: ... (present at 8:30 AM)
- Number of authorized representatives: ...

– Representing: ... voting shares, accounting for ...% of total voting shares

Pursuant to the Law on Enterprises and the Company's Charter, the AGM 2026 is duly qualified to proceed.

2. Approval of working regulations & election regulations

The AGM unanimously approved:

Meeting Working Regulations

Nomination, candidacy, and election regulations for the Board of Directors (BOD) and Supervisory Board (SB) term 2026–2031

3. Introduction of the Presidium

Mr./Ms. – Chairperson

Mr./Ms. – Member

Mr./Ms. – Member

Approved by the AGM

4. Introduction of the Secretary

Mr. Do Thanh Tung – Person in charge of Corporate Governance

5. Introduction of the Vote Counting Committee

Mr./Ms. – Head

Mr./Ms. – Member

Approved by the AGM

6. Approval of the Meeting Agenda:

The General Meeting unanimously approved the Meeting Agenda.

Detailed voting results for the approval of: the Meeting Working Regulations, the Nomination, Candidacy and Election Regulations for the Board of Directors (BOD) and the Supervisory Board (SB) for the 2026–2031 term, the Presidium, the Vote Counting Committee, and the Meeting Agenda are as follows:

From the opening of the Meeting until ... hours ... minutes, the number of attending delegates was, representing voting shares, accounting for% of the total voting shares of all shareholders entitled to vote.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

III. MEETING CONTENTS

1. Presentation of Reports and Proposals

Item 1: Report on business performance, investment and development, and organizational development in 2025 and the plan for 2026.

Presenter: Mr./Ms.

Item 2: Report on the performance of the Board of Directors in 2025 and orientation for 2026.

Presenter: Mr./Ms.

Item 3: Report on the performance of the Supervisory Board in 2025 and orientation for 2026.

Presenter: Mr./Ms.

Item 4: Proposal on the approval of the audited financial statements for 2025.

Presenter: Mr./Ms.

Item 5: Proposal on the approval of the list of independent auditing firms for auditing the 2026 financial statements.

Presenter: Mr./Ms.

Item 6: Proposal on the approval of the profit distribution plan for 2025 and the plan for 2026.

Presenter: Mr./Ms.

Item 7: Proposal on the approval of the operating budget of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.

Presenter: Mr./Ms.

Item 8: Proposal on the approval of the salary, bonus, and remuneration fund for 2025 and the plan for 2026.

Presenter: Mr./Ms.

Item 9: Proposal on the approval of contracts and transactions between ICDST and related parties.

Presenter: Mr./Ms.

Item 10: Proposal on the approval of the termination of the Board of Directors' term 2021–2026 and the election of the Board of Directors for the term 2026–2031.

Presenter: Mr./Ms.

Item 11: Proposal on the approval of the termination of the Supervisory Board's term 2021–2026 and the election of the Supervisory Board for the term 2026–2031.

Presenter: Mr./Ms.

2. Discussions

2.1. Opinion of Shareholder

.....

Response:

.....

2.2. Opinion of Shareholder

.....

Response:

.....

IV. VOTING

At ... hours ... minutes, the number of delegates attending the Meeting was, representing voting shares, accounting for% of the total voting shares of all shareholders entitled to vote.

Summary of ballots issued, collected, and not collected:

- Total number of ballots issued:, representing voting shares, accounting for% of the total voting shares of attending shareholders.

Of which: ... delegates (.....) received 02 ballots each:

+ 01 ballot representing personally owned shares and authorized shares restricted from voting on Item 09;

+ 01 ballot representing authorized shares not restricted from voting on Item 09.

- Total number of ballots collected:, representing voting shares, accounting for% of the total voting shares of attending shareholders.

- Total number of ballots not collected:, representing voting shares, accounting for% of the total voting shares of attending shareholders.

The General Meeting heard the presentations and conducted voting via electronic voting system on the following items:

Item 01: Approval of the report on business performance, investment and development, and organizational development in 2025 and the plan for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 01 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 02: Approval of the report on the performance of the Board of Directors in 2025 and the direction for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of
-----------------------	--------------------------	------------------------	---

			Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 02 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 03: Approval of the report on the performance of the Supervisory Board in 2025 and the direction for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 03 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 04: Approval of the proposal on the audited financial statements for 2025.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 04 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 05: Approval of the proposal on the selection of independent auditing firms for auditing the 2026 financial statements.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid	29	11.146.402	100%

<i>Approved</i>	29	11.146.402	100%
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 05 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 06: Approval of the proposal on the profit distribution plan for 2025 and the plan for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 06 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 07: Approval of the proposal on the operating budget of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 07 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 08: Approval of the proposal on the salary, bonus, and remuneration fund for 2025 and the plan for 2026.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 08 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 09: Approval of the proposal on entering into contracts and transactions between ICDST and related parties.

Before the separation of voting ballots.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending Shareholders
Eligible for voting			
<i>Collected (eligible for voting)</i>			
<i>Not collected (eligible for voting)</i>	0	0	0%
Not eligible for voting			

List of attendees with related party interests

No.	Full Name of Attendee	Number of Shares Represented	Number of Shares Restricted from Voting	Number of Shares Eligible for Voting
1				
2				
3				

After the separation of voting ballots of attendees with related party interests

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 09 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 10: Approval of the proposal on the termination of the Board of Directors' term for 2021–2026 and the election of the Board of Directors for the term 2026–2031.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			

<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
<i>Invalid</i>	0	0	0%

Accordingly, Item 10 has been approved with ...% of the total voting shares of attending and voting shareholders.

Item 11: Approval of the proposal on the termination of the Supervisory Board's term for 2021–2026 and the election of the Supervisory Board for the term 2026–2031.

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
<i>Invalid</i>	0	0	0%

Accordingly, Item 11 has been approved with ...% of the total voting shares of attending and voting shareholders.

The election results for the term 2021–2026 are as follows:

At ... hours ... minutes, the shareholders attending the General Meeting, including shareholders and their authorized representatives, held and represented voting shares, accounting for% of the total voting shares of the Company.

The General Meeting heard the presentations and proceeded to elect candidates, with the election results as follows:

No.	Elected Candidates	Number of Votes	Election Percentage (%)
I	Board of Directors		
1	..		
2			
3			
4			
5			
II	Supervisory Board		
1			
2			
3			

V. APPROVAL OF THE DRAFT MINUTES AND RESOLUTION OF THE GENERAL MEETING

From the opening of the Meeting until ... hours ... minutes, the number of delegates attending the General Meeting was, representing voting shares, accounting for% of the total voting shares of all shareholders entitled to vote.

Mr./Ms., the Secretary of the General Meeting, presented the draft Minutes and Resolution of the General Meeting.

The General Meeting conducted voting and unanimously approved the full content of the draft Minutes and Resolution of the 2026 Annual General Meeting of Shareholders, as follows:

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid			
<i>Approved</i>			
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

The Chairperson of the General Meeting declared that the 2026 Annual General Meeting of Shareholders of ICDST was conducted in compliance with the applicable laws and the Company's Charter. The Meeting concluded at on April 24, 2026.

These Minutes consist of ... pages, made in 02 (two) originals, and are archived at ICD Tan Cang Song Than Joint Stock Company.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Board of Management;
- Person in charge of Corporate Governance;
- Authorized Person for Information Disclosure;
- Filed at: Administration Office, Board of Directors (T07).

SECRETARY

**ON BEHALF OF THE
PRESIDIUM
CHAIRPERSON**

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
**GENERAL MEETING OF
SHAREHOLDERS**
No: /NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, 24th April 2026

Draft

RESOLUTION
Of the Annual General Meeting of Shareholders 2026
ICD Tan Cang Song Than Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of ICD Tan Cang Song Than Joint Stock Company (ICDST) as approved by the Annual General Meeting of Shareholders 2024 on April 25, 2025;
Pursuant to the Minutes of the Meeting No. /BB-ĐHĐCĐ dated April 24, 2026.

RESOLUTION:

Article 1: Through the full text of the Report on business performance, development investment, unit construction in 2025 and the plan for 2026.

Article 2: Through the full text of the Report on the performance of the Board of Directors in 2025 and orientations for 2026.

Article 3: Through the full text of the Report on the performance of the Supervisory Board in 2025 and orientations for 2026.

Article 4: Through the full text of the audited Financial Statements for 2025.

Article 5: Through the full text of the Proposal for approval of the list of independent auditing firms auditing the Financial Statements in 2026.

Article 6: Through the full text of the Proposal for approval of the profit distribution plan in 2025 and the plan for 2026.

Article 7: Through the full text of the Proposal for approval of the operating budget of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.

Article 8: Through the full text of the Proposal for the approval of the salary fund, bonuses, and remuneration in 2025 and the plan for 2026.

Article 10: Through the full text of the Proposal for approval of signing contracts, transactions between ICDST and related parties.

Article 11: Through the termination of the Board of Directors' term for 2021–2026; Election of the Board of Directors for the term 2026–2031.

Article 12: Proposal regarding the approval of the termination of the Supervisory Board's term for 2021 – 2026; Election of the Supervisory Board for the term 2026 – 2031.

Article 13: Election results:

Board of Directors for the term 2026–2031:

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

Supervisory Board for the term 2026 – 2031

1. Mr./Ms.....
2. Mr./Ms.....
3. Mr./Ms.....

Article 14: The Resolution take effect from the date of signing.

Article 15: The Board of Directors, the Supervisory Board, the Management, and the Corporate Governance Officer shall be responsible for the implementation of this Resolution.

Sincerely./.

Recipients:

- Shareholders (via CBTT);
- Board of Directors;
- Supervisory Board;
- Management;
- Corporate Governance Officer;
- Authorized person CBTT;
- Archived: VT, HDQT. T16.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON OF THE MEETING**

Vu Thi Lan Anh



ICD TAN CANG SONG THAN JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026



VOTING BALLOT

SHAREHOLDER CODE: IST.000...

SAMPLE

Full name of shareholder/representative: ...

Number of voting shares owned: ... voting shares

Number of voting shares authorized: ... voting shares

Total number of voting shares represented: ... voting shares

(Please mark your choice in the corresponding box for each voting item.)

CONTENT	Agree	Disagree	No Opinion
Item 01: Report on business results, development investment, and unit construction in 2025 and the plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 02: Report on the Board of Directors' activities in 2025 and orientations for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 03: Report on the Supervisory Board's activities in 2025 and orientations for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 04: Proposal on approving the audited Financial Statements of 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 05: Proposal on approving the list of independent auditing firms for the 2026 Financial Statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 06: Proposal on approving the 2025 profit distribution plan and the 2026 plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 07: Proposal on approving the operating budget for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 08: Proposal on approving the realized salary, bonus, and remuneration fund for 2025 and the plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 09: Proposal on approving the signing of contracts and transactions between ICDST and Related Parties.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 10: Proposal on concluding the 2021–2026 term of the Board of Directors; Electing the Board of Directors for the 2026–2031 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Item 11: Proposal on concluding the 2021–2026 term of the Supervisory Board; Electing the Supervisory Board for the 2026–2031 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions:

Shareholders shall mark (X) in one of the three boxes:
Agree / Disagree / No Opinion for each voting item.

Date ... month ... year 2026

DELEGATE

(Signature and Full Name)

LOGO

JOINT STOCK COMPANY...

Head Office: ...

Tel: ... Fax: ... Website: ...

**SELF-NOMINATION APPLICATION
FOR MEMBERSHIP OF THE BOARD OF DIRECTORS
TERM 2026 – 2031**

To: ICD Tan Cang Song Than Joint Stock Company

- I, the undersigned:
- ID Card/Citizen ID/Passport No.:
- Date of issue:.....Place of issue.....
- Number of shares held:.....shares
- Total par value: (VND)

I hereby request ICD Tan Cang Song Than Joint Stock Company to allow me to self-nominate for election to the Board of Directors of ICD Tan Cang Song Than Joint Stock Company for the term 2026–2031.

If entrusted and elected by the General Meeting of Shareholders as a member of the Board of Directors, I undertake to devote my full capacity and dedication to contribute to the development of ICD Tan Cang Song Than Joint Stock Company. Respectfully submitted.

Attachments:

- Copy of ID Card/Citizen ID/Passport.
- Curriculum Vitae of the candidate.
- Certificate of educational qualification and professional competence.

....., date..... month year

SELF-NOMINATED CANDIDATE

(Signature, seal and full name)

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CURRICULUM VITAE

1/ Name and surname:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID Card/Citizen ID/Passport No.:	Date of issue:
6/ Nationality:	
7/ Ethnic Group:	
8/ Permanent residence:	
9/ Company phone number:	<i>Mobile phone number:</i>
10/ Email address:	
11/ Professional qualification:	
12/ Employment history:	
+ <i>From ... to ... :</i>	
+ <i>From ... to ... :</i>	
13/ Current positions held:	
14/ Total number of shares held (as of.../.../...) <i>shares, representing% of the charter capital, of which:</i>	
+ Representing capital contribution of (name of organization being State shareholder/strategic shareholder/other): <i>shares, representing% of the charter capital</i>
+ Personally owned: <i>shares, representing% of the charter capital</i>
15/Holding commitments (if any)	
16/Related persons holding shares in the Company: – <i>Relationship:; holding: shares, representing % of the charter capital</i>
 – <i>Relationship:; holding: shares, representing % of the charter capital</i>
17/ Related interests in the Company:	
18/ Conflicts of interest with the Company:	

I hereby certify that the above information is true and correct. I shall be fully responsible before the law for

any misrepresentation.

....., *date* *month* *year* 2026

Declarant

(Signature and full name)

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POWER OF ATTORNEY

Attend the Annual Shareholders' Meeting in 2025

To: Tan Cang Song Than ICD Joint Stock Company.

Shareholder's name:

Legal representative (for organizations):

ID/Passport/Business Registration No.:

Date of issue:/...../..... At:

Address:

.....

Phone number:

Total number of shares owned or represented: shares.

(Shareholders shall choose one of the two options below by marking the appropriate box)

1. MEETING REGISTRATION: ☐

2. AUTHORIZE TO: ☐

Full name of Individual/Organization:

ID/Passport/Business Registration No.:

Date of issue:/...../..... At:

Address:

.....

Phone number:

Email:

Number of authorized shares: shares.

3. OR:

In case the shareholder cannot attend and cannot authorize another person, the shareholder may authorize a member of the Company's Board of Directors (BOD) from the list below:



No.	Full Name	Position	Selection	Authorized voting shares
1	Ms. Vu Thi Lan Anh	Chairwoman of the BOD		
2	Mr. Nguyen Son	Vice Chairman of the BOD		
3	Mr. Tran Tri Dung	Member of the BOD, Director		
4	Mr. Luu Phuoc Hong	Member of the BOD, Vice Director		
5	Mr. Thanh Quang Vinh	Member of the BOD		

(Note: Please mark (X) next to the name of the BOD member you choose to authorize. You may authorize one person for the entire number of shares owned; in case of authorizing multiple people, please specify the number of authorized shares for each member).

Scope of Authorization:

The Authorized Party is entitled to represent the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Tan Cang Song Than ICD Joint Stock Company **held at 08:00 AM on April 25, 2025**, and to vote on valid contents within the Meeting's agenda on behalf of the number of authorized shares mentioned above.

The Authorizing Party shall be fully responsible for this authorization and commits to strictly complying with current legal regulations.

Notes:

The authorization must comply with the relevant provisions of the Civil Law and the Company's Charter. The Authorized Party must bring their ID/Passport and this Power of Attorney when attending the 2025 Annual General Meeting of Shareholders.

This Power of Attorney is only valid if it contains the original signatures of both parties. For authorization from institutional shareholders, the official seal of the authorizing organization is required. This Power of Attorney will expire upon the conclusion of the 2025 Annual General Meeting of Shareholders of Tan Cang Song Than ICD Joint Stock Company.

....., Date: Month: Year: 2025

AUTHORIZED PARTY

(Signature and full name)

AUTHORIZING PARTY

(Signature and full name)