

TCT TÂN CẢNG SÀI GÒN
CÔNG TY CỔ PHẦN ICD
TÂN CẢNG SÓNG THẦN
SAI GON NEWPORT CORP
ICD JOIN STOCK COMPANY
TAN CANG SONG THAN

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số: 226 /CBTT-ICDST
No: 226 /CBTT-ICDST

Thành phố Hồ Chí Minh, ngày 24 tháng 4 năm 2026
Ho Chi Minh City, April 24, 2026

CÔNG BỐ THÔNG TIN
DISCLOSE INFORMATION

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán Hà Nội.

To:

- *The State Securities Commission;*
- *The Ha Noi Stock Exchange.*

1. Thông tin tổ chức/Organization Information:

- Tên Công ty/Name of company: Công ty Cổ phần ICD Tân Cảng Sóng Thần (ICDST)/Tan Cang Song Than ICD Joint Stock Company (ICDST).
- Địa chỉ trụ sở chính/Address of headoffice: Số 7/20, Đường ĐT 743, Khu phố Bình Đáng, Phường Bình Hòa, Thành phố Hồ Chí Minh/ No. 7/20, DT 743 Street, Binh Dang Quarter, Binh Hoa Ward, Ho Chi Minh City, Vietnam
- Điện thoại/Telephone: (+84) 971 644 266
- Email: icdsongthan@saigonnewport.com.vn
- Website: www.icdsongthan.com.vn
- Mã chứng khoán/Stock symbol: IST

2. Nội dung thông tin công bố/Information disclosure content:

- Nghị quyết, Biên bản họp Đại hội đồng Cổ đông thường niên năm 2026/Resolution and Minutes of the 2026 Annual General Meeting of Shareholders.

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 24/4/2026 tại đường dẫn/ This information was published on the Company's website on 24/4/2026 at the following link:
<https://www.icdsongthan.com.vn/thong-bao-co-dong>.

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/We

hereby certify that the information disclosed above is true and accurate, and we assume full legal responsibility for the content of the disclosed information.

Trân trọng/Sincerely./.

Nơi nhận/Recipients:

- Như trên/As above;
- Cổ đông/Shareholders;
- Hội đồng quản trị/BOD, Ban kiểm soát (SB);
- Ban Điều hành/BOM;
- Người phụ trách quản trị Công ty/
Corporate Governance Officer;
- Người được ủy quyền CBTT/
Authorized person to disclose information;
- Lưu: VT, HĐQT. T09.

**GIÁM ĐỐC
DIRECTOR**



Trần Trí Dũng

ICD TAN CANG SONG THAN
JOINT STOCK COMPANY
**GENERAL MEETING
OF SHAREHOLDERS**
No: 222/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

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.221/BB-ĐHĐCĐ dated April 24, 2026.

RESOLUTION:

Article 1: To approve Report No. 206/BC-HĐQT on business performance, development investment, and unit construction results for 2025 and the plan for 2026.

Article 2: To approve Report No. 114/BC-HĐQT on the performance of the Board of Directors in 2025 and the orientations for 2026.

Article 3: To approve Report No. 153/BC-HĐQT on the performance of the Supervisory Board in 2025 and the orientations for 2026.

Article 4: To approve the Audited Financial Statements for 2025.

Article 5: To approve Proposal No. 209/TTr-ICDST regarding the approval of the list of independent auditing firms to audit the Financial Statements for 2026.

Article 6: To approve Proposal No. 210/TTr-ICDST regarding the approval of the profit distribution plan for 2025 and the plan for 2026.

Article 7: To approve Proposal No. 211/TTr-ICDST regarding the approval of the operating budget for the Board of Directors and the Supervisory Board in 2025 and the plan for 2026.

Article 8: To approve Proposal No. 212/TTr-ICDST regarding the approval of the realized salary, bonus, and remuneration fund for 2025 and the plan for 2026.

Article 9: To approve Proposal No. 213/TTr-ICDST regarding the approval for signing contracts and transactions between ICDST and Related Parties.

Article 10: To approve the conclusion of the 2021–2026 term of the Board of Directors; To elect the Board of Directors for the 2026–2031 term.

Article 11: To approve the conclusion of the 2021–2026 term of the Supervisory Board; To elect the Supervisory Board for the 2026–2031 term.

Article 12: To approve the specific election results as follows:

The Board of Directors for the 2026–2031 term:

1. Ms. Vu Thi Lan Anh – Chairwoman of the Board
2. Mr. Nguyen Son – Member of the Board
3. Mr. Tran Tri Dung – Member of the Board
4. Mr. Luu Phuoc Hong – Member of the Board
5. Ms. Nguyen Thi Hau – Member of the Board

The Supervisory Board for the 2026–2031 term:

1. Ms. Nguyen Thi Huyen – Head of the Supervisory Board
2. Ms. Pham Thi Hong Nhung – Supervisor
3. Mr. Le Ngoc Son – Supervisor

Article 13: This Resolution takes effect from the date of signing.

Article 14: The Board of Directors, the Supervisory Board, the Board of Management, and Corporate Governance Officer are responsible for organizing the implementation of this Resolution.

Sincerely./.

Recipients:

- Shareholders (via CBTT);
- Board of Directors;
- Supervisory Board;
- Management;
- Corporate Governance Officer;
- Authorized person CBTT;
- Archived: Clerical, BoD. T08.

**ON BEHALF OF THE GMS
CHAIRPERSON OF THE MEETING**



Vu Thi Lan Anh

JOINT STOCK COMPANY ICD
TAN CANG SONG THAN
GENERAL MEETING OF
SHAREHOLDERS
No.: 221/BB-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Ho Chi Minh, April 24, 2026

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

Company name: Tan Cang Song Than ICD Joint Stock Company (ICDST).
Head office: No. 7/20, DT 743 Street, Binh Dang Quarter, Binh Hoa Ward,
Ho Chi Minh City, Vietnam.

Tel: +84 274 3766 999 Fax: +84 274 3731 355

Enterprise Registration No.: 3700785006

Meeting time: 08:00 AM, April 24, 2026

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

I. ATTENDANCE

- Attendees include shareholders, authorized representatives of shareholders.
- Members of the Board of Directors, Supervisory Board, Executive Board, and Corporate Governance Officer.
- Nominees and candidates for the Board of Directors and Supervisory Board for the 2026–2031 term.

II. OPENING AND PRELIMINARY MATTERS

1. Verification of attendees:

Reported by: Mr. Pham Minh Tuan – Member of the Eligibility Verification Committee.

Report Content:

- Total number of invited shareholders: 321 (all shareholders listed in the shareholder register as of March 25, 2026, holding 15,008,492 voting shares of ICDST).
- Number of attendees: 61 (present at 08:30 AM)
- Number of authorized representatives: 11
- Representing: 12,497,198 voting shares, equivalent to 83.2675% of the total voting shares of all shareholders entitled to vote.

Pursuant to the Law on Enterprises and the Company Charter, the 2026 Annual General Meeting of Shareholders of ICDST has satisfied the quorum requirements and is duly convened.

2. Adoption of Meeting Regulations and Election Procedures:

The General Meeting unanimously approved the Meeting Working Regulations and the regulations on nomination, candidacy, and election of the Board of Directors and Supervisory Board for the 2026–2031 term.

3. Introduction of the Chairing Committee:

Ms. Vu Thi Lan Anh	Chairperson
Mr. Tran Tri Dung	Member
Mr. Luu Phuoc Hong	Member

The General Meeting unanimously approved the composition of the Chairing Committee.

4. Appointment of the Meeting Secretary:

Mr. Do Thanh Tung	Corporate Governance Officer
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5. Introduction of the Vote Counting Committee:

Mr. Ho Hai Dang	Head
Mr. Nguyen Nam Trung	Member
Ms. Tran Thi Tho	Member

The General Meeting unanimously approved the composition of the Vote Counting Committee.

6. Adoption of the Meeting Agenda:

The General Meeting unanimously approved the Meeting Agenda:

Detailed voting results for the following items: adoption of the Meeting Working Regulations, regulations on nomination, candidacy and election of the Board of Directors and Supervisory Board for the 2026–2031 term, the Chairing Committee, the Vote Counting Committee, and the Meeting Agenda are as follows:

From the opening of the meeting until 08:35 AM, the number of attendees was 63, representing 12,583,934 voting shares, equivalent to 83.9454% 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	63	12.583.934	83,9454
<i>Approved</i>	<i>63</i>	<i>12.583.934</i>	<i>83,9454</i>
<i>Not Approved</i>	<i>0</i>	<i>0</i>	<i>0%</i>
<i>Abstain</i>	<i>0</i>	<i>0</i>	<i>0%</i>
Invalid	0	0	0%

III. MEETING CONTENT

1. Presentation of Reports and Proposals

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

Presenter: Mr. Tran Tri Dung

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

Presenter: Ms. Vu Thi Lan Anh

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

Presenter: Mr. Nguyen Viet Hung

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

Presenter: Mr. Tran Tri Dung

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

Presenter: Mr. Nguyen Viet Hung

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

Presenter: Ms. Vu Thi Lan Anh

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

Presenter: Mr. Tran Tri Dung

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

Presenter: Mr. Luu Phuoc Hong

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

Presenter: Mr. Luu Phuoc Hong

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

Presenter: Mr. Luu Phuoc Hong

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

Presenter: Mr. Nguyen Viet Hung

2. Shareholders' Discussion:

2.1. Opinion of Shareholder Pham Ngoc Thanh:

I have closely followed the Company's development and am very encouraged by the results achieved. Over the past five years, the Company has

maintained strong, stable, and sustainable growth in its business performance indicators. In my view, this is a remarkable achievement given the ongoing challenges in both the global and domestic economic environment.

I believe that shareholders attending today's General Meeting share the same positive sentiment regarding the Company's development. In particular, the Company has consistently maintained a favorable dividend policy over the years. I hope that this will continue in the future to ensure the interests of shareholders. I highly appreciate the unity and sense of responsibility of the Board of Directors, the Executive Board, as well as the efforts of all employees in overcoming difficulties and successfully fulfilling business objectives.

Regarding investment activities, I would like to recommend that, in the coming period, when implementing the construction of new warehouses, the Company should place greater emphasis on technical standards, particularly fire prevention and firefighting systems, waterproofing, and overall modernization. At the same time, there should be an appropriate roadmap to gradually replace small, outdated, and deteriorating warehouses with modern facilities that apply information technology to improve operational efficiency and financial performance.

In addition, I hope the Company will continue to encourage shareholders and employees to actively contribute ideas and initiatives, even small ones, to collectively drive the Company's strong development over the next five years.

2.2. Opinion of Shareholder Vu Khanh Dong

I fully agree with the Reports and Proposals presented at the General Meeting. In my assessment, the Company has achieved and exceeded its business performance targets, clearly demonstrating the management and operational capabilities of the Board of Directors and the Executive Board.

I have strong confidence in the Company's leadership team, especially in the current context where the economy still faces many challenges and fuel prices as well as logistics costs fluctuate significantly. The Company's target of double-digit growth reflects strong determination and a positive development orientation.

I highly appreciate the Company's focus on building and developing its internal human resources, particularly its ability to retain a capable, skilled, and dedicated workforce. This is a critical factor in ensuring sustainable development.

In the coming period, I expect the Company to implement more breakthrough solutions to enhance its competitiveness and adapt to an

increasingly challenging business environment, thereby maintaining its growth momentum.

2.3 Response from the Chairing Committee (Ms. Vu Thi Lan Anh):

On behalf of the Chairing Committee, I would like to sincerely thank the shareholders for their thoughtful, responsible, and constructive comments at today's General Meeting. The recognition from shareholders regarding the Company's performance in 2025 and its orientation for 2026 serves both as encouragement and as a positive driving force for the Board of Directors and the Executive Board to continue improving governance and management efforts. The Board of Directors will focus on key priorities, including: Business development, Financial governance, Accelerating investment and development, Modernizing infrastructure; Promoting digital transformation and application of information technology in management and operations; Enhancing human resource development to meet future growth demands.

We are committed to continuing to promote unity, improve governance and operational efficiency, and ensure stable and sustainable development of the Company while balancing the interests of shareholders and stakeholders.

IV. VOTING SESSION OF THE GENERAL MEETING

At 10:35 AM, the number of attendees was 73, representing 12,613,049 voting shares, equivalent to 84.0394% of the total voting shares of all shareholders entitled to vote.

The General Meeting proceeded to hear and vote (via electronic voting system) on the following matters:

Item 01: Approval of the Report on business performance, investment and development, and operational results 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 01 was approved with 100% of the 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 02 was approved with 100% of the voting shares of attending and voting shareholders.

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

Voting Results	Number of Ballots	Number of Votes	Percentage (%) of Total Voting Shares of Attending and Voting Shareholders
Valid	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 03 was approved with 100% of the 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 04 was approved with 100% of the voting shares of attending and voting shareholders.

Item 05: Approval of the Proposal on the list 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 05 was approved with 100% of the 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 06 was approved with 100% of the 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 07 was approved with 100% of the voting shares of

attending and voting shareholders.

Item 08: Approval of the Proposal on the salary fund, bonuses, and remuneration 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	73	12.613.049	100%
<i>Approved</i>	73	<i>12.613.049</i>	<i>100%</i>
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 08 was approved with 100% of the 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 Votes	Percentage (%) of Total Voting Shares of Attending Shareholders
Eligible for voting	4.937.259	39,1441%
<i>Collected (eligible for voting)</i>	<i>4.937.259</i>	<i>39,1441%</i>
<i>Not collected (eligible for voting)</i>	0	0%
Not eligible for voting	7.675.790	60,8559%

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	Ms.Vu Thi Lan Anh	5.575.958	5.403.507	172.451
2	Mr. Tran Tri Dung	1.511.471	1.508.097	3.374
3	Mr. Luu Phuoc Hong	764.186	764.186	0
	Total	7.851.615	7.675.790	175.825

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
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			Attending and Voting Shareholders
Valid	72	4.937.259	100%
<i>Approved</i>	72	4.937.259	100%
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 09 has been approved with 100% 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	73	12.613.049	100%
<i>Approved</i>	73	12.613.049	100%
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 10 has been approved with 100% 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	73	12.613.049	100%
<i>Approved</i>	73	12.613.049	100%
<i>Not Approved</i>	0	0	0%
<i>Abstain</i>	0	0	0%
Invalid	0	0	0%

Accordingly, Item 11 has been approved with 100% of the total voting shares of attending and voting shareholders.

The election results for the term 2026–2031 are as follows:

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	Ms. Vu Thi Lan Anh	12.675.622	100,4961%
2	Mr. Nguyen Son	12.512.863	99,2057%
3	Mr. Tran Tri Dung	12.690.617	100,6150%
4	Mr. Luu Phuoc Hong	12.673.822	100,4818%
5	Ms. Nguyen Thi Hau	12.512.318	99,2014%
II	Supervisory Board		
1	Ms. Nguyen Thi Huyen	12.657.041	100,3488%
2	Ms. Pham Thi Hong Nhung	12.516.066	99,2311%
3	Mr. Le Ngoc Son	12.666.038	100,4201%

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

From the opening of the meeting until 11:30 AM, the number of attendees was 73, representing 12,613,049 voting shares, equivalent to 84.0394% of the total voting shares of all shareholders entitled to vote.

Mr. Do Thanh Tung – Secretary of the General Meeting – presented the draft Minutes and Resolution of the Meeting.

The General Meeting voted and unanimously approved the full text 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	12.613.049	100%	12.613.049
<i>Approved</i>	<i>12.613.049</i>	<i>100%</i>	<i>12.613.049</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 11:45 on April 24, 2026.

These Minutes consist of 11 pages and are archived at ICD Tan Cang Song Than Joint Stock Company.

Respectfully submitted./.

SECRETARY



Do Thanh Tung

**ON BEHALF OF THE
PRESIDIUM
CHAIRPERSON**



Vu Thi Lan Anh

Recipients:

- Shareholders (via information disclosure);
- Board of Directors;
- Supervisory Board;
- Board of Management;
- Corporate Governance Officer;
- Authorized Person for Information Disclosure;
- Filed at: Administration Office, Board of Directors (T07).



Ho Chi Minh City, April 22, 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 at least: 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. 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**



Thị 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 HÐQT, 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 HÐQT: 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: 207/BC-HDQT

Ho Chi Minh City, April 24, 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
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. Legal Status: Must be an auditing firm legally operating in Vietnam.
2. Professional Competence: Must possess a team of auditors who demonstrate integrity, uphold high professional ethics, and have the qualifications and experience necessary to audit financial statements within ICDST's specific industry.
3. The list of independent auditing firms satisfying the two criteria above must be among those qualified to provide auditing services and approved by the Ministry of Finance and the State Securities Commission (SSC) to audit public joint-stock and listed companies.

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

1. Approval of Criteria and Shortlist: To approve the selection criteria and the list of auditing firms as specified in Section I.
2. Authorization of the Board of Directors: To authorize the Board of Directors to select and appoint an independent auditing firm that best aligns with the criteria and the list mentioned in Section I

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% 25.731.626.206 29,862%
1.2	Welfare reward fund	Value Rate/LN	13.252.500.000 18,357% 16.157.500.000 18,751%
1.3	Dividends	Value %Chartered capital	37.282.730.605 24,841% 44.278.866.722 ~29,5025%
2	Remaining profit	0	0

*Charter capital: 150,084,920,000 VND.

¹2025 Annual General Meeting of Shareholders passed.

2025 Dividend Distribution Plan:

- Dividend payout amount: VND 44.278.866.722, equivalent to ~29,5025% 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:

The 2026 Profit After Tax (PAT) is projected at 91,996,418,870 VND.

The profit distribution plan is proposed as follows:

- Investment and Development Fund: 30% (The actual rate shall be based on the funding requirements for the following year and in accordance with the Company's Financial Regulations).
- Bonus and Welfare Fund: 17,820,000,000 VND (This includes a management bonus of 1,703,500,000 VND). The total amount is capped at a maximum of three months' realized salary and shall be provisionally allocated based on quarterly business results.
- Dividends: The remaining profit after fund allocations will be used for cash dividend payments, with a minimum payout ratio of 25% of charter capital (estimated at 46,557,493,209 VND).
- Based on the actual business performance of 2026, the Board of Directors will submit the final profit distribution and dividend payout ratios to the **2027** Annual General Meeting of Shareholders (AGM) for review and approval, ensuring compliance with the Company's Charter, Financial Regulations, and applicable laws.

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: 211/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, 22 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

- Appropriate a Managerial Bonus Fund based on 2025 business performance in the amount of 785,000,000 VND from after-tax profit; the specific allocation to each member shall be implemented 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

- Following the 2026 Annual General Meeting of Shareholders' (AGM) approval of the personnel appointments for the Board of Directors (BOD) and the Supervisory Board for the 2026–2031 term, and based on the actual number of full-time and part-time members, the BOD shall report and seek shareholders' approval in the next available session (either through an Extraordinary General Meeting or via Written Ballot). This will be to approve adjustments to the remuneration for the BOD and Supervisory Board for the new term, ensuring alignment with actual operations and legal requirements.

- Managerial Bonus Fund Appropriation: An amount of 1,703,500,000 VND (One billion, seven hundred and three million, five hundred thousand Vietnamese Dong) shall be appropriated from 2026 after-tax profits for the Managers' Bonus Fund. The specific allocation to each member shall be implemented 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



Thi Lan Anh

No: 212/TTr-HĐQT

Ho Chi Minh City, 22 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. Managerial Bonus Fund: 785,000,000 VND > (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).

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. Managerial Bonus Fund: 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**



[Signature]
Thi Lan Anh

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS
Số: 213/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 22, 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: 214/TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 22, 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:

1.Ms. Vu Thi Lan Anh, nominated by the Shareholder Saigon Newport Corporation (SNP) (Nominated for the position of Chairperson of the Board of Directors for the 2026–2031 term at the first meeting of the Board of Directors for the 2026–2031 tenure).

2.Mr. Nguyen Son, nominated by the Shareholder Asia Maritime Joint Stock Company.

3.Mr. Tran Tri Dung, nominated by the Shareholder Saigon Newport Corporation (SNP).

4.Mr. Luu Phuoc Hong, nominated by the Shareholder Saigon Newport Corporation (SNP).

5.Ms. Nguyen Thi Hau, nominated by the Shareholder Asia Maritime Joint Stock 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

ICD JOINT STOCK COMPANY
TAN CANG SONG THAN
BOARD OF DIRECTORS
Số: 215 /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 22, 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:

1.Ms. Nguyen Thi Huyen, nominated by the Shareholder Saigon Newport Corporation (SNP) (Nominated for the position of Head of the Supervisory Board for the 2026–2031 term at the first meeting of the Supervisory Board for the 2026–2031 tenure).

2.Ms. Pham Thi Hong Nhung, nominated by the Shareholder Asia Maritime Joint Stock Company.

3.Mr. Le Ngoc Son, nominated by the Shareholder Saigon Newport Corporation (SNP)

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**



Vũ Thị Lan Anh