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No: 01/NQ-DHĐCĐ/SAFI-2025

Ho Chi Minh City, March 7, 2025

**RESOLUTION**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SEA & AIR FREIGHT INTERNATIONAL (SAFI)**

- Pursuant to the Law on Enterprises 2020 and its implementing documents ;
- Pursuant to the Securities Law 2019 and its implementing documents;
- Pursuant to the Charter of organization and operation of SAFI Transport Agency Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of SAFI Transport Agency Joint Stock Company;
- Based on the voting results at the 2025 Annual General Meeting of Shareholders of the Company;

**RESOLUTION**

**Article 1.** Approval of the 2024 Operational Report and 2025 Plan of the Board of Directors & Board of General Directors of the Company; 2024 Business Performance Report of the Company; 2024 Audited Consolidated Financial Statements and 2024 Audited Separate Financial Statements of the Company;

1. Business results 2024 (consolidated)
  - Total revenue: 1,087 billion VND
  - Profit before tax: 95 billion VND
  - Profit after tax: 78 billion VND
2. The Company's 2025 business plan indicators
  - Total revenue: 950 billion VND
  - Parent company's net profit: 60 billion VND
  - Dividend payout ratio: 20%

**Voting ratio :**

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares



**Article 2.** Approval of the 2024 Operational Report & 2025 Operational Plan of the Board of Supervisors.

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 3.** Approval of the Company's 2024 profit distribution plan and 2025 dividend payment plan as follows:

**1. Profit distribution plan for 2024:**

Status	Target 2024	% deduction
	<b>Parent Company's net profit according to audited HN financial statements in 2024</b>	
1	2024 dividend payment in cash (*)	20%
2	Operating budget of the Board of Directors & Supervisory Board	3%
3	Development investment fund	10%

(\*) 2024 cash dividend is adjusted to increase from 15% to 20%.

**2. Dividend payment plan 2025**

Status	Target	Percentage
1	Dividend payment 2025	20%

Implementation time, dividend advance level and legal procedures for dividend payment. The General Meeting of Shareholders authorizes the Company's Board of Directors to implement based on the Company's business results.

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 4.** Approve the operating budget of the Board of Directors and the Board of Supervisors for 2024 and the budget allocation plan of the Board of Directors and the Board of Supervisors for 2025 .

1. Through the operating budget of the Board of Directors and the Supervisory Board 2024:

Profit after tax of the parent company according to audited consolidated financial statements 20 24	Deduction rate	Operating budget of the Board of Directors & Supervisory Board
78,384,997,675 VND	3%	2,351,549,930 VND

2. Through budget plan of the Board of Directors and the Board of Supervisors for 2025: The budget allocation is 3% of the parent company's after-tax profit according to the audited consolidated financial statements for 2025.

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 5.** Approval of the selection of the 2025 financial audit organization for the Company and approval of the authorization for the Board of Directors to select the 2025 audit unit for the Company.

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 6.** The General Meeting of Shareholders approves the continued implementation of the plan to issue shares under the Company's employee stock option program (ESOP 2024) in 2025 according to Resolution of the General Meeting of Shareholders No. 01/NQ-ĐHĐCĐ/SAFI-2024 dated March 22, 2024 as follows:

- Through the number of shares issued: 1,157,850 shares, equivalent to 5.0% of the outstanding shares at the time of issuance.
- Through selection and evaluation criteria:
  - + Years of service;
  - + Management level;
  - + Level of completion of work;
  - + Have a spirit of solidarity, unity and work actively in the company;
  - + No violation of company discipline from warning level or above;
- Principles of distributing ESOP shares to employees in the Company:

The number of shares allocated to each Officer is determined based on the scores of the criteria that each Officer achieves. The specific criteria include:

**+ Chairman and Vice Chairman of the Board of Directors:**

1. Position:

1. Position:	Score
Chairman of the Board	80
Vice Chairman of Board of Directors	60
General Director	50
CEO	40

2. Efficiency: equal to the sum of the following indicators:

2.1 Personal KPI:

2.1 Personal effectiveness	Score
Missed the plan	0
Achieve plan	60
Over 5% of plan	80
Over 10% of plan	100
15% above plan	120

2.2 Company KPI:

2.3. Company efficiency	Score
Missed the plan	0
Achieve plan	90
Over 5% of plan	110
Over 10% of plan	130
15% above plan	150

2.3 Project KPI:

2.4. Project efficiency	Score
Missed the plan	0
Achieve plan	60
Over 5% of plan	80
Over 10% of plan	100
15% above plan	120

3. Seniority:

3. Seniority:	Score
Under 5 years	30
From 5 to 10 years	50
From 10 to 20 years	60
Over 20 years	80

**+ Board of Directors members and other personnel:**

1. Position:	1. Position:	Score
	Senior Director	20
	Department Manager	10
	Head of HO Department	5
	Branch Manager	3
	Branch Manager	2
	Board Member	1

**2. Efficiency: equal to the sum of the following indicators:**

2.1 Personal KPI:	2.1 Personal effectiveness	Score
	Missed the plan	0
	Achieve plan	2
	Over 5% of plan	4
	Over 10% of plan	6
	15% above plan	8

2.2 Department/branch KPI:	2.2. Department/branch efficiency	Score
	Missed the plan	0
	Achieve plan	2
	Over 5% of plan	4
	Over 10% of plan	6
	15% above plan	8

2.3 Company KPI:

2.3. Company efficiency	Score
Missed the plan	0
Achieve plan	15
Over 5% of plan	25
Over 10% of plan	35
15% above plan	45

2.4 Project KPI:

2.4. Project efficiency	Score
Missed the plan	0
Achieve plan	10
Over 5% of plan	14
Over 10% of plan	18
15% above plan	22

3. Seniority:

3. Seniority:	Score
Under 5 years	1
From 5 to 10 years	2
From 10 to 20 years	5
Over 20 years	6

- Labour consciousness

The number of shares allocated to Officer i is determined by the formula:

$$Q_{WHO} = \frac{P_{\text{whose duties}} + P_{\text{efficiency}} + P_{\text{seniority}}}{P_A} \times Q_A$$

In there:

- +  $P_{\text{whose duties}}$ : Position Point of the Officer
- +  $P_{\text{efficiency}}$ : Staff Efficiency Score
- +  $P_{\text{seniority}}$ : Seniority score of the Officer
- +  $P_A$ : total score of all Officers.
- +  $Q_A$ : total shares distributed.
  - Issue price: 10,000 VND/share
  - Implementation time: Expected 1st and 2nd quarter of 2025.

- Other contents of the plan according to the Resolution of the 2024 Shareholders' Meeting remain unchanged.

***Voting ratio :***

- Agreement: 99.96% of total voting shares
- Disagreement: 0.01% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 7. Approval of the plan to use treasury stocks to distribute to existing shareholders of the Company**

At the 2025 Annual General Meeting of Shareholders, the Board of Directors submitted to the General Meeting of Shareholders the policy of handling treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and requested to add the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. The General Meeting of Shareholders unanimously approved the specific plan as follows:

1. The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and replaced it with the Plan to issue bonus shares to existing shareholders from the Company's treasury shares.
2. The General Meeting of Shareholders approved the plan to distribute bonus shares to existing shareholders from the Company's treasury stock, specifically as follows:
  - Stock name: Safi Transport Agency Joint Stock Company Stock
  - Type of shares issued: Common shares
  - Face value: 10,000 VND/share
  - Number of treasury shares issued: 1,730,012 shares

In there:

- +/ 1,480,000 shares (repurchased in 2020: from August 5, 2020 – August 19, 2020)
- +/ 250,012 shares (buy back ESOP shares of retired employees from previous revocations)
- Form of issuance: distribute all 1,730,012 treasury shares to existing shareholders according to the corresponding ownership ratio at the time of issuance (expected to be implemented in the fourth quarter of 2025 after the State Securities Commission has announced receipt of full issuance documents). The implementation ratio (including the number of shares issued under the 2024 option program) will be specifically determined at the time of issuance implementation and ensure the maximum number of issued shares is 1,730,012 treasury shares.
  1. Issuance subjects: existing shareholders whose names are on the list on the last registration date to exercise the right to receive shares divided from treasury stocks.

2. Rounding plan, plan for handling odd shares: (i) The number of treasury shares distributed to existing shareholders according to the distribution ratio for each shareholder is calculated as an integer, the decimal part will not be rounded to 01 share. (ii) The odd shares arising (decimal part) (if any) will not be distributed to shareholders and will be used as treasury shares to continue selling by order matching method on the stock exchange after completing legal procedures with the competent authority, the proceeds will be used to supplement business capital.

For example: Shareholder A currently owns 121 shares, with an exercise rate of 8%, the number of new shares that shareholder A receives is:  $121 * 8 / 100 = 9.68$  shares; according to the above rounding principle, the number of new shares that shareholder A receives is 9 shares, the number of decimal fractional shares arising is 0.68 shares which will be used as treasury shares and combined to continue the procedures for further sale on the stock exchange.

3. Capital source: Capital source to distribute treasury shares from the Company's undistributed profit after tax on the 2024 audited financial statements.

4. Principles of price determination:

- Issue price is equal to actual purchase price of treasury stock.
- Treasury shares are distributed to existing shareholders from the Company's undistributed profit after tax on the audited HN financial statements for 2024. Bonus shares from treasury shares are not required for purchase by shareholders.

5. The right to receive shares from treasury stock distribution is not transferable.

6. Transfer restrictions: The number of shares distributed from treasury stocks are freely transferable.

7. The issuance of bonus shares to existing shareholders complies with foreign ownership ratio.

8. The General Meeting of Shareholders authorizes the Board of Directors to determine the issuance ratio and related procedures and work to complete the plan to pay bonuses to existing shareholders from treasury shares; and to carry out legal procedures to handle the above-mentioned odd shares.

The General Meeting of Shareholders approved the entire plan and voted as follows:

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 8.** The General Meeting of Shareholders approves the change of the Company's management structure in accordance with Article 137 of the Law on Enterprises; amends the Charter, Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors in accordance with current legal regulations and the Company's operating situation. Specifically as follows:



### **1. Changes in Company Organizational Structure:**

Through changing the Company's management structure according to the model including the General Meeting of Shareholders, Board of Directors, and General Director. Specifically as follows:

Management structure before change	Management structure after change
<ol style="list-style-type: none"><li>1. General meeting of shareholders</li><li>2. Board of Directors</li><li>3. Board of Control</li><li>4. Board of Directors</li></ol>	<ol style="list-style-type: none"><li>1. General meeting of shareholders</li><li>2. Board of Directors (including the Audit Committee under the Board of Directors)</li><li>3. Board of Directors</li></ol>

With the new governance model, the Company has met the provisions of Point b, Article 137 of the Enterprise Law on the governance structure of joint stock companies, thereby ensuring that at least 20% of the Board of Directors are independent members and that there is an Audit Committee under the Board of Directors.

### **2. Through amendments and supplements to the Charter and Internal Regulations on Corporate Governance**

- Approving the amendment of the Company Charter in accordance with the provisions of the Enterprise Law 2020, the Securities Law 2019 and relevant guiding documents.
- Approving the amendment of the Internal Regulations on Corporate Governance in accordance with the provisions of the 2020 Enterprise Law, the 2019 Securities Law and related guiding documents.
- Through the Charter and Internal Regulations on Corporate Governance

The General Meeting of Shareholders assigns the Board of Directors to direct the implementation of necessary procedures in accordance with the provisions of law, including registering the Charter and Internal Regulations on Corporate Governance with competent state agencies (if required by law) and disclosing information. The amended and supplemented Charter and Internal Regulations on Corporate Governance shall take effect from the date of approval by the 2025 Annual General Meeting of Shareholders.

### **3. Dismissal of the Company's Board of Supervisors for the 2022 - 2027 term:**

In accordance with the change in the Company's management structure stated in Section 1 above, the General Meeting of Shareholders approved the dismissal of all members of the Company's Board of Supervisors for the 2019-2024 term.

#### **I. Appendix 1 (attached to submission no.: 07/TT-HĐQT/SAFI-2025)**

Point b Clause 1 Article 137 of the Law on Enterprises stipulates the organizational structure of a joint stock company : General Meeting of Shareholders, Board of Directors and Director or General Director. In this case, at least 20% of the members of the Board of Directors must be independent members and there must be an Audit Committee under the Board of Directors. The organizational structure, functions and tasks of the Audit

Committee are specified in the Company Charter or the operating regulations of the Audit Committee issued by the Board of Directors.

STT	Terms of Organizational Structure, The rights and obligations of the Board of Supervisors are stipulated in the Charter of organization and operation of the Company.	Adjust
1	<b>Article 11. Organizational structure, administration and control</b> The Company's organizational structure, administration and control includes: 1. General Meeting of Shareholders; 2. Board of Directors, Board of Supervisors; 3. General Director.	<b>Article 11. Organizational structure, administration and control</b> The Company's organizational structure, administration and control includes: 1. General Meeting of Shareholders; 2. Board of Directors; 3. Chief Executive Officer.
2	The Company established a Board of Supervisors in accordance with the provisions of the Enterprise Law, Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law and in accordance with the provisions of <b>Articles 36 to 41 of this Charter.</b>	Repeal <b>Articles 36 to 41 of the Charter</b>
3	Contents related to the rights and obligations of the Board of Supervisors are stipulated in the Charter.	Remove the contents related to the rights and obligations of the Board of Supervisors to conform to the new organizational and administrative structure of the Company.

## II. Appendix 2 (attached to submission no.: 07/TT-HĐQT/SAFI-2025)

1. Abolish the Regulations on the operation of the Board of Supervisors dated April 29, 2021
2. Adjust and cancel some contents related to the Board of Supervisors in the Internal Regulations on Corporate Governance as follows:

STT	Internal regulations on corporate governance	Adjust
1	<b>Article 4 Board of Control</b> 1. Roles, rights and obligations of the Board of Supervisors, responsibilities of members of the Board of Supervisors. 2. Term, number, composition and structure	Cancellation of Article 4 of the Board of Control

	of members of the Board of Supervisors.	
2	Contents related to the rights and obligations of the Board of Supervisors in the Regulations.	Cancel the contents related to the rights and obligations of the Board of Supervisors.

***Voting ratio :***

- Agreement: 99.97% of total voting shares
- Disagreement: 0.00% of total voting shares
- No opinion: 0.03% of total voting shares

**Article 9.** The General Meeting of Shareholders of SAFI Transport Agency Joint Stock Company approves the entire content of this Resolution. The approval rate is 100% of the total number of shares with voting rights at the General Meeting.

This Resolution takes effect from the date of signing.



**TM. GENERAL MEETING OF  
SHAREHOLDERS CHAIRMAN  
OF THE GENERAL MEETING**

**NGUYEN HOANG DUNG**



**MEETING MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**SEA & AIR FREIGHT INTERNATIONAL (SAFI)**

Today, March 7, 2025, at the Safi Transport Agency Joint Stock Company Hall - No. 209 Nguyen Van Thu , District 1, Ho Chi Minh City, the 2025 Annual General Meeting of Shareholders of SAFI Transport Agency Joint Stock Company took place with the following main contents:

**I. Mr. Nguyen Thanh Hoang, on behalf of the Organizing Committee, reported the results of checking the qualifications of shareholders attending the Congress:**

As of 09:40 on March 7, 2025, there were:

- ❖ 24 shareholders and 06 authorized shareholders attended the Meeting.
- ❖ Representing 20,100,538 voting shares, accounting for 86.80 % of the total voting shares of the Company.

shareholder qualification check , the shareholders and authorized persons attending the General Meeting represented more than **50%** of the total number of voting shares of the Company, ensuring sufficient conditions to conduct the 2025 Annual General Meeting of Shareholders as prescribed in Clause 1, Article 145 of the Law on Enterprises 2020.

**II. Mr. Nguyen Thanh Hoang on behalf of the Organizing Committee:**

- Submit to the General Meeting of Shareholders for approval the "Draft Regulations on Working and Voting at the General Meeting". The General Meeting voted to approve with 100% of voting shares.
- The Congress approved the list of Presidium, Secretariat, and Counting Committee. The Congress voted unanimously to approve with 100% of voting shares.

❖ **Presidium:**

1. Mr. Nguyen Hoang Dung Chairman of the Board
2. Mr. Nguyen Hoang Anh Vice Chairman of the Board of Directors and General Director of the Company

❖ **Congress Secretariat:**

1. Mr. Nguyen Thanh Hoang Airfreight Room



2. Mrs. Le Diep Huong Administration Department

❖ **The vote counting committee voted:**

1. Ms. Nguyen Thi Duyen Tham - Head of Department
2. Mrs. Kieu Hanh Nhu - Member
3. Ms. Nguyen Thi Thu Thao - Member

**III. Mr. Nguyen Hoang Anh - on behalf of the Board of Directors:**

- Opening statement of the Company's 2025 Annual General Meeting of Shareholders.
- Submit to the General Meeting of Shareholders for approval of the General Meeting Agenda.

**IV. Mr. Nguyen Hoang Anh, on behalf of the Board of Directors and the General Director Board**

- Submit to the General Meeting of Shareholders for approval of the 2024 Operational Report and 2025 Plan of the Board of Directors & General Director of the Company;
- The Company's 2024 Business Performance Report; Audited Consolidated Financial Statements for 2024 and Audited Separate Financial Statements for 2024.

**V. Mr. Nhu Dinh Thien on behalf of the Board of Supervisors:**

- Submit to the General Meeting of Shareholders for approval the Report of the Board of Supervisors on the operation and management of the company by the Board of Directors and the Board of General Directors.

**VI. Mr. Nguyen Thanh Hoang, on behalf of the Board of Directors, presented to the General Meeting of Shareholders the entire content of the reports at the General Meeting.**

1. Report to the General Meeting of Shareholders approving the company's audited financial statements for 2024 and business plan targets for 2025;
2. Report to the General Meeting of Shareholders approving the 2024 profit distribution plan and the 2025 dividend payment plan; The General Meeting agreed to increase the dividend rate in 2024 from 15% to 20%.
3. Report to the General Meeting of Shareholders approving the operating budget of the Board of Directors and the Board of Supervisors for 2025;
4. Report to the General Meeting of Shareholders approving the selection of a financial audit organization for the Company in 2025;
5. Proposal for the General Meeting of Shareholders to approve the continued implementation of the ESOP share issuance plan in 2024 according to the Resolution of the Company's Annual General Meeting of Shareholders dated March 22, 2024;
6. The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and replaced it

with the Plan to issue bonus shares to existing shareholders from the Company's treasury shares:

At the 2025 Annual General Meeting of Shareholders, the Board of Directors submitted to the General Meeting of Shareholders the policy of handling treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and requested to add the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. The General Meeting of Shareholders unanimously approved the specific plan as follows:

- + The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and replaced it with the Plan to issue bonus shares to existing shareholders from the Company's treasury shares.
- + The General Meeting of Shareholders approved the plan to distribute bonus shares to existing shareholders from the Company's treasury stock, specifically as follows:
  - Stock name: Safi Transport Agency Joint Stock Company Stock
  - Type of shares issued: Common shares
  - Face value: 10,000 VND/share
  - Number of treasury shares issued: 1,730,012 shares

In there:

- + / 1,480,000 shares (repurchased in 2020: from August 5, 2020 – August 19, 2020)
- + / 250,012 shares (buy back ESOP shares of retired employees from previous revocations)
- Form of issuance: distribute all 1,730,012 treasury shares to existing shareholders according to the corresponding ownership ratio at the time of issuance (expected to be implemented in the fourth quarter of 2025 after the State Securities Commission has announced receipt of full issuance documents). The implementation ratio (including the number of shares issued under the 2024 option program) will be specifically determined at the time of issuance implementation and ensure the maximum number of issued shares is 1,730,012 treasury shares.
  - a. Issuance subjects: existing shareholders whose names are on the list on the last registration date to exercise the right to receive shares divided from treasury stocks.
  - b. Rounding plan, plan for handling odd shares: (i) The number of treasury shares distributed to existing shareholders according to the distribution ratio for each shareholder is calculated as an integer, the decimal part will not be rounded to 01 share. (ii) The odd shares arising (decimal part) (if any) will not be distributed to shareholders and will be used as treasury shares to continue selling by order matching method on the stock exchange after completing legal procedures with the competent authority, the proceeds will be used to supplement business capital.

For example: Shareholder A currently owns 121 shares, with an exercise rate of 8%, the number of new shares that shareholder A receives is:  $121 * 8 / 100 = 9.68$  shares; according to the above rounding principle, the number of new shares that shareholder A receives is 9 shares, the number of decimal fractional shares arising is 0.68 shares which will be used as treasury shares and combined to continue the procedures for further sale on the stock exchange.

c. Capital source: Capital source to distribute treasury shares from the Company's undistributed profit after tax on the 2024 audited financial statements.

d. Principles of price determination:

- Issue price is equal to actual purchase price of treasury stock.
- Treasury shares are distributed to existing shareholders from the Company's undistributed profit after tax on the audited HN financial statements for 2024. Bonus shares from treasury shares are not required for purchase by shareholders.

e. The right to receive shares from treasury stock distribution is not transferable.

f. Transfer restrictions: The number of shares distributed from treasury stocks are freely transferable.

g. The issuance of bonus shares to existing shareholders complies with foreign ownership ratio.

h. The General Meeting of Shareholders authorizes the Board of Directors to determine the issuance ratio and related procedures and work to complete the plan to pay bonuses to existing shareholders from treasury shares; and to carry out legal procedures to handle the above-mentioned odd shares.

7. Report to the General Meeting of Shareholders for approval of changes to the Company's management structure; amendments to the Charter, internal regulations on corporate governance and issuance of the Board of Directors' operating regulations; other issues under the authority of the General Meeting;

## VII. Discussion at the Congress

Shareholders discussed and received answers from the Presidium at the Meeting.

## VIII. Record the vote

After the discussion ends, the Congress votes to approve and records the votes according to the instructions of the Organizing Committee.

Congress recess .

## IX. After the break, Mr. Nguyen Thanh Hoang announced the vote counting results as follows:

The vote results are as follows:

### Vote to pass issues within the authority of the Congress

1. Total number of votes: 28 votes, equivalent to 20,100,538 shares.
2. Total number of abstentions: 0 votes, equivalent to 00 shares.
3. Ratio of voting shares / Total number of shares attending the Meeting is: 100.00%  
In there
  - Number of valid votes: 28 votes, equivalent to 20,100,538 voting shares
  - Number of invalid votes: 0 votes, corresponding to 00 voting shares.
4. Percentage of non-voting shares / Total number of shares attending the Meeting: 00%

NO	Voting content	Percentage of votes in favor	Disapproval Vote Rate	Voting Rate No opinion
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1	<ul style="list-style-type: none"> <li>- Approval of the 2024 Operational Report and 2025 Plan of the Board of Directors and the Board of General Directors of the Company;</li> <li>- Approval of the Company's 2024 Business Results Report;</li> <li>- Approve the audited consolidated financial statements for 2024 and the audited separate financial statements of the Company for 2024;</li> </ul>	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
2	Approval of the 2024 Operational Report and 2025 Operational Plan of the Board of Supervisors;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
3	Report to the General Meeting of Shareholders approving the 2024 profit distribution plan and the 2025 dividend payment plan;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,538	-	6,000
4	Report to the General Meeting of Shareholders approving the operating budget of the Board of Directors and the Board of Supervisors for 2024 and the budget allocation plan of the Board of Directors and the Board of Supervisors for 2025;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
5	Report to the General Meeting of Shareholders approving the selection of a financial audit organization for the Company in 2025;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
6	Proposal for the General Meeting of Shareholders to approve the continued implementation of the ESOP share issuance plan in 2024 according to the Resolution of the Company's Annual General Meeting of Shareholders dated March 22, 2024;	99.96%	0.01%	0.03%
	<i>Share:</i>	20,093,128	1,400	6,010
7	The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to			



	Proposal No. 06/TT-HĐQT/SAFI-2025 and added the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. The General Meeting of Shareholders unanimously approved the specific plan as follows: - The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and replaced it with the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. - The General Meeting of Shareholders approved the plan to distribute bonus shares to existing shareholders from the Company's treasury stock.	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
8	Report to the General Meeting of Shareholders for approval of changes in the Company's management structure; amendments to the Charter, Internal regulations on corporate governance and promulgation of the Charter and Operating regulations of the Board of Directors.	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010

**X. Mr. Nguyen Thanh Hoang, on behalf of the Secretariat:**

Read the Minutes of the 2025 Annual General Meeting of Shareholders of SAFI Transport Agency Joint Stock Company before the Meeting .

The meeting voted to pass with 100% of voting shares in favor.

**XI. Mr. Nguyen Thanh Hoang**

Submit to the General Meeting of Shareholders for approval the draft Resolution of the 2025 Annual General Meeting of Shareholders.

The Congress voted to approve the entire content of the Resolution with 100% of voting shares in favor.

This Meeting Minutes **consists of 07 pages** , was read before the Meeting for all shareholders to approve before the closing of the Meeting and made into 02 copies to be kept at the Company Office.

The congress closed at 11:00 a.m. the same day.

**SECRETARY OF THE CONGRESS**



**Le Diep Huong**

**ON BEHALF OF GENERAL MEETING OF  
SHAREHOLDERS OF SAFI  
TRANSPORTATION AGENCY JOINT STOCK  
COMPANY  
CHAIRMAN**



**NGUYEN HOANG DUNG**



SOCIALIST REPUBLIC OF VIETNAMNAM

Independence – Freedom – Happiness

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**MINUTES OF VOTING COUNTING**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SEA & AIR FREIGHT INTERNATIONAL (SAFI)**

Today, March 7, 2025, at the SAFI Transport Agency Joint Stock Company Hall, No. 209 Nguyen Van Thu, District 1, Ho Chi Minh City, the Vote Counting Committee includes:

1. Ms. Nguyen Thi Duyen Tham - Head of Department
2. Ms. Kieu Hanh Nhu - Member
3. Ms. Nguyen Thi Thu Thao - Member

The members conducted the vote counting at the 2025 Annual General Meeting of Shareholders of SAFI Transport Agency Joint Stock Company, the vote counting results are as follows :

1. Total number of votes: 28 votes, equivalent to 20,100,538 shares.
2. Total number of abstentions: 0 votes, equivalent to 00 shares.
3. Ratio of voting shares / Total number of shares attending the Meeting is: 100.00%

In there

- Number of valid votes: 28 votes, equivalent to 20,100,538 voting shares

- Number of invalid votes: 0 votes, corresponding to 00 voting shares.

4. Percentage of non-voting shares / Total number of shares attending the Meeting: 00%

NO.	Voting content	Percentage of votes in favor	Disapproval Vote Rate	Voting Rate No opinion
1	- Approval of the 2024 Operational Report and 2025 Plan of the Board of Directors and the Board of General Directors of the Company; - Approval of the Company's 2024 Business Results Report; - Approval of the audited consolidated financial statements for 2024 and the audited separate financial statements of the Company for 2024;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
2	Approval of the 2024 Operational Report and 2025 Operational Plan of the Board of Supervisors;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010



3	Report to the General Meeting of Shareholders approving the 2024 profit distribution plan and the 2025 dividend payment plan;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,538	-	6,000
4	Report to the General Meeting of Shareholders approving the operating budget of the Board of Directors and the Board of Supervisors for 2024 and the budget allocation plan of the Board of Directors and the Board of Supervisors for 2025;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
5	Report to the General Meeting of Shareholders approving the selection of a financial audit organization for the Company in 2025;	99.97%	0.00%	0.03%
	<i>Share:</i>	20,094,528	-	6,010
6	Proposal for the General Meeting of Shareholders to approve the continued implementation of the ESOP share issuance plan in 2024 according to the Resolution of the Company's Annual General Meeting of Shareholders dated March 22, 2024;	99.96%	0.01%	0.03%
	<i>Share:</i>	20,093,128	1,400	6,010
7	The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and added the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. The General Meeting of Shareholders unanimously approved the specific plan as follows: - The General Meeting of Shareholders approved the cancellation of the plan to handle treasury shares according to Proposal No. 06/TT-HĐQT/SAFI-2025 and replaced it with the Plan to issue bonus shares to existing shareholders from the Company's treasury shares. - The General Meeting of Shareholders approved the plan to distribute bonus	99.97%	00.00%	00.03%
		99.97%	00.00%	00.03%

	shares to existing shareholders from the Company's treasury stock.			
		<i>Share:</i>	20,094,528	-
8	Proposal for the General Meeting of Shareholders to approve changes in the Company's management structure; amend the Charter, Internal Regulations on corporate governance and promulgate the Operating Regulations of the Board of Directors.		99.97%	0.00%
		<i>Share:</i>	20,094,528	-
				6,010

This record is made in 02 copies, kept at the Company office.

**SIGNATURES OF MEMBERS OF THE VOTING COMMITTEE**

**Prefect**

**Member**



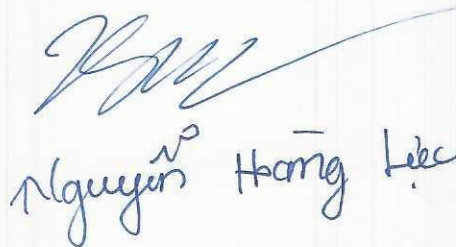


**Nguyen Thi Duyen Tham**

**Kieu Hanh Nhu**

**Nguyen Thi Thu Thao**

**Signature of shareholder representative supervising vote counting**



Nguyen Hong Le

