

**DOCUMENT**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**  
**STOCK CODE: SFI**

May 22, 2026

<b>AGENDA</b> <b>OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026</b> <b>OF SAFI TRANSPORTATION AGENT JOINT STOCK COMPANY</b>	
<b>Time:</b>	<b>8:00 AM, Friday, May 22, 2026</b>
<b>Location:</b>	<b>Minh Toan SAFI Ocean Hotel - 224 Vo Nguyen Giap Street, An Hai Ward, Da Nang City</b>
<b>GENERAL MEETING AGENDA</b>	
<b>8:00 – 8:45</b>	<b>I. WELCOMING THE DELEGATES</b>
	<ol style="list-style-type: none"> <li>1. Receiving delegates and shareholders, and registering to receive documents of the General Meeting;</li> <li>2. Settling in and preparing for the General Meeting.</li> </ol>
<b>8:45 – 9:15</b>	<b>II. OPENING SESSION</b>
	<ol style="list-style-type: none"> <li>1. Report on verification of shareholders' eligibility to attend the Meeting;</li> <li>2. Declaration of reasons, introduction of attendees, and opening of the Meeting;</li> <li>3. Presentation of the Meeting agenda;</li> <li>4. Introduction of the Meeting Chairperson;</li> <li>5. Introduction and approval of the Presiding Committee.</li> <li>6. Introduction of the Secretariat and Vote Counting Committee.</li> </ol>
<b>9:15 - 11:15</b>	<b>III. MAIN CONTENT</b>
	<ol style="list-style-type: none"> <li>1. Report on 2025 business performance; audited financial statements for 2025; business plan and strategic direction for 2026 by the Board of Directors and the Board of Management;</li> <li>2. Report on activities of the Audit Committee in 2025 and operational plan for 2026;</li> </ol> <p><b>Submission of proposals to the General Meeting of Shareholders for approval:</b></p> <ol style="list-style-type: none"> <li>1. Approval of 2025 business results and 2026 business targets;</li> <li>2. Approval of the 2025 profit distribution plan and 2026 dividend plan.</li> <li>3. Approval of the Board of Directors' operating budget for 2026;</li> <li>4. Approval of the appointment of the external auditor for 2026;</li> <li>5. Approval of the Employee Stock Ownership Plan (ESOP).</li> <li>6. Approval of the plan to distribute treasury shares to existing shareholders;</li> <li>7. Approval of the change of registered address and amendment of business lines;.</li> <li>8. Other matters (if any);</li> <li>9. Discussion session</li> <li>10. Short recess (30 minutes).</li> </ol>
<b>11:15-11:30</b>	<b>IV. CLOSING SESSION</b>
	<ol style="list-style-type: none"> <li>1. Approval of the Meeting Minutes;</li> <li>2. Approval of the Meeting Resolution;</li> <li>3. Closing remarks.</li> </ol>

**DRAFT REGULATIONS  
ON ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

- *The 2020 Law on Enterprises;*
- *The 2019 Law on Securities;*
- *The Charter of Organization and Operation of SAFI Transportation Agency Joint Stock Company.;*

**REGULATIONS ON ORGANIZING THE GENERAL MEETING OF SHAREHOLDERS**

**GENERAL REGULATIONS**

**Article 1: Scope of Application**

These Regulations govern the organization and conduct of the 2026 Annual General Meeting of Shareholders of SAFI Transportation Agency Joint Stock Company (“Company”).

Article 2 : These Regulations set out the rights and obligations of participants, conditions for convening the Meeting, and procedures for conducting the Meeting.

All shareholders and relevant participants shall comply with these Regulations.

**Chapter I**

**RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

**Article 3: Rights and obligations of shareholders**

**3.1. Eligibility to Attend**

Shareholders being organizations, individuals, or authorized representatives of shareholders owning voting shares of the Company whose names appear on the shareholder list finalized on April 10, 2026 by the Vietnam Securities Depository and Clearing Corporation (VSDC), are eligible to attend the Meeting.

**3.2 Rights of Shareholders**

- Vote on all matters within the authority of the General Meeting of Shareholders in accordance with law and the Company Charter;
- Authorize in writing another person to attend and vote on their behalf;
- Each shareholder or shareholder representative attending the General Meeting must bring their invitation letter, citizen identification card, or passport. If attending by proxy, a letter of authorization from the authorizing party is required. These documents will be submitted to the Organizing Committee for the purpose of receiving meeting materials and attending the meeting.
- Shareholders or their representatives, after hearing reports on the matters to be approved, will discuss and approve them by voting.

- Latecomers have the right to register immediately, and then participate and vote right away at the General Meeting, but the Chairman is not obligated to stop the Meeting to allow shareholders to register, and the validity of any votes already cast will not be affected.

### **3.3 Obligations of Shareholders**

- To attend or authorize someone to attend the General Meeting of Shareholders in accordance with the Company's Articles of Association;
- Comply with the regulations set forth in this document;
- Shareholders or their representatives attending the general meeting must complete the registration procedures with the General Meeting Organizing Committee.
- Strictly adhere to the regulations of the General Shareholders' Meeting and respect the results of the meeting;

### **Article 4: Rights and obligations of the Committee for Verifying the Eligibility of Shareholders Attending the General Meeting**

- Board check search private way neck winter Have re task next receive paper sheet belong to Grand chart and neck winter next t h am attend , check search private way neck winter visit attend Congress , broadcast the talent ballot paper and Form chart decision according to correct sample quy define ; and report in advance Grand festival about conclude fruit check search private way neck winter ;
- School fit People arrive greed attend Grand festival Are not Have full all necessary documents t h am attend Grand festival, B check search private way neck winter Have rights from refuse to supply talent materials Grand The meeting was held and the attendance of that shareholder was not recorded.

### **Article 5: Rights and obligations of the Presidium, the Secretariat, and the Ballot Counting Committee**

#### **5.1 Rights and obligations of the Presidium**

- Composition: The Presidium consists of 1 to 2 members, nominated by the Board of Directors and approved by the General Meeting of Shareholders.
- The Presidium's responsibilities:
  - + Thing onion cac active movement belong to Grand festival according to chapter program attend ants belong to Festival copper manager treatment Okay Grand festival copper neck winter information via ;
  - + To guide delegates and the Congress in their discussions;
  - + Present the draft and conclusions on the necessary contents for the Congress to vote on;
  - + Answer these questions Content by Grand festival Love bridge ;
- Rights belong to Group owner tich :
  - + Decision The Chairman's decision regarding the order, procedures, or events arising outside the agenda of the Shareholders' General Meeting shall have the final and final effect.
  - + The Presidium carries out the work they deem necessary to conduct the General Meeting of Shareholders in a valid and orderly manner, reflecting light Okay expect want belong to neck winter ;

- + The Chairman of the Shareholders' Meeting may also postpone the Meeting to a later time and location in cases stipulated in the Company's Articles of Association. The maximum postponement period shall not exceed three days from the opening date of the Meeting.

### **5.2 Rights and responsibilities of the Secretariat**

is nominated by the Presidium and is accountable to the Presidium and the General Meeting of Shareholders for their duties, specifically:

- Record fully and truthfully the entire proceedings of the General Meeting and any issues approved or noted by shareholders or their representatives at the meeting;
- Drafting minutes and resolutions on the contents approved at the Congress;
- Other tasks as assigned by the Chairman of the committee.

### **5.3 Rights and responsibilities of the Vote Counting Committee**

Ban check ballot by Group Owner tich gender brand to Grand festival decision Decision . Board check ballot Have responsibility Task :

- Corpse define conclude fruit decision belong to neck There were many resolutions passed at the Congress;
- Promptly inform the Secretariat of the voting results;
- Prepare and submit the vote counting report to the Organizing Committee;
- The vote counting committee is responsible for the honesty and accuracy of the process . check check.

## **Chapter II**

### **CONDUCT OF THE MEETING**

#### **Article 6: Conditions for holding a General Meeting of Shareholders**

The General Shareholders' Meeting is convened when the number of shareholders in attendance represents more than 50% of the total voting shares according to the shareholder list as of April 10, 2026, issued by the Vietnam Securities Depository and Clearing Corporation (VSDC). ( *This ratio is applied according to Article 145 of the 2020 Enterprise Law* ).

#### **Article 7: Meeting Procedure**

- The General Meeting will discuss and approve, in sequence, the matters as sent to the shareholders.;
- The General Meeting of Shareholders will be held in one session and will approve the following matters:
  - + Introduction of attendees and approval of the Presidium, the Secretariat, and the Vote Counting Committee;
  - + Through the Rules of Procedure, the Congress program, and other arising matters;
  - + Discuss and approve the contents to be presented to the Congress;
- + Remarks by attending delegates;
- + The vote was taken to approve the contents as presented by the Presidium;
- + Through the Minutes of the General Meeting.

#### **Article 8: Approval of the matters presented at the General Meeting**

Each shareholder/shareholder representative attending the General Meeting shall be provided with a Voting Ballot for voting on the matters presented at the General Meeting of Shareholders. The ballot shall state the registration number (Shareholder Code), the full name of the shareholder, the full name of the authorized representative, and the number of voting rights held by such shareholder. The total number of votes in favor, against, and abstentions shall be announced immediately at the Meeting..

**Article 9: Approval of the Resolution of the General Meeting of Shareholders.**

The General Meeting of Shareholders shall pass resolutions within its authority by way of voting at the meeting. A resolution of the General Meeting of Shareholders shall be adopted when the following conditions are satisfied:

- or resolutions concerning amendments and supplements to the Company’s Charter; classes of shares and the number of shares to be offered for sale; changes in business lines and business sectors; merger, reorganization, and dissolution of the Company; investment projects or transactions for the sale of assets conducted by the Company or its Branches with a value equal to or exceeding 35% of the total asset value of the Company and its Branches as recorded in the most recent audited financial statements, approval must be obtained from at least 65% of the total voting shares of all attending shareholders..
- For other matters, approval must be obtained from more than 50% of the total voting shares of all attending shareholders.

*(These voting thresholds are applied in accordance with Article 148 of the 2020 Law on Enterprises.)*

**Article 10: Discussion at the Meeting**

- Shareholders/shareholder representatives attending the Meeting shall be provided with question slips or may speak directly at the Meeting. Shareholders’ questions shall be forwarded by the organizing committee to the Presidium for response and clarification.
- Questions should be concise, focused on key matters requiring discussion, and relevant to the agenda of the Meeting..

We respectfully submit to the General Meeting of Shareholders for consideration and approval so that the organization of the General Meeting of Shareholders may be conducted successfully and in compliance with applicable laws and the Company’s Charter.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

**REPORTS AT THE 2026 ANNUAL SHAREHOLDER MEETING  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

- 1. Report of the Board of Directors and the General Management Board**
- 2. Report of the Audit Committee and Report of the Independent Member of the Board of Directors.**
- 3. Proposals submitted to the General Meeting of Shareholders for approval..**

**REPORT BY THE BOARD OF DIRECTORS AND THE GENERAL  
MANAGEMENT OF THE COMPANY ON BUSINESS RESULTS FOR 2025  
AND PLAN FOR 2026**

Distinguished delegates.

Dear Shareholders,

The Board of Directors of SAFI Transport Agency Joint Stock Company reports to the General Meeting of Shareholders on the performance of production and business tasks, the direction and supervision of the Board of Directors over the Company's Executive Board in 2025, and the Board of Directors' operational plan for 2026.

Throughout the year, the Board of Directors successfully fulfilled its role in developing the overall strategic direction and operational objectives of the Company, and in directing and supervising the Executive Board to achieve the highest possible business performance.

**I. BUSINESS RESULTS FOR 2025**

**Some of the criteria for consolidated financial statements are as follows:**

<b>No.</b>	<b>Target</b>	<b>2025 (VND)</b>
1	Revenue from sales and services	1,106,411,137,698
2	Cost of goods sold	925,828,536,807
3	Gross profit	180,582,600,891
4	Total accounting profit before tax	113,211,062,164
5	Profit after corporate income tax	91,848,087,861
6	Net profit after tax of the parent company	91,848,087,861
7	Net profit after tax attributable to non-controlling shareholders	-
8	Equity	769,774,662,339

**II. BOARD OF DIRECTORS' ASSESSMENT OF THE COMPANY'S PERFORMANCE**

**1. Board of Directors' assessment of the Company's performance.**

In 2025, the Board of Directors set forth the operational direction and business development policies of the company based on Resolution No. 01/NQ-ĐHĐCĐ/SAFI-2025 dated March 7, 2025. The Board of Directors always proactively keeps abreast of developments in the domestic and global economies, analyzes and evaluates difficulties, advantages, opportunities, and challenges to promptly make correct and effective decisions in production and business activities, and regularly monitors and

directs the General Director to effectively carry out tasks through the Resolutions and Decisions of the Board of Directors.

Regarding the company's business operations, the Board of Directors always complies with legal regulations on environmental protection. as well as participating in environmental protection activities, social and charitable activities, showing gratitude, poverty alleviation, supporting disadvantaged families, and sharing community and social responsibilities.

Resolutions/decisions issued by the Board of Directors during the year:

<b>No.</b>	<b>Resolution/Decision Number</b>	<b>Day</b>	<b>Content</b>	<b>Approval rate</b>
1	01/NQ-HĐQT-2025	March 20, 2025	Approval of the establishment of the Audit Committee under the Board of Directors of SAFI Transport Agency Joint Stock Company.	5/5
2	02/NQ-HĐQT-2025	April 11, 2025	Promulgation of the Operating Regulations of the Audit Committee of SAFI Transport Agency Joint Stock Company pursuant to Board of Directors Resolution No. 01/NQ-HĐQT-2025 dated 20 March 2025 regarding the establishment of the Audit Committee under the Board of Directors of the Company.	5/5
3	03/NQ-HĐQT-2025	May 13, 2025	Approval of the payment of the remaining 2024 dividend at 10% in cash (VND 1,000 per share).	5/5
4	04/NQ-HĐQT-2025	May 28, 2025	Approval of the transfer of the entire capital contribution representing 49% of the charter capital in Dong Hong Logistics Da Nang Co., Ltd..	5/5
5	05/NQ-HĐQT-2025	June 6, 2025	Approval of the implementation of the share issuance plan under the Company's Employee Stock Ownership Plan (ESOP 2024).	5/5
6	06/NQ-HĐQT-2025	June 23, 2025	Approval of the amendment to the provisions on share recall under the Company's Regulations on the issuance of shares under the Employee Stock Ownership Plan.	5/5
7	07/NQ-HĐQT-2025	June 30, 2025	Approval of the increase in the capital contribution of SAFI Transport Agency Joint Stock Company in SITC Vietnam Co., Ltd.	5/5

No.	Resolution/Decision Number	Day	Content	Approval rate
8	08/NQ-HĐQT-2025	June 30, 2025	Approval in principle and authorization for the execution of contracts and transactions between the Company and related parties (including subsidiaries and affiliated companies) for the purpose of supporting business operations in 2025. The scope of such contracts and transactions shall fall within the Company's business activities.	5/5
9	09/NQ-HĐQT-2025	August 6, 2025	Approval of the interim dividend payment for 2025 at 10% in cash.	5/5
10	10/NQ-HĐQT-2025	August 19, 2025	Approval of the implementation of the plan to distribute treasury shares to existing shareholders.	5/5
11	11/NQ-HĐQT-2025	07/11/2025	Approval of the change of the Company's seal specimen to align with the new administrative boundaries effective from 01 July 2025, and the amendment of the Company's Charter.	5/5
12	12/NQ-HĐQT-2025	November 27, 2025	Approval of the second interim dividend payment for 2025 at 10% in cash.	5/5

## 2. Board of Directors' assessment of the performance of the company's General Management Board.

The Board of Directors always proactively keeps abreast of developments in the domestic and global economies, analyzing and evaluating difficulties, advantages, opportunities, and challenges in order to promptly make correct and effective decisions in production and business activities. It also regularly monitors and directs the General Director to effectively carry out their duties through resolutions and decisions of the Board of Directors.

Each member of the Board of Directors has performed their assigned functions and duties well. They regularly monitor the General Director's operational work, exchange information, effectively carry out their management roles, develop and expand the market, invest in infrastructure, engage in international cooperation, and develop human resources.

## 3. The Board of Directors' operational plans for 2026

No.	Target	To be implemented by 2025	Plan 2026
1	Revenue	1.106 billion VND	950 billion VND

2	Profit after tax attributable to the parent company.	91.8 billion VND	60 billion VND
3	Dividend payout ratio	30%	20%

Another issue:

- Board of Directors decided Determine investment and divestment decisions in companies when there is a need for investment capital and on the basis of ensuring efficient use of capital.
- Close cooperation with partners strengthens and enhances the operational efficiency of joint venture companies.
- Seek out and explore other business opportunities through collaboration when conditions permit and in accordance with legal regulations.
- Leveraging resources from shareholders in service partnerships, customer development, strengthening experienced personnel, and creating new sources of service development.

### III. CORPORATE GOVERNANCE

#### 1. Board of Directors

##### a. Members and structure of the Board of Directors

No.	Full name	Position	Shareholding ratio
1	Nguyen Hoang Dung	Chairman of the Board	8.15%
2	Nguyen Hoang Anh	Vice Chairman of the Board of Directors (also CEO/Corporate Manager)	5.57%
3	Dang Tran Phuc	Board Member (Non-Executive)	0.99%
4	Nguyen Hai Nguyen	Board Member (non-administrative)	1.78%
5	Nguyen Truong Nam	Board Member (independence)	0.00%

b. Board of Directors Subcommittees: The company does not establish subcommittees.

##### c. Activities of the Board of Directors

The Board of Directors has held regular and expanded meetings in various formats to implement the General Meeting of Shareholders' resolutions. These meetings have consistently received the consensus of all members, approving quarterly, semi-annual, and annual business plans and reports, addressing business operations and market development issues, and conducting step-by-step evaluations of achievements in line with the strategic business development plan for the year.

##### d. Activities of independent non-executive board members

The company has an independent, non-executive board member who serves as a supervisory and critical reviewer of the board's activities as needed, ensuring that the board operates in accordance with the law, the company's charter, the policies and directions set forth by the General Meeting of

Shareholders and the Board of Directors, and modern management practices.

#### IV. REPORT AND EVALUATION BY THE BOARD OF DIRECTORS

##### 1. Evaluating business performance results

Evaluating the company's performance in 2025:

*Unit of measurement: billion VND*

No	Target	Implementation compared to the 2025 plan.			Compared to 2024		
		Plan	Perfor m	Proportion Complete	2024	2025	Increase/ Decrease
1	Total revenue	950	1,106	116%	1,087	1,106	+2%
2	Profit after tax attributable to the parent company.	60	91.8	153%	78.3	91.8	+17%

Total revenue reached VND 1,106 billion, achieving 116% of the annual plan and 2% higher than the same period last year. Net profit attributable to parent company shareholders reached VND 91.8 billion, achieving 153% of the annual plan and 17% higher than the same period last year. The company's business results for the year improved compared to the plan and compared to the same period last year due to an increase in the number of shipments.

Organizational structure by business sector :

*Unit of measurement: billion VND*

Target	Logistics activities	Forwarding activities	Shipping agency services, other activities	Total enterprise
Sales revenue	544	549	13	1,106
Profit from business operations	112	63	5	180

*Source: Audited consolidated financial statements of the Company for the year 2025*

The company's total revenue from its service segments for the year reached 102% compared to the same period last year. Total revenue reached VND 1,106 billion, and gross profit exceeded VND 180 billion. Details of the business structure of the service segments are as follows:

- Logistics revenue reached VND 544 billion, with logistics services consistently generating stable annual profits of over VND 112 billion. Logistics revenue accounted for 49% of total revenue, with a profit margin of 21% and representing 62% of total profit.
- Forwarding revenue reached VND 549 billion, accounting for 50% of total revenue, gross profit reached over VND 63 billion, profit margin was 12% and accounted for 35% of total profit.
- Revenue from shipping agency services and other activities was 13 billion VND. Although this accounted for only 1% of total revenue, the profit margin reached 39%, equivalent to 5 billion VND.

## 2. The company's financial situation as of December 31, 2025

### a. Asset situation

*Unit of measurement: VND*

No.	Target	First issue of the year	Year-end issue	Increase/decrease rate
1	Current assets	627.020.287.079	610,147,491,824	97.31%
2	Long-term assets	293,926,736,281	293,767,282,174	99.95%
	Total	920.947.023.360	903,914,773,998	98.15%

Current assets reached VND 610 billion, a decrease of 3% compared to the beginning of the year. The decrease in current assets was mainly due to a reduction in cash and cash equivalents and a decrease in short-term receivables compared to the previous year.

Long-term assets amounted to VND 293 billion, almost the same as at the beginning of the year.

### b. Debt situation

*Unit of measurement: VND*

No.	Target	First issue of the year	Year-end issue	Increase/decrease rate
1	Short-term debt	157,189,602,952	132,785,216,659	84%
2	Long-term debt	91,160,000	1,354,895,000	1,486%
	Total	157,280,762,952	134.140.111.659	85%

Short-term debt reached VND 132 billion, a decrease of 16% compared to the beginning of the year. The decrease in short-term debt was mainly due to a reduction in short-term accounts payable to suppliers.

The impact of exchange rate fluctuations on the company's business performance and interest rate differentials: As a business operating in the transportation and logistics services sector, it is affected by exchange rate fluctuations and interest rate differentials. However, the company's management always develops business policies and strategies and closely monitors market conditions to make appropriate decisions to ensure high business efficiency. The company faces exchange rate risks when transactions are conducted in currencies other than the Vietnamese Dong, such as loans, revenue, expenses, and imports of materials, goods, machinery, and equipment.

Foreign exchange gains or losses arising from the revaluation of monetary items denominated in foreign currencies. (VND)	2024 2,060,656,131	2025 (489,537,656)
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Improvements in organizational structure and management policies:

SAFI has always recognized human resources as a key factor determining its development and success. Therefore, during the year, the company restructured its management system , developed financial plans , effectively exploited and utilized capital resources , and implemented management strategies focusing on functional activities supporting production and business such as finance, human

resources, payroll, risk management, and legal affairs... to integrate and leverage collective strengths to achieve optimal efficiency and align with the company 's overall strategic development direction .

### **3. Future development plan**

With the goal of becoming one of the leading enterprises in Vietnam in the development of warehousing, transportation, and logistics infrastructure, the company has been building and developing a professional workforce. Recognizing human resources as its core strength , and paying special attention to personnel from the initial selection stages , the company has assembled a dynamic , capable team of employees trained at prestigious universities both domestically and internationally , with extensive experience. Furthermore , the company consistently invests in improving the skills of its staff , upholding professional ethics , in order to maximize customer satisfaction and trust.

### **4. The report assesses the company's environmental and social responsibility.**

#### **a. Assessment related to environmental indicators**

Strict control is maintained over both the input and output of products circulating through the company's channels, preventing the storage of goods of unknown origin or those that may be harmful to the environment.

Fire prevention and control measures are ensured to protect the safety of goods and people.

#### **b. Assessment related to employee issues**

SAFI consistently attracts qualified employees to meet its expanding production and business needs. Depending on the specific position, the company sets its own mandatory standards, but these must also meet basic requirements such as: basic professional qualifications; for management positions, a university degree in a relevant field is required; and candidates must be enthusiastic, proactive, and possess creative ideas. For key executive positions, the company sets quite stringent recruitment requirements, with mandatory standards regarding work experience, analytical skills, and foreign language and computer proficiency.

The company always develops its own salary policy tailored to the specific characteristics of each industry, the qualifications and job capabilities of each individual, and ensures that employees receive all benefits as stipulated by the State.

#### **c. Assessment related to corporate responsibility towards the local community.**

Besides focusing on developing production and business and taking care of the lives of its employees, the company also pays attention to community support activities, considering it a beautiful aspect of its corporate culture.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

**REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE  
PRESENTATION TO THE 2026 ANNUAL SHAREHOLDER MEETING  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Respectfully submitted to the Congress.

Dear Shareholders,

- Based on the 2020 Enterprise Law;
- Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;
- Based on the audited financial statements for 2025 of SAFI Transport Agency Joint Stock Company, audited by AASC Auditing Firm Co., Ltd.;

On behalf of the Audit Committee, I would like to report to the General Meeting of Shareholders on the Audit Committee's performance in 2025 as follows:

**1. Audit Committee Activities**

a. Members and structure of the Audit Committee

<b>No.</b>	<b>Full name</b>	<b>Position</b>	<b>Percentage of shares held</b>
1	Nguyen Truong Nam	Chairman	0.00%
2	Nguyen Hai Nguyen	Member	1.78 %

b. Activities of the Audit Committee

The Audit Committee conducted an assessment of the Company's audited financial statements for 2025 ; and comprehensively evaluated the management of the Board of Directors and the General Director. The Audit Committee found no irregularities that would harm the company in the activities of the members of the Board of Directors and the General Director.

The resolutions/decisions of the Board of Directors are issued in accordance with the procedures of the Enterprise Law and the Company's Charter, and are aligned with the Company's development and innovation direction. All meetings convened by the Board of Directors are attended by all members of the Board of Directors and the Audit Committee , and are conducted in accordance with the proper procedures and regulations, consistent with the Company's Charter.

The meetings primarily focused on implementing the Shareholders' Meeting Resolution and the Company's development strategies. Meeting documents were meticulously prepared, and the time and location were as specified in the meeting invitation.

The Board of Directors and the General Management Board of the Company have performed their functions and duties correctly, in accordance with regulations, and in compliance with the Enterprise Law and the Company's Articles of Organization and Operation;

The company's board of directors has provided groundbreaking and dynamic direction, forecasting market trends and formulating operational policies that have resulted in high efficiency, a healthy financial situation, and stable and sustainable business and investment activities.

## 2. Financial situation in 2025

### a. Financial situation in 2025

Unit of measurement: VND

No.	Target	2024	2025	2025 vs 2024
1	Total asset value	920,947,023,360	903,914,773,998	98.15%
2	Net revenue	1,087,771,573,724	1,106,411,137,698	101.71%
3	Cost of goods sold	932,598,814,932	925,828,536,807	99.27%
4	Net profit from core business operations	94,602,277,830	112,735,792,034	119.17%
5	Other profits	805,339,190	475,270,130	59.02%
6	Profit before tax	95,407,617,020	113,211,062,164	118.66%
7	Net profit after tax	78,384,997,675	91,848,087,861	117.18%
8	Net Profit of the Parent Company	78,384,997,675	91,848,087,861	117.18%
9	Dividend payout ratio	59%	79%	134.40%

### b. Key financial indicators

Item	Unit	2024	2025
1. Solvency ratio			
- Short-term liquidity ratio Current assets/Current liabilities	Time	3.99	4.59
- Quick Ratio <u>Current assets - Inventory</u> Short-term debt	Time	3.70	4.18
2. Capital structure indicators			
- Debt/Total Assets Ratio	Time	0.17	0.15
- Debt-to-equity ratio	Time	0.21	0.17
3. Performance indicators			

Item	Unit	2024	2025
- Inventory turnover Cost of goods sold/Average inventory	But		
- Net revenue / Total assets Net revenue / Average total assets	Ring	1.18	1.22
<b>4. Profitability Indicators</b>			
- Return on Sales (ROS)	%	7.21%	8.30%
- Return on Equity (ROE)	%	10.26%	11.93%
- Return on Assets (ROA)	%	8.51%	10.16%
- Profit margin from business operations/net revenue ratio	%	8.70%	10.19%

Solvency ratio: The current ratio remains high , with current assets to current liabilities reaching 4.5 % in 2025 , reflecting the efficient use of current assets such as cash, inventory, and accounts receivable to cover short-term liabilities.

Capital structure indicators: The company's debt-to-total assets ratio for the year was 0.15 and the debt-to-equity ratio was 0.17 . The company's debt ratio is very low compared to companies in the same industry and of similar size, reflecting very efficient use of borrowed capital. The lower the debt ratio, the greater the level of protection for creditors.

Performance indicators: The average revenue/total assets ratio reached 1.22 , higher than other companies in the same industry, reflecting the company's efficient use of assets. The higher this ratio, the more efficient the company's asset utilization, and vice versa.

Profitability indicators: ROS, ROE, and ROA consistently achieve high levels compared to companies in the same industry and of similar size.

### **3. Shareholder structure/changes in owner's investment capital**

#### a. Share:

- + Number of shares outstanding: 26,042,046 shares
- + Treasury shares: 1,730,012 shares
- + Number of outstanding voting shares: 24,312,034 shares

#### b. Changes in owner's investment capital:

stock issuances have been completed during the year:

In July 2025 , the company completed the issuance of an additional 1,155,000 shares . ESOP 2024 ( equivalent to 4.99 % of the outstanding shares at the time of issuance ) for the Company's employees according to the Annual General Meeting Resolution dated March 7 , 2025 , increasing the charter capital to VND 260,420,460,000 .

All issued shares have been deposited and additionally listed at the Ho Chi Minh City Stock Exchange and the Vietnam Securities Depository Center in accordance with regulations.

- c. Treasury stock transactions: No.
- d. Other securities: None.

#### 4. Transactions, remuneration, and benefits of the Board of Directors - General Management Board - Audit Committee

a. Salary, bonuses, remuneration, and benefits:

- Income of the Board of Directors, the Management Board, and the Audit Committee:

*Unit of measurement: VND*

		2024	2025
Mr. Nguyen Hoang Dung	Chairman of the Board – Chief Executive Officer	976,041,000	933,240,000
Mr. Nguyen Hoang Anh	Vice Chairman of the Board of Directors – General Director	1,027,650,000	956,240,000
Mr. Dang Tran Phuc	Board Member	758,740,000	717,740,000
Mr. Nguyen Hai Nguyen	Board Member – Member of the Inspection Committee	466,390,000	491,711,500
Mr. Nguyen Truong Nam	Board Member – Chairman of the Inspection Committee	-	-

- The number of shares received during the year by the Board of Directors, the Management Board, and the Audit Committee:

	2024	2025	Note
Mr. Nguyen Hoang Dung Chairman of the Board - Chief Executive Officer	400,000	450,000	ESOP
Mr. Nguyen Hoang Anh Vice Chairman of the Board of Directors - General Director	400,000	400,000	ESOP
Mr. Dang Tran Phuc Board Member	15,000	18,000	ESOP
Mr. Nguyen Hai Nguyen Board Member - Audit Committee Member	50,000	60,000	ESOP
Mr. Nguyen Truong Nam Board Member - Chairman of the Inspection Committee	-	-	

- Other benefits: None

b. Insider stock transactions:

No.	The person executing the transaction	Relationship with insider shareholders	Number of shares owned at the beginning of the period		Number of shares held at the end of the period		Reasons for increase or decrease
			Number of shares	Proportion	Number of shares	Proportion	
1	Nguyen Hoang Dung	Chairman of the Board of Directors	1,672,000	6.72%	2,122,000	8.15%	Purchase Transaction
2	Nguyen Hoang Anh	Chairman of the Board of Directors	1,210,000	4.86%	1,450,000	5.57%	Purchase/Sell Transaction
3	Nguyen Hai Nguyen	TV. Board of Directors	404,500	1.63%	464,500	1.78%	Purchase Transaction
4	Dang Tran Phuc	TV. Board of Directors	240,600	0.97%	258,600	0.99%	Purchase Transaction
5	Dang Thi Thuy Hang	KTT	19,500	0.08%	39,500	0.15%	Purchase Transaction

c. Contracts or transactions with insider shareholders: No

d. Related-party transactions arising during the year:

*Unit of measurement: VND*

	<b>2024</b>	<b>2025</b>
<b>Purchase of goods and services</b>	<b>7,722,438,101</b>	<b>8,544,864,372</b>
<i>SITC Vietnam Co., Ltd.</i>	<i>7,526,247,648</i>	<i>8,358,802,866</i>
<i>Minh Toan SAFI Co., Ltd.</i>	<i>196,190,453</i>	<i>186,061,506</i>
<b>Financial revenue</b>	<b>2,246,996,802</b>	<b>2,285,516,254</b>
<b>(Dividends are distributed)</b>		
<i>SITC Vietnam Co., Ltd.</i>	<i>2,246,996,802</i>	<i>2,285,516,254</i>

## 5. FINANCIAL REPORT

1. Independent auditing firm: AASC Auditing Firm Co., Ltd. conducted the audit for the Company's fiscal year 2025 .
2. Auditor's opinion:
  - a. Auditor's Opinion on the Separate Financial Statements of Safi Transport Agency Joint Stock Company

In our opinion, the separate financial statements fairly and reasonably reflect, in all material respects, the financial position of SAFI Transport Agency Joint Stock Company as of December 31, 2025, as well as the results of its operations and cash flow for the fiscal year ended on the

same date, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of financial statements.

b. Auditor's opinion on the consolidated financial statements of Safi Transport Agency Joint Stock Company

In our opinion, the consolidated financial statements fairly and reasonably reflect, in all material respects, the financial position of SAFI Transport Agency Joint Stock Company as of December 31, 2025, as well as the results of its operations and cash flow for the fiscal year ended on that date, in accordance with the Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations concerning the preparation and presentation of consolidated financial statements.

3. Audited financial statements:

See Appendix: Separate Financial Statements and Consolidated Financial Statements of the Company.

Or visit the website: [www.safi.com.vn](http://www.safi.com.vn)

**TM. AUDIT COMMITTEE**

(Signed)

**NGUYEN TRUONG NAM**

**REPORT ON THE ACTIVITIES OF BOARD OF DIRECTORS MEMBERS  
INDEPENDENTLY PRESENTS ANNUAL SHAREHOLDER MEETING 2026  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Respectfully submitted to the Congress.

Dear Shareholders,

- Based on the 2020 Enterprise Law;
- Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;
- Based on the audited financial statements for 2025 of SAFI Transport Agency Joint Stock Company, audited by AASC Auditing Firm Co., Ltd.;

I, as an independent member of the Board of Directors, hereby report to the General Meeting of Shareholders on the performance of the independent board member in 2025 as follows:

The Company's Board of Directors consists of 5 members, including one independent board member, meeting the requirements of the 2020 Enterprise Law and the provisions of Article 276 of Decree No. 155/2020/ND-CP detailing the Securities Law.

Information regarding the independent board members is as follows:

Full name	Position	Join the Board of Directors as an independent member.	Expertise
Nguyen Truong Nam	Independent Board Member	The General Meeting of Shareholders appointed on April 8, 2022.	Business Administration

In 2025, the Board of Directors held 12 meetings, including regular meetings, written consultations, and the issuance of resolutions and decisions to guide and manage the Company's operations. Minutes of the Board of Directors meetings were prepared with the signatures of all attending members and the meeting secretary. Independent members of the Board of Directors fully participated in all Board of Directors meetings (achieving a 100% attendance rate), and the members jointly evaluated, discussed, and voted on matters within the Board's authority.

Board of Directors meetings are convened and conducted in accordance with the procedures stipulated in the Enterprise Law, the Company Charter, and the Board of Directors' Operating Regulations. Meeting documents are sent to Board members for their reference and review before the meeting. Board members thoroughly and carefully discuss and evaluate each issue in the Company's business operations to determine the direction and solutions for those issues.

During the year, the company issued ESOP 2024 shares to its employees; and implemented a plan to distribute treasury shares to existing shareholders (the application has been submitted to the State Securities Commission but is facing legal procedural obstacles requiring adjustments and additions).

The Board of Directors regularly supervises the General Director and other members of the Board of General Directors, organizes meetings with the Board of General Directors and relevant units to perform the supervisory function of the Board of Directors, updates the situation and resolves difficulties and obstacles in production and business operations; the Company has complied with the regulations on information disclosure.

Overall, the Board of Directors' performance is assessed as compliant with legal regulations, resolutions of the General Meeting of Shareholders, and the Company's charter and regulations. They have been diligent in directing and managing operations and have achieved the objectives set at the annual General Meeting of Shareholders. The Board of Directors has facilitated the independent members of the Board to fully exercise their rights and obligations, ensuring compliance with legal regulations and safeguarding the interests of shareholders and the company.

**INDEPENDENT BOARD MEMBER**

(Signed)

**NGUYEN TRUONG NAM**

# **PRESENTATIONS FOR THE 2026 ANNUAL SHAREHOLDER MEETING**

## **SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

- 1. Presentation to the General Meeting of Shareholders for approval of the 2025 business results and the 2026 business plan targets of the Company;**
- 2. The General Meeting of Shareholders is presenting a proposal for the 2025 profit distribution plan and the 2026 dividend payment plan.**
- 3. Presentation to the General Meeting of Shareholders for approval of the Board of Directors' operating budget for 2026;**
- 4. Proposal for the General Meeting of Shareholders to approve the selection of a financial auditing firm for the Company in 2026;**
- 5. The proposal submitted to the General Meeting of Shareholders approves the Company's plan to issue ESOP shares.**
- 6. The General Meeting of Shareholders is submitting a proposal to approve the plan for distributing dividends from the Company's treasury shares.**
- 7. The General Meeting of Shareholders is submitting a proposal to approve the change of the company's address and business lines.**

**REPORT TO THE GENERAL SHAREHOLDER MEETING**  
**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Approval of the Company's audited financial statements for 2025  
and business plan targets for 2026

- *Based on the Enterprise Law of 2020;*
- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*
- *Based on the audited business results of the Company for the year 2025;*
- *Based on the Company's business plan for 2026;*

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting for approval the audited financial statements for the year 2025 as follows:

1. Through all audited financial statements for 2025, including the separate financial statements of SAFI Transport Agency Joint Stock Company and the consolidated financial statements of the Company.

Some key indicators of the consolidated financial statements are as follows:

<b>No.</b>	<b>Target</b>	<b>2025 (VND)</b>
1	Revenue from sales and services	1,106,411,137,698
2	Cost of goods sold	925,828,536,807
3	Gross profit	180,582,600,891
4	Total accounting profit before tax	113,211,062,164
5	Profit after corporate income tax	91,848,087,861
6	Net profit after tax of the parent company	91,848,087,861
7	Net profit after tax attributable to non-controlling shareholders	-
8	Equity	769,774,662,339

2. Some targets for the 2026 plan.

<b>No.</b>	<b>Target</b>	<b>To be implemented by 2025</b>	<b>Plan 2026</b>
1	Revenue	1,106 billion VND	950 billion VND
2	Parent company's net profit	91.8 billion VND	60 billion VND
3	Dividend payout ratio	30%	20%

The Board of Directors of the Company respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

*Ho Chi Minh City, May 22, 2026*

Number: 02/TT-HĐQT/SAFI-2026

**REPORT TO THE GENERAL SHAREHOLDER MEETING**  
**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Profit distribution for 2025 and dividend payment plan for 2026

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting for approval the profit distribution plan for 2025 and the dividend payment plan for 2026 as follows:

**1. Profit distribution plan for 2025:**

No.	Targets for 2025	Percentage of extract
	<b>Net profit after tax of the parent company according to the audited consolidated financial statements for 2025.</b>	
1	Cash dividend payment for 2025	30%
2	Board of Directors' Operating Budget	3%
3	Allocation from the investment and development fund.	10%

**2. Dividend payment plan for 2026**

No.	Target	Percentage
1	Dividend payment for 2026	20%

- Regarding the timing and amount of interim dividend payments, the General Meeting of Shareholders is requested to authorize the Company's Board of Directors to implement them based on the Company's business results.
- The above is the profit distribution plan for 2025 and the dividend payment plan for 2026 of SAFI Transport Agency Joint Stock Company.

The Board of Directors of the Company respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK  
COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

**(Signed)**

**NGUYEN HOANG DUNG**

*Ho Chi Minh City, May 22, 2026*

Number: 03/TT-HDQT/SAFI-2026

## **REPORT TO THE GENERAL SHAREHOLDER MEETING**

### **SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Board of Directors' operating budget for 2025  
and plan for allocating the Board of Directors' operating budget for 2026

- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*
- *Based on the Company's audited financial statements for 2025;*
- *Based on the Company's business plan for 2026;*

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting for approval the operating budget of the Board of Directors as follows:

#### **1. Approval of the Board of Directors' operating budget for 2025:**

Based on the Resolution of the Annual General Meeting of Shareholders 2025 of the Company, which approved the allocation of 3% of net profit after tax to the operating budget of the Board of Directors (according to Resolution No. 01/NQ-ĐHĐCĐ/SAFI-2025 dated March 7, 2025) as follows:

Net profit after tax of the parent company according to the audited consolidated financial statements 2025	Extraction rate	Board of Directors' Operating Budget
91,848,087,861 VND	3%	2,755,442,636 VND

#### **2. Approval of the Board of Directors' operating budget for 2026:**

- a. Basis for determining the Board of Directors' operating budget for 2026:
  - Number of Board of Directors members.
  - Business plan for 2026.
  - Refer to the compensation levels for the Board of Directors of several companies of similar size, industry, and geographical location.
- b. Proposal from the Board of Directors

To plan and manage expenses, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the operating budget for the Board of Directors in 2026, which is 3% of the after-tax profit attributable to the parent company's shareholders as reported in the audited consolidated financial statements for 2026.

The Company's Board of Directors respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT  
STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(signed)

**NGUYEN HOANG DUNG**

*Ho Chi Minh City, May 22, 2026*

Number: 04/TT-UBKT/SAFI-2026

**REPORT TO THE GENERAL SHAREHOLDER MEETING**  
**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Selection of the company's financial audit firm for 2026

- *Based on the Enterprise Law of 2020;*
- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*

The Audit Committee respectfully submits to the General Meeting of Shareholders for approval the selection of the financial audit firm for SAFI Transport Agency Joint Stock Company for the year 2026 as follows:

**1. Criteria for selecting independent auditing firms**

- Select a reputable auditing firm, approved by the State Securities Commission, to conduct audits for public interest entities in the securities sector in 2026.
- The audit fees are reasonable and commensurate with the content, scope, and timeline of the audit requested by the Company.

**2. Proposal of the Audit Committee**

Based on the above criteria, the Audit Committee respectfully submits to the General Meeting of Shareholders the list of selected audit firms and authorizes the Board of Directors to select a suitable audit firm from the following list:

1. Deloitte Vietnam Co., Ltd. (Deloitte);
2. UHY Auditing and Consulting Company Limited (UHY);
3. AASC Auditing Firm Co., Ltd.
4. ERNST & YOUNG Vietnam Auditing Company Limited - E&Y;
5. A&C Auditing and Consulting Company Limited;

Audit Committee respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK  
COMPANY**

**TM. AUDIT COMMITTEE**

**CHAIRMAN**

(signed)

**NGUYEN TRUONG NAM**

Number: 05/TT-HDQT/SAFI-2026

**REPORT TO THE GENERAL SHAREHOLDER MEETING  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Proposed plan for issuing shares under an employee stock option program.  
within the Company.

*Base*

- *The Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, provides detailed regulations for the implementation of several articles of the Securities Law;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 amends and supplements a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;*
- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting for approval the plan for issuing shares under the employee stock option program (ESOP) as follows:

**I. PLAN FOR ISSUING SHARES UNDER THE EMPLOYEE OPTION PROGRAM**

- Stock name: SAFI Transport Agency Joint Stock Company shares
- Type of stock: Common stock
- Stock ticker: SFI
- Par value of shares: 10,000 VND/share
- Total number of shares outstanding: 24,312,034 shares
- Number of shares issued: 335,000 shares, equivalent to 1.38% of the number of shares outstanding at the time of issuance.
- Total value of issued bonds at face value: VND 3,350,000,000
- Issue price: 10,000 VND/share
- Purpose of issuance: To recognize and appropriately reward employees in the company for outstanding achievements; to encourage employee engagement, enhance benefits, and foster a sense of responsibility towards the company.
- Recipients: The Board of Directors, management staff, and outstanding employees who have made positive contributions to the company's development.

For senior management: Successfully complete the production and business tasks assigned by the Board of Directors;

For middle-level managers: Successfully complete the tasks assigned by the Board of Directors;

Target employees: Those with outstanding achievements and positive contributions to the company's development.

- Individuals eligible for issuance must meet the following criteria:
  - + Employees who have signed a formal employment contract with the Company that is valid from at least December 31, 2025, and remains valid until the date the State Securities Commission issues a notice confirming receipt of all necessary documents for the issuance of shares to the Company's employees.
  - + Individuals whose performance KPIs in 2025 are 100% or higher are eligible.
- Individuals who do not fall into any of the following categories:
  - + Violating labor regulations and currently under disciplinary action;
  - + I have submitted my resignation and the process of terminating my employment contract is underway.
- Principles for determining the number of shares distributed to each individual:
  - a) Excellence coefficient: This is a coefficient determined based on the excellence of individuals or individuals within an excellent team.
    - + For teams awarded the title of Outstanding Team of the Year, each individual in the outstanding team will receive an additional coefficient of 0.5.
    - + Individuals awarded the title of Outstanding Individual of the Year will receive an additional multiplier of 0.5 .
  - b) Individual coefficient: The number of shares allocated to each employee is calculated based on the Employee Evaluation Criteria according to: (i) Job performance, (ii) Job rank and position, and (iii) Years of service.
    - i. Criterion 1: Job performance

Total score	Performance coefficient - P <sub>HQ</sub>									
	10	9	8	7	6	5	4	3	2	1
Chief Executive Officer (CEO)	220	200	180	160	140	120	100	80	60	40
Executive Director	172	157	142	127	112	97	82	67	52	37
Senior Director	134	122	110	98	86	74	62	50	38	28
Department Director	110	100	90	80	70	60	50	40	30	20
Head of Department (Head Office)	75	68	61	54	47	40	33	27	21	15
Branch Director	66	58	50	42	34	28	22	16	10	4
Head of Department (Branch)	31	28	25	22	19	16	13	10	7	4

(ii) Criterion 2: Job rank and position

Job grade and position	Job grade coefficient – P <sub>CB</sub>
Chief Executive Officer (CEO)	30
Executive Director	28
Senior Director	20
Department Director	10
Head of Department (Head Office)	8
Branch Director	6

Head of Department (Branch)	4
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(iii) Criterion 3: Years of service

Length of service	Seniority coefficient – P <sub>TN</sub>
Less than 5 years	4
From 5 to 10 years	6
From 10 to 20 years	8
Over 20 years	10

c) Formula for calculating the number of allocated shares :

Based on the criteria mentioned above, the number of shares allocated to each employee is calculated using the following formula:

- **Individual converted score** = ( P<sub>HQ</sub> X 0.5 + P<sub>CB</sub> X 0.25 + P<sub>TN</sub> X 0.25) + [team excellence coefficient + individual excellence coefficient (if any)]
- **The number of shares allocated to each individual is determined by the following formula:**

$$\begin{array}{l}
 \textit{The number of} \\
 \textit{shares allocated to} \\
 \textit{each individual.}
 \end{array}
 =
 \frac{\textit{Individual converted score}}{\textit{Total converted score}}
 \times
 \frac{\textit{Total number of}}{\textit{ESOP shares}}
 \textit{issued}$$

*of all employees participating in ESOP*

d) Rounding rules:

The number of shares allocated to each individual according to the formula stated in point c is rounded down to the nearest hundred.

*Example: The number of shares allocated to individual A according to the formula above is 10,250.8 shares. According to the rounding principle, the number of shares individual A receives is 10,200 shares.*

e) Principles for handling fractional shares:

Fractional shares are the remaining shares resulting from the rounding-down principle as stipulated in point d above.

The Board of Directors decided to allocate these shares to eligible employees participating in the ESOP program who have high work performance, ensuring that the number of additional shares allocated to each individual does not exceed 500 shares.

- Capital utilization plan: Supplementing the company's working capital.
- Implementation timeframe: Expected in Q2/Q3 2026 (before the distribution of treasury shares to existing shareholders)
- Transfer restrictions: 100% of the purchased shares are restricted from transfer within two (02) years from the end of the issuance.
- Regulations on share repurchase/resale: In the event that ESOP shares are subject to clawback or repurchase, the ESOP participant shall be obligated to transfer all such shares back to the Company at a price equal to the issue price. All ESOP shares so clawed back or repurchased by the Company shall become treasury shares - shares repurchased by the Company.
- Regarding the ESOP shares that the Company repurchases/buys back as stipulated in this section, the Company has the right to sell them through order matching and/or negotiated transactions in

accordance with current securities laws, ensuring that the sale complies with legal regulations at each given time.

- Plan to ensure the share issuance complies with regulations on foreign ownership ratio: The General Meeting of Shareholders authorizes the Board of Directors to approve a plan to ensure the share offering complies with regulations on foreign ownership ratio.
- Registration and listing of newly issued shares: The newly issued shares will be additionally registered with the Vietnam Securities Depository and Clearing Corporation (VSDC) and additionally listed on the Ho Chi Minh City Stock Exchange (HOSE).

## II. IMPLEMENTATION ORGANIZATION

The General Meeting of Shareholders approved the authorization for the Board of Directors to decide and carry out the necessary tasks and procedures to complete the issuance of ESOP shares, including but not limited to the following tasks:

- Implement the ESOP share issuance plan that was approved by the General Meeting of Shareholders;
- Choose the timing for issuing the ESOP;
- The decision includes determining the list of employees eligible to participate in the program, the number of shares to be distributed to each individual according to the standards and principles for determining the number of shares approved by the General Meeting of Shareholders; deciding on the plan for handling fractional shares, the plan for handling any undistributed shares (if any), and deciding on a plan to ensure that the share issuance complies with regulations on foreign ownership ratios;
- Adjust the number of shares distributed to each party to ensure that the total number of shares distributed equals the number of shares registered for issuance as approved by the General Meeting of Shareholders;
- Decide on all matters related to the issuance of ESOP shares, and provide additional explanations regarding the plan (if any) to ensure compliance with legal regulations. Carry out the necessary tasks/procedures for the issuance of shares in accordance with the Company's Articles of Association and legal regulations;
- Register the additional shares issued at VSDC and register the additional shares for listing on HOSE for the entire quantity of additional shares issued as per the issuance results.
- Amend and supplement the Company's Articles of Organization and Operation regarding changes to the shares and charter capital corresponding to the number of shares and the amount of money raised (calculated at par value) from the issuance, and register the changes to the Business Registration Certificate as prescribed.
- Deciding on matters related to the repurchase/repurchase of shares, including but not limited to the number of shares repurchased/repurchased in each tranche, and implementing the registration procedures with the State Securities Commission in accordance with regulations.

The Company's Board of Directors respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

Number: 06/TT-HĐQT/SAFI-2026

**REPORT TO THE GENERAL SHAREHOLDER MEETING  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**" The plan involves using treasury shares to distribute to existing shareholders ."**

- *Based on the Enterprise Law of 2020;*
- *Based on the Securities Law 2019 and its implementing regulations;*
- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting for approval the plan for using treasury shares to distribute to existing shareholders as follows:

**1. Proposed method for distributing treasury shares to existing shareholders.**

- Stock name: Safi Transport Agency Joint Stock Company shares
- Stock ticker: SFI
- Type of shares issued: Common shares
- Par value: 10,000 VND/share
- Charter capital: VND 263,770,460,000 (projected charter capital after ESOP issuance)
- Number of shares issued (projected after ESOP issuance): 26,377,046 shares. Of which:
  - + Number of outstanding shares expected: 24,647,034 shares
  - + Number of treasury shares: 1,730,012 shares
- Number of treasury shares expected to be issued: Maximum 1,725,292 shares
- Total value of issued shares at par value: VND 17,252,920,000
- Issuance method: Distribution of treasury shares to existing shareholders
- Issuance recipients: Existing shareholders of the Company whose names are on the list as of the last registration date to exercise the right to receive treasury shares provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
- Issuance ratio (number of treasury shares / number of outstanding shares): 7.00% of the total outstanding shares, equivalent to an exercise ratio of 1,000 : 70. On the last registration date for exercising the right, shareholders owning 1 share will receive 1 right, and for every 1,000 rights, shareholders will receive an additional 70 shares.
- Funding source: The funding for the treasury share distribution will come from the Company's undistributed after-tax profits as shown in the audited consolidated financial statements for 2025.
- Pricing principle: None, as this is using treasury shares to distribute to existing shareholders.
- The right to receive shares from the treasury share distribution is non-transferable.
- Transfer restrictions: The number of shares distributed from the treasury share distribution is freely transferable.

- The issuance of bonus shares to existing shareholders complies with foreign ownership limits. Existing shareholders will receive bonus shares from treasury stock in proportion to their shareholding and these shares are non-transferable, ensuring compliance with regulations on foreign ownership ratios.

- Implementation time: In Q4 2026 after the issuance of ESOP shares and the State Securities Commission announces receipt of all required documents for the use of treasury stock to distribute to existing shareholders of the Company.

- Designated securities company as the agent for treasury stock transactions: SSI Securities Corporation

## 2. Rounding principles and handling of fractional shares and shares

Rounding and handling of fractional shares: The number of treasury shares distributed to existing shareholders will be rounded down to the nearest whole number. Any decimal fractional shares (if any) will be canceled.

Example: Shareholder A owns 150 shares. With an exercise ratio of 1,000 : 70, the number of new shares Shareholder A will receive is:  $150/1,000 * 70 = 10.50$  shares. According to the rounding principle above, the number of new shares Shareholder A will receive is 10 shares. The resulting decimal fraction of 0.5 shares will be canceled.

3. The General Meeting of Shareholders authorizes the Board of Directors to implement the plan for using treasury shares to distribute to existing shareholders, including but not limited to the following:

- Implementing the plan and preparing the registration dossier for issuance at the State Securities Commission.

- Carrying out legal procedures and providing explanations (if any) to relevant authorities to complete the use of treasury shares to distribute to shareholders.

- And other tasks related to the issuance of shares. The Company's Board of Directors respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

Number: 07/TT-HĐQT/SAFI-2026

**REPORT TO THE GENERAL SHAREHOLDER MEETING  
SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

Subject: Change of company address and business activities.

- *Based on the Enterprise Law of 2020;*
- *Based on the Securities Law 2019 and its implementing regulations;*
- *Based on the Charter of Organization and Operation of SAFI Transport Agency Joint Stock Company;*

The Board of Directors of SAFI Transport Agency Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the change of address due to changes in administrative boundaries and changes in business lines in accordance with current legal regulations and the Company's operational situation. Specifically as follows:

**1. Change of address due to changes in administrative boundaries :**

- Previous address before change: 209 Nguyen Van Thu Street, Dakao Ward, District 1, Ho Chi Minh City
- Address after change: 209 Nguyen Van Thu Street, Tan Dinh Ward, Ho Chi Minh City

**2. the Company 's business lines and activities :**

<b>No.</b>	<b>Current business sector/activity name (Industry code: 5229 (main))</b>	<b>Name of business sector/activity after amendment/addition (Industry code: 5229 (main))</b>	<b>Note</b>
1	Other support services related to transportation Details: Freight forwarding; Container management and cargo handling agency; Cargo handling, collection and domestic transport; Shipping agency; Import and export cargo handling; Maritime services and ship supply; Activities of airline ticket agents (excluding liquefied gas for transport and activities related to air transport); Freight forwarding; Arranging or organizing rail, road, sea or air transport activities; Cargo handling; Collection and distribution of transport documents or bills of lading; Activities	<i>(Bold and italicized text indicates additional or changed content)</i> Other support services related to transportation Details: Freight forwarding agents; Container management and cargo handling agents; Cargo handling, collection and domestic transport; Shipping agents; Import and export cargo handling; Maritime services and ship supply; Activities of airline ticket agents (excluding liquefied gas for transport and activities related to air transport); Freight forwarding; Arranging or organizing rail, road, sea or air transport activities; Cargo handling; Collection and distribution of transport documents or bills of lading; Activities of customs clearance agents;	In compliance with tax authority regulations and applicable laws.

of customs clearance agents; Activities of sea and air freight forwarding agents; Ship and aircraft chartering brokerage; Other related activities such as: Packaging goods for the purpose of protecting goods during transport, unloading goods, sampling , weighing goods.	Activities of sea and air freight forwarding agents; Ship and aircraft chartering brokers; Other related activities such as: Packaging goods for the purpose of protecting goods during transport, unloading goods, sampling, weighing goods; <i>Logistics services.</i>	
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**3. Amendments to the Company 's Articles of Association :**

Through amendments to the Company's Charter in accordance with the provisions of the 2020 Enterprise Law, the 2019 Securities Law, and related guiding documents, specifically as follows:

- Amend Article 2.3 on the Company's Registered Office in the Company's Charter to reflect the change of address due to the change in administrative boundaries as mentioned in Section 1 above.
  - Amend Article 4.1 on the Company's business lines in the Company Charter to reflect the change in the Company's business lines as stated in Section 2 above.
- 4.** The maximum foreign ownership ratio is set at 49% according to the business sectors stipulated in Decree 245/2025/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Securities Law .

The General Meeting of Shareholders authorizes the Board of Directors to carry out the necessary tasks and procedures as prescribed by law regarding the registration of foreign ownership ratios at the State Securities Commission; register the Articles of Association and carry out procedures related to changes in business lines at competent State agencies (if required by law) and disclose information. The amended and supplemented Articles of Association shall take effect from the date of approval by the 2026 Annual General Meeting of Shareholders.

The Company's Board of Directors respectfully submits this to the General Meeting of Shareholders for approval.

Thank you, Congress.

**SAFI TRANSPORTATION AGENCY JOINT STOCK COMPANY**

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

(Signed)

**NGUYEN HOANG DUNG**

### **The attached appendices**

1. Audited separate financial statements for 2025 of SAFI Transport Agency Joint Stock Company;
2. Audited consolidated financial statements for 2025 of SAFI Transport Agency Joint Stock Company;
3. Report to the Board of Directors, the General Director, the Audit Committee, and the Independent Board of Directors. (Shareholders are kindly requested to refer to the Company's 2025 Annual Report);
4. Other related documents.

Dear Shareholders, please see the full details of the appendices on our website: [www.safi.com.vn](http://www.safi.com.vn) or through designated information dissemination channels.