

No. 079/BB-DHDCD-GMD

Ho Chi Minh City, May 06th, 2026**MINUTES****ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
OF GEMADEPT CORPORATION**

At 08:45 AM on May 06th, 2026, at REX Hotel, No. 141 Nguyen Hue Street, Sai Gon Ward, Ho Chi Minh City, the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “**Meeting**” or “**AGM**”) of Gemadept Corporation (Enterprise Registration Certificate No. 0301116791 issued by the Ho Chi Minh City Department of Finance, initially dated November 1, 1993, and most recently amended for the 34th time on October 17th, 2025) (hereinafter referred to as the “**Company**” or “**Gemadept**”) was convened.

I. ATTENDEES AND LEGAL VALIDITY OF THE MEETING**1. Board of Management:** Including all 10/10 members of the Board of Management, as follows:

- Mr. Do Van Nhan Chairman of BOM
- Mr. Chu Duc Khang Deputy Chairman of BOM
- Mr. Nguyen Thanh Binh Member of BOM - Chief Executive Officer
- Ms. Bui Thi Thu Huong Member of BOM - Chief Finance Officer
- Ms. Nguyen Minh Nguyet Member of BOM, Authorized Information Disclosure Representative
- Mr. Vu Ninh Member of BOM, In charge of Corporate Governance
- Mr. Iida Shuntaro Member of BOM
- Mr. Nguyen Van Hung Independent Member of BOM
- Mr. Lam Dinh Du Independent Member of BOM
- Mr. Nguyen Thai Son Independent Member of BOM

2. Board of Directors: Including all 04/04 members, as follows:

- Mr. Nguyen Thanh Binh Chief Executive Officer
- Mr. Pham Quoc Long Deputy Chief Executive Officer
- Mr. Nguyen The Dung Deputy Chief Executive Officer
- Mr. Do Cong Khanh Deputy Chief Executive Officer

3. Board of Control: Including all 03/03 members, as follows:

- Mr. Luu Tuong Giai Head of Board
- Ms. Vu Thi Hoang Bac Member
- Mr. Tran Duc Thuan Member

4. Shareholders:

Shareholders on the list as of the record date of March 30, 2026, as confirmed by the Vietnam Securities Depository and Clearing Corporation (VSDC) – Ho Chi Minh City Branch.

The Meeting was attended by 207 shareholders and authorized representatives, collectively holding and representing 331,441,787 shares, accounting for 77.71% of the total outstanding voting shares of the Company.

Pursuant to Clause 1, Article 145 of the 2020 Law on Enterprises, and Clause 1, Article 19 of the Company's Charter, the Annual General Meeting of Shareholders 2025 was duly and lawfully convened.

II. CONTENT AND AGENDA OF MEETING

1. Procedure for conducting the Meeting.
2. Opening speech by the Chairman of the Board of Management.
3. Report of the Board of Management for 2025 and plan for 2026.
4. Report of the Board of Control for 2025 and plan for 2026.
5. Report on the progress of some projects.
6. Discussion.
7. Voting for approval of content in the Meeting.
8. Approval of the Minutes and Resolution of the Meeting.

III. SCENARIO OF THE MEETING:

A. PROCEDURES FOR CONDUCTING THE MEETING:

1. Approval of Members of Presidium, the Secretariat and the Vote Counting Board:

The AGM approved the Presidium, the Secretariat and the Vote Counting Board with 100% of shareholders voting in favor, 0% voting against, and 0% abstaining.

The composition of the Presidium includes:

- (1) Mr. Do Van Nhan - Chairman of the Board of Management, Chair of the Meeting
- (2) Mr. Nguyen Thanh Binh - Member of the Board of Management, Chief Executive Officer
- (3) Mr. Luu Tuong Giai - Head of the Board of Control

The composition of the Secretariat includes:

- (1) Mr. Pham Quang Huy - Head of the Secretariat
- (2) Ms. Ho Nguyen Quynh Nhu - Member

The composition of the Vote Counting Board includes:

- (1) Mr. Khoa Nang Luu - Head of the Board
- (2) Mr. Cao Quang Loc - Member
- (3) Mr. Duong Quang Thoai - Member

2. Approval of the Regulations on organizing the Meeting:

The AGM approved the Regulations on organizing the Meeting with percentage of votes in favor: 100%, percentage of votes against: 0%, percentage of abstaining vote: 0%.

3. Approval of the agenda of the Meeting:

The agenda and materials of the Meeting has been published on the Company's website since April 15, 2026. On May 04, 2026, the BOM issued a Resolution on the amendments and supplementation of materials for the 2026 Annual General Meeting of Shareholders, including the proposal on amending certain contents of Submission No. 07 regarding the issuance of shares under the Employee Share Purchase Plan for outstanding employees of Gemadept Corporation for the period 2026–2030 (Regulations of ESPP for the period 2026–2030) (attached to Submission No. 07), and the addition of Submission No. 10 regarding Dismissal of a member of the BOM for the tenure of 2023–2028 (Mr. Iida Shuntaro) pursuant to his resignation letter. These amended and supplemented Submissions have been duly disclosed in accordance with applicable regulations and are attached to the Meeting materials.

The AGM approved the agenda of the Meeting with percentage of votes in favor: 100%, percentage of votes against: 0%, percentage of abstaining vote: 0%.

B. REPORTS PRESENTED AT THE MEETING:

1. Opening speech by the Chairman of the Board of Management:

During the period 2021–2025, despite facing numerous difficulties and challenges such as the COVID-19 pandemic, the Russia–Ukraine conflict, the energy crisis, high inflation, and changes in U.S. tariff and trade remedy policies, the Company's employees successfully fulfilled their duties. Over the past five years, the Company has achieved remarkable growth commensurate with the trust of shareholders, through the investment in, construction and development of a port system spanning from North to South: the commencement of operations of Gemalink Port in 2021, achieving a record of over 1 million TEUs after more than one year of operation; the commencement of operations of Nam Dinh Vu Port – Phase 2 in 2023, doubling the port's handling capacity; and the commencement of operations of Nam Dinh Vu Port – Phase 3 in 2025, making Nam Dinh Vu Port the largest port in the Northern region. During this period, on average every two years, Gemadept brought a new port into operation, which no other enterprise in the industry has achieved in recent years.

With respect to business performance, profit before tax in 2025 increased significantly compared to 2020. Throughput volume nearly tripled (from 1.7 million TEUs to over 5 million TEUs), and profit before tax achieved a compound annual growth rate (CAGR) of 37% during the period 2021–2025, representing a high level within the industry. Enterprise value and share price tripled. Market capitalization currently approximates VND 33 trillion, significantly exceeding that of the second-ranked company and other peers in the industry on the Ho Chi Minh Stock Exchange (HOSE). This outstanding performance is attributable to the efforts of employees and the trust, support and companionship of shareholders.

For the five-year plan 2026–2030, the Company targets continuous profit growth at an average rate of 15–20% per annum. This is a relatively high target compared to the industry, particularly in the context of a market with many uncertainties and on the basis of the high growth achieved

during 2021–2025. Nevertheless, the Company is confident in meeting increasingly stringent investor selection criteria based on its competitive advantages:

- **Port and logistics system:** Integrated, large-scale and modern, spanning from North to South at strategic locations. Nam Dinh Vu Port is the largest port cluster in the Northern region and the only port in the Dinh Vu area capable of accommodating 55,000 DWT vessels and simultaneously handling 7 feeder vessels. In the Southern region, Gemalink is a major deep-sea port and currently the only deep-sea port in Vietnam ranked among the top 19 globally in terms of mega-vessel handling capacity, and the only deep-sea port with expansion potential over the next 3–5 years. In addition, the Company held the groundbreaking ceremony for Gemalink Phase 2 on 17 April 2026, with expected completion in 2027. Upon completion, the handling capacity of Gemalink Port is expected to increase by 50%. With strong financial resources, the Company is well-positioned to implement large-scale projects quickly and efficiently compared to the overall market, particularly in the context of rising interest rates.
- **Management capability and workforce quality** based on the cultivated and promoted Gemadept culture. Accordingly, most of the Company’s port projects achieve efficient operations and reach break-even in the first year of operation, representing a significant differentiation compared to the market.

The Company looks forward to continuing to receive the trust, support and companionship of shareholders to successfully implement the 2026–2030 plan, thereby driving Gemadept Corporation towards strong, efficient and sustainable development.

2. Report of the Board of Management for 2025 and plan for 2026:

As authorized by the BOM, Mr. Nguyen Thanh Binh – Member of the BOM and Chief Executive Officer – presented the BOM’s Report on the 2025 business results, the review of the implementation of the 2021–2025 plan, the strategic direction for the 2026–2030 plan, the plan for 2026 and reports on the submissions to the AGM. Key contents included:

(1) Business results in 2025:

- Consolidated revenue reached VND 5,956 billion, exceeding the registered 2025 plan by 23%;
- Profit before tax reached VND 2,521 billion, exceeding the registered 2025 plan by 40%;
- With respect to the share issuance under the Employee Share Purchase Plan for outstanding employees in 2025 (“ESPP 2025”), the completion rate of the profit before tax target reached 140% of the registered 2025 plan as assigned by the General Meeting of Shareholders. Accordingly, the Company satisfies the conditions for the ESPP issuance for the 2025 financial year at a rate of 1.5% of the total outstanding shares at the time of issuance.

(2) Report of the Independent Members of the BOM:

The BOM has three independent members who are not involved in the management and operation of the Company. In 2025, the independent members made significant contributions

to the activities of the BOM in accordance with their assigned functions and duties, and each member has provided a detailed report as set out in the Annual Report.

(3) Review of the implementation of the 2021–2025 plan:

- With respect to the scale of the ecosystem: Completion of an integrated ecosystem across 7 core business segments; commissioning of key projects such as Phase 1 of Gemalink Port and the entire Nam Dinh Vu Port port cluster. With respect to market share, the Company continues to maintain its position as Top 2 in the Hai Phong and Cai Mep – Thi Vai regions, Top 2 in the Central region (including leading market share in woodchip cargo), and among the Top 3 largest port operators in Vietnam.
- Financial foundation: Profit before tax in 2025 increased fivefold compared to 2020; the compound annual growth rate (CAGR) for the period 2021–2025 reached approximately 37% per annum, exceeding committed targets, driven by operational optimization, comprehensive restructuring, and the maintenance of a sound financial position.
- Organization and governance: Acceleration of digital transformation, standardization of corporate governance, development of high-quality human resources, and implementation of sustainability initiatives.

(4) Strategic direction for the 2026–2030 plan:

Three (03) core competitive advantages:

- Strategic infrastructure;
- Operational excellence;
- Strong and healthy corporate culture.

Integration of four (04) strategic pillars:

- Port operations;
- Port–logistics;
- Inland waterway and maritime transport;
- Marine industrial services.

(5) Business plan for 2026:

Based on the analysis and evaluation of market conditions, the BOM has set forth the Company's key priorities for 2026 as follows:

With respect to corporate governance:

- Prioritizing the implementation of the Organizational Development (OD) design and development project, aiming at a lean and agile organizational structure, enhancing synergy, operational efficiency, and the ability to respond swiftly to market fluctuations.

- Focusing on human resource development, particularly the succession pipeline, through talent development programs, coupled with enhancing management capabilities, professional expertise, and execution effectiveness across the organization;
- Developing and refining an advanced corporate governance framework aligned with international standards, serving as a foundation for strengthening the Company's overall governance capabilities;
- Continuing to reinforce and embed the Gemadept corporate culture, ensuring consistency in awareness and actions, thereby fostering intrinsic drivers for the Group's sustainable development;
- Establishing a governance system based on a value chain model, standardizing service quality commitments to enhance customer experience and improve operational efficiency across the entire ecosystem;
- Promoting the measurement and enhancement of the Gemadept brand value, in alignment with business performance and the Group's positioning in both domestic and international markets.

With respect to business operations:

- Focusing on the development of the 33-hectare project at Nam Dinh Vu, with a view to expanding operational capacity and unlocking growth potential within the FTZ area;
- Expediting the construction of Gemalink Phase 2, with groundbreaking targeted in April 2026, marking a key milestone in enhancing operational capacity in the Cai Mep – Thi Vai area and capturing the growth trend of international shipping services; while concurrently preparing for the early implementation of Phase 3;
- Proactively identifying and developing new inland port and ICD investment opportunities in the Southern region, progressively completing infrastructure networks and expanding Gemadept's ecosystem;
- Implementing the inland waterway transportation development strategy, enhancing regional connectivity, optimizing logistics costs, and promoting green and sustainable transport solutions;
- Studying the restructuring and development of shipping – maritime transport operations, positioning inland waterway – maritime transport as one of the key pillars of Gemadept in the coming period;
- Implementing strategic infrastructure projects in the Cai Mep area, enhancing operational efficiency and strengthening Gemadept's competitive position in the regional market.

(6) Matters submitted to the Meeting for approval, as detailed in the Meeting Materials, include:

- Submission No. 1: Audited financial statement of 2025
- Submission No. 2: Profit distribution plan for 2025
- Submission No. 3: Business plans for 2026

- Submission No. 4: Selection of auditing company for 2026
- Submission No. 5: Report on the use of proceeds from the 2024 public offering of shares to existing shareholders (audited) and adjustment to the plan for use of the remaining unutilized proceeds
- Submission No. 6: Issuance plan of shares under the Employee Share Purchase Plan for outstanding employees of Gemadept Corporation in 2025 (ESPP 2025)
- Submission No. 7: Issuance of shares under the Employee Share Purchase Plan for outstanding employees of Gemadept Corporation for the period 2026–2030 (Regulations of ESPP for the period 2026–2030)
- Submission No. 8: Share issuance plan to increase share capital from the Company's equity
- Submission No. 9: Change of the Company's name; amendment and supplementation of the Company's Charter; and change of the Company's seal specimen
- Submission No. 10: Dismissal of a member of the Board of Management for the tenure of 2023–2028 (Mr. Iida Shuntaro)

3. Report of the Board of Control for 2025 and plan for 2026:

On behalf of the Board of Control, Mr. Luu Tuong Giai, Head of the Board of Control, presented the Report of the Board of Control for 2025, which covered the Company's business results, the activities of the BOM, the performance of the Board of Control, and the operational plan for 2026. Detailed contents are provided in the Board of Control's official report.

4. Report on the progress of some projects

Mr. Do Cong Khanh, Deputy Chief Executive Officer of the Company, presented the report on the implementation of the Company's key projects, with the following main contents:

(1) Key projects implemented during 2021–2025:

Northern key projects:

- May 2023: Successful divestment from Nam Hai Dinh Vu Port
- May 2023: Commencement of operations of Nam Dinh Vu Port – Phase 2
- April 2024: Successful divestment from Nam Hai Port
- October 2024: Pioneering the dredging of Ha Nam Channel to a depth of -8.5 meters.
- February 2025: Commencing operations of Phase 1, followed by Phase 2 in July 2025, of the Nam Dinh Vu Port Services project (NPS).
- September 2025: Commencement of operations of Nam Dinh Vu Port – Phase 3, becoming the largest river port in Northern Vietnam

Southern key projects:

- January 2021: Gemalink Port – Phase 1 commenced operations, ranked among the Top 7 most efficient ports globally.

- Expansion of depot and port network across the southern key economic region (Ho Chi Minh City – Dong Nai – Binh Duong).
- Acceleration of inland waterway transport development, progressively expanding scale and enhancing operational capacity, with a fleet of over 50 vessels across the system.

Strategic partnerships:

- Shipping line and customer partnerships: Establishment of joint ventures and strategic cooperation with intra-Asia carriers such as ASL, Namsung Shipping, and Jinjiang Shipping; and strategic partnership with CMA CGM – a global top 3 shipping line – pioneering the first electric barge project in Vietnam.
- Financial partnerships: Expansion of cooperation and deployment of diversified financial products with leading domestic and international institutions, including BIDV, Vietcombank, and HSBC.

Growth achievements over five years:

- Throughput volume in 2025 reached three times that of 2020
- Achieved a record throughput of 5 million TEUs in 2025
- Captured approximately 15% of the national container market share
- Market capitalization exceeded USD 1 billion from 2024
- Profit before tax achieved a compound annual growth rate (CAGR) of 37% during the period 2021–2025

(2) Vision towards 2030:

The Company aims to transition its business model from a port-centric approach to a maritime-centric ecosystem, expanding beyond port operations to deeper participation across the entire maritime value chain.

This transformation is underpinned by three core competitive advantages: strategic infrastructure, operational excellence, and strong corporate culture, and is driven by four key pillars: port operations, port-logistics, inland waterway and maritime transport, and maritime industrial services.

Key objectives for 2026:

- Port operations: Northern region: Expansion of a 33-hectare container yard (CY) adjacent to Nam Dinh Vu Port (target completion: Q3/2026). Southern region: Groundbreaking of Gemalink Port – Phase 2 in 2026, targeted for operation in Q4/2027; initiation of Gemalink Port – Phase 3 in 2026.
- Port-Logistics: Conduct feasibility study for a railway connection integrated into the Gemadept ecosystem in Hai Phong, develop project cargo (oversized and overweight cargo) handling capabilities at Nam Dinh Vu Port and Dung Quat Port, and accelerate development of cold chain logistics



- Inland waterway and maritime transport: Investment in and operation of 10 river vessels with capacity ranging from 248–298 TEUs, and expansion of shipping operations, including investment in 1–2 container vessels.
- Maritime industrial services: Prioritize development of Gemalink Port – Phases 2 and 3 (national-scale strategic projects), and launch of the International Maritime Financial Center (IMFC) in May 2026.

C. DISCUSSION:

The Presidium chaired the discussion session. The main discussion points were as follows:

1. PORT – LOGISTICS OPERATIONS

Shareholder No. 348 asked: What is the target for adding new service routes for Gemalink Port and Nam Dinh Vu Port in 2026 in the context of increasing competition in the regions?

Company's representative responded: As of and up to May 2026, Gemalink Port has added 03 new service routes, achieving the highest throughput in the Cai Mep area. In the Northern region, the target of Nam Dinh Vu Port is to reach 1.85 million TEUs, an increase of approximately 350,000 TEUs compared to 2025, equivalent to adding at least approximately 05 new service routes in 2026.

Shareholders No. 772, 1670, 2612 asked: Why did the throughput of Nam Dinh Vu Port decrease in Q1/2026? Will throughput improve in the coming quarters and what is the likelihood of achieving the planned 1.85 million TEUs?

Company's representative responded: Q1/2026 was impacted by geopolitical conflicts and the characteristics of intra-Asia routes, which are highly dependent on China, together with a prolonged holiday period (Lunar New Year), affecting the throughput growth of Nam Dinh Vu Port. However, with its existing advantages, Nam Dinh Vu Port is still able to maintain its growth momentum, with an expected throughput target of approximately 1.85 million TEUs and the development of 05 additional service routes.

Shareholder No. 12021 asked: What is the total berth length of Gemalink Port after expansion? What is the throughput plan for 2026? Assessment of congestion levels and berth waiting conditions in the Cai Mep area.

Company's representative responded: Following the adjustment, Gemalink Port is expected to have a total berth length of 1,883 meters, including 390 meters dedicated to barge berths. This is a competitive advantage of Gemalink Port, as in the Cai Mep area, only Gemalink has dedicated barge berths. The total throughput target for 2026 is 2,015,000 TEUs. As of the end of Q1, Gemalink has achieved over 25% of this plan. With the advantage of being the only port in the area with expansion capability, Gemalink Port is accelerating the implementation of Phase 2 to commence operations in 2027.

Shareholder No. 8827 asked: How is the container handling tariff expected to be adjusted?

The Company's representative responded: The new floor tariff issued by the Ministry of Construction has been applied since 01 February 2026. Gemalink Port has successfully applied the

new tariff to all customers. Any further tariff increase will depend on the policy direction of the Government and the Ministry of Construction.

Shareholder No. 1672 asked: Binh Duong Port, Phuoc Long Port and Gemadept Dung Quat Port recorded impressive throughput growth compared to the same period. Does the Management believe that this growth momentum will be sustained for the remaining quarters of 2026?

The Company's representative responded: Q1 recorded very strong growth. Market factors currently present both favorable conditions and manageable challenges; therefore, these units are capable of achieving their 2026 targets.

Shareholder No. 9314 asked: What is the strategy for developing inland waterway and maritime transport in the coming period?

The Company's representative responded: With respect to maritime transport, shipping is the original core business, serving as a connection with partners; therefore, Gemadept will continue to develop this segment through additional vessel investments and fleet expansion. Inland waterway transport has been performing effectively with high-capacity river vessels operating on routes such as Cai Mep, Ho Chi Minh City, Dong Nai, Binh Duong, the Mekong Delta and Cambodia. In the coming period, Gemadept will continue to strengthen inland waterway transport to optimize cargo transportation.

2. M&A – JOINT VENTURES AND AFFILIATES

Shareholders No. 11496, 1670, 6310 asked: What are the plans for cooperation with CJ Logistics in the coming period and what is Gemadept's specific strategy for the Shipping segment? What profit was generated from the divestment from Gemadept CJ Logistics?

Company's representative responded: After 8 years of cooperation, the joint venture between Gemadept Corporation and CJ Logistics has achieved notable results. However, the two groups currently have different strategic orientations: Gemadept focuses on core maritime services, while CJ focuses on CPM and e-commerce. Therefore, the two groups have agreed to restructure their cooperation relationship to optimize their strategic collaboration. Accordingly, Gemadept will invest in and focus on managing Shipping operations through fleet development (investment in and construction of river vessels, ocean-going vessels, and electric barges), and implementation of an inland waterway – maritime transport strategy. Although the profit margin of the shipping and logistics segment is lower than that of port operations, it will create synergistic value, enhancing connectivity and strengthening the Port–Logistics ecosystem, and is expected to contribute approximately 20% additional revenue to the Group.

Shareholder No. 11424 asked: Which routes will the Green Gen Transportation joint venture between Gemadept (51%) and CMA CGM (49%) serve, and is it intended to develop green inland waterway transport?

Company's representative responded: This is a pioneering project to operate electric barges (e-barges) using green energy, representing a breakthrough in green transportation and clean energy utilization, targeting major customers (such as Nike) that require green standards across the supply chain. The e-barges will serve routes from Gemalink Port in the Cai Mep area to surrounding key

areas such as Dong Nai, Binh Duong (now part of Ho Chi Minh City) and inland container depots (ICDs) in the region.

Shareholders No. 6130, 11424, 2612, 1670, 3814, 9901 asked: What is the progress of the rubber project divestment?

Company's representative responded: The Thailand–Cambodia border conflict in March 2025 impacted and slowed down the divestment negotiation process. The situation has now stabilized, and the Company is working with investors to negotiate pricing in line with market conditions to ensure the interests of shareholders.

Shareholders No. 2612, 2864 asked: Has the progress of the 24% divestment in Gemalink slowed down?

The Company's representative responded: The progress has slowed due to multiple changes in the design and scale of the port, including the commencement of construction of Gemalink Port – Phase 2 and the upcoming Phase 3. However, many partners (including shipping lines and financial institutions) remain interested in participating. The scale of Gemalink Port has changed significantly compared to the past; therefore, the Company requires additional time to negotiate and select partners and shipping lines capable of contributing maximum cargo volume and enhancing the maritime ecosystem and value chain.

3. STRATEGY, FINANCE, AND GOVERNANCE

Shareholder No. 685 asked: What is Gemadept's ESG vision towards 2030, and how is it integrated into the overall business strategy?

Company's representative responded: Gemadept's ESG strategic vision towards 2030 is to become a leading green port meeting international standards in Vietnam. The Company integrates ESG into specific KPIs and KSIs within its overall strategy. In terms of environment, Gemadept is committed to reducing greenhouse gas emissions in accordance with the Government's roadmap, aiming towards carbon neutrality and net-zero emissions by 2050. All Gemadept ports conduct annual greenhouse gas inventories in accordance with international ISO standards, with independent verification and certification by the British Standards Institution (BSI). The Company's sustainability report ranked among the Top 3 Best Sustainability Reports in the non-financial sector in 2025. With respect to social responsibility, Gemadept implements various community support activities, including contributions to communities affected by natural disasters and floods, construction of schools and libraries, and charitable fundraising initiatives. With respect to corporate governance, Gemadept is oriented towards advanced and transparent governance in line with the VNCG Code and international standards such as ACGS and OECD principles.

Shareholders No. 6731 and 11245 asked: What is the long-term orientation of the International Maritime Center project? What are the Company's activities and implementation progress?

Company's representative responded: With a pioneering and national spirit, Gemadept has proposed and has been selected by the Ho Chi Minh City International Financial Center as a strategic partner to establish the Maritime Financial Center as one of the four pillars of the Ho Chi Minh City

International Financial Center. In May 2026, the center will be launched to connect financial institutions, partners, investors and related service providers, with a view to developing and capturing higher value for the national maritime sector. It is expected to contribute approximately 0.5% to 1% to Vietnam's GDP growth.

Shareholder No. 9901 asked: The Government is planning to shift international flights from Tan Son Nhat Airport to Long Thanh Airport. In the event that SCSC does not secure a contract at Long Thanh, what plans have Gemadept and SCSC put in place to address this risk?

Company's representative responded: The Long Thanh Airport project is currently behind schedule; therefore, under the 2026 plan, SCSC has not been affected by the potential shift of international cargo. Once Long Thanh International Airport becomes operational, in order to meet cargo handling requirements, international airlines will conduct inspections to ensure compliance with stringent industry standards and service quality requirements. SCSC will not directly invest in the cargo terminal at Long Thanh but will cooperate in operational management. Gemadept Corporation, as a major shareholder, will also support and coordinate with SCSC in new projects. With its operational expertise in air cargo terminals and strong financial capacity, SCSC will continue to enhance operational efficiency at Tan Son Nhat air cargo terminal and pursue expansion and cooperation in other projects, with the objective of becoming the most efficient and optimized air cargo terminal operator.

Shareholder No. 9314 asked: What is the expected timeline for dividend distribution and the ESPP in 2026?

Company's representative responded: Dividend distribution will be implemented in accordance with applicable laws after approval by the Annual General Meeting. In 2026, the ESPP for 2026 will not be implemented; only the ESPP for 2025 will be executed.

Shareholder No. 11481 asked: In upcoming General Meetings of Shareholders, will the Company consider reducing the annual ESPP issuance ratio to balance the interests of employees and shareholders?

Company's representative responded: The ESPP issuance plan for the period 2026–2030, as detailed in Proposal No. 07, has been designed on the principle of close linkage with business performance and annual profit realization. The annual profit before tax growth target is at least 15% compared to the approved plan of the preceding year. The Company's profit growth during the period 2021–2025 has significantly outperformed the industry average, demonstrating the effectiveness of the ESPP in motivating employees and serving as an important tool for retaining and attracting high-quality human resources. Accordingly, the Management considers that the proposed issuance ratio is appropriate and ensures a balance of interests between shareholders and employees.

Shareholder No. 2864 asked: Can undistributed after-tax profit and funds be used to issue bonus shares up to 100%? The Management is requested to consider increasing charter capital at a higher ratio to enhance charter capital.

Company's representative responded: The proposed 50% capital increase ratio under Proposal No. 08 has been considered based on a balance among capital scale, profit growth rate and capital

utilization efficiency. The use of retained earnings to increase charter capital needs to be appropriately balanced to retain resources for reinvestment in new projects, enhance competitiveness and ensure sustainable growth. After considering financial factors and the business plan, the Management considers that the proposed ratio of 2:1 is balanced and appropriate at the present stage.

Shareholder No. 3527 asked: What is the role of corporate culture and why is it considered one of the four development pillars of the Company?

Company's representative responded: The corporate culture of Gemadept Corporation comprises pioneering aspiration, creative synergy, and integrity and accountability. Gemadept's corporate culture is not only reflected in words; its underlying values are implemented in practice and are embodied in the way the Company operates. The pioneering aspiration is demonstrated through the projects the Company will implement in the coming period. Creative synergy includes both internal collaboration and collaboration with strategic partners through management and business operations. This constitutes a foundational element and a core competitive advantage that must be utilized in the most effective manner.

Shareholder No. 2612 asked: What is the plan for developing ICDs and river ports when Phuoc Long ICD and Binh Duong Port have exceeded their capacity?

Company's representative responded: With a vision towards 2030, Gemadept has surveyed potential locations and is currently in the stage of analysis and evaluation to select investment projects for expanding the ICD and inland port network.

Shareholder No. 12150 asked: Which adjacent services will Gemadept focus on to achieve a minimum growth target of 15% per year for the 2026–2030 period?

The Company's representative responded: Gemadept's operational structure is defined with core pillars accounting for 80% and other concentric services accounting for 20%. During the period 2026–2030, Gemadept will accelerate the development of integrated inland waterway – maritime transport; Port–Logistics will serve not only as a growth driver but also as a means to secure sustainable and long-term cargo flows. In addition, other concentric services such as maritime insurance, ship repair, and shipbuilding will also be promoted, with the objective of completing a comprehensive service ecosystem by 2030.

4. MARKET CONDITIONS AND COMPETITIVENESS

Shareholder No. 7640 asked: How does Gemadept assess the current level of capacity congestion at ports in the Cai Mep – Thi Vai area, and what are the solutions?

Company's representative responded: Congestion in the Cai Mep – Thi Vai area has increased due to cargo shifts and a sudden surge in cargo volume. However, operations at Gemalink Port remain within controllable limits. Solutions include: coordinating with neighboring partners to expand yard capacity, coordinating with ICDs to optimize cargo arrangement on barges, and deploying the largest floating buoy system in Vietnam. In addition, Gemalink Port applies digital transformation to optimize operational coordination efficiency. The Company has also held a groundbreaking ceremony to commence construction of Gemalink Phase 2 and is implementing subsequent steps to enhance vessel handling capacity.

Shareholder No. 11424 asked: Ongoing conflicts at the Strait of Hormuz continue to impact energy prices, commodity prices and global inflation. For Gemadept, what is the proportion of fuel, electricity, transportation and outsourced freight costs in total costs? What measures does the Company take to protect profit margins?

Company's representative responded: The Group consistently maintains a proactive risk management and crisis prevention mechanism through the implementation of solutions such as optimizing operations, minimizing unnecessary costs, building a reputable supplier system, and pursuing ESG initiatives by investing in modern equipment and using green and clean energy. In the operating cost structure, fuel costs account for approximately 5–6%.

Shareholders No. 2612, 11496, 6517, 1185, 774 asked: How will the Can Gio and Cai Mep Ha projects affect Gemalink Port?

Company's representative responded: By 2030, the capacity in the Cai Mep area is expected to reach approximately 10.5 million TEUs, still about 2 million TEUs lower than the projected throughput (12.5%–12.7% growth), while the Can Gio and Cai Mep Ha projects are expected to commence Phase 1 operations in 2030. Therefore, there is no significant concern regarding competition or the achievement of Gemalink Port's throughput targets. By 2027, Gemalink will add an additional 1 million TEUs of capacity, bringing total capacity to 3 million TEUs. By 2029, Gemalink's capacity will reach 4 million TEUs. Over the next 5–7 years, Gemalink will remain a major port with significant actual throughput in the region. In addition, Gemalink has strong partners such as CMA CGM (the world's third-largest shipping line) and the Ocean Alliance (contract extended until 2032), which ensures cargo volume for Gemalink Port. Furthermore, the cargo share of CMA CGM at Gemalink is below 65% (with other shipping lines contributing over 35%), ensuring diversified cargo sources rather than reliance on a single shipping line.

Shareholder No. 12044 asked: The North–South railway segment is currently a strength of Viettel Post. What advantages does Gemadept have in participating in this segment?

Company's representative responded: The Company's orientation is to limit contract logistics and domestic logistics segments, while focusing on integrated import–export logistics, based on the core foundation of container throughput via the port system. The Company will maximize its advantages in port and ICD infrastructure. In parallel, the Company is accelerating investment in ICDs, inland ports and connectivity infrastructure to enhance value creation.

Shareholders No. 1672, 8827 asked: What is the level of competition between Nam Dinh Vu Port and the Lach Huyen port cluster, and will Nam Dinh Vu Port be able to achieve its planned targets in the coming period?

Company's representative responded: Although competition in Hai Phong is increasing as berths 3, 4, 5 and 6 at Lach Huyen add capacity, Nam Dinh Vu Port has also expanded with an additional 3 berths, with a handling capacity of approximately 1.5 million TEUs. In practice, although new berths at Lach Huyen have been in operation since 2025 and have attracted part of the cargo volume, Nam Dinh Vu Port has still achieved positive throughput, demonstrating that it remains a suitable choice for intra-Asia and feeder services. In the context of low intra-Asia freight rates, cost optimization is a key factor. With more competitive operating and logistics costs compared to the Lach Huyen area, together with the advantage of the Ha Nam channel draft (with

8. The AGM approved the Issuance plan of shares under the Employee Share Purchase Plan for outstanding employees of Gemadept Corporation in 2025 (ESPP 2025) as presented in Submission No. 06 with 86.99% of shareholders voting in favor, 13.01% voting against, and 0% abstaining.
9. The AGM approved the Issuance of shares under the Employee Share Purchase Plan for outstanding employees of Gemadept Corporation for the period 2026–2030 (Regulations of ESPP for the period 2026–2030) as presented in Submission No. 07 with 78.79% of shareholders voting in favor, 13.01% voting against, and 8.20% abstaining.
10. The AGM approved the Share issuance plan to increase share capital from the Company’s equity as presented in Submission No. 08 with 99% of shareholders voting in favor, 0% voting against, and 1% abstaining.
11. The AGM approved the Change of the Company’s name; amendment and supplementation of the Company’s Charter; and change of the Company’s seal specimen as presented in Submission No. 09 with 100% of shareholders voting in favor, 0% voting against, and 0% abstaining.
12. The AGM approved the Dismissal of a member of the Board of Management for the tenure of 2023–2028 (Mr. Iida Shuntaro) as presented in Submission No. 10 with 87.09% of shareholders voting in favor, 11.57% voting against, and 1.34% abstaining.

E. APPROVAL OF THE MINUTES OF THE AGM:

The shareholders present approved the Minutes of the AGM with 100% of shareholders voting in favor, 0% voting against, and 0% abstaining.

F. CLOSING OF THE GENERAL MEETING:

The Chairman of the Meeting gave the closing speech and extended sincere thanks to all shareholders and distinguished guests for attending and contributing to the success of the 2026 Annual General Meeting of Shareholders of Gemadept Corporation.

The Meeting closed at 12:18 PM on May 06th, 2026.

ON BEHALF OF THE SECRETARIAT
Head of the Secretariat



PHAM QUANG HUY

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**
~~Chairman~~ **Chairman of the BOM**



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