

**SAIGON CARGO SERVICE
CORPORATION**

No.: SCSC26/UBCK/BC/340

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, June 16th, 2026

REPORT

Results of Share Issuance under the Employee Stock Ownership Plan

To: State Securities Commission

I. INTRODUCTION OF THE ISSUING ORGANIZATION

1. Name of the Issuing Organization (*full name*): Saigon Cargo Service Corporation
2. Abbreviated Name: SCSC CORP.
3. Head Office Address: 30 Phan Thuc Duyen, Tan Son Nhat Ward, Ho Chi Minh City
4. Telephone Number: (028) 3997 6930 - Fax: (028) 3997 6840 - Website: <https://www.scsc.vn>
5. Charter Capital: VND 1,020,769,820,000.
6. Stock Code: SCS
7. Payment Account Location: Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank) – Branch 2
Account Number: 116002870018
8. Enterprise Registration Certificate No. 0305654014 issued by the Department of Planning and Investment of Ho Chi Minh City, first issued on April 8, 2008, and amended for the 19th time on May 10, 2024
 - Main Business line: Cargo handling (*details: Freight forwarding services, cargo handling*) – Business line code 5224.
 - Main Products/Services: Freight forwarding services, cargo handling.
9. Establishment and Operation License (*if required by specialized law*): Investment Registration Certificate Project Code No. 41121000112 issued by the People's Committee of Ho Chi Minh City, first issued on April 20, 2009.

II. ISSUANCE PLAN

1. Name of Shares: Shares of Saigon Cargo Service Corporation
2. Type of Shares: Common Shares.
3. Number of Shares Prior to Issuance:
 - Total number of issued shares: 102,076,982 shares.
 - Number of outstanding shares: 102,076,982 shares.
 - Number of treasury shares: 0 shares.
4. Number of Shares Expected to be issued: 1,020,700 shares, equivalent to 1.0% of the total number of outstanding shares.



5. Transfer Restriction Period: All shares issued under the employee stock ownership plan will be subject to transfer restrictions as follows:
- Year 1 (*within 12 months from the end of the issuance period*): 100% of the issued shares are restricted from transfer;
 - Year 2 (*within the next 12 months*): 50% of the issued shares are restricted from transfer.
6. Issuance Price (*in case of selling shares to employees*): VND 10,000 per share.
7. Source of issuance funds (*in the case of issuing bonus shares to employees*): None.
8. End date of the issuance: June 12, 2026.
9. Expected date of share transfer: Expected in June – July 2026, after the Company completes the procedures for additional securities registration at Vietnam Securities Depository and Clearing Corporation (“*VSDC*”) and registers the additional listing of shares at Hochiminh Stock Exchange.

III. RESULTS OF SHARE ISSUANCE

1. Number of shares distributed: 1,020,700 shares, equivalent to 100% of the total number of shares expected to be issued.
2. Number of employees distributed: 165 employees.
3. Total number of shares after the issuance (June 12, 2026): 103,097,682 shares, of which:
 - Number of outstanding shares: 103,097,682 shares;
 - Number of treasury shares: 0 shares.

IV. ATTACHED DOCUMENTS

1. List of employees participating in the program;
2. Resolution of the Board of Management No. SCSC26/HĐQT/NQ/05 dated June 15th, 2026 approving the results of share issuance under the employee stock ownership plan for 2026;
3. Bank confirmation document where the escrow account is opened regarding the funds collected from the issuance;
4. Other documents.

**SAIGON CARGO SERVICE CORPORATION
LEGAL REPRESENTATIVE**

General Director



Nguyen Quoc Khanh



**SAI GON CARGO
SERVICE CORPORATION**

LIST OF EMPLOYEES PARTICIPATING IN THE 2026 ESOP PROGRAM

*(Attached to the Report on the Results of the Issuance of Shares
under the Employee Stock Ownership Plan (ESOP) No. SCSC26/UBCK/BC/340 dated June 16, 2026)*

| No. | Full name | Position / Department | Number of shares issued |
|----------|--|---|-------------------------|
| A | BOARD OF MANAGEMENT AND MANAGING DIRECTOR | | 200.000 |
| 1 | BÙI THỊ THU HƯƠNG | Chairman of the Board of Management | 29.500 |
| 2 | TẠ THU HÀ | Member of the Board of Management | 24.200 |
| 3 | MAI XUÂN CẢNH | Member of the Board of Management | 24.200 |
| 4 | CHU TRUNG KIÊN | Member of the Board of Management | 24.200 |
| 5 | NGUYỄN NGỌC QUÝ | Member of the Board of Management | 24.200 |
| 6 | ĐOÀN NGỌC CƯỜNG | Member of the Board of Management | 24.200 |
| 7 | NGUYỄN QUỐC KHÁNH | Member of the Board of Management cum Managing Director | 49.500 |
| B | SUPERVISORY BOARD | | 40.000 |
| 8 | VŨ THỊ HOÀNG BẮC | Head of the Supervisory Board | 16.600 |
| 9 | KHOA NĂNG LƯU | Member of the Supervisory Board | 11.700 |
| 10 | TRƯƠNG MINH SANG | Member of the Supervisory Board | 11.700 |
| C | DEPUTY MANAGING DIRECTOR AND CHIEF ACCOUNTANT | | 97.000 |
| 11 | TÔ HIỂN PHƯỢNG | Deputy Managing Director | 33.700 |
| 12 | NGUYỄN THÁI SƠN | Deputy Managing Director | 33.700 |
| 13 | NGÔ THỊ ANH THƯ | Chief Accountant | 29.600 |
| D | BOM SECRETARY AND DEPARTMENT-LEVEL MANAGEMENT | | 260.000 |
| 14 | NGUYỄN HOÀNH HẢI | Equipment Management Department Senior Manager | 25.400 |
| 15 | PHẠM QUANG HẢI | General Affairs Department Senior Manager- BOM Secretary | 30.300 |
| 16 | NGUYỄN HUỲNH QUYÊN | General Affairs Department Manager | 23.400 |
| 17 | DƯƠNG DUY MINH | Information Technology Department Senior Manager | 25.200 |
| 18 | HUỲNH HỮU HIỀN | Logistics Department Senior Manager | 27.300 |
| 19 | NGUYỄN DUY CHÂU | Technical Department Senior Manager | 25.400 |
| 20 | NGÔ TRỊNH KIÊN KHIÊM | Operation Department Manager | 24.900 |
| 21 | MAI HỮU DUY THỨC | Operation Department Senior Manager | 29.800 |
| 22 | NGUYỄN TRUNG KIÊN | Manager in charge of Safety and Security | 23.400 |
| 23 | NHIÊU TRIỀU NAM | Senior Manager of Training & Standards – Safety & Security Department | 24.900 |
| E | UNIT-LEVEL MANAGEMENT | | 327.000 |
| 24 | NGUYỄN THỊ THANH HÀ | General Accounting Section Head | 6.400 |
| 25 | NGUYỄN THỊ HÒA | Tax Accounting Section Header | 6.400 |
| 26 | NGUYỄN NGỌC KHƯƠNG | Domestic Terminal Section Head | 7.400 |
| 27 | LÊ UYÊN PHƯƠNG | Customs Procedures Section Head | 7.400 |
| 28 | HUỲNH VĂN TỰ | Electrical & Refrigeration Section Head | 6.400 |
| 29 | HUỲNH ĐĂNG KHOA | Export Cargo Section Head | 7.800 |
| 30 | PHẠM NGỌC THIÊN | Export Cargo Section Head | 7.800 |
| 31 | NINH ĐỨC THUẬN | Deputy Head of Export Cargo Section | 5.600 |
| 32 | NGUYỄN HỮU HIỂU | Import Cargo Section Head | 7.300 |
| 33 | DƯƠNG DUY KIÊN | Deputy Head of Import Cargo Section | 5.300 |
| 34 | ĐỖ MINH QUẢNG | Import Cargo Section Head | 7.800 |
| 35 | CHU QUỐC TRUNG | Ramp Section Head | 7.800 |
| 36 | HUỲNH QUANG VINH | Head of Safety & Security Section cum Trade Union Chairman | 6.600 |
| 37 | NGUYỄN VĂN DŨNG | Deputy Head of Quality Management Section | 5.900 |
| 38 | LÊ CHIỂU | Customs Procedures Supervisor | 4.100 |
| 39 | TRẦN THỊ THU HÀ | Domestic Documentation Supervisor | 4.300 |
| 40 | BÙI ĐỨC CƯỜNG | Domestic Operation Supervisor | 4.300 |
| 41 | NGUYỄN CHÍ MINH | Special Cargo Supervisor | 4.100 |
| 42 | NGUYỄN THỊ LÀN | Export Documentation Supervisor | 4.600 |
| 43 | VŨ SƠN HẢI | Export Operation Supervisor | 4.600 |
| 44 | KHƯƠNG THÚY KIỀU | Import Documentation and Customer Service Supervisor | 4.100 |

| No. | Full name | Position / Department | Number of shares issued |
|-----|----------------------|--|-------------------------|
| 45 | ĐỖ TRỌNG HOÀNG | Import Operation Supervisor | 4.300 |
| 46 | TRẦN NGỌC MINH | Ramp Operation Supervisor | 4.600 |
| 47 | TRẦN THU TRANG | Trading Supervisor | 4.600 |
| 48 | TRẦN PHẠM THU NGUYỆT | Domestic Documentation Supervisor Assistant | 3.800 |
| 49 | TRẦN HỮU PHƯỚC | Domestic Documentation Supervisor Assistant | 3.500 |
| 50 | PHẠM QUANG HUY | Domestic Operation Supervisor Assistant | 4.100 |
| 51 | NGUYỄN VĂN KHÁNH | Domestic Operation Supervisor Assistant | 3.800 |
| 52 | HUỶNH XUÂN VINH | Domestic Operation Supervisor Assistant | 3.800 |
| 53 | TRƯƠNG NGỌC HIẾU | Export Documentation Supervisor Assistant | 3.500 |
| 54 | ĐẶNG THỊ TUYẾT LAN | Export Documentation Supervisor Assistant | 3.800 |
| 55 | NGUYỄN THÁI BẢO | Export Operation Supervisor Assistant | 3.300 |
| 56 | NGUYỄN VĂN HẢI | Export Operation Supervisor Assistant | 4.100 |
| 57 | KPÁ MẠNH HÙNG | Export Operation Supervisor Assistant | 4.100 |
| 58 | NGUYỄN DUY NAM | Export Operation Supervisor Assistant | 4.100 |
| 59 | TRỊNH QUANG TRƯỜNG | Export Operation Supervisor Assistant | 3.000 |
| 60 | ĐOÀN THANH MINH | Import Documentation and Customer Service Supervisor Assistant | 4.100 |
| 61 | LÊ TRUNG THÀNH | Import Documentation and Customer Service Supervisor Assistant | 3.000 |
| 62 | NGUYỄN ANH TUẤN | Import Documentation and Customer Service Supervisor Assistant | 3.800 |
| 63 | LÊ NGỌC HÀ | Import Operation Supervisor Assistant | 3.800 |
| 64 | NGUYỄN HOÀI QUANG | Import Operation Supervisor Assistant | 3.800 |
| 65 | ĐẶNG HÙNG VƯƠNG | Import Operation Supervisor Assistant | 3.800 |
| 66 | ĐẶNG XUÂN HIỆP | Ramp Operation Supervisor Assistant | 4.100 |
| 67 | NGUYỄN ANH NGỌC | Ramp Operation Supervisor Assistant | 4.100 |
| 68 | NGUYỄN ĐÔNG QUAN | Ramp Operation Supervisor Assistant | 3.500 |
| 69 | PHAN DŨNG MINH | Domestic Vehicle Operation Supervisor | 3.000 |
| 70 | LÊ HOÀNG THIỆN | Domestic Porter Supervisor | 3.000 |
| 71 | TRẦN QUANG VINH | Export Vehicle Operation Supervisor | 3.000 |
| 72 | VÕ VĂN CƯỜNG | Export Porter Supervisor | 2.800 |
| 73 | VŨ TRỌNG HIỀN | Export Porter Supervisor | 2.800 |
| 74 | LÊ DUY HỢP | Export Porter Supervisor | 2.800 |
| 75 | TRẦN ĐỨC MINH | Import Vehicle Operation Supervisor | 3.000 |
| 76 | NGUYỄN THÀNH QUAN | Import Porter Supervisor | 2.800 |
| 77 | TRẦN TÈO | Import Porter Supervisor | 3.000 |
| 78 | PHAN TÂN TÀI | Ramp Vehicle Operation Supervisor | 2.300 |
| 79 | LA QUỐC PHÚ | Ramp Porter Supervisor | 2.800 |
| 80 | NGUYỄN VĂN HIỀN | Domestic Vehicle Operation Supervisor Assistant | 2.800 |
| 81 | TIẾT GIÀU | Domestic Vehicle Operation Supervisor Assistant | 2.800 |
| 82 | NGUYỄN THANH PHONG | Domestic Porter Supervisor Assistant | 2.800 |
| 83 | HOÀNG TRẦN TRỌNG TÍN | Export Vehicle Operation Supervisor Assistant | 2.800 |
| 84 | TRẦN MINH KHA | Fixed Asset Accounting Supervisor | 4.300 |
| 85 | TRẦN VĂN KHANG | Technical Supervisor | 3.800 |
| 86 | HUỶNH VŨ QUYÊN | Administration & Human Resources Supervisor | 3.800 |
| 87 | NGUYỄN TRẦN NGHĨA | Camera Supervisor | 3.300 |
| 88 | VÕ MINH TÂM | Access Control Supervisor | 3.500 |
| 89 | NGUYỄN ANH TUẤN | Security Supervisor Assistant | 2.800 |
| 90 | VƯƠNG VĂN MINH | Technical Chief of shift | 1.200 |
| 91 | LÊ XUÂN THUẬN | Technical Chief of shift | 2.000 |
| 92 | TRƯƠNG VĂN HÒA | Technical Chief of shift | 2.500 |
| 93 | NGUYỄN THANH MỘNG | Technical Chief of shift | 2.500 |
| 94 | TRẦN VĂN PHƯỚC | Technical Chief of shift | 2.500 |
| 95 | NGUYỄN THANH SƠN | Technical Chief of shift | 2.500 |
| 96 | NGUYỄN VŨ MINH THIỆN | Technical Chief of shift | 2.500 |
| 97 | NGUYỄN QUỐC VIỆT | Technical Chief of shift | 2.500 |
| 98 | NGUYỄN MINH XONG | Technical Chief of shift | 2.500 |
| 99 | BÙI ĐĂNG HỒNG | Camera Chief of shift | 2.300 |
| 100 | LÊ MINH HUY | Security Chief of shift | 1.700 |
| 101 | HOÀNG VĂN MINH | Security Chief of shift | 2.000 |

| No. | Full name | Position / Department | Number of shares issued |
|----------|---|---|-------------------------|
| 102 | LÂM HÙNG NHỰT | Security Chief of shift | 2.300 |
| 103 | VŨ PHÚC | Security Chief of shift | 2.000 |
| 104 | NGUYỄN XUÂN TÙNG | Security Chief of shift | 2.500 |
| 105 | TRẦN ĐỨC TÂM | Security Chief of shift | 2.500 |
| 106 | TRẦN HOÀNG ANH TÚ | Security Chief of shift | 2.300 |
| 107 | VƯƠNG ĐÌNH CƯỜNG | Chief of shift of Information Technology Infrastructure | 3.000 |
| 108 | NGUYỄN VŨ VIỆT NAM | Chief of shift Hermes System | 3.300 |
| F | OUTSTANDING AND HIGH-POTENTIAL EMPLOYEES | | 96.700 |
| 109 | TRẦN THỊ THU HIỀN | Accounting Department | 1.400 |
| 110 | LÊ THỊ NGỌC YẾN | Accounting Department | 1.900 |
| 111 | ĐẶNG THỊ THU HÀ | General Affairs Department | 1.400 |
| 112 | NGUYỄN HOÀNG LỘC | Information Technology Department | 1.400 |
| 113 | NGUYỄN XUÂN TUẤN ANH | Training & Standards Department / ANAT | 1.400 |
| 114 | PHẠM THỊ TRÀ MY | Logistics Department | 1.400 |
| 115 | NGUYỄN KIM LOAN | Logistics Department | 1.400 |
| 116 | HÔNG ĐÌNH DUY | Logistics Department | 1.400 |
| 117 | TRẦN ANH HOÀNG | Logistics Department | 1.400 |
| 118 | DƯƠNG TRẦN ĐẠI LONG | Logistics Department | 1.400 |
| 119 | LÊ MINH PHÁT | Logistics Department | 1.900 |
| 120 | NGUYỄN TẤN PHÁT | Logistics Department | 1.100 |
| 121 | PHẠM THANH HOÀNG | Logistics Department | 1.400 |
| 122 | NGUYỄN TẤN ĐẠT | Logistics Department | 1.100 |
| 123 | NGUYỄN HOÀI TRUNG | Logistics Department | 1.400 |
| 124 | TRIỆU NGUYỄN VIỆT BÌNH | Logistics Department | 1.400 |
| 125 | NGUYỄN PHƯỚC QUANG | Logistics Department | 1.400 |
| 126 | NGUYỄN ĐỨC HẬU | Logistics Department | 1.900 |
| 127 | NGUYỄN THẾ VŨ | Logistics Department | 1.400 |
| 128 | TRẦN HỮU THẮNG | Logistics Department | 1.400 |
| 129 | NGUYỄN PHƯỚC HUÂN PHONG | Logistics Department | 1.900 |
| 130 | HUỶNH TRƯỞNG PHI HẢO | Logistics Department | 1.400 |
| 131 | TRẦN VĂN NHỰT | Logistics Department | 1.900 |
| 132 | PHẠM ANH THỊ | Logistics Department | 1.900 |
| 133 | ĐẶNG BÙI NGỌC THÚY | Operation Department | 1.400 |
| 134 | VŨ THỊ THU HƯƠNG | Operation Department | 1.400 |
| 135 | NGUYỄN TRUNG ANH | Operation Department | 1.100 |
| 136 | NGUYỄN TRỌNG TRÍ | Operation Department | 1.100 |
| 137 | LÊ MINH PHÁT | Operation Department | 1.600 |
| 138 | NGÔ THANH TRUNG | Operation Department | 1.600 |
| 139 | NGUYỄN HOÀNG LONG | Operation Department | 1.100 |
| 140 | NGUYỄN VĂN CẢNH | Operation Department | 2.500 |
| 141 | LÊ MINH HÀ | Operation Department | 2.100 |
| 142 | NGUYỄN THANH THUẬN | Operation Department | 1.100 |
| 143 | PHẠM VĂN CÔNG | Operation Department | 1.900 |
| 144 | HỒ XUÂN MINH NGUYỄN | Operation Department | 2.300 |
| 145 | NGUYỄN XUÂN LAM | Operation Department | 1.400 |
| 146 | PHẠM TRƯỜNG DUY KHOA | Operation Department | 2.300 |
| 147 | NGUYỄN NGỌC THUY DUNG | Operation Department | 2.300 |
| 148 | MAI THỊ CẨM LIÊN | Operation Department | 1.400 |
| 149 | VÕ THUY ANH THƯ | Operation Department | 1.900 |
| 150 | NGUYỄN VĂN CÔNG | Equipment Management Department | 2.300 |
| 151 | UÔNG THỊ HỒNG MINH | General Affairs Department | 1.900 |
| 152 | HUYỀN TÚ | Logistics Department | 1.400 |
| 153 | NGUYỄN MINH HÙNG | Logistics Department | 1.900 |
| 154 | NGUYỄN VĂN THỊNH | Operation Department | 2.300 |
| 155 | HUỶNH THỊ NGỌC NGHĨA | Operation Department | 1.900 |
| 156 | HỒ ANH TUẤN | Operation Department | 1.400 |
| 157 | NGUYỄN QUỐC LÂM | Operation Department | 1.900 |
| 158 | VĂN PHẠM QUỐC TRÍ | Operation Department | 2.300 |
| 159 | ĐẶNG THANH HÀ | Operation Department | 2.300 |
| 160 | ĐÀO TÚ | Operation Department | 2.300 |

| No. | Full name | Position / Department | Number of shares issued |
|-----|--------------------------|-----------------------|-------------------------|
| 161 | NGUYỄN TRUNG NAM | Operation Department | 1.900 |
| 162 | LÊ NGỌC THỊNH | Operation Department | 1.900 |
| 163 | NGUYỄN THÔNG XUÂN NGUYỄN | Operation Department | 2.300 |
| 164 | CAO VĂN TRƯỜNG | Operation Department | 1.900 |
| 165 | LÝ HỒNG THANH CHƯỜNG | Operation Department | 2.300 |
| | Total | | 1.020.700 |

SAIGON CARGO SERVICE CORPORATION
MANAGING DIRECTOR



Nguyễn Quốc Khánh



**SAIGON CARGO SERVICE
CORPORATION**

No: SCSC26/UBCK/CBTT/341

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, June 16th, 2026

**INFORMATION DISCLOSURE ON CHANGES IN THE NUMBER
OF VOTING SHARES IN CIRCULATION**

To: - THE STATE SECURITIES COMMISSION
- HOCHIMINH STOCK EXCHANGE

- Organization Name: SAIGON CARGO SERVICE CORPORATION
- Stock Code: SCS
- Head Office Address: 30 Phan Thuc Duyen, Tan Son Nhat Ward, Ho Chi Minh City.
- Telephone: (028) 3997 6930 - Fax: (028) 3997 6840 - Website: <https://www.scsc.vn>

| No. | Content | Before Change | Change | After Change | Reason for |
|-----|--|-------------------|----------------|-------------------|--|
| 1 | Charter Capital (VND) | 1,020,769,820,000 | 10,207,000,000 | 1,030,976,820,000 | Issuance of shares under the employee stock ownership plan |
| 2 | Total number of shares | 102,076,982 | 1,020,700 | 103,097,682 | |
| 3 | Number of treasury shares | 0 | 0 | 0 | |
| 4 | Number of voting shares in circulation | 94,886,982 | 1,020,700 | 95,907,682 | |
| 5 | Number of preferred/other shares | 7,190,000 | 0 | 7,190,000 | |

Note: (*) reasons for change are stated in content (1), (2), and (4)

**SAIGON CARGO SERVICE CORPORATION
LEGAL REPRESENTATIVE**

General Director



Nguyen Quoc Khanh

Recipients:

- As above;
- File: GEN