

<p>List of Eligible Participants in the 2026 ESOP (Section E, ordinal numbers 24 to 108), with the summarized information of this group as follows:</p> <ul style="list-style-type: none"> - Điểm theo KPI/KPI Score: 647 - Tổng Điểm/ Total Score: 5.582 - Số cổ phiếu ESOP được mua theo công thức (A)/ Number of ESOP shares entitled to be purchased under the formula (A): 324.000 cổ phiếu/shares - Phân bổ số cổ phiếu lẻ phát sinh do làm tròn (B)/ Allocation of fractional shares arising from rounding (B): 3.000 cổ phiếu/shares - Tổng số cổ phiếu ESOP được mua (A+B)/ Total number of ESOP shares entitled to be purchased (A+B): 327.000 cổ phiếu/shares <p>(Danh sách chi tiết theo thông tin đã công bố tại Văn bản công bố thông tin số SCSC26/HSX/CBTT/256 ngày 11/05/2026)/(The detailed list is based on the information disclosed in Information Disclosure Letter No. SCSC26/HSX/CBTT/256 dated 11 May 2026).</p>	<p>List of Eligible Participants in the 2026 ESOP (Section E, ordinal numbers 24 to 108), with the summarized information of this group as follows:</p> <ul style="list-style-type: none"> - Điểm theo KPI/KPI Score: 1.425 - Tổng Điểm/ Total Score: 6.360 - Số cổ phiếu ESOP được mua theo công thức (A)/ Number of ESOP shares entitled to be purchased under the formula (A): 322.400 cổ phiếu/shares - Phân bổ số cổ phiếu lẻ phát sinh do làm tròn (B)/ Allocation of fractional shares arising from rounding (B): 4.500 cổ phiếu/shares - Tổng số cổ phiếu ESOP được mua (A+B)/ Total number of ESOP shares entitled to be purchased (A+B): 327.000 cổ phiếu/shares <p>(Danh sách chi tiết theo thông tin đính chính được công bố tại Văn bản này) (The detailed list is based on the rectified information disclosed in this document).</p>	<p>ESOP được mua (A+B)”./ Due to an error in applying the “KPI Score” to each eligible participant in the First-line Management / Unit-level Management group, resulting in changes to information relating to the “Total Score”, “Number of ESOP shares entitled to be purchased under the formula (A)”, “Allocation of fractional shares arising from rounding (B)”, and “Total number of ESOP shares entitled to be purchased (A+B)”.</p>
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(Thông tin đính chính tại Danh sách đối tượng được tham gia chương trình ESOP năm 2026 nêu trên không làm thay đổi các nội dung của Nghị quyết HĐQT số SCSC26/HĐQT/NQ/04 ngày 11/05/2026 và Quy chế phát hành cổ phiếu theo chương trình lựa chọn cho người lao động (ESOP) năm 2026. Bằng Văn bản này, Công ty đính kèm Nghị quyết HĐQT số SCSC26/HĐQT/NQ/04 ngày 11/05/2026 và các tài liệu kèm theo đã điều chỉnh thông tin đính chính như trên)./The corrected information in the List of Eligible Participants in the 2026 ESOP above shall not alter or affect the contents of Board of Management Resolution No. SCSC26/HĐQT/NQ/04 dated 11 May, 2026 and the Regulations on the Issuance of Shares under the Employee Stock Ownership Plan (ESOP) for 2026. By this document, the Company hereby encloses Board of Management Resolution No. SCSC26/HĐQT/NQ/04 dated 11 May, 2026 and the accompanying documents, which have been revised to reflect the above-mentioned corrected information.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 13/05/2026 tại đường dẫn <https://www.scsc.vn> /This information was published on the company's website on May 13th 2026, as in the link <https://www.scsc.vn>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/ Attached documents:

- Nghị quyết SCSC26/HĐQT/NQ/04
Resolution No. SCSC26/HĐQT/NQ/04
- Quy chế phát hành ESOP
ESOP share issuance regulation
- Danh sách đối tượng được tham gia
List of beneficiaries participating in the ESOP program

Đại diện tổ chức
Organization representative

Người đại diện pháp luật/ Legal representative



TỔNG GIÁM ĐỐC
Nguyễn Quốc Khánh



No.: SCSC26/HĐQT/NQ/04

Ho Chi Minh City, May 11th, 2026

RESOLUTION OF THE BOARD OF MANAGEMENT

(Re: Implementation of the ESOP Share Issuance Plan, Approval of the List of Beneficiaries Participating in the ESOP Program, ESOP Share Issuance Regulation, the plan to Ensure the Issuance Complies with Foreign Ownership Ratio Regulations)

**BOARD OF MANAGEMENT
SAI GON CARGO SERVICE CORPORATION**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020; Law No. 03/2022/QH15 dated 11/01/2022 and Law No. 76/2025/QH15 dated 17/06/2025 amending and supplementing the Law on Enterprises;
- Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 26/11/2019; Law No. 56/2024/QH15 dated 29/11/2024 amending and supplementing the Law on Securities;
- Decree No. 155/2020/ND-CP of the Government dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities; Decree No. 245/2025/ND-CP dated 11/09/2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31/12/2020;
- Circular No. 118/2020/TT-BTC dated 31/12/2020 of the Ministry of Finance guiding a number of contents on public offering, issuance of securities, public purchase offer, share buyback, registration of public company and cancellation of public company status; Circular No. 19/2025/TT-BTC dated 05/05/2025 and Circular No. 115/2025/TT-BTC dated 15/12/2025 of the Ministry of Finance amending and supplementing a number of articles of Circular No. 118/2020/TT-BTC dated 31/12/2020;
- Charter of Organization and Operation of Saigon Cargo Service Corporation;
- Resolution of the Annual General Meeting of Shareholders 2026 No. SCSC26/DHDCD/NQ/01 dated 28/04/2026 approving the share issuance plan under the employee selection program (ESOP);
- Minutes of the Board of Management meeting No. SCSC26/HĐQT/BB/04 dated 11/05/2026.

RESOLVED:

Article 1. Approval of the implementation of the share issuance plan under the employee selection program for 2026 approved by the Annual General Meeting of Shareholders 2026 on 28/04/2026 as follows:

- Share name: Saigon Cargo Service Corporation
- Share type: Ordinary shares.
- Par value: VND 10,000 per share.
- Expected number of shares to be issued (“No. of Shares”): 1,020,700 shares.

- Issue price: VND 10,000 per share.
- Total issuance value at par: VND 10,207,000,000.
- Issuance ratio (Expected No. of Shares / Current outstanding shares): 1.0%
- Beneficiaries (“ESOP Members”): Members of the Board of Management, Board of Supervisors, Board of Directors, Chief Accountant, Board Secretary, Department-level Managers, Base-level Managers, Outstanding and high-potential employees who meet the conditions and criteria approved by the Annual General Meeting of Shareholders.
- Transfer restrictions: All shares issued under the ESOP Program shall be subject to transfer restrictions as follows:
 - Year 1 (within 12 months from the closing date of the issuance tranche): 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.

All additional shares issued by the Company as stock dividend and/or bonus shares from owner's equity/treasury shares (if any) that ESOP Members receive arising from the 2026 ESOP shares shall be freely transferable.
- Expected issuance period: Expected in Q2/2026 – Q3/2026, within 45 days from the date the State Securities Commission notifies receipt of complete documentation for reporting the share issuance under the employee selection program of the Company.
- Share issuance tranche under the employee selection program in the last 12 months: None.
- Cases where the Company buys back ESOP shares: According to the attached ESOP Share Issuance Regulation.
- Plan for selling the shares bought back by the Company: Unless otherwise provided by law at the time of implementation, for cases where the Company buys back ESOP shares, the Company shall sell the bought-back shares as follows:
 - The Company shall sell the treasury shares at least 24 hours after sending the Report on the result of treasury share buyback transaction to the State Securities Commission and disclosing information to the public.
 - The Company must complete the sale of treasury shares within 20 working days from the date of reporting to the State Securities Commission and disclose information to the public about the sale of treasury shares.

- Within 10 days from the date of completion of the treasury share sale transaction, the Company shall send the Report on the result of treasury share sale transaction to the State Securities Commission and disclose information to the public.
- Plan for handling in case of under subscription: For shares not fully subscribed by ESOP Members, the Board of Management shall continue to allocate to one or several other ESOP Members in the Company at an offering price not lower than VND 10,000 per share. Such additionally offered shares shall be subject to the transfer restriction conditions mentioned above.
- Registration of custody and additional listing of additionally issued shares: After completion of the issuance tranche, the successfully issued shares shall be registered by the Company for additional custody at the Vietnam Securities Depository and Clearing Corporation (“VSDC”) and additional listing registration at the Hochiminh Stock Exchange (“Stock Exchange”) in accordance with regulations.

Article 2. Approval of the List of beneficiaries participating in the ESOP Program 2026 and the number of shares allocated to each beneficiary

The Board of Management unanimously approves the List of beneficiaries participating in the ESOP Program 2026 and the number of shares allocated to each beneficiary (*including allocation of fractional shares arising from rounding down according to the calculation formula, attached detailed List*).

Article 3. Approval of the Regulation on share issuance under the employee selection program for 2026

The Board of Management unanimously approves the Regulation on share issuance under the employee selection program for 2026 (*attached Regulation*).

Article 4. Approval of the plan to ensure the share issuance complies with the foreign ownership ratio

- According to the shareholder list closed at the nearest date 27/03/2026 provided by the Vietnam Securities Depository and Clearing Corporation (“VSDC”), the actual foreign investor ownership ratio at the Company is 10.27%.
- According to Official Letter No. 3690/SSC-PTTT dated 15/06/2022 of the State Securities Commission regarding the dossier notifying the maximum foreign ownership ratio of Sai Gon Cargo Service Corporation, the maximum foreign ownership ratio at the Company as prescribed is 30%.
- In this issuance tranche, the Company implements share issuance under the employee selection program, in which all beneficiaries are domestic individuals. Therefore, this issuance tranche will not increase the foreign ownership ratio at the Company, ensuring that the actual foreign investor ownership ratio does not exceed the maximum foreign ownership ratio as prescribed.
- In case (any) ESOP Member(s) do not fully subscribe for the ESOP shares, the Board of Management shall continue to offer to other ESOP Members named in the List mentioned in Article 2 of this Resolution (all being domestic individuals). Therefore, the maximum foreign ownership ratio is still ensured in accordance with regulations.

Article 5. Authorization

The Board of Management authorizes Mr. Nguyen Quoc Khanh – **Managing** Director (Legal Representative) to perform tasks related to the share issuance tranche under the employee selection program, including but not limited to the following tasks:

- Proactively develop, amend, supplement and provide explanations for the issuance dossier as required by the State Securities Commission;
- Select an appropriate timing to implement the share issuance after receiving the notice document from the State Securities Commission regarding receipt of complete reporting documentation for the share issuance;
- Perform information disclosure regarding the issuance tranche and report the issuance results to the State Securities Commission in accordance with current regulations;
- Carry out necessary procedures to amend the Enterprise Registration Certificate and update the Company's Charter in accordance with the new charter capital after completing the share issuance tranche;
- Carry out necessary procedures and dossiers for additional share custody registration at the Vietnam Securities Depository and Clearing Corporation (“VSDC”), additional listing registration at the Hochiminh Stock Exchange (“Stock Exchange”) after completing the issuance tranche;
- Other necessary tasks and procedures related to the share issuance tranche.

Article 6. Implementation provisions

This Resolution takes effect from the date of signing. The members of the Board of Management, the Board of Supervisors, the Board of Directors, Chief Accountant and relevant departments and units are responsible for implementing this Resolution.

FOR THE BOARD OF MANAGEMENT

CHAIRMAN

(Signed and stamped)

Bui Thi Thu Huong

Recipients:

- *As per Article 6;*
- *Board of Management, Board of Supervisors,
Board of Directors;*
- *Filed: Archives.*

Ho Chi Minh City, May 11th, 2026

**REGULATIONS ON THE ISSUANCE OF SHARES UNDER THE
EMPLOYEE STOCK OPTION PROGRAM (ESOP) 2026**

*(Issued in conjunction with the Board of Management' Resolution No. SCSC26/ HDQT/NQ /04
dated 11/05/2026)*

CHAPTER I. GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

This regulation applies to Members of the Board of Management, the Supervisory Board, the Board of Directors, the Chief Accountant, the Secretary of the Board of Management, Departmental Managers, Facility Managers, and outstanding and potential employees of Saigon Cargo Service Corporation who meet the conditions and criteria for the distribution of ESOP shares as stipulated in Article 5, Article 6 of this Regulation.

This regulation applies solely to shares issued under the employee stock option program approved by the 2026 Annual General Meeting of Shareholders of Saigon Cargo Service Corporation.

Article 2. Definitions

In this Regulation, the following terms are understood as follows:

- **Company / SCSC:** Saigon Cargo Service Corporation.
- **GMS:** General Meeting of Shareholders.
- **BOM:** Board of Management.
- **SB:** Supervisory Board.
- **CEO:** Chief Executive Officer.
- **CA:** Chief Accountant.
- **Management Staff:** Mid-level Managers / Departmental Managers (*including positions from managers/ senior managers of functional departments within the Company*), Facility Managers / Unit Managers (*including chief of shift, supervisor, supervisor assistant, deputy heads, heads of departments of the Company's functional units*) and outstanding and potential employees of Saigon Cargo Service Corporation.
- **ESOP:** The 2026 Employee Stock Option Program issuance of the Company.
- **ESOP Members:** are Members of the BOM, SB, Board of Directors, CA, Secretary of the BOM, and Management Staff participating in the ESOP share issuance as approved by the BOM.
- **End Date of the Issuance:** is the date of completion of the collection of funds for the purchase of ESOP shares by the Company.

Article 3. Purpose of the Program

The 2026 Employee Stock Option Program issuance of the Company aims to:

- Acknowledge the contributions of the Company's key personnel during the past operational period;
- Serve business needs and supplement working capital for the Company.

Article 4. ESOP Share Issuance Plan

- Share Name: Shares of Saigon Cargo Service Corporation.
- Type of Shares: Common Shares.
- Par Value of Shares: VND 10,000 per share.
- Issuance Price: VND 10,000 per share.
- Number of shares expected to be issued: 1,020,700 shares (*equivalent to 1.0% of the total outstanding shares*).
- Transfer restrictions: All shares issued under the employee stock option program shall 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 following 12 months*): 50% of the issued shares are restricted from transfer.
- Issuance subjects: include Members of the Board of Management, Supervisory Board, Board of Directors, Chief Accountant, Board Secretary, and employees meeting the criteria for participation in the program as specified in the Issuance Plan and these Regulations.
- Implementation period: Expected in Quarter 2/2026 – Quarter 3/2026, within 45 days from the date the State Securities Commission of Vietnam notifies receipt of all necessary issuance report documents under the company's employee stock option program.

CHAPTER II. ISSUANCE OF ESOP SHARES TO EMPLOYEES

Article 5. Criteria for Employee Participation in the Program

- Issuance subjects (*hereinafter referred to as "ESOP Members"*) include the following Groups:

Group	Target	Total number of shares expected to be issued to each Target Group
Group 1	Board of Management, Supervisory Board, Board of Directors, Chief Accountant for the 2023 – 2028 term: not in the process of resignation or being processed for resignation:	
	- Board of Management and Managing Director	200,000

Group	Target	Total number of shares expected to be issued to each Target Group
	- Supervisory Board	40,000
	- Deputy Managing Directors and Chief Accountant	97,000
Group 2	Secretariat of the Board of Management and Middle Management including positions from manager, senior manager in the company(<i>referred to as “Department Management” or “Middle Management”</i>)	260,000
Group 3	Base-level Management including chief of shift, supervisor, supervisor assistant, deputy department heads, department heads of base units under the company's functional departments (<i>referred to as “Base Management” or “Unit Management”</i>)	327,000
Group 4	Outstanding and potential employees (<i>not applicable to workers, drivers, and internal security staff</i>) Criteria for identifying outstanding and potential employees and scoring method: <ul style="list-style-type: none"> - Employees with a tenure of 5 years or more and aged 45 years or younger. - Evaluation results for 2025: 97 points or higher for employees with a tenure of at least 10 years and 98 points for employees with a tenure of at least 5 years(<i>applying a 2% score adjustment factor for cargo operations staff performing build-up tasks</i>). - No disciplinary action from Reprimand level or higher within 1 year up to the time of listing employees participating in the issuance. 	96,700
	Total	1,020,700

(*) *Subjects in groups 2-3-4 who are Vietnamese nationals, have signed labor contracts, and are working and receiving salaries at the Company as of 30/04/2026.*

- **Subjects not eligible to participate** in the ESOP issuance include:
 - + The Company has received a Document regarding the resignation/termination of employment from the Employee themselves;
 - + The Company has received a Document regarding the termination of the labor contract, unilateral termination of the labor contract, etc., from the Employee's managing unit;
 - + Currently on a temporary suspension of the labor contract or on leave without a valid reason;
 - + Currently under temporary suspension of work/position as per the Decision of the Competent Authority;
 - + Currently under disciplinary review based on a written proposal from the Competent Authority;
 - + Currently undergoing disciplinary action.

Article 6. Principles and Criteria for Allocating ESOP Shares to Employees

6.1. Criteria based on position

No.	Position Title	Score (Ci ^{CV})
I	Senior Leadership (Level 1)	
1	Chairman of the Board of Management	300
2	Member of the Board of Management	250
3	Head of the Supervisory Board	210
4	Member of the Supervisory Board	150
5	Managing Director	260
6	Deputy Managing Director	210
7	Chief Accountant	180
8	Secretary of the Board of Management	50
II	Middle Management (Level 2)	
1	Direct Department Senior Manager	120
2	Direct Department Manager	100
3	Indirect/Support Department Senior Manager	120
4	Indirect/Support Department Manager	100
5	Direct Section Head	50
6	Deputy Direct Section Head	40
7	Indirect Section Head	50
8	Deputy Indirect Section Head	40
9	Union President	10
III	Basic Management (Level 3)	
1	Operation Supervisor	30
2	Operation Supervisor Assistant	20
3	Driver/Worker Supervisor	15
4	Driver/Worker Supervisor Assistant	15
5	Support Supervisor	30
6	Support Supervisor Assistant	20
7	Chief of Shift	10
8	Chief of Shift	10

6.2. Criteria based on job position

No.	Position	Points (Ci ^{CT})
1	Deputy Managing Director	180
2	Chief Accountant	160

No.	Position	Points (Ci ^{CT})
3	Operations Department Senior Manager	150
4	Logistics Department Senior Manager, Operations Department Manager	120
5	Indirect Department Senior Manager/ Manager	100
6	OPS Section Head	60
7	Deputy OPS Section Head, Head/Deputy of LOG Section	50
8	Indirect Section Head/Deputy	40
9	EOP, DGR Supervisor/ Supervisor Assistant	30
10	IOP, RAR, Document, TRD Supervisor/ Supervisor Assistant	25
11	Domestic Supervisor/ Supervisor Assistant	25
12	Driver Team Supervisor/ Supervisor Assistant	15
13	Supervisor/ Supervisor Assistant of Workers	15
14	Supervisor/ Supervisor Assistant ACC, GEN, EMS Chief of shift	20
15	Supervisor/ Supervisor Assistant of ACS, CAM, SEC	10
16	Chief of shift	5

6.3. Criteria based on seniority

Seniority at SCSC is calculated from the date of commencement (*date of joining*) at the Company to 30/04/2026, measured in years. Seniority points **do not apply to Group 1 subjects**.

No.	Seniority Points (Ni)	Points (Ci ^{TN})
1	$5 \leq Ni < 10$ (from 5 years to under 10 years)	5
2	$10 \leq Ni < 15$ (from 10 years to under 15 years)	10
3	$15 \leq Ni$ (from 15 years)	15

6.4. Criteria based on KPI

KPI points **apply only to subjects in Group 2, Group 3, and Group 4**.

No.	KPI Performance Evaluation (Evaluation Points for 2025)	Points (Ci ^{KPI})
1	Groups 2 and 3:	
	- From 97 points and above	20
	- From 96 to under 97	15
	- Below 96 points	5
2	Group 4	
	- From 97 points and above	10

No.	KPI Performance Evaluation (Evaluation Points for 2025)	Points (Ci ^{KPI})
	- From 96 to under 97	5
	- Below 96 points	3

Article 7. Formula for calculating the number of ESOP shares allocated to each Employee

Formula for determining the number of ESOP shares allocated to each Employee as follows:

- Determine the number of shares each ESOP Member is entitled to purchase according to the formula:

$$\text{Number of Shares Each ESOP Member} = \frac{\text{Total ESOP Shares Issued to}}{\text{Total Points of ESOP Members}} \times \text{Points of the ESOP Member in the Target Group}$$

- Determination of ESOP Member Points using the formula:

$$\text{ESOP Member Points} = \text{Ci}^{\text{CV}} + \text{Ci}^{\text{CT}} + \text{Ci}^{\text{TN}} + \text{Ci}^{\text{KPI}}$$

Where:

Ci^{CV}: is the Criterion Points based on the position of ESOP Member i;

Ci^{CT}: is the Criterion Points based on the work position of ESOP Member i;

Ci^{TN}: is the Criterion Points based on the seniority of ESOP Member i;

Ci^{KPI}: is the Criterion Points based on the KPI of ESOP Member i.

Method for rounding and handling odd shares:

- The number of shares allocated to ESOP Members according to the calculation formula mentioned above will **be rounded down to the nearest hundred**.

*Example: The total number of ESOP shares issued to the "Department Management" Group is 260,000 shares. The total Points of ESOP Members in the "Department Management" Group is 2,590 points. The Points of the ESOP Member in the "Department Management" Group is 265 points. According to the calculation formula, the total number of shares the ESOP Member can purchase is 26,600 shares (Calculation: (260,000 shares/2,590 points) *265 points = 26,602.3166 shares, rounded down to the nearest hundred is 26,600 shares).*

- In the case of odd shares arising from rounding according to the calculation formula mentioned above and the difference between the total number of shares expected to be issued (1,020,700 shares) and the total number of shares ESOP Members can purchase according to the calculation formula mentioned above, based on the authorization of the General Meeting of Shareholders, the Board of Management will distribute these shares to one or several ESOP Members at an offering price of VND 10,000 per share.

Plan for handling unsold shares:

- For the number of shares that ESOP Members do not fully register to purchase, the Board of Management will continue to distribute to one or several other ESOP Members within the Company at an offering price not lower than VND 10,000 per share.
- The additional shares offered will be subject to transfer restrictions as stipulated in Article 8 of this Regulation.

Article 8. Regulations on transfer restrictions of ESOP shares

1. ESOP Members purchasing ESOP shares of the Company must comply with the transfer restriction period as stipulated in this Article. Transfer restrictions include gifting, donating, capital contribution, using as a reward, or any other form that may lead to a change in share ownership.
2. The entire additional number of shares issued by the Company for dividend payment in shares and/or bonus shares from equity capital/treasury shares (*if any*) that ESOP Members receive arising from the number of ESOP shares in 2026 will be **freely transferable**.
3. Transfer restriction period for ESOP shares: The entire number of ESOP shares 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*) Restriction on the transfer of 50% of the issued shares.

Article 9. Handling of ESOP shares in the event that an ESOP Member no longer works at the Company.

9.1. Cases of repurchase of ESOP shares.

Except as otherwise provided by law, the Company is entitled to repurchase ESOP shares from ESOP Members **during the restricted transfer period** in the following cases:

- The ESOP Member is a member of the Board of Management, Supervisory Board, Board of Directors, or Chief Accountant who is "*dismissed*";
- The ESOP Member resigns, is dismissed by the Company, or the Company does not renew the Employment Contract (*except for retirement as prescribed*);
- The ESOP Member violates discipline as determined by the Company.

For other special cases not specified above, the Board of Management shall consider each specific case to make a decision.

9.2. Cases where ESOP shares are not subject to repurchase

The Board of Management shall consider allowing ESOP Members to fully enjoy the benefits of ESOP shares (*but still subject to transfer restrictions until the end of the prescribed period*) in the following cases:

- If an ESOP Member passes away during the restricted transfer period, all arising rights and obligations shall be inherited according to the provisions of law. The restrictions on shares shall be lifted from the time of inheritance opening.
- Members of the Board of Management, Supervisory Board, Board of Directors, or Chief

Accountant "**relieved**" due to the end of the term of office; due to health issues or other force majeure circumstances (*approved by the Board of Management*);

- Employees who retire in accordance with the law or are transferred to member units of the Company (*if any*);
- Employees who suffer accidents or loss of labor capacity, or illness that prevents them from continuing to work at the Company;

For other special cases not specified above, the Board of Management shall consider each specific case to make a decision.

9.3. Principles for repurchasing ESOP shares

For the cases of repurchasing ESOP shares mentioned above, the Company is entitled to repurchase the number of shares still subject to transfer restrictions from ESOP Members at a repurchase price of **10,000 VND per share** . Based on the authorization of the General Meeting of Shareholders, the Board of Management shall decide on the plan to repurchase shares, the plan to sell the shares repurchased by the Company, and implement the necessary procedures in accordance with the current legal regulations at the time of execution.

CHAPTER III. IMPLEMENTING PROVISIONS

Article 10. Adjustment, amendment, supplementation of the ESOP share issuance regulations

Based on the authorization of the General Meeting of Shareholders, the Company's Board of Management is entitled to adjust, amend, supplement, and abolish these Regulations.

During the implementation process, the Board of Management shall approve arising situations not covered by the provisions mentioned above but must ensure fairness, transparency, and not exceed the number of shares issued and the ESOP share issuance price approved by the General Meeting of Shareholders.

Article 11. Effective Date

This Regulation includes **3 Chapters and 11 Articles**, effective as of the date of issuance.

All Members of the Board of Management, Supervisory Board, Board of Directors, Chief Accountant, Secretariat of the Board of Management, and employees participating in the 2026 ESOP stock issuance program are responsible for complying with these Regulations.

**ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN**

(Signed and stamped)

BUI THI THU HUONG

List of Key Personnel Eligible to Purchase Shares

(Issued together with Resolution No. SCSC26/HĐQT/NQ/04 dated 11/05/2026 of SCSC's BOM)

No.	Employee ID	Department	BP	Group	Full name	Position / Department	Date of Commencement	Seniority Unit: years	KPI 2025	Seniority Score	Position Score	Position Score (Concurrent Position)	Work Position Score	KPI Score	Total Score	Number of ESOP Shares Eligible for Purchase under Formula (A)	Allocation of Fractional Shares Arising from Rounding (B)	Total Number of ESOP Shares Eligible for Purchase (A+B)
A	Board of Management														2,060	199,600	400	200,000
1	ECHM04	CHM	CHM	CHM	BÙI THỊ THU HƯƠNG	Chairman of the Board of Management	01/08/2012	13.8			300				300	29,100	400	29,500
2	ECHM12	CHM	CHM	CHM	TẠ THU HÀ	Member of the Board of Management	01/07/2018	7.8			250				250	24,200		24,200
3	ECHM15	CHM	CHM	CHM	MAI XUÂN CẢNH	Member of the Board of Management	01/01/2020	6.3			250				250	24,200		24,200
4	ECHM16	CHM	CHM	CHM	CHU TRUNG KIÊN	Member of the Board of Management	01/07/2023	2.8			250				250	24,200		24,200
5	ECHM17	CHM	CHM	CHM	NGUYỄN NGỌC QUÝ	Member of the Board of Management	01/07/2023	2.8			250				250	24,200		24,200
6	ECHM3	CHM	CHM	CHM	ĐOÀN NGỌC CƯỜNG	Member of the Board of Management	08/04/2008	18.1			250				250	24,200		24,200
7	EK013	BOD	BOD	BOD	NGUYỄN QUỐC KHÁNH	Member of the Board of Management cum Managing Director	08/04/2008	18.1	100.0		250	260			510	49,500		49,500
B	Supervisory Board														510	39,800	200	40,000
8	ECHM13	CHM	CHM	CHM	VŨ THỊ HOÀNG BÁC	Head of the Supervisory Board	01/07/2018	7.8			210				210	16,400	200	16,600
9	ECHM07	CHM	CHM	CHM	KHOA NĂNG LƯU	Member of the Supervisory Board	01/08/2013	12.8			150				150	11,700		11,700
10	ECHM14	CHM	CHM	CHM	TRƯƠNG MINH SANG	Member of the Supervisory Board	01/07/2018	7.8			150				150	11,700		11,700
C	Board of Directors														1,120	96,800	200	97,000
11	EP002	BOD	BOD	BOD	TÔ HIÊN PHƯƠNG	Deputy Managing Director	01/07/2009	16.8	100.0		210		180		390	33,700		33,700
12	ES001	BOD	BOD	BOD	NGUYỄN THÁI SƠN	Deputy Managing Director	01/10/2009	16.6	100.0		210		180		390	33,700		33,700
13	ET060	ACC	ACC	ACC	NGÔ THỊ ANH THƯ	Chief Accountant	01/11/2010	15.5	98.50		180		160		340	29,400	200	29,600
D	Department-Level Management														2,610	259,700	300	260,000
14	EH054	EMS	EMS	EMS	NGUYỄN HOÀNH HẢI	Equipment Management Department Senior Manager	16/02/2009	17.2	99.00	15	120		100	20.0	255	25,400		25,400
15	EH002	GEN	GEN	GEN	PHẠM QUANG HẢI	General Affairs Department Senior Manager- BOM Secretary	01/12/2008	17.4	97.25	15	120	50	100	20.0	305	30,300		30,300
16	EQ001	GEN	GEN	GEN	NGUYỄN HUỖNH QUYÊN	General Affairs Department Manager	18/11/2008	17.5	98.00	15	100		100	20.0	235	23,400		23,400
17	EM011	ITS	ITS	ITS	DƯƠNG DUY MINH	Information Technology Department Senior Manager	07/03/2011	15.2	96.50	15	120		100	15.0	250	24,900	300	25,200
18	EH003	LOG	LOG	SUP	HUỖNH HỮU HIỀN	Logistics Department Senior Manager	01/07/2010	15.8	98.00	15	120		120	20.0	275	27,300		27,300
19	EC001	MEE	MEE	MEE	NGUYỄN DUY CHÂU	Technical Department Senior Manager	01/04/2010	16.1	97.50	15	120		100	20.0	255	25,400		25,400
20	EK001	OPS	HEA	HEA	NGÔ TRỊNH KIÊN KHIÊM	Operation Department Manager	10/06/2010	15.9	96.50	15	100		120	15.0	250	24,900		24,900
21	ET005	OPS	HEA	HEA	MAI HỮU DUY THỨC	Operation Department Senior Manager	01/05/2010	16.0	96.50	15	120		150	15.0	300	29,800		29,800
22	EK002	STC	TRN	TRN	NGUYỄN TRUNG KIÊN	Manager in charge of Safety and Security	02/08/2010	15.8	98.50	15	100		100	20.0	235	23,400		23,400
23	EN039	STC	TRN	TRN	NHIÊU TRIỆU NAM	Senior Manager of Training & Standards - Safety & Security Department	01/10/2012	13.6	98.50	10	120		100	20.0	250	24,900		24,900

A red circular stamp is located on the right side of the page. The text inside the stamp reads "S. D. K. K. N. D. Q. T. N." around the perimeter, with a star in the center.

No.	Employee ID	Department	BP	Group	Full name	Position / Department	Date of Commencement	Seniority Unit: years	KPI 2025	Seniority Score	Position Score	Position Score (Concurrent Position)	Work Position Score	KPI Score	Total Score	Number of ESOP Shares Eligible for Purchase under Formula (A)	Allocation of Fractional Shares Arising from Rounding (B)	Total Number of ESOP Shares Eligible for Purchase (A+B)	
E	Unit-Level Management															6,360	322,500	4,500	327,000
24	EH001	ACC	ACC	ACC	NGUYỄN THỊ THANH HÀ	General Accounting Section Head	01/06/2008	17.9	98.80	15	50		40	20.0	125	6,400		6,400	
25	EH056	ACC	ACC	ACC	NGUYỄN THỊ HÒA	Tax Accounting Section Header	07/03/2011	15.2	99.20	15	50		40	20.0	125	6,400		6,400	
26	EK012	LOG	LOG	SUP	NGUYỄN NGỌC KHƯƠNG	Domestic Terminal Section Head	01/11/2010	15.5	99.10	15	50		50	20.0	135	6,900	500	7,400	
27	EP020	LOG	LOG	SUP	LÊ UYÊN PHƯƠNG	Customs Procedures Section Head	01/10/2010	15.6	98.95	15	50		50	20.0	135	6,900	500	7,400	
28	ET047	MEE	MEE	MEE	HUỶNH VĂN TƯ	Electrical & Refrigeration Section Head	01/07/2010	15.8	97.70	15	50		40	20.0	125	6,400		6,400	
29	EK006	OPS	EXP	EOP	HUỶNH ĐĂNG KHOA	Export Cargo Section Head	01/12/2010	15.4	96.60	15	50		60	15.0	140	7,100	700	7,800	
30	ET021	OPS	EXP	EOP	PHẠM NGỌC THIÊN	Export Cargo Section Head	01/11/2010	15.5	96.70	15	50		60	15.0	140	7,100	700	7,800	
31	ET058	OPS	EXP	EOP	NINH ĐỨC THUẬN	Deputy Head of Export Cargo Section	15/12/2010	15.4	95.65	15	40		50	5.0	110	5,600		5,600	
32	EH047	OPS	IMP	IOP	NGUYỄN HỮU HIẾU	Import Cargo Section Head	18/07/2016	9.8	96.25	5	50		60	15.0	130	6,600	700	7,300	
33	EK018	OPS	IMP	IOP	DƯƠNG DUY KIẾN	Deputy Head of Import Cargo Section	01/09/2011	14.7	95.90	10	40		50	5.0	105	5,300		5,300	
34	EQ009	OPS	IMP	IOP	ĐỖ MINH QUẢNG	Import Cargo Section Head	09/09/2010	15.7	96.05	15	50		60	15.0	140	7,100	700	7,800	
35	ET040	OPS	RAM	RAR	CHU QUỐC TRUNG	Ramp Section Head	01/11/2010	15.5	96.63	15	50		60	15.0	140	7,100	700	7,800	
36	EV022	STC	SSM	SEC	HUỶNH QUANG VINH	Head of Safety & Security Section cum Trade Union Chairman	19/12/2012	13.4	97.00	10	50	10	40	20.0	130	6,600		6,600	
37	ED019	STC	TRN	TRN	NGUYỄN VĂN DŨNG	Deputy Head of Quality Management Section	01/12/2010	15.4	98.20	15	40		40	20.0	115	5,900		5,900	
38	EC030	LOG	CUS	CBR	LÊ CHIÊU	Customs Procedures Supervisor	10/07/2019	6.8	99.10	5	30		25	20.0	80	4,100		4,100	
39	EH080	LOG	DOM	DOC	TRẦN THỊ THU HÀ	Domestic Documentation Supervisor	21/12/2012	13.4	99.25	10	30		25	20.0	85	4,300		4,300	
40	EC014	LOG	DOM	DOP	BÙI ĐỨC CƯỜNG	Domestic Operation Supervisor	19/12/2012	13.4	98.05	10	30		25	20.0	85	4,300		4,300	
41	EM003	OPS	EXP	DGR	NGUYỄN CHÍ MINH	Special Cargo Supervisor	01/12/2010	15.4	95.80	15	30		30	5.0	80	4,100		4,100	
42	EL006	OPS	EXP	DOE	NGUYỄN THỊ LÀN	Export Documentation Supervisor	15/12/2010	15.4	97.00	15	30		25	20.0	90	4,600		4,600	
43	EH010	OPS	EXP	EOP	VŨ SƠN HẢI	Export Operation Supervisor	01/01/2011	15.3	96.73	15	30		30	15.0	90	4,600		4,600	
44	EK033	OPS	IMP	DOI	KHƯƠNG THÚY KIỀU	Import Documentation and Customer Service Supervisor	01/04/2016	10.1	96.98	10	30		25	15.0	80	4,100		4,100	
45	EH036	OPS	IMP	IOP	ĐỖ TRỌNG HOÀNG	Import Operation Supervisor	01/12/2010	15.4	96.95	15	30		25	15.0	85	4,300		4,300	
46	EM005	OPS	RAM	RAR	TRẦN NGỌC MINH	Ramp Operation Supervisor	15/03/2011	15.1	97.06	15	30		25	20.0	90	4,600		4,600	
47	ET057	OPS	TRD	TRD	TRẦN THU TRANG	Trading Supervisor	11/10/2010	15.6	98.25	15	30		25	20.0	90	4,600		4,600	
48	EN042	LOG	DOM	DOC	TRẦN PHẠM THU NGUYỆT	Domestic Documentation Supervisor Assistant	18/01/2013	13.3	98.95	10	20		25	20.0	75	3,800		3,800	
49	EP036	LOG	DOM	DOC	TRẦN HỮU PHƯỚC	Domestic Documentation Supervisor Assistant	01/08/2016	9.8	98.95	5	20		25	20.0	70	3,500		3,500	
50	EH045	LOG	DOM	DOP	PHẠM QUANG HUY	Domestic Operation Supervisor Assistant	01/11/2010	15.5	98.05	15	20		25	20.0	80	4,100		4,100	
51	EK026	LOG	DOM	DOP	NGUYỄN VĂN KHÁNH	Domestic Operation Supervisor Assistant	19/12/2012	13.4	98.55	10	20		25	20.0	75	3,800		3,800	
52	EV020	LOG	DOM	DOP	HUỶNH XUÂN VINH	Domestic Operation Supervisor Assistant	05/12/2012	13.4	98.40	10	20		25	20.0	75	3,800		3,800	
53	EH071	OPS	EXP	DOE	TRƯƠNG NGỌC HIẾU	Export Documentation Supervisor Assistant	15/11/2012	13.5	96.48	10	20		25	15.0	70	3,500		3,500	
54	EL004	OPS	EXP	DOE	ĐẶNG THỊ TUYẾT LAN	Export Documentation Supervisor Assistant	03/01/2011	15.3	96.48	15	20		25	15.0	75	3,800		3,800	
55	EB014	OPS	EXP	EOP	NGUYỄN THÁI BẢO	Export Operation Supervisor Assistant	22/04/2015	11.0	95.75	10	20		30	5.0	65	3,300		3,300	

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No.	Employee ID	Department	BP	Group	Full name	Position / Department	Date of Commencement	Seniority Unit: years	KPI 2025	Seniority Score	Position Score	Position Score (Concurrent Position)	Work Position Score	KPI Score	Total Score	Number of ESOP Shares Eligible for Purchase under Formula (A)	Allocation of Fractional Shares Arising from Rounding (B)	Total Number of ESOP Shares Eligible for Purchase (A+B)
56	EH009	OPS	EXP	EOP	NGUYỄN VĂN HẢI	Export Operation Supervisor Assistant	15/03/2011	15.1	96.15	15	20		30	15.0	80	4,100		4,100
57	EH039	OPS	EXP	EOP	KPÁ MẠNH HÙNG	Export Operation Supervisor Assistant	15/03/2011	15.1	96.08	15	20		30	15.0	80	4,100		4,100
58	EN033	OPS	EXP	EOP	NGUYỄN DUY NAM	Export Operation Supervisor Assistant	01/04/2011	15.1	96.48	15	20		30	15.0	80	4,100		4,100
59	ET170	OPS	EXP	EOP	TRỊNH QUANG TRƯỜNG	Export Operation Supervisor Assistant	18/10/2016	9.5	95.68	5	20		30	5.0	60	3,000		3,000
60	EM004	OPS	IMP	DOI	ĐOÀN THANH MINH	Import Documentation and Customer Service Supervisor Assistant	01/11/2010	15.5	97.45	15	20		25	20.0	80	4,100		4,100
61	ET123	OPS	IMP	DOI	LÊ TRUNG THÀNH	Import Documentation and Customer Service Supervisor Assistant	23/04/2013	13.0	94.60	10	20		25	5.0	60	3,000		3,000
62	ET134	OPS	IMP	DOI	NGUYỄN ANH TUẤN	Import Documentation and Customer Service Supervisor Assistant	22/04/2015	11.0	97.70	10	20		25	20.0	75	3,800		3,800
63	EH063	OPS	IMP	IOP	LÊ NGỌC HÀ	Import Operation Supervisor Assistant	23/08/2011	14.7	97.18	10	20		25	20.0	75	3,800		3,800
64	EQ007	OPS	IMP	IOP	NGUYỄN HOÀI QUANG	Import Operation Supervisor Assistant	15/03/2011	15.1	96.45	15	20		25	15.0	75	3,800		3,800
65	EV011	OPS	IMP	IOP	ĐẶNG HÙNG VƯƠNG	Import Operation Supervisor Assistant	15/03/2011	15.1	96.93	15	20		25	15.0	75	3,800		3,800
66	EH026	OPS	RAM	RAR	ĐẶNG XUÂN HIỆP	Ramp Operation Supervisor Assistant	01/04/2011	15.1	97.16	15	20		25	20.0	80	4,100		4,100
67	EN031	OPS	RAM	RAR	NGUYỄN ANH NGỌC	Ramp Operation Supervisor Assistant	27/09/2010	15.6	97.04	15	20		25	20.0	80	4,100		4,100
68	EQ014	OPS	RAM	RAR	NGUYỄN ĐÔNG QUAN	Ramp Operation Supervisor Assistant	03/12/2012	13.4	96.96	10	20		25	15.0	70	3,500		3,500
69	EM012	LOG	DOM	DRV	PHAN DŨNG MINH	Domestic Vehicle Operation Supervisor	01/04/2011	15.1	96.50	15	15		15	15.0	60	3,000		3,000
70	ET133	LOG	DOM	POL	LÊ HOÀNG THIÊN	Domestic Porter Supervisor	01/02/2015	11.3	98.55	10	15		15	20.0	60	3,000		3,000
71	EV014	OPS	EXP	DRE	TRẦN QUANG VINH	Export Vehicle Operation Supervisor	21/09/2010	15.6	96.42	15	15		15	15.0	60	3,000		3,000
72	EC020	OPS	EXP	POE	VÕ VĂN CƯỜNG	Export Porter Supervisor	01/10/2015	10.6	96.25	10	15		15	15.0	55	2,800		2,800
73	EH059	OPS	EXP	POE	VŨ TRỌNG HIỀN	Export Porter Supervisor	01/07/2011	14.8	96.55	10	15		15	15.0	55	2,800		2,800
74	EH090	OPS	EXP	POE	LÊ DUY HỢP	Export Porter Supervisor	01/01/2015	11.3	96.33	10	15		15	15.0	55	2,800		2,800
75	EM008	OPS	IMP	DRI	TRẦN ĐỨC MINH	Import Vehicle Operation Supervisor	27/09/2010	15.6	96.12	15	15		15	15.0	60	3,000		3,000
76	EQ022	OPS	IMP	POI	NGUYỄN THÀNH QUAN	Import Porter Supervisor	01/04/2016	9.7	97.03	5	15		15	20.0	55	2,800		2,800
77	ET145	OPS	IMP	POI	TRẦN TỎ	Import Porter Supervisor	01/04/2016	10.1	97.30	10	15		15	20.0	60	3,000		3,000
78	ET084	OPS	RAM	DRR	PHAN TÂN TÀI	Ramp Vehicle Operation Supervisor	01/09/2011	14.7	95.93	10	15		15	5.0	45	2,300		2,300
79	EP037	OPS	RAM	POR	LA QUỐC PHŨ	Ramp Porter Supervisor	01/01/2017	9.3	97.42	5	15		15	20.0	55	2,800		2,800
80	EH091	LOG	DOM	DRV	NGUYỄN VĂN HIỀN	Domestic Vehicle Operation Supervisor Assistant	01/04/2015	11.1	96.70	10	15		15	15.0	55	2,800		2,800
81	EG007	LOG	DOM	POL	TIẾT GIÀU	Domestic Vehicle Operation Supervisor Assistant	06/02/2020	6.2	98.05	5	15		15	20.0	55	2,800		2,800
82	EP054	LOG	DOM	POL	NGUYỄN THANH PHONG	Domestic Porter Supervisor Assistant	10/07/2020	5.8	97.75	5	15		15	20.0	55	2,800		2,800

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No.	Employee ID	Department	BP	Group	Full name	Position / Department	Date of Commencement	Seniority Unit: years	KPI 2025	Seniority Score	Position Score	Position Score (Concurrent Position)	Work Position Score	KPI Score	Total Score	Number of ESOP Shares Eligible for Purchase under Formula (A)	Allocation of Fractional Shares Arising from Rounding (B)	Total Number of ESOP Shares Eligible for Purchase (A+B)	
83	ET093	OPS	EXP	DRE	HOÀNG TRẦN TRỌNG TÍN	Export Vehicle Operation Supervisor Assistant	01/11/2012	13.5	96.05	10	15		15	15.0	55	2,800		2,800	
84	EK004	ACC	ACC	ACC	TRẦN MINH KHA	Fixed Asset Accounting Supervisor	01/09/2010	15.7	99.20	15	30		20	20.0	85	4,300		4,300	
85	EK047	EMS	EMS	EMS	TRẦN VĂN KHANG	Technical Supervisor	21/12/2020	5.4	98.95	5	30		20	20.0	75	3,800		3,800	
86	EQ024	GEN	HRM	HRM	HUỖNH VŨ QUYẾN	Administration & Human Resources Supervisor	01/11/2016	9.5	97.75	5	30		20	20.0	75	3,800		3,800	
87	EN043	STC	CAM	CAM	NGUYỄN TRẦN NGHĨA	Camera Supervisor	21/01/2013	13.3	96.60	10	30		10	15.0	65	3,300		3,300	
88	ET087	STC	SSM	SEC	VŨ MINH TÂM	Access Control Supervisor	01/10/2011	14.6	98.00	10	30		10	20.0	70	3,500		3,500	
89	ET097	STC	SSM	SEC	NGUYỄN ANH TUẤN	Security Supervisor Assistant	01/12/2012	13.4	96.00	10	20		10	15.0	55	2,800		2,800	
90	EM018	EMS	EMS	EMS	VŨƠNG VĂN MINH	Technical Chief of shift	05/09/2016	9.7	93.60	5	10		5	5.0	25	1,200		1,200	
91	ET236	EMS	EMS	EMS	LÊ XUÂN THUẬN	Technical Chief of shift	03/09/2019	6.7	98.10	5	10		5	20.0	40	2,000		2,000	
92	EH033	MEE	MEE	MEE	TRƯƠNG VĂN HÒA	Technical Chief of shift	12/07/2010	15.8	97.55	15	10		5	20.0	50	2,500		2,500	
93	EM010	MEE	MEE	MEE	NGUYỄN THANH MỘNG	Technical Chief of shift	15/01/2011	15.3	98.85	15	10		5	20.0	50	2,500		2,500	
94	EP010	MEE	MEE	MEE	TRẦN VĂN PHƯỚC	Technical Chief of shift	06/09/2010	15.7	97.70	15	10		5	20.0	50	2,500		2,500	
95	ES005	MEE	MEE	MEE	NGUYỄN THANH SƠN	Technical Chief of shift	01/10/2010	15.6	98.65	15	10		5	20.0	50	2,500		2,500	
96	ET056	MEE	MEE	MEE	NGUYỄN VŨ MINH THIÊN	Technical Chief of shift	01/10/2010	15.6	98.80	15	10		5	20.0	50	2,500		2,500	
97	EV003	MEE	MEE	MEE	NGUYỄN QUỐC VIỆT	Technical Chief of shift	02/08/2010	15.8	97.55	15	10		5	20.0	50	2,500		2,500	
98	EX003	MEE	MEE	MEE	NGUYỄN MINH XÔNG	Technical Chief of shift	15/02/2011	15.2	97.55	15	10		5	20.0	50	2,500		2,500	
99	EH052	STC	CAM	CAM	BÙI ĐĂNG HỒNG	Camera Chief of shift	15/02/2011	15.2	96.50	15	10		5	15.0	45	2,300		2,300	
100	EH044	STC	SSM	SEC	LÊ MINH HUY	Security Chief of shift	15/12/2010	15.4	95.00	15	10		5	5.0	35	1,700		1,700	
101	EM020	STC	SSM	SEC	HOÀNG VĂN MINH	Security Chief of shift	04/08/2017	8.7	98.00	5	10		5	20.0	40	2,000		2,000	
102	EN038	STC	SSM	SEC	LÂM HÙNG NHỰT	Security Chief of shift	01/07/2012	13.8	98.00	10	10		5	20.0	45	2,300		2,300	
103	EP040	STC	SSM	SEC	VŨ PHÚC	Security Chief of shift	04/08/2017	8.7	97.00	5	10		5	20.0	40	2,000		2,000	
104	ET070	STC	SSM	SEC	NGUYỄN XUÂN TÙNG	Security Chief of shift	01/03/2011	15.2	97.50	15	10		5	20.0	50	2,500		2,500	
105	ET071	STC	SSM	SEC	TRẦN ĐỨC TÂM	Security Chief of shift	01/03/2011	15.2	97.50	15	10		5	20.0	50	2,500		2,500	
106	ET096	STC	SSM	SEC	TRẦN HOÀNG ANH TỬ	Security Chief of shift	01/12/2012	13.4	97.00	10	10		5	20.0	45	2,300		2,300	
107	EC010	ITS	ITS	ITS	VŨƠNG ĐÌNH CƯỜNG	Chief of shift of Information Technology Infrastructure	15/08/2010	15.7	96.90	15	10		20	15.0	60	3,000		3,000	
108	EN030	ITS	ITS	ITS	NGUYỄN VŨ VIỆT NAM	Chief of shift Hermes System	21/09/2010	15.6	97.20	15	10		20	20.0	65	3,300		3,300	
															1,011	94,300	2,400	96,700	
E Outstanding and High-Potential Employees																			
109	EH126	ACC	ACC	ACC	TRẦN THỊ THU HIỀN	Accounting Department	02/10/2017	8.6	99.20	5				10	15	1,400		1,400	
110	EY003	ACC	ACC	ACC	LÊ THỊ NGỌC YẾN	Accounting Department	18/10/2012	13.5	99.20	10				10	20	1,900		1,900	
111	EH141	GEN	BMS	BMS	ĐẶNG THỊ THU HÀ	General Affairs Department	11/03/2019	7.1	98.25	5				10	15	1,400		1,400	
112	EL060	ITS	ITS	ITS	NGUYỄN HOÀNG LỘC	Information Technology Department	06/11/2018	7.5	98.60	5				10	15	1,400		1,400	
113	EA014	STC	TRN	TRN	NGUYỄN XUÂN TUẤN ANH	Training & Standards Department / ANAT	01/08/2018	7.8	98.00	5				10	15	1,400		1,400	
114	EM029	LOG	CUS	CBR	PHẠM THỊ TRÁ MY	Logistics Department	18/01/2021	5.3	99.20	5				10	15	1,400		1,400	
115	EL065	LOG	CUS	CBR	NGUYỄN KIM LOAN	Logistics Department	01/08/2019	6.8	99.20	5				10	15	1,400		1,400	
116	ED078	LOG	DOM	DOC	HỒNG ĐÌNH DUY	Logistics Department	17/05/2019	7.0	98.60	5				10	15	1,400		1,400	
117	EH142	LOG	DOM	DOC	TRẦN ANH HOÀNG	Logistics Department	17/05/2019	7.0	98.60	5				10	15	1,400		1,400	
118	EL049	LOG	DOM	DOC	ĐƯƠNG TRẦN ĐẠI LONG	Logistics Department	01/03/2018	8.2	98.60	5				10	15	1,400		1,400	
119	EP031	LOG	DOM	DOC	LÊ MINH PHÁT	Logistics Department	10/09/2014	11.6	98.20	10				10	20	1,900		1,900	
120	EP046	LOG	DOM	DOP/BLD	NGUYỄN TẤN PHÁT	Logistics Department	01/05/2019	7.0	96.80	5				5	10	900	200	1,100	
121	EH151	LOG	DOM	DOP	PHẠM THANH HOÀNG	Logistics Department	01/10/2020	5.6	98.80	5				10	15	1,400		1,400	
122	ED075	LOG	DOM	DOP/BLD	NGUYỄN TẤN ĐẠT	Logistics Department	01/05/2019	7.0	96.80	5				5	10	900	200	1,100	
123	ET221	LOG	DOM	DOP	NGUYỄN HOÀI TRUNG	Logistics Department	01/10/2018	7.6	99.20	5				10	15	1,400		1,400	
124	EB027	LOG	DOM	DOP	TRIỆU NGUYỄN VIỆT BÌNH	Logistics Department	01/10/2020	5.6	99.20	5				10	15	1,400		1,400	
125	EQ029	LOG	DOM	DOP	NGUYỄN PHƯỚC QUANG	Logistics Department	01/10/2018	7.6	98.30	5				10	15	1,400		1,400	



No.	Employee ID	Department	BP	Group	Full name	Position / Department	Date of Commencement	Seniority Unit: years	KPI 2025	Seniority Score	Position Score	Position Score (Concurrent Position)	Work Position Score	KPI Score	Total Score	Number of ESOP Shares Eligible for Purchase under Formula (A)	Allocation of Fractional Shares Arising from Rounding (B)	Total Number of ESOP Shares Eligible for Purchase (A+B)
126	EH099	LOG	DOM	DOP	NGUYỄN ĐỨC HẬU	Logistics Department	01/04/2016	10.1	98.80	10				10	20	1,900		1,900
127	EV045	LOG	DOM	DOP	NGUYỄN THỀ VŨ	Logistics Department	01/11/2019	6.5	99.20	5				10	15	1,400		1,400
128	ET248	LOG	DOM	DOP	TRẦN HỮU THẮNG	Logistics Department	01/03/2020	6.2	98.20	5				10	15	1,400		1,400
129	EP024	LOG	DOM	DOP	NGUYỄN PHƯỚC HUÂN PHONG	Logistics Department	19/12/2012	13.4	99.20	10				10	20	1,900		1,900
130	EH138	LOG	DOM	DOP	HUỶNH TRƯƠNG PHI HẢO	Logistics Department	01/10/2018	7.6	98.20	5				10	15	1,400		1,400
131	EN051	LOG	DOM	DOP	TRẦN VĂN NHỰT	Logistics Department	01/04/2016	10.1	98.30	10				10	20	1,900		1,900
132	ET117	LOG	DOM	DOP	PHẠM ANH THI	Logistics Department	04/01/2013	13.3	98.30	10				10	20	1,900		1,900
133	ET186	OPS	EXP	DOE	ĐẶNG BÙI NGỌC THÚY	Operation Department	05/07/2017	8.8	98.05	5				10	15	1,400		1,400
134	EH103	OPS	EXP	DOE	VŨ THỊ THU HƯƠNG	Operation Department	08/08/2016	9.7	98.05	5				10	15	1,400		1,400
135	EA024	OPS	EXP	EOP/BLD	NGUYỄN TRUNG ANH	Operation Department	01/12/2017	8.4	96.70	5				5	10	900	200	1,100
136	ET185	OPS	EXP	EOP/BLD	NGUYỄN TRỌNG TRÍ	Operation Department	05/07/2017	8.8	96.10	5				5	10	900	200	1,100
137	EP033	OPS	EXP	EOP/BLD	LÊ MINH PHÁT	Operation Department	01/01/2016	10.3	96.15	10				5	15	1,400	200	1,600
138	ET222	OPS	EXP	EOP/BLD	NGÔ THANH TRUNG	Operation Department	03/01/2019	7.3	97.00	5				10	15	1,400	200	1,600
139	EL056	OPS	EXP	EOP/BLD	NGUYỄN HOÀNG LONG	Operation Department	10/07/2018	7.8	96.70	5				5	10	900	200	1,100
140	EC012	OPS	EXP	EOP/BLD	NGUYỄN VĂN CẢNH	Operation Department	01/03/2011	15.2	97.00	15				10	25	2,300	200	2,500
141	EH005	OPS	EXP	EOP/BLD	LÊ MINH HẢ	Operation Department	01/11/2010	15.5	96.75	15				5	20	1,900	200	2,100
142	ET174	OPS	EXP	EOP/BLD	NGUYỄN THANH THUẬN	Operation Department	01/01/2017	9.3	96.10	5				5	10	900	200	1,100
143	EC017	OPS	IMP	IOP	PHẠM VĂN CÔNG	Operation Department	15/03/2013	13.1	98.20	10				10	20	1,900		1,900
144	EN018	OPS	IMP	IOP	HỒ XUÂN MINH NGUYỄN	Operation Department	15/03/2011	15.1	98.35	15				10	25	2,300		2,300
145	EL043	OPS	RAM	RAR	NGUYỄN XUÂN LAM	Operation Department	01/01/2017	9.3	98.30	5				10	15	1,400		1,400
146	EK007	OPS	RAM	RAR	PHẠM TRƯỜNG DUY KHOA	Operation Department	03/01/2011	15.3	98.30	15				10	25	2,300		2,300
147	ED003	OPS	RAM	RAR	NGUYỄN NGỌC THÙY DUNG	Operation Department	02/08/2010	15.8	98.00	15				10	25	2,300		2,300
148	EL058	OPS	TRD	TRD	MAI THỊ CẨM LIÊN	Operation Department	01/10/2018	7.6	98.60	5				10	15	1,400		1,400
149	ET143	OPS	TRD	TRD	VÕ THUY ANH THỨ	Operation Department	04/03/2016	10.2	98.20	10				10	20	1,900		1,900
150	EC007	EMS	EMS	EMS	NGUYỄN VĂN CÔNG	Equipment Management Department	01/10/2010	15.6	97.60	15				10	25	2,300		2,300
151	EM009	GEN	ADM	ADM	UÔNG THỊ HỒNG MINH	General Affairs Department	04/01/2011	13.4	97.25	10				10	20	1,900		1,900
152	ET099	LOG	DOM	DOP/BLD	HUYỀN TỬ	Logistics Department	03/12/2012	13.4	95.80	10				3	13	1,200	200	1,400
153	EH094	LOG	DOM	DOP	NGUYỄN MINH HÙNG	Logistics Department	01/01/2016	10.3	97.00	10				10	20	1,900		1,900
154	ET023	OPS	EXP	DGR	NGUYỄN VĂN THỊNH	Operation Department	03/01/2011	15.3	97.80	15				10	25	2,300		2,300
155	EN037	OPS	EXP	DOE	HUỶNH THỊ NGỌC NGHĨA	Operation Department	01/11/2011	14.5	97.15	10				10	20	1,900		1,900
156	ET113	OPS	EXP	EOP/BLD	HỒ ANH TUẤN	Operation Department	03/01/2013	13.3	95.30	10				3	13	1,200	200	1,400
157	EL029	OPS	IMP	IOP	NGUYỄN QUỐC LÂM	Operation Department	01/10/2013	12.6	97.65	10				10	20	1,900		1,900
158	ET035	OPS	IMP	IOP	VĂN PHẠM QUỐC TRÍ	Operation Department	01/11/2010	15.5	97.60	15				10	25	2,300		2,300
159	EH004	OPS	IMP	IOP	ĐẶNG THANH HÀ	Operation Department	15/12/2010	15.4	97.25	15				10	25	2,300		2,300
160	ET046	OPS	IMP	IOP	ĐÀO TỬ	Operation Department	15/03/2011	15.1	97.90	15				10	25	2,300		2,300
161	EN048	OPS	IMP	IOP	NGUYỄN TRUNG NAM	Operation Department	01/10/2015	10.6	97.60	10				10	20	1,900		1,900
162	ET136	OPS	RAM	RAR	LÊ NGỌC THỊNH	Operation Department	01/09/2015	10.7	97.25	10				10	20	1,900		1,900
163	EN017	OPS	RAM	RAR	NGUYỄN THÔNG XUÂN NGUYỄN	Operation Department	15/03/2011	15.1	97.70	15				10	25	2,300		2,300
164	ET095	OPS	RAM	RAR	CAO VĂN TRƯỜNG	Operation Department	15/11/2012	13.5	97.40	10				10	20	1,900		1,900
165	EC004	OPS	RAM	RAR	LÝ HỒNG THANH CHƯƠNG	Operation Department	01/11/2010	15.5	97.40	15				10	25	2,300		2,300
x					TOTAL											1,012,700	8,000	1,020,700

C.P. HA.