



*Ho Chi Minh City, January 21, 2026*

## EXTRAORDINARY INFORMATION DISCLOSURE

## Regarding the adjustment of employee preference shares into common shares after the expiration of the employment commitment period at Saigon Port Joint Stock Company

To: - The State Securities Commission of Vietnam  
- Hanoi Stock Exchange

1. Organization Name: **SAIGON PORT JOINT STOCK COMPANY**

- Stock Code: **SGP**

- Head Office Address: No. 3 Nguyen Tat Thanh, Ward 13, District 4, Ho Chi Minh City

- Telephone: (028) 39 400 161 Fax: (028) 39 400 168

- Authorized Person for Information Disclosure: Mr. To Thanh Tra – Person in charge of corporate governance.

## 2. Content of the Information Disclosure:

On January 21, 2026, the Board of Directors of Saigon Port Joint Stock Company issued Resolution No. 41/NQ-CSG, approving the conversion of employees' preferred shares into common shares upon the expiration of their employment commitment period at Saigon Port Joint Stock Company.

3. This information was disclosed on the website of Saigon Port Joint Stock Company on January 21, 2026. ([www.saigonport.vn](http://www.saigonport.vn)).

Saigon Port Joint Stock Company commits that the information disclosed above is true and fully responsible before the law for the content of the disclosed information./.

**Recipients:**

- As above;
- Board of Directors of SGP;
- Board of Management of SGP;
- Board of Supervisors of SGP;
- Published on website SGP;
- Archive: Office Administraton, Person in charge of corporate governance.

**AUTHORIZED PERSON  
FOR INFORMATION DISCLOSURE**

To Thanh Tra



Ho Chi Minh City, January 21, 2026

## RESOLUTION

Regarding the adjustment of employee preference shares into common shares after the expiration of the employment commitment period at Saigon Port Joint Stock Company

### BOARD OF DIRECTORS OF SAIGON PORT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Regulations on Registration and Transfer of Securities Ownership at the Vietnam Securities Depository and Clearing Corporation, issued in conjunction with Decision No. 37/QD-HDTV dated April 29, 2025, by the Vietnam Securities Depository and Clearing Corporation;

Pursuant to the Charter of Saigon Port Joint Stock Company;

Pursuant to Report No. 06/BC-HDQT dated January 21, 2026 on the results of the vote counting for collecting opinions of the Board of Directors of Saigon Port Joint Stock Company;

Pursuant to the proposal of the General Director of Saigon Port Joint Stock Company in Submission No.08/TTr-CSG dated January 07, 2026,

### RESOLVES:

**Article 1.** Approve to adjust employee preference shares into common shares for shareholders after the expiration of their employment commitment period at Saigon Port Joint Stock Company, as proposed by the General Director of Saigon Port Joint Stock Company in Proposal No. 08/TTr-CSG dated January 7, 2026 (*Details as per the attached list*).

**Article 2.** To assign the General Director of Saigon Port Joint Stock Company to perform the procedures related to the adjustment of the share types for employees as specified in Article 1, in accordance with current regulations./.

**To:**

- Board of Directors of SGP;
- Board of Supervisors of SGP;
- Board of Management of SGP;
- Departments and operational management centers;
- Party - Union Office;
- SGP Shareholders (Post on website);
- Vietnam Securities Depository and Clearing Corporation;
- Archived: Administration Office, Board of Directors, Person in charge of corporate governance.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

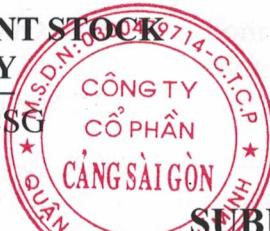
**Huynh Van Cuong**

# LIST OF SHAREHOLDERS ADJUSTING PREFERENCE SHARES INTO COMMON SHARES

*(Attached to Resolution No. 41/NQ-CSG dated January 21, 2026 of the Board of Directors of  
Saigon Port Joint Stock Company)*

No.	Name	Quantity of securities requested for adjustment	Workplace
1	Nguyen Van Phuong	5000	Board of Directors Saigon Port
2	Tran Ngoc Thach	5000	Executive Board Saigon Port
3	Le Thi Thuy Trang	2000	Human Resources Department
4	Dong Tien Van	5000	
5	Tran Huu Hung	2000	
6	Dang Nguyen Chi Trung	2000	
7	Nguyen Ngoc Quynh Trang	2000	Technical Department
8	Nguyen Toan Thang	2000	
9	Le Hoang Quoc Bao	2000	
10	Tran Thi Huong	5000	Internal Audit Department
11	Nguyen Thai Son	2000	IT Department
12	Hoang Phuong Hien	5000	Sales Department
13	Tran Thu Giang	5000	
14	Ho Thi Hong Nhan	2000	Finance and Accounting Department
15	Trinh Thi Thao	2000	
16	Dang Nguyen Kim Dung	2000	
17	Le Khanh Dinh	2000	
18	Truong Thi Bich Van	2000	
19	Nguyen Vinh Tai	2000	
20	Chung Bao Son	2000	
21	Huynh Thai Thanh	2000	Tan Thuan Regional Operations Center
22	Tang Thanh Danh	2000	
23	Ngo Van Man	2000	
24	Nguyen Thi Nguyet	2000	

25	Nguyen Thanh Son	2000	Tan Thuan Regional Operations Center
26	Dao Ngoc Tran	2000	
27	Pham Quang Truong	5000	
28	Dieu Hong Chinh	2000	
29	Tran Minh Trung	5000	
30	Tran Quang Dong	5000	
31	Nguyen Thi Minh Hien	5000	
32	Ngo Trinh Thao	5000	
33	Vo Thanh Truong	4500	
34	Truong Thi Ngoc Hue	2000	
35	Le Van My	2000	
36	Tran Ngoc Anh	5000	



Ho Chi Minh City, January 07, 2026

## ~~SUBMISSION~~

Regarding adjusting Employee Preferred Shares to Common Shares upon completion of the commitment period

To: **Board of Directors**  
**Saigon Port Joint Stock Company**

## I. Legal Basis

The equitization of Saigon Port Joint Stock Company (Saigon Port) in 2015 was carried out in accordance with Decree No. 59/2011/ND-CP dated July 18, 2011, of the Government on the conversion of 100% state-owned enterprises into joint-stock companies.

Clause 2, Article 48 of Decree No. 59/2011/ND-CP dated July 18, 2011, stipulates the preferential policies for employees in equitized enterprises as follows:

*"2. Employees named in the regular list of the enterprise at the time of announcing the equitized enterprise's value, who are required by the enterprise and have committed to long-term employment for at least 03 years (from the date the enterprise is first granted the Business Registration Certificate), shall be entitled to purchase additional preferred shares according to the following regulations:*

a) Purchase additional shares at a rate of 200 shares per 01 year of further committed work in the enterprise, but not exceeding a maximum of 2,000 shares per employee. Specifically, employees who are highly skilled experts or possess high professional qualifications working at the enterprise are entitled to purchase additional shares at a rate of 500 shares per 01 year of further committed work in the enterprise, but not exceeding a maximum of 5,000 shares per employee. The equitized enterprise, based on its specific industry and business field, shall establish and decide on the criteria to determine highly skilled experts and those with high professional qualifications, which must be unanimously approved at the Employee Congress of the enterprise prior to equitization.

*d) The number of preferred shares purchased by employees as stipulated in Point a, Clause 2 of this Article shall be converted into common shares after the end of the commitment period. In the event that the joint-stock company undergoes restructuring resulting in the termination of the employee's labor contract, resignation, or job loss in accordance with the Labor Code before the committed deadline, the number of additional shares purchased shall be converted into common shares. Should the employee wish to sell these shares back to the enterprise, the joint-stock company is responsible for repurchasing them at a price close to the market transaction price. In the event that an employee terminates their labor contract before the committed deadline, they must sell all additional shares purchased back to the joint-stock company at a price close to the market transaction price, but not exceeding the price at which they were purchased at the time of equitization."*

Decree No. 59/2011/NĐ-CP dated July 18, 2011, was subsequently replaced by Decree No. 126/2017/NĐ-CP dated November 16, 2017. Clause 5, Article 48 of Decree No. 126/2017/NĐ-CP dated November 16, 2017, provides the following transitional provision:

*"5. Equitized enterprises that have transitioned to operating in the form of a joint-stock company before the effective date of Decree No. 126/2017/ND-CP (January 1, 2018) shall not apply the provisions of this Decree."*

Saigon Port converted its operating model from a One Member Limited Liability Company to a Joint Stock Company on October 1, 2015; therefore, it falls under the case where the provisions of Decree No. 126/2017/ND-CP dated November 16, 2017, do not apply.

However, based on the aspirations of the employees, Saigon Port is implementing the conversion of the employees' restricted shares into common shares after the end of the commitment period.

## **II. Implementation process**

On November 20, 2025, the General Director issued Notice No. 1296/TB-CSG to all departments, the Operations Center, and Capital Representatives at companies where Saigon Port holds controlling interest, requesting the compilation of a list of employees currently holding Saigon Port shares with a transfer restriction period of 10 years or less (from October 1, 2015, to October 1, 2025).

The results showed that 66 shareholders registered to convert their restricted shares into common shares (*Detailed list in Appendix 1*), which includes:

- 01 case not recorded in Saigon Port's shareholder register (and failed to provide a Share Ownership Certificate).
- 36 shareholders eligible to convert their restricted shares into common shares (*Detailed list in Appendix 2*).
- 29 shareholders ineligible to convert their restricted shares into common shares due to resignation prior to the end of the commitment period (*Detailed list in Appendix 3*).

## **III. Proposals**

To provide a basis for resolving the conversion of additional shares purchased by employees upon the conclusion of the commitment period, the General Director respectfully requests the Board of Directors to consider and approve the following:

- 1) Approve the adjustment of restricted shares into common shares for shareholders who meet the eligibility requirements as specified in the attached Appendix 2.
- 2) Authorize the General Director of Saigon Port to carry out the procedures for converting restricted shares into common shares in accordance with current legal regulations, and simultaneously issue official Notices to shareholders who are ineligible for conversion due to their resignation prior to the end of the commitment period.

Respectfully submitted./.

### **Recipients:**

- As above;
- Board of Supervisors of SGP;
- General Director of SGP;
- Archive: Office Administration, Person in charge of Corporate Governance.

### **GENERAL DIRECTOR**

**Nguyen Le Chon Tam**

**APPENDIX 1**  
**List of Shareholders requesting to convert restricted shares into  
freely transferable common shares**

No.	Shareholder's name	Wordplace
1	Nguyen Van Phuong	Board of Directors Saigon Port
2	Tran Ngoc Thach	Executive Board Saigon Port
3	Le Thi Thuy Trang	Human Resources Department
4	Dong Tien Van	
5	Tran Huu Hung	
6	Dang Nguyen Chi Trung	
7	Nguyen Ngoc Quynh Trang	Technical Department
8	Nguyen Toan Thang	
9	Le Hoang Quoc Bao	
10	Tran Thi Huong	Internal Audit Department
11	Nguyen Thai Son	IT Department
12	Hoang Phuong Hien	Sales Department
13	Nguyen Van Hoang	Port Construction Enterprise - Branch
14	Tran Thu Giang	
15	Ho Thi Hong Nhan	
16	Trinh Thi Thao	Finance and Accounting Department
17	Dang Nguyen Kim Dung	
18	Le Khanh Dinh	
19	Truong Thi Bich Van	
20	Nguyen Vinh Tai	
21	Chung Bao Son	
22	Huynh Thai Thanh	Tan Thuan Regional Operations Center
23	Tang Thanh Danh	
24	Ngo Van Man	
25	Nguyen Thi Nguyet	
26	Nguyen Thanh Son	

27	Dao Ngoc Tran	
28	Pham Quang Truong	
29	Dieu Hong Chinh	
30	Tran Minh Trung	
31	Tran Quang Dong	
32	Nguyen Thi Minh Hien	
33	Nguyen Thanh Nha	
34	Ngo Trinh Thao	
35	Vo Thanh Truong	
36	Truong Thi Ngoc Hue	
37	Le Van My	
38	Tran Ngoc Anh	
39	Ngo Thi Tuyet Nhung	
40	Hoang Mai Loan	
41	Nguyen Do Thy Thy	
42	Le Tan Tu	
43	Do Trong Tham	Tan Thuan Regional Operations Center
44	Phung Thi Ngoc Thuy	
45	Ngo Minh Ngoc	
46	Phan Ngoc Hoang	
47	Tran Thi Hoa Nguyen	
48	Huynh Trung Truong	
49	Doan Thi Minh Dung	
50	Le Thi Dao	
51	Le Truong Giang	
52	Nguyen Tuan Anh	
53	Nguyen Huu Tin	
54	Tran Thi Kim Oanh	
55	Tran Minh Chi	
56	Nguyen Quang Vui	
57	Mai Van Cu	
58	Vu Tri Thang	
59	Vo Van Tien	

60	Phan Thi Ngoc Thuy	
61	Nguyen Thi Phuong Thao	
62	Quach Thi Tuyet Nga	Tan Thuan Regional Operations Center
63	Tran Van Sy	
64	Nguyen Quang Vo	
65	Vo Thi Thuy	The former Nha Rong Khanh Hoi Port Branch
66	Nguyen Thi Thu Ha	

**APPENDIX 2**  
**List of Shareholders eligible to convert restricted shares into ordinary shares**

No.	Shareholder's name	Workplace
1	Nguyen Van Phuong	Board of Directors Saigon Port
2	Tran Ngoc Thach	Executive Board Saigon Port
3	Le Thi Thuy Trang	Human Resources Department
4	Dong Tien Van	
5	Tran Huu Hung	
6	Dang Nguyen Chi Trung	Technical Department
7	Nguyen Ngoc Quynh Trang	
8	Nguyen Toan Thang	
9	Le Hoang Quoc Bao	
10	Tran Thi Huong	Internal Audit Department
11	Nguyen Thai Son	IT Department
12	Hoang Phuong Hien	Sales Department
13	Tran Thu Giang	
14	Ho Thi Hong Nhan	Finance and Accounting Department
15	Trinh Thi Thao	
16	Dang Nguyen Kim Dung	
17	Le Khanh Dinh	
18	Truong Thi Bich Van	
19	Nguyen Vinh Tai	
20	Chung Bao Son	
21	Huynh Thai Thanh	
22	Tang Thanh Danh	Tan Thuan Regional Operations Center
23	Ngo Van Man	
24	Nguyen Thi Nguyet	
25	Nguyen Thanh Son	
26	Dao Ngoc Tran	
27	Pham Quang Truong	

28	Dieu Hong Chinh	Tan Thuan Regional Operations Center
29	Tran Minh Trung	
30	Tran Quang Dong	
31	Nguyen Thi Minh Hien	
32	Ngo Trinh Thao	
33	Vo Thanh Truong	
34	Truong Thi Ngoc Hue	
35	Le Van My	
36	Tran Ngoc Anh	

### APPENDIX 3

#### List of Shareholders ineligible to convert restricted shares into ordinary shares due to resignation before the commitment period

No.	Shareholder's name	Workplace
1	Nguyen Van Hoang	Port Construction Enterprise - Branch
2	Ngo Thi Tuyet Nhung	
3	Hoang Mai Loan	
4	Nguyen Do Thy Thy	
5	Le Tan Tu	
6	Do Trong Tham	
7	Phung Thi Ngoc Thuy	
8	Ngo Minh Ngoc	
9	Phan Ngoc Hoang	
10	Tran Thi Hoa Nguyen	
11	Huynh Trung Truong	
12	Doan Thi Minh Dung	
13	Le Thi Dao	
14	Le Truong Giang	
15	Nguyen Tuan Anh	Tan Thuan Regional Operations Center
16	Nguyen Huu Tin	
17	Tran Thi Kim Oanh	
18	Tran Minh Chi	
19	Nguyen Quang Vui	
20	Mai Van Cu	
21	Vu Tri Thang	
22	Vo Van Tien	
23	Phan Thi Ngoc Thuy	
24	Nguyen Thi Phuong Thao	
25	Quach Thi Tuyet Nga	
26	Tran Van Sy	
27	Nguyen Quang Vo	

28	Vo Thi Thuy	The former Nha Rong Khanh Hoi Port Branch
29	Nguyen Thi Thu Ha	