



CAM RANH PORT JOINT STOCK COMPANY

Address: 29 Nguyen Trong Ky Street, Cam Linh Ward, Khanh Hoa Province

Phone: 0258.3854307 Email: mail@camranhport.vn

Khanh Hoa, April 1, 2026

**INVITATION LETTER
ATTEND ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
CAM RANH PORT JOINT STOCK COMPANY**

The Board of Directors of Cam Ranh Port Joint Stock Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders of Cam Ranh Port Joint Stock Company:

The specific details are as follows:

1. Time: 7:30 AM, Wednesday, April 22, 2026

2. Location: Meeting Hall of Cam Ranh Port Joint Stock Company

(No. 29 Nguyen Trong Ky Street, Da Bac Hamlet, Cam Linh Ward, Khanh Hoa Province)

3. Contents: The Meeting program is attached.

4. Meeting Documents: Shareholders can download the documents for the 2026 Annual General Meeting of Shareholders from the website of Cam Ranh Port Joint Stock Company: www.camranhport.vn

We cordially invite you!

**O/B OF BOARD OF DIRECTORS
CHAIRMAN**

Do Hung Duong

Notes:

- To facilitate the organization of the General Meeting, Shareholders are kindly requested to send the **Confirmation of Attendance Form** (according to the template) or the **Authorization Form** for another person to attend (according to the template) to the Organizing Committee **before 4 PM on April 10, 2026**, using the following methods: direct delivery/postal mail/email to Cam Ranh Port Joint Stock Company - 29 Nguyen Trong Ky Street, Cam Linh Ward, Khanh Hoa Province - Tel: 0258.3854307, Email: chaungoc@camranhport.vn
- Shareholders (or their authorized representatives) attending the General Meeting must bring their **Invitation Letter, Citizen Identification Card/Passport, Meeting Attendance Confirmation Form, and Power of Attorney (if authorized, original copy)** to complete the shareholder eligibility verification procedure.
- For further information, please contact: Ms. Nguyen Thi Chau Ngoc (HR Department) - Phone: 0988.690.105



CAM RANH PORT JOINT STOCK COMPANY

Address: 29 Nguyen Trong Ky Street, Cam Linh Ward, Khanh Hoa Province

Phone: 0258.3854307 Fax: 0258.3854536 Email: mail@camranhport.vn

Member of VIVIC



AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 OF CAM RANH PORT JOINT STOCK COMPANY

Time: At 7:30 am, on 22/4/2026.

Location: Meeting Hall of Cam Ranh Port Joint Stock Company, No. 29 Nguyen Trong Ky Street, Da Bac Hamlet, Cam Linh Ward, Khanh Hoa Province.

No.	CONTENT	TIME
I	OPENING PROCEDURE	
1	Welcoming shareholders, verifying shareholder eligibility, distributing documents.	07:30 - 07:45
2	Flag ceremony, opening declaration.	07:45 - 08:15
3	Report on the results of verifying the eligibility of shareholders to attend the General Meeting.	
4	Introduction and approval of the Presidium, Secretariat, and Vote Counting Committee.	
5	Opening remarks at the Meeting	
6	Approve the Program and Rules of Procedure of the Meeting	
II	MEETING AGENDA	
II.1	Reports at the Meeting	
1	The General Director's report on business results for 2025; audited financial statements for 2025 and business plan for 2026.	08:15 - 09:05
2	Board of Directors' activity report for 2025 and direction for 2026.	
3	Report on the activities of the Supervisory Board in 2025 and work plan for 2026.	
II.2	Proposals submitted to the Meeting for voting and approval	
1	The Proposal includes the audited financial statements for 2025; the business results for 2025; and the plan for profit distribution, fund allocation, and dividend payment for 2025 of Cam Ranh	

No.	CONTENT	TIME
	Port Joint Stock Company <i>(Discussed and voted on by the General Meeting)</i> .	
2	Proposal for the 2026 Business Plan of Cam Ranh Port Joint Stock Company . <i>(Discussed and voted on by the General Meeting)</i> .	09:05 - 09:45
3	Proposal for approval of salary and remuneration levels for the Board of Directors and Supervisory Board in 2025; and remuneration levels for the Board of Directors and Supervisory Board in 2026 <i>(Discussed and voted on by the General Meeting)</i> .	
4	Proposal for the selection of an independent auditing firm to audit the 2026 financial statements of Cam Ranh Port Joint Stock Company <i>(Discussed and voted on by the General Meeting)</i> .	
5	Proposal to dismiss member of the Supervisory Board of Cam Ranh Port Joint Stock Company, term 2020-2025. <i>(To be Discussed and voted on by the General Meeting)</i> .	
6	Proposal for the Election of the Supervisory Board of Cam Ranh Port Joint Stock Company, term 2025-2030. <i>(To be Discussed and voted on by the General Meeting)</i> .	
II.3	Election	
1	Election of members of the Supervisory Board of Cam Ranh Port Joint Stock Company, term 2025-2030: - Approve the Regulations on the supplementary election of members of the Supervisory Board <i>(Discussed and voted on by the General Meeting)</i> . - The Meeting proceeded with the voting process.	09:45 - 10:45 AM
2	Announcing the election results.	
3	Presenting flowers to express gratitude to the outgoing members of the Supervisory Board for the 2020-2025 term; Presenting flowers to congratulate the new members of the Board of Directors.	
IV	CLOSING CEREMONY OF THE MEETING	
1	Approve the Minutes and Resolutions of the Meeting <i>(Voted by the Meeting)</i> .	10:45 - 11:00
2	Closing remarks at the Meeting.	



CAM RANH PORT JOINT STOCK COMPANY

Address: 29 Nguyen Trong Ky, Cam Linh Ward, Khanh Hoa Province

Phone: 0258.3854307 Fax: 058.3854536 Email: mail@camranhport.vn

Khanh Hoa, April 1, 2026

WORKING REGULATIONS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CAM RANH PORT JOINT STOCK COMPANY

To ensure the organization of the meeting complies with legal regulations and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Cam Ranh Port Joint Stock Company adopts the Working Regulations as follows:

CHAPTER I GENERAL PROVISIONS

Article 1. Scope and Subjects of Application¹

1. These Regulations apply to the organization of the Annual General Meeting of Shareholders 2026 (hereinafter referred to as "the Meeting") of Cam Ranh Port Joint Stock Company (hereinafter referred to as "the Company" or "Cam Ranh Port").

2. These Regulations specifically stipulate the conditions and procedures for conducting the Meeting; the rights and obligations of the Shareholders of Cam Ranh Port Joint Stock Company (according to the shareholder list announced by Vietnam Securities Depository and Clearing Corporation - VSDC with the record date of 23/4/2026) or their authorized representatives attending the Meeting, as well as the rights and obligations of related individuals and organizations attending the Meeting.

3. All Shareholders and related parties attending the Meeting are responsible for complying with the provisions of these Regulations.

Article 2. Conditions for Conducting the Meeting²

1. The Annual General Meeting of Shareholders 2026 of Cam Ranh Port Joint Stock Company shall be conducted when the number of Shareholders or authorized representatives of Shareholders attending the meeting represents over 50% of the total voting shares according to the shareholder list on the record date of 23/4/2026 announced by Vietnam Securities Depository and Clearing Corporation – VSDC.

2. Shareholders arriving late still have the right to register to attend the Meeting and participate in voting on subsequent matters of the Meeting. The Meeting is not obligated to stop and re-vote on matters that have already been approved.

Article 3. General Provisions for the Smooth Conduct of the Meeting³

1. Shareholders or shareholder representatives attending the Meeting must complete the registration procedures with the Shareholders Eligibility Committee;

2. Shareholders attending the Meeting are requested to wear serious and polite attire;



3. Respect and maintain the general order of the Meeting;
4. Respect and comply with the direction of the Meeting session by the Chairperson.

CHAPTER II

RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND PARTIES ATTENDING THE MEETING

Article 4. Rights of Ordinary Shareholders attending the Meeting⁴

1. Corporate entities, individuals, or authorized representatives of Shareholders or groups of Shareholders holding voting shares of the Company on the shareholder list record date (23/4/2026) are entitled to directly attend or authorize (using the prescribed form of Power of attorney) a representative to attend and vote at the Meeting on matters within their scope and authority. The authorized person attending the Meeting is not allowed to re-authorize a third party.

2. The appointment or authorization of a representative, or the change of a representative or authorized person, must be made in writing in accordance with regulations:

- In case the Shareholder is an individual, the power of attorney must be signed by that Shareholder.

- In case the Shareholder is a legal entity or organization, it must be sealed and signed by the legal representative of that organization or legal entity.

3. At the Meeting, each Shareholder or authorized representative attending the Meeting shall receive a **Voting Ballot and a Election Ballot** indicating the number of voting shares or the number of votes to exercise the right to vote and elect on matters within the authority of the General Meeting of Shareholders included in the Agenda.

4. The voting value of the Voting Ballot corresponds to the percentage of voting shares owned and/or represented as registered for attending the Meeting out of the total number of voting shares of the Shareholders/authorized representatives of Shareholders present at the Meeting.

5. In case of electing Members of the Board of Directors/Members of the Board of Supervisors, the voting value of the Ballot is calculated as the total number of votes, corresponding to the total number of owned and/or represented voting shares multiplied by (x) the number of Members of the Board of Directors/Members of the Board of Supervisors to be elected.

6. Shareholders/authorized representatives of Shareholders attending the Meeting are entitled to discuss and vote on matters within the authority of the General Meeting of Shareholders included in the Meeting Agenda.

7. Shareholders/authorized representatives of Shareholders arriving late have the right to register immediately, then have the right to participate and vote at the Meeting, but the Chairperson is not responsible for stopping the Meeting for that

shareholder to register, and the validity of the voting/election rounds already conducted shall not be affected.

Article 5. Obligations of Ordinary Shareholders when attending the Meeting⁵

1. Shareholders/authorized representatives of Shareholders attending the Meeting must: be present at the scheduled time, bring personal identification (valid CIC, passport, or VneID), and complete the registration procedures for attending the Meeting with the Meeting Organizing Committee.

2. Comply with the regulations in this Regulation, strictly adhere to the direction of the Chairperson, and respect the results of the work at the Meeting. The Presidium has the authority to revoke the right to attend the Meeting for Shareholders who violate this regulation.

3. Travel and accommodation expenses for attending the Meeting shall be borne by the Shareholders themselves.

Article 6. Rights and obligations of the Shareholders Eligibility Committee⁶

1. The Shareholders Eligibility Committee consists of one (01) Head and a number of members selected by the Meeting Organizing Committee to perform the following functions and duties:

a. Verify the credentials of Shareholders or authorized representatives attending the meeting: require attending Shareholders to present personal identification (valid CIC, passport, or VneID);

b. Distribute documents to shareholders or authorized representatives: Voting Ballots, Election Ballot, and other meeting materials;

c. Report to the Meeting on the results of verifying the eligibility of attending shareholders.

2. The Shareholders Eligibility Committee may have support staff (if necessary) to fulfill its duties.

Article 7. Rights and obligations of the Presidium, Secretariat, and Vote Counting Committee of the Meeting

1. The Presidium consists of the chairperson and members nominated by the Meeting Organizing Committee for approval by the Meeting. The Presidium shall appoint one (01) member to serve as the Chairperson.

Decisions of the Presidium regarding issues such as the order, procedures, or unforeseen events arising outside the planned agenda of the Congress shall be final and binding.

The Presidium shall carry out the tasks they deem necessary to conduct the General Meeting in a valid and orderly manner and ensure that the General Meeting reflects the will of the majority of attending shareholders.

32723
NG T
PHÁ
CẢNG
M RA
H. T. 1

Without needing the approval of the General Meeting, the Chairperson of the General Meeting may at any time postpone the General Meeting to another time and at another location as decided by the Chairperson if it is found that:

- a. The behavior of those present obstructs or is likely to obstruct the orderly conduct of the meeting.

- b. The postponement is necessary for the work of the General Meeting to be conducted validly.

The Presidium introduces the General Meeting Secretariat, and the General Meeting votes for approval.

2. The Secretariat consists of one (01) Head and members nominated by the Presidium for the General Meeting to vote for approval. The Secretariat performs supporting tasks as assigned by the Presidium, specifically as follows:

- a. Fully and truthfully record the entire proceedings of the General Meeting and the matters approved by shareholders/shareholder representatives in the Minutes of the General Meeting;

- b. Compile discussion opinions at the General Meeting;

- c. Draft Resolution on the matters approved at the General Meeting;

- d. Other tasks as assigned by the Presidium.

3. Vote Counting Committee

The Vote Counting Committee consists of one (01) Head and members nominated by the Presidium and approved by the General Meeting vote. Members of the Vote Counting Committee shall not be persons whose names are on the list of nominations or candidates for the Board of Supervisors.

The Vote Counting Committee has the following duties:

- a. Guide the use of Voting Ballots, inspect, supervise the voting by shareholders, and organize vote counting;

- b. Count the Voting Ballots on the spot to determine the voting rate for each matter submitted for approval by the General Meeting;

- c. Present the list of nominations and candidates for members of the Board of Directors and Members of the Board of Supervisors;

- d. Guide the use of Voting Ballots and Election Ballots, inspect, supervise the voting by shareholders, and organize vote counting;

- e. Prepare the Vote Counting Minutes and announce it before the General Meeting;

- f. Hand over the Minutes and all ballots to the Chairperson.

In all tasks of inspecting, preparing Minutes, and announcing vote counting results, the Vote Counting Committee must work honestly and accurately and shall be responsible for those results.

CHAPTER III CONDUCT OF THE GENERAL MEETING

Article 8. Progress of the General Meeting

1. The General Meeting shall proceed in strict accordance with the Content order of the agenda approved by the General Meeting;
2. The General Meeting shall successively discuss and approve the content in the General Meeting agenda in the voting form stipulated in this Regulation;
3. The General Meeting shall close after the General Meeting Resolution is approved.

Article 9. Discussion of meeting content and answering questions

After presenting the reports and proposals at the General Meeting, the Presidium of the General Meeting shall continue to preside over the discussion session, receive opinions from Shareholders, and answer questions according to the following principles and methods:

1. Shareholders attending the General Meeting shall raise their hands to speak directly or write opinion slips and send them to the Secretariat for compilation and submission to the Presidium of the General Meeting.
2. The Presidium of the General Meeting shall only directly answer key questions related to the Content in the General Meeting agenda and representing many Shareholders, and shall not directly answer or provide detailed explanations for Content that has been disclosed, stipulated in legal documents, or Content of a specialized, detailed explanatory nature serving the specific requirements of individual Shareholders.
3. Questions that cannot be answered during the General Meeting due to time constraints will also be answered in writing or through information on the Company's Website.

Article 10. Approval of the General Meeting's Decision

1. The Decision of the General Meeting of Shareholders on matters discussed at the meeting shall be approved when the number of Shareholders representing at least 50% of the total shares with voting rights of all attending Shareholders/Authorized Representatives vote "Approve", except for matters required to be approved by at least 65% of attending Shareholders/Authorized Representatives as stipulated in the Company Charter and matters related to the election of the Board of Directors and Board of Supervisors (to be conducted according to the Election Regulations).
2. The General Meeting shall proceed with open voting; Shareholders or their authorized representatives shall vote on all matters requiring opinion at the General Meeting by raising their **Voting Card** as directed by the Chairman of the General Meeting. When raising the Voting Card, the front side of the Voting Card (showing the voting code) must be raised high towards the Presidium.
3. According to the General Meeting agenda, the Chairman will ask for the General Meeting's vote on each matter by inviting Shareholders or Authorized Representatives to raise their Voting Card in the order of 3 options: "Approve", "Disapprove", "Abstain". The voting rate for the "Approve" option is determined based on the calculation method excluding the "Disapprove" and "Abstain" votes from the total votes with voting rights of all attending Shareholders/Authorized Representatives present at the General Meeting.

4. The Vote Counting Committee shall count the Voting Card on the spot to determine the voting rate for each matter submitted to the General Meeting for approval.

5. The election of members of the Board of Supervisors shall be conducted by cumulative voting, whereby each Shareholder has a total number of votes corresponding to the total shares owned and/or by the Authorized Representative multiplied by the number of members to be elected to the Board of Supervisors. Shareholders have the right to accumulate all their votes for one or several candidates. The election of members of the Board of Supervisors shall be conducted according to the Election Regulations approved at the General Meeting.

Article 11. Minutes and Resolution of the General Meeting

1. All Content at the General Meeting must be recorded by the General Meeting Secretariat and documented in the Minutes of the General Meeting.

2. The Minutes of the General Meeting are the basis for issuing the Resolution of the General Meeting.

3. Based on the results of the General Meeting, the Chairman shall issue the Resolution of the General Meeting on the matters approved by the General Meeting.

4. The Minutes of the General Meeting and the Resolution of the General Meeting shall be read and approved before the closing of the General Meeting and shall be kept at the Company's Headquarters.

Article 12. Enforcement Clause

1. These Regulations consist of three (03) chapters and twelve (12) articles, are presented to the General Meeting, and are approved when receiving the consent of at least 50% of the total shares with voting rights of the attending Shareholders/Authorized Representatives present at the General Meeting.

2. These Regulations take effect immediately upon being approved by the General Meeting. Shareholders and attendees of the General Meeting are responsible for implementing these Regulations./.

Recipients:

- GMS;
- BOD, BOS
- Save: Clerk,
Person in charge
of CG

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

A red circular stamp from the Cam Ranh Port Joint Stock Company. The text inside the stamp includes 'CÔNG TY CỔ PHẦN CẢNG CAM RANH' and 'M.S.D.N: 4200272350'. A handwritten signature in black ink is written over the stamp.

Do Hung Duong

REPORT OF THE GENERAL DIRECTOR
Regarding the business results for 2025 and the business plan for 2026
of Cam Ranh Port Joint Stock Company.

Respectfully to: Annual General Meeting of Shareholders 2026
Cam Ranh Port Joint Stock Company

I. RESULTS OF ACTIVITIES IN 2025

1. General overview of the business environment

In 2025, the global political and economic situation continued to face many complex fluctuations, putting pressure on global growth and trade. Against this backdrop, the Government resolutely stabilized the macroeconomic situation and accelerated the disbursement of public investment. The implementation of a series of key transportation infrastructure projects provided a strong impetus to the construction and supporting services sectors.

In this region, the economy is still limited compared to the national average, with the main goods passing through the port being agricultural, forestry, and mineral products... but the policy of boosting public investment has strongly stimulated the demand for construction materials through the port.

Against this backdrop of both favorable and challenging circumstances, the Board of Directors and the Board of Management of Cam Ranh Port Joint Stock Company proactively monitored the situation, devised and implemented a comprehensive set of flexible management and operational solutions, effectively utilizing opportunities from public investment and market demand, thereby achieving outstanding and breakthrough results in production and business activities.

2. Results of achieving production and business targets

No.	Target	Unit	Plan 2025	Act. 2025	Compare	
					Act. 2024	Plan 2025
1	Output	Ton	2,650,000	4,220,097	174.7%	159.2%
2	Revenue	Mil.đ	189,000	254,008	147.7%	134.4%
3	Profit before tax	Mil.đ	22,500	35,506	173.4%	157.8%
4	Pay taxes in full and on time as required by law.					

2.1 Port Exploitation Sector

Total cargo throughput at the Port in 2025 will reach 4,220,097 tons. This is the highest figure since the company was established, confirming its breakthrough growth in production scale, management efficiency, exploitation, and ability to meet market demand.

Specifically, construction stone products rose to become the main product, reaching a production volume of 2,371,416 tons, an increase of 189%. Cement reached 101,606 tons, an increase of 110.2%; concrete components reached 218,236 tons, an increase of 110.8% compared to the same period. Other items such as sand, iron and steel, and stone also performed well. Supply, machinery, and equipment maintain stable production levels, meeting the needs of investment and economic development of the country.

For export goods, the main product remains wood chips, with a production volume of approximately 861,326 tons, equivalent to that of 2024.

For imported goods, volume decreased slightly; the total volume of goods handled through the Port reached nearly 30,000 tons, approximately 90% compared to 2024, mainly consisting of frozen fish and bulk sugar.

To meet the situation of a sudden surge in production, far exceeding the designed capacity of the wharf, and to maximize the utilization of the wharf's capacity.

2.2 Trading Activities – Logistics services:

Trading activities were boosted through connections, negotiations, and the supply of gasoline, diesel, lubricants, and grease of all kinds to ship owners and customers. Total commercial revenue reached nearly 49 billion VND, an increase of 11.5% compared to 2024.

The company proactively seeks and collaborates with units within the VIMC ecosystem (specifically Qui Nhon Port) to implement a comprehensive chain of services for customers, from loading, warehousing, and forwarding; to road transport from mine to port... At the same time, it organizes efficient vessel operations; improves loading and unloading processes, reducing waiting times; Revenue from non-stevedoring activities reached VND 68.8 billion, exceeding the 2025 plan by 11.3%.

3. Financial situation (Audited financial statements for 2025)

Target	Unit	Consolidated financial statements	Parent company's financial statements
ASSET	billion VND	353.26	346.45
Current assets	billion VND	86.07	83.12

Long-term assets	billion VND	267.19	263.33
FUNDING	billion VND	353.26	346.45
Liabilities	billion VND	60.72	59.74
Short-term debt	billion VND	54.97	53.99
Long-term debt	billion VND	5.75	5.75
Equity	billion VND	292.54	286.71
FINANCIAL INDICATORS			
Net profit after tax / Total assets (ROA)	%	8.2%	8.1%
Net profit after tax/Equity (ROE)	%	9.9%	9.8%
Total liabilities/Equity	Time	20.8%	20.8%
Current ratio (Current assets / Current liabilities)	Time	1.57	1.54

** Financial analysis and assessment*

- In 2025, the company's financial indicators were all within safe limits. The return on capital improved significantly and positively. The company effectively managed capital and exploited assets efficiently, preserving equity capital.

- The company's cash flow situation in 2025 is quite good and stable. Net cash flow during the period and cash generated by the company are sufficient to meet the needs of business operations, investment activities, and financing activities, and ensure timely payment of debts due.

4. Investment Implementation Results

To meet production and business needs, in 2025 the company invested in an additional mobile crane with a lifting capacity of 250 tons; expanded the storage yard; installed a synchronized drainage system; invested in an additional 100-ton electronic weighing station, along with production tools, equipment, and IT application software. The total investment amounted to nearly 19.6 billion VND.

Investment items always comply In accordance with regulations, rules, and resolutions and plans approved by the company's General Shareholders' Meeting, all

projects, once operational, have achieved their intended effectiveness and investment objectives.

Details of investment projects in 2025:

No	Project Name	Scale	Investment plan for 2025 (billion VND)	Disbursement status (billion VND)	Volume completed	% completed
1	Investment in Construction Capital		24	7.731		
1.1	Project to enhance the operational capacity of the Ba Ngoi port (Investment preparation phase) - (Continued from 2023)	Upgrading berth 2 to 70,000 DWT reduces cargo load.	0	0	0	0%
1.2	Land reclamation project to create a storage area for the Ba Ngòi upstream petroleum and aviation fuel depot (Continued from 2024)	Leveling 2 hectares	15	0	0	0%
1.3	Cam Ranh Port West Shore Land Development	Leveling 0.8 hectares	5	4.390	100%	88%

No	Project Name	Scale	Investment plan for 2025 (billion VND)	Disbursement status (billion VND)	Volume completed	% completed
	t Project (Phase 2)					
1.4	Main road T1 drainage system	800m	2	1.863	100%	93%
1.5	Investment in the construction of Berth No. 2 at Ba Ngoi Port (Phase 2)	10.3 hectares	2	0	0%	0%
1.6	100T weighing station (off-plan, under the General Director's authority)	100T Electronic Scale		1.478	100%	
2	Mua sắm thiết bị		20.673	11.868		
2.1	Digital Transformation Equipment and Tools Project (Continued from 2024)	Software	1.568	0.869	33%	55%
2.2	Project on tools, equipment, and handling vehicles	Based on production and business needs for purchasing	1.605	1.033	100%	64%

No	Project Name	Scale	Investment plan for 2025 (billion VND)	Disbursement status (billion VND)	Volume completed	% completed
	(Continued from 2024)	and manufacturing.				
2.3	Mobile cranes – lifting capacity over 180 tons.	1 piece	10,000	9,966	100%	100%
2.4	40T fixed crane	40T electric crane	7,5	0	0	0%
Total			44.673	19.599		

5. Maintenance, repair, and upkeep of vehicles and equipment.

During the year, the company carried out numerous repairs to technical infrastructure, vehicles, equipment, and handling tools, including: inspection, maintenance, and repair of berths No. 1, No. 2, and the access bridge; repair of mooring buoys and signal buoys; repair of warehouses, yards, internal roads, weighing stations, offices, work buildings, and foundations; tugboats, cranes, forklifts, excavators, and multi-purpose dump trucks; and dredging of canals and ditches, etc. All are in good technical condition and meet the company's production and business needs.

6. Regarding management work, the situation

6.1 Improvements in policy and management

The company's internal administrative document system continues to be reviewed, adjusted, amended, supplemented, and reissued to ensure compliance with legal regulations and practical management requirements. Many regulations and rules have been revised and newly issued to better meet the requirements of managing and operating production and business activities. In addition, work processes are regularly reviewed and improved to simplify procedures and minimize unnecessary operations; while simultaneously promoting decentralization and delegation of authority, creating a flexible and favorable mechanism for the organization to operate effectively.

Department and several other units; the Technical-Technology Department and the Investment Planning Department were merged into the Technical - Investment Department ; and the Internal Audit Department and the Company's Corporate Governance were merged into the General Affairs Department. The current organizational structure of the company consists of 4 functional departments and 2 centers: the Administrative and Human Resources Department; the Finance and Accounting Department; the Business Department; and the Technical - Investment Department. Trade - Logistics Service Center and Operations Center.

To compensate for retirements and resignations, and to meet the needs of expanding production and business development, the company recruited 17 new employees during the year to replace 7 employees who retired or resigned. By December 31, 2025, the total number of employees at the company will be 178.

6.3 Improvements to the management tools system

The company continues to promote the application of information technology in the management and operation of its production and business activities, in line with the Digital Transformation Strategy for the period 2025-2030 approved by the Board of Directors. The hardware and software systems are being gradually invested in and upgraded synchronously to enhance management capacity, information transparency, and optimize operational efficiency and exploitation .

The deployed software and applications include: Port Operations Software (STOS), Accounting Software (FAST), Intelligent Management and Reporting System (MIS- BI), Cashless Payment via QR Code, IT applications in customer care, and an automated vehicle toll collection and control system (Sparking)... The synchronized application of these information technology solutions contributes to standardizing processes, increasing the accuracy and timeliness of data, supporting quick decision-making, improving customer service quality, and reducing operating costs.

6.4 Regarding the implementation of wage policies and insurance schemes for employees

The company has fully implemented all policies and regulations for its employees, including social insurance, health insurance, unemployment insurance, and salary, bonus, and welfare benefits in accordance with current regulations.

In 2025, with favorable business results and high growth. Compared to 2024, employment and income for workers continued to improve. The jobs and labor of those directly involved in production were secured; the average wage of workers reached VND 25.1 million/person/month, an increase of 59.92 % compared to 2024 (VND 15.71 million/person/month).

7. Regarding the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors .

In 2025, the Company's management and operational activities were implemented according to plan and were monitored and executed in compliance with the resolutions of the General Meeting of Shareholders and the Board of Directors.

The company's management board has successfully fulfilled its assigned duties, managing and operating the company appropriately and in compliance with the company's charter and legal regulations.

II. BUSINESS PLAN FOR 2026

1. Market assessment and evaluation

Entering 2026, the global economic and political landscape is projected to remain fraught with unpredictable factors. Strategic competition among major economies, armed conflicts in some regions, and protectionist trade trends could continue to impact global trade, leading to fluctuations in transportation, fuel, and logistics costs.

For Vietnam, the economy is expected to continue its positive growth momentum with a target of double-digit growth; the government continues to accelerate the disbursement of public investment capital and implement many infrastructure projects, including transportation, construction, and marine economic development. This is a favorable factor that boosts the demand for goods serving basic construction, building materials, concrete components, equipment, etc., through the seaport system.

2. Production and business plan for 2026:

No.	Target	Unit	Plan 2026
1	Output	Ton	4.748.000
2	Revenue		
2.1	<i>Parent company revenue</i>	Billions VND	285.8
2.2	<i>Consolidated revenue</i>	Billions VND	295.8
3	Profit		
3.1	<i>Parent company profit</i>	Billions VND	36
3.2	<i>Consolidated profit</i>	Billions VND	37.2
4	Dividends paid	%	5.5

(Attached – Appendix I : Business and Investment Plan 2026)

2.1 Market and sourcing analysis:

Based on market research and competitive analysis, the forecast for 2026 indicates that the structure of goods passing through the port will continue to show a clear differentiation between import/export goods and domestic import/export goods.

- The import and export of certain goods is projected to decline compared to 2025. Specifically: Wood chips will continue to face competition from Nam Van Phong Port in the North and Ca Na Port in the South due to their proximity to raw material sources. Production is expected to remain stable at around 1 million tons per year. Exports of

construction stone are expected to be zero as customers prioritize domestic construction investment needs. Imports of frozen fish are expected to decrease due to reduced demand for canned fish in the European and American markets.

- Domestic import and export goods are projected to continue their strong growth momentum and remain the main pillar of cargo throughput at the Port in 2026, thanks to the accelerated implementation of public investment projects. In addition, concrete components, construction materials, sand, and cement are also expected to increase. Other items such as coal and scrap metal will maintain stability.

2.2 Analysis of the 2026 Investment Plan

In 2026, the company plans to implement an investment plan with a total investment of VND 76.8 billion, focusing on three main groups: capital construction investment, equipment procurement, and information technology and digital transformation investment.

For projects carried over from 2025, the Company continues to prioritize capital allocation to complete important items, especially the land leveling project to create a 20,000 m² upstream petroleum storage yard combined with aviation fuel at Ba Ngòi and the 4,700 m² western yard foundation project, thereby promptly handing over the yard foundation to customers for goods storage and partners for petroleum storage construction.

For newly commenced projects, the focus is on investing in additional crane equipment to increase operational capacity; upgrading the port's electrical system to meet the increasing load demand and developing a green port in the coming period; investing in internal roads (N2, T2, T3) to complete the operational infrastructure, enhance connectivity, and improve production efficiency; investing in information technology and digital transformation, gradually improving the management system, enhancing operational efficiency, controlling production and business activities, and moving towards a modern, transparent, and cost-effective management model.

(Appendix II attached:) Investment plan 2026).

3. Solutions for implementing the 2026 plan

3.1 Solutions regarding markets and services, trade, and logistics

Continue to proactively and flexibly promote market development ; strengthen contact and collaboration with shippers, logistics companies, shipping lines, and partners in the supply chain to expand sources of goods. Maintain and strengthen relationships with traditional customers while focusing on attracting new customers.

Boosting commercial activities by expanding the business of petroleum products, lubricants, and greases to serve ships, equipment, and businesses in the port area; and cooperating with Quy Nhon Port to develop mechanical processing, manufacturing, and repair services to meet the maintenance and repair needs of customers.

Strengthening linkages with units within and outside the VIMC ecosystem to provide comprehensive chain services (water transport, road transport, loading and unloading, warehousing, weighing, delivery, etc.), thereby enhancing service value, increasing competitiveness, and attracting cargo sources.

3.2 Solutions regarding customer policy

Improving service quality, shortening vessel turnaround time, optimizing operational organization to increase loading and unloading productivity ; strengthening customer care, promptly understanding needs and resolving difficulties during the cargo handling process.

- Implementing flexible pricing policies tailored to different product groups and customer segments creates a competitive advantage over neighboring ports.
- We design comprehensive service packages with unique offers, reducing logistics costs for customers (waiving/reducing warehousing fees, transportation fees, and delivery consignment fees).
- Utilize a specialized customer relationship management (CRM) system to record feedback, track transaction history, and promptly address requests – enhancing customer satisfaction and long-term retention; research integration with existing software to improve management efficiency.

3.3 Technical and Technological Solutions

- Review and improve cargo handling technology processes; invest in additional large crane equipment to meet handling needs, expedite ship turnaround, and shorten cargo handling time.
- Continue to improve port management and operation software such as STOS and Eport; apply electronic signatures and digitize the entire process from ship reception, loading and unloading, cargo handling to payment – helping to improve operational efficiency, information transparency and reduce paperwork.
- Enhance regular maintenance of vehicles, equipment, and infrastructure to ensure safety throughout the operation process.
- Strictly control compliance with production safety and fire prevention regulations.

3.4 Solutions regarding corporate governance

- Review, reorganize, and restructure the organizational structure towards a streamlined, efficient system with clear functions and responsibilities among units.
- Improve the performance evaluation system using KPIs, linking it to salaries and bonuses, to increase transparency and motivate employees.
- Strengthen internal controls, improve work processes, practice cost savings, minimize intermediate procedures and risks of errors in operations.

3.5 Financial and Investment Solutions

3.4 Solutions regarding corporate governance

- Review, reorganize, and restructure the organizational structure towards a streamlined, efficient system with clear functions and responsibilities among units.
- Improve the performance evaluation system using KPIs, linking it to salaries and bonuses, to increase transparency and motivate employees.
- Strengthen internal controls, improve work processes, practice cost savings, minimize intermediate procedures and risks of errors in operations.

3.5 Financial and Investment Solutions

- Develop a proactive and flexible financial plan; tightly control costs, especially operating, maintenance, and investment costs; and optimize cash flow to improve capital efficiency.
- Prioritize the allocation of capital to urgent and highly effective projects; accelerate implementation progress and bring them into operation as soon as possible to maximize investment efficiency.
- Strengthen the mobilization of external resources, consider joint ventures and partnerships with partners and customers to reduce capital pressure, share risks, and secure supply chains.
- Proactively restructure capital and debts, ensuring financial safety, enhancing resilience, and promoting sustainable development.
- Strengthen coordination with state management agencies to promptly resolve obstacles, expedite investment procedures, and ensure the progress of project implementation.

3.6 Solutions for Human Resource Development

- Organize professional training and vocational skills development for workers, improving the quality of the workforce.
- Implement fair and transparent compensation and benefits policies, create a positive work environment, and retain talented individuals.
- Continue to review and streamline the organizational structure; improve the organizational framework. Focus on training successor personnel and regularly screen and evaluate management staff at all levels.
- Recruit high-quality personnel to replace retiring, resigning, or unqualified employees; strive to ensure that by the end of 2027, 100% of management staff meet the competency standards for their job positions.
- Promote the rotation of personnel to enhance practical capabilities; establish "soft task forces" to optimize resources; build a flexible and effective coordination mechanism between units in performing tasks.

3.7 Alternative solutions

- Strengthening environmental protection efforts and ensuring hygiene in the port area will contribute to building a green, clean, and beautiful port image, enhancing its reputation and brand.

- Building a corporate culture that is linked to social responsibility, fostering internal solidarity, and creating a friendly and professional corporate image.

- Strengthen risk management in a systemic manner, integrating risk management into all company operations to improve operational efficiency.

Effectively operate the three-tiered defense system to ensure asset security and achieve objectives.

The above is the Report on Business Results for 2025 and the Business Plan for 2026 submitted by the General Director to the Shareholders' General Meeting of the Company.

Recipient :

- As above;
- BOD, BOS;
- Archived: Documents, KTĐT.

GENERAL DIRECTOR 

Nguyen Van Thang

APPENDIX I : BUSINESS RESULTS FOR 2025 AND BUSINESS PLAN FOR 2026

Indicator	Unit	To be implemented by 2025		Plan 2026	Comparing the 2026 plan with actual 2025	
		CCR parent company	Consolidation	Parent company	Parent company	
					Increase/Decrease	%
I. Cargo throughput		4,220,097	4,220,097	4,748,000	39,903	100.95%
1. Container cargo volume	Teu					
2. Non-containerized cargo volume	Ton	4,220,097	4,220,097	4,748,000	39,903	100.9%
II. Total Revenue	Mil.đ	254,008	261,188	285,800	27,992	111.02%
1. Revenue from sales and services	Mil.đ	251,122	258,568	279,900	28,778	111.46%
2. Financial operating revenue	Mil.đ	2,848	2,582	1,900	-948	66.71%
- Interest on bank deposits	Mil.đ	1410	1500	500	-910	35.46%
- Dividends, distributed profits	Mil.đ	1,384	1028	1,400	16	101.16%
- Other revenue	Mil.đ	54	54	0	-54	0.00%
3. Other operating income	Mil.đ	38	38	200	162	526.32%
III. Total cost	Mil.đ	218,501	224,798	249,800	27,499	112.59%
1. Business operating expenses	Mil.đ	214,057	220,353	244,889	30,832	114.40%
1.1 - Cost of Goods Sold	Mil.đ	174,539	178,557	216,451	38,262	121.92%
1.2 - Business Management Costs	Mil.đ	39,518	41,796	31,919	-7,430	81.20%
2. Financial operating expenses	Mil.đ	648	648	798	150	123.15%
2.1 - Interest expense	Mil.đ	648	648	798	150	123.15%
2.2 - Other financial costs	Mil.đ				0	
3. Other operating expenses	Mil.đ	3796	3797	313	-3.483	8.25%
IV. EBITDA	Mil.đ	57,244	59,050	60,418	3,174	105.54%
V. PROFIT BEFORE TAX (II-III)	Mil.đ	35,507	36,390	36,000	493	101.39%

APPENDIX II : INVESTMENT PLAN FOR 2026

Unit: Million VND

No.	Project name	Total investment	Investment plan
	Total	132,337	76,800
A	XDCB Project	99,237	43,700
B	Equipment procurement project	29,500	29,500
C	IT Project	3,600	3,600
1	This project is a carryover from the previous year.	77,037	21,500
1.1	Construction Investment Project	77,037	21,500
-	Ba Ngòi Port Capacity Enhancement Project	53,000	But
-	Investment Project for Construction of Berth No. 2 at Ba Ngòi Port (GD92)		
-	Land reclamation project to create a site for the Ba Ngòi upstream petroleum and aviation fuel depot.	17,537	15,000
-	Western area candle project (Remaining unlevelled area)	6,500	6,500
2	The project commenced in the planned year.		55,300
2.1	Construction Investment Project	22,200	22,200
-	Port Power System Upgrade Project	8,500	8,500
-	N2 Internal Branch Road Upgrade Project	6,100	6,100
-	T2, T3 main road project	7,600	7,600
2.2	Equipment procurement project	29,500	29,500
-	Mobile crane 180 - 250T	20,000	20,000
-	60T Mobile Crane	5,500	5,500
-	4.5m3 wheel loader	2,000	2,000
-	Project on tools, equipment, and handling vehicles	2,000	2,000
2.3	IT Project	3,600	3,600
-	IT project, digital transformation equipment	3,600	3,600

No.: 174/2026/BC-CCR.HDQT

Khanh Hoa, Dated 31/03/2026

REPORT OF THE BOARD OF DIRECTORS
Re the results of operation in 2025 and the direction of operations in 2026

Respectfully to: Annual General Meeting of Shareholders 2026
of Cam Ranh Port Joint Stock Company

- *Based on the Enterprise Law, the Law amending and supplementing a number of articles of the Enterprise Law, and the guiding documents for its implementation;*
- *Based on the Securities Law No. 54/2019/QH14 and its implementing regulations in effect;*
- *Based on the Charter of Cam Ranh Port Joint Stock Company, approved by the General Meeting of Shareholders on April 15, 2024;*
- *Based on the Internal Regulations on Corporate Governance of Cam Ranh Port Joint Stock Company,*

The Board of Directors of Cam Ranh Port Joint Stock Company reports to the General Meeting of Shareholders on the results of operations in 2025 and the operational orientation for 2026, specifically as follows:

PART I
RESULTS OF OPERATIONS IN 2025
OPERATIONAL ORIENTATION FOR 2026

I. RESULTS OF THE BOARD OF DIRECTORS' OPERATIONS IN 2025

1. Board of Directors personnel structure

1.1 Board of Directors Personnel Structure

The company's Board of Directors consists of 5 members, and as of now, the members of the Board of Directors are as follows:

No.	BOD Member	Position (Independent Member, Non-Executive BOD Member)	Date of appointment / cessation of the BOD Membership / Independent BOD	
			Start date	Dismissal date
1	Mr. Do Hung Duong	Chairman of the BOD (without holding an executive position)	June 12, 2025	

2	Mr. Nguyen Van Thang	BOD Member and General Director	June 12, 2025	
3	Ms. Nguyen Thi Yen	BOD member (without holding an executive position)	June 12, 2025	
4	Mr. Nguyen Van Tai	BOD member (without holding an executive position)	June 12, 2025	
5	Mr. Luu Van Dung	Independent BOD Member	June 12, 2025	

1.2 Operating principles

The Board of Directors operates on the principles of collective leadership, individual responsibility and majority decision-making. It exercises its rights and obligations in accordance with the Company Charter, the Board's Operating Regulations, and applicable laws. BOD members are assigned specific tasks based on the principle of leveraging each member's strengths, creating collective intellectual power to fulfill the Board's responsibilities as stipulated in the regulations in the most effective way.

1.3 Organization and operation of the Board of Directors in 2025

a. Board of Directors Meeting:

In 2025, the Board of Directors held 5 regular meetings, all attended by members of the Board of Directors, the Supervisory Board, and the Board of Management, and conducted 18 written consultations with BOD Members. This included one in-person meeting on June 12, 2025 (following the Shareholders' General Meeting) to elect the Chairman of the Board of Directors for the 2025-2030 term.

No.	BOD Member	Number of Board of Directors meetings attended in person and online	Meeting attendance rate	Reasons for not participating attend the meeting
01	Mr. Do Hung Duong	04/05	80%	Not yet a member of the Board of Directors before June 12, 2025
02	Mr. Pham Huu Tan	01/05	20%	Dismissal of the BOD Member on June 12, 2025
03	Mr. Nguyen Van Thang	05/05	100%	

No.	BOD Member	Number of Board of Directors meetings attended in person and online	Meeting attendance rate	Reasons for not participating attend the meeting
04	Ms. Nguyen Thi Yen	05/05	100%	
05	Mr. Nguyen Van Tai	05/05	100%	
06	Mr. Luu Van Dung	04/05	80 %	Not yet a member of the Board of Directors before June 12, 2025
07	Ms. Nguyen Thi Minh Ngoc	01/05	20%	Dismissal of the BOD Member on June 12, 2025

The Board of Directors' meetings are meticulously prepared and conducted seriously, ensuring both time and quality, with members demonstrating a high sense of responsibility. The Board of Management and the Supervisory Board participate in discussions at all Board of Directors meetings; depending on the agenda, the Board of Directors may also invite heads of departments to attend and explain related issues.

In addition to meetings, BOD Members also regularly exchange and discuss issues that arise outside of formal meetings to jointly resolve them.

b. Resolution/ Decision of the Board of Directors

In 2025, the Board of Directors issued 18 resolutions and 31 decisions within its authority to implement the company's management and operations. These resolutions and decisions were disclosed in the 2025 Corporate Governance Report and posted on the company website: www.camranhport.vn

Resolutions and decisions of the Board of Directors are unanimously approved by a majority of the BOD Members before issuance; written consultations are conducted in accordance with the Company's Charter and relevant legal regulations. The Board of Directors has decided on the policies, strategies, and solutions for directing and managing the Company's operations through the following resolutions and decisions:

- Convene and organize the Annual General Meeting of Shareholders in 2025.
- Approve the Company's 2025 Business Production, Investment and Development Plan and BSC-KPI expenditure plan; Assign the Business Production, Investment and Development Plan and BSC-KPI targets to the Cam Ranh Port Management Units at CMS Services Joint Stock Company.
- Through contracts and transactions with related parties in 2025, the Board of Directors has the authority to decide.
- Approve the Company's actual payroll fund for 2024; Approve the Company's labor utilization plan for 2025 and its planned payroll fund for 2025.

- Approve the Internal Audit, Inspection, and Monitoring Plan for 2025 of the Internal Audit Department.

- Approval of the Green Port Development Plan for the period 2025-2030; and the Digital Transformation Plan for the period 2025-2030 of Cam Ranh Port.

- Resolutions and decisions on organizational and personnel matters: Resolution on the appointment of the Chairman of the Board of Directors for the 2025-2030 term; Decisions on adjusting the Company's organizational structure, establishing departments/divisions/centers; appointing the Representative of Cam Ranh Port in enterprises with contributed capital; policy on appointing unit heads; Decision approving the leadership and management personnel plan for the periods 2021-2026 and 2026-2031 of the Company.

- Internal governance: issued 7 regulations related to the management of operations in the areas of administration, finance, investment, human resources, and emulation and reward, specifically: regulations on organization, management, and operation; regulations on human resource management; regulations on emulation and reward; regulations on internal expenditure; regulations on investment and procurement management; regulations on contractor selection; regulations on the development and issuance of internal norms, and the issuance and management of regulations in accordance with the prescribed authority.

c. Report on related parties

The list of individuals involved in transactions between the Company and its related parties; between the Company and major shareholders, insiders, and related parties of insiders: This information has been disclosed by the Company in its 2025 Corporate Governance Report and is available at: www.camranhport.vn (the Company's website).

d. Board of Directors' oversight activities

The Board of Directors exercises comprehensive oversight of the Company's operations, focusing on the following areas:

- Direction and Management: The Board of Directors' support staff (General Affairs Department) participates in monthly briefings with the Board of Management to keep abreast of the Company's operational situation, thereby reporting and advising the Board of Directors on directions and guidance for various aspects of work that are relevant to reality ; issuing Resolutions and Decisions related to business operations (market, customers, exploitation, development of non-exploitation services, logistics, etc.), investment, personnel, organization, human resource development, and other important issues within the authority of the Board of Directors, in accordance with the Company's current regulations and laws.

- Monitoring and evaluation of implementation: Tracking and evaluating the implementation of planned targets assigned by the General Shareholders' Meeting, as well as Resolutions and Decisions of the Board of Directors; reviewing the progress and results of implementation, thereby making timely adjustments or providing guidance to the General Director.

- Monitoring compliance with laws and internal regulations: Monitoring the adherence to and compliance with the Enterprise Law, the Company Charter, and current State regulations, as well as the Company's internal governance, in the operational activities of the Board of Directors.

- Information and reports are regularly and fully provided to non-executive management members via written documents, telephone, and email to ensure unified guidance and timely decision-making, thereby supporting the Board of Directors' supervision of the General Director.

e. Board of Directors' assessment of the management team.

The Board of Directors highly appreciates the efforts of the General Management Board in implementing the 2025 business plan. Through its oversight activities, the Board of Directors notes:

- The Board of Directors has implemented the Company's production and business activities in 2025 in accordance with the objectives, directions, and guidance in the resolutions of the General Meeting of Shareholders and the Board of Directors, and in compliance with internal regulations, the Company Charter, and legal regulations; effectively fulfilling its role in risk control in business operations, the Company successfully completed all production and business plan targets in 2025. The Board of Directors has:

+ Provide full information and facilitate access for the Supervisory Board to inspect the Company's financial situation and operations.

+ Maintain effective regular meetings to discuss, implement, and evaluate work, and promptly adjust management and business solutions. Understand and respond flexibly to favorable and challenging factors in business operations.

+ Issue internal documents to effectively control all company activities and perform the role of risk control well.

+ Implement effective wage policies, improve working conditions for employees, and comply with legal regulations and the Company's charter.

+ Ensure that information is disclosed fully, accurately, transparently, and on time.

+ Collaborate closely with the Board of Directors and strictly adhere to corporate governance regulations.

- The management team has performed its assigned functions and duties well, advising the General Director on the efficient use of resources, organizing the implementation of plans, and ensuring benefits for all stakeholders.

- The representatives of Cam Ranh Port's capital stake in its subsidiaries and affiliated companies have essentially completed their tasks and complied with regulations.

- The workforce has united and strived to successfully complete their tasks, contributing to the overall success of the company.

2. Reviewing the implementation of the AGM Resolution 2025

Based on the projected business plan for 2025, the Board of Directors issued Resolution No. 166/2025/NQ.HĐQT dated April 6, 2025, assigning BSC-KPI and KRI targets to the General Director of the Company.

In accordance with Resolution No. 01/2025/NQ-CCR.DHĐCĐ dated June 12, 2025, of the Annual General Meeting of Shareholders 2025, the Board of Directors issued Resolution No. 364/2025/NQ-CCR.HĐQT dated June 30, 2025, to implement the Resolution of the General Meeting of Shareholders. The Board of Directors is directed to vigorously implement the contents of the resolution in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, the Operating Regulations of the Board of Directors, and current legal regulations. It

assigns BSC-KPI targets to each member of the Board of Directors according to their respective areas of responsibility, and specifically assigns members to direct, support, and supervise the Board of Management to ensure the achievement of the Resolution's objectives.

The Board of Directors promptly addressed emerging issues within its authority, facilitating the General Director's operational activities in market and customer relations, expanding business operations beyond port operations, investment, and organizational restructuring... The results of implementing the 2025 General Meeting of Shareholders' Resolution are as follows:

a. Business results for 2025

- Achieve production and business targets.

No.	Target	Unit	Plan 2025	Act.2025 (Financial Statements)	% Compare	
					Act.2024	Plan2025
I	Consolidation					
1	HTQ output	Ton	2,650,000	4,220,097	174.67%	159.25%
2	Revenue	Million VND	198,000	261,188	145.76%	131.91%
3	Profit before tax	Million VND	23,500	36,390	171.42%	154.85%
II	Parent company					
4	Revenue	Million VND	189,000	254,008	147.73%	134.40%
5	Profit before tax	Million VND	22,500	35,506	173.42%	157.80%

- Investment completion results by 2025

N o.	Project/Constru ction Name	Scale	Investm ent plan for 2025 (million VND)	Disburse ment status (million VND)	Volum e comple ted	Plan complet ion rate
1	Investment in Construction Capital		24,000	6,253		
1. 1	Project to enhance the operational capacity of the Ba Ngoi port (Investment preparation phase) - (Continued from 2023)	Upgrading berth 2 to 70,000 DWT reduces cargo load.	0	0	0	0%

N o.	Project/Construction Name	Scale	Investment plan for 2025 (million VND)	Disbursement status (million VND)	Volume completed	Plan completion rate
1.3	Land reclamation project to create a storage area for the Ba Ngòi upstream petroleum and aviation fuel depot (Continued from 2024)	Leveling 2 hectares	15,000	0	0	0%
1.4	Cam Ranh Port West Shore Land Development Project (Phase 2)	Leveling 0.8 hectares	5,000	4,390	100%	88%
1.5	Main road T1 drainage system	800m	2,000	1,863	100%	93%
1.6	Investment in the construction of Berth No. 2 at Ba Ngòi Port (Phase 2)	10.3 hectares	2,000	0	0%	0%
2	Equipment shopping		20,673	11,868		
2.1	Digital Transformation Equipment and Tools Project (Continued from 2024)	System/Software/Equipment	1,568	0,869	33%	55%
2.2	Project on tools, equipment, and handling vehicles (Continued from 2024)	Based on production and business needs for purchasing and manufacturing.	1,605	1,033	100%	64%

N o.	Project/Construction Name	Scale	Investment plan for 2025 (million VND)	Disbursement status (million VND)	Volume completed	Plan completion rate
2. 3	Mobile cranes – lifting capacity over 180 tons. (According to Resolution of the Board of Directors: 397/2025/NQ-CCR.HĐQT: added to the 2025 investment plan)	1 piece	10,000	9,966	100%	100%
2. 4	40T fixed crane	40T electric crane	7,500	0	0	0%
3	Project outside of the plan			1,478		
3. 1	100T weighing station (off-plan)	100T Electronic Scale	0	1,478	100%	
	Total		44,673	19,599		

- Achieve financial targets.

Target	Unit	Consolidated Financial Statements 2025	CCR Financial Statements 2025
1. Total Assets	Bil. VND	353.26	346.45
2. Liabilities	Bil. VND	60.72	59.74
3. Equity	Bil. VND	292.54	286.71
4. Net profit after tax / Total assets (ROA)	%	8.1%	8.1%
5. Net profit after tax/Equity (ROE)	%	9.8%	9.8%
6. Total liabilities/Equity	Time	20.8%	20.8%
7. Solvency ratio (Current assets/ Current liabilities)	Time	1.57	2

Evaluate:

The year 2025 marked a remarkable breakthrough for the Vietnamese economy, with GDP growth reaching 8.02%, creating a stable macroeconomic foundation and strong confidence for investors. In particular, the government's decisive directives to accelerate the completion of key national projects and the disbursement of public investment strongly boosted the demand for construction materials nationwide. Benefiting directly from this infrastructure boom, Cam Ranh Port also achieved impressive results in key performance indicators.

+ Regarding throughput: The volume of goods handled has recorded a dramatic increase, reaching 4.22 million tons/year. The strongest growth was in the domestic goods group, with construction stone playing a "backbone" role, reaching over 2.35 million tons (an increase of 214.8%); cement, concrete components, and steel also recorded impressive growth rates of over 100%. For the import and export group, wood chips continued to maintain stability at over 861,326 tons, while exports and imports of stone decreased slightly as customers prioritized resources for the domestic market. This structural change not only optimizes berth utilization capacity but also demonstrates Cam Ranh Port's flexible adaptability to market and customer fluctuations.

+ Regarding revenue: Total consolidated revenue reached VND 261.19 billion, reaching 145.76%. Holding company revenue amounted to VND 254.01 billion, reaching 134.4%, of this, loading and unloading revenue was VND 131.92 billion, reaching 164.6% of the plan and accounting for the highest proportion (51.94%); petroleum business revenue: VND 48.862 billion, reaching 108.2% of the plan; inland waterway terminal revenue: VND 1.566 billion, reaching 92.2% of the plan; and non-loading revenue reached VND 71.638 billion, reaching 115.62 % of the plan. In 2025, revenue management achieved positive results, reflecting the shift in service structure in line with the orientation of focusing on core business segments. This result, along with the stable growth of supporting service segments, has contributed to strengthening financial capacity and creating a stable cash flow for the Company's operations.

+ Regarding costs: In the context of a surge in cargo volume, maintaining the cost-to-revenue ratio at 86% (a 2% decrease compared to the plan) reflects efforts to control quotas and optimize operational efficiency. This result demonstrates the effectiveness in managing variable operating costs, ensuring that revenue growth exceeds cost growth. This is an important basis for the Company to maintain stable profit margins and enhance its competitiveness in port operations.

+ Regarding pre-tax profit: it reached VND 36.309 billion, recording an impressive growth of 71.42% compared to 2024 and exceeding the plan by 54.85%.

The impressive results in key business performance indicators in 2025 demonstrate the Board of Directors' astute strategic direction, the Board of Management's decisive and flexible management and operation, and the collective spirit and efforts of the staff to overcome difficulties. Proactively seizing opportunities from the wave of infrastructure investment and shifting the focus of its product portfolio has helped the company establish new growth milestones. This is proof of the company's internal strength and unity in optimizing resources, affirming its position and creating a solid foundation for the sustainable development strategy of Cam Ranh Port in the coming years of the 2025-2030 term.

b. Allocation of funds and dividend distribution for 2024

- The company has fully allocated funds for the following : the Bonus Fund , the Welfare Fund , and the Management Board Bonus Fund for 2024, in accordance with the regulations approved by the 2025 Annual General Meeting of Shareholders

- Regarding the payment of dividends for 2024 : Based on the Resolution of the Annual General Meeting of Shareholders in 2025 , the Board of Directors has paid dividends for 2024 at the rate approved by the General Meeting of Shareholders, which is 5 % per share; Dividend payment method: in cash , the record date for payment is August 18, 2025. The payment date is August 29 , 2025 (Resolution No. 428/2025/NQ-CCR.HĐQT dated July 24, 2025). The total amount of dividends paid to shareholders of Cam Ranh Port for the year 2024 is 12,226,809,000 VND.

c. Paying salaries and remuneration to the Board of Directors and the Supervisory Board.

In 2025, the Company paid salaries and remuneration to the Board of Directors and the Supervisory Board in accordance with regulations.

- The salary fund for the full-time Chairman of the Board of Directors in 2025 is VND 513,216,000 (*Five hundred thirteen million two hundred sixteen thousand dong*).

- The remuneration fund paid to the Chairman of the Board of Directors, BOD Members, and Non-Executive Supervisory Board in 2025 was VND 561,888,000 (*Five hundred sixty-one million eight hundred eighty-eight thousand dong*).

In there:

The total remuneration paid to the Board of Directors members was VND 366,048,000 (*Three hundred sixty-six million forty-eight thousand dong*).

The total remuneration paid to the members of the Supervisory Board is VND 195,840,000 (*One hundred ninety-five million eight hundred forty thousand dong*).

d. Regarding the selection of the auditing firm for the 2025 financial statements.

Acting on the authorization of the General Meeting of Shareholders, the Board of Directors has selected UHY Auditing and Consulting Company Limited as the auditing firm to review the separate and consolidated financial statements for the first six months of the year and the 2025 financial statements of Cam Ranh Port Joint Stock Company.

d. Directing the development of a strategy for Cam Ranh Port in accordance with the direction of the 2025 Annual General Meeting.

With a proactive and responsible approach to meeting the expectations of our esteemed shareholders, in 2025, the Board of Directors closely supervised the planning and officially approved the Cam Ranh Port Development Strategy for the period 2026-2030, with a vision to 2035. This is a proactive preparatory step to concretize the Company's development roadmap with the following key contents:

- Re-evaluating sustainable growth targets: The Board of Directors directed the Executive Board to seriously assess the results of 2025 to serve as a basis for recalculating output, revenue, and profit targets for the entire period. Based on an

objective analysis of the global and Vietnamese economic landscape and the trend of cargo flow shifts in the Central and Central Highlands regions, the Board of Directors established an average growth target of 10% or more for the period 2025-2030. This is a realistic figure, reflecting the company's determination to maintain stable and long-term growth.

- Focusing resources and realizing goals: The Board of Directors has decided not to invest in a scattered manner but to prioritize capital in core infrastructure items such as upgrading the capacity of the Ba Ngòi port and modernizing loading and unloading equipment. This is a practical action to enhance competitiveness, create a solid foundation to achieve the set average growth rate, and be ready to respond to market fluctuations.

The Board of Directors reports to the General Meeting of Shareholders on the above strategic adjustments. All changes ensure adherence to the approved general direction and are based on practical assessments, with the ultimate goal of ensuring the sustainable development of Cam Ranh Port and increasing long-term benefits for shareholders.

4. Independent BOD Members' activities and the results of independent BOD Members' evaluations of the BOD's performance.

a. Activities of Independent BOD Members

In 2025, independent BOD Members Ms. Nguyen Thi Minh Ngoc (active until before June 12, 2025) and Mr. Luu Van Dung (active from June 12, 2025) participated in 100% of Board meetings and consultations, contributing to the Company's important policies and decisions regarding organizational structure, digital transformation, personnel, business, investment, market, and customers.

The independent BOD Members have performed their duties in accordance with the law and the Company's Charter with care, dedication, and a high sense of responsibility. Their opinions on issues put to a vote in the Board are objective, constructive, independent, and aimed at the stability and development of the Company.

b. Evaluation by the Independent BOD Member

In 2025, the company proactively seized favorable market conditions to boost production and revenue growth. Exceeding the targets set in the General Shareholders' Meeting Resolution, with breakthrough growth in all key indicators such as production volume (4.2 million tons), revenue, and especially profit (73.4% growth), demonstrated the clear effectiveness of cost management and the flexible adaptability of the management team. This positive business result not only strengthened internal financial capacity but also ensured good shareholder benefits, creating a stable foundation for future development plans.

The Board of Directors has worked with a sense of responsibility and transparency, strictly adhering to the provisions of the Law and the Company's Charter. The Board of Directors has fully performed its function as the owner's representative in supervising operational activities, providing appropriate direction, and promptly directing the efficient use of resources to successfully complete assigned tasks.

In addition to its management functions, the Board of Directors has closely collaborated with the Board of Management to seek solutions to boost business,

implementing many decisive policies in supervision to ensure maximum benefits for the Company and its shareholders. The close alignment between the Board of Directors' strategic direction and the Board of Management's execution capabilities in 2025 is the solid foundation for the Company to confidently embrace a new phase of breakthrough growth from 2026 to 2030.

II. BOARD OF DIRECTORS' OPERATION PLAN FOR 2026

In 2026, while the global economy is projected to slow down (around 2.6-3.1%) due to the impact of the Middle East war, prolonged geopolitical conflicts, and trade risks, Vietnam's economy faces a strong breakthrough opportunity with a GDP target of 7.5% thanks to a wave of FDI and decisive institutional reforms. This context presents Cam Ranh Port with challenges in managing operating costs due to the prolonged instability of fuel prices, but at the same time opens up many opportunities from the recovery of the real estate market and stable domestic demand. For Cam Ranh Port, this context is both a pressure to manage costs and a golden opportunity to affirm its role as a gateway port connecting logistics, meeting the increasing demand for goods circulation from the market, and transforming external challenges into real growth drivers.

Building on the momentum of breakthroughs in 2025, the Board of Directors, the General Management Board, and all employees of the Company are determined to work together, innovate management, improve production and business efficiency, and strongly promote investment and innovation. With the highest level of proactiveness and responsibility to shareholders, the Company aims to excellently fulfill the targets set by the General Meeting of Shareholders, focusing on the following key plans and directions:

1. Business performance indicators

The Board of Directors unanimously agreed on several key targets in the 2026 business plan, which will be reported and submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval, including the following targets:

Target	Unit	Plan 2026
I. Consolidation		
1. Output	Ton	4,748,000
2. Revenue	Mil.VND	295,800
3. Profit before tax	Mil.VND	37,200
II. Parent company		
1. Revenue	Mil.VND	285,800
2. Profit before tax	Mil.VND	36,000
3. Dividends paid	%	7.5%

2. Investment plan

The Board of Directors approved the 2026 investment plan (Resolution No. 07/2026/NQ-CCR.HDQT dated January 5, 2026) in accordance with the authority stipulated in the Company's Charter, to direct the General Director to promptly

implement key projects on infrastructure investment, vehicles, equipment, and digital transformation, specifically:

(Unit: Million VND)

No.	Project name	Total amount invest	Plan invest
	Total	132,337	76,800
A	Basic construction Project	99,237	43,700
B	Equipment procurement project	29,500	29,500
C	IT Project	3,600	3,600
1	This project is a carryover from the previous year.	77,037	21,500
1.1	<i>Basic Construction Investment Project</i>	77,037	21,500
-	Ba Ngoi Port Capacity Enhancement Project	53,000	-
-	Investment Project for the Construction of Berth No. 2 at Ba Ngòi Port (Phase 2)		
-	Land reclamation project to create a site for the Ba Ngoi upstream petroleum and aviation fuel depot.	17,537	15,000
-	Western area project (remaining unlevelled area)	6,500	6,500
2	The project commenced in the planned year.		55,300
2.1	<i>Construction Investment Project</i>	22,200	22,200
-	Port Power System Upgrade Project	8,500	8,500
-	N2 Internal Branch Road Upgrade Project	6,100	6,100
-	T2, T3 main road project	7,600	7,600
2.2	<i>Equipment procurement project</i>	29,500	29,500
-	Mobile crane 180 - 250T	20,000	20,000
-	60T Mobile Crane	5,500	5,500
-	4.5m3 wheel loader	2,000	2,000
-	Project on tools, equipment, and handling vehicles	2,000	2,000
2.3	<i>IT Project</i>	3,600	3,600
-	IT project, digital transformation equipment	3,600	3,600

3. Solutions for completing the plan

a. Directing growth targets and flexible sourcing: The Board of Directors focuses all resources on ensuring the successful completion of key production and business targets (output, revenue, profit). The main focus is maintaining the growth momentum of domestic goods serving national infrastructure development, while proactively developing scenarios to respond to the downward trend of import and export goods and sharing the volume of traditional goods from the intense competition among ports in the region. The Board directs research into breakthrough incentive policies to attract new high-value-added goods. In particular, it focuses on effectively implementing and developing a " model" for connecting supply chain and logistics services within the VIMC ecosystem, aiming to maximize synergistic advantages and sustainably diversify revenue sources.

b. Decisive direction of investment to meet development goals: The Board of Directors identifies investment and development as a strategic leverage to enhance

competitiveness and ensure sustainable growth. The Board of Directors has focused on decisive direction from the beginning of the year through Resolution No. 07/NQ-CCR.HDQT approving the investment plan of Cam Ranh Port for 2026, directing the General Director to implement key projects with the utmost urgency:

- Focus on completing and promptly putting into operation transitional projects such as the Ba Ngoi upstream petroleum and aviation fuel depot site leveling project and the western site leveling project (the remaining unlevelled area). These are crucial items for expanding logistics space and increasing the value of warehousing services for customers.

- Addressing the bottleneck in port capacity, with particular priority given to expediting investment procedures to soon commence the Ba Ngoi Port Capacity Enhancement Project, is crucial. This is identified as the most important link in resolving the bottleneck in ship receiving capacity, creating a direct impetus for a breakthrough in cargo throughput at the port in the coming years.

- Directing the acceleration of investment in high-capacity handling equipment (mobile bridges, wheel loaders) to improve ship turnaround efficiency. Simultaneously, focusing on upgrading the port's electrical system and internal transportation routes. Promoting investment in information technology systems and digital transformation equipment to realize the goal of smart and modern port management in accordance with the Cam Ranh Port Digital Transformation Plan for the period 2025-2030 approved by the Board of Directors.

c. Risk management and cost-saving practices in the face of global fluctuations: Given the prolonged conflict in the Middle East and geopolitical instability directly increasing costs, the Board of Directors has directed the proactive implementation of decisive cost management and defensive measures:

- Develop market forecasting and essential supply contingency plans to minimize the impact of global supply chain disruptions; flexibly manage service pricing policies to share cost burdens with customers, while ensuring the protection of target profit margins and sustainable shareholder interests.

- Provide decisive direction for reviewing, developing, and strictly managing the system of economic and technical norms in all stages of exploitation. Focus on optimizing operating processes to reduce fuel and energy consumption norms per unit of output.

- Eliminate non-value-adding processes by thoroughly reviewing production and management procedures to identify and remove redundant steps and intermediate procedures that increase costs without adding value. This is a key solution for streamlining the organization and optimizing operating costs.

d. Enhancing internal governance capacity with guiding directives:

- Improve the internal management system: Focus on comprehensively reviewing and updating the internal regulations system in a way that strengthens decentralization and delegation of authority, creating maximum autonomy for the management apparatus, linking authority with transparent accountability, and ensuring that all management decisions are geared towards overall efficiency and comply with legal regulations.

- Enhancing the quality of key personnel: The Board of Directors will resolutely strengthen the leadership team at the Company and its member units (CMS). The Board prioritizes selecting and training capable personnel with practical skills,

innovative thinking, and a willingness to take responsibility to fill key positions, ensuring continuity, stability, and dynamism in production and business operations.

- Flexible compensation policies to attract and retain talent: Implement a modern human resource management system with flexible salary, bonus, and benefits policies that are close to market standards; build innovative compensation mechanisms to create strong motivation for the team that directly generates revenue, retain talent, and attract high-quality resources to serve the sustainable development strategy.

e. **Strengthening risk control capabilities:** Directing the effective operation of the "Three-tiered defense system" model to effectively control risks and protect shareholders' capital and assets. The Board of Directors requires the complete implementation of solutions to address the recommendations of specialized inspection teams, ensuring that all business activities comply with legal regulations and are transparent and open.

Building on the breakthrough achievements of 2025, with the spirit of unity, creative thinking, and high determination of the Board of Directors, the Board of Management, and all employees, the Board of Directors is confident that 2026 will be a year of continued strong growth for Cam Ranh Port. We are committed to focusing all resources to excellently achieve the strategic goals entrusted by the General Meeting of Shareholders, ensuring the sustainable, long-term development of the Company and continuously increasing the value and benefits for our esteemed shareholders.

The above is the report of the Board of Directors, respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

**O/B OF BOARD OF DIRECTORS
CHAIRMAN**

A handwritten signature in black ink is written over a red circular stamp. The stamp contains the text "M.S.D.N: 4200272350", "CÔNG TY CỔ PHẦN CẢNG CAM RANH", and "TRẦN LINH - T. KHÁNH HÒA".

Do Hung Duong

**CAM RANH PORT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 175/TTr - CCR.HĐQT

Khanh Hoa, Dated 31/03/2026

PROPOSAL

Regarding the approval of salaries and remuneration for the Board of Directors and Supervisory Board in 2025 and propose the remuneration levels for the Board of Directors and the Supervisory Board in 2026 of Cam Ranh Port Joint Stock Company

Respectfully to: Annual General Meeting of Shareholders 2026
of Cam Ranh Port Joint Stock Company

Pursuant to:

- *Based on the Enterprise Law, the Law amending and supplementing a number of articles of the Enterprise Law, and the guiding documents for its implementation;*
- *Based on the Charter of Cam Ranh Port Joint Stock Company, approved by the General Meeting of Shareholders on April 15, 2024;*
- *Based on Resolution No. 01/NQ-CCR.HĐQT dated June 12, 2025, of the General Meeting of Shareholders approving the planned salary and remuneration levels for 2025 of the Board of Directors and the Supervisory Board of Cam Ranh Port Joint Stock Company;*
- *Based on the business performance results for 2025 and the business plan for 2026 of Cam Ranh Port Joint Stock Company;*

The Board of Directors of Cam Ranh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the salaries and remuneration for the Board of Directors and Supervisory Board for 2025; and the planned remuneration for the Board of Directors and Supervisory Board for 2026 of Cam Ranh Port Joint Stock Company, specifically as follows:

I. Approve the salary and remuneration fund for the Board of Directors and the Supervisory Board for the year 2025.

- The salary fund for the full-time Chairman of the Board of Directors in 2025 is VND **513,216,000** (*Five hundred thirteen million two hundred sixteen thousand Dong*).
- The remuneration fund paid to the Chairman of the Board of Directors, Board Members, and Supervisory Board in 2025 was VND **561,888,000** (*Five hundred sixty-one million eight hundred eighty-eight thousand Dong*).

In there:



The total remuneration paid to the Board of Directors members was VND **366,048,000** (*Three hundred sixty-six million forty-eight thousand Dong*).

The total remuneration paid to the members of the Supervisory Board is VND **195,840,000** (*One hundred ninety-five million eight hundred forty thousand Dong*).

2. Proposed remuneration for the Board of Directors and Supervisory Board in 2026

Based on the 2026 business plan, the company's revenue and profit targets are expected to continue to grow at an average rate of 12-15%. In addition, the management, direction, and supervision of business operations are becoming increasingly challenging for the Board of Directors and the Supervisory Board.

To ensure that the remuneration is commensurate with the responsibilities and workload of the Board of Directors and the Supervisory Board of the Company, the Board of Directors of Cam Ranh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders the remuneration levels for members of the Board of Directors and the Supervisory Board for the year 2026 as follows:

No.	Title	Remuneration
01	Chairman of the Board of Directors	20,000,000 VND/person/month
02	BOD member / Independent Member	10,000,000 VND/person/month
03	Head of the Supervisory Board	10,000,000 VND/person/month
04	Member of the Supervisory Board	7,000,000 VND/person/month

The total planned remuneration fund for the Board of Directors and Supervisory Board in 2026 is VND **1,008,000,000** (*One billion eight million Dong*).

The Board of Directors of Cam Ranh Port Joint Stock Company respectfully submits this to the General Meeting of Shareholders for approval .

Best regards./.

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Archived: Documents, C.G Officer.

**O/B BY BOARD OF DIRECTORS
CHAIRMAN**



Do Hung Duong

SALARY AND REMUNERATION PAYMENT TABLE FOR BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS IN 2025

(Attached to Proposal No. 175/TTr-CCR.HDQT, dated 31/3/2026)

No.	Full name	Title	Time	Average monthly fee for completed projects (million VND)	Number of months	Total payroll budget for 2025 (million VND)	Total remuneration for 2025 (million VND)
I Board of Directors							366,048
1	Pham Huu Tan	Chairman of the BOD	From 01-06/2025		06	513,216	
2	Do Hung Duong	Chairman of the BOD	From 12/6-12/2025	11,088	6.6		66,528
3	Nguyen Van Thang	Member of BOD	From 01-12/2025	6.24	12		74.88
4	Nguyen Thi Yen	Member of BOD	From 01-12/2025	6.24	12		74.88
5	Nguyen Van Tai	Member of BOD	From 01-12/2025	6.24	12		74.88
6	Nguyen Thi Minh Ngoc	Independent Member of BOD	From 01 – 12/6/2025		5.4		33,696
7	Luu Van Dung	Independent Member of BOD	From 12/6-12/2025		6.6		41,184
II Supervisory Board							195.84
1	Nguyen Thi Hien	Head of the Supervisory Board	From 01 – 12/6/2025	6.24	5.4		33,696
2	Hoang Viet	Head of the Supervisory Board	From 12/6-12/2025	6.24	6.6		41,184



3	Bui Thi Ngoc Luong	Supervisory Board Member	From 01-12/2025	5.04	12		60.48
4	Tran Thi Thanh Thuy	Supervisory Board Member	From 01-12/2025	5.04	12		60.48



**CAM RANH PORT
JOINT STOCK
COMPANY**

No.: 176/2026/TTr-CCR.BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, March 31, 2026

PROPOSAL

Regarding the selection of an auditor for the 2026 financial statements.

Respectfully to: Annual General Meeting of Shareholders 2026
of Cam Ranh Port Joint Stock Company

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Charter of Cam Ranh Port Joint Stock Company was approved by the General Meeting of Shareholders on April 15, 2024.*

In exercising the powers and obligations stipulated in the Company Charter and the provisions of the Law, the Supervisory Board of Cam Ranh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to audit the 2026 financial statements of Cam Ranh Port Joint Stock Company as follows:

1. Criteria for selecting an auditing firm

- As a reputable and trusted independent auditing firm, we are relied upon by many public companies and have a team of highly qualified and experienced auditors.
- As a legally operating entity in Vietnam, it is included in the list of qualified auditing firms published annually by the Ministry of Finance.
- The audit fee is reasonable and commensurate with the content, quality, and timeline of the Company's audit. A leading audit firm from the list of qualified audit firms published annually by the Ministry of Finance will be selected to conduct the audit and review of the Company's 2026 financial statements.

2. List of recommended auditing firms

The Supervisory Board of Cam Ranh Port Joint Stock Company proposes a list of 04 independent auditing firms that meet the selection criteria mentioned above:

- AASC Auditing Firm Co., Ltd.
- A&C Auditing and Consulting Company Limited;

- UHY Auditing and Consulting Company Limited;
- Deloitte Vietnam Audit Company Limited.

The Supervisory Board of Cam Ranh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the proposed selection criteria and the list of auditing firms mentioned above, and authorizes the Board of Directors to decide on the selection of an auditing firm to review the semi-annual financial statements and audit the 2026 financial statements of Cam Ranh Port Joint Stock Company, ensuring quality, efficiency, and reasonable costs in accordance with the law.

The Supervisory Board respectfully submits this to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- General Shareholders' Meeting;
- Board of Directors, Supervisory Board;
- Archived: Documents, C.G Officer.

**O/B OF BOARD OF SUPERVISORS
PREFECT**

(signed)

Hoang Viet