

No: 01/2026/NQ-DHDCD

Nghe An, April 14, 2026

**RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NGHE TINH PORT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Nghe Tinh Port Joint Stock Company ("Nghe Tinh Port");

Pursuant to the Working Regulations at the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port;

Pursuant to the Election Regulations at the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port;

Pursuant to the Minutes of the Annual General Meeting of Shareholders of Nghe Tinh Port (the "General Meeting") dated April 14, 2026; and the Minutes of Ballot Counting for the election of members of the BOD and members of the SB of Nghe Tinh Port for the 2025-2030 term;

HEREBY RESOLVES:

Article 1. Approval of the 2025 Audited Financial Statements

On February 11, 2026, UHY Auditing and Consulting Co., Ltd. issued the Independent Auditor's Report on the 2025 financial statements of Nghe Tinh Port Joint Stock Company, with an unqualified opinion (clean opinion).

(Attached are the 2025 audited financial statements).

Article 2. Approval of the 2025 Profit Distribution Plan

The plan for distributing and appropriating funds from profit after tax and paying dividends in 2025 is as follows:

No.	INDICATORS	AMOUNT (VND)	RATE (%)
1	Profit after tax in 2025	24,662,025,241	
2	Exchange rate difference due to year-end revaluation	4,314,859	
3	Distributable profit after tax	24,657,710,382	

No.	INDICATORS	AMOUNT (VND)	RATE (%)
4	Appropriation to Investment and Development Fund	4,464,517,391	18.11
5	Appropriation to Bonus and Welfare Fund	5,654,012,991	22.93
6	Appropriation to Managers' Bonus Fund	553,000,000	2.24
7	Profit after tax for dividend payment (650 VND/share)	13,986,180,000	56.72
8	Undistributed retained earnings	4,314,859	

Article 3. Approval of the Business, Investment, and Dividend Plan for 2026 as follows:

1. Regarding the Business and Production Plan

No.	Item	Unit	2026 Plan
1	Total throughput	Tons	4,150,000
3	Revenue	Million VND	284,152
4	Profit before tax	Million VND	22,500
5	Dividend	VND/share	550

2. Regarding the Investment Plan

(Unit: Million VND)

No.	Project Name	Total Investment	2026 Capital Plan
	Total	70,398	70,038
	Capital Construction (CC) Investment Projects	63,898	63,898
	Equipment Procurement Projects	4,700	4,700
	Digital Transformation Projects	1,800	1,440
1	Transitional projects from the previous year	43,198	42,838
1.1	CC Investment Projects	41,398	41,398
1.1.1	Study on investment in upgrading Cua Lo Port	398	398

No.	Project Name	Total Investment	2026 Capital Plan
1.1.2	Project: Investment in Warehouse No. 5 at Cua Lo Port (Area: 7,700 m2)	41,000	41,000
1.2	Digital Transformation Projects	1,800	1,440
1.2.1	Upgrading BRAVO 10 Software (ERP)	1,800	1,440
2	Newly commenced projects in the planned year	27,200	27,200
2.1	CC Investment Projects	22,500	22,500
2.1.1	Project: Investment in upgrading the internal yard road of Cua Lo Port (Area: 17,000 m2)	15,000	15,000
2.1.2	Repair and renovation of Warehouse No. 1, Ben Thuy Stevedoring Enterprise	7,500	7,500
2.2	Equipment Procurement Projects	4,700	4,700
2.2.1	Water sprinkler truck	900	900
2.2.2	Investment in 01 wheeled excavator	3,300	3,300
2.2.3	Investment in 01 50 KVA generator	500	500

Article 4. Approval of the Total remuneration and salary of the Board of Directors and Supervisory Board in 2025 and the Remuneration and salary plan for 2026.

1. Salary and remuneration of the Board of Directors (BOD) and Supervisory Board in 2025:

1.1. Salary of the full-time Chairman of the BOD:

- Planned salary: 684,000,000 VND
- Salary proposed for AGM approval: 847,584,000 VND (Eight hundred and forty-seven million, five hundred and eighty-four thousand dong).

1.2. Remuneration of the BOD and Supervisory Board:

- Total planned remuneration: 564,000,000 VND, of which:
 - + Remuneration of the BOD: 312,000,000 VND
 - + Remuneration of the Supervisory Board: 252,000,000 VND
- Total remuneration paid by the Company and proposed for AGM approval is: 564,000,000 VND (Five hundred and sixty-four million dong), of which:

+ Remuneration of the BOD: 312,000,000 VND

+ Remuneration of the Supervisory Board: 252,000,000 VND

2. Salary and remuneration plan of the BOD and Supervisory Board in 2026:

2.1. Salary of the full-time Chairman of the BOD:

Planned salary: 777,600,000 VND (Seven hundred and seventy-seven million, six hundred thousand dong).

2.2. Remuneration of the BOD and Supervisory Board:

The total planned remuneration for 2026 is 564,000,000 VND (Five hundred and sixty-four million dong), specifically:

- Remuneration of the BOD: 312,000,000 VND

+ Full-time Chairman of the BOD: No remuneration

+ BOD Members: 6,500,000 VND/person/month

- Remuneration of the Supervisory Board: 252,000,000 VND

+ Head of the Supervisory Board: 8,000,000 VND/person/month

+ Members of the Supervisory Board: 6,500,000 VND/person/month

Article 5. Approval of the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.

Article 6. Approval of the update and supplementation of the Company's business lines at Clause 1, Article 5 – "Business lines of the Company" in the Charter of Nghe Tinh Port Joint Stock Company, in accordance with current legal regulations.

Article 7. Regarding personnel matters at the General Meeting:

1. Approving the dismissal, discharge, and supplementary election of members of the Board of Directors and members of the Supervisory Board of Nghe Tinh Port for the 2025 - 2030 term.
2. Approving the number, structure, standards, and conditions for members of the Board of Directors and members of the Supervisory Board for the 2025-2030 term.

3. Election results:

3.1. Election results for members of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term:

- Mr. Do Tien Duc was elected with 20,787,960 votes, reaching 100.21%.

- Mr. Nguyen Tuan Anh was elected with 20,698,960 votes, reaching 99.79%.

3.2. Election results for members of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term:

Ms. Nguyen Thi Ha Trang was elected with 20,743,460 votes, reaching 100%.

3.3. Election results for the position of Chairman of the BOD for the 2025 - 2030 term:

Mr. Do Tien Duc was elected to the position of Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term.

Article 8. Approval of the Reports of the Board of Directors and the Supervisory Board

1. Report on the activities of the BOD of Nghe Tinh Port regarding the 2025 performance results and the 2026 operational plan.

2. Report of the General Director of Nghe Tinh Port on the business, production, and investment plan in 2025 and the planned tasks for 2026.

3. Assessment report of the Independent BOD Member in 2025.

4. Report of the Supervisory Board on the results of monitoring business and production activities, the BOD, and the General Director in 2025 of Nghe Tinh Port JSC.

5. Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.

Article 9. Approval of the List of auditing firms for the 2026 Financial Statements

1. Principles for selecting an independent auditing firm:

a. Being a reputable and branded independent auditing firm trusted by many public companies, with a team of highly qualified and experienced auditors;

b. Being a legally operating company in Vietnam and approved by the State Securities Commission to audit public interest entities; selecting a leading auditing firm from the list of qualified auditing firms published annually by the Ministry of Finance to conduct the audit and review of the 2026 Financial Statements of Nghe Tinh Port JSC.

c. Offering reasonable audit fees suitable for the content, quality, and audit progress of Nghe Tinh Port JSC.

d. Providing free training courses on finance, accounting, and taxation for Nghe Tinh Port JSC.

2. List of proposed auditing firms:

+ Deloitte Vietnam Audit Company Limited.

- + AASC Auditing Firm Company Limited.
- + A&C Auditing and Consulting Company Limited.
- + UHY Auditing and Consulting Company Limited.

3. The Meeting unanimously authorizes the Company's Board of Directors to select a reputable independent auditing firm, ensuring compliance with current legal regulations.

Article 10. Implementation Provisions

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company and takes effect from April 14, 2026.

The Meeting unanimously assigns the Board of Directors of Nghe Tinh Port to organize the implementation of the contents of this Resolution of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

Recipients:

- Shareholders of Nghe Tinh Port (via Website);
- SSC, HNX (for information disclosure);
- BOD, Supervisory Board of Nghe Tinh Port (for implementation);
- Board of Management;
- Heads of Departments/Directors of Units;
- Archived: Clerical office, Person in charge of corporate governance.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS

THE CHAIRPERSON



CHAIRMAN OF THE BOD

Le Doan Long

Nghe An, April 14, 2026

**MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF NGHE TINH PORT JOINT STOCK COMPANY**

ENTERPRISE INFORMATION:

- Enterprise Name: Nghe Tinh Port Joint Stock Company
- Enterprise Registration Certificate, Code: 2900325068, initially issued by the Department of Planning and Investment of Nghe An Province on December 31, 2009, registered for the 6th amendment and re-issuance on April 2, 2026.
- Head office address: No. 10 Truong Thi Street, Truong Vinh Ward, Nghe An Province.

**A. TIME, VENUE, AND ATTENDEES OF THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS ("THE MEETING")**

- Time: 7:30 AM, April 14, 2026.
- Venue: Dai Hue Palace Hall, No. 02 Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province.
- Attendees:

1. Shareholders according to the List of Shareholders of Nghe Tinh Port Joint Stock Company finalized on the record date of March 12, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

2. Members of the Board of Directors (BOD); Members of the Supervisory Board; Board of Management; Chairman of the Trade Union of Nghe Tinh Port.

3. Guests of Nghe Tinh Port Joint Stock Company.

**B. OPENING OF THE MEETING, REPORT ON SHAREHOLDER
ELIGIBILITY CHECK, APPROVAL OF WORKING REGULATIONS**

1. Opening of the Meeting

Mr. Tran Bach Hung, Manager of the General Administration Department of Nghe Tinh Port, stated the reasons for the Meeting, introduced the Delegates, and declared the Meeting open.

2. Report on the results of the shareholder eligibility check

Mr. Pham Quoc Viet, Manager of the KTVT Department, on behalf of the Shareholder Eligibility Checking Committee, reported the results of the shareholder eligibility check established at 8 hours 00 minutes on April 14, 2026, as follows:

- The total number of shareholders of Nghe Tinh Port Joint Stock Company as of the record date of March 12, 2026, is 547 shareholders, representing 21,517,200 shares.

- The total number of attending shareholders (in person and by proxy) is 46 shareholders, holding 20.743.460/21,517,200 shares, accounting for 96,4 % of the Company's total voting shares.

- All shareholders and shareholder representatives present are eligible to attend the Meeting.

Pursuant to the provisions of the Enterprise Law and the Company's Charter, the number of attending shareholders represents more than 50% of the total voting rights. Thus, the Meeting, with the above number and composition of attending shareholders, is valid and eligible to proceed.

3. Approval of the Meeting's Working Regulations

Mr. Pham Quoc Viet, Manager of the KTVT Department, presented to the Meeting the Working Regulations of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

C. INTRODUCTION OF THE PRESIDIUM, SECRETARIAT, VOTE COUNTING COMMITTEE, AND APPROVAL OF THE AGENDA

1. Introduction of the Presidium

Mr. Tran Bach Hung, on behalf of the Organizing Committee, introduced the number and list of the Presidium, including:

1. Mr. Le Doan Long – Chairman of the BOD – Chairperson
2. Mr. Bui Kieu Hung – BOD Member, General Director – Member
3. Mr. Nguyen Thac Hoai – Independent BOD Member – Member

The Meeting voted with 100% consensus to approve the number and list of the Presidium.

2. Introduction of the Secretariat and the Vote Counting Committee

Mr. Le Doan Long, on behalf of the Presidium, introduced the number and list of the Secretariat and the Vote Counting Committee as follows:

2.1. The Secretariat includes:

- Ms. Dinh Thi Thanh Huong – Person in charge of corporate governance cum Company Secretary – Head of the Secretariat.

- Mr. Hoang Van Thuan – Deputy Manager of the Business Planning Dept – Member

2.2. The Vote Counting Committee includes:

- Mr. Pham Quoc Viet, Manager of KTVT Dept – Head of Committee
- Mr. Yen Van Phuc, Director of Cua Lo Stevedoring Enterprise – Member
- Mr. Tran Lu Giap, Deputy Manager of Finance and Accounting Dept – Member

- Ms. Vo Thi Thanh Hue, Deputy Manager of Organization, Personnel and Labor Dept – Member

- Ms. Nguyen Thi Thanh Tam, Full-time Internal Auditor – Member

The Meeting voted with 100% consensus to approve the number and list of the Secretariat and the Vote Counting Committee.

3. Approval of the Meeting Agenda and Working Regulations

After hearing the introduction of the Agenda and Working Regulations, the Meeting voted with 100% of the voting shareholders present approving the Agenda and Working Regulations.

D. MEETING PROCEEDINGS

1. Report on the activities of the Board of Directors of Nghe Tinh Port regarding the 2025 performance results and the 2026 operational plan.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port presented to the Meeting the Report on the activities of the Board of Directors of Nghe Tinh Port regarding the 2025 performance results and the 2026 operational plan.

2. Report of the General Director of Nghe Tinh Port on the business, production, and investment plan in 2025 and the planned tasks for 2026.

Mr. Bui Kieu Hung - Member of the Board of Directors, General Director of Nghe Tinh Port presented to the Meeting the Report of the General Director of Nghe Tinh Port on the business, production, and investment plan in 2025 and the planned tasks for 2026.

3. Assessment report of the Independent BOD Member in 2025.

Mr. Nguyen Thac Hoai - Independent Member of the Board of Directors of Nghe Tinh Port presented to the Meeting the Assessment report of the Independent BOD Member in 2025.

4. Report of the Supervisory Board on the results of monitoring business and production activities, the BOD, and the General Director in 2025 of Nghe Tinh Port Joint Stock Company.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented to the Meeting the Report of the Supervisory Board on the results of monitoring business and production activities of Nghe Tinh Port, the BOD, and the General Director of Nghe Tinh Port in 2025.

5. Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented to the Meeting the Self-assessment report on the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.

6. Submit to the Meeting the Selection of an auditing firm for the 2026 Financial Statements of Nghe Tinh Port.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented to the Meeting the Proposal on the Selection of an auditing firm for the 2026 Financial Statements of Nghe Tinh Port.

6.1. Principles for selecting an independent auditing firm:

a. Being a reputable and branded independent auditing firm trusted by many public companies, with a team of highly qualified and experienced auditors;

b. Being a legally operating company in Vietnam and approved by the State Securities Commission to audit public interest entities; selecting a leading auditing firm from the list of qualified auditing firms published annually by the Ministry of Finance to conduct the audit and review of the 2026 Financial Statements of Nghe Tinh Port JSC.

c. Offering reasonable audit fees suitable for the content, quality, and audit progress of Nghe Tinh Port JSC.

d. Providing free training courses on finance, accounting, and taxation for Nghe Tinh Port JSC.

6.2. List of proposed auditing firms:

- Deloitte Vietnam Audit Company Limited.

- AASC Auditing Firm Company Limited.

- A&C Auditing and Consulting Company Limited.

- UHY Auditing and Consulting Company Limited.

6.3. The Meeting unanimously authorizes the Company's Board of Directors to select a reputable independent auditing firm, ensuring compliance with current legal regulations.

7. Submit to the Meeting the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented to the Meeting the contents of the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.

8. Remarks at the General Meeting by the Party Committee of Vietnam Maritime Corporation Comrade Doan Thi Thu Huong, Permanent Deputy Secretary of the Party Committee of Vietnam Maritime Corporation, delivered remarks at the General Meeting.

9. Submitting to the General Meeting the Dismissal and Discharge of members of the Board of Directors and members of the Supervisory Board for the 2025 – 2030 term. Mr. Trinh Xuan Thuong – Manager of the Organization, Personnel and Labor Dept. of Nghe Tinh Port, presented to the General Meeting the content of the dismissal and discharge of members of the BOD and members of the Supervisory Board of Nghe Tinh Port.

10. Personnel election matters 10.1. Mr. Yen Van Phuc, from the Election and Ballot Counting Committee, presented to the General Meeting the Election Regulations; the Instructions and method of electing members of the BOD and members of the Supervisory Board of Nghe Tinh Port for the 2025-2030 term.

10.2. Ms. Tran Thi Huong, Deputy Chief of Office of Vietnam Maritime Corporation, presented the document introducing personnel to join the Board of Directors and the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025–2030 term. This document was received by the 2026 Annual General Meeting of Shareholders on April 14, 2026.

11. Submit to the Meeting the Business, production and investment plan in 2026 of Nghe Tinh Port Joint Stock Company.

Mr. Bui Kieu Hung, General Director of Nghe Tinh Port presented to the Meeting the Proposal on the Business, production and investment plan in 2026 of Nghe Tinh Port Joint Stock Company.

1. Regarding the Business and Production Plan

No.	Item	Unit	2026 Plan
1	Total throughput	Tons	4,150,000
3	Revenue	Million VND	284,152
4	Profit before tax	Million VND	22,500
5	Dividend	VND/share	550

2. Regarding the Investment Plan

(Unit: Million VND)

No.	Project Name	Total Investment	2026 Capital Plan
	Total	70,398	70,038
	Capital Construction (CC) Investment Projects	63,898	63,898
	Equipment Procurement Projects	4,700	4,700
	Digital Transformation Projects	1,800	1,440
1	Transitional projects from the previous year	43,198	42,838
1.1	CC Investment Projects	41,398	41,398
1.1.1	Study on investment in upgrading Cua Lo Port	398	398
1.1.2	Project: Investment in Warehouse No. 5 at Cua Lo Port (Area: 7,700 m2)	41,000	41,000
1.2	Digital Transformation Projects	1,800	1,440
1.2.1	Upgrading BRAVO 10 Software (ERP)	1,800	1,440
2	Newly commenced projects in the planned year	27,200	27,200
2.1	CC Investment Projects	22,500	22,500
2.1.1	Project: Investment in upgrading the internal yard road of Cua Lo Port (Area: 17,000 m2)	15,000	15,000
2.1.2	Repair and renovation of Warehouse No. 1, Ben Thuy Stevedoring Enterprise	7,500	7,500
2.2	Equipment Procurement Projects	4,700	4,700
2.2.1	Water sprinkler truck	900	900
2.2.2	Investment in 01 wheeled excavator	3,300	3,300
2.2.3	Investment in 01 50 KVA generator	500	500

12. Submit to the Meeting the 2025 audited financial statements of Nghe Tinh Port Joint Stock Company.

Ms. Nguyen Thi Thanh Hong, Chief Accountant of Nghe Tinh Port presented to the Meeting the Proposal on the 2025 audited financial statements of Nghe Tinh Port Joint Stock Company.

13. Submit to the Meeting the 2025 Profit Distribution Plan.

Ms. Nguyen Thi Thanh Hong, Chief Accountant of Nghe Tinh Port presented to the Meeting the Proposal on the 2025 Profit Distribution Plan.

The plan for distributing and appropriating funds from profit after tax and paying dividends in 2025 is as follows:

No.	INDICATORS	AMOUNT (VND)	RATE (%)
1	Profit after tax in 2025	24,662,025,241	
2	Exchange rate difference due to year-end revaluation	4,314,859	
3	Distributable profit after tax	24,657,710,382	
4	Appropriation to Investment and Development Fund	4,464,517,391	18.11
5	Appropriation to Bonus and Welfare Fund	5,654,012,991	22.93
6	Appropriation to Managers' Bonus Fund	553,000,000	2.24
7	Profit after tax for dividend payment (650 VND/share)	13,986,180,000	56.72
8	Undistributed retained earnings	4,314,859	

14. Submit to the Meeting the Total remuneration and salary of the Board of Directors and Supervisory Board in 2025 and the Remuneration and salary plan for 2026 of the Board of Directors and Supervisory Board.

Mr. Trinh Xuan Thuong, Manager of Organization, Personnel and Labor Department of Nghe Tinh Port presented to the Meeting the Proposal on the Total remuneration and salary of the Board of Directors and Supervisory Board in 2025 and the Remuneration and salary plan for 2026 of the Board of Directors and Supervisory Board.

14.1. Salary and remuneration of the Board of Directors, Supervisory Board in 2025:

14.1.1. Salary of the full-time Chairman of the Board of Directors

- Planned salary: 684,000,000 VND

- Salary proposed for the General Meeting of Shareholders' approval is: 847,584,000 VND (Eight hundred and forty-seven million, five hundred and eighty-four thousand dong)

14.1.2. Remuneration of the Board of Directors, Supervisory Board

- Total planned remuneration: 564,000,000 VND, of which:

+ Remuneration of the BOD: 312,000,000 VND

+ Remuneration of the Supervisory Board: 252,000,000 VND

- Total remuneration that the Company has paid and proposed for the General Meeting of Shareholders' approval is: 564,000,000 VND (Five hundred and sixty-four million dong), of which:

+ Remuneration of the BOD: 312,000,000 VND

+ Remuneration of the Supervisory Board: 252,000,000 VND

14.2. Salary and remuneration plan of the BOD, Supervisory Board in 2026:

14.2.1 Salary of the full-time Chairman of the Board of Directors

Planned salary: 777,600,000 VND (Seven hundred and seventy-seven million, six hundred thousand dong)

14.2.2. Remuneration of the Board of Directors, Supervisory Board

The total planned remuneration for 2026 is 564,000,000 VND (Five hundred and sixty-four million dong), specifically:

- Remuneration of the BOD: 312,000,000 VND

+) Full-time Chairman of the BOD: No remuneration

+) BOD Members: 6,500,000 VND/person/month

- Remuneration of the Supervisory Board: 252,000,000 VND

+) Head of the Supervisory Board: 8,000,000 VND/person/month

+) Members of the Supervisory Board: 6,500,000 VND/person/month

15. Submit to the Meeting the update of business lines in the Charter of Nghe Tinh Port Joint Stock Company.

Mr. Trinh Xuan Thuong, Manager of Organization, Personnel and Labor Department of Nghe Tinh Port presented to the Meeting the Proposal on updating the business lines in the Company Charter.

Pursuant to Decision No. 36/2025/QĐ-TTg of the Prime Minister on promulgating the Vietnam Standard Industrial Classification, some current business lines of Nghe Tinh Port Joint Stock Company have been adjusted according to the new classification system without changing the nature of the Company's business operations.

The detailed contents of the updates are specifically as follows:

No .	CURRENT CHARTER		UPDATED CHARTER	
	Name of business line	Industr y code	Name of business line	Industr y code
1	Wholesale of solid, liquid and gaseous fuels and related products. <i>Detail: Trading in petroleum and related products</i>	4661	Wholesale of solid, liquid and gaseous fuels and related products. <i>Detail: Trading in petroleum and related products</i>	4671
2	Construction of all types of buildings	4100	Construction of residential buildings	4101
			Construction of non-residential buildings	4102
3	Construction of other civil engineering projects	4290	Construction of other civil engineering projects	4299
4	Repair of machinery and equipment	3312	Repair and maintenance of machinery and equipment. <i>Detail: Repair of machinery and equipment</i>	3312
5	Repair of fabricated metal products. <i>Detail: Repair of containers</i>	3311	Repair and maintenance of fabricated metal products. <i>Detail: Repair of containers</i>	3311
6	Cleaning of buildings and other structures. <i>Detail: Container cleaning services</i>	8129	Other cleaning activities. <i>Detail: Container cleaning services</i>	8129
7	Activities of hospitals and medical stations	8610	Activities of hospitals and medical centers. <i>Detail: Activities of hospitals and medical stations</i>	8610
8	Short-term accommodation	5510	Hotels and similar accommodation	5510
9	Retail sale of automotive fuel in specialized stores	4730	Retail sale of automotive fuel	4730

16. Discussion, contributing opinions on the contents of the Reports/Proposals presented above.

Mr. Le Doan Long - Chairman of the BOD of Nghe Tinh Port requested shareholders to discuss and contribute opinions on the Reports/Proposals presented above.

(No shareholders participated in expressing opinions)

The Meeting also heard Mr. Le Doan Long, Chairman of the BOD of Nghe Tinh Port share further about the company's business and production situation in the coming time and requested shareholders working at the company to continue their efforts, promote internal strengths, and well complete the assigned tasks.

17. Voting to approve the contents of the reports/proposals at the Meeting.

Mr. Le Doan Long - Chairman of the BOD of Nghe Tinh Port requested shareholders to vote to approve the contents presented at the Meeting.

The voting results are as follows:

+ *Approval of the Report on the activities of the Board of Directors of Nghe Tinh Port regarding the 2025 performance results and the 2026 operational plan.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Report of the General Director of Nghe Tinh Port on the business, production, and investment plan in 2025 and the planned tasks for 2026.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Assessment report of the Independent BOD Member in 2025.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Report of the Supervisory Board on the results of monitoring business and production activities, the BOD, and the General Director in 2025 of Nghe Tinh Port Joint Stock Company.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of selecting an auditing firm for the 2026 financial statements.*

- Total participating voting shares: shares, accounting for% of the total voting shares attending the Meeting, of which:

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the 2025 audited financial statements.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the 2025 profit distribution plan.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Total remuneration and salary of the Board of Directors, Supervisory Board in 2025 and the Remuneration and salary plan for 2026.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the Business, production and investment plan in 2026.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ *Approval of the update of business lines in the Charter of Nghe Tinh Port Joint Stock Company.*

- Total participating voting shares: 20.743.460 shares, accounting for 96,4 % of the total voting shares attending the Meeting, of which:

+ Approve: 20.743.460 shares, accounting for 100% of the total voting shares of the participating shareholders.

+ Disapprove: 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

+ Abstain (No opinion): 0 shares, accounting for 0% of the total voting shares of the participating shareholders.

18. Announcement of election results Mr. Pham Quoc Viet, Head of the Election and Ballot Counting Committee, presented to the General Meeting the Minutes of election results for members of the BOD and members of the Supervisory Board of Nghe Tinh Port for the 2025-2030 term. (*Minutes of ballot counting results attached*).

E. APPROVAL OF THE MINUTES, RESOLUTION, AND CLOSING OF THE MEETING

The Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company were read aloud to the entire Meeting and voted for approval with: 100% of the total voting rights of attending shareholders unanimously approved the Minutes and the Resolution of the Meeting;

100% of the total voting rights of attending shareholders unanimously approved the Minutes and the Resolution of the Meeting.

The Meeting closed at 11 hours 30 minutes on the same day.

ON BEHALF OF THE
SECRETARIAT
HEAD OF THE SECRETARIAT



**PERSON IN CHARGE OF
CORPORATE GOVERNANCE**
Dinh Thi Thanh Huong

ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
THE CHAIRPERSON



CHAIRMAN OF THE BOD
Le Doan Long

THE ANNUAL GENERAL MEETING
OF SHAREHOLDERS
NGHE TINH PORT JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



**SHAREHOLDER ELIGIBILITY
CHECKING COMMITTEE**

Nghe An, April 14, 2026

**REPORT ON THE RESULTS OF THE SHAREHOLDER ELIGIBILITY
CHECK FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS NGHE TINH PORT JOINT STOCK COMPANY**

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to Decision No. 03/QĐ-HĐQT dated March 12, 2026 of the Board of Directors on the establishment of the Shareholder Eligibility Checking Committee at the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company;

Based on the List of shareholders attending the Meeting, the number of owned shares, and represented shares.

Today, at 8. hours 00. minutes, April 14, 2026, at Dai Hue Palace Hall, the Shareholder Eligibility Checking Committee includes:

1. Mr. Pham Quoc Viet, Manager of KTVT Department - Head of Committee
2. Mr. Yen Van Phuc, Director of Cua Lo Stevedoring Enterprise – Member
3. Ms. Vo Thi Thanh Hue, Deputy Manager of Organization, Personnel and Labor Department - Member

We have conducted the eligibility check of shareholders attending the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

The results of the shareholder eligibility check are as follows:

1. Total number of shareholders attending in person: 46 persons, representing 20.743.460 voting shares.
2. Total number of authorized persons (proxies): 281 persons, representing 20.180.295 voting shares.
3. Total number of absent shareholders without authorization: 226 persons, representing 773.740 voting shares.
4. The total number of shares of shareholders attending the Meeting is 20.743.460 shares, accounting for 96,40 % of the total outstanding voting shares of the Company.

Therefore, today's General Meeting of Shareholders meets the conditions regarding the proportion of attending shares in accordance with the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and the Working Regulations of the General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

**ON BEHALF OF THE SHAREHOLDER
ELIGIBILITY CHECKING COMMITTEE
HEAD OF COMMITTEE**

A handwritten signature in blue ink, appearing to be 'Pham Quoc Viet', written in a cursive style.

Pham Quoc Viet

**NGHE TINH PORT JOINT STOCK COMPANY**

Address: No. 10 Truong Thi Street, Truong Vinh Ward, Nghe An Province

Tel: 0238.3847143

Fax: 0238.3847142

**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS NGHE TINH PORT JOINT STOCK COMPANY**

The Meeting is held at 7:30 AM on April 14, 2026, at Dai Hue Palace Hall, No. 02
Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province.

Time	Content	Person in charge
07:30 - 08:00	Welcoming Delegates and Shareholders; Shareholder eligibility check (Registration).	Organizing Committee
08:00 - 08:10	Report on the results of the shareholder eligibility check.	Shareholder Eligibility Checking Committee
08:10 - 08:15	Opening of the Meeting, introduction of Delegates and attendees.	Organizing Committee
08:15 - 08:30	<ul style="list-style-type: none">- Present the "Working Regulations of the General Meeting of Shareholders" to the AGM for voting and approval.- Approval of the Meeting Agenda.- Introduction and election of the Presidium and the Secretariat.- Election of the Election and Ballot Counting Committee.	Organizing Committee
08:30 - 09:00	Approval of Reports submitted to the AGM: <ul style="list-style-type: none">+ Report on the activities of the Board of Directors (BOD) in 2025 and operational directions for 2026.+ Report on business, production and investment performance in 2025 and planned tasks for 2026.+ Report on the activities of the Independent BOD Members in 2025.	BOD
09:00 - 09:30	<ul style="list-style-type: none">+ Report of the Supervisory Board in 2025.+ Self-assessment report on the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026.+ Proposal on selecting an auditing firm for the 2026 financial statements.	Supervisory Board



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	+ Proposal on the approval of the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company.	
09:30 - 10:00	<ul style="list-style-type: none"> + Proposal on the dismissal and supplementary election of members of the Board of Directors and the Supervisory Board. + Approving the Election Regulations for members of the BOD and SB, and introducing the list of nominated candidates for the BOD and SB. + The General Meeting conducts voting and elects members of the BOD and SB. + The Election and Ballot Counting Committee commences its work. 	
10:00 - 10:30	<p>Submit to the General Meeting for voting and approval on the following matters:</p> <ul style="list-style-type: none"> + Proposal on the approval of the 2025 Audited Financial Statements. + Proposal on the approval of the 2025 profit distribution plan. + Proposal on the approval of the total remuneration for the BOD and SB in 2025 and the remuneration plan for 2026. + Proposal on the approval of the 2026 business, production, and investment plan. + Proposal on updating the business lines in the Company's Charter. + Other related matters (if any). 	The Presidium
10:30 - 11:10	<ul style="list-style-type: none"> - Shareholders participate in discussions and provide comments on the Reports and Proposals. - Remarks from senior leadership (if any). 	
11:10 - 11:15	<ul style="list-style-type: none"> - The General Meeting conducts voting to approve the reports and proposals of the BOD, SB, and other related matters (if any). - Announcement of the election results. 	

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11:15 - 11:25	- Break time for the General Meeting. - The BOD holds a meeting to elect the Chairman of the BOD.	BOD
11:25 – 11:30	Debut of the newly elected BOD and SB to the General Meeting.	BOD/SB
11:30 - 11:35	Debut of the newly elected BOD and SB to the General Meeting.	The Secretariat
	Closing of the Meeting.	The Presidium

Nghe An, April 14, 2026

WORKING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NGHE TINH PORT JOINT STOCK COMPANY

CHAPTER I:
GENERAL PROVISIONS

Article 1. Scope of application

- These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company (hereinafter referred to as the Meeting).

- These regulations specify the rights and obligations of shareholders or their authorized representatives (shareholders/shareholder representatives) attending the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 2. Subjects of application

Shareholders/shareholder representatives attending the Meeting are responsible for implementing the provisions of these Regulations.

CHAPTER II:
RIGHTS AND OBLIGATIONS OF PARTICIPANTS

Article 3. Rights and obligations of shareholders

1. Conditions for attendance:

Shareholders/shareholder representatives whose names are on the List of Shareholders as of the record date are entitled to attend the Meeting.

2. Rights of eligible shareholders attending the Meeting:

- To vote on all matters falling under the authority of the General Meeting of Shareholders.

- To authorize a representative in writing to attend and vote at the Meeting on their behalf.

- The Organizing Committee will publicly announce the full meeting agenda. All eligible shareholders have the right to provide input directly or through their authorized representative. All inputs will be discussed at the Meeting.

- Upon attending the Meeting, shareholders/shareholder representatives must bring their identification documents (Citizen Identity Card, Passport, etc.) and Proxy Form (for shareholder representatives) to present to the Shareholder Eligibility Checking Committee. They will receive a Voting Card (stating the shareholder's name, shareholder code, number of owned shares, number of represented shares, and number of voting rights of the shareholder or representative attending the Meeting). The number of voting shares is equal to the total number of owned shares and authorized represented shares (if any).

- At the Meeting, after listening to the reports on matters requiring approval, shareholders/shareholder representatives will discuss and approve each matter by raising the Voting Card.

- Shareholders/shareholder representatives have the right to express their opinions on the Meeting's contents during the discussion section under the direction of the Chairperson.

- Shareholders/shareholder representatives arriving late have the right to register immediately, and subsequently have the right to participate and vote at the Meeting. However, the Chairperson is not obliged to pause the Meeting for their registration, and the validity of previously voted matters shall remain unaffected.

3. Obligations of shareholders/shareholder representatives attending the Meeting:

- Shareholders/shareholder representatives attending the Meeting must complete the registration procedures with the Shareholder Eligibility Checking Committee.

- During the Meeting, shareholders/shareholder representatives must follow the instructions of the Chairperson, behave in a civilized and polite manner, and refrain from causing disorder.

Article 4. Rights and obligations of the Shareholder Eligibility Checking Committee

1. The Shareholder Eligibility Checking Committee is appointed by the Organizing Committee.

2. The Shareholder Eligibility Checking Committee shall check the eligibility of attending shareholders/shareholder representatives; distribute documents and Voting Cards to shareholders/shareholder representatives; and report to the Meeting on the results of the eligibility check.

Article 5. Rights and obligations of the Chairperson and the Secretariat

1. The Organizing Committee shall introduce the Chairperson of the Meeting.

2. The Chairperson has the right to decide on the order, procedures, and events arising outside the proposed agenda of the Meeting.

3. The Chairperson may postpone the Meeting upon the consensus or request of the General Meeting of Shareholders, provided there is a sufficient quorum.

4. The Chairperson has the right to take necessary and reasonable measures to conduct the Meeting in an orderly manner, strictly according to the approved agenda, and reflecting the wishes of the majority of attendees.

5. In addition, the Chairperson exercises other rights and obligations as prescribed in Article 24 of the Charter of Nghe Tinh Port Joint Stock Company.

6. The Organizing Committee introduces the Shareholder Eligibility Checking Committee, the Election and Vote Counting Committee, and the Secretariat for the Meeting's approval. All contents of the Meeting must be recorded by the Secretariat in the Meeting Minutes. The Meeting Minutes and the Resolution of the General Meeting of Shareholders shall be read and approved before the closing of the Meeting and archived at Nghe Tinh Port Joint Stock Company.

Article 6. Powers and duties of the Election and Vote Counting Committee

1. The Chairperson introduces the Election and Vote Counting Committee to seek approval at the Meeting.

2. The Election and Vote Counting Committee is responsible for:

- Supervising the voting process of the shareholders/shareholder representatives attending the Meeting.
- Aggregating the voting shares for each matter so that the Chairperson can announce them to the Meeting.
- Reporting and announcing the election results to the Meeting.

CHAPTER III: CONDUCT OF THE MEETING

Article 7. Conditions for conducting the meeting

The General Meeting of Shareholders shall be conducted when the number of attending shareholders/shareholder representatives represents more than 50% of the voting shares according to the list of shareholders of Nghe Tinh Port Joint Stock Company.

Article 8. Meeting procedures

1. The Meeting takes place over a half-day.
2. The Meeting will sequentially discuss and vote to approve each issue in the agenda.
3. For each matter requiring a vote at the AGM, the Presidium will request voting three times in the following order:
 - 1st time: Voting in favor (Approve);
 - 2nd time: Voting against (Disapprove);
 - 3rd time: Abstaining (No opinion).

Each Shareholder or Shareholder Representative (01 person) can only vote once (in favor, against, or abstain) for the same matter at the AGM.

4. Approval principles: Decisions of the Meeting shall be passed when approved by more than 50% of the total voting shares of the attending shareholders/shareholder representatives. Decisions of the Meeting on matters specified in Clause 1, Article 25 of the Charter of Nghe Tinh Port Joint Stock Company must be approved by at least 65% of the total voting shares of the attending shareholders/shareholder representatives; decisions on matters specified in Clause 6, Article 148 of the Enterprise Law must be approved by at least 75% of the total voting shares of the attending shareholders/shareholder representatives.

CHAPTER IV: IMPLEMENTATION PROVISIONS

Article 9. Implementation provisions

These regulations consist of 4 chapters and 9 articles, approved at the Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company on April 14, 2026.

**ON BEHALF OF THE ORGANIZING COMMITTEE
THE CHAIRPERSON**



**Le Doan Long
Chairman of the BOD**

Nghe An, 14th April, 2026

**REGULATIONS ON THE ELECTION AND CANDIDACY FOR
MEMBERS OF THE BOARD OF DIRECTORS AND THE SUPERVISORY
BOARD OF NGHE TINH PORT JOINT STOCK COMPANY FOR THE
2025 - 2030 TERM**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its guiding documents;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

The election of members of the Board of Directors (BOD) and members of the Supervisory Board (SB) for the 2025 - 2030 term at the 2026 Annual General Meeting of Shareholders (GMS) of Nghe Tinh Port Joint Stock Company shall be conducted in accordance with the following regulations:

Article 1. The organization of the election is assigned by the GMS to the Election and Ballot Counting Committee.

Article 2. The Election and Ballot Counting Committee consists of 05 members, including one Head and 04 members proposed by the Chairperson and approved by the GMS.

Members of this Committee must not be candidates nominated or running for the BOD or SB.

Article 3. The duties of the Election and Ballot Counting Committee include:

- Verifying and announcing the list of candidates for the BOD and SB of Nghe Tinh Port.
- Distributing ballots, supervising the voting process, and conducting the ballot counting.
- Preparing the Minutes of Ballot Counting and announcing the results before the GMS.
- Working with the Chairperson to consider and resolve complaints or denunciations (if any) regarding candidates and nominations, as well as election results, and reporting to the GMS for a final decision.

Article 4. Election Principles:

- Ensuring compliance with legal regulations and the Company's Charter, ensuring democracy and fairness
- Public election conducted by secret ballot.
- Method of election: Cumulative voting.

Article 5. Each shareholder or authorized representative present at the GMS at the time of election is provided with 01 ballot for the Board of Directors (Yellow) and 01 ballot for the Supervisory Board (Pink). The voting value of the ballot corresponds to the total number of voting shares owned or represented by the shareholder according to the GMS attendance registration multiplied by the number of members to be elected to the BOD/SB, and shareholders have the right to accumulate all their votes for one or several candidates.

Article 6. Conditions for Nomination and Candidacy for the BOD and SB of the Company

6.1. Conditions for nomination and candidacy for the Board of Directors

According to Article 29 of the Charter of Nghe Tinh Port Joint Stock Company:

1. In case the candidates for the BOD have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS on the Company's website so that shareholders can find out about these candidates before voting. Candidates for the BOD must commit in writing to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and for the best interest of the Company if elected as a BOD member. Information related to BOD candidates to be disclosed includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other management positions (including BOD positions in other companies);
- e) Interests related to the Company and related parties of the Company;
- f) The Company is responsible for disclosing information about companies where the candidate holds the position of a BOD member, other management positions, and interests related to the company of the BOD candidate (if any).

2. A shareholder or group of shareholders: owning from 10% to 20% of the total ordinary shares has the right to nominate 01 candidate; owning over 20% to 50% has the right to nominate up to 02 candidates; owning over 50% to 75% has the right to nominate up to 03 candidates; and owning over 75% has the right to nominate up to 05 candidates.

3. In case the number of BOD candidates through nomination and candidacy is still insufficient as required by Clause 5, Article 115 of the Law on Enterprises, the incumbent BOD shall introduce additional candidates or organize nominations according to the Internal Regulations on Corporate Governance and the Operation Regulations of the BOD. The introduction of additional candidates by the incumbent

BOD must be clearly announced before the GMS votes to elect BOD members in accordance with the law.

4. BOD members must meet the standards and conditions stipulated in Article 31 of this Charter.

6.2. Conditions for nomination and candidacy for the Supervisory Board

According to Article 45 of the Charter of Nghe Tinh Port Joint Stock Company:

1. In case the candidates for the SB have been pre-identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the GMS on the Company's website so that shareholders can find out about these candidates before voting. Candidates for the SB must commit in writing to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, prudently, and for the best interest of the Company if elected as an SB member. Information related to SB candidates to be disclosed includes at least the following contents:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other management positions (including BOD and SB positions in other companies);
- e) Interests related to the Company and related parties of the Company;
- f) The Company is responsible for disclosing information about companies where the candidate holds the position of a BOD member, SB member, other management positions, and interests related to the company of the SB candidate (if any).

2. A shareholder or group of shareholders: owning from 10% to 40% of the total ordinary shares has the right to nominate 01 candidate; owning over 40% to 65% has the right to nominate up to 02 candidates; owning over 65% has the right to nominate up to 03 candidates.

3. In case the number of SB candidates through nomination and candidacy is insufficient, the incumbent SB may nominate additional candidates or organize nominations according to the mechanism stipulated in the Internal Regulations on Corporate Governance and the Operation Regulations of the SB. The introduction of additional candidates by the incumbent SB must be clearly announced before electing SB members in accordance with the law.

6.3. Candidacy dossier according to the form of the GMS Organizing Committee, including:

- Application or nomination form for joining the BOD/SB according to the Company's prescribed form.

- Curriculum vitae (CV)
- Notarized copy of the candidate's professional degree/certificate
- Copy of citizen identity card
- Other documents (if any)

6.4. Based on the nomination or candidacy dossiers of shareholders or groups of shareholders, the GMS Organizing Committee shall compile a list of candidates meeting the standards in Article 6 and Article 7 of these Regulations and submit it to the GMS for approval.

Article 7. Number and standards of members of the Board of Directors and Supervisory Board

7.1. According to Clauses 1 and 2, Article 30 of the Company's Charter, the number of BOD members is 05 people. The term of a BOD member shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual can only be elected as an independent BOD member of the Company for no more than 02 consecutive terms.

And Clause 1, Article 46 of the Charter: The number of SB members of the Company is 03 people. The term of an SB member shall not exceed 05 years and may be re-elected for an unlimited number of terms.

7.2. BOD members must meet the standards and conditions to be a BOD member according to Article 31 of the Company's Charter.

7.2.1. BOD members must meet the following standards and conditions:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- b) Having professional qualifications and experience in business management or in the business lines/sectors of the Company, and not necessarily a shareholder of the Company;
- c) A BOD member may simultaneously be a BOD member of another company;
- d) Not having a family relationship with the General Director and other managers of the Company; or with the managers and persons authorized to appoint managers of the parent company.

7.2.2 Independent BOD members must meet the following standards and conditions:

- a) Not currently working for the Company, its parent company, or its subsidiaries; not having worked for the Company, its parent company, or its subsidiaries for at least 03 consecutive preceding years;
- b) Not receiving salary or remuneration from the Company, except for allowances that BOD members are entitled to;

c) Not having a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, or biological sister who is a major shareholder of the Company, or a manager of the Company or its subsidiaries;

d) Not directly or indirectly owning at least 01% of the total voting shares of the Company;

e) Not having served as a member of the BOD or SB of the Company for at least 05 consecutive preceding years, except in cases of consecutive appointment for 02 terms.

7.3. SB members must meet the standards and conditions to be an SB member according to Clause 2, Article 46 of the Company's Charter:

a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;

b) Trained in one of the majors: economics, finance, accounting, auditing, law, business administration, or a major appropriate to the Company's business activities;

c) Not having a family relationship with a BOD member, General Director, or other managers;

d) Not being a manager of the company; not necessarily a shareholder or employee of the company;

e) Not having a family relationship with enterprise managers of the parent company; capital representatives of the enterprise, or state capital representatives at the parent company and at the Company;

f) Not working in the accounting or finance department of the Company;

g) Not being a member or employee of the independent auditing firm conducting the audit of the Company's financial statements for the 03 consecutive preceding years.

Article 8. Ballots issued by the GMS Organizing Committee clearly state the number of voting shares owned or represented by the shareholder. Upon receiving the ballot, the shareholder or authorized representative must check the number of voting shares written on the ballot; if there are errors, they must immediately notify the Chairperson or the Election Committee.

Article 9. The following ballots are considered invalid and have no voting value:

- Ballots not following the prescribed form and without the Company's seal.
- Ballots electing a number exceeding the maximum allowed as specified in Article 7 of these Regulations.
- Ballots crossing out the names of all candidates (Blank ballots).

- Ballots with erasures or corrected content (In case of writing mistakes, a new ballot must be requested).

- Ballots adding names of people outside the approved candidate list passed by the GMS.

- The total number of cast votes exceeding the total number of allowed votes printed on the ballot

Article 10. The Election and Ballot Counting Committee shall count the ballots honestly, accurately, completely, and take responsibility before the Chairperson and the entire GMS. The ballot counting must be conducted immediately after the voting ends in the counting room.

Before opening the ballot box, the Election and Ballot Counting Committee must inventory, make a record of, and seal the unused ballots. The Election Committee is not allowed to cross out or correct anything on the ballots.

Article 11. The Election and Ballot Counting Committee is responsible for preparing a minute on the ballot counting results and announcing the results before the GMS. The minute and all ballots shall be handed over to the Chairperson.

Article 12. Candidates elected as BOD/SB members are those who:

- Are determined based on the number of shares achieved calculated from highest to lowest on valid ballots, starting from the candidate with the highest number of votes until the required number of members is reached.

- In case the number of candidates receiving valid votes in descending order exceeds the maximum prescribed number due to multiple candidates having an equal number of lowest votes, the GMS shall decide to re-elect among those candidates.

Article 13. If there are any acts of fraud, legal violations, or violations of the Company's Charter related to this election, every shareholder has the right to question the Chairperson of the GMS and the Election Committee. The Chairperson and the Election Committee are responsible for explaining and clarifying all shareholder inquiries and must take responsibility before the GMS./

**ON BEHALF OF THE
ORGANIZING COMMITTEE
Chairman of the Board of Directors**



Le Doan Long

**REPORT OF THE BOARD OF DIRECTORS
ON 2025 PERFORMANCE AND 2026 ORIENTATION**

To: The 2026 Annual General Meeting of Shareholders Nghe Tinh Port Joint Stock Company

Pursuant to the powers and duties of the Board of Directors (BOD) as stipulated in the Charter of Organization and Operation of Nghe Tinh Port Joint Stock Company;

Pursuant to the Internal Regulations on Corporate Governance of Nghe Tinh Port Joint Stock Company;

The Board of Directors hereby reports to the General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company on the 2025 performance results and the 2026 orientation with the following specific contents:

PART I:

2025 PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS

1. Personnel Structure

The Board of Directors (BOD) consists of 05 members. The details of the changes and appointments are as follows:

TT	Full name	Title	Appointment Date	Resignation Date
1	Le Doan Long	Executive Chairman of the BOD	18/4/2025	
2	Bui Kieu Hung	BOD Member, CEO	18/4/2025	
3	Tran Thi Huong	BOD Member	18/4/2025	
4	Nguyen Hong Son	BOD Member	18/4/2025	
5	Nguyen Thac Hoai	Independent BOD Member	18/4/2025	
6	Tran Van Dat	BOD Member		18/4/2025

The BOD operates under the principle of collective leadership and individual responsibility, deciding by majority vote. Duties are assigned specifically to leverage each member's strengths and collective intellectual power.

2. Assessment of the Implementation of the 2025 AGM Resolutions

a) Business Performance Results:

In 2025, despite economic instability and competition, the Company achieved the following results:

TT	Indicator	Unit	2025			2024 actual	% vs 2024
			Plan	Actual	% Plan		
1	Throughput Volume	Ton	4.700.000	4.697.925	99,96%	4.311.352	108,97%
2	Revenue	VND million	232.000	252.580	108,87%	210.999	119,71%
3	Profit Before Tax	VND million	18.500	29.905	161,65%	21.011	142,33%

Note: Throughput volume reached 99.96% of the plan, largely due to extreme weather (Storm No. 5 and Storm No. 10) in August and September 2025.

Investment Activities:

- Total investment value performed: VND 27,010 million (96.4% of the plan).

- 6 out of 7 projects were completed on or ahead of schedule (01 project was suspended).

b) Selection of Audit Firm: UHY Auditing and Consulting Co., Ltd was selected to audit the 2025 financial statements.

c) Fund Appropriation and 2024 Dividend Payment:

- Funds (Reward, Welfare, Management Bonus) were appropriated as approved.

- 2024 Dividend: 5.5% per share, paid in cash on July 14, 2025.

d) Remuneration and Salaries for BOD and Supervisory Board:

In 2025, the Company paid salaries and remunerations to the Board of Directors (BOD) and the Supervisory Board in accordance with the regulations.

Specifically, the total remuneration/salary for each member of the BOD and the Supervisory Board is as follows:

TT	Name	Title	Total/Salary (Dong)	Note
I	Remuneration and Salaries for BOD			
1	Mr Le Doan Long	Executive Chairman	Total salary fund for 2025: 847.584.000	
II	Remuneration and Salaries for Supervisory Board			
a	Non-executive Board of Directors (BOD)		312.000.000	
1	Mr Bui Kieu Hung	BOD Member, CEO	78.000.000	
2	Mr Nguyen Hong Son	BOD Member	78.000.000	
3	Mr Nguyen Thac Hoai	BOD Member	78.000.000	
4	Ms Tran Thi Huong	BOD Member	78.000.000	
b	Supervisory Board		252.000.000	
1	Ms Phan Thi Nhi Ha	Supervisory Board	96.000.000	
2	Ms Nguyen Ngoc Thuy Dung	Supervisory Board	78.000.000	
3	Mr Nguyen The Tien	Supervisory Board	78.000.000	

a) Organization and Operation of the Board of Directors (BOD) in 2025
BOD Meetings in 2025:

In 2025, the Board of Directors held 05 meetings (the first on January 17, 2025; the second on April 11, 2025; the third on April 18, 2025; the fourth on July 17, 2025; and the fifth on October 10, 2025). During these meetings and through written solicitations of opinions, the BOD promptly considered and approved contents within its authority. All sessions were meticulously prepared and conducted seriously, ensuring both duration and quality with high responsibility from BOD members. Meetings included discussions with the Board of Management (BOM) and the Supervisory Board; heads of specialized departments were also invited to explain relevant matters. Outside of formal sessions, BOD

members frequently exchanged and discussed issues to coordinate the resolution of arising matters.

b) Resolutions and Decisions of the BOD:

From January 1, 2025, to December 31, 2025, the BOD issued 37 Resolutions and 26 Decisions. These focused on key matters such as: organizing the 2025 Annual General Meeting of Shareholders; directing the implementation of business plans; approving investment policies; personnel tasks; and issuing or amending internal regulations to perfect the corporate governance system. All information regarding these documents has been fully disclosed in the 2025 Corporate Governance Report and posted publicly on the company website: www.nghetinhport.vn.

c) Report on Related Parties:

The list of related parties and transactions between the Company and its related parties, major shareholders, internal persons, or their related persons has been disclosed in the 2025 Corporate Governance Report and posted on the company website: www.nghetinhport.vn.

d) Supervisory Activities of the BOD:

Trong In 2025, the BOD performed the direction and supervision of the BOM's executive activities in the following areas:

Directed and supervised the BOM and subordinate departments/units in managing the Company's investment and business operations.

Regularly reviewed and evaluated the implementation of business plans and economic indicators to promptly direct the BOM in meeting resource and equipment requirements for production.

Provided timely guidance and support to the BOM by issuing Resolutions and Decisions concerning business, investment, organizational structure, and other critical matters within the BOD's authority, in compliance with Company regulations and the Law.

Monitored the execution of targets approved by the 2025 Annual General Meeting of Shareholders (AGM). The BOD evaluated progress and implementation measures for AGM and BOD resolutions, ensuring the BOM complied with the Law on Enterprises, the Company Charter, and prevailing State regulations.

Maintained regular communication with non-executive BOD members via written documents, telephone, and email to unify directing opinions and issue timely Decisions.

Confirmed that the BOM implemented 2025 business activities in alignment with AGM resolutions, BOD directions, the Company Charter, and legal regulations.

Ensured the CEO assigned clear duties to BOM members and held periodic briefing meetings to evaluate weekly results and assign new tasks; BOM members demonstrated high responsibility and cooperation.

e) Activities of the Independent BOD Member:

The participation of the independent member helped maintain transparency in organization and operation, enhancing the BOD's efficiency and improving governance quality. Per assigned duties, the independent member took charge of market development and branding. They supervised and directed the BOM in customer care, service quality management, and customer satisfaction assessment. They also participated in market research, forecasting, and developing logistics services to attract cargo through the port. Additionally, they performed the duties of heads/deputies of committees or councils as specified in establishment decisions issued by the owner or the BOD.

General Evaluation: With a sense of responsibility toward shareholders, employees, and the development of Nghe Tinh Port, the BOD effectively performed its duties per the Law and Company Charter in supervising the BOM and its assisting apparatus.

a. Assessment of the Board of Management (BOM) in Company Operations: Over the past year, the BOM focused all resources on operating according to the orientations, goals, and 2025 AGM Resolutions. The BOM closely monitored internal and external situations, providing reasonable solutions for each case. They proposed important directions for the BOD to consider, mitigating the disadvantages of the 2025 business environment. The BOM implemented activities in compliance with the Company Charter and Law, performed well regarding salary policies and working conditions, and ensured accurate, transparent, and timely information disclosure. The governance-executive relationship between the BOD and the CEO remained close and compliant with regulations.

b. Assessment of the Company's Executive Apparatus: The executive apparatus effectively performed its advisory functions for the CEO in utilizing capital, assets, and labor resources. It organized business tasks according to BOD plans, fulfilled all State obligations, and ensured benefits for both employees and shareholders. Employees maintained solidarity and practiced thriftiness to overcome difficulties and contribute to the Company's success.

c. Assessment of Capital Representatives at Other Enterprises: The representative of Nghe Tinh Port's capital at Cua Lo Port Tugboat and Marine Services Joint Stock Company basically completed their assigned tasks, complying with the Law, the Charter, and Company Regulations.

PART II: OPERATIONAL ORIENTATION OF THE BOARD OF DIRECTORS FOR 2026

Based on the market research, surveys, and analysis; the cargo volume plans of customers through the port in 2025; the competitive landscape of regional ports; the projected cargo structure for 2026; and the socio-economic and infrastructure development characteristics of the local area and region, the Board of Directors (BOD), together with the Board of Management and all employees, will continue to exert further efforts in governance and administration to fulfill the targets and tasks assigned by the General Meeting of Shareholders for 2026, with the following plans and orientations:

1. General Objectives

Improve service quality, focusing on customer care under the "**Customer-Centric**" orientation.

Complete investment projects ahead of schedule.

Focus on developing container cargo sources and Logistics services.

Continue extensive digital transformation across all operational fields; implement Information Technology (IT) applications in business administration and management to achieve high efficiency and enhance positive customer experiences.

Deploy **Kaizen** and apply Kaizen tools in all management, production, and business activities.

Strive to meet and exceed the 2026 business targets as planned.

2. Specific Targets

The BOD has agreed on key indicators in the 2026 business and investment plan to submit to the 2026 AGM for approval:

* Business Plan

TT	Title	Unit	2026 plan
1	Total Throughput	<i>Ton</i>	4.150.000
	<i>Of which: Container Volume</i>	<i>Teu</i>	62.000
2	Revenue	Million Dong	284.152
3	Profit Before Tax	Million Dong	22,5

*** Investment Plan**

Unit: Million Dong

TT	Project Name	Total Investment	Investment Plan
	Total	70.398	70.038
	Civil Construction Investment Projects	63.898	63.898
	Equipment Procurement Projects	4.700	4.700
	Digital Transformation Projects	1.800	1.440
1	Transitioning Projects (from previous year)	43.198	42.838
1.1	Civil Construction Investment Projects	41.398	41.398
1.1.1	Research on upgrading Cua Lo Port	398	398
1.1.2	Warehouse No. 5 - Cua Lo Port (S: 7,700 m ²)	41.000	41.000
1.2	Digital Transformation Projects	1.800	1.440
	BRAVO 10 (ERP) Software Upgrade	1.800	1.440
2	New Projects (Starting in 2026)	27.200	27.200
2.1	Civil Construction Investment Projects	22.500	22.500
2.1.1	Internal road and yard upgrade - Cua Lo Port (S: 17,000 m ²)	15.000	15.000
2.1.2	Repair and renovation of Warehouse No. 1 - Ben Thuy Unit	7.500	7.500
2.2	Equipment Procurement Projects	4.700	4.700
2.2.1	01 Wheel Excavator	3.300	3.300
2.2.2	Water sprinkler truck	900	900
2.2.3	01 50 KVA Generator	500	500

3. Solutions to Accomplish the Plan

Market, Customers, and Logistics: Improve service quality and optimize costs to retain existing customers; proactively expand market outreach to attract new cargo sources; strengthen cooperation within the VIMC network to develop supply chain services.

Finance and Investment: Allocate resources reasonably to ensure capital efficiency; leverage external funding sources; prioritize projects and accelerate the progress of approved investments.

Governance and Human Resources: Enhance decentralization and empowerment between the BOD, CEO, and subordinate units; renew the internal regulatory system; apply IT solutions in corporate governance; regularly review succession planning for middle management and evaluate personnel performance to ensure a qualified workforce.

Technology, Digital Transformation, and Innovation: Research modern and green technologies for equipment replacement; focus on the digital transformation strategy; build a highly capable IT team to manage software and digital infrastructure; foster an innovation culture and promote improvement movements across all fields.

The above is the full report on the 2025 performance results and 2026 operational orientation of the Board of Directors of Nghe Tinh Port Joint Stock Company.

Respectfully submitted to the General Meeting of Shareholders.

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



Le Doan Long

LIST OF RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS OF NGHE TINH PORT IN 2025

No.	Resolutions/ Decision No.	Issued Date	Content	Approval Rate
[1]	[2]	[3]	[4]	[5]
RESOLUTIONS				
1	01/NQ-HĐQT	02/01/2025	Regarding the approval of contracts and transactions between the Company and insiders or related parties.	100%
2	02/NQ-HĐQT	07/01/2025	Regarding the personnel policy for appointing the representative of Nghe Tinh Port Joint Stock Company's capital stake in Cua Lo Tugboat and Maritime Service Joint Stock Company	100%
3	03/NQ-HĐQT	13/01/2025	Regarding personnel matters at Nghe Tinh Port Joint Stock Company	100%
4	04/NQ-HĐQT	13/01/2025	Regarding the approval of the plan for mobilizing loans from credit institutions in 2025 for Nghe Tinh Port Joint Stock Company.	100%
5	05/NQ-HĐQT	15/01/2025	Regarding the policy on personnel management at Nghe Tinh Port Joint Stock Company	100%
6	06/NQ-HĐQT	21/01/2025	Regarding the reappointment process at Nghe Tinh Port Joint Stock Company	100%
7	07/NQ-HĐQT	23/01/2025	Regarding the plan to organize the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.	100%
8	08/NQ-HĐQT	05/02/2025	Regarding the provisional handover of the 2025 business and investment plan for Nghe Tinh Port Joint Stock Company.	100%
9	09/NQ-HĐQT	21/01/2025	Regarding the ranking of the Capital Representative of Nghe Tinh Port and voting on the content of the interim dividend payment for 2024.	100%
10	10/NQ-HĐQT	21/01/2025	Regarding the temporary use of investment capital arising outside of the planned budget.	100%
11	11/NQ-HĐQT	10/2/2025	Regarding the approval of the audited financial statements for 2024.	100%
12	12/NQ-HĐQT	04/3/2025	Regarding the approval of the liquidation of fixed assets following the 2024 inventory.	100%
13	13/NQ-HĐQT	15/4/2025	Regarding the approval of the reappointment policy.	100%
14	14/NQ-HĐQT	18/4/2025	Regarding personnel matters at Nghe Tinh Port Joint Stock Company	100%
15	15/NQ-HĐQT	18/4/2025	Action Plan for 2025 of the Board of Directors of Nghe Tinh Port Joint Stock Company	100%

No.	Resolutions/ Decision No.	Issued Date	Content	Approval Rate
16	16/NQ-HĐQT	22/4/2025	Regarding the assignment of BSC-KPI targets for 2025 to the General Director of Nghe Tinh Port Joint Stock Company.	100%
17	17/NQ-HĐQT	22/4/2025	Regarding the business production, investment, and dividend distribution plan for 2025 of Nghe Tinh Port Joint	100%
18	18/NQ-HĐQT	26/4/2025	Regarding the personnel policy at Nghe An Port Joint Stock Company	100%
19	19/NQ-HĐQT	26/4/2025	Regarding the selection of a software upgrade provider for the Smart-TOS port operation software.	100%
20	20/NQ-HĐQT	13/5/2025	Regarding the approval of voting items by the Capital Representative at the Board of Directors and General Meeting of Shareholders of Cua Lo Tugboat and Maritime Service Joint Stock Company.	100%
21	21/NQ-HĐQT	21/5/2025	Regarding the approval of the appointment of the Director of Ben Thuy Stevedoring Enterprise	100%
22	22/NQ-HĐQT	15/5/2025	Regarding the approval of the Wage Fund for implementation in 2024 and the plan for 2025.	100%
23	23/NQ-HĐQT	28/5/2025	Regarding the approval of the draft detailed plan on compensation, support for land clearance and resettlement for the construction of the Cultural Center in Block 4, Ben Thuy Ward, Vinh City.	100%
24	24/NQ-HĐQT	03/6/2025	Regarding the payment of dividends for 2024 by Nghe Tinh Port Joint Stock Company.	100%
25	25/NQ-HĐQT	04/6/2025	Through the selection of the auditing firm for the financial statements for fiscal year 2025.	100%
26	26/NQ-HĐQT	21/7/2025	Regarding the policy on reappointment at Nghe Tinh Port Joint Stock Company.	100%
27	27/NQ-HĐQT	24/4/2025	Regarding the implementation of the Resolution of the Annual General Meeting of Shareholders in 2025	100%
28	28/NQ-HĐQT	31/7/2025	Regarding the approval of the content for voting at the Board of Directors meeting of Cua Lo Tugboat and Maritime Service Joint Stock Company.	100%
29	29/NQ-HĐQT	04/08/2025	Regarding reappointment procedures at Nghe Tinh Port Joint Stock Company	100%
30	30/NQ-HĐQT	08/08/2025	Regarding the approval of the audited semi-annual financial report for 2025.	100%
31	31/NQ-HĐQT	29/08/2025	Regarding the policy of signing a transaction contract between Nghe Tinh Port Joint Stock Company and VIMC Container Lines Joint Stock Company	100%
32	32/NQ-HĐQT	21/11/2025	Regarding the approval of the principle to prepare the Investment Proposal Report for Upgrading Cua Lo Port to accommodate vessels up to 30,000 DWT fully loaded and 50,000 DWT partially loaded, arising outside the plans for 2025.	100%

No.	Resolutions/ Decision No.	Issued Date	Content	Approval Rate
33	33/NQ-HĐQT	9/12/2025	Regarding the contract signing between Nghe Tinh Port Joint Stock Company and Construction Consultation Joint Stock Company For Maritime Building (CMB)	100%
34	34/NQ-HĐQT	22/12/2025	Regarding the provisional handover of the 2026 business and investment plan for Nghe Tinh Port Joint Stock Company.	100%
35	35/NQ-HĐQT	23/12/2025	Regarding the approval of the 2025 labor restructuring plan at Nghe Tinh Port Joint Stock Company.	100%
36	36/NQ-HĐQT	30/12/2025	Regarding the approval of contracts and transactions between the Company and insiders or related parties.	100%
37	37/NQ-HĐQT	31/12/2025	Regarding the approval of debt write-off for uncollectible debts of Thinh An Transportation Trading Joint Stock Company.	100%
DECISIONS				
1	01/QĐ-HĐQT	13/1/2025	Regarding the appointment of a representative for the capital stake of Nghe Tinh Port Joint Stock Company in Cua Lo Tugboat and Maritime Service Joint Stock Company.	100%
2	02/QĐ-HĐQT	04/02/2025	Regarding the Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders (term 2025 - 2030)	100%
3	03/QĐ-HĐQT	21/01/2025	Regarding the issuance of regulations on labor management and wages in Nghe Tinh Port Joint Stock Company.	100%
4	04/QĐ-HĐQT	12/3/2025	Regarding the Establishment of a Project Finalization Review Team: Investment Project for 2 Fixed Pedestal Crane for Production and Business Operations at Cua Lo Stevedoring Enterprise	100%
5	05/QĐ-HĐQT	24/03/2025	Regarding the organization of the 2025 Annual General Meeting of Shareholders	100%
6	06/QĐ-HĐQT	31/3/2025	Regarding the approval of the final settlement of the completed project: Investment Project for 02 Fixed Pedestal Crane for production and business at Cua Lo Stevedoring Enterprise.	100%
7	07/QĐ-HĐQT	31/3/2025	Establish a Steering Committee for activities commemorating the 70th anniversary of Nghe Tinh Port Joint Stock Company (October 13, 1955 – October 13, 2025)	100%
8	08/QĐ-HĐQT	14/4/2025	Regarding the establishment of a shareholder eligibility verification committee at the 2025 Annual General Meeting of Shareholders.	100%
9	09/QĐ-HĐQT	18/4/2025	Regarding the reappointment of the General Director of Nghe Tinh Port Joint Stock Company	100%
10	10/QĐ-HĐQT	14/4/2025	Issuing regulations on managing and evaluating work performance according to BSC-KPI at Nghe Tinh Port Joint Stock Company.	100%
11	11/QĐ-HĐQT	14/4/2025	Issuing regulations on governance and management based on SMART principles at Nghe Tinh Port Joint Stock Company.	100%

No.	Resolutions/ Decision No.	Issued Date	Content	Approval Rate
12	12/QĐ-HĐQT	28/3/2025	Regarding the restructuring of the Steering Committee for preventing and combating corruption, waste, and negative practices of Nghe Tinh Port Joint Stock Company.	100%
13	13/QĐ-HĐQT	28/3/2025	Issuing the Working Regulations of the Steering Committee for the Prevention and Combat of Corruption, Waste, and Negative Practices at Nghe Tinh Port Joint Stock Company.	100%
14	14/QĐ-HĐQT	24/4/2025	Issued the "Prosperity from the Sea" cultural handbook.	100%
15	15/QĐ-HĐQT	14/5/2025	Strengthening the Council for Emulation and Commendation	100%
16	16/QĐ-HĐQT	15/5/2025	Regarding the assignment of duties to members of the Board of Directors of Nghe Tinh Port Joint Stock Company	100%
17	17/QĐ-HĐQT	19/5/2025	Regarding the distribution of the Management and Executive Board's bonus fund for 2024 at Nghe Tinh Port Joint Stock Company.	100%
18	18/QĐ-HĐQT	8/8/2025	Regarding the approval of additional payment authorization content in the Financial Regulations of Nghe Tinh Port Joint Stock Company.	100%
19	19/QĐ-HĐQT	31/7/2025	Regarding the issuance of regulations on human resource management in Nghe Tinh Port Joint Stock Company.	100%
20	20/QĐ-HĐQT	13/10/2025	Regarding the issuance of regulations governing investment activities of Nghe Tinh Port Joint Stock Company.	100%
21	21/QĐ-HĐQT	13/10/2025	Regarding the issuance of the Contractor Selection Regulations of Nghe Tinh Port Joint Stock Company	100%
22	22/QĐ-HĐQT	13/11/2025	Regarding the Approval of the principle for preparing a feasibility study report and reviewing the investment project for warehouse No. 5 at Cua Lo Port, which is outside the planned schedule for 2025.	100%
23	23/QĐ-HĐQT	9/12/2025	Regarding the issuance of regulations on settlement, verification, and approval of investment capital settlement for completed projects of Nghe Tinh Port Joint Stock Company.	100%
24	24/QĐ-HĐQT	18/12/2025	Regarding the issuance of the Financial Governance Regulations of Nghe Tinh Port Joint Stock Company	100%
25	25/QĐ-HĐQT	24/12/2025	Regarding the Establishment of a Debt Resolution Council for Thinh An Transportation Trading Joint Stock Company	100%
26	26/QĐ-HĐQT	30/12/2025	Regarding the issuance of the Information Disclosure Regulations of Nghe Tinh Port Joint Stock Company	100%

Nghe An, April 14, 2026

REPORT
ON 2025 BUSINESS AND INVESTMENT RESULTS AND 2026
PLAN AND TASKS

To: The General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company

The Board of Management of Nghe Tinh Port Joint Stock Company hereby reports on the 2025 business and investment results and the 2026 plan and tasks as follows:

PART I:
SUMMARY OF 2025 BUSINESS OPERATIONS

1. Results of Key Indicators in 2025

TT	Indicator	Unit	2025 Plan	2024 Actual	2025 Actual	Comparison (%) 2025 Actual vs.	
						2024 Actual	2025 Actual
1	Cargo Throughput	Tons	4.700.000	4.311.352	4.697.925	108,97	99,96
2	Total revenue	VND million	232.000	210.999	252.580	119,71	108,87
3	Expenses	VND million	213.500	189.988	222.675	117,20	104,30
4	Profit Before Tax	VND million	18.500	21.011	29.905	142,33	161,65
5	State Budget Contribution	VND million	11.000	9.924	11.559	116,48	105,08

Although the cargo throughput indicator did not reach the absolute target, the completion rate of 99.96% is very close to the plan, clearly reflecting the significant efforts of the entire Company amidst many market difficulties. The failure to fully meet this target was primarily due to objective reasons, specifically the impact of extreme weather; in August and September 2025, Nghe An province was directly affected by Storm No. 5 (Kajiki) and Storm No. 10 (Bualoi), which disrupted exploitation and stevedoring activities at the port.

2. Results of other activities in 2025:

2.1 Maintaining and growing market share and customer base; Developing international container routes through Cua Lo Port

Maintaining and growing market share and customer base: The Company consistently focuses on market development, existing customer care, and new customer acquisition.

Implemented measures to improve services and attract customers, such as enhancing service quality, sharing difficulties with clients, and collaborating with container shipping lines to provide added-value services.

Aimed to attract more transit cargo from Laos, Western Nghe An, and industrial zones within Nghe An province through the port.

In 2025, total cargo volume from the new customer group reached 454,332 tons, equivalent to 454% of the assigned plan.

Opening international container routes through Cua Lo Port: Currently, the Company has attracted and maintained the operations of 02 international container shipping lines through the Port, namely SITC Line and YCKY Line.

This is a crucial initial phase, laying the foundation for the formation and development of international container services at Cua Lo Port.

In 2025, Cua Lo Port successfully welcomed 16 international container vessel calls.

The Company has identified that the stable development of international container routes still faces many difficulties and requires time with long-term orientations.

Currently, the Company has established a Logistics Department under the Business Planning Department to build and implement a comprehensive Logistics strategy, including market development for international container routes.

2.2 Increasing logistics services and non-stevedoring services.

The Company is currently focusing on main services such as: Sea freight, inland trucking from factories to Cua Lo Port and vice versa; provision of transport barges; and agency, customs clearance, and integrated package services for customers.

In 2025, revenue from logistics and non-stevedoring services reached **VND 26,592 million**, an increase of **108.08%** compared to 2024, achieving **172.68%** of the plan.

2.3 Internal Processes

2.3.1. Restructuring, Streamlining Labor, and Effective Personnel Utilization

In the face of competition and challenges in 2025, the Company exerted significant effort in restructuring and rearranging its workforce to enhance personnel utilization efficiency and optimize workflows. Two restructuring plans were implemented: the Transition Plan for Ben Thuy Stevedoring Enterprise and the Labor

Rearrangement Plan for Nghe Tinh Port Joint Stock Company, recording the following specific results:

Reduction of Indirect Labor: In 2025, the Company reduced indirect labor by 10% for positions no longer suitable, contributing to a leaner apparatus and increased work efficiency.

Restructuring of Ben Thuy Stevedoring Enterprise: The total number of employees was reduced from 39 to 31 by the end of 2025. Departments were merged from 06 teams into 03 teams to eliminate intermediaries and improve management efficiency. Additionally, a Logistics Department was established to develop new services.

Structural Realignment of Units: Merged the Technical team and the Workshop team into the Technical Repair Center. Merged the Berthing team into the Dispatching team to enhance management effectiveness.

2.3.2. Internal Regulations and Procedures System

Conducted a review and classification of 100% of current internal regulations and procedures.

Identified overlaps and shortcomings in areas such as governance, personnel organization, finance, bidding and procurement, occupational safety and health, and production management.

Integrated and consolidated sets of regulations related to personnel, payroll, capacity assessment, and recruitment into a **Comprehensive Personnel Management Regulation** to ensure consistency, transparency, and controllability.

Issued and operated the **Standard Operating Procedure (SOP)** system, standardized according to the Vietnam Maritime Corporation (VIMC) model.

Established the **SOP System Operation Steering Committee (SOP Committee)**, led by a Deputy General Director. This committee performs functions of controlling, updating, guiding, and evaluating compliance with standard procedures across all departments and subordinate units.

Established a quarterly periodic evaluation mechanism via internal regulation management software.

SOPs are decentralized and controlled according to the **RACI Responsibility Matrix**, including update logs and improvement feedback.

2.4 Learning and Development

2.4.1. Developing a "Customer-Centric" Corporate Culture

Building and developing the corporate culture with a "Customer-Centric" orientation, regarding customer satisfaction as the most vital metric for all activities.

Promoting internal communication to spread the spirit of professional, dedicated, and responsible service; assisting employees in clearly understanding goals

and orientations to accompany the Company in overcoming difficulties and completing planned targets.

Implementing specific action programs to listen to customers, such as: collecting feedback through the "khaosat.vimc.co" customer survey system and the electronic portal at "tos.nghetinhport.vn".

Gathering direct feedback via Zalo, email from customer account managers, and honoring advanced role models in the customer-centric culture.

Gradually forming a cohesive, customer-oriented working environment and constantly improving service quality.

2.4.2. Digital Transformation in Business Operations & Customer Care

Migrating all customer data to the Customer Relationship Management (CRM) system in accordance with the issued Standard Operating Procedures (SOPs).

Implementing Customer Care and Marketing activities directly on the CRM platform.

Completing the integration of customer communication channels into the CRM system, including: Zalo Official Account (OA), automated email systems, website forms, and customer feedback collection via QR Codes.

Implementing Net Promoter Score (NPS) measurements on a monthly basis.

Recording direct and objective feedback through NPS to evaluate satisfaction levels and enhance customer trust when utilizing services at the Port.

2.4.3. Innovation and Kaizen Initiatives

Maintaining and strongly spreading the Kaizen movement in 2025 as a core value of continuous improvement culture.

Implementing 60 Kaizen initiatives across the Company, resulting in a benefit value of VND 1.6 billion.

Achieving recognition for 17 ideas by the Innovation Development Council for effective application.

Securing 01 Third Prize and 01 Consolation Prize at the VIMC Innovation Festival, and 01 First Prize at the VIMC Creative Youth Competition.

2.5 Investment Activities

- **2025 Investment Capital Plan:** VND 28,010 million.

+ **Investment plan approved by the General Meeting of Shareholders:** VND 28,010 million.

+ **Suspended item:** Preparation of the Investment Project Proposal for the "Port Logistics and Warehousing Investment Project" valued at VND 1,000 million.

Reason: The 7-hectare land plot in Dong Loc Commune, Nghe An Province (formerly Khanh Hop Commune, Nghi Loc District), is still undergoing the 1/2000 scale construction zoning planning process.

+ **Supplementary items:** Preparation and appraisal of the Feasibility Study Report for "Warehouse No. 5 Investment Project at Cua Lo Port (S: 7,700 m2)" and the "Cua Lo Port Upgrade Investment Research".

- **Projects completed ahead of schedule in 2025:**

+ Investment project to upgrade the pier surface, container yards, and internal roads at Cua Lo Port (total area: 10,200 m2)

+ Investment in 01 wheeled excavator (95KW) at Cua Lo Stevedoring Enterprise.

+ Investment in 01 container reach stacker (40-45 tons) at Cua Lo Stevedoring Enterprise.

+ Smart-TOS software upgrade project.

+ Bravo 10 ERP software upgrade project (Implementation plan for 2025 - 2026; 2025 capital plan: VND 360 million; 2026 capital plan: VND 1,440 million).

+ Investment in a server system for the STOS software

- By the end of 2025, the Company completed investment projects with a total realized value of **VND 27,010 million**, reaching **96.4%** of the plan. These projects achieved a total cost saving of **VND 1,220 million**.

2.6 Investment Activities in Associate Companies (Cua Lo Port Tugboat and Marine Services JSC)

Cua Lo Port Tugboat and Marine Services JSC implemented capital and asset management regimes in strict compliance with State financial and accounting regulations.

By the end of 2025, Nghe Tinh Port JSC's contributed capital remained preserved and utilized effectively.

In 2025, the Company collected **VND 2,804 million** in 2024 dividends and **VND 1,800 million** as an advance for 2025 dividends from the Associate Company.

Current investment activities in the Associate Company ensure capital preservation, growth, and sustainable profit returns.

2.7 Occupational Safety, Health (OSH), Fire Prevention, and Environmental Protection

In 2025, OSH, fire prevention, and environmental protection were consistently directed and implemented effectively with a total expenditure of **VND 3,817 million**.

Key improvements:

- Enhanced industrial hygiene and dust control; maintained dust sweepers and water sprinkler trucks.
- Supplemented cleaning tools; installed additional safety signs and warnings.
- Organized periodic health check-ups and provided heatstroke prevention support for workers during the summer.

- Maintained regular OSH training, fire safety inspections, and management of equipment with strict safety requirements.
- **Occupational Accidents:** Despite positive changes, 06 minor occupational accidents occurred during the year, mainly due to worker negligence, strenuous working conditions, and harsh weather.
- **Target for 2026:** The Company will focus on rectifying these issues in 2026 to ensure the safety, health, and legitimate rights of all employees.

2.8 Other Activities

The Company fully and effectively participated in socio-cultural and sports programs launched by the industry and local authorities.

Organizations such as the Trade Union, Youth Union, Veterans Association, and the Female Affairs Committee operated regularly and vibrantly.

These organizations have had a positive influence on the fulfillment of the Company's business production tasks.

3. General Evaluation

2025 took place against the backdrop of numerous difficulties in both domestic and global economies, as the logistics and maritime transport markets continued to be affected by supply chain fluctuations, fuel prices, and weak demand recovery.

Under these conditions, the business production activities of Nghe Tinh Port Joint Stock Company faced significant challenges.

However, thanks to the close and timely direction of the Board of Directors, the proactive and decisive management of the Board of General Directors, and the solidarity, effort, and high responsibility of the entire workforce, the Company basically completed its goals, with many key indicators meeting or exceeding the set plans.

Critical indicators such as total revenue and profit before tax showed growth, ensuring business efficiency, shareholder interests, and stable income and employment for workers.

The Company also fully fulfilled its obligations to the State budget.

In addition to business results, 2025 was marked by several important socio-political events for the Company.

The successful organization of the Party Congress, the Trade Union Congress, and the Youth Union Congress created a new competitive spirit, strengthened trust, and enhanced solidarity and consensus throughout the Company.

Notably, 2025 marked the 70th anniversary of the establishment and development of Nghe Tinh Port (1955–2025)—a proud historical milestone.

The Company's honor in receiving the Second-Class Labor Medal is a worthy recognition by the Party and State for the persistent and continuous contributions of generations of staff and workers.

This recognition serves as a vital driving force for the Company to continue innovating and developing sustainably in the coming period.

PART II:

2026 BUSINESS PLAN AND IMPLEMENTATION SOLUTIONS

I. GENERAL ASSESSMENT:

1.1. Challenges:

Geopolitical conflicts, particularly tensions in the Middle East, threaten to disrupt global supply chains and energy markets, causing economic instability and potential risks of inflation and trade decline.

The issue of **fishing vessels encroaching on Cua Lo Port wharves** for anchorage remains unresolved, compromising maritime safety and regional security, and hindering port operations.

The port's proximity to residential and tourist areas subjects it to **strict environmental monitoring**, limiting the handling of dust-generating bulk cargo and increasing environmental treatment costs.

The trend toward **increasing vessel tonnage** requires deep-water port systems; Nghe Tinh Port (Cua Lo Port) faces significant difficulty competing with large neighboring deep-water ports such as Visai, Vung Ang, or Nghi Son.

Maintaining and developing **international container routes** remains difficult with modest volumes due to unstable and fragmented cargo sources.

The provincial support policy for container vessels (**Resolution 03/2023/NQ-HND**) expired at the end of 2025 and is awaiting a new mechanism, creating uncertainty in committing to and attracting shipping lines in 2026.

Unpredictable weather patterns continue to adversely affect the Port's business production activities.

1.2. Advantages:

The Company possesses an **experienced and professional workforce** that is currently being rejuvenated.

Focus is placed on **innovating scientific and effective management methods**, investing in technological renewal, expanding scale, and enhancing financial capacity to create developmental momentum.

Newly invested equipment and machinery will enhance port exploitation capacity and attract more cargo through the port.

The Company receives **active support and favorable conditions** from the Ministry of Construction, the Vietnam Maritime Administration, Vietnam Maritime Corporation (VIMC), the Provincial Party Committee, and the People's Committee of Nghe An Province.

1.3 Market Assessment:

Nghe Tinh Port's market includes:

(1) **The North Central Region (primarily Nghe An):** Key items include containers, various types of stones, animal feed, rolled steel, and fertilizers. Cargo sources in Nghe An are mostly minerals and raw materials with low value and are often fragmented.

(2) **The Laos Market:** This continues to be defined as a **strategic market**, providing a stable source for bulk and bagged segments such as iron ore, potash, and other commodities. While it is the primary market for Nghe Tinh Port's operations, it is also a highly competitive arena among ports in the North Central region.

1.4 Target Customer Groups for Development in 2026:

TT	Commodity	Unit	Projected Volume	Note
1	Fertilizer	Tons	1.500.000	Primarily focusing on Potash from Laos. Projected volume increases by 2.87% compared to 2025 actual results.
2	Container	Tons	950.000	In addition to domestic containers, focus on maintaining and developing international containers. Projected volume increases by 13.47% compared to 2025 actual results.
3	Various types of Stone	Tons	400.000	Projected that 100% of the volume in the Cua Lo port cluster will pass through Nghe Tinh Port.
4	Animal Feed	Tons	320.000	The Company has developed an integrated service chain for customers. Projected volume increases by 2.77% compared to 2025 actual results.
5	Iron and Steel	Tons	160.000	Projected volume increases by 10.99% compared to 2025 actual results.
6	Iron Ore	Tons	450.000	Imported from Laos for domestic market consumption. With solutions for environmental and operational safety, the projected volume increases by 29.36% compared to 2025 actual results.

II/ 2026 Business Plan

Based on the projected cargo sources through the port, organizational capacity, financial resources, fluctuations in cost factors, and the targets assigned by VIMC, the Company establishes the 2026 plan as follows:

No	Item	Unit	2026 Plan
1	Cargo Throughput	Tons	4.150.000
	<i>Of which: Container volume</i>	<i>Teu</i>	<i>62.000</i>
2	Total Revenue	VND million	284.152
3	Profit Before Tax	VND million	22.500

*** INVESTMENT PLAN:**

The investment capital plan for 2026 is **VND 70,038 million**, including:

- **Transition projects from 2025:** VND 42,838 million.
- **New projects commencing in 2026:** VND 27,200 million.

Detailed Investment Portfolio (Unit: VND million):

DVT: Triệu đồng

No	Project Name	Total Investment	2026 Capital Plan
	Total	70.398	70.038
	<i>Civil Construction Projects</i>	63.898	63.898
	<i>Equipment Procurement Projects</i>	4.700	4.700
	<i>Digital Transformation Projects</i>	1.800	1.440
1	Transition projects from previous years	43.198	42.838
1.1	Civil Construction Projects	41.398	41.398
1.1.1	Research for Cua Lo Port upgrade investment	398	398
1.1.2	Warehouse No. 5 - Cua Lo Port (Area: 7,700 m ²)	41.000	41.000
1.2	Digital Transformation Projects	1.800	1.440
1.2.1	BRAVO 10 (ERP) software upgrade	1.800	1.440
2	Projects commencing in the planning year	27.200	27.200
2.1	Civil Construction Projects	22.500	22.500
2.1.1	Upgrading internal yards - Cua Lo Port (Area: 17,000 m ²)	15.000	15.000

2.1.2	Repair and renovation of Warehouse No. 1 - Ben Thuy Enterprise	7.500	7.500
2.2	Equipment Procurement Projects	4.700	4.700
2.2.1	Water sprinkler truck	900	900
2.2.2	Investment in 01 wheeled excavator	3.300	3.300
2.2.3	Investment in 01 50-KVA generato	500	500

III. SOLUTIONS FOR THE EFFECTIVE IMPLEMENTATION OF THE 2026 BUSINESS PLAN

Faced with economic challenges and fierce regional competition, the Company will continue to implement synchronized solutions in 2026 to retain existing customers and attract new ones, focusing heavily on market-customer strategies and specific action programs to achieve established goals.

3.1 Solutions for Market and Business Production

Institutional Connectivity: Regularly connect with Customs authorities, the Southeast Economic Zone Management Board, and other Industrial Zones within the Province to gather information and build a database for new customer segments, particularly those utilizing international container services.

Proactive Engagement: Actively work with customers to propose various logistics chain connectivity options; enhance service improvement measures, elevate operational quality, and establish policies to share difficulties with customers.

Logistics Expansion: Continue to expand and develop logistics services, focusing strongly on providing sea/land transportation services and building integrated service chains for customers at the Port, especially for containers, iron ore, tapioca starch, and animal feed.

Strategic Partnerships: Strengthen strategic cooperation with shipping lines and implement priority policies to maintain and increase the frequency of established international container routes while seeking opportunities for new routes.

Shipping Line Support: Enhance support for shipping lines in container management operations (import/export, empty container management, stuffing/unstuffing) and actively serve as agents to strongly promote the transition from bulk cargo to container operations.

Data Management: Focus on establishing and managing customer profiles scientifically, updating data to promptly grasp current needs and development potential. Conduct research on industry and regional economic development trends to build accurate marketing strategies.

Brand Promotion: Promote the Company's brand, image, and capacity through the Website, social media, sponsorship programs, and socio-cultural exchanges.

3.2 Solutions for Cooperation and Connectivity within VIMC

Actively coordinate with units within the **Vietnam Maritime Corporation (VIMC)** such as Vosa, VIMC Logistics, and VIMC Lines to promote the implementation of logistics service chains initiated by the Corporation, specifically in the North Central region.

3.3 Solutions for Customer Policies

Customer-Centric Culture: Focus on building a "Customer-Centric" culture where service products must satisfy customer requirements.

Technological Integration: Implement synchronized solutions to structure the organization and apply **Customer Relationship Management (CRM)** software integrated with communication channels such as Zalo, automated Email, website forms, and QR Codes.

Customer Care Segmentation: Enhance customer care and develop new clients by segmenting customers based on specific commodity groups, assigning dedicated staff to follow up closely from initial inquiry to service completion.

Operational Oversight: Strengthen inspections of contract implementation at various units regarding quotas, cargo-handling tools, and shift timing to provide timely solutions and ensure the best service delivery for customers.

Integrated Solutions: Increase integrated package solutions and improve service quality to meet the ever-increasing requirements of customers

3.4 Management and Corporate Innovation Solutions

- Innovating Operating Mechanisms and Applying Digital Governance Technology:

- + Implement digital transformation in executive management, financial planning, human resources, and operational safety.

- + Integrate port operation software, risk management software, human resource management software (BRAVO 10), and BSC/KPI reporting tools into a centralized management system.

- + Develop shared databases for production, labor, safety, and finance to transition toward a "paperless" operating model, increasing efficiency while reducing costs and enhancing transparency.

- + Apply Artificial Intelligence (AI) and Big Data to analyze labor productivity, track equipment, forecast volumes, and optimize port operations.

- Innovating Human Resource Management Mechanisms:

- + Modernize methods for assessing capacity and performance based on transparent BSC/KPIs, linked to policies for salary, bonuses, and promotions.

- + Implement incentive mechanisms for initiatives, process improvements, and reductions in operating costs.

- + Review and develop a succession team of managers possessing competence, resilience, and digital skills through specialized training in governance, finance, law, and occupational safety.

- **Strengthening Risk Management and Internal Control:**

- + Perform comprehensive Enterprise Risk Management (ERM) with quarterly updates.
- + Maintain internal control mechanisms to ensure early detection, timely warning, and effective remediation.
- + Continue standardizing internal procedures to control and limit business operational risks.

3.5 Technology, Engineering, and Digital Transformation Solutions

- **Upgrading and Perfecting the Smart-TOS System:**

- + Optimize exploitation processes and implement automated weighing systems alongside real-time cargo delivery technology to ensure immediate and accurate data synchronization.

- + Integrate data with Bravo software to unify financial and personnel information.

- + Add "checkpoint" functions for strict control of container status at various positions within the port.

- **Comprehensive Digitalization of Customer Care and Marketing:**

- + Utilize CRM software for centralized information management and automated feedback processing.

- + Integrate diverse digital communication channels to enhance marketing effectiveness and accurately measure customer satisfaction.

- **Software Development by the IT Department:**

- + In 2026, the IT department will deploy specialized software for billing, warehouse inventory management, and automated statistical reporting.

- + Apply AI for data analysis and promote corporate communications.

- **Bravo Software Integration:**

- + Continue deploying and integrating the costing module and management reporting system on the Bravo software platform.

IV. RECOMMENDATIONS AND PROPOSALS

To ensure Nghe Tinh Port fulfills its 2026 mandates, the Company requests support from the People's Committee of Nghe An Province, Vietnam Maritime Corporation (VIMC), and other functional agencies regarding the following issues:

Relocation of Fishing Vessels: Propose that local State management agencies expedite the completion of the new fishing port and related infrastructure. This is necessary to fully relocate fishing vessels currently anchored in the Cua Lo port area, thereby stabilizing security and ensuring maritime safety in compliance with the International Ship and Port Facility Security (ISPS) Code.

Channel Upgrading Project: Propose that the Government and relevant Ministries commence the project to upgrade the Cua Lo port entrance channel to a depth of -9m to -9.5m in 2026. This approved project is essential for receiving fully loaded 30,000 DWT vessels and 50,000 DWT vessels at reduced load.

The above is the full report on the 2025 business and investment results and the 2026 plan and tasks. On behalf of the Board of Management, I respectfully submit this to the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

Thank you very much!

**NGHE TINH PORT
JOINT STOCK COMPANY
GENERAL DIRECTOR**



Bui Kieu Hung

**ASSESSMENT REPORT OF THE INDEPENDENT BOARD
MEMBER
FOR THE YEAR 2025**

**To: The General Meeting of Shareholders of Nghe Tinh Port Joint Stock
Company**

Pursuant to the functions and duties of the Board of Directors (BOD) as stipulated in the Charter of Nghe Tinh Port Joint Stock Company ("Nghe Tinh Port") and relevant legal regulations, the Independent Member of the Board of Directors respectfully submits to the General Meeting of Shareholders (GMS) the report on the performance of duties in 2025 and the assessment of the Board of Directors' activities during the past term as follows:

I. Activities of the Independent Member of the Board of Directors

The Board of Directors includes one independent member: **Mr. Nguyen Thac Hoai**, who was re-elected at the 2025 Annual General Meeting of Shareholders. During the past period, the Independent BOD Member fully performed the duties stipulated in the Company's Charter, actively and proactively exchanged information with the Board of Directors and the Board of Management to provide reasonable and effective recommendations and proposals. The Independent BOD Member performed his duties through two basic methods:

- Participating in in-person and online meetings, studying contents for written opinions from Nghe Tinh Port to grasp information, exchanging ideas, and providing proposals and opinions regarding company activities to enhance business production efficiency.

- Proactively making proposals and participating in discussions and exchanges with other BOD members, the Board of Management, specialized departments, and relevant units in assigned areas. Specifically, Mr. Nguyen Thac Hoai was assigned to oversee market development, branding, and company brand development.

- Supervising and directing the Board of Management in customer care, service quality management, and assessing customer satisfaction with company services.

- Participating in market research, market forecasting, and logistics service development to attract cargo through the port.

- Exercising the powers and duties of the head, deputy head of boards, sub-committees, councils, or teams as specified in the establishment decisions issued by the owner or the Board of Directors.

II. Report by Independent Board Member on BOD Activities

Based on the business production results and general activities of Nghe Tinh Port, as well as the governance work of the Board of Directors, the Independent BOD Member provides several assessments of the activities of the Nghe Tinh Port Board of Directors in 2025 as follows:

Implementation of GMS Resolutions: Based on the contents approved by the GMS, the Board of Directors directed and supervised the Company's implementation to ensure compliance with the approved contents; annual business production results were achieved according to the reports presented at the Meeting.

BOD Discussions: As a regular and fundamental activity, the Board of Directors considered proposals from the Board of Management within the scope of powers and responsibilities stipulated in the Company Charter, Company Regulations, and prevailing laws. Additionally, the Board of Directors proactively researched and discussed various contents related to corporate governance and the Company's development orientation.

Issuance of BOD Resolutions and Decisions: The approval of discussion contents was conducted through direct voting at meetings or by soliciting written opinions. The voting process complied with the principle of majority and other requirements specified in the Company's Charter and Regulations. BOD members' opinions were summarized in Minutes, serving as the basis for the Chairman of the BOD to sign and issue Resolutions and Decisions, which are archived by the Person in charge of Corporate Governance. All BOD Resolutions and Decisions were communicated to the Supervisory Board and the Board of Management.

Activities of the BOD and its Members: The activities of the Board of Directors in general and each BOD member were governed by the Charter, Company Regulations, and current laws. There were no acts of exceeding or abusing power during the performance of duties and powers.

Execution of Related Party Transactions: The General Director strictly reported and sought BOD opinions regarding transactions between Nghe Tinh Port and related parties of the Company or internal persons. The Board of Directors carefully reviewed these contents and complied with the principle of voting, where the vote count excluded members with interests related to the parties in the contract. The Company performed information disclosure for these transactions and fully compiled them in the Corporate Governance Report and Annual Report.

Remuneration and Operating Expenses of the BOD: Remuneration, salaries, and other benefits for BOD members were implemented according to the GMS Resolution and supervised based on Nghe Tinh Port's regulations on financial management and salaries, ensuring transparency and seriousness.

BOD Supervision of the Board of Management: The Board of Directors supervised the activities of the Board of Management by requiring written or verbal reports at meetings, and through direct inspections by the Internal Audit Board, covering all company activities.

The above is the Report on the performance results of the Independent BOD Member and the assessment of the Board of Directors' activities at Nghe Tinh Port Joint Stock Company in 2025. I wish the Meeting great success.

Respectfully submitted.

INDEPENDENT BOD MEMBER



Nguyễn Thạc Hoai

REPORT
SELF-ASSESSMENT OF THE PERFORMANCE OF SUPERVISORS AND
THE SUPERVISORY BOARD IN 2025 AND OPERATIONAL
ORIENTATION FOR 2026

**To: The 2026 Annual General Meeting of Shareholders Nghe
Tinh Port Joint Stock Company**

Pursuant to the Law on Enterprises dated June 17, 2020, and its amendments and supplements;

Pursuant to the Law on Securities dated November 26, 2019, and its amendments and supplements;

Pursuant to Decree No. 155/2020/ND-CP and Decree No. 245/2025/ND-CP regarding corporate governance;

Pursuant to the Charter and Internal Regulations on Corporate Governance of Nghe Tinh Port Joint Stock Company;

Pursuant to the Working Regulations of the Supervisory Board.

The Supervisory Board ("Board") of Nghe Tinh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders the report on its 2025 activities and 2026 orientation as follows:

1. Activities of the Supervisory Board in 2025

1.1 Composition of the Supervisory Board

For the 2025 - 2030 term, the Board consists of 03 members:

- 1) Ms. Phan Thi Nhi Ha – Head of the Supervisory Board.
- 2) Mr. Nguyen The Tien – Member.
- 3) Ms. Nguyen Ngoc Thuy Dung – Member.

1.2 Results of 2025 Tasks

In accordance with the tasks assigned by the General Meeting of Shareholders in the 2025 Operational Plan, the Supervisory Board has monitored the activities of the Board of Directors and the Board of Management, and inspected the business production activities of Nghe Tinh Port Joint Stock Company. During the performance of inspection and supervision duties, the Board consistently worked with dedication, ensuring objectivity, truthfulness, prudence, and professional ethics, without obstructing the business production activities of the Company or the inspected subsidiary units.

In 2025, immediately after being elected for the 2025-2030 term by the General Meeting of Shareholders on April 18, 2025, the Supervisory Board convened to elect the Head of the Board and restructured its plan. The Board conducted 03 (three) in-person meetings at the unit and maintained regular exchanges and evaluations of issues related to the management and operation of the Company's business production activities for supervisory purposes.

The Board inspected and supervised the implementation of the business production and service plan indicators for the entire Company in 2025 through documents, reports, and meetings throughout the year.

The Board monitored compliance with the 2025 General Meeting of Shareholders' Resolution, adherence to the Company Charter, State Laws, and the regulations, rules, resolutions, and decisions issued by the Board of Directors and the Board of Management regarding management and operational tasks in 2025.

The Board supervised financial indicators, capital preservation, and development.

The Board supervised the implementation and efficiency of investment projects.

The Board monitored the implementation of financial regimes, profit distribution, and the utilization of funds.

In 2025, the Company did not host any external inspection, examination, audit, or tax authorities. There was only one inspection team from VIMC regarding the Representative of State Capital; accordingly, the Supervisory Board monitored the Company's implementation of directives and recommendations from the owner, VIMC.

Through inspection and supervision activities, the Board provided opinions and recommendations to the Board of Directors and the Board of Management on measures to strengthen control, mitigate risks, and ensure compliance with legal regulations, the Charter, and internal rules. These contributions helped improve operational quality and efficiency, leading to the completion of the Company's 2025 business production tasks.

The Board participated in providing opinions for the amendment, supplementation, and review of the Company's internal corporate governance document system.

Besides regular duties, the Supervisory Board completed the appraisal of the 2024 Audited Financial Statements, the 2025 semi-annual Financial Statements, and the 2025 Audited Financial Statements of the Company. It also appraised the establishment of salary funds for managers and employees at the Company.

The Supervisory Board strictly implemented the contents of the 2025 Operational Plan approved by the General Meeting of Shareholders, adhering closely to the AGM Resolution, the operational plan, and actual conditions. The Board

correctly exercised its responsibilities and powers as prescribed by the Law on Enterprises and the Company Charter.

The Board maintained good working relationships and coordination with the Board of Directors, the General Director, and the Board of Management.

The Board fully completed supervisory reports and other reports as requested.

Members of the Supervisory Board worked with a high sense of responsibility, following the principles of independence and prudence, always acting in the best interests of the shareholders and the Company.

1.3 Assessment of the Performance of Supervisory Board Members

With a high sense of responsibility, each member of the Supervisory Board consistently affirmed their professional competence throughout the year, conducting inspections independently and objectively.

Members reported their opinions regarding the truthfulness and fairness of the financial statements and ensured compliance with legal regulations across all general business activities.

Members frequently engaged in candid exchanges and provided direct feedback to the Board of Directors and the Board of Management upon detecting errors or activities with potential risks to the Company.

The members of the Supervisory Board operated in strict compliance with legal regulations, the Company Charter, and the Operational Regulations of the Supervisory Board.

Each member diligently and honestly completed their assigned supervision, inspection, and evaluation tasks.

During the execution of their duties, members maintained a strong spirit of teamwork and frequent communication to perform work objectively and effectively.

The members were proactive in their work, contributing numerous opinions to the Board of Directors and the Board of Management, and successfully completed all assigned tasks for 2025.

1.4 Salaries, Remuneration, and Operating Expenses of the Supervisory Board in 2025

The salaries and remuneration of Supervisory Board members were implemented according to Company policies, complying with the Company Charter and the Law on Enterprises.

In 2025, as all three supervisors served in a part-time capacity, no salaries were incurred.

The total remuneration for the members of the Supervisory Board amounted to **VND 252 million**.

The operating expenses of the Supervisory Board were executed in accordance with the spending limits specified in the Company's Internal Spending Regulations.

2. Operational Orientation for 2026

Exercising the rights and responsibilities of the Supervisory Board as prescribed by the Law on Enterprises and the Company Charter, the Board has established a detailed operational plan for 2026 for approval by the Annual General Meeting of Shareholders, focusing on the following key areas:

- **Performance Monitoring:** Supervise the implementation of 2026 business and production targets assigned by the General Meeting of Shareholders.
- **Financial Appraisal:** Inspect and appraise the quarterly, semi-annual, and full-year 2026 financial statements of the Company.
- **Asset and Fund Oversight:** Monitor financial indicators, capital preservation, and development; evaluate the implementation and efficiency of investment projects; and oversee financial regimes, profit distribution, and the use of funds.
- **Compliance Auditing:** Verify compliance with State regimes, policies, and laws.
- **Internal Governance:** Inspect the development and implementation of internal regulations, rules, and management procedures of the Company.
- **Management Supervision:** Inspect and supervise the legality, reasonableness, truthfulness, and diligence of the Board of Directors and the General Director in the management and operation of business activities.
- **Regulatory Adherence:** Monitor the implementation of and compliance with the Company Charter, State legal regulations, and directives from the Board of Directors and the General Director.
- **Internal Control Evaluation:** Assess the effectiveness of the Company's internal control system and propose recommendations for improvement.
- **Internal Audit Coordination:** Supervise the performance of the Internal Audit Department to strengthen oversight within the Company.
- **Follow-up Monitoring:** Supervise the implementation of conclusions and recommendations from inspection, examination, and audit delegations at the Company.
- **Statutory Duties:** Perform other duties of the Supervisory Board as required by current enterprise law.
- **Capacity Building:** Update newly issued policies and regulations and participate in training courses to enhance professional expertise.

(The detailed 2026 Operational Plan is attached to this report).

The above is the self-assessment report on the performance of the Supervisors and the Supervisory Board in 2025 and the operational orientation for 2026. The Supervisory Board respectfully submits this to the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above
- Board of Directors of Nghe Tinh Port;
- Members of the Supervisory Board (implementation);
- Archived: Administration Office, Supervisory Board.

**ON BEHALF OF THE
SUPERVISORY BOARD
HEAD OF THE BOARD**



Phan Thi Nhi Ha

**2026 OPERATIONAL PLAN
OF THE SUPERVISORY BOARD - NGHE TINH PORT JOINT STOCK COMPANY**

No	Content / Duty	Inspection/Supervision Subject	Form of Inspection/Supervision	Implementation Time	Remarks
A	Regular Duties				
1	Supervise the implementation of 2026 business targets assigned in the 2026 Annual General Meeting Resolution.	Nghe Tinh Port	Regular	At periodic BOD meetings and Supervisory Board working sessions in 2026.	
3	Attend meetings according to the regulations/periodic schedule of the Supervisory Board.			Year 2026	
4	Prepare periodic reports as regulated.			Year 2026	
5	Evaluate the operation of the Company's internal control system; propose recommendations to improve its efficiency.	Nghe Tinh Port	Regular	Year 2026	
6	Supervise the performance of the Internal Audit Department to strengthen supervision at the Company.	Internal Audit Dept (CNT)	Regular	Through interviews and reports of the Internal Audit Department.	
7	Inspect and supervise the legality, reasonableness, truthfulness, and diligence of the BOD and General Director in organizing, managing, and operating business activities.	BOD, Board of Management	Regular	Through BOD and Board of Management meetings, and Supervisory Board working sessions in 2026.	
8	Supervise the management and operation of business activities by the BOD and Board of Management in accordance with the Law and the Company's Charter.	BOD, Board of Management	Regular	Through BOD and Board of Management meetings, and Supervisory Board working sessions in 2026.	
9	Supervise financial indicators; Capital preservation and development; Implementation and efficiency of investment projects; Implementation of financial regimes, profit distribution, and use of funds in 2025 and 2026.	Nghe Tinh Port	Regular	Through quarterly and semi annual Financial Statements and the full year 2026.	
10	Inspect and supervise the implementation of conclusions and recommendations from the owners, inspection agencies, audit, and examination at CNT.	Nghe Tinh Port	Regular	Based on recommendations in inspection conclusions.	

I	1	Perform other tasks as prescribed in the Supervisory Board's Working Regulations, the Company Charter, and the prevailing Law on Enterprises.	Nghe Tinh Port	Regular	Year 2026	
B		Thematic Inspection and Supervision				
I		Quarter I/2026				
	1	Supervise the asset inventory and handling of inventory results as of 00:00 on January 1, 2025.	Nghe Tinh Port	Indirect inspection: Inventory minutes; Post-inventory result handling reports.	According to CNT's inventory schedule.	
	2	Appraise the realized salary fund for managers and employees in 2025 and the planned salary fund for 2026.	Nghe Tinh Port	Through the General Director's Proposals and BOD Resolutions.	Thg3-26	
	3	Appraise the audited 2025 Financial Statements of CNT.	Company Head Office and Indirectly	Through the audited Financial Statements, audit minutes, Management Letter, and relevant supporting documents.	Thg3-26	After the audited 2025 Financial Statements are issued.
II		Quarter II/2026				
	1	Appraise the business performance results and Q1/2026 Financial Statements of CNT.	Nghe Tinh Port	Through Financial Statements and reports of the BOD/Board of Management.	Thg4-26	After the Q1/2026 Financial Statements are issued.
III		Quarter III/2026				
	1	Appraise the business performance efficiency and semi-annual 2026 Financial Statements of CNT.	Company Head Office	Through the reviewed Financial Statements, reports of the BOD/Board of Management, and relevant supporting documents.	Thg9-26	After the semi-annual 2026 Financial Statements are issued.
IV		Quarter IV/2026				
	1	Appraise the Q3/2026 Financial Statements and the performance results of the 9-month 2026 AGM Resolution of CNT.	Company Head Office	Through Financial Statements and reports of the Capital Representative.	Nov, Dec 2026	After the Q3/2026 Financial Statements are issued.

No.: 05/BC-DHDCD

Nghe An, April 14, 2026

REPORT OF THE SUPERVISORY BOARD
RESULTS OF OVERSIGHT OF BUSINESS OPERATIONS, THE BOARD OF
DIRECTORS, AND THE GENERAL DIRECTOR FOR THE YEAR 2025 OF
NGHE TINH PORT JOINT STOCK COMPANY

To the: Annual General Meeting of Shareholders 2026
Nghe Tinh Port Joint Stock Company

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

Pursuant to the Law on Securities dated November 26, 2019, and its amending, supplementing, and guiding implementation documents;

- Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;
- Pursuant to the Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company;
- Pursuant to Resolution of the Annual General Meeting of Shareholders No. 01-25/NQ-ĐHĐCĐ dated April 18, 2025;
- Based on the financial statements for the year 2025 audited by UHY Auditing and Consulting Limited Company;

The Supervisory Board of Nghe Tinh Port Joint Stock Company hereby reports to the General Meeting of Shareholders on the results of its supervision of the production and business activities, and its supervision of the Board of Directors and the General Director of Nghe Tinh Port Joint Stock Company, as follows:

PART I. RESULTS OF SUPERVISION AND INSPECTION

I. Information Regarding the Company's General Operations

- Nghe Tinh Port Joint Stock Company currently operates under the Certificate of Business Registration for Joint Stock Company; business code: 2900325068 issued by the Department of Planning and Investment of Nghe An Province, first issued on December 31, 2009, with the 5th amendment registered on May 30, 2023. Shares of Nghe Tinh Port Joint Stock Company were listed on July 19, 2016, on the Hanoi Stock Exchange; Stock code: NAP.

- Charter capital as of December 31, 2025: VND 215,172,000,000, equivalent to 21,517,200 shares.

- Paid-in capital as of December 31, 2024: VND 215,172,000,000 (of which Vietnam Maritime Corporation - Joint Stock Company is a major shareholder, holding a controlling interest of 51%; Tuan Loc Commodities Co., Ltd. holds 21.35%; and the remaining 27.65% is held by other minority shareholders).

The Company's principal business activities are: Provision of port and terminal services; Cargo handling, storage, and freight forwarding; Warehousing and bonded warehousing services; Maritime escort, search and rescue, and salvage services; Provision of maritime services and ship supply; Construction and leasing of office buildings...

The Company's headquarters is currently located at No. 10, Truong Thi Street, Truong Vinh Ward, Nghe An Province, Vietnam.

The Company's management and operational structure follows the model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

Board of Directors for the 2025 - 2030 term, comprising:

No.	Member of the Board of Directors	Position	Date of Appointment	Capital Representative (%)
1	Mr. Le Doan Long	Chairman of the Board	April 18, 2025	21
2	Mr. Bui Kieu Hung	Member of the Board of Directors	18 April 2025	15
3	Ms. Tran Thi Huong	Member of the Board of Directors	April 18, 2025	15
4	Mr. Nguyen Hong Son	Member of the Board of Directors	April 18, 2025	21.35
5	Mr. Nguyen Thac Hoai	Independent Member of the Board of Directors	18 April 2025	-

Supervisory Board, comprising:

Serial Number	Member of the Supervisory Board	Position	Date of Appointment	Term of Office
1	Ms. Phan Thi Nhi Ha	Chairman of the Supervisory Board	April 18, 2025	2025 - 2030
2	Mr. Nguyen The Tien	Supervisory Board Member	18 April 2025	2025 - 2030

3	Ms. Nguyen Ngoc Thuy Dung	Member of the Supervisory Board	April 18, 2025	2025 - 2030
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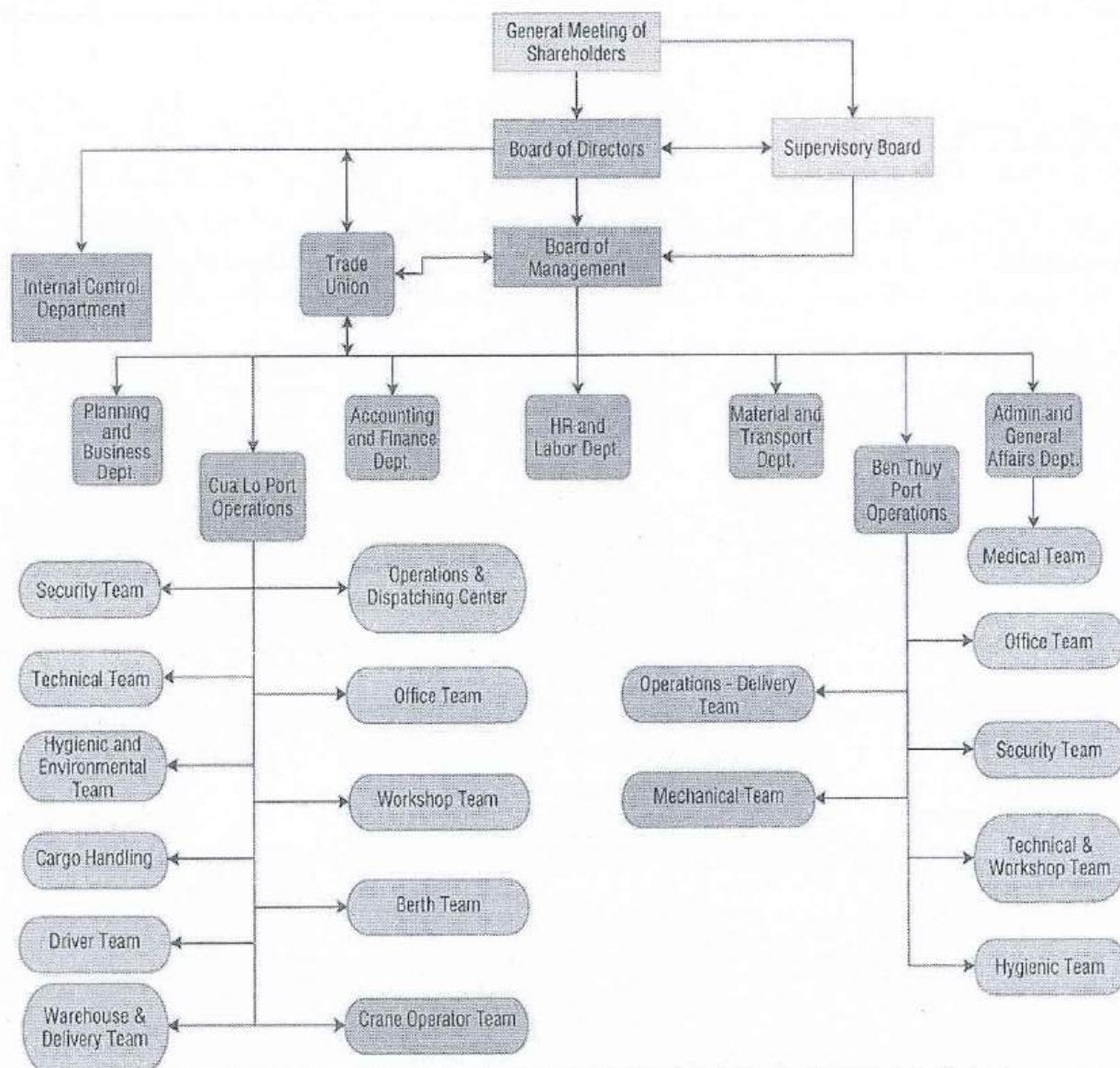
- Board of Management, with 4 members, comprising:

- + Bui Kieu Hung, General Director;
- + Mr. Tran Nam Hai, Deputy General Director in charge of internal affairs;
- + Mr. Nguyen Danh Hai, Deputy General Director in charge of Business.

+ Mr. Nguyen Xuan Hung, Deputy General Director for Operations.

- Pursuant to Resolution No. 16/NQ-HĐQT dated April 22, 2025, with the primary objective of restructuring and streamlining the workforce for efficient human resource utilization, through a plan for workforce reduction, adjusting staffing levels, reorganizing roles and positions, and settling entitlements for redundant employees. In 2025, the number of employees who resigned, ceased employment, were laid off, or retired totaled 27 individuals, while the number of new hires consistent with the company's development strategy was 3 individuals. Consequently, the Company's total personnel as of December 31, 2025, was 369 individuals, representing a decrease of 24 individuals compared to 393 individuals as of January 1, 2025.

- Organizational Structure:



+ The affiliated unit comprises 02 enterprises:

- (1) Cua Lo Stevedoring Enterprise (290 employees, a reduction of 12 personnel since the beginning of the year);
- (2) Waterfront Stevedoring Enterprise (31 employees, a reduction of 08 employees compared to the beginning of the year).

+ 06 professional departments within the Administrative Division, comprising:

- (1) Business Planning Department: 8 employees
- (2) Finance and Accounting Department: 6 persons
- (3) Technical and Supplies Department: 5 personnel
- (4) Personnel and Labor Department: 5 staff members
- (5) General Administration Department: 13 people

(6) General Department: Administration: 1 headcount, Audit: 1 headcount, IT: 2 headcounts.

+ 01 Trade Union Office: 2 persons.

Nghe Tinh Port invested capital into an associate company, namely Cua Lo Port Tugboat and Marine Services Joint Stock Company, in 2016, with an invested capital value of VND 4,860 million out of a charter capital of VND 13.5 billion, representing a voting stake of 36%.

II. Results of Oversight of the Board of Directors' Operations

- In 2025, the Board of Directors successfully organized the Annual General Meeting of Shareholders on April 18, 2025, and subsequently issued Resolution No. 01-25/NQ-ĐHĐCĐ of the Annual General Meeting of Shareholders. The Meeting unanimously elected 05 members to the Board of Directors for the 2025-2030 term. Immediately following the General Meeting, the Board of Directors convened its first session and unanimously elected Mr. Le Doan Long as Chairman of the Board of Directors and Mr. Bui Kieu Hung as General Director of CNT (pursuant to Resolution No. 14/NQ-HĐQT dated April 18, 2025, and Decision No. 09/QĐ-HĐQT). Thus, the Board of Directors comprises 05 members, including an executive Chairman, 01 member concurrently serving as General Director, 01 independent Board member, and 02 other non-executive members. Following the General Meeting, on April 18, 2025, the Board of Directors issued Resolution No. 15/NQ-HĐQT regarding the 2025 Action Plan of the Board of Directors of Nghe Tinh Port Joint Stock Company; Decision No. 16/QĐ-HĐQT dated May 15, 2025, concerning the assignment of duties to Board members; on April 22, 2025, the Board of Directors issued Resolution No. 16/NQ-HĐQT regarding the assignment of 2025 BSC-KPI targets to the Company's General Director; on April 24, 2024, the Board of Directors issued Resolution No. 27/NQ-HĐQT on the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders.

The Board of Directors has performed its functions, duties, and powers in strict compliance with the Law on Enterprises, the Charter, internal regulations on corporate governance, and prevailing legal provisions. In 2025, the Board of Directors held 05 Board meetings. The agenda of these meetings mainly covered workforce restructuring, refining internal regulations, evaluating production and business performance, reviewing the status and progress of plan implementation as per Resolution No. 01-25/NQ-ĐHĐCĐ of the 2025 Annual General Meeting of Shareholders, and the implementation of recommendations from the Supervisory Board and Internal Audit. Furthermore, the Board of Directors, in conjunction with the Executive Board, presided over numerous important meetings to collectively establish timely orientations and guidance for the Company's operations.

In 2025, the Board of Directors of Nghe Tinh Port issued 37 Resolutions and 26 Decisions. All resolutions and decisions adopted were unanimously approved by all

participating members and reflected the Company's business orientations and solutions, consistent with the general policies of the state, the owner, and market conditions. The Board's resolutions and decisions were duly issued within its authority, in compliance with the Company's Charter and legal regulations. The Board of Directors operated in accordance with its functions, duties, and powers stipulated in the Charter, the internal regulations on corporate governance, the Board's operational regulations, and current legal provisions; always proactively and diligently implemented and completed the tasks approved by the General Meeting of Shareholders, ensuring the interests of both the Company and its shareholders.

- In 2025, the Board of Directors closely adhered to the 2025 business and production plan, directing the Executive Board to implement it. The Board of Directors operated on a dedicated basis, made collective decisions, and assigned duties to its members according to specific operational areas. The Board of Directors diligently supervised the operations of the Executive Board, regularly assessed the situation, and proposed directions for the next period to ensure the achievement of assigned plan targets.

- The Board of Directors has directed the implementation of information disclosure in compliance with the provisions of Securities Law No. 54/2019/QH14 and Law No. 56/2024/QH15. The Company discloses information in accordance with the regulations set forth in Circular No. 96/2020/TT-BTC dated November 16, 2020; Circular No. 68/2024/TT-BTC; Circular No. 18/2025/TT-BTC; Circular No. 08/2026/TT-BTC of the Ministry of Finance on information disclosure in the securities market; Government Decree No. 155/2020/NĐ-CP dated December 31, 2020 and Government Decree No. 245/2025/NĐ-CP dated September 11, 2025, detailing the implementation of several articles of the Securities Law; and Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding several articles on corporate governance applicable to public companies.

III. Results of the Supervision of the General Director's Operations

- In 2025, the General Director and the Executive Board proactively implemented and executed the tasks and targets set forth in the resolutions of the General Meeting of Shareholders and the Board of Directors; throughout the operational process, each member of the Executive Board consistently demonstrated a high sense of responsibility, extensive professional experience, and strong work skills, collaborating with the entire workforce to overcome challenges, particularly the impact of extreme weather. During August - September 2025, Nghe An province was directly affected by Typhoon No. 5 (Kajiki) and Typhoon No. 10 (Bualoi), leading to disruptions in port exploitation and stevedoring activities. The business performance results for 2025 regarding output, revenue, and profit met and surpassed the targets set in the 2025 plan, all demonstrating an increase compared to the same period in 2024 (with output increasing by 9%, revenue by 20%, and pre-tax profit by 42%).

- The General Director and the Executive Board strictly implement and comply with legal provisions, the Company Charter, and internal regulations pertaining to corporate governance. The Executive Board regularly convenes monthly operational review meetings, continuously evaluates the practical situation to draw lessons, and proposes future directions to ensure smooth operations and enhance the operational capacity of all human resources.

- The General Director presented 35 proposals to the Board of Directors, primarily focused on the development of internal regulations and procedures, human resource management, organizational restructuring and optimization, business operations, and investment.

- To further strengthen control over the Company's production and business operational efficiency, in 2025, the Board of Directors and the Executive Board issued 25 internal governance regulations, policies, and procedures within their authority. As of December 31, 2025, among the total of 80 current internal normative documents, there are 01 Charter, 14 regulations, 31 procedures (24 SOPs and 7 ISOs), and 34 policies and other internal normative documents.

- Ensure employee benefits and entitlements are in strict accordance with state regulations and other welfare provisions; foster a healthy and sustainable work environment, and effectively implement the signed collective labor agreement.

IV. Assessment Results of the 2025 Business Performance Report, Oversight of the Implementation of the 2025 General Meeting of Shareholders' Resolution

1. Assessment Results of the 2024 Business Performance Report

The Supervisory Board concurs with the report of the Board of Directors and the Management concerning the Company's business performance for the year 2025.

No.	Target	Entity	Plan 2025	2024 Performance	2025 Implementation	Comparison of 2025 Actuals (%) with	
						Overview for 2024	2025 Plan
1	Output of Goods	Tonne	4,700,000	4,311,352	4,697,925	108.97	99.96
2	Total revenue	Million VND	232,000	210,999	252,580	119.71	108.87
3	Costs	million dong	213,500	189,988	222,675	117.20	104.30
4	Profit before tax	Million Vietnamese Dong	18,500	21,011	29,905	142.33	161.65
5	Remit to the State Budget	VND million	11,000	9,924	11,559	116.48	105.08

No.	Target	Entity	Plan 2025	2024 Performance	2025 Implementation	Comparison of 2025 Actuals (%) with	
						Overview for 2024	2025 Plan
6	Dividend payout ratio	per annum	5.5	6	5.5	91.67	100
7	Average employee income	Million VND (Actual)	14.01	14.36	15.53	108.6	110.8

In 2025, the Company's business operations broadly achieved and surpassed the set objectives. Cargo throughput reached 4,697,925 tons, representing 99.96% of the plan and an increase of 8.97% compared to 2024. Although the plan was not fully achieved, this performance is considered very close to the target given the challenging market conditions and operational activities being affected by external factors, particularly the major storms in August–September 2025 in the Nghe An region, which disrupted port operations.

Financial indicators recorded positive growth results:

- Total revenue amounted to VND 252,580 million, representing an increase of 19.71% compared to 2024, and achieving 108.87% of the plan.
- Costs amounted to VND 222,675 million, an increase of 17.20% compared to 2024, corresponding to 104.30% of the plan.
- Profit before tax amounted to VND 29,905 million, an increase of 42.33% compared to 2024, and achieved 161.65% of the plan, reflecting the Company's operational efficiency and cost control.
- Contribution to the state budget amounted to VND 11,559 million, representing an increase of 16.48% compared to 2024, and achieving 105.08% of the plan.

Overall, the key performance indicators for revenue, profit, and budget contributions all demonstrated robust growth compared to the previous year and surpassed planned targets, indicating that the Company's production and business operations were maintained stably and efficiently.

❖ Key Highlights of Business Performance

In 2025, the Company implemented a range of solutions to maintain and expand its market, enhance operational efficiency, and diversify revenue streams:

- Maintain and expand market share, attract new customers, with total output reaching 454,332 tons, equivalent to 454% of the plan.
- The initial establishment of international container services at Cua Lo Port, attracting and maintaining the operations of two international container shipping

lines (SITC Line and YCKY Line), with 16 international container vessel calls at the port during the year.

- The development of logistics and non-stevedoring services generated revenue of VND 26,592 million, representing an increase of 108.08% compared to 2024 and achieving 172.68% of the plan.
- Implementing organizational restructuring and workforce optimization, reducing indirect labor by approximately 10%, and concurrently reorganizing production units to enhance management and operational efficiency.
- Refine the system of internal regulations and procedures, implement the system of Standard Operating Procedures in accordance with the standards of Vietnam Maritime Corporation, and concurrently strengthen control and compliance assessment mechanisms.
- Drive digital transformation, deploy a customer management CRM system, integrate communication channels, and measure customer satisfaction (NPS).
- Promoting the innovation and Kaizen movement, implementing 60 improvement initiatives, yielded financial gains of approximately 1.6 billion VND.
- The development investment plan was executed with a total value of VND 27,010 million, achieving 96.4% of the plan, while simultaneously generating savings of VND 1,220 million against the budget.
- Financial investment activities at the associate company are managed effectively, contributed capital is preserved, and stable dividends are yielded.

❖ Overall Assessment: The year 2025 unfolded against a backdrop of significant volatility in both domestic and international economies. The logistics and maritime transport markets were impacted by supply chain volatility, fuel price fluctuations, and market demand. However, through the close guidance of the Board of Directors, the proactive leadership of the Board of Management, and the collective efforts of all employees, the Company maintained stable operations and achieved positive business and production results, with several key indicators meeting or exceeding the established plan.

The results achieved during the year have contributed to safeguarding shareholder interests, maintaining employment and income for employees, while simultaneously fulfilling all obligations to the State budget, thereby creating a crucial foundation for the Company's stable and sustainable development in the coming years.

2. Investment Activities 2025

- The 2025 Investment Plan has been approved at VND 28,010 million. Of which:
 - + The investment plan approved at the General Meeting of Shareholders is VND 28,010 million.
 - + Suspend the Investment Project Proposal Report Preparation item under the Warehouse and Port Logistics Business Investment Project, valued at VND 1,000 million.
 - + Addition of the item: Preparation and Appraisal of the Feasibility Study Report for the Warehouse No. 5 Investment Project at Cua Lo Port (Area: 7,700 SQM), with a total estimated cost for this item of 440 million VND (Implementation: Q4/2025 –

Q1/2026); Addition of the item: Investment Study for the Upgrading of Cua Lo Port, with a total estimated cost of 398 million VND (Implementation: Q4/2025 – Q1/2026).

- By the end of 2025, the Company completed its investment projects (excluding the item Preparation of the Investment Project Proposal Report, part of the Warehouse and Port Logistics Services Business Investment Project, valued at VND 1,000 million), with a total implemented value of VND 27,010 million, achieving 96.4% of the plan; 6 out of 7 projects were completed on or ahead of schedule (1 project temporarily suspended).

3. Results of monitoring the implementation status of the matters specified in the Resolution of the General Meeting of Shareholders of 2025

- Regarding Revenue: Actual revenue for 2025 amounted to VND 252,580 million, representing 109% of the plan.

- The actual pre-tax profit for 2025 was VND 29,905 million, compared to the VND 18,500 million stipulated in the General Meeting of Shareholders' Resolution, representing a 62% increase over the plan.

- Appointment of the auditor for the Company for the fiscal year 2025: The 2025 Financial Statements were audited by the independent auditing firm UHY Auditing and Consulting Co., Ltd., which meets the selection criteria and is included in the list of independent auditing firms approved by the 2025 General Meeting of Shareholders.

- The profit distribution for 2024 amounted to VND 20,564 million for appropriation to funds as stipulated in the 2025 General Meeting of Shareholders' Resolution: 14.35%, equivalent to VND 2,416.9 million, for the Development Investment Fund; 12.5%, equivalent to VND 2,106 million, for the Reward and Welfare Fund; and 2.89%, equivalent to VND 487.67 million, for the Management Bonus Fund.

- 2024 Dividend Distribution: In 2025, the Company distributed dividends to shareholders at a rate of 5.5%, amounting to VND 11,834 million, in accordance with the resolution approved by the General Meeting of Shareholders.

- Salaries, remuneration, and other income of the Board of Directors and Supervisory Board for 2025 shall be in strict accordance with the 2025 General Meeting of Shareholders' resolution and the Company's current Remuneration Policy. Specifically, the Board of Directors shall consist of 5 members (one full-time and four non-executive), and the Supervisory Board shall consist of 3 non-executive members. The remuneration for non-executive positions on the Board of Directors and Supervisory Board shall be VND 564 million, and the salary and income of the full-time Board of Directors member shall be VND 847.58 million.

V. Results of the Financial Statement Audit

1. Review of Financial Statements

The Supervisory Board has performed an assessment of the Financial Statements for the year 2025, for the accounting period from January 1, 2025, to December 31, 2025, which were audited by UHY Auditing & Consulting Company Limited, an entity

on the list of auditing firms approved at the 2025 Annual General Meeting of Shareholders, and unanimously confirmed the results as follows:

The Supervisory Board concurs with the opinion of the auditor regarding the Company's Financial Statements for the year 2025: "In our opinion, the Financial Statements present fairly, in all material respects, the financial position of Nghe Tinh Port Joint Stock Company as at December 31, 2025, and its financial performance and cash flows for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Corporate Accounting System, and relevant legal regulations pertaining to the preparation and presentation of financial statements."

- The Company's financial statements have been prepared in compliance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations, with detailed and general ledgers maintained in accordance with regulations.

- The Company has diligently conducted its periodic information disclosure at the Hanoi Stock Exchange, ensuring that information is provided to shareholders, partners, and other interested parties fully, timely, and in compliance with regulations.

2. Review of Certain Financial Indicators

Pursuant to the figures contained in the Company's audited financial statements for the year 2025, the Supervisory Board has prepared the following summary table:

Status of the Company's Assets and Capital on the Balance Sheet as of December 31, 2025:

Unit: million VND

Targets	January 1, 2025	31/12/2025	Increase / Decrease
A. Total Assets	315,028	310,426	4,602
* Current Assets	49,628	50,497	Negative 869
- Cash and cash equivalents	12,413	18,461	6,048
- Short-term financial investments	4,000	4,000	0
- Short-term accounts receivable	27,063	23,416	3,647
- Inventory	2,937	2,301	636
- Other current assets	3,215	2,319	896
* Long-term assets	265,400	259,929	5,471
- Fixed assets	214,290	236,630	22,340
- Construction in Progress	32,531	4,961	27,570
- Long-term Financial Investment	4,860	4,860	0
- Other long-term assets	13,719	13,13,478	241
B. Total Capital	315,028	310,426	4,602
* Liabilities	72,318	57,483	14,835
- Current liabilities	67,618	39,271	28,347
- Long-term debt	4,700	18,212	13,512
* Shareholders' Equity	242,710	252,943	10,233

- Shareholders' Contributed Capital	215.172	215.172	0
- Development Investment Fund	9.789	12.206	2,417
- Retained Earnings	17,749	25,565	7,816

Key Financial Indicators for 2025

Item.	Targets	Unit	Index	
			January 1, 2025	December 31, 2025
A	Solvency			
1	Quick liquidity (Current Assets - Inventory) / Current Liabilities	Time	0.69	1.23
2	Current Solvency (Current Assets/Current Liabilities)	Session	Zero point seven three	One point two nine
B	Asset and Funding Structure			
1	Current Assets/Total Assets	%	15.75	16.27
2	Long-term assets/Total assets	%	84.25	83.73
3	Total Liabilities/Total Equity	%	22.96	18.52
4	Shareholders' Equity / Total Capital	%	77.04	81.48
C	Debt Ratio			
1	Total Liabilities/Shareholder's Equity	%	29.8	22.73
2	Total Liabilities/Total Assets	%	22.96	18.52
D	Operating Performance Indicator			
1	Net Profit After Tax / Total Assets (ROA)	%	5.37	7.9
2	Net Profit After Tax / Net Revenue (ROS)	%	8.13	10.02
3	Net income / Shareholders' Equity (ROE)	%	6.97	9.75

Comment:

The Company's financial situation in 2025 showed a more positive trend compared to the beginning of the year. Solvency significantly improved, the capital structure is sound with a high equity ratio, debt ratios declined, and all profitability indicators increased. However, the proportion of long-term assets still accounts for a significant portion of total assets. Therefore, the Company needs to continue enhancing asset utilization efficiency and optimizing the asset-capital structure to maintain stable and sustainable development in the coming years.

1. Solvency

Analysis of the Company's liquidity ratios reveals a significant improvement in its liquidity position during 2025 compared to the beginning of the year. Specifically, the quick ratio increased from 0.69 to 1.23, and the current ratio increased from 0.73 to 1.29. The increase in these ratios, both exceeding 1 at year-end, demonstrates the Company's enhanced ability to meet its short-term debt obligations with current assets.

This is primarily attributable to a sharp reduction in the Company's short-term liabilities from VND 67,618 million to VND 39,271 million, whereas short-term assets experienced a marginal increase from VND 49,628 million to VND 50,497 million. Concurrently, cash and cash equivalents rose from VND 12,413 million to VND 18,461 million, thereby contributing to the enhanced liquidity of the enterprise. This indicates that the Company's cash flow position and solvency have significantly stabilized compared to the beginning of the year.

2. Structure of Assets and Capital

The Company's asset structure underwent a slight adjustment in 2025. Current assets accounted for 16.27% of total assets, an increase from 15.75% at the beginning of the year, while long-term assets decreased from 84.25% to 83.73% of total assets. Although the magnitude of the change was not substantial, it indicates the Company's trend of increasing the proportion of liquid assets to support operational requirements and enhance liquidity.

Regarding capital structure, total liabilities/total capital decreased from 22.96% to 18.52%, while shareholders' equity/total capital increased from 77.04% to 81.48%. This indicates that the Company primarily utilizes its own capital to finance business operations, demonstrating a high degree of financial independence and reduced reliance on borrowed capital.

However, the proportion of long-term assets still accounts for the majority of total assets; therefore, the Company must continue to manage and effectively utilize these assets to ensure profitability commensurate with the scale of investment.

3. Debt Ratio

Indicators reflecting the Company's financial leverage utilization are projected to show a downward trend in 2025. The Total Liabilities to Shareholders' Equity ratio is expected to decrease from 29.8% to 22.73%, while the Total Liabilities to Total Assets ratio is also projected to decline from 22.96% to 18.52%.

All debt ratios are low and below 1, demonstrating the Company's low financial risk and minimal pressure from debt repayment obligations and interest expenses.

4. Performance Indicators

All performance indicators of the Company for 2025 show an upward trend compared to the beginning of the year. The Return on Assets (ROA) increased from 5.37% to 7.9%, demonstrating an improvement in the Company's ability to generate profit from its asset utilization.

Additionally, the Net Profit Margin (ROS) increased from 8.13% to 10.02%, reflecting enhanced cost control efficiency and the Company's improved ability to generate profit from its core business operations. Concurrently, the Return on Equity (ROE) also rose from 6.97% to 9.75%, demonstrating a significant improvement in the efficiency of utilizing shareholders' equity.

VI. Assessment of the operational coordination among the Board of Directors, the General Director, and the Supervisory Board

- The Supervisory Board has closely collaborated with the Board of Directors, the General Director, and the Executive Management in fulfilling its assigned functions and duties. The Board of Directors and the General Director have facilitated the Supervisory Board in performing its duties. The Supervisory Board has been provided with comprehensive information and documentation related to the Company's operations and has been invited to fully attend all Board of Directors' meetings and other necessary meetings; however, attendance at Executive Management meetings has been limited due to the concurrent nature of the Supervisors' roles.

- All recommendations from the Supervisory Board regarding the operations of the Board of Directors, the General Director, and the Company's Executive Board have been duly acknowledged and promptly incorporated during the formulation and implementation of resolutions and decisions.

- Strong collaboration between the Board of Directors, the Supervisory Board, and the General Director contributes to enhancing the efficient utilization of capital and assets, as well as strengthening operational effectiveness and risk mitigation management within the Company.

VII. Report on transactions involving members of the Board of Directors, the Chief Executive Officer, and other executives

In the year 2025, the Company will enter into contracts and transactions with Related Parties such as companies sharing the same owner, which is the parent company VIMC, including: VIMC Maritime Transport Company; Branch of Vietnam Maritime Agency Joint Stock Company; and associate companies, namely Tuan Loc Company Limited; Cua Lo Port Tug and Maritime Services Joint Stock Company, which are companies with common interests. The Company shall obtain the Board of Directors' approval via voting prior to signing contracts, as well as disclose related contracts and transactions in accordance with relevant legal provisions, in strict compliance with Article 167 of the Enterprise Law 2020.

PART II. PROPOSALS AND RECOMMENDATIONS OF THE SUPERVISORY BOARD

To successfully fulfill the objectives for 2025 and enhance the company's business performance, the Supervisory Board respectfully presents the following proposals and recommendations:

1. Continue effective cost management, implement clear and specific plans to enhance the operational capacity of existing assets and capital, as well as the Company's business production efficiency, and improve employee income.

2. Emphasis must be placed on implementing BSC-KPI targets with the highest level of effort and determination, continuously reviewing and driving robust innovation, addressing bottlenecks, embracing a customer- and people-centric approach, prioritizing the development of high-quality human resources, accelerating digital transformation, and continuing to streamline the organizational structure for leanness, effectiveness, and efficiency.

3. Finalize and promulgate the Company's development strategy for the next 5 years, with a 10-year vision.

The foregoing is the Supervisory Board's report on supervisory activities for the year 2025, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Recipients:

- As above;
- Board of Directors of the Company;
- Members of the Supervisory Board (for implementation);
- For archiving:
Administrative Office,
Supervisory Board.

**FOR THE SUPERVISORY BOARD
CHAIRMAN**



Phan Thi Nhi Ha

APPENDIX
2025 Investment Plan

Unit: Million VND

Circular	Agenda	Total Investment	2025 Investment Capital Plan	Disbursed Capital	Projected remaining capital disbursement	Explanation of Performance Results
I	INVESTMENT ITEMS UNDER THE APPROVED PLAN	28,450	28,010	25,190	600	
1	Capital Construction Investment Project	8,500	9. 9,500	7,795		
1.1	Investment Project for the Upgrade of the bridge deck, cargo yard, and internal roads at Cua Lo Port, covering a total area of 10,200 m2	8,500	8,500	7,795		Completed and commissioned on November 25, 2025
1.2	Port Warehousing and Logistics Services Investment Project	224,500	1,000			<p>- Work Performed:</p> <p>+ Completed the search for an investment location in Dong Loc Commune, Nghe An Province (formerly Khanh Hop Commune, Nghi Loc District, Nghe An Province), covering an area of 70,000 m2</p> <p>+ Completion of the report proposing the financial plan for project implementation</p> <p>+ Completed the submission of the investment project proposal dossier at the Nghe An Provincial Public Administration Service Center on June 26, 2025, dossier code</p>

						<p>H41.51-250626-0003</p> <p>- Difficulties and Obstacles:</p> <p>+ The proposed 7-hectare land parcel in Dong Loc Commune, Nghe An Province (formerly Khanh Hop Commune, Nghi Loc District, Nghe An Province) still lacks 1:2000 detailed planning.</p> <p>+ The absence of a capital-contributing investment partner implies that investment in warehousing and port logistics services would only yield true effectiveness with the involvement of a shipping line, particularly as the international container route remains unstable and lacks sufficient throughput.</p> <p>+ Constrained cash flow is insufficient to undertake large-scale projects.</p> <p>- Proposal:</p> <p>+ Due to the absence of the 1:2000 scale master plan, the implementation of the VND 1 billion capital expenditure plan for 2025 has been temporarily suspended.</p> <p>+ A review and recalculation of market demand and investment efficiency are required.</p>
2	Equipment Procurement Project	17,000	17,000	16,495	0	
2.1	Investment Project for	3,000	3,000	2,945		Completed and brought

	one 95KW wheeled excavator at Cua Lo Construction Enterprise.					into operation on July 29, 2025
2.2	Investment Project for 01 40-45 Tonne Container Reach Stacker at Cua Lo Enterprise	14,000	14,000	13,550		Completed and brought into operation on July 22, 2025
3	Digital Transformation Project	2,950	1,510	900	600	
3.1	Upgrade of Smart-TOS Software	1,000	One thousand	400	600	<ul style="list-style-type: none"> - Completion of TOS software installation - The software is currently in its testing and refinement phase to align with the Cost Principles (as the Cost Principles have not yet been finalized and officially promulgated).
3.2	Upgrade of Bravo 10 ERP software (Implementation schedule: 2025 – 2026; Planned capital expenditure for 2025: 360 million VND; Planned capital expenditure for 2026: 1,440 million VND)	1,800	360	350		<ul style="list-style-type: none"> - Completion of contract signing with the Contractor - The Contractor is currently implementing the upgrade of the Bravo 10 ERP software. - Anticipated completion by Q2 2026. (The project will be implemented over a two-year period from 2025 to 2026)
3.3	Investment in servers supporting STOS software	150	150	150		Completion and commissioning on November 8, 2025
II	SUPPLEMENTARY INVESTMENT ITEMS FOR THE YEAR	41,398				
1	Investment Study for the Upgrade of Cua Lo Port	398				<ul style="list-style-type: none"> - A contract has been signed with the Consulting Firm for the preparation of the Investment Project

						<p>Proposal Report.</p> <p>- Expected completion in Q1 2026</p> <p>(Implementation period from Fourth Quarter of 2025 to First Quarter of 2026)</p>
2	Project: Investment in Warehouse No. 5, Cua Lo Port (S: 7,700 M2)	41,000				<p>- In 2025, add the item "Preparation and Appraisal of the Feasibility Study Report" with an estimated budget of VND 440 million.</p> <p>- The contract with the Contractor has been fully executed, and the Feasibility Study Report is anticipated for completion in Q1 2026.</p> <p>(Implementation Period from Fourth Quarter 2025 - First Quarter 2026)</p>
	TOTAL	69,848	28,010	25,190	600	

**NGHE TINH PORT
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 01/ TTr-DHĐCĐ

Nghe An, April 14, 2026

PROPOSAL

**Regarding the selection of the auditing firm for the Financial Statements for the
year 2026 of Nghe Tinh Port Joint Stock Company**

To: The General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

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

Pursuant to the Securities Law dated November 26, 2019, and other legal documents amending, supplementing, and guiding its implementation;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to the provisions of law and the Charter of Nghe Tinh Port Joint Stock Company, the Company's Supervisory Board respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the list of audit firms to perform the audit of the financial statements for the year 2026 of Nghe Tinh Port Joint Stock Company, as follows:

1. Principles for the Selection of Independent Audit Firms:

a. Being a highly reputable and recognized independent auditing firm, trusted by numerous public companies, and comprising a team of highly qualified and experienced auditors;

b. Being a company legally operating in Vietnam and approved by the State Securities Commission to audit public interest entities, select a leading auditing firm from the annual list of qualified auditing firms published by the Ministry of Finance to conduct the audit and review of the 2026 Financial Statements of Nghe Tinh Port Joint Stock Company.

c. Offers reasonable audit fees, commensurate with the scope, quality, and timeline of the audit of Nghe Tinh Port Joint Stock Company.

d. Provision of complimentary training courses in finance, accounting, and tax for Nghe Tinh Port Joint Stock Company.

2. List of Proposed Audit Firms:

Pursuant to Decision No. 3830/QĐ-BTC dated November 14, 2025 of the Ministry of Finance, announcing the list of approved auditing firms to conduct audits for public interest entities for the year 2026.

Pursuant to Decision No. 902/QĐ-UBCK dated November 19, 2025, of the State Securities Commission, publishing the list of audit firms and practicing auditors approved to audit public interest entities in the securities sector for the year 2026.

The Company's Supervisory Board proposes the following four independent audit firms:

- (1) Deloitte Vietnam Auditing Company Limited
- (2) AASC Audit Firm Limited Liability Company;
- (3) A&C Auditing and Consulting Limited Liability Company
- (4) UHY Auditing and Consulting Company Limited

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the aforementioned content, selection principles, and list of auditing firms, and to authorize the Company's Board of Directors to select the auditing firm for the 2026 financial statements of Nghe Tinh Port Joint Stock Company, ensuring quality and efficiency at reasonable costs, in full compliance with legal regulations.

Recipient:

- *As above;*
- *Board of Directors of CNT;*
- *The members of the Supervisory Board;*
- *For: Secretariat, Supervisory Board.*

**For the Supervisory Board
Head of Committee**



Phan Thi Nhi Ha

**Nghe Tinh Port
Joint Stock Company**

No.: 02/TTr-DHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Nghe An, April 14, 2026

SUBMISSION

**On the approval of the Draft Operating Regulations of the Supervisory Board
Nghe Tinh Port Joint Stock Company**

To: Annual General Meeting of Shareholders 2026
Nghe Tinh Port Joint Stock Company

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its implementing regulations;

Pursuant to the Securities Law dated November 26, 2019, and its implementing guidelines as amended and supplemented;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company (CNT);

Pursuant to the need to consolidate and strengthen the internal oversight and control mechanism and enhance the effectiveness and efficiency of the Supervisory Board's operations for the 2026 - 2030 period.

The Operating Regulations of the Supervisory Board, promulgated in 2021, have laid the foundation for the Supervisory Board's oversight activities over the past period. However, as of the present time, the legal framework pertaining to corporate governance and the stock market has undergone amendments and additions; concurrently, the Company's Charter was also revised in 2023.

Therefore, the formulation and submission of the Draft Operating Regulations of the Supervisory Board to the General Meeting of Shareholders for approval is necessary to ensure:

- (i) compliance with the Charter and current laws;
- (ii) consistency in professional procedures and working protocols;
- (iii) enhancing the independence, objectivity, and effectiveness of supervision;
- (iv) strengthening transparency, preventing conflicts of interest and governance risks.

Therefore, the Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the “Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company,” effective from 2026. The draft Regulations attached to this Submission shall serve as the basis for the Supervisory Board and relevant units/individuals to ensure consistent implementation.

After approval by the General Meeting of Shareholders, the Supervisory Board will issue a resolution and coordinate with the Board of Directors, the General Director, and relevant functional units for its dissemination and implementation./.

To:

- *As above;*
- *Board of Directors;*
- *For filing with: The Company Secretary, The Supervisory Board.*

On behalf of the Supervisory Board

Head of Committee



Phan Thi Nhi Ha

**NGHE TINH PORT JOINT
STOCK COMPANY**
No.: /QĐ-CNT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Nghe An, [Day] [Month] 2026

DECISION

On the Issuance of the Operational Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company THE SUPERVISORY BOARD OF NGHE TINH PORT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020, and its amendments and supplements;

Pursuant to the Law on Securities dated November 26, 2019, and its amendments and supplements;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, and Decree No. 245/2025/ND-CP dated September 11, 2025, detailing and guiding the implementation of certain articles of the Law on Securities;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, guiding corporate governance for public companies;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to Resolution No. ... /NQ-DHDCD dated April 15, 2026, of the General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

DECIDES:

Article 1. To issue, along with this Decision, the "Operational Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company."

Article 2. This Decision takes effect from the date of signing and replaces the Operational Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company issued in 2021.

Article 3. Members of the Board of Directors, Members of the Supervisory Board, the General Director, Deputy General Directors, specialized departments, subordinate units, and relevant individuals are responsible for the implementation of this Decision.

Recipients:

- As mentioned in Article 3;
- Archived: Administration Office, Supervisory Board.

**ON BEHALF OF THE
SUPERVISORY BOARD**
CHAIRMAN OF THE BOARD


Phan Thi Nhi Ha

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OPERATIONAL REGULATIONS OF THE SUPERVISORY BOARD NGHE TINH PORT JOINT STOCK COMPANY

*(Issued attached to Decision No. [...] / QD-CNT dated April 15, 2026, by the
Supervisory Board of Nghe Tinh Port Joint Stock Company)*

Chapter I:

GENERAL PROVISIONS

Article 1. Scope and Subjects of Application

1. **Scope of Regulation:** The Operational Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company (the "Supervisory Board") stipulate the personnel organizational structure, standards, conditions, rights, and obligations of the Supervisory Board and its members in accordance with the Law on Enterprises, the Company's Charter, and other relevant regulations.

2. **Subjects of Application:** These Regulations apply to the Supervisory Board and all members of the Supervisory Board.

Article 2. Operational Principles of the Supervisory Board

The Supervisory Board operates on the principle of collectivism. Members of the Supervisory Board are individually responsible for their assigned tasks and are jointly responsible to the General Meeting of Shareholders and before the law for the actions and decisions of the Supervisory Board.

Article 3. Definition of Terms

1. In these Regulations, the following terms shall be understood as follows:

a. "Nghe Tinh Port Joint Stock Company" (abbreviated as "CNT"): Refers to the Company operating under Enterprise Registration Certificate No. 2900325068, first registered on December 31, 2009.

b. "Charter": Refers to the Charter of Nghe Tinh Port Joint Stock Company."

c. "Board of Directors" or "BOD": Refers to the Board of Directors of CNT.

d. "Company Managers": Refers to the managers of CNT, including the Chairman of the Board of Directors, members of the Board of Directors, General Director, Deputy General Directors, and Chief Accountant.

e. "Company Executives": Refers to the General Director, Deputy General Directors, and Chief Accountant.

"Related Persons": Refers to individuals or organizations as defined in Clause 46, Article 4 of the Law on Securities and Clause 23, Article 4 of the Law on Enterprises.

2. Terms already defined in the CNT Charter shall have the same meaning in these Regulations.

3. In the event that changes to the CNT Charter or relevant legal regulations result in discrepancies with these Regulations, the new provisions of the CNT Charter and the law shall prevail.

Chapter II

MEMBERS OF THE SUPERVISORY BOARD

Article 4. Rights, Obligations and Responsibilities of Members of the Supervisory Board

1. Comply with the law, CNT Charter, resolutions of the General Meeting of Shareholders, and professional ethics in exercising assigned rights and obligations.

2. Exercise assigned rights and duties honestly and prudently to ensure the maximum legitimate interests of CNT.

3. Maintain loyalty to the interests of CNT and its shareholders; do not abuse one's position or use CNT's information, secrets, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals.

4. Fulfill other obligations as prescribed by the Law on Enterprises and the CNT Charter.

5. In case of violations of clauses 1, 2, 3, and 4 of this Article that cause damage to CNT or others, the Supervisory Board member shall be personally or jointly liable for compensation. Any income or benefits gained through such violations must be returned to CNT.

6. Should a member be found to have violated their rights or obligations, a written notice shall be dispatched to the Supervisory Board, requesting the violator to cease the violation and rectify the consequences.

Article 5. Term of Office and Number of Supervisory Board Members

1. The Supervisory Board shall consist of 3 (three) members; the term of office shall not exceed 05 years, and members may be re-elected for an unlimited number of terms.

2. Members of the Supervisory Board are not required to be shareholders of CNT.

3. A majority of the Supervisory Board members must be permanent residents of Vietnam.

4. If the term of office ends simultaneously for all members and new members have not yet been elected, the outgoing members shall continue their duties until new members are elected and assume office.

Article 6. Standards and Conditions for Supervisory Board Members

Supervisory Board members must meet the following criteria:

1. Does not fall within the categories specified in Clause 2, Article 17 of the Law on Enterprises.

2. Be trained in one of the majors: economics, finance, accounting, auditing, law, business administration, or a major suitable for CNT's business operations.

3. Not be a family member of any member of the Board of Directors, the General Director, or other managers; not be a manager of the Company; not necessarily be a shareholder or an employee of CNT.

4. Shall not work in CNT's accounting or finance departments.

5. Shall not be a member or employee of the independent auditing firm that performed audits for CNT in the 3 (three) preceding years.

Article 7. Head of the Supervisory Board

1. The Head of the Supervisory Board must possess at least a university degree in economics, finance, accounting, auditing, law, business administration, or a field related to CNT's business operations.

2. The Head is elected by the Supervisory Board from among its members; election, dismissal, and removal follow the majority principle.

3. Rights and obligations shall include:

- a) Organize the implementation of the Board's rights and duties
- b) Prepare agendas and content for Board meetings based on the concerns of all Supervisors;
- c) Convene and chair Board meetings;
- d) Request extraordinary BOD meetings or convene extraordinary General Meetings of Shareholders in case of legal violations by the BOD;
- e) Sign documents within the Board's authority;
- f) Approve and direct semi-annual and annual inspection and supervision plans;
- g) Assign Supervisors to monitor business operations to assess risks and ensure compliance;
- h) Authorize another Supervisor to act during their absence;
- i) Attend BOD meetings to provide opinions (without voting rights);
- j) Their opinions shall be formally documented in the minutes of the Board of Directors should these diverge from the Board's decisions;
- k) Attend periodic briefings and conferences at CNT for regular supervision;
- l) Perform other duties as prescribed by law, the Charter, and internal regulations.

Article 8. Nomination and Candidacy for Supervisory Board Members

1. Should candidates be identified in advance, CNT is required to disclose their information at least 10 days prior to the General Meeting of Shareholders. Candidates must commit in writing to the accuracy of their personal information and to acting in the best interests of the Company. Disclosed information must include name, date of birth, professional qualifications, work history, other management positions, and any related interests in the Company.

2. Shareholders or groups owning 10% to 40% of common shares may nominate 1 candidate; over 40% to 65% may nominate up to 2; and over 65% may nominate up to 3 candidates.

3. If the number of candidates is insufficient, the incumbent Board may nominate additional candidates as per internal regulations.

Article 9. Methods for Election, Dismissal, and Removal of Supervisory Board Members

1. The election, dismissal, and removal of members fall under the authority of the General Meeting of Shareholders.

2. Election shall be conducted using the cumulative voting method. Successful candidates will be determined by ranking them in descending order of votes received until the requisite number of members has been filled. In the event of a tie for the final available position, a re-election shall be held among the tied candidates, or a selection shall be made based on criteria stipulated in the Charter.

Article 10. Cases of Dismissal and Removal of Supervisory Board Members

1. Dismissal occurs if:

- a) Standards and conditions are no longer met;

- b) A resignation letter is submitted and approved;
- 2. Removal shall occur if:
 - a) Assigned responsibilities remain unfulfilled;
 - b) Rights and obligations are not exercised for 06 consecutive months (except for force majeure);
 - c) Serious or repeated violations of obligations occur;
 - d) Other cases shall be subject to the resolution of the General Meeting of Shareholders.

Article 11. Notification of Election, Dismissal, and Removal of Supervisory Board Members

1. The Company must disclose the list of candidates and results of elections, dismissals, or removals in accordance with securities law and the Company Charter.
2. Candidates must provide a written commitment to the truthfulness of their information and to acting prudently for CNT's best interests.

Chapter III: THE SUPERVISORY BOARD

Article 12. Rights and Obligations of the Supervisory Board

1. Supervise the Board of Directors and the General Director in the management and administration of CNT.
2. Inspect the reasonableness, legality, truthfulness, and prudence in the management and operation of business activities; as well as the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting.
3. Appraise the completeness, legality, and truthfulness of CNT's business reports, semi-annual and annual financial statements, and the management assessment reports of the Board of Directors. Submit appraisal reports to the Annual General Meeting of Shareholders. Review contracts and transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and provide recommendations on those requiring approval.
4. Review, scrutinize, and assess the effectiveness and efficiency of CNT's internal control, internal audit, risk management, and early warning systems.
5. Examine accounting books, records, and other documents of CNT, as well as management and operational activities when deemed necessary or based on resolutions of the General Meeting of Shareholders or requests from shareholders/groups of shareholders.
6. Upon request from shareholders as defined in the Charter, inspections shall be conducted within 07 working days of receiving the request. The findings shall be reported to the Board of Directors and the requesting shareholders within 15 days of the inspection's conclusion, ensuring that such inspections do not obstruct the normal operations of the Board of Directors or disrupt business management.

7. Propose measures to the Board of Directors or the General Meeting of Shareholders for the amendment, supplementation, and improvement of the organizational structure, management, supervision, and administration of CNT's business activities.

8. Should any member of the Board of Directors or the General Director be found to be in breach of the Charter, the Board of Directors shall be promptly notified in writing, requiring the violator to cease the action and provide an appropriate remedy.

9. Attend and participate in discussions at the General Meeting of Shareholders, Board of Directors meetings, and other CNT meetings.

10. Utilize independent consultants or CNT's internal audit department to perform assigned tasks.

11. Consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

12. Propose the approval of the list of authorized auditing organizations to the General Meeting of Shareholders for the audit of CNT's Financial Statements; decide on authorized auditing organizations to inspect CNT's activities and dismiss approved auditors when necessary.

13. Be accountable to shareholders for its supervisory activities.

14. Supervise CNT's financial situation and compliance with the law by members of the Board of Directors, the General Director, and other managers.

15. Ensure coordination with the Board of Directors, the General Director, and shareholders.

16. Notify the Board of Directors in writing within 48 hours of detecting legal or Charter violations by members of the Board of Directors, the General Director, or other executives, requiring the violator to cease the violation and provide remedies.

17. Develop the Operational Regulations of the Supervisory Board and submit them to the General Meeting of Shareholders for approval.

18. Shall have the right to access the records and documents of CNT stored at its head office, branches, and other locations; and shall have the right to visit the working locations of CNT's managers and employees during working hours.

19. Have the right to require the Board of Directors, its members, the General Director, and other managers to provide full, accurate, and timely information and documents regarding the management, administration, and business operations of CNT.

20. Report to the Annual General Meeting of Shareholders on CNT's business results, the performance of the Board of Directors and the General Director, and a self-assessment report of the Supervisory Board and its members covering the following:

a) Remuneration, operating expenses, and other benefits of the Board and individual members.

b) Summary of Supervisory Board meetings, conclusions, and recommendations.

c) Results of monitoring CNT's operational and financial status.

d) Assessment reports on transactions between CNT, its subsidiaries, or companies controlled by CNT (over 50% charter capital) and members of the Board of

Directors, the General Director, other executives, and their related parties; as well as transactions with companies where such individuals are founders or managers in the last 3 years.

e) Results of supervision for the Board of Directors, the General Director, and other executives.

f) Evaluation of the coordination between the Supervisory Board, the Board of Directors, the Executive Management, and shareholders.

21. Have the right to be provided with information as stipulated in Article 171 of the Law on Enterprises.

22. Exercise other rights and duties as prescribed by the Law on Enterprises, the Charter, and resolutions of the General Meeting of Shareholders.

Article 13. Right to Information of the Supervisory Board.

1. Documents and information shall be sent to members of the Supervisory Board at the same time and in the same manner as to members of the Board of Directors, including:

a. Notice of Meeting, Board of Directors' Ballot, and accompanying documents;

b. Resolutions, decisions, and meeting minutes of the General Meeting of Shareholders, Board of Directors;

c. Report of the General Director submitted to the Board of Directors or other documents issued by CNT.

2. Members of the Supervisory Board shall have the right to access the records and documents of CNT kept at the head office, branches, and other locations; and shall have the right to enter the workplaces of CNT's management and employees during working hours.

3. The Board of Directors, members of the Board of Directors, and management of CNT shall provide full, accurate, and timely information and documents relating to the management, operations, and activities of CNT upon request from the Supervisory Board or a member of the Supervisory Board.

Điều 14. Responsibility of the Supervisory Board in convening an Extraordinary General Meeting of Shareholders

1. The Supervisory Board shall be responsible for convening a General Meeting of Shareholders, in place of the Board of Directors, within 30 days in the event that the Board of Directors fails to convene the General Meeting of Shareholders under the following circumstances:

a. The number of remaining members of the Board of Directors and the Supervisory Board is less than the number of members prescribed by law;

b. At the request of a shareholder or a group of shareholders as stipulated in Clause 2, Article 115 of the Law on Enterprises;

c. In the event of a request by the Supervisory Board for an extraordinary General Meeting of Shareholders to be convened, which the Board of Directors fails to implement.

2. In the event that the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated, the Supervisory Board shall compensate CNT for any damages arising.

3. The expenses for convening and holding the General Meeting of Shareholders pursuant to Clause 1 of this Article shall be reimbursed by CNT.

Chapter IV

SUPERVISORY BOARD MEETING

Article 15. Meetings of the Supervisory Board

1. The Supervisory Board shall convene at least twice a year and may be called for extraordinary meetings to promptly address emergent matters. A quorum for a meeting shall consist of at least two-thirds (2/3) of the total members of the Supervisory Board.

2. An extraordinary meeting of the Supervisory Board shall be convened at the request of one of the following parties:

- a. Chairman of the Board of Directors.
- b. At least two-thirds (2/3) of the members of the Board of Directors or more.
- c. Chairman of the Supervisory Board.
- d. At least two-thirds (2/3) of the members of the Supervisory Board.

3. Within fifteen (15) days from the date of receipt of the written request for an extraordinary meeting of the Supervisory Board from one of the parties specified in Points a, b, d of Clause 2 of this Article, the Head of the Supervisory Board shall convene and conduct such extraordinary meeting.

Should the Head of the Board of Supervisors fail to convene a meeting of the Board of Supervisors after two consecutive requests, the Board of Directors and the members of the Board of Supervisors must proceed with holding a meeting of the Board of Supervisors to address the relevant matters, concurrently decide on the dismissal or removal from office of the Head of the Board, elect a member of the Board of Supervisors who satisfies the conditions for holding the position of Head of the Board, and organize an Extraordinary General Meeting of Shareholders to address any outstanding issues or unresolved difficulties (if any).

4. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of the approved auditing firm to attend and answer matters needing clarification.

Article 16. Operating Principles of the Supervisory Board

1. Required number of members for attendance:

A meeting of the Supervisory Board shall be conducted when at least two-thirds (2/3) of its members are directly present or participate and cast votes remotely (via online conference/by telephone).

2. Voting Principles:

a. Each member attending a meeting of the Supervisory Board shall have one vote at that meeting. If a member of the Supervisory Board is unable to attend the meeting in person, they may cast their vote remotely, such as through online meetings or via telephone.

b. A member of the Supervisory Board who has a conflict of interest in a matter brought before the Supervisory Board for decision shall not be permitted to participate in voting on that matter and shall not be included in the calculation of the quorum required for the meeting.

c. At the meeting, should any member of the Supervisory Board suspect that a member has a conflict of interest or a conflict regarding their voting rights, and such suspicion is not voluntarily resolved by that member by agreeing to abstain from voting, then the matter shall be referred to the Chairman of the meeting. The Chairman's ruling shall be final and conclusive, unless the nature or extent of the interested member's interest is not fully known.

3. Vote by majority:

a. A decision of the Supervisory Board shall be adopted if approved by a majority of its members present at the meeting and entitled to vote.

b. In the event of a tie in votes, the final decision shall rest with the side supported by the Head of the Supervisory Board.

c. In the event the Supervisory Board passes a resolution by written consent on a matter, such resolution shall be deemed to have the same effect as a resolution passed by members at a duly convened and held meeting, provided that it receives the written consent of a majority of the members entitled to vote on the matter proposed, and the number of members participating in the written consent process meets the quorum requirement for a Supervisory Board meeting.

Article 17. Minutes of the Supervisory Board Meeting

1. Meetings of the Supervisory Board must be fully recorded in the minute book. The minutes of the Supervisory Board meetings must be prepared in a detailed and clear manner. The minute-taker and the Supervisory Board members attending the meeting must sign the minutes. All minutes of the Supervisory Board meetings must be retained to determine the responsibilities of each Supervisory Board member.

2. The Chairman of the meeting shall be responsible for delegating the taking of minutes and circulating the minutes of the Supervisory Board meetings to the Supervisory Board members. Such Minutes shall be deemed conclusive evidence of the proceedings conducted at such meetings, unless complaints are raised concerning the content thereof within ten (10) days from the date of circulation.

3. The minute book and minutes of the Supervisory Board meetings shall be kept and preserved at CNT by the Supervisory Board.

Chapter V

REPORT AND DISCLOSURE OF INTERESTS

Article 18. Presentation of Annual Report

The reports of the Supervisory Board at the Annual General Meeting of Shareholders comprise the following:

1. The Audit Report on the Financial Statements, the supervisory report on CNT's business performance, the operations of the Board of Directors and the General Director, and the assessment of the Corporation's internal control and risk management system, submitted to the General Meeting of Shareholders for approval at the Annual General Meeting of Shareholders.

2. Self-Assessment Report on the Performance of the Supervisory Board and its Members.

3. Remuneration, operating expenses and other benefits of the Supervisory Board and each member of the Supervisory Board.

4. A summary of the meetings of the Supervisory Board and its conclusions and recommendations; the results of monitoring CNT's operational and financial situation.

5. Assessment report on transactions between CNT, its subsidiaries, and other entities over which CNT holds control of fifty percent (50%) or more of the charter capital, with members of the Board of Directors, the Director (General Director), and their related persons; and transactions between CNT and companies where a member of the Board of Directors was a founding member or a business manager within the last three (03) years prior to the transaction.

6. Oversight results pertaining to the Board of Directors, the Chief Executive Officer, and other executive officers.

7. Results of the assessment of operational coordination among the Supervisory Board, the Board of Directors, the Chief Executive Officer, and the shareholders.

8. Propose and recommend that the General Meeting of Shareholders approve a list of auditing firms authorized to perform audits of CNT's Financial Statements; and also authorize auditing firms to conduct reviews of CNT's operations when deemed necessary.

Article 19. Salary, Remuneration, Bonuses, and Other Benefits of Supervisors

1. Members of the Supervisory Board shall be paid salaries, remuneration, bonuses, and other benefits as determined by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the aggregate amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.

2. Members of the Supervisory Board shall be reimbursed for subsistence, accommodation, and travel expenses, as well as costs incurred for independent consulting services, at reasonable rates. The aggregate amount of such remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.

3. Salaries and operating expenses of the Supervisory Board shall be accounted for as business expenses of CNT in accordance with the provisions of corporate income tax law, other relevant legal provisions, and must be presented as a separate item in CNT's annual financial statements.

Article 20. Disclosure of Related Interests

1. Members of the Supervisory Board of CNT shall declare to CNT their related interests, including:

a. Name, business registration number, head office address, and principal business activities of the enterprise that they own or in which they hold capital contributions or shares; the percentage and date of such proprietorship or ownership of the capital contributions or shares;

b. The name, enterprise code, head office address, business sectors, and lines of business of the enterprise in which their related persons own, co-own, or individually hold capital contributions or shares exceeding 10% of the charter capital.

2. The declaration as stipulated in Clause 1 of this Article must be made within 07 working days from the date the related interest arises; any amendment or supplement must be notified to CNT within 07 working days from the date of the corresponding amendment or supplement.

3. Members of the Board of Supervisors and persons affiliated with such members shall only use information obtained by virtue of their position solely for the benefit of CNT.

4. Members of the Supervisory Board are obliged to notify in writing the Board of Directors and the Supervisory Board of transactions between CNT, its subsidiaries, and other companies in which CNT holds a controlling interest of fifty percent (50%) or more of the charter capital, with members of the Supervisory Board or their related persons, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, CNT must disclose information regarding these resolutions in accordance with securities law on information disclosure.

5. Members of the Supervisory Board and their related persons shall not use or disclose internal information to others to conduct related transactions.

Chapter VI

RELATIONSHIPS OF THE SUPERVISORY BOARD

Article 21. Relationships among Members of the Supervisory Board

The members of the Supervisory Board are mutually independent, but they coordinate and collaborate in their collective work to ensure the effective fulfillment of the responsibilities, rights, and duties of the Supervisory Board in accordance with legal provisions and the Company Charter. The Head of the Supervisory Board coordinates the collective work of the Supervisory Board but does not have the authority to govern its members.

Article 22. Working Relationship with the General Director.

1. The Supervisory Board and its members, in the course of their work with the General Director and the executive management, must maintain independence and objectivity, and simultaneously cooperate closely in the performance of their duties.

2. The General Director shall report on the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, the execution of business tasks and IT operations, and other periodic reports, and shall submit these to the Supervisory Board.

3. Drawing upon the periodic activity reports and credible information from the Supervisory Board, the Supervisory Board shall have the right to propose that the Board of Directors reconsider the decisions of the General Director.

4. The Supervisory Board shall evaluate and make recommendations on the performance of the General Director every six (06) months for submission to the Board of Directors.

5. In the event that a decision by the General Director is found to indicate a violation of the law, the Charter of CNT, and/or could cause substantial material damage or reputational harm to CNT, the Supervisory Board shall have the right to request the General Director to immediately cease the implementation of such decisions. Within twenty-four (24) hours from the time of such request, the Supervisory Board must communicate its opinion to the members of the Board of Directors. The Board of Directors shall issue a notice regarding the execution of the General Director's decision.

Article 23. Working Relationship with the Board of Directors.

1. The Supervisory Board, in its capacity as a component within the management organizational structure of CNT, maintains a working relationship with the Board of Directors based on the principles of equality and independence in the course of discharging its responsibilities, while also closely coordinating and providing mutual support in the performance of their duties.

2. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors and shall not delay it without legitimate reason, upon receipt of a written request stating the purpose of the meeting and the matters for which an opinion is sought from the majority of the members of the Supervisory Board.

3. The agenda, content, and proposed resolutions for the Board of Directors' meeting must be sent to the members of the Supervisory Board concurrently with their dispatch to the members of the Board of Directors.

4. Members of the Supervisory Board shall be responsible for attending meetings of the Board of Directors, discussing and providing input on matters deliberated and adopted at the meeting.

5. Resolutions of the Board of Directors shall be submitted to the Supervisory Board.

6. The Board of Directors is responsible for providing all information and documents pertaining to the operations of CNT to the Supervisory Board.

7. The Supervisory Board shall promptly notify the Board of Directors of the results of its operations and any necessary recommendations, in accordance with regulations.

Chapter VII

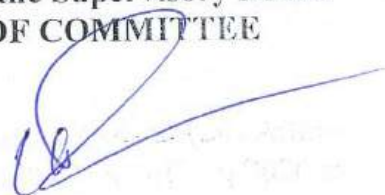
IMPLEMENTING PROVISIONS

Article 24. Entry into Force

1. This Regulation comprises seven (07) Chapters and twenty-four (24) Articles, was approved by the members of the Supervisory Board on the day of , 2026 and jointly accepted the full validity of the entire text of this Regulation.

2. This Regulation shall take effect from the date of its signing. All previous documents contrary to this Regulation shall cease to be effective.

**On behalf of the Supervisory Board
HEAD OF COMMITTEE**



Phan Thi Nhi Ha

**NGHE TINH PORT JOINT
STOCK COMPANY**
No.: 03/TTr-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
Nghe An, April 14, 2026

PROPOSAL

Re: Approval of the 2025 Audited Financial Statements

**To: The General Meeting of Shareholders
of Nghe Tinh Port Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to the 2025 Financial Statements of Nghe Tinh Port JSC audited by UHY Auditing and Consulting Company Limited.

The Board of Directors of Nghe Tinh Port JSC respectfully submits to the General Meeting of Shareholders for approval the 2025 Financial Statements as follows:

The report includes:

- (1) Report of the Board of Management
- (2) Independent Auditor's Report
- (3) Balance Sheet
- (4) Income Statement
- (5) Cash Flow Statement
- (6) Notes to the Financial Statements

Key financial indicators are summarized as follows:

TT	Indicator	31/12/2025
1	Total Assets	310.426.229.800
1.1	Curent Assets	50.497.470.577
1.2	Non-curent Assets	259.928.759.223
2	Total Resources	310.426.229.800

2.1	Liabilities	57.482.718.066
2.2	Owner's Equity	252.943.511.734
	- Owner's Invested Capital	215.172.000.000
	- Investment and Development Fund	12.206.298.524
	- Undistributed After-tax Profit	25.565.213.210
II - Business Performance		
1	Total Revenue and Other Income	252.579.688.871
1.1	Net Revenue	246.242.747.017
1.2	Financial Income	5.326.028.492
1.3	Other Income	1.010.913.362
2	Total Accounting Profit Before Tax	29.904.777.153
3	Current Corporate Income Tax Expense	5.242.751.912
4	After-tax Profit	24.662.025.241
5	Basic Earnings Per Share (EPS)	1.146

We respectfully submit this to the General Meeting of Shareholders for consideration and voting for approval.

Respectfully.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: Admin, Governance Officer.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN



Lê Đoàn Long

**NGHE TINH PORT JOINT
STOCK COMPANY**

No.: 04/TTr-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, April 14, 2026

PROPOSAL

Subject: Approval of the 2025 Profit Distribution Plan

To: The General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Based on the audited business results for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan for profit distribution, appropriation of funds from after-tax profit, and dividend payment for 2025 as follows:

No	Indicator	Amount (VND)	Ratio(%)
1	After-tax profit in 2025	24.662.025.241	
2	Foreign exchange gain from year-end revaluation	4.314.859	
3	Distributable after-tax profit	24.657.710.382	
4	Appropriation for Investment and Development Fund	4.464.517.391	18.11
5	Appropriation for Bonus and Welfare Fund	5.654.012.991	22.93
6	Appropriation for Management Bonus Fund	553.000.000	2.24
7	After-tax profit for dividend payment (VND 650/share)	13.986.180.000	56.72
8	Undistributed after-tax profit carried forward	4.314.859	

Respectfully submitted.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: Admin, Governance Officer.

**ON BEHALF OF THE BOARD OF
DIRECTORS**



Le Doan Long

No:05/TTr-ĐHĐCĐ

Nghe An, April 14, 2026

PROPOSAL

**Subject: Salaries and Remuneration for the Board of Directors and the
Supervisory Board in 2025 and the Plan for 2026**

**To: THE GENERAL MEETING OF SHAREHOLDERS OF NGHE
TINH PORT JSC**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the
National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to the 2025 - 2030 operational term of the members of the Board of
Directors (BOD) and the Supervisory Board.

Based on the 2025 business production results and the 2026 business plan of
Nghe Tinh Port Joint Stock Company, and considering the requirements for
corporate governance and supervision of business activities in 2026, the Board of
Directors respectfully submits to the General Meeting of Shareholders for approval
the salaries and remuneration for the BOD and the Supervisory Board for 2025 and
the plan for 2026 as follows:

**1. Salaries and Remuneration for the Board of Directors and the
Supervisory Board in 2025:**

1.1. Salary for the Full-time Chairman of the Board of Directors

- Planned salary: VND 684,000,000
- Proposed salary for approval by the General Meeting of Shareholders:
VND 847,584,000 (Eight hundred forty-seven million, five hundred eighty-four
thousand Vietnamese Dong).

1.2. Remuneration for the Board of Directors and the Supervisory Board

- Total planned remuneration: VND 564,000,000, in which:
 - + Remuneration for the BOD: VND 312,000,000
 - + Remuneration for the Supervisory Board: VND 252,000,000
- Total actual remuneration paid and proposed for approval by the General
Meeting of Shareholders: **VND 564,000,000** (Five hundred sixty-four million
Vietnamese Dong), in which:
 - + Remuneration for the BOD: VND 312,000,000

+ Remuneration for the Supervisory Board: VND 252,000,000

2. Salary and Remuneration Plan for the Board of Directors and the Supervisory Board in 2026:

2.1. Salary for the Full-time Chairman of the Board of Directors

Planned salary: **VND 777,600,000** (Seven hundred seventy-seven million, six hundred thousand Vietnamese Dong).

2.2. Remuneration for the Board of Directors and the Supervisory Board

The total planned remuneration for 2026 is **VND 564,000,000** (Five hundred sixty-four million Vietnamese Dong), specifically:

Remuneration for the BOD: VND 312,000,000

- Full-time Chairman of the BOD: No remuneration.
- BOD Member: VND 6,500,000/person/month.

Remuneration for the Supervisory Board: VND 252,000,000

- Head of the Supervisory Board: VND 8,000,000/person/month.
- Member of the Supervisory Board: VND 6,500,000/person/month.

The above is the detailed proposal regarding salaries and remuneration for the Board of Directors and the Supervisory Board for 2025 and the plan for 2026. We respectfully submit it to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: Admin, Governance Officer.

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



Le Doan Long

**NGHE TINH PORT JOINT
STOCK COMPANY**

No: 06/TTr-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, April 14, 2026

PROPOSAL

Subject: Approval of the 2026 Business and Investment Plan

**To: The General Meeting of Shareholders of Nghe Tinh Port
Joint Stock Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Nghe Tinh Port Joint Stock Company.

The Board of Directors of Nghe Tinh Port Joint Stock Company respectfully
submits to the 2026 Annual General Meeting of Shareholders the Business and
Investment Plan for 2026 with the following key indicators:

1. Business Production Plan

No	Item	Unit	2026 plan
1	Total throughput	Tons	4.150.000
2	Revenue	Million dong	284.152
3	Porfit before tax	Million dong	22.500
4	Dividend	VND/Share	550

2. Investment Plan

Unit: Million Dong

No	Project Name	Total investment	2026 Capital plan
	Total	70.398	70.038
	Civil Construction Projects	63.898	63.898
	Equipment Procurement Projects	4.700	4.700
	Digital Transformation Projects	1.800	1.440
1	Transition projects from previous years	43.198	42.838

1.1	Civil Construction Projects	41.398	41.398
1.1.1	Research for Cua Lo Port upgrade investment	398	398
1.1.2	Warehouse No. 5 - Cua Lo Port (Area: 7,700 m2)	41.000	41.000
1.2	Digital Transformation Projects	1.800	1.440
1.2.1	BRAVO 10 (ERP) software upgrade	1.800	1.440
2	Projects commencing in the planning year	27.200	27.200
2.1	Civil Construction Projects	22.500	22.500
2.1.1	Upgrading internal yards - Cua Lo Port (Area: 17,000 m2)	15.000	15.000
2.1.2	Repair and renovation of Warehouse No. 1 - Ben Thuy Enterprise	7.500	7.500
2.2	Equipment Procurement Projects	4.700	4.700
2.2.1	Water sprinkler truck	900	900
2.2.2	Investment in 01 wheeled excavator	3.300	3.300
2.2.3	Investment in 01 50-KVA generator	500	500

The above is the detailed 2026 Business and Investment Plan. We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: Admin, Governance Officer.

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



Lê Đoàn Long

**NGHE TINH PORT JOINT
STOCK COMPANY**

No: 07/TTr-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, April 14, 2026

PROPOSAL

On updating the business lines in the Company Charter

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its amending, supplementing, and guiding documents;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025 of the Prime Minister promulgating the Vietnam Standard Industrial Classification;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;
Internal Regulations on Corporate Governance, Operating Regulations of the Board of Directors.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of updating the business lines in the Charter of Nghe Tinh Port Joint Stock Company, specifically as follows:

1. Pursuant to Decision No. 36/2025/QĐ-TTg of the Prime Minister on promulgating the Vietnam Standard Industrial Classification, some current business lines of Nghe Tinh Port Joint Stock Company have been adjusted according to the new classification system without changing the nature of the Company's business operations.

Therefore, the Board of Directors proposes the General Meeting of Shareholders to consider and approve the update to Clause 1, Article 5. Business lines of the company in the Charter of Nghe Tinh Port Joint Stock Company. Other contents of the Company Charter remain unchanged.

The detailed contents of the updates are presented in the Appendix attached to this Proposal. The updated provisions of the Charter shall take effect from the date of approval by the General Meeting of Shareholders.

2. Assign the Chairman of the Board of Directors to carry out the procedures to finalize and issue the Company Charter after incorporating the above-updated contents.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Le Doan Long

APPENDIX:
UPDATED CONTENTS OF CLAUSE 1 ARTICLE 5.
BUSINESS LINES OF THE COMPANY IN THE CHARTER
(Attached to Proposal No.07/TTr-DHDCD dated April 14, 2026)

No.	CURRENT CHARTER		UPDATED CHARTER	
	Name of business line	Industry code	Name of business line	Industry code
1	Wholesale of solid, liquid and gaseous fuels and related products. <i>Detail: Trading in petroleum and related products</i>	4661	Wholesale of solid, liquid and gaseous fuels and related products. <i>Detail: Trading in petroleum and related products</i>	4671
2	Construction of all types of buildings	4100	Construction of residential buildings	4101
			Construction of non-residential buildings	4102
3	Construction of other civil engineering projects	4290	Construction of other civil engineering projects	4299
4	Repair of machinery and equipment	3312	Repair and maintenance of machinery and equipment. <i>Detail: Repair of machinery and equipment</i>	3312
5	Repair of fabricated metal products. <i>Detail: Repair of containers</i>	3311	Repair and maintenance of fabricated metal products. <i>Detail: Repair of containers</i>	3311
6	Cleaning of buildings and other structures. <i>Detail: Container cleaning services</i>	8129	Other cleaning activities. <i>Detail: Container cleaning services</i>	8129
7	Activities of hospitals and medical stations	8610	Activities of hospitals and medical centers. <i>Detail: Activities of hospitals and medical stations</i>	8610
8	Short-term accommodation	5510	Hotels and similar accommodation	5510
9	Retail sale of automotive fuel in specialized stores	4730	Retail sale of automotive fuel	4730

**NGHE TINH PORT JOINT
STOCK COMPANY**

No:08/TTr-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, April 14, 2026

PROPOSAL

**on the Dismissal, Removal and Additional Election of Members
of the Board of Directors and the Supervisory Board
of Nghe Tinh Port Joint Stock Company**

To: The General Meeting of Shareholders
of Nghe Tinh Port Joint Stock Company.

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

Pursuant to the Law on Securities dated November 26, 2019, and its amended,
supplemented guiding documents;

Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;

In compliance with legal regulations and the Charter of Nghe Tinh Port Joint
Stock Company, the Board of Directors respectfully submits to the 2026 Annual
General Meeting of Shareholders for approval the Dismissal, Discharge, and
Supplementary Election of members of the Board of Directors and the Supervisory
Board of Nghe Tinh Port Joint Stock Company for the 2025-2030 term, as follows:

**1. Dismissal of members of the Board of Directors and Discharge of a
member of the Supervisory Board for the 2025-2030 term:**

Pursuant to Decision No. 79/HHVN on ceasing to be the Capital
Representatives of Vietnam Maritime Corporation at Nghe Tinh Port Joint Stock
Company for Mr. Le Doan Long and Ms. Tran Thi Huong issued by the General
Director of Vietnam Maritime Corporation. Pursuant to Point b, Clause 2, Article
32 of the Company's Charter on the "Dismissal of members of the Board of
Directors";

The Board of Directors seeks the voting opinions of the General Meeting of
Shareholders on the Dismissal of members of the Board of Directors for the 2025-
2030 term for Mr. Le Doan Long and Ms. Tran Thi Huong.

Pursuant to the Resignation Letter from the Supervisory Board member of
Ms. Nguyen Ngoc Thuy Dung dated April 14, 2026. Pursuant to Point b, Clause 3,

Article 46 of the Company's Charter on the "Discharge of members of the Supervisory Board".

The Board of Directors seeks the voting opinions of the General Meeting of Shareholders on the approval of the Discharge of a member of the Supervisory Board for the 2025-2030 term for Ms. Nguyen Ngoc Thuy Dung.

2. Supplementary election of members of the Board of Directors and the Supervisory Board.

Pursuant to the Company's Charter regarding the number of members of the Board of Directors and the Supervisory Board of Nghe Tinh Port Joint Stock Company.

The Board of Directors seeks the voting opinions of the General Meeting of Shareholders on the approval of the supplementary election of 02 members of the Board of Directors and 01 member of the Supervisory Board for the 2025 - 2030 term.

Respectfully submitted./.

Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Archived: Admin, Governance Officer.

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



Le Doan Long

**VIETNAM MARITIME
CORPORATION - JSC**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 504/HHVN-TCNS

Ha Noi, April 13, 2026



To: The General Meeting of Shareholders
Nghe Tinh Port Joint Stock Company

To implement the participation in the candidacy for the Board of Directors and the Supervisory Board of Nghe Tinh Port Joint Stock Company (Nghe Tinh Port) at the 2026 General Meeting of Shareholders, Vietnam Maritime Corporation (VIMC) introduces to the General Meeting of Shareholders of Nghe Tinh Port the following personnel to join the Board of Directors and Supervisory Board of Nghe Tinh Port for the 2025 - 2030 term:

1. Members of the Board of Directors

- Mr. Do Tien Duc, Member of the Board of Directors of VIMC, Capital Representative of VIMC at Nghe Tinh Port, representing 21% of the charter capital.

- Mr. Nguyen Tuan Anh, Deputy Director in charge of VIMC Transformation Center, Capital Representative of VIMC at Nghe Tinh Port, representing 15% of the charter capital.

2. Member of the Supervisory Board

Ms. Nguyen Thi Ha Trang, Specialist of the Secretariat - General Affairs Department of VIMC.

Respectfully introduced./.

Recipients:

- As above;
- SB, BOD of the Corporation;
- Party Committee of the Corporation;
- Nghe Tinh Port; Capital Representatives at Nghe Tinh Port;
- Mr. D.T.Duc; N.T.Anh; N.T.H.Trang;
- Archived: Clerical, General Director, TCNS, H5.

DIRECTOR

Le Anh Son

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

RESIGNATION LETTER
Member of the Supervisory Board



To: The 2026 Annual General Meeting of Shareholders
of Nghe Tinh Port Joint Stock Company

My name is: **Nguyen Ngoc Thuy Dung**

Date of birth: April 13, 1991

Nationality: Vietnamese

ID Card No.: 040191039330; Issued on: May 10, 2021; Issued by: Police
Department for Administrative Management of Social Order.

Permanent address: Apartment A2301, Beasky Apartment Building, No. 1
Cpham Tu Boulevard, Dinh Cong Ward, Hanoi City.

Contact number: 0978618015

I was elected as a member of the Supervisory Board for the 2025-2030 term
by the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock
Company. During the performance of my duties and responsibilities, I have always
completed the work in accordance with the Company's Charter.

Currently, I have been assigned other duties by Vietnam Maritime Corporation
(VIMC) and another candidate has been introduced to replace me for election to the
Company's Supervisory Board according to Document No. 503/HHVN-TCNS dated
April 13, 2026. Therefore, I am writing this letter to resign from my position as a
member of the Company's Supervisory Board.

I respectfully request the 2026 Annual General Meeting of Shareholders of Nghe
Tinh Port Joint Stock Company to consider and approve my resignation.

Respectfully submitted to the General Meeting of Shareholders./.

Nghe An, April 14, 2026

APPLICANT

Nguyen Ngoc Thuy Dung

SOCIALIST REPUBLIC OF VIETNAM
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Nghe An, April 14, 2026

MINUTES
OF THE MEETING OF THE BOARD OF DIRECTORS
NGHE TINH PORT JOINT STOCK COMPANY
TERM 2025 – 2030

I. Time of the meeting: 11:00 AM on April 14, 2026

II. Venue of the meeting: Hall of Dai Hue Palace, No. 02 Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province.

II. Attending Members of the Board of Directors:

1. Mr. Do Tien Duc - Member of the Board of Directors
2. Mr. Bui Kieu Hung - Member of the Board of Directors
3. Mr. Nguyen Tuan Anh - Member of the Board of Directors
4. Mr. Nguyen Thac Hoai - Independent Member of the Board of Directors
5. Mr. Nguyen The Tien - Authorized representative attending the BOD meeting on behalf of Mr. Nguyen Hong Son, Member of the Board of Directors. (Letter of Authorization attached).

The meeting was conducted in accordance with the law, the Charter, and the Internal Regulations on Corporate Governance of Nghe Tinh Port Joint Stock Company.

IV. Content and conclusions of the meeting:

1. The Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term discussed and unanimously agreed to discharge Mr. Le Doan Long from the position of Chairman of the BOD of Nghe Tinh Port.
2. The Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term held a meeting to elect the Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company. After discussion and consensus, the Board of Directors approved the election of the Chairman of the Board of Directors as follows:
 - 2.1. Mr. Do Tien Duc holds the position of Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025 - 2030 term.
 - 2.2. Mr. Do Tien Duc has the responsibility and obligation to perform duties in accordance with the Charter of Nghe Tinh Port Joint Stock Company and relevant legal regulations.

Voting approval rate: 05/05 (100%).

The meeting concluded at 11:10 AM on the same day.



No.: BBKP-ĐHĐCĐ

Nghe An, April 14th, 2026

VOTE COUNTING MINUTES
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, at 10 hours 00 minutes, Tuesday, April 14, 2026, the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company is held at Dai Hue Palace Hall, No. 02 Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province.

The Vote Counting Committee approved by the Meeting includes:

1. Mr. Pham Quoc Viet, Manager of KTVT Department – Head of Committee.
2. Mr. Yen Van Phuc, Director of Cua Lo Stevedoring Enterprise – Member.
3. Mr. Tran Lu Giap, Deputy Manager of Finance and Accounting Department – Member.
4. Ms. Vo Thi Thanh Hue, Deputy Manager of Organization, Personnel and Labor Department – Member.
5. Ms. Nguyen Thi Thanh Tam, Full-time Internal Auditor – Member, Secretary.

Proceeded to count the votes for the approval of the items on the agenda of the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company. At the time of voting on the matters at the Meeting, the total number of shareholders is: 46 shareholders, representing 20.743.460 shares, accounting for 96.4% of the total voting shares of the shareholders attending the Meeting.

The results of the vote counting are as follows:

Total "voting ballots": 46 ballots, representing 20.743.460 shares, accounting for 100% of the total voting rights at the Meeting.

Total valid ballots: 46 ballots, representing 20.743.460 shares, accounting for 100% of the total voting rights at the Meeting.

Total invalid ballots: 0 ballots, representing 0 shares, accounting for 0% of the total voting rights at the Meeting.

1. Approval of the Report on the activities of the Board of Directors in 2025 and the Operating Plan for 2026 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

2. Approval of the Report on business and investment performance in 2025 and planned tasks for 2026 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

3. Approval of the Assessment Report of the Independent Board Member in 2025 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

4. Approval of the Report of the Supervisory Board of Nghe Tinh Port on the results of monitoring business activities, the Board of Directors, and the General Director in 2025 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

5. Approval of the Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of the Supervisors and the Supervisory Board in 2025; operational directions for 2026 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

6. Approval of the Proposal on selecting the auditing firm for the fiscal year 2026 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

7. Approval of the Proposal on the Draft Operating Regulations of the Supervisory Board of Nghe Tinh Port Joint Stock Company with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

8. Approval of the Proposal on the 2025 audited financial statements with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

9. Approval of the Proposal on the 2025 profit distribution plan with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

10. Approval of the Proposal on the total remuneration and salary of the Board of Directors and the Supervisory Board in 2025 and the remuneration and salary plan for 2026 with the number of affirmative votes representing 20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

11. Approval of the Proposal on the business, production, and investment plan for 2026 with the number of affirmative votes representing 20.743.460 shares, equal

to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

12. Approval of the update of business lines in the Charter of Nghe Tinh Port Joint Stock Company with the number of affirmative votes representing20.743.460 shares, equal to 100% of the total voting shares of the shareholders attending the Meeting at the time of voting.

The vote counting concluded with the establishment of these Vote Counting Minutes at ..11.. hours ..00.. minutes on the same day. These Minutes consist of three (03) pages, made in two (02) original copies, and have been read and agreed upon by all members of the Vote Counting Committee. The representative of the Vote Counting Committee announces the vote counting results to the Meeting. The Vote Counting Committee hands over all Voting Cards and the Minutes to the Meeting's Secretariat.

THE VOTE COUNTING COMMITTEE

MEMBERS

HEAD OF COMMITTEE

Yen Van Phuc



Pham Quoc Viet

Tran Lu Giap



.....

Vo Thi Thanh Hue



.....

Nguyen Thi Thanh Tam



.....

SOCIALIST REPUBLIC OF VIETNAM
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**MINUTES OF ELECTION RESULT COUNTING FOR THE
SUPERVISORY BOARD NGHE TINH PORT JOINT STOCK COMPANY
TERM: 2025 – 2030**

Today, at 10 hours 00 minutes, on April 14th, 2026, at Dai Hue Palace Hall, No. 02 Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province, the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company conducted the election for the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

The Election Committee, trusted and elected by the General Meeting of Shareholders through direct voting, consists of:

1. Mr. Pham Quoc Viet, Head of Technical and Materials Department – Head of Committee.
2. Mr. Yen Van Phuc, Director of Cua Lo Enterprise – Member
3. Mr. Tran Lu Giap, Deputy Head of Finance and Accounting Department – Member
4. Ms. Vo Thị Thanh Hue, Deputy Head of Personnel and Labor Department – Member.
5. Ms. Nguyen Thi Thanh Tam, Full-time Internal Auditor – Member, Secretary

The Election Committee disseminated the Election Regulations, provided instructions, organized the voting, and counted the total ballots for the Supervisory Board members of Nghe Tinh Port Joint Stock Company for the 2025-2030 term, with the following results:

1. At the time of election, the number of attending shareholders was: 46 persons, equivalent to 20.743.460 shares, accounting for 96,4% of the total existing voting shares of the Company.

Total authorized shareholders:

+ Quantity: 46 Persons.

+ Equivalent to: 20.743.460 Voting shares..

2. Total ballots issued: 46 ballots, equivalent to 20.743.460 Voting shares.

3. Total ballots collected: 46 ballots, equivalent to 20.743.460 Voting shares.

+ Valid ballots: 46 ballots, equivalent to 20.743.460 voting shares.

+ Invalid ballots: 0 ballots, equivalent to 0 voting shares

4. List of candidates/nominees for the Supervisory Board

+ Ms Nguyen Thi Ha Trang

5. Number of Supervisory Board members to be elected: 01 person

6. Voting results for each candidate:

+ Ms Nguyen Thi Ha Trang received 20.743.460 Vote = 100%

Based on the Company's Election Regulations approved by the General Meeting of Shareholders , the results of the election to the Supervisory Board of Nghe Tinh Port Joint Stock Company for the 2025-2030 term are as follows:

No.	Full name
1	Nguyen Thi Ha Trang

The counting of votes was completed at 10 hours 20 minutes on the same day.

The Minutes of Election Result Counting for the Supervisory Board were unanimously approved and signed by all members for confirmation.

The Election Committee handed over the Election Minutes and all ballots to the Chairperson of the Meeting./

THE ELECTION COMMITTEE

MEMBERS

Yen Van Phuc



Tran Lu Giap



Vo Thi Thanh Hue



Nguyen Thi Thanh Tam



HEAD OF COMMITTEE



Pham Quoc Viet

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**MINUTES OF ELECTION RESULT COUNTING FOR THE BOARD OF
DIRECTORS NGHE TINH PORT JOINT STOCK COMPANY
TERM: 2025 - 2030**

Today, at 10 hours 00 minutes, on April 14, 2026, at Dai Hue Palace Hall, No. 02 Nguyen Phong Sac Street, Truong Vinh Ward, Nghe An Province, the 2026 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company conducted the election for the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025-2030 term.

The Election and Vote-counting Committee, trusted and elected by the General Meeting of Shareholders through direct voting, consists of:

1. Mr. Pham Quoc Viet, Head of Technical and Materials Department – Head of Committee.
2. Mr. Yen Van Phuc, Director of Cua Lo Enterprise – Member
3. Mr. Tran Lu Giap, Deputy Head of Finance and Accounting Department – Member
4. Ms. Vo Thị Thanh Hue, Deputy Head of Personnel and Labor Department – Member.
5. Ms. Nguyen Thi Thanh Tam, Full-time Internal Auditor – Member, Secretary

The Election Committee disseminated the Election Regulations, provided instructions, organized the voting, and counted the total ballots for the Board of Director members of Nghe Tinh Port Joint Stock Company for the 2025-2030 term, with the following results:

1. At the time of election, the number of attending shareholders was: 46 persons, equivalent to 20.743.460 shares, accounting for 96.4% of the total existing voting shares of the Company.

Total authorized shareholders:

+ Quantity: 46 Persons.

+ Equivalent to: 20.743.460 Voting shares..

2. Total ballots issued: 46 ballots, equivalent to 20.743.460 Voting shares.

3. Total ballots collected: 46 ballots, equivalent to 20.743.460 Voting shares.

+ Valid ballots: 46 ballots, equivalent to 20.743.460 voting shares.

+ Invalid ballots: 0 ballots, equivalent to 0 voting shares

4. List of candidates/nominees for the Board of Director:

+ Mr. Do Tien Duc

+ Mr. Nguyen Tuan Anh

5. Number of Board of Directors members to be elected: 02 persons

6. Voting results for each person:

+ Mr. Do Tien Duc received 20.787.960 Vote = 100,21 %

+ Mr. Nguyen Tuan Anh received 20.698.960 Vote = 99,79 %

Based on the Company's Election Regulations approved by the General Meeting of Shareholders. The results of the election to the Board of Directors of Nghe Tinh Port Joint Stock Company for the 2025-2030 term are as follows:

No.	Full name
1	Do Tien Duc
2	Nguyen Tuan Anh

The counting of votes was completed at 10 hours 15 minutes on the same day.

The Minutes of Election Result Counting for the Board of Director were unanimously approved and signed by all members for confirmation.

The Election Committee handed over the Election Minutes and all ballots to the Chairperson of the Meeting./.

THE ELECTION COMMITTEE

MEMBERS

Yen Van Phuc



Tran Lu Giap



Vo Thi Thanh Hue



Nguyen Thi Thanh Tam



HEAD OF COMMITTEE



Pham Quoc Viet

These Minutes were read before the Board of Directors and approved by all members of the Board of Directors of Nghe Tinh Port Joint Stock Company./.

**SECRETARY OF THE
MEETING**



Dinh Thi Thanh Huong

**SIGNATURES OF THE MEMBERS OF THE
BOARD OF DIRECTORS**

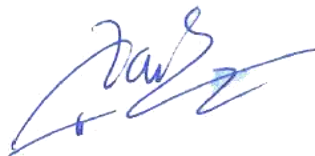
Mr Do Tien Duc



Mr Bui Kieu Hung



Mr Nguyen Tuan Anh



Mr Nguyen Thac Hoai



Mr Nguyen The Tien

