

CAI LAN PORT INVESTMENT JOINT  
STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

-----  
No.: 84 /BC-HĐQT

-----  
Quang Ninh, April, 20, 2026

**REPORT  
ON THE PERFORMANCE RESULTS IN 2025 AND THE OPERATION PLAN FOR  
2026 OF THE BOARD OF DIRECTORS**

To: The General Meeting of Shareholders of Cai Lan Port Investment Joint Stock Company

Pursuant to:

- The Charter on organization and operation of Cai Lan Port Investment Joint Stock Company;
- The Regulations on operation of the Board of Directors;
- The activities of the Board of Directors in 2024;

The Board of Directors of Cai Lan Port Investment Joint Stock Company (CPI) hereby reports on the performance results in 2025 and the operation plan for 2026 as follows:

**I. General overview of the Company:**

- Trading name: CAI LAN PORT INVESTMENT JOINT STOCK COMPANY
- English name: CAI LAN PORT INVESTMENT JOINT-STOCK COMPANY
- Abbreviation: CAILANPORTINVEST
- Business Registration Certificate No.: 5700688013 issued by the Quang Ninh Department of Planning and Investment for the first time on November 2, 2007
- Charter capital: VND 365,050,000,000
- Owner's equity: VND 365,050,000,000
- Address: No. 01, Cai Lan Road, Bai Chay Ward, Quang Ninh Province
- Telephone: 0203 3512 866 / 3512 868
- Email: info@cailanportinvest.com.vn
- Website: www.cailanportinvest.com.vn

**II. Performance results of the Board of Directors in 2025**

**1. Structure of the Board of Directors in 2025**

- The Board of Directors of the Company from January 1, 2025 to December 31, 2025 consists of 05 members as follows:
  1. Mr. Do Duc An – Chairman of the Board
  2. Mr. Nguyen Van Manh – Member of the Board
  3. Mr. Tham Hong Son – Member of the Board

4. Mr. Doan Ngoc Tu – Member of the Board

5. Ms. Tran Thi Kieu Oanh – Member of the Board

- The Board of Directors performs its rights and obligations in accordance with the Company Charter and tasks assigned by the General Meeting of Shareholders, including deciding on medium-term development strategies and annual plans; supervising and directing the Company's operations by the General Director; approving matters according to delegated authority for implementation by the General Director.

## **2. Issuance of documents for management and operation in 2025**

In 2025, based on the Resolutions of the General Meeting of Shareholders and the consensus of members, the Board of Directors held periodic meetings in accordance with the Company Charter.

In 2025, the Board of Directors held 07 meetings and conducted written consultations with Board members for matters requiring approval (13 consultations).

All meeting contents were recorded in minutes, and written opinions were compiled to issue Resolutions and Decisions.

Resolutions and Decisions issued in 2025:

### **Resolutions:**

1. No. 01/NQ-HĐQT – January 9, 2025

Approval of the 2025 production and business plan and investment plan of CICT

2. No. 02/NQ-HĐQT – January 15, 2025

Signing appendix on personnel cost agreement at CICT

3. No. 03/NQ-HĐQT – February 13, 2025

Plan for organizing the 2025 Annual General Meeting of Shareholders

4. No. 04/NQ-HĐQT – March 13, 2025

Recruitment of management personnel at CICT

5. No. 05/NQ-HĐQT – April 22, 2025

Salary and remuneration for management personnel at CICT

6. No. 06/NQ-HĐQT – May 8, 2025

Appointment of personnel to participate in management and operation at Cai Lan International Container Terminal Co., Ltd. for the term 2025–2029

7. No. 07/NQ-HĐQT – May 2, 2025

Signing contract with VIMC Logistics Joint Stock Company

8. No. 08/NQ-HĐQT – July 30, 2025

Approval of the auditing firm for 2025 financial statements

9. No. 09/NQ-HĐQT – August 5, 2025

Liquidation of redundant container handling equipment at CICT

10. No. 10/NQ-HĐQT – September 3, 2025

Signing appendix to personnel cost agreement at CICT with VIMC

11. No. 11/NQ-HĐQT – September 3, 2025  
Payment of salaries, remuneration and other costs for personnel activities at CICT for term 2025–2029
12. No. 12/NQ-HĐQT – October 31, 2025  
Termination of labor contract with Mr. Do Tuan Hien
13. No. 13/NQ-HĐQT – November 21, 2025  
Settlement of debts with Transvina High-Tech Transport Company Limited
14. No. 14/NQ-HĐQT – December 30, 2025  
Signing contracts for 2026 with related parties

#### **Decisions:**

1. No. 01/QĐ-HĐQT – March 24, 2025  
Establishment of recruitment council for Deputy Chief Accountant of CICT
2. No. 02/QĐ-HĐQT – March 28, 2025  
Establishment of recruitment council for General Director of CICT
3. No. 03/QĐ-HĐQT – April 18, 2025  
Change of head office address on business registration
4. No. 04/QĐ-HĐQT – May 15, 2025  
Addition of legal representative
5. No. 05/QĐ-HĐQT – May 30, 2025  
Issuance of Code of Conduct of CPI
6. No. 06/QĐ-HĐQT – June 25, 2025  
Extension of CPI General Director term
7. No. 07/QĐ-HĐQT – August 19, 2025  
Reappointment of Mr. Doan Ngoc Tu as General Director of CPI
8. No. 08/QĐ-HĐQT – October 31, 2025  
Appointment of person in charge of corporate governance
9. No. 09/QĐ-HĐQT – December 19, 2025  
Issuance of salary regulations
10. No. 10/QĐ-HĐQT – December 30, 2025  
Allowance for Board Secretary in 2025

#### **3. Performance results of the Board of Directors in 2025**

- During the year, Board members actively participated in management tasks as assigned, demonstrating high responsibility in implementing resolutions and annual targets approved by the General Meeting of Shareholders, and promptly handling shareholders' requests and complaints (if any) in accordance with regulations.
- Based on its functions and duties, the Board provided regular direction to the Executive Board and supporting departments to ensure compliance with legal regulations and internal rules; inspected and urged implementation of resolutions; coordinated with the Executive Board to adjust business operations and improve corporate governance.





- The Board directed review, amendment and supplementation of internal regulations and SOPs to align with actual conditions and regulatory requirements.
- Coordinated with the Supervisory Board to strengthen monitoring and ensure compliance with laws and Company Charter.
- The Board organized regular meetings and issued timely Resolutions and Decisions based on actual conditions.
- Operated on the principle of collective decision-making and majority approval; all meetings had sufficient quorum as required.

#### **4. Supervisory results over the Executive Board**

- Directed implementation of marketing and market expansion solutions to increase revenue and output, maintain stable operations, create jobs and income, and ensure profitability.
- Supervised compliance with laws, Company Charter, and Board directives; the Executive Board strictly complied with regulations and implemented recommendations from the Supervisory Board.
- Supervised implementation of labor policies, working environment conditions, collective labor agreements, and internal regulations.
- Supervision conducted via quarterly reports, ad-hoc reports, and Supervisory Board inspections.
- Supervision was within authority, without interfering with executive management, ensuring timely direction and risk control.

#### **5. Coordination between the Board of Directors and the Supervisory Board**

- The Chairman invited all Supervisory Board members to Board meetings; documents were provided equally.
- All meeting contents, resolutions, and decisions were shared.
- Opinions from the Supervisory Board were considered and adjusted where appropriate.

#### **6. Implementation of the 2025 Annual General Meeting Resolution**

##### **6.1 Business performance results of CPI in 2025**

| No. | Indicator         | Unit        | Actual 2024 | Plan 2025 | Actual 2025 | Actual/Plan 2025 (%) |
|-----|-------------------|-------------|-------------|-----------|-------------|----------------------|
| 1   | Bulk cargo volume | Tons        | 852,745     | 844,000   | 1,057,137   | 125%                 |
|     | Container volume  | TEUs        | 23,734      | 3,620     | 1,907       | 53%                  |
| 2   | Revenue           | VND million | 38,739      | 54,596    | 68,098      | 125%                 |
| 3   | Profit before tax | VND million | 2,168       | 1,217     | 3,779       | 310%                 |

\* Analysis:

- Bulk cargo volume: 1,057,137 tons, reaching 125% of the annual plan and 124% compared to 2024.

- Container volume: 1,907 TEUs/trips, reaching 53% of the plan and 8% compared to 2024. This is due to the absence of customs clearance service volume for container ships (as vessels called at Hai Phong instead of Cai Lan), and the transport segment could not achieve planned output due to container trucks operating at only 50% capacity at times because of driver shortages.
- Total revenue: VND 68,098 million, reaching 125% of the plan and 176% compared to 2024.
- Profit before tax: VND 3,779 million, reaching 310% of the plan and 174% compared to 2024.

For CICT: The Board supervised operations through capital representatives to ensure efficiency.

## 6.2 Remuneration and salary in 2025

- Total remuneration for Board of Directors and Supervisory Board: VND 300,000,000

Executive Board salaries:

- 1) Mr. Doan Ngoc Tu – General Director: VND 327,189,416
- 2) Mr. Nguyen Ba Son – Deputy General Director: VND 1,348,221,463
- 3) Mr. Do Tuan Hien – Deputy General Director: VND 217,079,650

## 6.3 Selection of auditing firm

Auditor: UHY Auditing and Consulting Co., Ltd.

Address: 5th Floor, Building B2, Roman Plaza, To Huu Street, Dai Mo Ward, Nam Tu Liem District, Hanoi, Vietnam

Audit fee: VND 80,000,000 (excluding VAT)

## III. Operation plan and orientation for 2026

### 1. Business targets

| No. | Indicator         | Unit        | Plan 2025 | Actual 2025 | Plan 2026 | 2026 Plan /<br>2025 Actual<br>(%) |
|-----|-------------------|-------------|-----------|-------------|-----------|-----------------------------------|
| 1   | Bulk cargo volume | Tons        | 844,000   | 1,057,137   | 1,060,000 | 102%                              |
|     | Container volume  | TEU         | 3,620     | 1,907       | 10,600    | 556%                              |
| 2   | Revenue           | VND million | 54,596    | 68,098      | 80,000    | 117%                              |
| 3   | Profit before tax | VND million | 1,217     | 3,779       | 4,300     | 114%                              |

### 2. Implementation measures

The Board of Directors assesses that 2026 will be a challenging year for the economy in general and for CPI in particular. In order to ensure that the Company's operations closely follow its strategic direction and achieve the set objectives, in 2026 the Board of Directors will focus on implementing the following key tasks:

- Strategy development: Update information on market and technology trends to formulate and adjust strategies, as well as to provide business orientations that enable the Company to promptly seize opportunities and leverage its strengths to ensure sustainable growth. At the same time, review methods and processes for strategy development to ensure consistency and smooth implementation.
- Supervision of the Executive Board: Direct, urge, and supervise the Executive Board to ensure that all Company activities are aligned with the established strategic objectives and action programs.
- Policy development: Direct the formulation and issuance of policies on human resources and investment in line with the development strategy and action programs to ensure the promotion of the Company's growth.
- Corporate governance: Review, adjust, and supplement internal regulations and governance rules to establish a solid foundation for an effective corporate governance framework.
- Human resources organization: Continue to improve and enhance corporate governance capacity, the quality of human resources, and the professionalism and discipline of staff. Implement synchronized solutions to enhance employee motivation and attract capable personnel.

On behalf of the Board of Directors, I would like to sincerely thank our shareholders for attending the 2026 Annual General Meeting of Shareholders and for your valuable comments and contributions.

Wishing all distinguished delegates and shareholders good health and happiness.

Sincerely yours.

*Recipients:*

- General Meeting of Shareholders;
- Archives: Board Secretariat, Office

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



*Đỗ Đức An*