

**QUANG NINH PORT
JOINT STOCK COMPANY**

No: ~~207~~ 207/CQN-TK

disclosure of the meeting minutes,
resolutions, and documents approved at
the 2026 Annual General Meeting of
Shareholders

THE SOCIALIST REPUBLIC OF VIET NAM
Independence-Freedom-Happiness

Quang Ninh, April 25, 2026

To: Hanoi Stock Exchange

Company Name : Quang Ninh Port Joint Stock Company
Stock Code : CQN
Headquarters Address : No.1 Cai Lan Street, Bai Chay Ward, Quang Ninh Province
Phone : 0203 6283288
Website : www.quangninhport.com.vn
Person in charge of information disclosure: Mr. Hoang Trong Tung – General Director
Type of Information Disclosure: Extraordinary

I. Contents of the information disclosed:

1. Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/ BB-ĐHĐCD dated April 24, 2026.
2. Resolution of the 2026 Annual General Meeting of Shareholders No. 01/2026/NQ-ĐHĐCD dated April 24, 2026
3. Vote Counting Minutes No. 01/2026/ BBKP-CQN dated April 24, 2026.
4. Minutes of Vote Counting for the Election of Members of the Board of Directors No. 02/2026/BBKP-CQN dated April 24, 2026.
5. Regulations on Organization and Conduct of the 2026 Annual General Meeting of Shareholders.
6. Regulations on nomination, self-nomination, and election of members of the Board of Directors.
7. The Report of the Board of Directors on the performance of duties in 2025 and the operation plan for 2026.
8. The Report on business performance in 2025 and the business plan for 2026.
9. The Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026.
10. Proposal No. 01/2026/TTr-HĐQT dated 21/04/2026 Approval of the Audited Financial Statements for the Year 2025.

11. Proposal No. 02/2026/TTr-HĐQT dated 21/04/2026 Approval of the 2025 Remuneration Report for the Board of Directors and the Supervisory Board, and the 2026 Remuneration Plan.
12. Proposal No. 03/2026/TTr-HĐQT dated 21/04/2026 Approval of the 2025 Profit Distribution Plan
13. Proposal No. 04/2026/TTr-HĐQT dated 21/04/2026 regarding amendment of the Company's Charter
14. Proposal No. 05/2026/TTr-HĐQT dated 22/04/2026 regarding the dismissal and additional election of Members of the Board of Directors for the remaining term 2024–2029.
15. Proposal No. 01/2026/TTr-BKS dated 21/04/2026 Approval of the selection of the Independent Auditor for the 2026 Financial Statements.
16. Report on the List of Nominees and Candidates for Additional Election of Members of the Board of Directors for the Remaining Term of 2024–2029.

II. The above information has been disclosed by Quang Ninh Port Joint Stock Company on the Company's website at: www.quangninhport.com.vn on April 25, 2026.

We hereby certify that the above information is true and accurate, and we take full responsibility before the law for the contents of the disclosed information..

Respectfully submitted,

Recipients:

- As addressed above;
- Archive: clerical department,

QUANG NINH PORT JOINT STOCK COMPANY

GENERAL DIRECTOR



Hoang Trong Tung



QUANG NINH PORT JOINT STOCK COMPANY

Add: No 1, Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel : 0203 6283288

No.: 01/2026/BB-ĐHĐCĐ

Quang Ninh, April 24, 2026

MEETING MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

A. Company Name: QUANG NINH PORT JOINT STOCK COMPANY

Business Registration Certificate No. 5700100231, issued by the Department of Planning and Investment of Quang Ninh Province, 5th revision dated October 27, 2021.

Head Office: No. 1 Cai Lan Road, Bai Chay Ward, Quang Ninh Province.

B. Meeting Start Time: 9 AM, April 24, 2026.

C. Venue: Company Hall, No.1 Cai Lan Street, Bai Chay Ward, Quang Ninh Province

D. Participants: Members of the Board of Directors, Supervisory Board, Executive Board, Shareholders and authorized representatives of shareholders of Quang Ninh Port Joint Stock Company.

E. Conditions for Holding the Meeting

Mr. Duong Dinh Chung – Head of the Shareholder Eligibility Verification Committee – reported to the General Meeting the results of the verification of shareholders' eligibility to attend the 2025 Annual General Meeting of Shareholders. As of the opening time (09:00), the Meeting satisfied all conditions to proceed in accordance with the applicable laws and the Company's Charter, with the shareholder structure as follows:

The total number of attending shareholders and shareholders represented by proxy was **134** shareholders, representing **74,172,752** shares, equivalent to **98.831%** of the total voting shares of the Company

F. Presidium and Supporting Committees of the Meeting:

The structure of the Presidium and supporting committees was approved by the General Meeting of Shareholders via show of voting cards. Details as follows::

- Approval of the Presidium: 100% shareholders present approved.
- Approval of the Vote Counting Committee: 100% shareholders present approved.

1. Presidium:

- Mr Nguyen Ngoc Nghi Chairman of the BOD Chairperson of the Meeting

- Mr Phạm Cong Doan	Member of the BOD	Member
- Mr Hoang Trong Tung	General Director	Member

2. *Vote Counting Committee:*

1. Mr. Duong Dinh Chung	Deputy Head of HR & Salary Dept	Head
2. Mr. Vu Manh Duy	Chief Accountant	Member
3. Mr. Ho Ngoc Hai	Deputy Head of Logistics Dept	Member
4. Mr. Mac Van Tu	Deputy Head of Security Dept	Member
5. Mr. Tran Van Chau	Staff, Operations Control Center	Member
6. Mr. Hoang Dinh Tuyen	Staff, Operations Control Center	Member
7. Mr. Phan Manh Cuong	Staff, Operations Control Center	Member
8. Mr. Tran Nhat Trung	Staff, Security Dept	Member

3. *Secretariat (appointed by the Chairperson)*

- Ms. Tran Thu Trang	Corporate Secretary	Head
- Mr. Dinh Van Tuan	Head of Environment Monitoring Dept	Member

4. *Shareholder Eligibility Verification Committee* (per Decision No. 05/2026/QĐ-HĐQT dated April 2, 2026)

1. Mr. Duong Dinh Chung	Deputy Head of HR & Salary Dept	Head
2. Mr. Vu Manh Duy	Chief Accountant	Member
3. Mr. Ho Ngoc Hai	Deputy Head of Logistics Dept	Member
4. Mr. Mac Van Tu	Deputy Head of Security Dept	Member
5. Mr. Tran Van Chau	Staff, Operations Control Center	Member
6. Mr. Hoang Dinh Tuyen	Staff, Operations Control Center	Member
7. Mr. Phan Manh Cuong	Staff, Operations Control Center	Member
8. Mr. Tran Nhat Trung	Staff, Security Dept	Member

G. Meeting Agenda

- The Working Regulations** were approved by 100% of voting shareholders present by show of voting cards.
- The Meeting Agenda** was approved by 100% of voting shareholders present by show of voting cards.
- The Regulations on nomination, self-nomination, and election of Members of the Board of Directors** was approved by 100% of voting shareholders present by show of voting cards
- Reports presented at the Meeting included:**
 - Report of the Board of Directors on the performance of duties in 202 and the

operation plan for 2026, presented by Mr. Pham Cong Doan – Member of BOD.

- Report on business performance in 2025 and the business plan for 2026, presented by Mr. Hoang Trong Tung – General Director.
- The Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026, presented by Mr. Nguyen Manh Hung – Head of Supervisory Board.

5. Proposals presented by the Board of Directors:

- Proposal No. 01/2026/TTr-HĐQT on approval of the audited financial statements for 2025.
- Proposal No. 02/2026/TTr-HĐQT on approval of the remuneration report for the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026
- Proposal No. 03/2026/TTr-HĐQT on approval of the profit distribution plan for 2025.
- Proposal No. 04/2026/TTr-HĐQT on approval of Amendment of the Company's charter.
- No. 05/2026/TTr-HĐQT regarding the dismissal and additional election of Members of the Board of Directors for the remaining term of 2024–2029
- Proposal No. 01/2026/TTr-BKS on approval of the selection of the independent Auditor for the 2026 financial statements.

6. The list of candidates for the Board of Directors was unanimously approved by the General Meeting of Shareholders, with 100% of attending shareholders voting in favor by a show of hands.

7. Discussions at the Meeting:

The Chairperson invited shareholder comments on the reports and proposals. All received unanimous approval, and no questions were raised.

At 10:45 AM (voting time), the Shareholder Eligibility Verification Committee confirmed the number of attending and authorized shareholders was 134, representing **74,172,752** shares, accounting for 100% of the total voting shares.

H. Voting Results and Resolutions Adopted at the General Meeting of Shareholders

After reviewing the proposals and reports and discussing relevant matters, the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company unanimously approved the following:

1. Approval of the Report of the Board of Directors on the performance results in 2025 and the business plan for 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

2. Approval of the Report on production and business results in 2025 and the plan for 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

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3. Approval of the Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

4. Approval of the audited financial statements for 2025 pursuant to Proposal No. 01/2026/TTr-HĐQT dated April 21, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

5. Approval of remuneration of the Board of Directors and Supervisory Board in 2025 and the plan for 2026 pursuant to Proposal No. 02/2026/TTr-HĐQT dated April 21, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

6. Approval of the profit distribution plan for 2025 pursuant to Proposal No. 03/2026/TTr-HĐQT dated April 21, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining,

equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

7. Approval of the amendments to the Company Charter pursuant to Proposal No. 04/2026/TTr-HĐQT dated April 21, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

8. Approval of the dismissal and additional election of Members of the Board of Directors for the remaining term of 2024–2029 pursuant to Proposal No. 05/2026/TTr-HĐQT dated April 22, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders attending and voting at the Meeting (**0 votes** against, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting; **0 votes** abstaining, equivalent to **0%** of the total votes of shareholders attending and voting at the Meeting).

9. Approval of the selection of the independent auditor for the 2026 financial statements pursuant to Proposal No. 01/2026/TTr-BKS dated April 21, 2026:

Total number of voting ballots: **74,172,752 votes**, of which:

- Number of valid votes: **74,172,752 votes**, accounting for **100%** of the total votes of shareholders attending and voting at the Meeting.
- Number of invalid votes: **0 votes**, accounting for **0%** of the total votes of shareholders attending and voting at the Meeting.

Voting result:

74,172,752 votes in favor, equivalent to **100%** of the total votes of shareholders

attending and voting at the Meeting (0 votes against, equivalent to 0% of the total votes of shareholders attending and voting at the Meeting; 0 votes abstaining, equivalent to 0% of the total votes of shareholders attending and voting at the Meeting).

10. Approval of the results of the additional election of Members of the Board of Directors for the remaining term of 2024–2029 as follows:

List of elected Members of the Board of Directors (in descending order of votes received)::

No.	Full name	Number of votes
1	Mr. Mai Xuan Son	87,921,168
2	Mr. Vu Hong Phong	60,424,244

11. The Board of Directors, the Chairman of the Board of Directors, and the General Director of Quang Ninh Port are responsible for implementing the resolutions of the 2026 Annual General Meeting of Shareholders. The Board of Directors and the Chairman of the Board of Directors are authorized to proactively decide on arising matters to implement the above resolutions, ensuring the interests of the Company and its shareholders. Any resolutions of previous General Meetings of Shareholders that have not yet been fully implemented shall continue to be executed and reported at the next General Meeting of Shareholders..

I. The 2026 Annual General Meeting of Shareholders concluded at 11:20 AM on the same day.

All contents of the Meeting were recorded in these Minutes and were unanimously approved by the General Meeting of Shareholders with 100% of the total voting rights of attending shareholders voting in favor by a show of hands. These Minutes consist of 08 (eight) pages and are made in 02 (two) originals: 01 copy kept in the AGM documentation archive and 01 copy kept by the Secretariat

The Resolution of the 2026 Annual General Meeting of Shareholders will be issued in writing and fully disclosed on the Company's website (www.quangninhport.com.vn) in accordance with applicable laws.

PRESIDIUM

Member



HOANG TRONG TUNG

Member



PHAM CONG DOAN

Chairman of the Meeting



NGUYEN NGOC NGHI

SECRETARIAT

Member



DINH VAN TUAN

Head



TRAN THU TRANG

**APPENDIX: LIST OF SHAREHOLDERS AND SHAREHOLDER REPRESENTATIVES
REGISTERED TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**
(Attached to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ
dated April 24, 2026)

No.	Shareholder Name	Attending Representative	Number of Shares	Number of Voting Rights
1	Bui Thanh Chuyen	Do Huong Giang	1	1
2	Chu Hai Sang		9	9
3	Chu Van Quan		12	12
4	Giang Tung Bach		847	847
5	Hoang Thanh Son		473	473
6	Le Van Tam		756	756
7	Nguyen Phu Huynh		21	21
8	Nguyen Do Luu		11	11
9	To Hong Giang		6	6
10	Dang Van Lua		850	850
11	Do Van Cuong		281	281
12	Do Van Khanh		6	6
13	Nguyen Ngoc Hung	Le Quyet Thang	1,557	1,557
14	Nguyen Thi Hai Ly		902	902
15	Phi Quang Thang		1,511	1,511
16	Chu Thi Hong Cam	Tran Thanh Thuy	39	39
17	Nguyen Thi Van		62	62
18	Ha Manh Thuong	Pham Viet Ha	47	47
19	Pham Chi Tuyen		1,500	1,500
20	Pham Thi Thu		470	470
21	Nguyen Duc Hieu	Phung Thi Thanh Tam	2,600,000	2,600,000
22	Tran Quang Hien	Pham Thi Thanh Hue	3,000,000	3,000,000
23	T&T Group Joint Stock Company	Pham Cong Doan	58,369,435	58,369,435
24	Bui Mai Phuong	Nguyen Ngoc Nghi	3,000,000	3,000,000
25	Doan Thi Thanh Van Viet Leader Asset		3,400,000	3,400,000
26	Investment Company Limited		3,584,429	3,584,429
27	Bui Nguyen Hoan	Bui Nguyen Hoan	945	945
28	Bui Quang Cuong	Bui Quang Cuong	564	564
29	Bui Khuong Giang	Bui Khuong Giang	1,417	1,417
30	Bui Quang Phu	Bui Quang Phu	1,274	1,274
31	Bui Thanh Tung	Bui Thanh Tung	189	189
32	Bui Van Canh	Bui Van Canh	1,228	1,228
33	Duong Xuan Linh		17	17
34	Hoang The Vinh		25	25
35	Ha Van Hung		1,134	1,134
36	Nguyen Thanh Cong		81	81

No.	Shareholder Name	Attending Representative	Number of Shares	Number of Voting Rights
37	Pham Hoang Diep		284	284
38	Tran Hung Vy		86	86
39	Dang Quoc Viet		67	67
40	Chu Van Sach	Chu Van Sach	1,424	1,424
41	Dip Van Thang	Dip Van Thang	95	95
42	Hoang Trong Tung	Hoang Trong Tung	12,400	12,400
43	Hoang Van Duong	Hoang Van Duong	6,000	6,000
44	Hoang Van Hong	Hoang Van Hong	2,655	2,655
45	Le Tuan Anh	Le Tuan Anh	500	500
46	Luong Xuan Dieu	Luong Xuan Dieu	1,039	1,039
47	Ly Trong Binh	Ly Trong Binh	847	847
48	Nguyen Le Giang	Nguyen Le Giang	166	166
49	Nguyen Quoc Tuan	Nguyen Quoc Tuan	1,134	1,134
50	Nguyen Thanh Son	Nguyen Thanh Son	1,414	1,414
51	Nguyen Thang Dung	Nguyen Thang Dung	11	11
52	Nguyen The Quang	Nguyen The Quang	3	3
53	Nguyen Thi Hong Nhung	Nguyen Thi Hong Nhung	49	49
54	Nguyen Thi Lan Huong	Nguyen Thi Lan Huong	448	448
55	Chu Minh Hung		17	17
56	Doan Thi Kieu Thanh		1,322	1,322
57	Hoang Van Phuc		1,711	1,711
58	Nguyen Thi Hang		1,508	1,508
59	Nguyen Thi Luyen		564	564
60	Nguyen Thi Theu		65	65
61	Nguyen Van Han	Nguyen Van Han	5,739	5,739
62	Bui Van Dat		92	92
63	Duong Van Hoan		11	11
64	Hoang Van Sam		95	95
65	Le Van Tung		1,039	1,039
66	Le Van Vinh		284	284
67	Luu Tuan Nam		478	478
68	Nguyen Tan Cuong		375	375
69	Nguyen Xuan Chien		29	29
70	Nguyen Cao Cuong		42	42
71	Nguyen Van Duc		10	10
72	Nguyen Xuan Phuoc		53	53
73	Nguyen Dinh Duy		1,508	1,508
74	Ngo Ngoc Thich		47	47
75	Ngo Van Tham		850	850
76	Ninh Quoc Toan		8	8
77	Pham Manh Toan		564	564
78	Pham Van Thuc		322	322
79	Pham Do Hai		567	567
80	Tran Van Binh		2	2
81	Tran Van Bac		756	756

No.	Shareholder Name	Attending Representative	Number of Shares	Number of Voting Rights
82	Tran Van Dung		375	375
83	Tran Van The		187	187
84	Vu Huy Binh		753	753
85	Vũ Viet Hung		564	564
86	Dam Van Quyen		7	7
87	Dao Anh Hai		32	32
88	Dang Quoc Hoan		23	23
89	Do Van Khanh		6	6
90	Nguyen Van Quan	Nguyen Van Quan	1,133	1,133
91	Le The Tam		189	189
92	Ly Thi Mai Huong		689	689
93	Nguyen Thanh Tung		567	567
94	Ngo Van Liem		506	506
95	Tran Hung		6	6
96	Nguyen Dinh Chien	Nguyen Dinh Chien	1,322	1,322
97	Ngo Hoang Ha	Ngo Hoang Ha	205	205
98	Pham Ngoc Ho	Pham Ngoc Ho	65	65
99	Pham Thi Thuong	Pham Thi Thuong	92	92
100	Quach Dinh Sang	Quach Dinh Sang	1,508	1,508
101	Tran Thanh Huong	Tran Thanh Huong	25	25
102	Tran Thi Hoa	Tran Thi Hoa	1,225	1,225
103	Nguyen Thi Hien		281	281
104	Truong Thi Hanh Phuc		1,039	1,039
105	Tran Van Long	Tran Van Long	1,417	1,417
106	Tran Van Thuy	Tran Van Thuy	1,511	1,511
107	Vu Huy Nghiem	Vu Huy Nghiem	187	187
108	Vu Thi Thanh	Vu Thi Thanh	704	704
109	Vu Viet Cuong	Vu Viet Cuong	1,134	1,134
110	Dinh Anh Tuan	Dinh Anh Tuan	19,041	19,041
111	Dong Thi Hoa		283	283
112	Dinh Van Tuan	Dinh Van Tuan	2,245	2,245
113	Dao Ngoc Toan	Dao Ngoc Toan	1,972	1,972
114	Duong Quynh Trang		59	59
115	Ha Thi Thuy Dinh		850	850
116	Le Thu Hien		378	378
117	Le Trung Huy		470	470
118	Le Dinh Quy		756	756
119	Luu Tuan Phuong		192	192
120	Nguyen Thu Giang		56	56
121	Nguyen Thi Nhan		70	70
122	Nguyen Thi Sinh		756	756
123	Nguyen Thi Van		564	564
124	Trung Thi Thu Ha		756	756
125	Trinh Van Hung		1,225	1,225
126	Dang The Vy		564	564
127	Do Thien Dung		1,539	1,539

No.	Shareholder Name	Attending Representative	Number of Shares	Number of Voting Rights
128	Dang Quang Huy	Dang Quang Huy	17	17
129	Spica Inspection Joint Stock Company	Spica Inspection Joint Stock Company	5,996	5,996
130	Trade Union of Quang Ninh Port	Trade Union of Quang Ninh Port	98,690	98,690
131	Do Huy Chuong	Do Huy Chuong	200	200
132	Lam Viet Thanh		900	900
133	Nguyen Cong Hung		1,320	1,320
134	Ninh Van Quyet		1,322	1,322
Total			74,172,752	74,172,752



QUANG NINH PORT JOINT STOCK COMPANY

Add: No1, Cái Lân Street, Bãi Cháy Ward, Quảng Ninh Province

Tel : 0203 6283288

No: 01/2026/NQ -ĐHĐCĐ

Quang Ninh, April 24, 2026

GENERAL MEETING OF SHAREHOLDERS

QUANG NINH PORT JOINT STOCK COMPANY

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding, amending, and supplementing documents;
- Pursuant to the Charter of Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated April 24, 2026,

RESOLVES:

Article 1: Approval of the Report of the Board of Directors on the performance of duties in 2025 and the operation plan for 2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%).

Article 2: Approval of the Report on business performance in 2025 and the business plan for 2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%).

Article 3: Approval of the Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%).

Article 4: Approval of the audited 2025 financial statements as per Proposal No. 01/2026/TTr-HĐQT dated 21/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%).

Article 5: Approval of the 2025 remuneration report for the Board of Directors and the Supervisory Board and the 2026 remuneration plan as per Proposal No. 02/2026/TTr-HĐQT dated 21/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%).



Article 6: Approval of the 2025 profit distribution plan as per Proposal No. 03/2026/TTr-HĐQT dated 21/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (*0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%*).

Article 7: Approval the amendment of the Company's Charter in accordance with Proposal No. 04/2026/TTr-HĐQT dated 21/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (*0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%*).

Article 8: Approval of the dismissal and election of additional members of the Board of Directors for the remaining term 2024–2029 in accordance with Proposal No. 05/2026/TTr-HĐQT dated 22/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (*0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%*).

Article 9: Approval of the selection of the independent Auditor for the 2026 financial statements as per Proposal No. 01/2026/TTr-BKS dated 21/04/2026, with **74,172,752** votes in favor, accounting for **100%** of the total votes cast by the shareholders attending and voting at the General Meeting (*0 votes against, equivalent to 0% of the total votes; 0 votes abstained, equivalent to 0%; 0 invalid votes, equivalent to 0%*).

Article 10: Approval of the election results for additional members replacing members of the Board of Directors for the remaining term 2024–2029 as follows:

List of elected members of the Board of Directors (including 02 members)

No.	Full name	Number of votes
1	Mr. Mai Xuan Son	87,921,168
2	Mr. Vu Hong Phong	60,424,244

Article 11: The Board of Directors, the Chairman of the Board of Directors, and the General Director of Quang Ninh Port are responsible for implementing the resolutions of the 2026 Annual General Meeting of Shareholders. The Board of Directors and the Chairman of the Board of Directors are authorized to proactively decide on any arising matters to execute the resolutions of the General Meeting of Shareholders, ensuring the interests of the Company and shareholders. Any unexecuted resolutions from previous General Meetings of Shareholders shall continue to be implemented and reported at the nearest General Meeting.

Article 12: This Resolution takes effect from April 24, 2026. The Board of Directors, the Supervisory Board, the Executive Board, and all shareholders of Quang Ninh Port Joint Stock Company are responsible for executing this Resolution..

Article 13: Company is responsible for publishing this Resolution of the 2026 Annual General Meeting of Shareholders and posting it on the Company's website (quangninhport.com.vn) in accordance with information disclosure regulations.

Recipients:

- As stated in Articles 12 and 13;
- HNX (for information disclosure);
- Archived: Secretary, clerical.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS**

CHAIRMAN OF THE MEETING



[Signature]
Nguyễn Ngọc Nghi



**QUANG NINH PORT JOINT STOCK COMPANY**

Add: No. 1, Cai Lan Street, Bai Chay Ward, Quang Ninh Province;

Tel : 0203 6283288

No: 01/2026/BBKP-CQN

Quang Ninh, April 24, 2026

**BALLOT COUNTING MINUTES
ON THE APPROVAL OF THE CONTENTS AT THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF QUANG NINH PORT JOINT STOCK
COMPANY**

Today, April 24, 2026, at 10... hours 50... minutes, at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company, held at the Company's Hall, address: No. 01, Cai Lan Street, Bai Chay Ward, Quang Ninh Province.

Vote Counting Committee:

1. Mr. Duong Dinh Chung	Deputy Head of HR & Salary Dept	Head
2. Mr. Vu Manh Duy	Chief Accountant	Member
3. Mr. Ho Ngoc Hai	Deputy Head of Logistics Dept	Member
4. Mr. Mac Van Tu	Deputy Head of Security Dept	Member
5. Mr. Tran Van Chau	Staff, Operations Control Center	Member
6. Mr. Hoang Dinh Tuyen	Staff, Operations Control Center	Member
7. Mr. Phan Manh Cuong	Staff, Operations Control Center	Member
8. Mr. Tran Nhat Trung	Staff, Security Dept	Member

The Committee conducted the ballot counting for the reports and proposals presented at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company.

- Total number of ballots issued: **50**, representing **74,172,752** shares, equivalent to 100% of the total votes of attending and voting shareholders.

- Total number of ballots collected: **50**, representing **74,172,752** shares, equivalent to 100% of the total votes of attending and voting shareholders.

Details:

- Total valid ballots: **50**, representing **74,172,752** shares, equal to 100% of the total votes of attending and voting shareholders.

- Total invalid ballots: **0**, representing **0** shares, equal to 0% of the total votes of attending and voting shareholders.

Ballot Counting Results:

No.	Content	in favor		against		abstained	
		Votes	(%)	Votes	(%)	Votes	(%)
1	Approval of the Report of the Board of Directors on the performance of duties in 2025 and the operation plan for 2026	74,172,752	100	0	0	0	0

No.	Content	in favor		against		abstained	
		Votes	(%)	Votes	(%)	Votes	(%)
2	Approval of the Report on business performance in 2025 and the business plan for 2026	74,172,752	100	0	0	0	0
3	Approval of the Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026	74,172,752	100	0	0	0	0
4	Approval of Proposal No. 01/2026/TTr-HĐQT regarding the audited financial statements for 2025	74,172,752	100	0	0	0	0
5	Approval of Proposal No. 02/2026/TTr-HĐQT regarding the report on remuneration of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026	74,172,752	100	0	0	0	0
6	Approval of Proposal No. 03/2026/TTr-HĐQT regarding the profit distribution plan for 2025	74,172,752	100	0	0	0	0
7	Approval of Proposal No. 04/2026/TTr-HĐQT regarding the amendment of the Company's Charter	74,172,752	100	0	0	0	0
8	Approval of Proposal No. 05/2026/TTr-HĐQT regarding the dismissal and additional election of members of the Board of Directors for the remainder of the 2024–2029 term	74,172,752	100	0	0	0	0
9	Approval of Proposal No. 01/2026/TTr-BKS regarding the plan for selection of the independent auditor for the 2026 financial statements	74,172,752	100	0	0	0	0

Based on the above results and 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, the following contents were approved:

1) The Report of the Board of Directors on the performance of duties in 2025 and the operation plan for 2026 with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

2) The Report on business performance in 2025 and the business plan for 2026 with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

3) The Report of the Supervisory Board on the performance of its duties and powers in 2025, and the orientation and tasks of the Supervisory Board for 2026 with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

4) Approval of Proposal No. 01/2026/TTr-HĐQT regarding the audited financial statements for 2025, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

5) Approval of Proposal No. 02/2026/TTr-HĐQT regarding the report on remuneration of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

6) Approval of Proposal No. 03/2026/TTr-HĐQT regarding the profit distribution plan for 2025, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

7) Approval of Proposal No. 04/2026/TTr-HĐQT regarding the amendment of the Company's Charter, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

8) Approval of Proposal No. 05/2026/TTr-HĐQT regarding the dismissal and additional election of members of the Board of Directors for the remainder of the 2024–2029 term, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

9) Approval of Proposal No. 01/2026/TTr-BKS regarding the selection of the independent auditor for the 2026 financial statements, with 100% of the total voting votes of shareholders attending and voting at the General Meeting.

The ballot counting minutes were completed at ... hours ... minutes, on April 24, 2026, and were publicly announced before the General Meeting of Shareholders of Quang Ninh Port Joint Stock Company./.

HEAD OF THE COMMITTEE



Dương Đình Chung

COMMITTEE MEMBERS



Vu Manh Duy



Mac Van Tu



Hoang Dinh Tuyen



Tran Nhat Trung



Ho Ngoc Hai



Tran Van Chau



Phan Manh Cuong



QUANG NINH PORT JOINT STOCK COMPANY

Head Office: No. 1 Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel : 0203 6283288

No.: 02/2026/BBKP-CQN

Quang Ninh, April 24, 2026

MINUTES OF VOTE COUNTING FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE REMAINING TERM OF 2024 – 2029

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on July 1, 2020;
- Pursuant to the Regulations on nomination, self-nomination and election of Members of the Board of Directors approved at the 2026 Annual General Meeting of Shareholders;
- Pursuant to the ballots for the election of Members of the Board of Directors,

Today, on April 24, 2026, at ...44... hours .07... minutes, at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company, held at the Company's Hall, No. 1 Cai Lan Street, Bai Chay Ward, Quang Ninh Province.

I. Vote Counting Committee:

1. Mr. Duong Dinh Chung	Deputy Head of HR & Salary Dept	Head
2. Mr. Vu Manh Duy	Chief Accountant	Member
3. Mr. Ho Ngoc Hai	Deputy Head of Logistics Dept	Member
4. Mr. Mac Van Tu	Deputy Head of Security Dept	Member
5. Mr. Tran Van Chau	Staff, Operations Control Center	Member
6. Mr. Hoang Dinh Tuyen	Staff, Operations Control Center	Member
7. Mr. Phan Manh Cuong	Staff, Operations Control Center	Member
8. Mr. Tran Nhat Trung	Staff, Security Dept	Member



have conducted the counting of ballots for the additional election of Members of the Board of Directors for the remaining term of 2024–2029 of Quang Ninh Port Joint Stock Company.

At the time of voting, the total number of attending shareholders and authorized representatives was **134** shareholders, representing and holding **74,172,752** shares, equivalent to **98.831%** of the total voting shares of the Company. Total number of ballots issued: 50 ballots, equivalent to 148,345,412 votes.

II. List of candidates for the Board of Directors:

1. Mr. Mai Xuan Son.
2. Mr. Vu Hong Phong

Number of members to be elected: 02 persons

III. Results of vote counting:

No.	Description	Number of ballots	Number of votes (voting rights)
1	Ballots issued	50 ballots	148,345,504 votes
2	Ballots collected	50 ballots	148,345,504 votes
3	Invalid ballots	0 ballots	0 votes
4	Valid ballots	50 ballots	148,345,504 votes

IV. Election results:

Results of election of Members of the Board of Directors

No.	Full name	Number of votes
1	Mr. Vu Hong Phong	60,424,244
2	Mr. Mai Xuan Son	87,921,168

Based on the vote counting results and the approved election regulations, the following individuals have been elected to the Board of Directors of Quang Ninh Port Joint Stock Company for the remaining term of 2024–2029, in descending order of votes received.

List of elected members of the Board of Directors

No.	Full name	Number of votes
1	Mr. Mai Xuan Son	87,921,168
2	Mr. Vu Hong Phong	60,424,244

The vote counting process was completed at ..11... hours .10..... minutes on the same day..

This Minutes consists of 03 (three) pages, made in 02 (two) originals, and has been read, understood, and unanimously agreed upon by all members of the Vote Counting Committee.

A representative of the Vote Counting Committee has announced the vote counting results to the General Meeting of Shareholders. The Committee has handed over all ballots and this Minutes to the Secretariat of the Meeting.

HEAD OF THE COMMITTEE


Đường Đình Chung

COMMITTEE MEMBERS



Vu Manh Duy



Mac Van Tu



Hoang Dinh Tuyen



Tran Nhat Trung



Ho Ngoc Hai



Tran Van Chau



Phan Manh Cuong





QUANG NINH PORT JOINT STOCK COMPANY

Address: No. 1, Cai Lan street, Bai Chay Ward, Quang Ninh province
Tel: 0203 6283288

No: 06/2026/QĐ-HĐQT

Quang Ninh, April 17, 2026

DICISION

(Re: Promulgation of the Working Regulations of the 2026 Annual General Meeting of Shareholders)

THE BOARD OF DIRECTORS OF QUANG NINH 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, and its guiding, amending and supplementing documents;
- Pursuant to the Charter of Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the Internal Corporate Governance Regulations issued together with Decision No. 18/2024/QĐ-HĐQT dated October 03, 2024;
- Based on the requirements for organizing the 2026 Annual General Meeting of Shareholders,

DECIDES:

Article 1: To promulgate together with this Decision the Working Regulations of the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company.

Article 2: This Decision shall take effect from the date of signing and replace Decision No. 04/2026/QĐ-HĐQT dated April 2, 2026 of the Board of Directors of Quang Ninh Port Joint Stock Company.

The Working Regulations of the 2026 Annual General Meeting of Shareholders issued together with this Decision shall take effect from the time it is approved by the General Meeting of Shareholders.

Article 3: The General Director, members of the Organizing Committee, relevant individuals, and shareholders attending the 2026 Annual General Meeting of Shareholders shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3;
- HNX (for information disclosure)
- Archives: Clerical, Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Address: No. 1, Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel: 0203 6283288

WORKING REGULATIONS OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (Issued under Decision No. 06/2026/QĐ-HĐQT dated April 17, 2026 of the Board of Directors of Quang Ninh Port Joint Stock Company)

CHAPTER I GENERAL PROVISIONS

Article 1. Scope of Application

These Regulations govern the organization of the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company.

Article 2. These Regulation specifically stipulates the rights and obligations of participants in the General Meeting, the conditions and procedures for conducting the General Meeting.

Article 3. Shareholders and other participants in the General Meeting are responsible for complying with the provisions of these Regulations.

CHAPTER II RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 4. Shareholders attending the General Meeting of Shareholders

1. Conditions for attending the Meeting

All shareholders holding shares of Quang Ninh Port Joint Stock Company as per the finalized shareholder list as of **24/03/2026** or legally authorized representatives are eligible to attend.

2. Rights and obligations of eligible Shareholders attending the meeting.

a) Shareholders or authorized representatives attending the General Meeting must bring the following documents:

- The meeting invitation letter;
- Citizen ID card, passport, or other legally recognized documents (valid as per legal regulations);
- Power of attorney and the meeting invitation notice (if attending as an authorized representative).

b) Meeting Registration: Shareholders or authorized representatives must present the above documents to the Shareholder Eligibility Verification Committee, receive the meeting materials, and:

- Receive **one pink voting card** containing: Shareholder ID, the number of voting shares (owned and/or authorized), and the voting options (Agree, Disagree, No opinion);
- Receive **one blue ballot for the election of members of the Board of Directors**, including the following information: Shareholder ID; number of voting shares (owned and/or proxy-authorized); list of candidates arranged in alphabetical order; voting shall be conducted by secret ballot using the cumulative voting method, whereby the number of shares allocated to each Board member candidate is filled in the "Number of Votes" column;
- c) Shareholders may authorize another individual in writing to attend and vote on their behalf at the General Meeting. The authorized representative **may not** delegate their authority to another person.
- d) Shareholders wishing to speak must obtain approval from the Chairperson. Comments should be brief, focused on key discussion points, and relevant to the approved agenda. Issues already discussed should not be repeated to avoid redundancy. Shareholders may also submit written questions to the Secretariat.
- e) Shareholders vote on matters under the authority of the General Meeting of Shareholders as per the Company's Charter.
- f) After hearing reports on the agenda items, shareholders will discuss and vote on resolutions.
- g) Shareholders must follow the Chairperson's guidance, behave respectfully, and maintain order during the Meeting.
- h) Shareholders or authorized representatives arriving after the meeting has started may still attend and vote on remaining agenda items. Previously conducted votes remain valid.

Article 5. The Presidium and Chairperson of the General Meeting

1. The Presidium is elected by the General Meeting of Shareholders; the Chairman of the Board of Directors shall preside over the meeting or authorize another member of the Board of Directors to do so.
2. Rights and Responsibilities of the Presidium:
 - a) Conduct the meeting as per the approved agenda, ensuring order and meeting the expectations of the majority of attending shareholders.
 - b) Guide discussions among delegates and the General Meeting.
 - c) Present necessary drafts for voting.
 - d) Respond to inquiries from shareholders or delegate responses when necessary..

Article 6. Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee is established by the Board of Directors. This committee is responsible for verifying the eligibility of shareholders or authorized representatives attending the meeting, ensuring compliance with legal regulations, and cross-checking with the finalized list of shareholders entitled to attend as of **24/03/2026**. Additionally,

the committee distributes meeting materials and voting ballots; reports to the General Meeting, and is accountable for the verification results before the official commencement of the meeting

Article 7. The Secretariat of the General Meeting

1. The Chairperson appoints one or more individuals as Secretaries of the General Meeting.
2. The Secretariat's Responsibilities:
 - a) Accurately and comprehensively record the meeting proceedings.
 - b) Assist the Presidium in publishing drafts of the meeting minutes, resolutions, and announcements to shareholders as required..
 - c) Collect shareholder question forms.

Article 8. Vote Counting Committee

The Vote Counting Committee consists of 08 members. The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders at the meeting. The Vote Counting Committee has the following rights and responsibilities:

- a) Supervise the voting process of shareholders or their attending representatives;
- b) Prepare ballot boxes and instruct shareholders on how to vote on matters at the General Meeting;
- c) Disseminate the Election Regulations, present the list of candidates for the Board of Directors, and provide instructions on how to fill out the ballots;
- d) Collect ballots, conduct vote counting, report the voting results for each item and election results to the General Meeting, and notify the results to the Chairperson and the Secretariat;
- e) Be responsible for the honesty and accuracy of the vote counting results;
- f) Hand over the vote counting minutes and all voting ballots to the Secretariat of the General Meeting

CHAPTER III CONDUCTING THE GENERAL MEETING

Article 9. Conditions for Holding the General Meeting

1. The General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent more than 50% of the total voting shares, based on the shareholder list finalized as of March 24, 2026.
2. In case the first meeting does not meet the conditions for proceeding as prescribed in Clause 1 of this Article, a notice for the second meeting shall be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders shall be conducted when shareholders attending the meeting represent at least 33% of the total voting shares.
3. In case the second meeting does not meet the conditions for proceeding as prescribed in Clause 2 of this Article, a notice for the third meeting shall be sent within 20 days from the

intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares represented by attending shareholders.

Article 10. Voting Procedures for Issues at the General Meeting.

1. All items on the agenda of the General Meeting must be voted on by all shareholders attending the meeting using Voting Cards based on the number of shares owned and represented.

Voting Methods:

a) Voting by **Raising the Voting Card (Pink)/ Raising Hands**: Certain matters require shareholders to raise their Voting Card or raise hands during the meeting as requested by the Chairperson to vote on the following options: Approve; Disapprove; or No Opinion. Specifically:

- Approval of the composition of the Presidium, the Vote Counting Committee, the Working Regulations, and the Meeting Agenda; the Regulations on nomination, self-nomination, and election of members of the Board of Directors, and the List of candidates for the Board of Directors
- Approval of the Minutes and Resolutions of the General Meeting;
- Other matters arising during the actual proceedings of the meeting.

b) Voting by **Marking the Voting Card**: Detailed items listed on the Voting Card (**Pink**) require shareholders to vote by marking the corresponding box (Approve, Disapprove, No Opinion) for the following matters:

- Report of the Board of Directors on operational results for 2025 and programs, objectives, and tasks for 2026;
- Business performance report for 2025 and business plan for 2026;
- Audit report on the 2025 financial statements, performance report of the Supervisory Board for 2024, and orientations and tasks for 2026;
- Approval of the content of proposals;
- Other matters falling within the authority of the General Meeting of Shareholders

If a shareholder marks incorrectly, they must strike it out and remark in the correct box, signing next to the correction to confirm their final vote.

After voting on all items on the Voting Card, the shareholder/authorized representative must sign and clearly state their full name.

In case of necessity, the Chairperson shall propose for the General Meeting of Shareholders to decide on changes to the voting items in the Meeting Agenda to suit the actual progress of the Meeting..

2. The total number of votes for Approval, Disapproval, and No Opinion for each item will be announced by the Head of the Vote Counting Committee during the meeting..

3. Invalid Voting Cards:

- Cards not issued by the Organizing Committee;
- Cards without the company's official red seal;

- Cards that have been erased, altered, or have additional markings beyond the printed content;
- Cards that are torn, damaged, or missing the shareholder's confirmation signature.

If a shareholder does not mark any box or marks more than one box for a single voting item, that vote will be deemed invalid.

Article 11. Procedures for the Supplementary Election of Members of the Board of Directors for the 2024-2029 Term

The election shall be conducted in accordance with the Regulations on nomination, self-nomination and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company.

Article 12. Vote Counting and Announcement of Results

1. Vote Counting

The vote counting process must be conducted immediately after the voting concludes. Before opening the ballot box, the Vote Counting Committee must compile a report, seal unused Voting Cards, and verify the cards voted on by authorized representatives. The Vote Counting Committee is not allowed to erase or alter the Voting Cards.

2. After completing the vote counting, the Vote Counting Committee shall prepare the minutes of vote counting for voting matters and the minutes of vote counting for the election:

a) Contents of the minutes of vote counting for voting matters include

- The total number of votes for each voting item, clearly specifying the voting method; the total number of valid and invalid votes; votes in favor, against, and abstentions; and the corresponding percentages based on the total voting shares of attending shareholders;
- The matters approved and the corresponding approval voting ratios;

b) Contents of the minutes of vote counting for the election shall comply with the Regulations on nomination, self-nomination, and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company

The full text of the minutes of vote counting for voting matters and the minutes of vote counting for the election must be announced before the General Meeting of Shareholders and disclosed to competent state authorities in accordance with regulations; the contents must clearly reflect the voting results for each matter and the election results.

Article 13. Adoption of General Meeting Resolutions

1. Except for the cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises and the case specified in Clause 2 of this Article. A resolution of the General Meeting of Shareholders on agenda items is adopted when approved by shareholders owning more than 50% of the total voting shares of all shareholders and representatives attending the meeting.

2. Resolutions of the General Meeting of Shareholders on matters specified in Clause 1, Article 23 of the Company's Charter shall be approved at the meeting when shareholders representing at least 65% of the total voting shares of all attending shareholders and their representatives vote in favor.

Article 14. Meeting Minutes and Resolutions of the General Meeting of Shareholders

1. The Meeting Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved before the meeting adjourns.
2. The Meeting Minutes and Resolutions of the General Meeting must be kept by the General Meeting Secretary at the company's registered office.
3. The full text of the Meeting Minutes and Resolutions of the General Meeting of Shareholders shall be published on the company's website at www.quangninhport.com.vn for all shareholders to access and sent to relevant State authorities in accordance with legal regulations on information disclosure.

CHAPTER IV IMPLEMENTATION PROVISIONS

Article 15. These Regulations consist of 15 Articles, promulgated by the Board of Directors of Quang Ninh Port Joint Stock Company in compliance with applicable laws and the Company's Charter.

These Regulations shall take effect upon being approved by the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company and shall remain effective throughout the duration of the Meeting.

Matters not specifically provided for in these Regulations shall be governed in accordance with the Company's Charter, the Internal Corporate Governance Regulations, the Law on Enterprises, and other relevant legal documents.

Shareholders, members of the Supervisory Board, members of the Board of Directors, and members of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company shall be responsible for the implementation of these Regulations./.

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



[Signature]
Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Address: No. 1, Cai Lan street, Bai Chay Ward, Quang Ninh province
Tel: 0203 6283288

No: 07/2026/QĐ-HĐQT

Quang Ninh, April 17, 2026

DICISION

(Re: Promulgation of the Regulations on nomination, self-nomination and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company)

THE BOARD OF DIRECTORS OF QUANG NINH 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, and its guiding, amending and supplementing documents;
- Pursuant to the Charter of Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the Internal Corporate Governance Regulations issued together with Decision No. 18/2024/QĐ-HĐQT dated October 03, 2024,

DECIDES:

Article 1: To promulgate together with this Decision the Regulations on nomination, self-nomination, and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company.

Article 2: This Decision shall take effect from the date of signing. The Regulations on nomination, self-nomination, and election of members of the Board of Directors at the 2026 Annual General Meeting of Shareholders issued together with this Decision shall take effect from the time they are approved by the General Meeting of Shareholders.

Article 3: The General Director, members of the Organizing Committee of the General Meeting, relevant persons, and shareholders attending the 2026 Annual General Meeting of Shareholders shall be responsible for the implementation of this Decision./.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Recipients:

- As stated in Article 3;
- HNX (for information disclosure)
- Archives: Clerical, Secretary.



Nguyễn Ngọc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Address: No. 1, Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel: 0203 6283288

REGULATIONS ON NOMINATION, SELF-NOMINATION AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS (AGM)

OF QUANG NINH PORT JOINT STOCK COMPANY

(Issued under Decision No. 07/2026/QĐ-HĐQT dated April 17, 2026 of the Board of Directors of Quang Ninh Port Joint Stock Company)

CHAPTER I GENERAL PROVISIONS

Article 1. Purpose, scope and subjects of application

1. This Regulation is applied to the nomination, self-nomination and election of members of the Board of Directors (BOD) of Quang Ninh Port Joint Stock Company at the 2026 Annual General Meeting of Shareholders (AGM), ensuring compliance with the Company's Charter of organization and operation and applicable laws and regulations.

2. This Regulation governs activities related to the nomination, self-nomination and election of members of the BOD, including:

- Regulations on nomination and self-nomination of BOD members;
- Regulations on the election of BOD members.

3. Subjects of application: Shareholders holding voting shares and their authorized representatives (according to the shareholder list of Quang Ninh Port Joint Stock Company finalized as of March 24, 2026), members of the Vote Counting Committee, and relevant units involved in organizing the 2026 Annual General Meeting of Shareholders.

Article 2. Rights and obligations of shareholders

1. Rights of shareholders attending the Meeting

Each shareholder or authorized representative attending the General Meeting of Shareholders shall be provided with one (01) ballot for the election of members of the Board of Directors. The ballot shall clearly state the number of shares held by the shareholder and the corresponding number of votes the shareholder is entitled to use for voting.

2. Obligations of shareholders attending the Meeting

- To comply with the conditions and voting procedures prescribed in this Regulation;
- Shareholders and their representatives attending the Meeting must complete registration procedures with the Organizing Committee of the Meeting;

- Upon receiving the ballot, shareholders or their representatives must verify the number of shares stated on the ballot; in case of any discrepancy, they must immediately notify the Organizing Committee at the time of receipt;
- To strictly comply with the Election Regulations at the General Meeting and respect the voting results of the Meeting.

CHAPTER II

REGULATIONS ON NOMINATION AND SELF-NOMINATION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Standards and conditions for members of the Board of Directors

- Having full legal capacity for civil acts and not falling under the categories of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Having professional qualifications and experience in business management or in the Company's lines of business; not necessarily being a shareholder of the Company unless otherwise stipulated in the Company's Charter;
- Having good health, good moral qualities, honesty, integrity, and knowledge of the law;
- A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors or Members' Council of no more than five (05) other companies;
- Other conditions as prescribed by law.

Article 4. Election Rules

a. Principles for nomination and self-nomination of members of the Board of Directors (BOD)

- Shareholders meeting the conditions set out in Article 3 of this Regulation may self-nominate to be included in the list of candidates for election to the Board of Directors of Quang Ninh Port;
- A shareholder or group of shareholders meeting the conditions stipulated in the Charter of Quang Ninh Port has the right to nominate other individuals who satisfy the conditions specified in Article 3 of this Regulation to be included in the list of candidates for election to the Board of Directors of Quang Ninh Port.

Rights to nominate candidates to the Board of Directors

- A shareholder or group of shareholders holding 10% or more of the total number of ordinary shares shall have the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises and the Company's Charter;
- Shareholders holding voting shares have the right to aggregate their voting rights to nominate candidates to the Board of Directors:
 - From 10% to under 20%: nominate one (01) candidate;
 - From 20% to under 30%: nominate up to two (02) candidates;

- From 30% to under 40%: nominate up to three (03) candidates;
- From 40% to under 50%: nominate up to four (04) candidates;
- From 50% to under 60%: nominate up to five (05) candidates;
- From 60% to under 70%: nominate up to six (06) candidates;
- From 70% or more: nominate the full number of members..

b. Principles of election:

- The election of members of the Board of Directors shall be conducted by secret ballot using the cumulative voting method;
- The total number of votes of each shareholder shall be equal to the total number of voting shares (including shares personally owned and shares represented by proxy) multiplied by the number of Board members to be elected. Shareholders may use all or part of their total votes or allocate all their votes to one or more candidates at their discretion;
- **Ballots:** Issued by the Organizing Committee and bearing the seal of Quang Ninh Port (CQN). Each ballot shall contain the full names of candidates arranged in alphabetical order, as well as the shareholder's name and the total number of votes;
- **Voting:** Shareholders or their authorized representatives, together with members of the Organizing Committee and the Vote Counting Committee, shall carry out voting in accordance with the detailed instructions provided in the Appendix attached to this Regulation.

Shareholders or their authorized representatives shall receive the BOD election ballot issued by the Organizing Committee upon registration for attendance at the Meeting. After completing the voting (by allocating votes to each candidate), shareholders shall sign the ballot and submit it (by placing it into the ballot box) to the Organizing Committee in accordance with the instructions.

In case of incorrect entries, if a shareholder wishes to make corrections, they must cross out the incorrect number of votes, sign next to the correction, and write the correct number of votes.

c. Vote Counting Committee

- The Vote Counting Committee shall consist of 08 members nominated by the Chairperson and approved by the AGM. Members must not be included in the list of nominees or candidates for the BOD;
- The Committee shall carry out all necessary procedures for the election, including announcing the list of candidates, disseminating election rules and procedures, guiding ballot completion, preparing ballot boxes, supervising voting, and conducting vote counting;
- The Committee shall prepare the vote-counting minutes, be responsible for the accuracy and integrity of the results, announce the election results before the AGM, and hand over the minutes and all ballots to the Meeting Secretariat..

d. Principles of voting and vote counting

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;

- Voting shall commence after the Vote Counting Committee announces the election rules and invites shareholders to cast their votes, and shall end when the last attending shareholder has cast their ballot into the ballot box (or when the Organizing Committee collects all ballots);
- Vote counting must be conducted immediately after the voting ends; the Vote Counting Committee shall not erase or make any corrections on the ballots;
- The vote-counting results shall be recorded in writing and announced before the General Meeting by the Head (or a member) of the Vote Counting Committee.

e. Cases of invalid ballots

- Ballots not issued by the Organizing Committee or without the Company's seal;
- Ballots that are erased, altered, or contain additional candidates not included in the list approved by the General Meeting prior to voting;
- Ballots with corrections to the number of votes without the shareholder's signature next to such corrections;
- Ballots where the total number of votes allocated to candidates exceeds the total number of votes the shareholder is entitled to use.

f. Principles for determining elected members of the Board of Directors

- Elected members of the Board of Directors shall be determined based on the number of votes received, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached;
- In case multiple candidates receive an equal number of votes and it is necessary to select among them, the candidate who owns or represents ownership of a larger number of shares shall be selected. If the number of shares is also equal, a re-election shall be conducted among those candidates.

g. Preparation and announcement of the vote-counting minutes

- After vote counting, the Vote Counting Committee shall prepare the vote-counting minutes, which shall include:
 - Total number of shareholders attending and having voting rights at the Meeting; attendance ratio; total number of votes;
 - Number of ballots issued and collected, including the number and percentage of valid, invalid, and blank ballots;
 - Number and percentage of votes received by each BOD candidate;
 - List of elected BOD members arranged in descending order of votes received;
- The full text of the vote-counting minutes must be announced before the General Meeting, clearly reflecting the election results and ranking candidates from the highest to the lowest number of votes.

Article 5. Any complaints relating to the election and vote counting shall be resolved by the Chairperson of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 6. This Regulation consists of 6 Articles and is promulgated by the Board of Directors of Quang Ninh Port Joint Stock Company in compliance with applicable laws and the Company's Charter.

This Regulation shall take effect from the time it is approved by the 2026 Annual General Meeting of Shareholders and shall apply to the nomination, self-nomination and election of members of the Board of Directors at the Meeting.

Shareholders, members of the Supervisory Board, members of the Board of Directors, and members of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company shall be responsible for the implementation of this Regulation./.

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




Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add: No.1, Cai Lan street, Bai Chay ward, Quang Ninh province

Tel : 0203 6283288

No.: 01/2026/BC-HĐQT

Quang Ninh, April 21, 2026

REPORT OF THE BOARD OF DIRECTORS

To: The General Meeting of Shareholders

In 2025, the global economy continued to experience complex fluctuations; however, the recovery trend of global trade was maintained, creating favorable conditions for import-export and logistics activities. Domestically, Vietnam's economy remained macroeconomically stable, inflation was kept under control, and business and production activities gradually recovered and grew. In this context, the seaport industry continued to record positive signals.

Upholding its role in governance, strategic orientation, and supervision, the Board of Directors (the "BOD") acted proactively and flexibly in its direction, accompanying the Board of Management to seize market opportunities, enhance operational efficiency, ensure shareholders' interests, and promote the Company's sustainable development. The BOD respectfully reports to the 2026 Annual General Meeting of Shareholders as follows:

I. PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025

1. Implementation of the Resolution of the Annual General Meeting of Shareholders dated April 28, 2025

- The Company continued to effectively implement marketing activities, maintain stable relationships with traditional customers, attract new customers and new cargo types; enhance cargo handling capacity, control cargo loss rates, and optimize berth and equipment utilization. Although the total cargo throughput in Cai Lan area in 2025 slightly decreased due to high logistics costs and intense competition, thanks to operational optimization and cargo restructuring, Quang Ninh Port's market share in Cai Lan increased from 60.1% (2024) to 62.4% (2025). Notably, the Company achieved outstanding business performance, with revenue and profit reaching the highest levels ever recorded. Port operation revenue reached VND 702.17 billion, up 6% compared to 2024; profit before tax reached VND 164.86 billion, up 10% compared to 2024, affirming effective governance and strong competitiveness.

- Human resource management continued to be emphasized, ensuring employment, income, and benefits for employees. The average monthly income in 2025 reached VND 22.28 million per employee (up 2.2% compared to 2024).

- Implementation of the AGM's resolution on profit distribution and dividend payment: In 2025, the Company appropriated funds in accordance with the profit distribution plan approved by the 2025 AGM. It paid cash dividends for 2024 at a rate of 10% per annum (equivalent to VND 1,000/share) to shareholders on the record date of June 16, 2025, with a total value of VND 75.049 billion. At this AGM, the BOD seeks approval for the audited 2025 financial statements and the 2025 profit distribution plan, with an expected dividend payment of 10% per annum for 2025.

- The Company paid remuneration to members of the BOD and Supervisory Board in accordance with the approved levels. Pursuant to Article 5 of the Resolution of the 2025 AGM, the planned remuneration for the BOD and Supervisory Board in 2025 was **VND 876,000,000**. The actual remuneration paid was **VND 876,000,000**. In addition to remuneration, BOD members received other benefits in accordance with the Company's Charter and internal regulations

Unit: VND

No.	Full name	Position	Total Remuneration	Total Income
1	Nguyen Ngoc Nghi	Chairman of BOD	240,000,000	883,054,438
2	Pham Cong Doan	Member of BOD	120,000,000	696,589,774
3	Doan Tuan Anh	Member of BOD	120,000,000	264,254,024

- Authorized by the AGM, the Company appointed AASC Auditing Firm Co., Ltd. as the auditor for the 2025 financial statements. On March 25, 2026, AASC issued an unqualified opinion on the Company's 2025 financial statements

2. Transactions with Related Parties

Transactions between the Company and members of the Board of Directors (the "BOD") and their related persons; and transactions between the Company and entities in which BOD members have been founding shareholders or managers within three (03) years prior to the transaction date:

No	Name of Organization/ Individual	Relationship with the Company	Business Registration No.	Transaction Time	Resolution/ Decision No. of GMS/BOD (if any)	Description, Quantity, Total Transaction Value	Description, Quantity, Total Transaction Value
1	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In January, 2025	13/2024/NQ- HDQT date 28/11/2024	VND 44,088,000	Signed a contract to purchase lubricating oil
2	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In January, 2025	16/2024/NQ- HDQT date 10/12/2024	VND 492,066,022	Signed a contract to purchase Tet gift sets
3	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In March, 2025	21/2025/NQ- HDQT date 11/03/2025	VND 113,212,000	Signed a contract to purchase lubricating oil

No	Name of Organization/ Individual	Relationship with the Company	Business Registration No.	Transaction Time	Resolution/ Decision No. of GMS/BOD (if any)	Description, Quantity, Total Transaction Value	Description, Quantity, Total Transaction Value
4	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In May, 2025	43/2025/NQ- HĐQT date 13/05/2025	VND 121,000,000	Signed a contract to purchase lubricating oil
5	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In July, 2025	55/2025/NQ- HĐQT date 24/06/2025	VND 185,112,000	Signed a contract to purchase lubricating oil
6	Unimex Hanoi Joint Stock Company	Affiliated person of Chairman of BOD	0100106842	In September, 2025	75/2025/NQ- HĐQT date 22/08/2025	VND 118,800,000	Signed a contract to purchase lubricating oil
7	T&T airlines transport and commerce joint stock company	Affiliated person of member of BOD	0108397329	In March, 2025	03/2025/NQ- HĐQT, date 13/01/2025	VND 35,000,000,000	Contribute charter capital
8	T&T airlines transport and commerce joint stock company	Affiliated person of member of BOD	0108397329	In June, 2025	54/2025/NQ- HĐQT, date 18/06/2025	VND 20,000,000,000	Additional capital contribution
9	T&T airlines transport and commerce joint stock company	Affiliated person of member of BOD	0108397329	In September, 2025	81/2025/NQ – HĐQT date 24/09/2025	VND 47.700.000.000	Lending

3. Investment Activities

In 2025, the Board of Directors (the “BOD”) directed the Board of Management to implement the investment plan in an efficient manner, aligned with the Company’s business needs and development orientation. Investment activities focused on enhancing cargo handling equipment capacity, improving infrastructure, and optimizing operational efficiency. At the same time, the Company placed strong emphasis on maintenance and repair to ensure that equipment operates stably, safely, and efficiently.

- Cargo handling equipment: In 2025, CQN invested in one additional loader to supplement production equipment. In addition to new investments, CQN focused on regular maintenance and major repairs, with a total expenditure of VND 18.63 billion. The quality of maintenance and repair improved significantly, ensuring that equipment remained in good operating condition. These machines and tools contributed positively to increasing handling productivity, boosting revenue, and meeting the growing demands of customers.

- Construction and infrastructure: In 2025, investment and repair activities reached a total value of VND 7.3 billion. These works ensured that infrastructure remained in good condition to effectively support the Port’s business and operational activities.

4. Financial Management

- The BOD strengthened financial supervision and directed the Board of Management to implement strict cost control, optimize cash flows, and enhance the efficiency of capital utilization.

- Receivables collection was carried out rigorously; the debt structure was reasonably controlled, contributing to improved financial capacity and risk mitigation.

- Owners' equity was preserved and further increased

5. Information Disclosure

Information disclosure was carried out fully and in a timely manner in compliance with Circular No. 96/2020/TT-BTC dated November 16, 2020 issued by the Ministry of Finance, the Company's Internal Regulations on Corporate Governance, and other relevant legal regulations.

6. Corporate Restructuring and Innovation

- The Board of Directors (the "BOD") directed the Board of Management to reorganize personnel and improve the quality of the Company's human resources through new recruitment and internal training. Functions and responsibilities of each department and unit were standardized, and personnel were arranged in line with the Company's actual conditions. Policies on salaries, bonuses, and employee benefits were effectively implemented. These measures have contributed to enhancing management and operational efficiency, improving production performance, promoting specialization, optimizing departmental functions, and increasing labor productivity.

- The Company has been continuously developing and implementing management software systems to improve corporate governance efficiency and facilitate faster and more convenient cargo handling for customers at the Port, thereby attracting more customers and enhancing competitiveness in the market.

II. ACTIVITIES OF THE BOARD OF DIRECTORS

- In 2025, the BOD held 11 meetings, issuing timely and close guidance to address difficulties and challenges across all of the Company's operations. The BOD assigned specific responsibilities to each member to oversee all operational areas at the Port.

- The BOD regularly collected written opinions to address submissions and reports from the Board of Management covering all aspects of the Company's operations, particularly those related to equipment investment, capital construction, and business development.

- During 2025, the BOD issued 120 Resolutions and 34 Decisions to direct the Board of Management in handling matters related to business operations, investment, and personnel. All Resolutions and Decisions were thoroughly discussed and approved

by BOD members prior to issuance, in compliance with the Company's Charter, Internal Regulations on Corporate Governance, and the BOD's operational regulations.

- The BOD performed its duties of direction, supervision, and timely oversight of the Board of Management through reports and documents submitted to the BOD, and directly provided guidance and feedback on key issues arising during the course of business operations.

III. ASSESSMENT OF THE BOARD OF MANAGEMENT

1. General Assessment of the Board of Management's Performance in Business Operations

- The BOD assesses that the Board of Management has operated in line with the resolutions of the General Meeting of Shareholders, the directives of the BOD, and in full compliance with the Company's Charter and applicable laws.

- The Board of Management has demonstrated proactiveness and flexibility in managing business operations, issuing internal documents within its authority to effectively control the Company's operations, and implementing risk management from the executive level down to middle management.

- The Board of Management has actively directed and closely coordinated with the business division in customer acquisition and customer care, promptly addressing customer feedback and flexibly handling commercial transactions, thereby maintaining loyal customers and attracting new ones, ensuring the Port's sustainable development.

- The General Director has taken a proactive role in developing business plans and improving the efficiency of port operations.

- All unusual issues arising during business operations have been promptly reported by the General Director to the BOD, enabling the BOD to stay informed and provide timely guidance when necessary

2. Remuneration of the Board of Management and Chief Accountant

Unit: VND

No.	Full name	Position	2025	Note
1	Hoang Trong Tung	General Director	2,940,115,786	
2	Dinh Anh Tuan	Deputy General Director	1,975,753,657	
3	Quach Dinh Phu	Deputy General Director	1,015,289,401	Retired as of April 30, 2025
4	Nguyen Van Manh	Deputy General Director	1,919,624,326	
5	Vu Manh Duy	Chief Accountant	598,782,390	

IV. OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2026

- In its role of governance and strategic orientation, the BOD will continue to prioritize both the development and implementation of long-term, effective, and sustainable development strategies, while simultaneously strengthening control and risk management, maintaining achievements, and safeguarding the interests of investors and shareholders.

- The BOD will maintain regular meetings and discussions on matters within its authority and of strategic importance to the Company's development.

- All BOD members are required to actively participate in BOD activities in order to stay informed of and keep pace with market developments and the Company's operations.

- The BOD has identified the following key directions for its operations.

1. Closely monitor market developments and promptly adjust business strategies to suit each phase and long-term orientation; develop flexible solutions to ensure stable and sustainable growth and create momentum for the Company's business operations.
2. Effectively implement the strategic objectives assigned by the General Meeting of Shareholders, in compliance with applicable laws and the Company's Charter; strictly adhere to and execute the directives of the Board of Directors with prudence, responsibility, and efficiency.
3. Continuously promote innovation and creativity in business orientation and development; at the same time, focus on expanding the customer base and network, diversifying business lines and cargo types to fully leverage the Company's potential.
4. Adopt a customer-centric approach: from products, branding, policies, organizational structure, human resources, technology, to corporate culture—all are aligned toward serving customers and meeting the needs of different customer segments based on regional characteristics. Develop strategic initiatives to maximize the customer base, customer ecosystem, and supply chain; emphasize value creation and differentiation through appropriate products and services
5. Strengthen financial investment in a safe and efficient manner, ensuring prudent capital utilization and improving returns.
6. Study and propose expansion of both domestic and international markets, in alignment with the Port's medium- and long-term development planning.
7. Enhance internal management and control; continuously innovate and improve governance capacity across all business areas; strengthen financial management in a safe and sustainable manner.
8. Emphasize training and human resource development, particularly improving the managerial capacity of the leadership team; regularly update employees' knowledge and professional skills; enhance human resource management efficiency, apply KPI-based performance evaluation systems, and improve labor productivity.

9. Conduct periodic competency assessments of personnel to ensure appropriate placement and utilization in line with their expertise; assign clear accountability to each position, task, and completion timeline; promote emulation movements and initiatives to enhance engagement and improve labor productivity; concurrently build and foster a strong corporate culture, creating a professional and dynamic working environment that attracts and retains high-quality human resources.
10. Continue standardizing daily business operations in accordance with the issued systems of regulations and procedures; simultaneously review and supplement missing internal regulations, aiming to streamline the organizational structure and perfect the system of regulations, procedures, and internal governance documents.
11. Direct the Board of Management to organize the implementation and ensure the fulfillment of the 2026 production and business plan targets.
12. Instruct the Board of Management to prioritize investment in production equipment to enhance cargo handling capacity; for infrastructure development projects, continue to complete legal procedures and implement approved projects, ensuring long-term efficiency and stability.
13. Promote digital transformation, innovation, and the robust application of information technology in management, operations, and business activities to improve the Company's overall performance

Dear Esteemed Shareholders!

In order to accomplish the set objectives, the Board of Directors of Quang Ninh Port Joint Stock Company looks forward to receiving the continued support, constructive feedback, and long-term commitment from our valued shareholders, as well as from our domestic and international partners and customers, and especially the dedicated efforts of all employees across the Company. With such invaluable support, together with a clear orientation toward continuous innovation and development, the Board of Directors firmly believes that in 2026 the Company will further enhance its corporate governance and overall development performance.

The above presents the full report on the activities of the Board of Directors in 2025 and the planned tasks and objectives for 2026.

Respectfully submitted to the General Meeting of Shareholders for approval./.

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



[Signature]
Nguyen Ngoc Nghi

**QUANG NINH PORT JOINT STOCK COMPANY
QUANGNINHPORT.JSC**



REPORT
THE BUSINESS PERFORMANCE RESULTS FOR 2025
AND THE PLAN FOR 2026

Quang Ninh, April 2026

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Quang Ninh Port Joint Stock Company

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Quangninh, April 21, 2026

REPORT

THE BUSINESS PERFORMANCE RESULTS IN 2025 AND THE PLAN FOR 2026

PART 1

ANALYSIS OF THE BUSINESS ENVIRONMENT IN 2025 AND FORECAST FOR 2026

I. Analysis of the business environment in 2025

1. Global economy

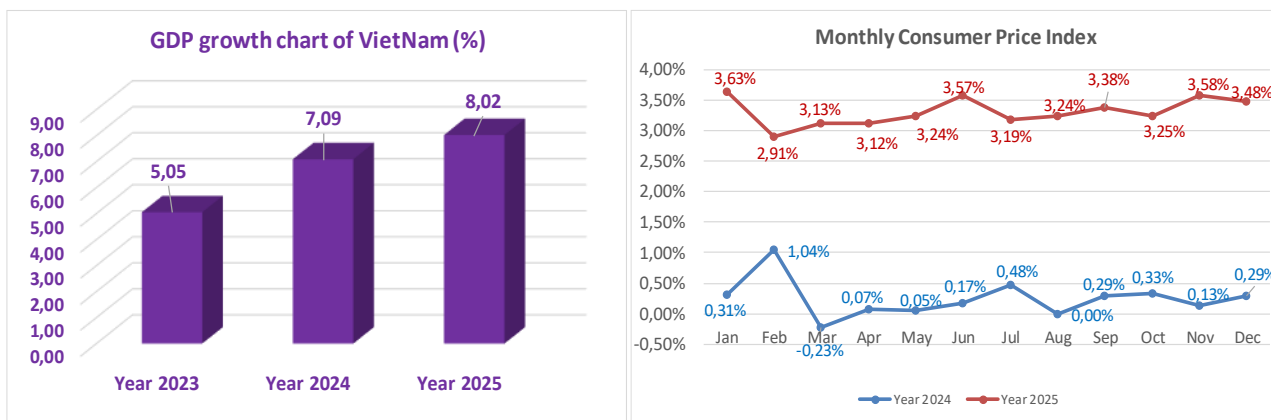
Global economic growth is slowing but continues to demonstrate resilience amid increasing macroeconomic pressures, with growth in major economies decelerating. In 2025, global economic growth is forecasted to slow but remain stable. According to the International Monetary Fund (IMF) and the Organisation for Economic Co-operation and Development (OECD), global GDP growth in 2025 is projected at 3.2%. Meanwhile, the World Bank (WB) forecasts a growth rate of 3.3%, the United Nations Department of Economic and Social Affairs (UNDESA) estimates around 2.5%, and the World Trade Organization (WTO) projects 2.7%. Growth levels vary across regions and major economies. According to the IMF, in 2025, advanced economies—including North America and Europe—are expected to grow by 1.6%, while the Asia-Pacific region is projected to achieve higher growth relative to the global average, around 4.5%.

In its October 2025 World Economic Outlook, the IMF estimated that global inflation in 2025 would increase by approximately 4.3%, lower than the over 5% inflation recorded in 2024. Overall inflationary pressures in 2025 are expected to remain low due to continuing declines in global commodity prices observed since the previous year. The WB estimates that commodity prices will decrease by around 7% in 2025. Notably, oil prices have fallen sharply by approximately 20%; Brent crude dropped from around USD 75.93 per barrel at the beginning of the year to about USD 60.9 per barrel by year-end, while WTI crude fell to nearly USD 57 per barrel. This downward trend is driven by abundant global supply, while modest global economic growth keeps demand for commodities and energy relatively low.

(Source :<https://thitruongtaichinhthiente.vn/nhung-diem-noi-bat-cua-kinh-te-toan-cau-nam-2025-trien-vong-va-thach-thuc-nam-2026-77828.html>)

2. Vietnam Macroeconomy

– In 2025, Vietnam's Gross Domestic Product (GDP) increased by 8.02% compared to 2024, achieving high growth amid continued global economic uncertainties. This represents the highest growth rate in the 2011–2025 period, reflecting a strong economic recovery and a transition to a higher growth phase supported by a stable macroeconomic foundation. Economic growth gradually improved throughout the year, with Q4 2025 recording an 8.46% increase—the highest quarterly growth in the 2011–2025 period—demonstrating the increasingly broad-based effects of growth drivers and balanced recovery across economic sectors.



Labor productivity improved in 2025 due to a combination of fundamental and long-term factors, reflecting both qualitative growth and more efficient resource use in the economy. At current prices, labor productivity is estimated at approximately VND 245.0 million per worker, equivalent to USD 9,809 per worker. At constant prices, labor productivity increased by 6.83%.

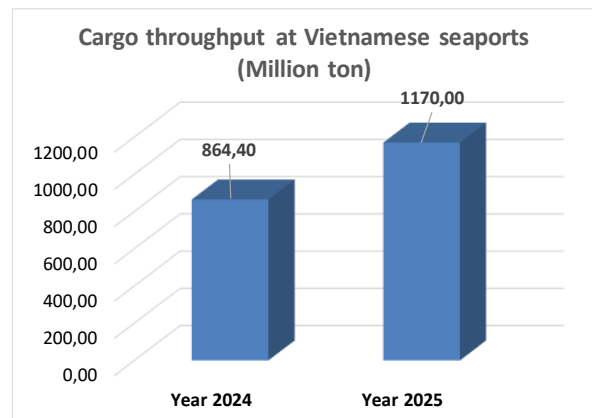
The economic structure continued to shift positively toward industrialization and modernization, reflecting changes in resource allocation across economic sectors. At current prices, the agriculture, forestry, and fisheries sector accounted for 11.64% of GDP, industry and construction 37.65%, services 42.75%, and product taxes minus subsidies 7.96%. This structure indicates that the service sector continues to play a leading role, consistent with the development trend of an open economy, linked to expanded consumption, trade, transportation, tourism, and business support services amid increasing urbanization and deeper international economic integration.

Investment remained an important driver of economic growth within a stable macroeconomic environment and improving investor confidence. Gross fixed capital formation in the whole economy at current prices is estimated at VND 4,150.5 trillion, up 12.1% compared to 2024, showing a significant expansion in investment scale and its positive contribution to aggregate demand.

Trade performance continued to improve: merchandise exports reached USD 475.04 billion, up 17.0%, while imports reached USD 455.01 billion, up 19.4%, bringing total trade turnover to USD 930.05 billion, an increase of 18.2%. The merchandise trade balance maintained a surplus of USD 20.03 billion, contributing to macroeconomic stability.

Final consumption continued to serve as a key driver of economic growth: In 2025, final consumption remained a major contributor to economic expansion, reflecting improvements in the labor market, income levels, and consumer confidence. From the GDP expenditure approach, final consumption increased by 7.95% compared to 2024, making a positive contribution to overall growth.

Income levels and living standards of the population were maintained: In 2025, household income and living standards continued to improve, supported by the spillover effects of economic growth and a stable labor market. Average monthly income per worker was estimated at VND 8.4 million, up 8.9% year-on-year and exceeding the growth rate of CPI, indicating an increase in real income and contributing to stronger purchasing power.



In summary, in 2025, Vietnam achieved many positive outcomes with stable macroeconomic conditions, high economic growth, controlled inflation, balanced key macroeconomic indicators, an expanded economic scale, a positively shifting economic structure, and improved labor productivity. These achievements were attributed to the decisive guidance of the Central Government, the Government, and ministries and agencies—particularly in institutional reforms with numerous key policies issued by the Central Government. These measures gradually created a more favorable environment for businesses and citizens, enhanced transparency, strengthened competitiveness, attracted investment capital, and implemented important infrastructure projects, collectively driving high economic growth in 2025.

(source : <https://nief.mof.gov.vn/nguyen-cuu-trao-doi/diem-sang-kinh-te-vi-mo-viet-nam-nam-2025-va-trien-vong-nam-2026-11827.html>)

II. Business Environment Forecast for 2026

1. Global economy

Most international organizations agree that the global economy will face significant challenges in 2026. Accordingly, global economic growth is expected to slow and diverge across countries, with developing economies facing greater difficulties. Global growth is projected to remain below 3%: the United Nations (UN) and OECD forecast global GDP growth at around 2.7–2.9%; the World Bank (WB) provides a more cautious estimate of 2.3–2.7%; UNDESA projects 2.5%; while the IMF offers the most optimistic outlook at approximately 3%.

In contrast to the global slowdown—particularly in advanced economies—Southeast Asia is projected by the Asian Development Bank (ADB) to grow at around 4.5% in 2026. Although lower than previous periods, this rate remains above the global average, supported by stable domestic demand and continued FDI inflows into technology, energy, and infrastructure sectors.

Regarding international trade, the WTO forecasts that global merchandise trade volume will recover with growth of approximately 2.5% in 2026, while services trade is expected to grow steadily by about 4.1%. This recovery takes place amid ongoing trade protectionism, supply chain disruptions, and uneven export demand across regions, resulting in slower growth compared to pre-pandemic levels. In 2026, countries will need to closely monitor potential changes in tariff policies under the Trump administration, as these could significantly influence global trade dynamics.

The OECD projects that inflation in G20 economies will decline from 3.4% in 2025 to 2.9% in 2026, reflecting relatively stable energy prices and prudent monetary policies. However, inflation remains a concern in some advanced economies, particularly in the United States and Europe, due to high labor costs and incomplete supply chain recovery.

If the period 2024–2025 is considered a phase of “rebalancing,” during which economies focused on controlling inflation under prolonged tight monetary conditions, then 2026 will serve as a critical test for new growth drivers. As demand-side stimulus becomes increasingly constrained by public debt and latent inflation risks, medium-term growth will depend more on productivity improvements, efficiency gains, and structural, supply-side transformations. Three key drivers being closely monitored by analysts are technological advancements—especially artificial intelligence (AI); the restructuring of global value chains; and investment waves linked to the energy transition.

Escalating conflicts in the Middle East are creating disruptions in global supply chains and transportation, thereby affecting both the global economy and Vietnam. In this context, cost factors such as energy and logistics are expected to exert upward pressure on inflation, while international trade activity may become more cautious. Rising tensions in the region have already increased energy prices and international shipping costs, as well as risks along key maritime routes. As shipping routes are adjusted to avoid affected areas, delivery times may lengthen and logistics costs may rise, placing additional pressure on global trade.

For Vietnamese exporters, these developments may lead to higher transportation costs and require proactive adjustments in logistics planning. Export-oriented sectors heavily dependent on global supply chains—such as electronics, textiles, and footwear—may be particularly affected if delivery times are extended. Certain agricultural and seafood products may also face challenges due to increased costs for preservation and cold-chain logistics.

However, international trade typically demonstrates a strong capacity for adaptation. Businesses and shipping companies can adjust routes and delivery methods to mitigate risks. From another perspective, if short-term supply disruptions occur in agricultural and food products in the Middle East, this could present opportunities for Vietnamese enterprises to expand market share in other regions.

2. Vietnam’s macroeconomy

Vietnam enters 2026—the first year of the 2026–2030 five-year plan—with positive macroeconomic indicators achieved after the 2024–2025 recovery period. This is considered an important foundation for a new growth cycle, targeting breakthrough “double-digit” growth (above 10%) to overcome the middle-income trap and achieve developed, high-income status by 2045.

Recent outlook reports from international financial institutions such as the Asian Development Bank (ADB), the World Bank (WB), the International Monetary Fund (IMF), and the Organisation for Economic Co-operation and Development (OECD), along with various global commercial banks, generally present a positive growth outlook for Vietnam in 2026.

From a more cautious perspective, multilateral institutions such as the ADB, WB, and OECD forecast Vietnam’s growth in 2026 in the range of 6.0% to 6.5%, while the IMF provides a more conservative estimate of 5.6%. These institutions highlight that risks stemming from global economic instability may impact Vietnam’s economy.

A report by the World Bank warns that although Vietnam’s domestic fundamentals remain strong, the economy’s high degree of openness (with a trade-to-GDP ratio of approximately 200%) makes it vulnerable to slowdowns in major trading partners such as the United States and the European Union. Furthermore, new trade barriers related to environmental regulations—such as the EU’s Carbon Border Adjustment Mechanism (CBAM), which will be fully implemented in 2026—are expected to impose additional cost pressures on Vietnam’s exports. Despite differences in forecasts, a common consensus is that Vietnam will continue to grow at a rate roughly double the global average (around 2.9–3.1% according to international financial

institutions). This reflects the economy's improved resilience to external shocks and its strengthening internal capacity.

At economic forums in early 2026, the Government delivered a clear message: to achieve upper middle-income status by 2030 and high-income status by 2045, Vietnam must experience breakthrough years of double-digit growth to offset previous periods of slower expansion. To move toward a 10% growth trajectory in the coming years, 2026 must be a year of institutional reform, alongside improvements in human capital quality and the implementation of new economic models.

According to the OECD, Vietnam's growth potential from capital and labor inputs has largely been exhausted, with the greatest remaining potential lying in institutional reform. This view is echoed by Dr. Can Van Luc, Chief Economist of BIDV and member of the National Financial and Monetary Policy Advisory Council, who emphasizes the need for Vietnam to boldly pilot advanced regulatory mechanisms (such as "sandbox" frameworks) for new economic models. For example, in sectors such as semiconductors and artificial intelligence (AI), special incentive mechanisms should be introduced—not only in taxation but also in administrative procedures, visa policies for experts, and public procurement frameworks to stimulate demand for domestic technology products.

III. Assessment of cargo structure and market in the Cai Lan area

1. Cargo throughput at Quang Ninh Port (CQN) and CICT in 2025

– Total cargo throughput in the Cai Lan area (CQN and CICT) in 2025 reached 16.899.586 tons, a decrease of 507.422 tons (2,92%) compared to 2024 (17.407.088 tons).

2. Assessment of the market for several key commodities

2.1. Agricultural cargo

In 2025, the volume of agricultural commodities (animal feed cargo– TACN) handled through the Cai Lan area reached 6.935.251 tons decreased by 271.087 tons, equivalent to a 3,76% year-on-year decline compared to 2024. This reduction reflects a general slowdown in the imported agricultural commodities market amid the absence of clear growth in domestic demand and persistently high logistics costs. Nevertheless, in terms of cargo structure, TACN remains the most significant commodity at Quang Ninh Port, not only in terms of throughput scale but also in operational efficiency and revenue contribution.

The core shipper segment continued to maintain solid growth, accounting for approximately 71,8% of total agricultural cargo volume, indicating that CQN's key cargo base remains intact. These shippers typically have stable plans, large volumes, and high requirements for vessel reception capacity, cargo handling operations, and warehousing—well aligned with the strengths of Quang Ninh Port. While major shippers sustained growth, smaller shippers experienced a decline in volume, primarily due to the expansion and increasing market share of large shippers. This has led to a more concentrated cargo structure, rather than reflecting any deterioration in CQN's competitiveness. Although this trend has limited short-term growth momentum for TACN, it contributes to improved operational stability and efficiency.

In addition, in 2025, CQN successfully retained major domestic trading, thereby diversifying its customer portfolio and enhancing the stability of TACN cargo flows. Maintaining both large shippers and trading customers enables CQN to be more flexible in balancing cargo flows in response to market fluctuations.

Notably, in 2025, CQN continued to proactively prioritize berth allocation and vessel handling for TACN shipments, treating this as a strategic cargo segment to maintain its overall market share in the Cai Lan area amid intensifying competition. This prioritization not only

improves berth utilization efficiency but also lays the groundwork for expanding CQN's regional market share.

Overall, although total TACN volume in the region recorded a slight year-on-year decline, TACN commodities continue to serve as a critical foundation within the cargo structure at Cai Lan—acting as a key pillar for revenue and operational efficiency, and remaining a strategic cargo group in retaining major customers and stabilizing Quang Ninh Port's business operations in the years ahead.

2.2. Woodchips

Woodchips currently account for 47,62% of total cargo throughput in the Cai Lan area, making them one of the region's key export commodities. Cai Lan continues to serve as a major hub for woodchip exports to key markets such as China, Japan, and South Korea.

In 2025, total woodchip export volume through the Cai Lan area reached 8,048,343 tons, marking a slight year-on-year decline compared to 2024. This decrease was mainly driven by external factors in the global market, including changes in import regulations, tariff policies, as well as increasingly stringent requirements on timber traceability and certification (e.g., FSC, PEFC).

In terms of customers, CQN has continued to maintain and expand cooperation with its core woodchip clients, which demonstrate high stability. The established customers have signed long-term contracts (three years) and committed to prioritizing the use of CQN's berths. Notably, Thai Hung is a strategic partner of the Port, not only contributing significant export volumes but also participating in the provision of logistics services (loading/unloading, transportation, equipment), thereby enhancing the Port's operational proactiveness and efficiency.

In addition, enterprises within the Hao Hung system remain a large and stable cargo source, with the advantage of owning and operating the largest fleet of vessels and time-chartered ships in Vietnam. This enables flexible deployment of vessel sizes in line with the Port's berth conditions at different stages, thereby optimizing vessel and berth utilization efficiency.

Beyond traditional customers, CQN has actively expanded its client base and signed contracts with new customers. At the same time, the Port has provided maximum support in yard space allocation and barge handling operations, creating further room for growth in woodchip cargo volumes in the coming periods.

2.3. Scrap metal

For scrap metal cargo, 100% of vessels from Shengli continue to be designated for handling at Quang Ninh Port, reflecting a high level of customer commitment and cargo stability for CQN. This cargo segment is characterized by a concentrated customer base, relatively stable operational planning, and limited exposure to direct regional competition.

In 2025, scrap metal throughput via CQN reached 504,188 tons, an increase of 38,267 tons, equivalent to 8,2% year-on-year growth compared to 2024. This growth was primarily driven by the recovery of the real estate and construction sectors, which in turn boosted demand for metal and input materials.

By maintaining the handling of all Shengli scrap metal vessels at CQN, this cargo segment continues to serve as a stable revenue stream, contributing to cargo diversification and supporting core cargo groups amid market volatility.

Based on market demand and the customer's operational plan, Shengli's scrap metal volume in 2026 is projected to remain at approximately 500.000 tons, providing a stable foundation for throughput and revenue generation at Quang Ninh Port in the coming period.

2.4.Others

For other cargo categories such as lime, vegetable oil, soda ash, ores, asphalt, kaolin, and miscellaneous goods, throughput at Quang Ninh Port in 2025 recorded a slight year-on-year decline. The primary reason lies in berth constraints and limited operational allocation capacity, while CQN prioritized berth resources for core cargo segments with higher operational efficiency.

Total throughput of these cargo groups at CQN in 2025 reached 530.857 tons, slightly decreasing compared to 2024. This decline was not driven by market factors or competitiveness issues, but rather resulted from a restructuring of operational planning aimed at optimizing berth utilization efficiency and ensuring stable service for the Port's strategic cargo segments.

PART 2

REPORT ON BUSINESS PERFORMANCE IN 2025

I. General Business Performance Indicators of the Company

No	Indicator	Calculation Unit	Plan in 2025	Year 2024	Year 2025	Comparison (%) of 2025 implementation with	
						Plan 2025	Y 2024
(1)	(2)	(3)	(4)	(5)	(6)	7=6/4	8=6/5
I	Operation indicators						
1	Throughput volume	Ton	11.225.000	10.458.376	10.545.462	93,95%	100,83%
2	Handling volume	Ton	11.562.000	10.841.986	11.051.877	95,59%	101,94%
3	Seaport services revenue	Billion VND	715	662,27	702	98,21%	106,02%
4	Profit before tax	Billion VND	165	149,75	165	100,04%	110,09%
II	Key Financial						
1	Total assets	Billion VND		1.137,20	1.202,98		105,78%
2	Owner's equity	Billion VND		979,08	1.022,21		104,41%
3	Total revenue	Billion VND	754,97	704,52	745,72	98,77%	105,85%
4	Projected Dividend payout ratio	%	10	10	10	100,00%	100,00%
III	Labor indicators						
1	Number of employees	person	621	629	611	98,39%	97,14%
2	Average employee income	Million VND/month	22,57	21,80	22,28	98,72%	102,20%

II. Analysis and Evaluation of Business Performance in 2025

1. Result of business performance of company

1.1 . Cargo throughput quantity.

– The total cargo throughput in 2025 reached 10.545.462 tons, an increase of 87.086 tons (0,8%) compared to the same period in 2024, but a decrease of 679.538 tons (-6,05%) compared to the planned target.

– The total stevedoring volume in 2025 reached 11.051.877 tons, an increase of 209.891 tons (1,9%) compared to the same period in 2024, but a decrease of 510.123 tons (-4,4%) compared to the planned target.

1.2. Revenue

- Service revenue: Port operation revenue in 2025 reached VND 702,17 billion, an increase of VND 39,9 billion (6%) compared to 2024, but a decrease of VND 12,83 billion (-1.8%) compared to the planned target.
- Average monthly revenue reached VND 58,51 billion, 6% higher than 2024, which was VND 55,19 billion/month.

1.3. Pre-tax profit in 2025 reached VND 164,86 billion, an increase of VND 15,11 billion (10,09%) compared to 2024, and slightly above the annual plan by VND 0,06 billion (0,04%) but this marks the highest profit level achieved in recent years.

2. General Assessment of Business Operations

- In 2025, Quang Ninh Port's (CQN) marketing and customer development activities generally met and exceeded the targets, contributing to stable cargo throughput, maintaining market share, and gradually expanding the cargo and service portfolio.
- For the agricultural cargo (TACN) segment, CQN retained existing shippers, while successfully renewing contracts with major customers and signing a new contract with a new shipper. These efforts helped CQN maintain a core customer base, ensuring stability for TACN – the port's key cargo segment.
- For woodchip and pellet cargo, CQN continued to secure traditional customers and attracted 3 new woodchip customers, expanding the customer base and creating growth opportunities for future cargo volumes.
- Beyond traditional cargo, CQN proactively sought and developed new cargo types, successfully handling 2 new cargoes: clay and bagged cement sheets. This contributed to diversifying the cargo structure and reducing dependence on certain core cargo groups.
- Marketing of warehousing and logistics services continued to be strengthened for TACN customers by implementing policies to attract customers to store cargo at the port, thereby increasing inbound warehousing volumes and associated logistics services, improving operational efficiency and service revenue.
- Customer care activities: CQN maintained response to customer inquiries related to cargo handling within 24 hours, and conducted direct feedback exchanges on service quality after each vessel or cargo shipment. The practice of tracking incoming vessels and proactively notifying and confirming vessel reception plans with customers at least 7 days in advance was maintained, enhancing customer satisfaction and loyalty. Maintain regular client engagement activities, including visits and gift-giving on company anniversaries, executives' birthdays, major holidays (e.g., International Women's Day on March 8 and Vietnamese Women's Day on October 20), and the Lunar New Year. In addition, organize sports, cultural, and social exchange events to foster stronger relationships, build trust, and reinforce cooperative ties between the Port, its customers, and local regulatory authorities.
- In parallel with direct business operations, CQN continued to promote brand communication through sponsorship agreements with Hanoi T&T Football Club, producing promotional videos, and enhancing online presence via the website, Facebook, and YouTube. Timely communication of business and social activities further improved CQN's image and market position.

III. General Evaluation of Port Operations

1. Wharf/ Berth operation activities

- Vessels handled in 2025: 407 vessels, a decrease of 39 vessels (-9%) compared to 2024.
- Berth utilization rate: 82.38%, equivalent to 103.34% of the 2024 level.

No	Indicators	Calculation Unit	Year 2025				Total	Year 2024				Total
			Berth 1	Berth 5	Berth 6	Berth 7		Berth 1	Berth 5	Berth 6	Berth 7	
1	Berth idle time	day	95,00	51,00	39,00	69,00	254,00	116,00	36,00	59,00	51,00	262,00
2	Vessel occupied time at berth	day	270,00	314,00	326,00	296,00	1206,00	250,00	330,00	307,00	315,00	1202,00
3	Delay time due to waiting for equipment, workers, or vessel movement	day	5,47	6,36	4,10	2,79	18,73	1,41	6,12	6,81	6,47	20,82
4	Non-working time due to weather (storm, rain, etc.)	day	10,41	16,50	19,89	22,68	69,48	16,77	19,94	14,10	29,44	80,25
5	Actual cargo handling time	day	254,12	291,14	302,01	270,52	1117,79	231,82	303,94	286,09	279,09	1100,94
6	Berth operational efficiency	%	73,77	85,79	89,07	80,87	82,38	68,31	90,16	83,88	86,07	82,10
7	Actual berth operational efficiency	%	69,62	79,76	82,74	74,12	76,56	63,34	83,04	78,17	76,25	75,20
8	Ratio: Actual cargo handling time / Time with vessel at berth	%	94,12	92,72	92,64	91,39	92,72	92,73	92,10	93,19	88,60	91,65

2. Handling Productivity

- Agricultural cargo handling productivity: Increased slightly by 2,2% compared to the same period in 2024 and 8,4% above the 2025 plan. Production organization was reasonable, ensuring equipment and chute utilization according to plan, with sufficient cargo reception capacity from owners. Additionally, Liebherr Crane No.03 was added to operations since the August 2025.

- Scrap iron handling productivity: Decreased by 3% compared to the same period in 2024 but increased 2,9% above the 2025 plan. Although Liebherr Crane No.03 was added, operational efficiency was affected by the high proportion of difficult-to-handle vessels, accounting for 47,26% of total calls (60/126), as well as the allocation of 33,33% of scrap vessels (42/126) to Berth No. 1, in addition to unstable equipment performance.

- Woodchip handling productivity: Decreased by 8,3% compared to the same period in 2024 but increased 3% above the 2025 plan. Despite regular coordination with woodchip cargo owners, productivity improvement remained limited compared to the plan due to multiple vessels loading for multiple customers, insufficient cargo stockpiling, and regulatory controls related to environmental issues.

No	Main cargo	Plan 2025	Average Handling Productivity		Decrease/ Increase	
			Year 2024	Year 2025	2025/2024	2025/Plan
1	Agricultural Products	12.500	13.258	13.555	2,24%	8,44%
2	Scrap Iron	2.000	2.102	2.040	-2,95%	2,00%
3	Wood Chips	15.000	16.404	15.039	-8,32%	0,26%

3. Agriculture product loss rate

- Effectively controlled cargo loss ratio outside vessels and in warehouses, maintaining a low level; scale/bill discrepancy reached -0,272%, 9,33% lower than the planned target, but 13,81% higher than the same period in 2024.

- Warehoused cargo loss ratio: -0,161%, 5,29% lower than the 2025 plan, 4,73% lower than the 2024.

No	Indicator	Plan 2025	Average Loss Ratio (%)		Decrease/ Increase	
			Year 2024	Year 2025		
		1	2	3	4= 3/1	5=3/2
1	Weight/bill	-0,3	-0,239	-0,272	90,67%	113,81%
2	Weight/draft	-0,17	-0,169	-0,161	94,71%	95,27%

4. General Assessment of Warehouse and Yard Management

– Warehoused cargo volume: Achieved 691.654 tons / 607.367 tons, an increase of 84.287 tons (13,8%) compared to 2024.

– Open-yard cargo volume: 1.049.013 tons / 1.300.635 tons, a decrease of 251.622 tons (19,4%) compared to 2024.

– Occupational safety, fire prevention, and environmental sanitation (OS, FP & ES): Received top priority; no incidents or accidents occurred during the year, ensuring the safety of personnel, cargo, and infrastructure. Sanitation work was performed meticulously, meeting requirements in both routine and surprise inspections.

– Inbound, outbound, and cargo storage operations: Performed well. Cargo was delivered accurately and fully to owners, with no complaints regarding stored cargo (including redistributed items for customers). Warehouse stacking efficiency remained high.

– Efficient utilization of warehouse and yard space under unit management.

– Weighing operations management: Scales remained stable, with deviations of 10–20 kg. Operational readiness reached 95 – 100%.

– Cargo tallying and settlement operations : shows strong efforts and proactive coordination in handling cargo-related disputes. Cases involving damage or losses were resolved promptly, ensuring the interests of all parties.

– Reporting requirements ; “Get in – get out” operations and cargo tallying and settlement with customers were carried out in a convenient, complete and accurate manner, with documents processed and circulated promptly in accordance with regulations.

IV. Evaluation of Technical Operations

1. Assessment of Maintenance, Repairs, and Equipment Procurement

– Routine maintenance: Completed 50 out of 53 scheduled maintenance items for 2025 (2/53 items not yet performed, 1/53 items 40% completed), achieving approximately 94% of the planned workload. Conducted 6 additional maintenance items beyond the plan, with a total cost of VND 12,54 billion, an increase of 61,2% compared to 2024.

– Major repairs in 2025: Completed 6 out of 8 planned repair items; 1 additional repair item arose. Total expenditure reached VND 6,09 billion, up VND 3,67 billion (151,7%) compared to the same period in 2024 (VND 2,42 billion).

– Investment and procurement in 2025: 1 item implemented with a total investment value of VND ,49 billion, a decrease of VND 8,45 billion (82,36%) compared to 2024 (VND 8,45 billion).

No	Project/ Item	Quantity	Value (VND)
I	Ongoing projects/items from 2024 carried over to 2025:		
1	Completed		-
2	Uncompleted		-
II	Regular maintenance and repair items		-
1	Completed as plan	50	11.748.610.408
2	Arising issues	6	795.293.360
3	Uncompleted	3	1.269.000.000
III	Major repair items		-
1	Completed as plan	6	5.740.479.851
2	Arising issues	1	345.600.000
3	Uncompleted	2	2.720.000.000
IV	New investment projects		-
1	Completed as plan	1	1.490.000.000
2	Arising issues	0	-
3	Uncompleted	2	12.730.000.000
V	Other items (if any)		
	Total		36.838.983.619

2. General Evaluation of Basic Construction Investment

– Total basic construction investment in 2025: VND 2,75 billion, decreased by VND 13,66 billion (–83,2%) compared to the same period in 2024 (VND 16,41 billion), and decreased by VND 12,25 billion (–81,6%) relative to the planned target (VND 15 billion).

– Environmental management and maintenance of maritime structures: Conducted in compliance with state regulations.

– Progress of internal construction works: Still delayed due to limited coordination with other units for allocating sufficient workforce to complete works; dependency on weather conditions; movement of cargo vehicles within and outside the port; additionally, some items were damaged by super typhoons during the year, which were prioritized for repair.

– The implementation progress of major projects and outsourced repair works remained behind schedule due to several factors, including: project timelines not being closely aligned with actual execution; delays in updating relevant circulars, decrees and regulations; an insufficient number of bidders participating in the quotation process as required under the established investment procedures, resulting in extensions of the bidding period; requests from the appraisal unit for additional information and revisions to the techno-economic reports; and additional work volumes arising during the course of repair and construction.

No	Project/ Item	Quantity	Value (VND)
1	Ongoing projects/items from 2024 carried over to 2025:	0	3.619.357.742
-	Completed	6	1.262.957.742
-	Ongoing	2	2.356.400.000
2	Periodic maintenance and repair items:	0	136.578.000
-	Completed	2	81.000.000
-	Uncompleted	1	55.578.000
3	Minor upgrade and repair items (\leq 100 million VND):	0	394.482.983
-	Completed	12	357.282.983
-	Not yet completed, carried over to 2026:	2	37.200.000
4	Major upgrade and repair items ($>$ 100 million VND):	0	5.582.408.783
-	Completed	2	182.514.493
-	Not yet completed, carried over to 2026:	1	5.399.894.290
5	New investment projects as required by production:	0	0
-	Completed	0	0
-	Ongoing	0	0
6	Additional items outside the 2025 investment construction plan:	0	2.187.609.639
-	Completed	49	869.798.939
-	Ongoing according to plan	3	1.317.810.700
	Total (completed items)		2.753.554.157
	Total		11.920.437.147

V. General Evaluation of Human Resource Management

1. Workforce and Employee Income

- Total workforce as of December 31, 2025: 610 employees.
- Average employee income: VND 22,28 million/month, up 2,2% compared to the same period in 2024, but 1,28% below the planned target.

2. Salary Policy and Employee Benefits:

Fully complied with state regulations and company policies

3. Organizational Structure and Internal Documentation:

Supporting corporate governance and management; internal personnel-related documents: Approved amendments and supplements to the Labor Regulations; Collective Labor Agreement; Grassroots Democracy Regulations; 3 internal regulations and 3 procedures.

4. Workforce Organization and Personnel Management

- Implement personnel arrangement and allocation: Transferred 35 staff movements. Relocating the IT department from the General Administration Office to the Operations Center.
- Report to the Board of Directors on appointments: Appointed 1 staff member as Head of Technical & Safety Department, 1 staff member as Assistant to the Chairman of the Board; reappointed 19 staff members, including 1 General Director, 1 Deputy General Director, and 17 management staff.
- In 2025, a total of 16 new personnel were recruited: 01 managerial staff; 02 professional staff; and 13 direct labor workers.

5. Training and Human Resource Development

- Organize training courses and workshops for employees: Initial certification training, periodic knowledge updates for occupational safety and health trainers; environmental protection training; advanced culinary skills training; guidance on operating ship speed measurement and berthing angle systems for vessels with capacity exceeding design specifications.
- Internal training, coaching, and guidance: Equipment operation training (10T and 40T Rail mounted cranes, rubber-tyred cranes, excavators); training and guidance on operating equipment such as excavators and electronic scales; initial and periodic training on occupational safety, fire prevention, traffic safety, job transfers for staff, and other training programs.
- Labor discipline in 2025: 6 employees across 5 incidents; including 4 reprimands, 1 extension of probation not exceeding 6 months, and 1 dismissal.
- Special commendations: 5 individuals and 7 teams recognized for achievements in work, totaling VND 100 million; an increase of 1 individual and 1 team compared to 2024 (4 individuals, 6 teams), with bonus amount increased by VND 5 million compared to 2024 (VND 95 million).

PART 3 BUSINESS AND PRODUCTION PLAN IN 2026

I. Objectives and Port Business

1. Business Objectives

- Cargo handling volume increased by 1%, revenue increased by 2%, and profit increased by 2%.
- Agricultural products: Accounts for over 60% market share in the Cai Lan area.
- Woodchip: Captures over 50% of the export volume market and major customers in the Cai Lan area.
- Scrap metal, bagged lime, soda, live cattle, bulk cement: Attract 100% of the volume in the Cai Lan area.
- Other commodities and new products: Leveraging the advantage of being a multi-purpose port, fully accessed and handled 100% at Quang Ninh Port (CQN).
- Tugboat operations: Continue to be optimized, with efforts to expand into new areas, increasing market share and revenue compared to the same period in 2025.
- Strategic customers: Maintained 100% retention compared to the same period in 2025, while acquiring at least 10 new customers and 1 new cargo type.
- Vessel release bonuses: Achieved USD 880.000.

2. Production Objectives

- Handling productivity: Agricultural cargo: 13.500 tons/day; Woodchip cargo: 15.000 tons/day; Scrap metal: 2.100 tons/day.
- Berth utilization efficiency: Exceeded 80%.
- No incidents related to occupational safety and hygiene, fires or explosions, or serious accidents occurred during operations.

3. Technical and Technological Objectives

- Ensure availability and stable operation of frontline equipment above 80%, maintaining the highest possible readiness rate.

- All equipment and tools are maintained regularly and on schedule.
- Ensure 10% progress and quality of investment and repair works.
- Provide training to enhance the quality of technical workforce.

4. Investment and Infrastructure Development Objectives

- Upstream cargo warehouse project at Berth 1: Signed land lease contract with the Department of Agriculture and Rural Development (DARD); Requested project planning adjustments to implement the construction of cargo warehouses (including land use right certificate issuance, 50-year lease), comprising: preparation of investment proposal documents (hiring consultants), environmental impact assessment report, surveying and mapping, and submission for land lease approval.
- Repair of Blocks 2 and 3 (Blocks 7B, 7C) at cargo yard of Berth 7, Cai Lan Port: Complete acceptance and commissioning by May 30, 2026. This ensures adequate storage capacity and increases cargo handling productivity at the port.
- Development of plans to ensure maritime safety for Berths 5, 6, and 7, Cai Lan Port to accommodate reduced-load sea vessels with technical specifications exceeding those in the approved decision: Implementation to be completed by March 31, 2026, effectively meeting the port's business production needs and enhancing competitiveness with other regional ports.
- Repair of Berth 1; development of plans to ensure maritime safety for Berth 1 to receive reduced-load sea vessels with technical specifications exceeding those in the approved decision: Implementation to be completed by December 31, 2026, effectively meeting the port's business production needs and improving competitiveness with other regional ports.

5. Governance and Operational Management Objectives

- Set direction, develop, and implement the annual theme plan: "Discipline – Quality – Efficiency."
- Provide a clear framework to organize activities consistently with strategic objectives.
- Utilize resources most effectively, including human resources, finances, and technology.
- Improve processes and systems to enhance productivity and quality.
- Anticipate and mitigate risks during operations.
- Build organizational capacity to quickly adapt to market fluctuations.
- Develop short- and long-term overall business production plans for the entire port, along with actionable plans for specialized departments. Evaluate implementation results monthly, quarterly, and annually, with clear reward and penalty mechanisms for teams and department heads.
- Set specific monthly targets to address existing issues for each cargo type, creating habitual practices for operational and support units in subsequent months.
- Continue reviewing and implementing cost management practices to contribute to improved business efficiency.

II. Business Operations Targets

1. Basis for Establishing Business Targets

- Based on the priority objectives of Quang Ninh Port (CQN) regarding cargo and sector development strategy;
- Based on business performance results in 2025;
- Based on the business environment in 2026;
- Based on the current situation and forecasts of customers, markets, and cargo sectors handled by the Port;

- Based on the capacity, ability and investment plan of the Port.

2. Port business operation targets in 2026

2.1 General target

TT	Basic Indicators	ĐVT	Result in	Plan in	Increase/ decrease	
			2025	2026	+/-	%
			1	2	3=2-1	4=2/1
I	Operation indicators					
1	Throughput volume	Ton	10.545.462	10.651.000	105.538	101,00%
2	Handling volume	Ton	11.051.877	11.162.000	110.123	101,00%
3	Seaport services revenue	Billion VND	702,17	716,00	13,83	101,97%
4	Profit before tax	Billion VND	164,84	168,10	3,26	101,98%
II	Labor indicators					
1	Number of employees	person	611	619	8	101,31%
2	Average employee income	Million VND/month	22,28	22,37	0,09	100,40%
III	Projected Dividend payout ratio	%	10	10	0,00	100,00%

2.2. Investment Plan for 2026

a. Plan for Maintenance, Investment, and Procurement of Equipment and Tools in 2026

No	Project/ Item	Quantity	Value (VND)
1	Strategic Spare Parts for Equipmen	0	0
1.1	Strategic spare parts for equipment	14	10.141.077.451
1.2	Spare parts for equipment and tools	11	14.025.589.268
2	Regular maintenance and repair items	62	10.131.000.000
3	Major repair items	5	4.820.000.000
4	New investment projects as required by production:	5	15.950.000.000
4.1	Forklift for human (Lifting height 26m)	1	3.000.000.000
4.2	Bulldozer (Equivalent to D61 Bulldozer)	2	4.700.000.000
4.3	Liugong ZL50CN Wheel Loader	1	1.500.000.000
4.4	Hyundai 210 excavator (or equivalent)	2	6.100.000.000
4.5	Overhead crane scale from 30 T to 50 T	3	650.000.000
5	Other items (if any)	0	0
	Total	97	55.067.666.719

b. Construction Investment Plan for 2026

No	Project/ Item	Quantity	Value (VND)
1	Ongoing projects in 2025 carried forward to 2026	5	8.517.704.990
2	Periodic maintenance and repair items	6	504.462.791
3	Minor upgrade and repair items (≤ 200 million VND)	27	1.853.377.386
4	Major upgrade and repair items (> 200 million VND)	5	15.193.635.040
5	New investment projects	1	92.739.600
6	Provision for Maintenance Contingencies ($5\% \times (2+3+4)$)	0	882.210.741
	Total		27.044.130.548

III. Implementation Solutions for Achieving 2026 Plan Targets

1. Sales business solutions group
2. Sales marketing and brand development communication solutions group
3. Technical solutions group
4. Production solutions group
5. Management and operational solutions group

IV. Commitment from the Executive Board

The Executive Board of Quang Ninh Port Joint Stock Company commits to fulfilling the business and production targets for 2026 as approved by the General Meeting of Shareholders and the Board of Directors.


GENERAL DIRECTOR 
HOANG TRONG TUNG

No	MAIN CATEGORIES OF SOLUTIONS
I	Sales business solutions group
1	Maintain stable TPA contracts with shippers and authorized logistics companies currently executing contracts; promptly capture vessel schedules and ensure smooth operational deployment.
2	Regularly update sales information for shippers operating under voyage-based contracts .
3	Diversify information sources to proactively identify new shippers and those not yet contracted with the port.
4	Implement appropriate commercial policies for import customers (factories and authorized logistics companies) and maintain regular customer care activities.
5	Woodchip cargo: Timely capture vessel schedules and ensure seamless coordination with contracted customers. Promote long-term contract signing with strategic customers.
6	Scrap steel cargo: Maintain commercial policies with the customer; enhance service quality and optimize berth allocation to ensure 100% fulfillment of Customer's vessel schedules.
7	Closely monitor and regularly update customer information; coordinate efficient and appropriate cargo handling operations.
8	Closely follow production and inbound logistics plans of mills
9	Engage with shipping agents during berthing procedures to obtain cargo and vessel information for each customer.
10	Support customers in working with Customs and Port Authorities when issues arise in cargo or vessel clearance procedures.
11	Conduct quarterly face-to-face meetings to discuss upcoming plans and collect feedback, comments, and recommendations on port service quality.
12	Support customers by providing available port resources (e.g., power supply, yard space, concrete partitions), facilitating efficient equipment utilization and yard management.
13	Continuously monitor and update competitors' customer policies to develop appropriate support and after-sales strategies.
II	Marketing solutions group
1	Update and tailor presentation materials for each cargo type.
2	Enhance the application of information technology in port operations and terminal management.
3	Strengthen communication and branding activities.
4	Organize customer engagement events (e.g., customer galas).
III	Technical solutions group

No	MAIN CATEGORIES OF SOLUTIONS
1	<p>Assessment of Occupational Safety Risks in Production:</p> <ul style="list-style-type: none"> + Inspect the effectiveness of safety risk communication and awareness campaigns within units. + Check workers' compliance with cargo handling and loading/unloading procedures. + Advise and develop documents and regulations to ensure effective management of occupational health and safety (OHS). + Regularly review, evaluate, and update procedures and regulations to align with actual conditions on a scheduled basis. + Enhance the role and responsibility of management personnel in on-site inspection and supervision. + Conduct communication, inspection, and supervision to raise operators' awareness. + Remind and strictly handle violations in accordance with regulations.
2	<p>All equipment and tools are maintained according to scheduled intervals:</p> <ul style="list-style-type: none"> + Apply automated software to track operating hours and provide advance alerts for scheduled maintenance and repairs in compliance with manufacturer's specifications. + Strictly implement routine and periodic maintenance regimes; perform repairs and maintenance within the prescribed operating hour limits. + Follow the equipment technical documentation for usage duration, replacement, and scheduled maintenance.
3	<p>Collaborate with contractors to ensure progress and quality of investment and repairs:</p> <ul style="list-style-type: none"> + Engage professional partners to inspect and repair equipment and tools requiring upgrades and modifications. + Supervise each stage to expedite progress and provide timely reporting. + Ensure equipment and tools meet scheduled deadlines and quality standards for optimal production performance.
4	<p>Inspection of equipment and tools before cargo operations:</p> <ul style="list-style-type: none"> + Comply with regulations for inspecting equipment and tools. + Prepare detailed inspection reports for each piece of equipment before vessel operations. + Minimize equipment and tool malfunctions during cargo handling. + Ensure equipment and tools are fully operational to support production. + Remove components and parts that may fall off during woodchip handling on vessels and cause contamination.
5	<p>Optimizing Time and Labor for Equipment and Tool Maintenance:</p> <ul style="list-style-type: none"> + Coordinate with the Operations Control Center regarding equipment downtime to plan maintenance and repairs in alignment with vessel schedules, ensuring equipment supports production needs. + Supervise, expedite, and allocate maintenance labor efficiently. + Maintain statistics and proactively schedule equipment replacements based on operating standards. + Record and analyze equipment incidents, discuss and evaluate root causes/patterns, research solutions, and disseminate knowledge. + Develop detailed plans for each maintenance task and prepare a list of replacement materials before initiating scheduled maintenance and repairs at different levels.

No	MAIN CATEGORIES OF SOLUTIONS
6	<p>Training to Enhance Workforce Quality:</p> <ul style="list-style-type: none"> + Provide training on new occupational safety procedures and job transitions for employees (if applicable). + Raise operators' safety awareness and responsibility. + Compile and analyze incidents, and issue recommendations to operators.
7	<p>Upgrading, Repairing, and Modifying Aged Equipment and Tools:</p> <ul style="list-style-type: none"> + Research new technical solutions and advanced management practices for equipment and tools. + Apply new technologies for modification, repair, and maintenance of equipment and tools. + Conduct research, innovate, and implement creative solutions. + Upgrade or replace outdated components and systems that no longer meet production requirements. + Implement technological improvements: enhance the operational mechanisms of equipment.
IV	Production solutions group
1	<p>Vessel arrival information and schedule updates:</p> <ul style="list-style-type: none"> + Liaise with shipping agents/shipowners to obtain information on vessels calling at the port and the Cai Lan area. + Use vessel tracking systems/applications to update vessel arrival information.
2	<p>Preliminary berth planning:</p> <ul style="list-style-type: none"> + Verify vessel technical specifications. + Check cargo details. + Review cargo handling operations. + Assess equipment and gear capacity. + Inspect berth conditions. + Check yard/warehouse availability. + Monitor tidal conditions. + Check vessel draft.
3	<p>Production execution and operations management:</p> <ol style="list-style-type: none"> 1. Stevedoring operational planning: <ul style="list-style-type: none"> + Capture vessel, cargo, and operational information; assess receiving and delivery capacity. + Review the status of equipment, tools, and yard/warehouse. 2. Operations control: <ul style="list-style-type: none"> + Monitor and adjust equipment deployment and operations in line with actual conditions. + Liaise with cargo owners, shipping agents, and relevant parties to receive updates and make necessary adjustments to ensure quick vessel turnaround.
4	<p>Operational support:</p> <ul style="list-style-type: none"> + Assist in resolving issues arising during production operations. + Provide technology solutions support.

No	MAIN CATEGORIES OF SOLUTIONS
5	Occupational Safety and Health (OSH), Personal Protective Equipment (PPE), Fire Prevention and Protection, and cargo security: + Comply with current regulations on OSH, PPE, and firefighting. + Assess safety risks in operational areas. + Conduct regular site inspections. + Notify and coordinate with shipping agents/shipowners for firefighting support when necessary.
6	Environmental sanitation: + Comply with current environmental hygiene regulations. + Conduct regular inspections of the operational site. + Perform industrial cleaning after each shift and upon vessel completion.
V	Management and operational solutions group
1	Review, revise, and .. the institutional documentation system for organizational and personnel management: Develop regulations and policies for performance evaluation, rewards, and related mechanisms, ensuring alignment with modern management requirements and connection to business production objectives.
2	Implement staffing norms and arrange personnel reasonably according to the functions and responsibilities of each department and unit: Ensure efficient utilization of the existing human resources while meeting operational and exploitation demands during peak periods.
3	Proactively develop recruitment plans to supplement personnel based on actual needs: Focus recruitment on technical positions, maintenance roles, and specialized professional titles to enhance operational capacity, ensuring continuity and safety in business production activities
4	Conduct a comprehensive review of the Company's operating expenses, ensuring alignment with production and business activities and compliance with internal regulations, procedures, and applicable laws
5	Strengthen control over fuel and energy costs. Coordinate with relevant units to establish detailed consumption norms, particularly for fuel usage of equipment and vehicles. Regularly benchmark actual consumption against established norms to identify significant variances and implement timely corrective actions
6	Optimize maintenance and repair costs by transitioning from reactive repairs to preventive maintenance. Ensure strict adherence to maintenance procedures and develop detailed, well-structured maintenance plans.
7	Control outsourcing and procurement expenses by conducting cost appraisals, negotiating price reductions, and adjusting pricing in line with specific periods and cost categories.
8	Foster a corporate culture centered on: Safety – Efficiency – Discipline.

QUANG NINH PORT



No: 01/2026/BC-BKS

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Quang Ninh, 24 April...2026

**REPORT OF THE SUPERVISORY BOARD
ON THE PERFORMANCE OF DUTIES AND AUTHORITIES IN 2025,
AND THE OUTLOOK FOR THE 2026 MISSION**

To: Annual General Meeting of Shareholders 2026,

Quang Ninh Port Joint Stock Company (Quang Ninh Port JSC)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government on elaboration of some Articles of the Law on Securities;
- Pursuant to the Charter of Organization and Operations of Quang Ninh Port JSC;
- Pursuant to the Regulations on the Organization and Operation of the Supervisory Board of Quang Ninh Port JSC,

The Supervisory Board hereby reports to the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company on the performance of the assigned duties and powers of the Supervisory Board in 2025; The operational orientation and tasks of the Supervisory Board for 2026 and the subsequent term are as follows:

PART I: IMPLEMENTATION OF DUTIES AND AUTHORITIES IN 2025

I. Activities of the Supervisory Board in 2025

1. Personnel of the Supervisory Board

In 2025 (for the 2024 – 2029 term), the Supervisory Board comprised 03 members, who were delegated responsibilities commensurate with their respective experience and professional expertise, fully accomplishing the responsibilities of the Supervisory Board as assigned by the Company Charter and the Annual General Meeting of Shareholders.

The members of the Supervisory Board include:

Personnel	Position	Appointment/ Termination Date
Mr. Nguyen Manh Hung	Head of the Supervisory Board	Appointed 15/4/2016
Mrs. Pham Thi Minh Huyen	Member of the Supervisory Board	Appointed 03/10/2024
Mr. Pham Van Huy	Member of the Supervisory Board	Appointed 03/10/2024

2. Meetings of the Supervisory Board

During 2025, the Supervisory Board convened 22 meetings. All meetings recorded a 100% full attendance rate by the members of the Supervisory Board; And all conclusions and recommendations of the Supervisory Board were formally submitted to the Board of Directors and the Board of Management..

3. Activities Implemented by the Supervisory Board in 2025

3.1 Supervised the implementation of the Company's business plan and financial situation, the implementation of the 2024 Annual General Meeting of Shareholders' Resolutions, and management and operations within the Company.

3.2 Attended 100% of the Board of Directors' meetings, providing consultative opinions to the Board of Directors to ensure absolute compliance with the duties and powers ratified by the Annual General Meeting of Shareholders;

3.3 Monitor the promulgation and implementation of Decisions issued by the Board of Directors and the Board of Management to ensure compliance with the Charter as well as the internal regulations of the Company;

3.4 Inspect, evaluate, and ensure compliance regarding the operational procedures, regulations, and bylaws across all Departments/Divisions and affiliated enterprises within the Company.

3.5 Appraise the quarterly financial statements of the Company prior to information disclosure, in accordance with statutory regulations applicable to the information disclosure of public companies;

3.6 Supervised the information disclosure in accordance with the regulations applicable to Public Interest Entities.

3.7 Proposed the selection of an independent auditing firm to execute the audit of the semi-annual financial statements and the financial statements of the fiscal year 2025, ensuring the firm satisfies requisite standards and is authorized to audit public interest entities;

3.8 Oversee the auditing process and review the audit results of the semi-annual and financial statements for the fiscal year 2025 issued by the independent auditing firm.

4. Remuneration, Operating expenses, and Other benefits for the Supervisory Board

The Company has paid remuneration to the members of the Supervisory Board in accordance with the level approved by the General Meeting of Shareholders. The Supervisory Board reports the disbursed remuneration and other benefits pursuant to the Company's regulations in 2025 as follows:

Unit: VND

No.	Personnel	Position	Remuneration
1	Mr. Nguyen Manh Hung	Head of the Supervisory Board	636,455,852
2	Mrs. Pham Thi Minh Huyen	Member of the Supervisory Board	184,541,553
3	Mr. Pham Van Huy	Member of the Supervisory Board	184,541,553
	Total		1,005,538,958

5. Supervision of the Board of Directors and the Board of Management

Pursuant to statutory regulations and the Charter of Quang Ninh Port Joint Stock Company, the Supervisory Board evaluates the management and executive operations of the General Director in 2025. The results of the supervision are as follows:

1. The Board of Directors and the Board of Management of the Company structured and fully exercised their powers, functions, and duties in accordance with the provisions of the Charter of Quang Ninh Port Joint Stock Company and relevant statutory regulations.
2. The operational reports of the Board of Directors and the Board of Management comprehensively and fairly reflected the business activities as well as the executive directives of the Company; and implemented the resolutions of the General Shareholders' Meeting and the resolutions of the BOD, with the Business Law and the Company's Charter.
3. During the execution of their duties and powers, the Board of Directors and the Board of Management implemented a detailed delegation of tasks and responsibilities for members and executive tiers, conducting performance evaluations through the Board of Directors' meetings held in 2025, to maintain and ensure stable operations for the Company's production and business activities.
- a. The Board of Directors and the Board of Management directed and operated the highly efficient utilization of existing resources and actual production and business demands to optimally and effectively deploy the approved investment plans, ensuring that infrastructure and equipment are primed to optimally serve production and business activities.

Accordingly, the company achieved and exceeded the 2025 Business Result targets established by the 2025 Annual General Meeting of Shareholders:

Indicator	Unit	AGM Plan 2025	Actual Performance in 2025	Variance	Completion (%)
Throughput volume	Tons	11,225,000	10,545,462	-679,538	93.95 %
Handling volume	Tons	11,562,000	11,051,877	-510,123	95.59 %
Seaport services revenue	Billion VND	715	702.17	(12.83)	98.21 %
Profit before tax	Billion VND	164.8	164.86	(0.06)	100.04 %
Average income per employee	Million VND/month	22.57	22.28	(0.29)	98.72 %

- b. The Board of Directors directed the Board of Management to reorganize personnel, elevate the quality of the Company's human resources through new recruitment and internal training;

standardize the functions and duties of each department and unit, and allocate personnel in alignment with the actual situation of the Company.

- c. The Supervisory Board collaborated closely with the Board of Directors and the Board of Management in inspection and oversight activities, predicated on the principle of safeguarding the interests of the Company and its shareholders, and ensuring compliance with statutory regulations and the promulgated Company Charter..

II. Appraisal of the Financial Report for the Year Ended December 31, 2025

1. Basis for the appraisal

- *The financial reports are prepared by the Executive Board in accordance with the forms issued by the Ministry of Finance in Circular No. 200/2014/TT-BTC dated December 22, 2014, guiding the Accounting System for Enterprises and Circular No. 53/2016/TT-BTC dated March 21, 2016, amending and supplementing some provisions of Circular No. 200/2014/TT-BTC,*
- *The Independent Auditor's Report and the Financial Statements executed and issued by AASC Auditing Firm Company Limited;*
- *The accounting books and original documents kept at the Company,*

2. Financial statement endorsement

The attached Financial Statement Report present fairly, in all material respects, the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, accounting regime for enterprises and legal regulations relating to financial reporting.

The audit opinion on the financial report for the fiscal year ending December 31, 2024, issued by AASC Audit Company is an **Unqualified opinion**.

Selected key financial indicators regarding the business production results of the Company as of 31 December , 2025, are as follows:

No.	Indicator	31/12/2024	31/12/2025	Increase/ (Decrease)	
				Amount	%
1	Total Assets	1,137,197,723,485	1,202,984,637,758	65,786,914,273	5.79
2	Revenue	662,274,555,759	702,167,879,096	39,893,323,337	6.02
2.1	Seaport services revenue	662,274,555,759	702,167,879,096	39,893,323,337	6.02
3	Financial Profit	20,330,629,620	19,293,797,052	(1,036,832,568)	(5.1)
4	Other Profit	20,959,683,600	25,434,892,925	4,475,209,325	21.35
5	Profit Before Corporate Tax	149,747,209,426	164,864,203,234	15,116,993,808	10.1
6	Profit After Tax	119,211,903,372	131,935,564,873	12,723,661,501	10.67

- The organization of accounting and bookkeeping in company: The Company has implemented accounting and bookkeeping in compliance with current Vietnamese accounting standards and regulations, ensuring timely reflection of economic transactions arising during production and business operations.

- Overall the Company's Financial Situation:

- **Total assets:** The total assets of the company increased by VND 65.7 billion (5.79%) in 2025 compared to 2024, rising from VND 1,137 billion to VND 1,202 billion. This demonstrates that the company maintained and developed its assets stably, reflecting the capacity to expand and develop business efficiently.
- **Revenue:** Revenue from production and business operations in 2025 reached VND 702.16 billion, an increase of 6% compared to 2024. This is an impressive growth rate, especially as the core business revenue derived from seaport services reached VND 702.16 billion, up 6% from the previous year. This proves the company successfully capitalized on market opportunities and optimized its production and business operations.
- **Profitability:** The profit before tax of the company reached VND 164.8 billion, an increase of 10.1% compared to 2024. Profit after tax also augmented significantly, reaching VND 131 billion, up 10.67%. This is a highly positive outcome, reflecting the efficiency derived from the company's executive strategies and effective cost management.
- **Profit from seaport services:** Profitability from seaport services successfully achieved the established targets, yielding a profit before tax of VND 164.86 billion, completing 100.04% of the Annual General Meeting of Shareholders plan. This indicates that the business policies and strategies applied to seaport exploitation services generated high financial efficiency, serving as a major contributor to the aggregate profitability of the company.
- **Labor utilization efficiency:** The average monthly income of employees in 2025 reached VND 22.28 million, marking a 2.2% increase against 2024. This not only signifies operational efficiency but also serves as a testament to the equitable remuneration policies afforded to employees, effectively incentivizing their contributions to the company's overarching development.

Overall Assessment: The company's financial situation in 2025 demonstrates stable and sustainable development. Revenue and profit both showed strong growth, particularly in the seaport services, indicating that the company has effectively capitalized on market opportunities and optimized its business operations. Furthermore, labor efficiency and the increase in employee income are positive indicators of the human resource development strategy.

The full text of the audited financial report for the fiscal year ending December 31, 2025, has been published on the Company's official website at www.quangninhport.com.vn

III. Evaluation report on transactions between Quang Ninh Port JSC and Members of the Board of Directors, General Director, other executives, and related parties

Throughout 2025, all contracts and transactions between the Company and members of the BOD, the General Director, other executives of Quang Ninh Port Joint Stock Company, and related parties, as well as transactions between Quang Ninh Port Joint Stock Company and companies where members of the Board of Directors, the General Director, or other executives of Quang Ninh Port Joint Stock Company are founders or managers within the last 3 years before the transaction were supervised. These transactions were conducted in compliance with legal regulations and reported to the relevant regulatory authorities as required.

PART II: DIRECTION FOR THE TASKS OF THE SUPERVISION BOARD IN 2026

Based on the functions and tasks of the Supervision Board as stipulated in the Company's Charter, Pursuant to the Law on Enterprises in 2020, the Supervision Board sets its tasks for 2025 as follows:

1. Supervise compliance with legal regulations and the Charter of the Corporation in management and operation according to the provisions of the Company's Charter through the following activities:
 - Governance and administration of the Company to be executed in adherence to the Charter and Annual General Meeting of Shareholders Resolutions.
 - The Board of Directors and the Board of Management in refining, amending, supplementing, and promptly promulgating a comprehensive internal control system commensurate with the development scale and specific characteristics of the Company.
 - Provide consultative opinions to the Board of Directors and the Board of Management regarding specific projects and operational activities falling under the jurisdiction of the Supervisory Board.
2. Appraise the quarterly, semi-annual, and annual financial statements of the company;
3. Organize internal audits and advise to the Board of Directors and the Executive Board.
4. Compile quarterly reports detailing the execution of assigned duties and powers by the Supervisory Board, alongside the appraisal results of the financial statements as stipulated in the Charter of Quang Ninh Port Joint Stock Company;
5. Promptly notify the Board of Directors regarding any statutory breaches committed by managers or executives, demand the violators immediately cease the infractions, and implement remedial measures in accordance with the Company Charter;
6. Hold regular meetings of the Supervision Board (either in person or via written resolution) and summarizing quarterly performance, as well as proposing action plans for the following quarter.

7. Execute other functions and duties mandated to the Supervisory Board pursuant to the Company Charter, prevailing legislation, and requests issued by the Annual General Meeting of Shareholders.

PART III: RECOMMENDATIONS OF THE SUPERVISORY BOARD FOR 2026

Based on the supervision activities, the Supervisory Board recommends that the Board of Directors and Executive Board focus on the following:

- The Board of Directors and the Management Board should continue to direct the commercial division to intensify its continuous assessment of client dynamics and competitor positioning, thereby formulating highly adaptive and efficient business strategies.
- Accelerate the execution timeline and supervise the advancement of the information technology initiative to safeguard security whilst augmenting the application of IT within service provision, operational administration, and enterprise management.
- Construct and refine core operational procedures (including the Contractor Selection Process);
- Revise the compensation policy with the aim of encouraging employees who contribute to the collective performance and attracting talent, etc.

This is the Report on the performance of assigned duties and powers of the Supervisory Board in 2025, the appraisal results of the financial statements, and the operational orientations, tasks, and recommendations of the Supervisory Board for 2026 and the subsequent term.

The Supervisory Board hereby submits this report to the 2026 Annual General Meeting of Shareholders of Quang Ninh Port Joint Stock Company for consideration./.

Recipient:

- *As stated above;*
- *Archived: Supervisory Board.*

ON BEHALF OF THE SUPERVISION BOARD

Chief of the Board



Nguyen Manh Hung



QUANG NINH PORT JOINT STOCK COMPANY

Add: No.1, Cai Lan street, Bai Chay ward, Quang Ninh province

Tel: 0203 6283288

No.: 01/2026/TTr-HĐQT

Quang Ninh, April 21, 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding, amending and supplementing documents;
- Pursuant to the Charter on Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the Financial Statements for 2025 audited by AASC Auditing Firm Company Limited,

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the 2025 Financial Statements of Quang Ninh Port Joint Stock Company, which have been audited by AASC Auditing Firm Company Limited in accordance with Independent Audit Report No. 250326.055/BCTC.KT5 dated March 25, 2026.

The audited financial statements for the fiscal year ended December 31, 2025 have been published on the Company's website at: <https://quangninhport.com.vn/vi/bao-cao-tai-chinh.html>

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

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



Nguyen Ngoc Nghi
Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add : No.1, Cai Lan street, Bai Chay ward, Quang Ninh province

Tel : 0203 6283288

No.: 02/2026/TTr-HĐQT

Quang Ninh, April 21, 2026

PROPOSAL

Re: Approval of the Remuneration Report of the Board of Directors and the Supervisory Board for 2025 and the Remuneration Plan for 2026

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding, amending and supplementing documents;
- Pursuant to the Charter on Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to Article 5 of the Resolution of the 2025 Annual General Meeting of Shareholders dated April 28, 2025 regarding the approval of the remuneration report of the Board of Directors and the Supervisory Board for 2024 and the remuneration plan for 2025;
- Pursuant to the audited Financial Statements for 2025 of Quang Ninh Port Joint Stock Company,

According to Article 5 of the Resolution of the 2025 Annual General Meeting of Shareholders, the planned remuneration budget for the Board of Directors and the Supervisory Board in 2025 was **VND 876,000,000** (Eight hundred and seventy-six million Vietnamese Dong).

The Board of Directors (BOD) hereby reports that the total remuneration actually paid to the Board of Directors and the Supervisory Board (SB) in 2025 was **VND 876,000,000** (Eight hundred and seventy-six million Vietnamese Dong), detailed as follows:

No.	Full name	Position	Total Remuneration (VND)
I	Board of Directors		
1	Nguyen Ngoc Nghi	Chairman of the BOD	240,000,000
2	Pham Cong Doan	Member of the BOD	120,000,000
3	Doan Tuan Anh	Member of the BOD	120,000,000
II	Supervisory Board		
1	Nguyen Manh Hung	Head of the SB	180,000,000
2	Pham Thi Minh Huyen	Member of the SB	108,000,000
3	Pham Van Huy	Member of the SB	108,000,000

The BOD respectfully submits to the General Meeting of Shareholders for approval the remuneration budget for 2026 to be used for payment to the BOD and the SB in the total amount of **VND 876,000,000** (Eight hundred and seventy-six million Vietnamese Dong), with the detailed proposed monthly remuneration levels as follows:

No.	Position	Number of person	Remuneration per person per month (VND)
I	Board of Directors		
1	Chairman of the BOD	01	20,000,000
2	Member of the BOD	02	10,000,000
II	Supervisory Board		
1	Head of the SB	01	15,000,000
2	Member of the SB	02	9,000,000

The General Meeting of Shareholders authorizes the BOD (represented by the Chairman of the BOD for signing and issuance) to, based on actual conditions and personnel changes, decide on the adjustment and allocation of specific remuneration levels for each member of the BOD and the SB, ensuring that the total remuneration budget for 2026 as approved by the General Meeting of Shareholders is not exceeded.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



[Signature]
Nguyễn Ngọc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add : No. 1, Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel : 0203 6283288

No.: 03/2026/TTr - HĐQT

Quang Ninh, April 21, 2026

PROPOSAL

Re: Approval of the profit distribution plan for 2025

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding, amending and supplementing documents;
- Pursuant to the Charter on organization and operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the audited financial statements for 2025 of Quang Ninh Port Joint Stock Company,

The Board of Directors respectfully submits to the General Meeting of Shareholders of Quang Ninh Port Joint Stock Company for approval of the profit distribution plan for 2025 as follows:

1. Profit distribution plan for 2025:

Unit: VND

No.	Description	Amount
1.1	Net profit after tax for 2025 per audited financial statements	131,935,564,873
1.2	Retained earnings carried forward from previous period	52,676,624,875
1.3	Total undistributed retained earnings as of 31/12/2025	184,612,189,748
	<i>Proposed profit distribution:</i>	
2	Investment and development fund	9,230,000,000
3	Bonus and welfare funds	13,750,000,000
	<i>Bonus fund for the Board of Directors, Supervisory Board and Management</i>	3,850,000,000
	<i>Bonus fund</i>	4,360,000,000
	<i>Welfare fund</i>	5,540,000,000
3	Dividend payment (10% of charter capital)	75,049,936,000
4	Retained profit for 2025 (1.3 – 2 – 3 - 4)	86,582,253,748

2. The Board of Directors shall be responsible for deciding and implementing procedures for finalizing the list of shareholders, dividend payment, allocation of funds, and other related procedures in accordance with the approved profit distribution plan for 2025, ensuring compliance with applicable laws, the Company's Charter, and internal regulations.

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

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




Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add : No.1, Cai Lan street, Bai Chay ward, Quang Ninh province

Tel: 0203 6283288

No.: 04/2026/TTr-HDQT

Quang Ninh, April 21, 2026

PROPOSAL

Re: Amendment of the Company's Charter

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding documents;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 adopted by the National Assembly on June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on November 26, 2019 and its implementing regulations;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 adopted by the National Assembly on November 29, 2024;
- Pursuant to Decree No. 245/2025/ND-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Law on Securities;
- 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 Quang Ninh Port Joint Stock Company approved by the Extraordinary General Meeting of Shareholders in 2024 on October 3, 2024,

In order to ensure that the Company's operations comply with the latest legal regulations and align with practical corporate governance requirements, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1. Approval of the amendments and supplements and the Draft amended Company Charter (*Details of the amendments and the Draft Charter are updated and published on the Company's website*);

2. Approval of the authorization to the Board of Directors to perform the following tasks: to review, revise and adjust the numbering of Articles/Clauses/Points, clarify necessary contents, and finalize and promulgate the Company's Charter in accordance with

the amendments, supplements and draft approved by the General Meeting of Shareholders;

3. Responsibility for information disclosure upon issuance of the Charter in accordance with legal regulations to all shareholders, investors and relevant state authorities.

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

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



[Handwritten signature]
Nguyễn Ngọc Nghi

ANNEX ON AMENDMENTS AND SUPPLEMENTS TO THE CHARTER OF QUANG NINH PORT JOINT STOCK COMPANY

Attached to Proposal No. 05/2026/TTr-HDQT regarding Amendment of the Company's Charter

No.	Article	Current Content	Proposed Amendments and Supplements
1	Legal Basis	Legal Basis	Legal Basis
		<p>.....</p> <p>- This Charter is adopted pursuant to Resolution No. 02/2024/NQ-ĐHĐCĐ dated 03/10/2024 of the General Meeting of Shareholders of the Company</p>	<p>.....</p> <p>- Pursuant to the Law amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on 29 November 2024;</p> <p>- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2025;</p> <p>.....</p> <p>- Pursuant to the Decree No. 245/2025/NĐ-CP dated 11 September 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p> <p>- This Charter is adopted pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated 24 April 2026 of the General Meeting of Shareholders of the Company</p>
		CHAPTER I. DEFINITIONS OF TERMS IN THE CHARTER	CHAPTER I. DEFINITIONS OF TERMS IN THE CHARTER
2	Article 1	Interpretation of Terms	Interpretation of Terms
		c) <i>Law on Enterprises</i> means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020	c) c) <i>Law on Enterprises</i> means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020, and any amendments, supplements, or replacements thereto from time to time;
		d) <i>Law on Securities</i> means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on	d) <i>Law on Securities</i> means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam

No.	Article	Current Content	Proposed Amendments and Supplements																																																																																																
		26 November 2019, and any amendments, supplements, or replacements thereto from time to time;	on 26 November 2019, and any amendments, supplements, or replacements thereto from time to time;																																																																																																
		m) <i>Major Shareholder</i> means a shareholder holding five percent (5%) or more of the total voting shares an issuing organization;	m) <i>Major Shareholder</i> means a shareholder holding five percent (5%) or more of the total voting shares of the Company;																																																																																																
3	Article 2	Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations and Term of Operation of the Company	Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations and Term of Operation of the Company																																																																																																
		3. Registered Head Office of the Company: - Head office address: No. 1, Cai Lan Road, Bai Chay Ward, Ha Long city, Quang Ninh Province, Viet Nam.	3. Registered Head Office of the Company: - Head office address: No. 1, Cai Lan Road, Bai Chay Ward, Quang Ninh Province, Viet Nam.																																																																																																
		5. Unless the Company is dissolved prior to its expiry in accordance with Clause 2, Article 57 or its operation is extended in accordance with Article 58 of this Charter, the term of operation of the Company shall be indefinite from the Date of Establishment	5. Unless the Company is dissolved prior to its expiry in accordance with Clause 2, Article 57 of this Charter, the term of operation of the Company shall be indefinite from the Date of Establishment																																																																																																
4	Article 4	Business Objectives and Lines of Business of the Company	Business Objectives and Lines of Business of the Company																																																																																																
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No.	Article	Current Content	Proposed Amendments and Supplements
5	Article 12	Issuance of Bonds	Issuance of Bonds
		3. The Board of Directors shall have the authority to decide on the type of bonds, total value of bonds, and timing of issuance, and must report such decisions to the General Meeting of Shareholders at the nearest meeting. Such report must be accompanied by relevant documents and explanations regarding the Board of Directors' decision on the bond issuance.	3. Except as provided in Clause 2 of this Article 12 , the Board of Directors shall have the authority to decide on the type of bonds, total value of bonds, and timing of issuance, and must report such decisions to the General Meeting of Shareholders at the nearest meeting. Such report must be accompanied by relevant documents and explanations regarding the Board of Directors' decision on the bond issuance.
6	Article 14	Rights of Shareholders	Rights of Shareholders
		2. A shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the following rights: a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with Clause 3 Article 115 and Article 140 of the Law on Enterprises No. 59/2020/QH14;	2. A shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the following rights: a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with Clauses 3 and 4 , Article 115 and Article 140 of the Law on Enterprises No. 59/2020/QH14;
7	Article 15	Obligations of Shareholders	Obligations of Shareholders
		6. To attend meetings of the General Meeting of Shareholders and exercise voting rights through the following forms:	6. To attend meetings of the General Meeting of Shareholders and exercise voting rights through the following forms:
	 d) Sending voting ballots to the meeting by mail, fax, or email;; d) Sending voting ballots to the meeting by mail, fax, or email; d) Sending voting ballots by other means not contrary to applicable laws and as approved by the General Meeting of Shareholders.
8	Article 17	Rights and Obligations of the General Meeting of Shareholders	Rights and Obligations of the General Meeting of Shareholders
		2. The General Meeting of Shareholders shall discuss and approve the following matters:	2. The General Meeting of Shareholders shall discuss and approve the following matters:
		c) Reports of the Board of Directors on corporate governance and on the performance of the Board of Directors;	c) Reports of the Board of Directors on corporate governance and on the performance of the Board of Directors and each of its members ;
9	Article 20	Convening, Agenda and Notice of Meeting of the General Meeting of Shareholders	Convening, Agenda and Notice of Meeting of the General Meeting of Shareholders
		3. The notice of meeting of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholders' contact addresses, and shall be simultaneously disclosed on the Company's website and on the websites of the State Securities Commission of Vietnam and the Vietnam Stock Exchange where the	3. The notice of meeting must contain the name, head office address, and enterprise registration number of the Company; the name and contact address of the shareholder; the time and venue of the meeting; and other requirements applicable to attendees. The notice of meeting of the General Meeting of Shareholders shall be sent to all shareholders by a

No.	Article	Current Content	Proposed Amendments and Supplements
		<p>Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days prior to the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In the event that such documents are not enclosed with the notice of meeting, the notice must clearly specify the link to all meeting materials so that shareholders may access them, including:</p> <ul style="list-style-type: none"> a) The meeting agenda and documents to be used at the meeting; b) The list and detailed information of candidates in the case of election of members of the Board of Directors and the Board of Supervisors; c) Voting ballots; d) Draft resolutions for each matter in the meeting agenda. 	<p>method that ensures delivery to the shareholders' contact addresses, and shall be simultaneously disclosed on the Company's website and on the websites of the State Securities Commission of Vietnam and the Vietnam Stock Exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days prior to the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In the event that such documents are not enclosed with the notice of meeting, the notice must clearly specify the link to all meeting materials so that shareholders may access them, including:</p> <ul style="list-style-type: none"> a) The meeting agenda and documents to be used at the meeting; b) The list and detailed information of candidates in the case of election of members of the Board of Directors and the Board of Supervisors; c) Voting ballots; d) Draft resolutions for each matter in the meeting agenda.
10	Article 23	Conditions for Adoption of Resolutions of the General Meeting of Shareholders	Conditions for Adoption of Resolutions of the General Meeting of Shareholders
			1. The General Meeting of Shareholders shall adopt all matters within its authority either by direct voting at the meeting or by obtaining written opinions from shareholders.
		<p>1. Resolutions on the following matters shall be adopted if approved by shareholders representing at least sixty-five percent (65%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4, and 6 of Article 148 of the Law on Enterprises No. 59/2020/QH14:</p> <ul style="list-style-type: none"> a) Classes of shares and the total number of shares of each class; b) Changes in business lines and sectors; c) Changes in the organizational and management structure of the Company; 	<p>2. Resolutions on the following matters shall be adopted if approved by shareholders representing at least sixty-five percent (65%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 5, 6, and 7 of this Article:</p> <ul style="list-style-type: none"> a) Classes of shares and the total number of shares of each class; b) Changes in business lines and sectors; c) Changes in the organizational and management structure of the Company;

No.	Article	Current Content	Proposed Amendments and Supplements
		d) Investment projects or sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total value of assets as recorded in the most recent financial statements of the Company; đ) Reorganization or dissolution of the Company.	d) Investment projects or sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total value of assets as recorded in the most recent financial statements of the Company; đ) Reorganization or dissolution of the Company.
		2. Resolutions shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clause 1 this Article and Clauses 3, 4, and 6 Article 148 of the Law on Enterprises No. 59/2020/QH14.	3. Resolutions shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 2, 5, 6, and 7 of this Article.
		3. Resolutions of the General Meeting of Shareholders adopted by one hundred percent (100%) of the total voting shares shall be lawful and effective even if the order and procedures for convening the meeting and adopting such resolutions are not in compliance with the provisions of the Law on Enterprises No. 59/2020/QH14 and this Charter.	4. Resolutions of the General Meeting of Shareholders adopted by one hundred percent (100%) of the total voting shares shall be lawful and effective even if the order and procedures for convening the meeting and adopting such resolutions are not in compliance with the provisions of the Law on Enterprises No. 59/2020/QH14 and this Charter.
			5. In the case of adoption of resolutions by written opinions, a resolution of the General Meeting of Shareholders shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting votes of all shareholders entitled to vote.
		4. The election of members of the Board of Directors and the Board of Supervisors must be conducted by the cumulative voting method, whereby each shareholder shall have a total number of votes corresponding to the number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and such shareholder shall have the right to allocate all or part of his/her votes to one or several candidates. Candidates receiving the highest number of votes shall be elected as members of the Board of Directors or the Board of Supervisors in descending order of votes, starting from the candidate with the highest number of votes until the required number of members as stipulated in the Company's Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last position, a re-election shall be conducted among those candidates, or selection shall be made in accordance with the criteria set out in the election regulations or this Charter.	6. The election of members of the Board of Directors and the Board of Supervisors must be conducted by the cumulative voting method, whereby each shareholder shall have a total number of votes corresponding to the number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and such shareholder shall have the right to allocate all or part of his/her votes to one or several candidates. Candidates receiving the highest number of votes shall be elected as members of the Board of Directors or the Board of Supervisors in descending order of votes, starting from the candidate with the highest number of votes until the required number of members as stipulated in the Company's Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last position, a re-election shall be conducted among those candidates, or selection shall be made in accordance with the criteria set out in the election regulations, ensuring compliance with applicable laws and this Charter.

No.	Article	Current Content	Proposed Amendments and Supplements
			7. A resolution of the General Meeting of Shareholders that adversely changes the rights and obligations of holders of preference shares shall only be adopted if it is approved by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares held by shareholders attending the meeting, or by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares in the case of adoption by written opinions.
11	Article 24	Authority and Procedures for Collecting Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders	Authority and Procedures for Collecting Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders
		8. A resolution adopted by collecting shareholders' written opinions shall be approved if it is agreed to by shareholders representing more than 50% of the total voting rights of all voting shareholders, and shall have the same validity as a resolution passed at a General Meeting of Shareholders.	Remove Clause 8
12	Article 26	Request for Cancellation of Resolutions of the General Meeting of Shareholders	Request for Cancellation of Resolutions of the General Meeting of Shareholders
		1. Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders (GMS), or the minutes of vote counting results of the GMS, shareholders or groups of shareholders as prescribed in Clause 2, Article 14 of this Charter have the right to request a Court or Arbitration to review and cancel all or part of a GMS resolution in the following cases: a) The order and procedures for convening the meeting and adopting decisions of the GMS seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 3, Article 23 of this Charter; b) The contents of the resolution violate the law or this Charter .	Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders (GMS), or the minutes of vote counting results of the GMS, shareholders or groups of shareholders as prescribed in Clause 2, Article 14 of this Charter have the right to request a Court or Arbitration to review and cancel all or part of a GMS resolution in the following cases: a) The order and procedures for convening the meeting and adopting decisions of the GMS seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 4, Article 23 of this Charter; b) The contents of the resolution violate the law or this Charter .
		2. In the event that a shareholder or a group of shareholders as prescribed in Clause 2, Article 115 of the Law on Enterprises No. 59/2020/QH14 requests a Court or an Arbitration body to invalidate a resolution of the General Meeting of Shareholders in accordance with Clause 1 of this Article, such resolution shall remain effective until a decision on its invalidation issued by	Remove Clause 2

No.	Article	Current Content	Proposed Amendments and Supplements
		the Court or Arbitration takes legal effect, except where interim emergency measures are applied pursuant to a decision of a competent authority.	
13	Article 28	Composition and Term of Office of Members of the Board of Directors	Composition and Term of Office of Members of the Board of Directors
		2. The term of office of a member of the Board of Directors is 05 years and such member may be re-elected for an unlimited number of terms. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or Members' Council in no more than 05 other companies. An individual may be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In the event that all members of the Board of Directors simultaneously end their terms, such members shall continue to perform their duties as members of the Board of Directors until new members are elected to replace them and assume their duties.	2. The term of office of a member of the Board of Directors is 05 years and such member may be re-elected for an unlimited number of terms. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or Members' Council in no more than 05 other companies. An individual may be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In the event that all members of the Board of Directors simultaneously end their terms, such members shall continue to perform their duties as members of the Board of Directors until new members are elected to replace them and assume their duties.
14	Article 29	Powers and Duties of the Board of Directors	Powers and Duties of the Board of Directors
		2. The rights and obligations of the Board of Directors are governed by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:	2. The rights and obligations of the Board of Directors are governed by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties::
		h) To approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the Company, except for contracts or transactions under the authority of the General Meeting of Shareholders as prescribed in Point (d), Clause 2, Article 138 and Clause 3, Article 167 of the Law on Enterprises No. 59/2020/QH14;	h) To approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the Company, except for contracts or transactions under the authority of the General Meeting of Shareholders as prescribed by law and Article 17, Point b, Clause 6, Article 45 of this Charter;
		l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, and representative offices; and to decide on capital contribution, share acquisition in other enterprises;	l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, and representative offices; and to decide on capital contribution, share acquisition in other enterprises; to decide on increases or decreases in contributed capital, changes in capital contribution ratios, transfer of investment capital, and rights to purchase shares/capital contributions of the Company in other enterprises, except

No.	Article	Current Content	Proposed Amendments and Supplements
			for cases under the authority of the General Meeting of Shareholders as prescribed by law and this Charter;
		<p>3. The Board of Directors shall adopt resolutions and decisions by voting at meetings or by written opinion collection. Each member of the Board of Directors has one vote.</p> <p>4. In case a resolution or decision of the Board of Directors is adopted in violation of law, resolutions of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, members who voted in favor of such resolution or decision shall be jointly and severally liable for the resolution or decision and must compensate the Company for any damage incurred. Members who voted against such resolution or decision shall be exempt from liability. In such cases, shareholders of the Company have the right to request a Court to suspend or annul the resolution or decision..</p>
		
15	Article 33	Adoption of Resolutions and Decisions of the Board of Directors by Written Consultation	Adoption of Resolutions and Decisions of the Board of Directors by Written Consultation
		2. The order and procedures for collecting written opinions of members of the Board of Directors shall be implemented as follows:	2. The order and procedures for collecting written opinions of members of the Board of Directors shall be implemented as follows:
		<p>a) The Person in charge of collecting written opinions of the Board of Directors shall be responsible for organizing the drafting and sending of reports and documents on the matters to be decided, as well as the written voting form, to the members of the Board of Directors. The written voting form must include the following main contents:</p> <p>- Full name of the members of the Board of Directors;</p> <p>.....</p>	<p>a) The Person in charge of collecting written opinions of the Board of Directors shall be responsible for organizing the drafting and sending of reports and documents on the matters to be decided, as well as the written voting form, to the members of the Board of Directors. The written voting form must include the following main contents:</p> <p>- Full name and signature of the Person in charge of collecting written opinions;</p> <p>- Full name and signature of the members of the Board of Directors;</p> <p>.....</p>
16	Article 37	Executive Officers of the Company	Executive Officers of the Company
		1. Executive officers of the Company include the General Director, Deputy General Directors, and the Chief Accountant, and other executives as prescribed in this Charter.	1. Executive officers of the Company include the General Director, Deputy General Directors, and the Chief Accountant.
17	Article 57	Dissolution of the Company	Dissolution of the Company

No.	Article	Current Content	Proposed Amendments and Supplements
		1. The Company may be dissolved in the following cases:	1. Công ty có thể bị giải thể trong những trường hợp sau:
		<p>a) Upon expiry of the Company's operating term as stipulated in Clause 5, Article 2 of the Charter, without any decision on extension</p> <p>b) In accordance with a resolution or decision of the General Meeting of Shareholders;</p> <p>c) The Enterprise Registration Certificate is revoked, except where otherwise provided by the Law on Tax Administration;</p> <p>d) Other cases as prescribed by law.</p>	<p>a) In accordance with a resolution or decision of the General Meeting of Shareholders;</p> <p>b) The Company no longer maintains the minimum number of members or shareholders as required by law for a continuous period of six (06) months without carrying out procedures for conversion of the enterprise type;</p> <p>c) The Enterprise Registration Certificate is revoked, except where otherwise provided by the Law on Tax Administration;</p> <p>d) Other cases as prescribed by law.</p>
		2. Any early dissolution of the Company (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (if mandatory) in accordance with regulations.	2. Any early dissolution of the Company shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (if mandatory) in accordance with regulations.
18	Article 58	<p>Article 58. Extension of Operation</p> <p>1. The Board of Directors shall convene a General Meeting of Shareholders at least 07 months prior to the expiry of the Company's operating term so that shareholders may vote on the extension of the Company's operation as proposed by the Board of Directors.</p> <p>2. The operating term shall be extended if it is approved by shareholders representing 65% or more of the total voting rights of all shareholders attending the General Meeting of Shareholders.</p>	Remove Article 58
19	Article 62	Effective Date	Effective Date
		1. This Charter consists of 21 Chapters and 62 Articles and was unanimously approved by the General Meeting of Shareholders of Quang Ninh Port Joint Stock Company on 03 October 2026, with full acceptance of its entire contents and effectiveness	1. This Charter consists of 21 Chapters and 61 Articles and was unanimously approved by the General Meeting of Shareholders of Quang Ninh Port Joint Stock Company on 24 April 2026, with full acceptance of its entire contents and effectiveness.

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

CHARTER

QUANG NINH PORT JOINT STOCK COMPANY

- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam, XIV Legislature, at its 8th Session on 26 November 2019, and guiding documents for the implementation of the Law on Securities;
- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam, XIV Legislature, at its 9th Session on 17 June 2020, and guiding documents for the implementation of the Law on Enterprises;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Audit, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations No. 56/2024/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on 29 November 2024;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2025;
- Pursuant to the Law No. 03/2022/QH15 dated 11 January 2022 on amendments and supplements to a number of articles of the Law on Public Investment, the Law on Investment in the form of Public-Private Partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Enforcement of Civil Judgments;
- Pursuant to the Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the Circular No. 116/2020/TT-BTC dated 31 December 2020 of the Minister of Finance providing guidance on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated 31 December 2020

of the Government detailing the implementation of a number of articles of the Law on Securities;

- Pursuant to the Decree No. 245/2025/NĐ-CP dated 11 September 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- This Charter is adopted pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated 24 April 2026 of the General Meeting of Shareholders of the Company

CHAPTER I

DEFINITIONS OF TERMS IN THE CHARTER

Article 1. Interpretation of Terms

1. In this Charter, the following terms shall be construed as follows:

- a) *Charter Capital* means the total par value of shares that have been sold or subscribed at the time of incorporation of the joint stock company and in accordance with Article 6 of this Charter;
- b) *Voting Shares* means shares that entitle their holders to vote on matters falling within the decision-making authority of the General Meeting of Shareholders;
- c) *Law on Enterprises* means the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 17 June 2020, and any amendments, supplements, or replacements thereto from time to time;
- d) *Law on Securities* means the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Viet Nam on 26 November 2019, and any amendments, supplements, or replacements thereto from time to time;
- đ) *Viet Nam* means the Socialist Republic of Viet Nam;
- e) *Date of Establishment* means the date on which the Company is first issued its Enterprise Registration Certificate (Business Registration Certificate or other equivalent legal documents);
- g) *Executive Officers* means the General Director, Deputy General Directors, Chief Accountant, and other executives as prescribed in the Company's Charter;
- h) *Managers* means the managers of the Company, including the Chairman of the Board of Directors, members of the Board of Directors, and the General Director;
- i) *Related Person* means any individual or organization as defined in Clause 46, Article 4 of the Law on Securities No. 54/2019/QH14;

k) *Shareholder* means any individual or organization owning at least one share of the joint stock company;

l) *Founding Shareholder* means a shareholder holding at least one ordinary share and whose name is included in the list of founding shareholders of the joint stock company;

m) *Major Shareholder* means a shareholder holding five percent (5%) or more of the total voting shares of the Company;

n) *Term of Operation* means the duration of operation of the Company as prescribed in Article 2 of this Charter and any extension thereof (if any) as approved by the General Meeting of Shareholders of the Company;

o) *Stock Exchange* means the Vietnam Stock Exchange and its subsidiaries.

2. In this Charter, any reference to any provision or legal document shall include any amendments, supplements, or replacements thereof from time to time.

3. The headings of Chapters and Articles in this Charter are inserted for convenience of reference only and shall not affect the interpretation or construction of this Charter.

CHAPTER II

NAME, LEGAL FORM, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES, BUSINESS LOCATIONS, TERM OF OPERATION AND LEGAL REPRESENTATIVE OF THE COMPANY

Article 2. Name, Legal Form, Head Office, Branches, Representative Offices, Business Locations and Term of Operation of the Company

1. Name of the Company:

- Vietnamese name: Công ty Cổ phần Cảng Quảng Ninh
- English name: Quang Ninh Port Joint Stock Company
- Abbreviated name: Quang Ninh Port

2. The Company is a joint stock company with legal status in accordance with the applicable laws of Viet Nam.

3. Registered Head Office of the Company:

- Head office address: No. 1, Cai Lan Road, Bai Chay Ward, Quang Ninh Province, Viet Nam.

- Tel: 02036 283 288 Fax:

- E-mail: qnp@quangninhport.com.vn

- Website: www.quangninhport.com.vn

4. The Company may establish branches and representative offices within its business areas in order to achieve its operational objectives. The Board of Directors shall decide on the establishment of branches and representative offices within the scope permitted by law.

5. Unless the Company is dissolved prior to its expiry in accordance with Clause 2, Article 57 of this Charter, the term of operation of the Company shall be indefinite from the Date of Establishment.

Article 3. Legal Representative of the Company

1. The Company shall have one (01) legal representative. The General Director shall be the legal representative of the Company. All transaction documents must clearly specify such capacity.

2. The legal representative of the Company is an individual who represents the Company in exercising the rights and performing the obligations arising from the Company's transactions; represents the Company as the petitioner in civil matters, plaintiff, defendant, or person with related rights and obligations before arbitration tribunals and courts, and performs other rights and obligations in accordance with applicable laws..

3. The legal representative of the Company shall have the following responsibilities:

- To exercise the assigned rights and perform the assigned obligations honestly, prudently, and to the best of his/her ability in order to ensure the lawful interests of the Company;
- To be loyal to the interests of the Company; not to abuse his/her position, title, or use information, know-how, business opportunities, or other assets of the Company for personal gain or to serve the interests of other organizations or individuals;
- To promptly, fully, and accurately notify the Company of enterprises in which he/she or his/her related persons act as owners or hold shares or capital contributions.

4. The legal representative of the Company shall bear personal liability for any damage caused to the Company due to a breach of the responsibilities prescribed in Clause 3 of this Article.

5. The legal representative must reside in Viet Nam. In the event that the legal representative exits Viet Nam, he/she must authorize in writing another individual residing in Viet Nam to exercise the rights and perform the obligations of the legal representative. In such case, the legal representative shall remain liable for the performance of the authorized rights and obligations.

6. In the event that upon the expiry of the authorization period as prescribed in Clause 5 of this Article, the legal representative of the Company has not returned to Viet Nam and no further authorization has been granted, the authorized person shall continue to exercise the rights and perform the obligations of the legal representative until the legal representative of the Company resumes his/her duties at the Company or until the Board of Directors appoints another person as the legal representative of the Company.

7. In the event that the legal representative is absent from Viet Nam for more than thirty (30) days without authorizing another person to exercise the rights and perform the obligations of the legal representative of the Company, or in the event that the legal representative dies, is missing, is subject to criminal prosecution, is held in temporary detention, is serving an imprisonment sentence, is subject to administrative handling measures at a compulsory detoxification establishment or compulsory education institution, has limited or lost civil act capacity, has difficulties in cognition or behavior control, or is prohibited by a court from holding certain positions, practicing certain professions, or performing certain jobs, the Board of Directors shall appoint another person as the legal representative of the Company.

CHAPTER III

OBJECTIVES, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY

Article 4. Business Objectives and Lines of Business of the Company

1. Lines of business of the Company:

No.	Industry name	Level
1	Wholesale of rice, wheat, other cereal products, wheat flour	4631
2	Other tourism related activities	7990
3	Repair and maintenance of machinery and equipment	3312
4	Wholesale of agricultural and forestry raw materials (except wood, bamboo) and live animals	4620
5	Food wholesale	4632
6	Wholesale of solid, liquid, gaseous fuels and related products	4671
7	Wholesale of metals and metal ores	4672
8	Wholesale of other construction materials and installation equipment	4673
9	General wholesale	4690
10	Warehousing and storage of goods Details: Provision of warehousing services (excluding real estate	5210

No.	Industry name	Level
	business)	
11	Other specialized wholesale not elsewhere classified	4679
12	Road freight transport	4933
13	Inland waterway passenger transport	5021
14	Loading and unloading of goods Details: - <i>Cargo handling and storage;</i> - <i>Transshipment of goods within the port area</i> <i>(Excluding: Airport cargo handling code 52245)</i>	5224 (Chính)
15	Direct support service activities for water transport <i>Details: Maritime services.</i>	5222
16	Other short-term accommodation services	5520
17	Restaurants and mobile food services	5610
18	Other support services related to transportation; <i>Details:</i> - <i>Freight forwarding services;</i> - <i>Logistics services business.</i> <i>(Excluding air transport support services)</i>	5229
19	Travel agency	7911
20	Tour operator	7912
21	Real estate business, land use rights of owners, users or tenants	6810
22	Wholesale of other machinery, equipment and spare parts	4659
23	Mechanical processing; metal treatment and coating	2592
24	Retail of motor fuels	4730

2. Objectives of the Company:

- a) To conduct business profitably; to preserve and develop the capital invested by shareholders in the Company; to fulfill obligations in accordance with resolutions of the General Meeting of Shareholders; and to ensure a harmonious balance of interests among the State, shareholders, employees, and society.
- b) To improve the living standards of employees and to promote and uphold the Company's corporate culture traditions;

Article 5. Scope of Business and Operations of the Company

The Company is permitted to conduct business activities in the lines of business specified in this Charter which have been duly registered, with any changes to the enterprise registration contents having been notified to the business registration authority and publicly disclosed on the National Enterprise Registration Portal. In the event that the Company engages in conditional business lines, the Company must satisfy all applicable business conditions in accordance with the Law on Investment and relevant specialized laws.

CHAPTER IV

CHARTER CAPITAL AND SHARES

Article 6. Charter Capital and Shares

1. The Charter Capital of the Company is VND 750,499,360,000 (*in words: Seven hundred fifty billion four hundred ninety-nine million three hundred sixty thousand Vietnamese Dong*).

a) Total number of shares of the Company: **75,049,936** shares.

b) Class of shares: Ordinary shares

c) Par value per share: VND **10,000** per share (*in words: Ten thousand Vietnamese Dong*).

2. The Company may change its Charter Capital upon approval by the General Meeting of Shareholders and in compliance with applicable laws.

3. As at the date of adoption of this Charter, all shares of the Company are ordinary shares. The rights and obligations of shareholders holding each class of shares are stipulated in Articles 14 and 15 of this Charter. With respect to ordinary shares: (i) those sold to employees of the Company under commitments for long-term employment upon equitization; (ii) those sold to the Trade Union organization; and (iii) those allocated to strategic investors upon equitization, such shares shall be subject to transfer restrictions and other conditions in accordance with the laws on equitization of state-owned enterprises.

4. The Company may issue other classes of preference shares upon approval by the General Meeting of Shareholders and in compliance with applicable laws.

Ordinary shares must be offered for sale to existing shareholders in priority in proportion to their respective holdings of ordinary shares in the Company, unless otherwise decided by the General Meeting of Shareholders. Any shares not subscribed for by shareholders shall be decided upon by the Board of Directors. The Board of

Directors may allocate such shares to shareholders and other persons on terms not more favorable than those offered to existing shareholders, unless otherwise approved by the General Meeting of Shareholders.

5. The Company may repurchase its own issued shares in accordance with the methods prescribed in this Charter and applicable laws.

6. The Company may issue other types of securities in accordance with applicable laws.

Article 7. Share Certificates

1. Shareholders of the Company shall be issued share certificates corresponding to the number and class of shares they own.

2. A share certificate is a type of security evidencing the lawful rights and interests of its holder in respect of a portion of the share capital of the issuing organization. A share certificate must contain the following particulars:

- a) Name, enterprise registration number, and head office address of the Company;
- b) Number of shares and class of shares;
- c) Par value of each share and the total par value of the shares stated on the share certificate;
- d) Full name, contact address, nationality, and legal identification details of an individual shareholder; or name, enterprise registration number or legal identification details, and head office address of an organizational shareholder;
- d) Signature of the legal representative of the Company;
- e) Registration number in the Company's Register of Shareholders and the date of issuance of the share certificate;
- g) Other particulars as prescribed in Articles 116, 117, and 118 of the Law on Enterprises No. 59/2020/QH14 in respect of share certificates for preference shares.

3. Within five (05) days from the date of submission of a complete application for transfer of share ownership in accordance with the Company's regulations, or within five (05) days from the date of full payment for subscribed shares in accordance with the Company's share issuance plan (or such other period as stipulated in the issuance terms), the owner of such shares shall be issued a share certificate. The shareholder shall not be required to pay the Company any cost for the printing of share certificates.

4. In the event of any errors in the content or form of a share certificate issued by the Company, the lawful rights and interests of the holder of such share certificate shall not be affected. The legal representative of the Company shall be liable for any damage caused by such errors.

5. In the event that a share certificate is lost, damaged, or otherwise destroyed, the shareholder shall be re-issued a share certificate by the Company upon request. Such request must include the following particulars:

- a) Information relating to the share certificate that has been lost, damaged, or otherwise destroyed;
- b) A commitment to assume responsibility for any disputes arising from the re-issuance of the new share certificate.

Article 8. Register of Shareholders

1. The Company shall establish and maintain a Register of Shareholders from the date of issuance of the Enterprise Registration Certificate. The Register of Shareholders may be in the form of a written document, an electronic database, or both.

2. The Register of Shareholders must contain the following principal particulars:

- a) Name and head office address of the Company;
- b) Total number of shares authorized to be offered for sale, classes of shares authorized to be offered, and the number of shares authorized for each class;
- c) Total number of shares sold of each class and the value of paid-up share capital;
- d) Full name, contact address, nationality, and legal identification details of an individual shareholder; or name, enterprise registration number or legal identification details, and head office address of an organizational shareholder;
- d) Number of shares of each class held by each shareholder and the date of share registration

3. The Register of Shareholders shall be kept at the head office of the Company or at the Vietnam Securities Depository and Clearing Corporation. Shareholders shall have the right to inspect, search, extract, and copy the contents of the Register of Shareholders during the working hours of the Company or the Vietnam Securities Depository and Clearing Corporation.

Article 9. Other Securities Certificates

Bond certificates or other securities certificates issued by the Company must bear the signature of the legal representative and the seal of the Company.

Article 10. Share Offering

1. Share offering means the Company increases the number of shares and classes of shares authorized to be offered for sale and sells such shares during its operation in order to increase its Charter Capital.
2. Share offering may be conducted in one of the following forms:
 - a) Offering shares to existing shareholders;
 - b) Public offering of shares;
 - c) Private placement of shares.
3. Public offerings of shares and other forms of share offerings shall be conducted in accordance with the laws on securities and the Law on Enterprises No. 59/2020/QH14.
4. The Company shall register the change in its Charter Capital within ten (10) days from the completion date of the share offering.

Article 11. Transfer of Shares

1. All shares may be freely transferred unless otherwise provided by law. Shares listed or registered for trading on the Vietnam Stock Exchange shall be transferred in accordance with the laws on securities and the securities market.
2. Shares that have not been fully paid for shall not be transferred and shall not be entitled to related rights and benefits, including the right to receive dividends, the right to receive bonus shares issued from equity, the right to subscribe for newly issued shares, and other rights and benefits as prescribed by law.
3. Share transfer fees: Shareholders transferring shares shall be responsible for paying share transfer fees in accordance with the fee schedule prescribed by the Company from time to time.

Article 12. Issuance of Bonds

1. The Company shall have the right to issue bonds, convertible bonds, and other types of bonds in accordance with applicable laws and this Charter.
2. The General Meeting of Shareholders shall decide on the type, total value, and timing of the offering of convertible bonds and bonds with warrants. The adoption of resolutions on private placement of bonds by the Company shall be carried out in accordance with Article 23 of this Charter.
3. Except as provided in Clause 2 of this Article 12, the Board of Directors shall have the authority to decide on the type of bonds, total value of bonds, and timing of issuance, and must report such decisions to the General Meeting of Shareholders at the

nearest meeting. Such report must be accompanied by relevant documents and explanations regarding the Board of Directors' decision on the bond issuance.

CHAPTER V

ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL

Article 13. Organizational Structure, Governance and Control

The organizational structure for management, governance, and control of the Company shall comprise:

1. The General Meeting of Shareholders;
2. The Board of Directors;
3. The Board of Supervisors;
4. The General Director

CHAPTER VI

SHAREHOLDERS AND GENERAL MEETING OF SHAREHOLDERS

Article 14. Rights of Shareholders

1. Ordinary shareholders shall have the following rights:
 - a) To attend and speak at meetings of the General Meeting of Shareholders and to exercise voting rights directly, through authorized representatives, or by other means as prescribed by the Company's Charter and applicable laws. Each ordinary share shall carry one (01) vote;
 - b) To receive dividends at a rate as decided by the General Meeting of Shareholders;
 - c) To be given priority to subscribe for new shares in proportion to their respective holdings of ordinary shares in the Company;
 - d) To freely transfer their shares to others, except as provided in Clause 3; Article 120 and Clause 1, Article 127 of the Law on Enterprises No. 59/2020/QH14 and other relevant laws;
 - d) To examine, search, and extract information on names and contact addresses in the list of shareholders entitled to vote; and to request correction of their inaccurate information;
 - e) To examine, search, extract, or copy the Company's Charter, minutes of meetings of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;

- g) Upon dissolution or bankruptcy of the Company, to receive a portion of the remaining assets in proportion to their shareholding in the Company;
 - h) To request the Company to repurchase their shares in the cases provided in Article 132 of the Law on Enterprises No. 59/2020/QH14;
 - i) To be treated equally. Each share of the same class shall confer equal rights, obligations, and benefits on its holder. In the event that the Company has different classes of preference shares, the rights and obligations attached to such preference shares must be approved by the General Meeting of Shareholders and fully disclosed to shareholders;
 - k) To have full access to periodic and extraordinary information disclosed by the Company in accordance with applicable laws;
 - l) To have their lawful rights and interests protected; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders or the Board of Directors in accordance with the Law on Enterprises No. 59/2020/QH14;
 - m) To have other rights as prescribed by applicable laws and this Charter.
2. A shareholder or a group of shareholders holding five percent (5%) or more of the total ordinary shares shall have the following rights:
- a) To request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with Clauses 3 and 4, Article 115 and Article 140 of the Law on Enterprises No. 59/2020/QH14;
 - b) To examine, search, and extract minutes, resolutions, and decisions of the Board of Directors; semi-annual and annual financial statements; reports of the Board of Supervisors; contracts and transactions subject to approval by the Board of Directors; and other documents, except those relating to the Company's trade secrets and business secrets;
 - c) To request the Board of Supervisors to inspect specific matters relating to the management and operation of the Company when deemed necessary. Such request must be made in writing and include the following particulars: full name, contact address, nationality, and legal identification details of an individual shareholder; or name, enterprise registration number or legal identification details, and head office address of an organizational shareholder; number of shares and date of share registration of each shareholder; total number of shares held by the group of shareholders and the percentage of ownership in the total shares of the Company; matters to be inspected and purposes of the inspection;

d) To propose matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and submitted to the Company no later than three (03) working days prior to the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of shares of each class held, and the matters proposed to be included in the meeting agenda;

d) To have other rights as prescribed by applicable laws and this Charter

3. A shareholder or a group of shareholders holding ten percent (10%) or more of the total ordinary shares shall have the right to nominate candidates to the Board of Directors and the Board of Supervisors. The nomination of candidates to the Board of Directors and the Board of Supervisors shall be conducted as follows:

a) Ordinary shareholders forming a group to nominate candidates to the Board of Directors and the Board of Supervisors must notify the shareholders attending the meeting of such grouping prior to the opening of the General Meeting of Shareholders;

b) Based on the number of members of the Board of Directors and the Board of Supervisors, a shareholder or a group of shareholders as prescribed in this Clause shall have the right to nominate one or more candidates, as determined by the General Meeting of Shareholders, for election to the Board of Directors and the Board of Supervisors. In the event that the number of candidates nominated by such shareholder or group of shareholders is fewer than the number they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Board of Supervisors, and other shareholders.

4. A shareholder or a group of shareholders holding at least one percent (1%) of the total ordinary shares shall have the right, on their own behalf or on behalf of the Company, to initiate legal proceedings to claim personal liability or joint liability against members of the Board of Directors and the General Director in order to require the return of benefits or compensation for damages to the Company or other persons in the following cases:

a) Breach of responsibilities of company managers as prescribed in Article 165 of the Law on Enterprises No. 59/2020/QH14;

b) Failure to perform, improper performance, untimely performance, or performance contrary to the provisions of law, the Company's Charter, or resolutions and decisions of the Board of Directors with respect to assigned rights and obligations;

c) Abuse of position or title, and use of information, know-how, business opportunities, or other assets of the Company for personal gain or for the benefit of other organizations or individuals;

d) Other cases as prescribed by law.

5. Shareholders or groups of shareholders as prescribed in Clause 4 of this Article shall have the right to examine, search, and extract necessary information as decided by a court or arbitral tribunal before or during the course of initiating legal proceedings.

Article 15. Obligations of Shareholders

Ordinary shareholders shall have the following obligations:

1. To fully pay for the number of shares subscribed for in a timely manner.
2. Not to withdraw the capital contributed in the form of ordinary shares from the Company in any form, except where such shares are repurchased by the Company or by another person. In the event that a shareholder withdraws part or all of the contributed share capital in violation of this Clause, such shareholder and persons having related interests in the Company shall be jointly liable for the Company's debts and other property obligations within the value of the withdrawn shares and for any damages incurred.
3. To comply with the Company's Charter and internal management regulations of the Company.
4. To comply with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.
5. To maintain confidentiality of information provided by the Company in accordance with the Company's Charter and applicable laws; to use such information solely for the purpose of exercising and protecting their lawful rights and interests; and not to disclose, copy, or transmit such information to any other organization or individual
6. To attend meetings of the General Meeting of Shareholders and exercise voting rights through the following forms:
 - a) Attending and voting directly at the meeting;
 - b) Authorizing another individual or organization to attend and vote at the meeting;
 - c) Attending and voting via online conference, electronic voting, or other electronic means;
 - d) Sending voting ballots to the meeting by mail, fax, or email;
 - d) Sending voting ballots by other means not contrary to applicable laws and as approved by the General Meeting of Shareholders.

7. To bear personal liability when acting in the name of the Company in any form to carry out any of the following acts:

- a) Violating the law;
 - b) Conducting business or other transactions for personal gain or for the benefit of other organizations or individuals;
 - c) Paying debts that are not yet due in the presence of financial risks to the Company.
8. To fulfill other obligations as prescribed by applicable laws.

Article 16. General Meeting of Shareholders

1. The General Meeting of Shareholders comprises all shareholders with voting rights and is the highest decision-making body of the Company. The General Meeting of Shareholders shall convene an Annual General Meeting once every year within four (04) months from the end of the fiscal year. The Board of Directors may decide to extend the time limit for holding the Annual General Meeting in necessary cases, but not exceeding six (06) months from the end of the fiscal year. In addition to the Annual General Meeting, the General Meeting of Shareholders may convene extraordinary meetings. The venue of the General Meeting of Shareholders shall be determined as the place where the chairperson of the meeting is present and must be within the territory of Viet Nam.

2. The Board of Directors, the Board of Supervisors, and the convenor of the General Meeting of Shareholders must fully comply with the order and procedures for convening a General Meeting of Shareholders in accordance with the Law on Enterprises No. 59/2020/QH14, the Company's Charter, and the internal regulations on corporate governance (if any). The authorization of a representative to attend the General Meeting of Shareholders shall comply with Clause 2, Article 144 of the Law on Enterprises No. 59/2020/QH14.

3. The Board of Directors shall convene annual and extraordinary meetings of the General Meeting of Shareholders. The Board of Directors shall prepare the agenda and arrange an appropriate venue and time to enable shareholders to attend, discuss, and vote on each matter included in the agenda of the General Meeting of Shareholders. The Annual General Meeting of Shareholders shall decide on matters as prescribed in Clause 3, Article 139 of the Law on Enterprises No. 59/2020/QH14, in particular approving the audited annual financial statements. Members of the Board of Directors and members of the Board of Supervisors must attend the Annual General Meeting of Shareholders to answer shareholders' questions at the meeting (if any). In cases of force majeure where attendance is not possible, such members must submit a written report to the Board of Directors and the Board of Supervisors. In the event that the

auditor's report on the Company's annual financial statements contains material qualifications, adverse opinions, or a disclaimer of opinion, the Company must invite a representative of the approved auditing organization that conducted the audit of the Company's financial statements to attend the Annual General Meeting of Shareholders, and such representative shall be responsible for attending the Annual General Meeting of Shareholders.

4. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

- a) When deemed necessary for the interests of the Company;
- b) When the number of remaining members of the Board of Directors or the Board of Supervisors is less than the minimum number as prescribed by law;
- c) At the request of a shareholder or a group of shareholders as prescribed in Clause 2, Article 14 of this Charter; such request must be made in writing, clearly stating the reasons and purposes of the meeting, and must bear the signatures of the relevant shareholders, or be made in multiple documents containing sufficient signatures of the relevant shareholders;
- d) At the request of the Board of Supervisors;
- d) Other cases as prescribed by applicable laws and this Charter.

5. Convening an Extraordinary General Meeting of Shareholders

- a) The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date on which the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls below the level specified in Point b, Clause 4 of this Article, or from the date of receipt of a request as prescribed in Points c and d, Clause 4 of this Article;
- b) In the event that the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in Point a, Clause 5 of this Article, within the following thirty (30) days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises No. 59/2020/QH14;
- c) In the event that the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed in Point b, Clause 5 of this Article, the shareholder or group of shareholders as prescribed in Point c, Clause 4 of this Article shall have the right to represent the Company in convening the General Meeting of Shareholders in accordance with the Law on Enterprises.

In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the Business Registration Authority to supervise the order and procedures for convening, conducting the meeting, and issuing decisions of the General Meeting of Shareholders. All expenses for convening and conducting the General Meeting of Shareholders shall be reimbursed by the Company. Such expenses shall not include costs incurred by shareholders when attending the meeting, including accommodation and travel expenses;

d) Procedures for organizing the General Meeting of Shareholders shall comply with Clause 5, Article 140 of the Law on Enterprises No. 59/2020/QH14

Article 17. Rights and Obligations of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall have the following rights and obligations:

- a) To approve the Company's development orientation;
- b) To decide on the classes of shares and the total number of shares of each class authorized to be offered; and to decide on the annual dividend rate for each class of shares;
- c) To elect, dismiss, and remove members of the Board of Directors and members of the Board of Supervisors;
- d) To decide on investments or the sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total value of assets as recorded in the most recent financial statements of the Company;
- d) To decide on amendments and supplements to the Company's Charter;
- e) To approve the annual financial statements;
- g) To decide on the repurchase of more than ten percent (10%) of the total issued shares of each class;
- h) To review and handle violations committed by members of the Board of Directors and members of the Board of Supervisors that cause damage to the Company and its shareholders;
- i) To decide on the reorganization or dissolution of the Company;
- k) To decide on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;
- l) To approve the internal corporate governance regulations and the operational regulations of the Board of Directors and the Board of Supervisors;

m) To approve the list of approved auditing firms; to decide on the approved auditing firm to audit the Company's operations; and to dismiss the approved auditor when deemed necessary;

n) To exercise other rights and obligations as prescribed by applicable laws.

2. The General Meeting of Shareholders shall discuss and approve the following matters:

a) The Company's annual business plan;

b) The audited annual financial statements;

c) Reports of the Board of Directors on corporate governance and on the performance of the Board of Directors and each of its members;

d) Reports of the Board of Supervisors on the Company's business performance and on the performance of the Board of Directors and the General Director;

đ) Self-assessment reports on the performance of the Board of Supervisors and each Supervisor;

e) Dividend rate for each class of shares;

g) Number of members of the Board of Directors and the Board of Supervisors;

h) Election, dismissal, and removal of members of the Board of Directors and the Board of Supervisors;

i) Decision on the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisors;

k) Approval of the list of approved auditing firms; decision on the approved auditing firm to audit the Company's operations when deemed necessary;

l) Amendments and supplements to the Company's Charter;

m) Classes of shares and the number of new shares to be issued for each class;

n) Division, separation, consolidation, merger, or conversion of the Company;

o) Reorganization and dissolution (liquidation) of the Company and appointment of the liquidator;

p) Decision on investments or the sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total value of assets as recorded in the most recent financial statements of the Company;

q) Decision on the repurchase of more than ten percent (10%) of the total issued shares of each class;

- r) Approval of contracts and transactions between the Company and persons specified in Clause 1, Article 167 of the Law on Enterprises No. 59/2020/QH14 with a value equal to or exceeding thirty-five percent (35%) of the total value of assets of the Company as recorded in the most recent financial statements;
- s) Approval of transactions as prescribed in Clause 4, Article 293 of the Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- t) Approval of the internal corporate governance regulations, the operational regulations of the Board of Directors, and the operational regulations of the Board of Supervisors;
- u) Other matters as prescribed by applicable laws and this Charter.

3. All resolutions and matters included in the meeting agenda must be discussed and voted on at the General Meeting of Shareholders.

Article 18. Authorization to Attend the General Meeting of Shareholders

1. A shareholder or an authorized representative of an organizational shareholder may attend the meeting in person or authorize one or more individuals or organizations to attend the meeting, or attend the meeting through one of the forms prescribed in Clause 3, Article 144 of the Law on Enterprises No. 59/2020/QH14.

2. The authorization of an individual or organization to attend the General Meeting of Shareholders as prescribed in Clause 1 of this Article must be made in writing. The power of attorney shall be prepared in accordance with civil laws and must clearly specify the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the contents and scope of authorization, the term of authorization, and the signatures of both the authorizing party and the authorized party.

The authorized person attending the General Meeting of Shareholders must submit the power of attorney upon registration for attendance. In the case of re-authorization, the attending person must additionally present the original power of attorney from the shareholder or the authorized representative of an organizational shareholder (if it has not been previously registered with the Company).

3. The voting ballots of an authorized representative attending the meeting within the scope of authorization shall remain valid in any of the following cases:

- a) The authorizing person has died, or has limited civil act capacity, or has lost civil act capacity;
- b) The authorizing person has revoked the authorization;

c) The authorizing person has revoked the authority of the person performing the authorization.

This provision shall not apply if the Company has received notice of any of the above events prior to the opening of the General Meeting of Shareholders or prior to the reconvening of the meeting.

Article 19. Variation of Rights

1. Any variation or cancellation of special rights attached to a class of preference shares shall be effective only when approved by shareholders representing at least sixty-five percent (65%) of the total voting votes of all shareholders attending the meeting. A resolution of the General Meeting of Shareholders that adversely changes the rights and obligations of holders of preference shares shall only be adopted if it is approved by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares held by shareholders attending the meeting, or by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares in the case of adoption by written resolution.

2. A meeting of shareholders holding a class of preference shares to approve the above-mentioned variation of rights shall be valid only if attended by at least two (02) shareholders (or their authorized representatives) holding at least one-third (1/3) of the total par value of the issued shares of that class. In the event that the required quorum is not met, the meeting shall be reconvened within thirty (30) days thereafter, and the shareholders holding such class of shares present in person or through authorized representatives (regardless of the number of attendees and shares held) shall constitute a valid quorum. At such meetings, shareholders holding shares of that class present in person or through authorized representatives may request a secret ballot. Each share of the same class shall carry equal voting rights at such meetings.

3. Procedures for conducting such separate meetings shall be implemented in accordance with the provisions of Articles 21, 22, and 23 of this Charter.

4. Unless otherwise provided in the terms of issuance of shares, the special rights attached to classes of preference shares relating to certain or all matters concerning the distribution of profits or assets of the Company shall not be deemed to be varied when the Company issues additional shares of the same class.

Article 20. Convening, Agenda and Notice of Meeting of the General Meeting of Shareholders

1. The Board of Directors shall convene annual and extraordinary General Meetings of Shareholders. The Board of Directors shall convene extraordinary General Meetings of Shareholders in the cases prescribed in Clause 4, Article 16 of this Charter.

2. The convenor of the General Meeting of Shareholders shall perform the following tasks:

- a) To prepare the list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared not more than ten (10) days prior to the date of sending the notice of meeting. The Company must disclose information on the preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days prior to the record date;
- b) To prepare the agenda and contents of the meeting;
- c) To prepare documents for the meeting;
- d) To draft resolutions of the General Meeting of Shareholders based on the proposed agenda; and to prepare the list and detailed information of candidates in the case of election of members of the Board of Directors and the Board of Supervisors;
- đ) To determine the time and venue of the meeting;
- e) To notify and send the notice of meeting to all shareholders entitled to attend the meeting;
- g) To perform other tasks for the purpose of organizing the meeting;
- m) To provide information and handle complaints relating to the list of shareholders

3. The notice of meeting must contain the name, head office address, and enterprise registration number of the Company; the name and contact address of the shareholder; the time and venue of the meeting; and other requirements applicable to attendees. The notice of meeting of the General Meeting of Shareholders shall be sent to all shareholders by a method that ensures delivery to the shareholders' contact addresses, and shall be simultaneously disclosed on the Company's website and on the websites of the State Securities Commission of Vietnam and the Vietnam Stock Exchange where the Company's shares are listed or registered for trading. The convenor of the General Meeting of Shareholders must send the notice of meeting to all shareholders in the list of shareholders entitled to attend the meeting at least twenty-one (21) days prior to the opening date of the meeting (calculated from the date the notice is validly sent or dispatched). The agenda of the General Meeting of Shareholders and documents relating to matters to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In the event that such documents are not enclosed with the notice of meeting, the notice must clearly specify the link to all meeting materials so that shareholders may access them, including:

- a) The meeting agenda and documents to be used at the meeting;

b) The list and detailed information of candidates in the case of election of members of the Board of Directors and the Board of Supervisors;

c) Voting ballots;

d) Draft resolutions for each matter in the meeting agenda.

4. A shareholder or a group of shareholders as prescribed in Clause 2, Article 14 of this Charter shall have the right to propose additional matters for inclusion in the agenda of the General Meeting of Shareholders. Such proposal must be made in writing and submitted to the Company no later than three (03) working days prior to the opening date of the meeting. The proposal must clearly state the name of the shareholder, the number of shares of each class held by such shareholder, and the matter proposed to be included in the meeting agenda.

5. The convenor of the General Meeting of Shareholders shall have the right to refuse the proposal referred to in Clause 4 of this Article in any of the following cases:

a) The proposal is not submitted in accordance with Clause 4 of this Article;

b) At the time of the proposal, the shareholder or group of shareholders does not hold at least five percent (5%) of the ordinary shares as prescribed in Clause 2, Article 14 of this Charter;

c) The proposed matter does not fall within the decision-making authority of the General Meeting of Shareholders;

d) Other cases as prescribed by applicable laws and this Charter

6. The convenor of the General Meeting of Shareholders must accept and include the proposal referred to in Clause 4 of this Article in the proposed agenda and contents of the meeting, except for the cases specified in Clause 5 of this Article. The proposal shall be officially added to the agenda and contents of the meeting if it is approved by the General Meeting of Shareholders.

Article 21. Conditions for Conducting the General Meeting of Shareholders

1. A General Meeting of Shareholders shall be conducted when the number of attending shareholders represents more than fifty percent (50%) of the total voting votes.

2. In the event that the first meeting does not meet the conditions for proceeding as prescribed in Clause 1 of this Article, a notice for the second meeting shall be sent within thirty (30) days from the intended date of the first meeting. The second General

Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least thirty-three percent (33%) of the total voting votes.

3. In the event that the second meeting does not meet the conditions for proceeding as prescribed in Clause 2 of this Article, a notice for the third meeting must be sent within twenty (20) days from the intended date of the second meeting. The third General Meeting of Shareholders shall be conducted regardless of the total number of voting votes of the attending shareholders

4. Only the General Meeting of Shareholders shall have the authority to decide on any changes to the meeting agenda that has been sent together with the notice of meeting in accordance with Article 20 of this Charter.

Article 22. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders

1. Prior to the opening of the meeting, the Company must carry out shareholder registration procedures and shall continue such registration until all shareholders entitled to attend the meeting have completed registration, in accordance with the following procedures:

a) Upon registration, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, which shall specify the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting votes of such shareholder. The General Meeting of Shareholders shall discuss and vote on each matter in the meeting agenda. Voting shall be conducted by approving votes, disapproving votes, and abstentions. At the meeting, approval votes shall be collected first, followed by disapproval votes; the total number of approval and disapproval votes shall then be counted to determine the result. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting. The General Meeting of Shareholders shall elect persons responsible for vote counting or supervising the vote counting upon the proposal of the Chairperson. The number of members of the vote counting committee shall be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting;

b) Shareholders, authorized representatives of organizational shareholders, or authorized persons who arrive after the opening of the meeting shall have the right to register immediately and, after registration, to participate in and vote at the meeting. The Chairperson shall not be required to suspend the meeting to allow latecomers to register, and the validity of matters already voted on prior to their arrival shall remain unchanged.

2. The election of the Chairperson, the secretary, and the vote counting committee shall be conducted as follows:

a) The Chairman of the Board of Directors shall act as the Chairperson or may authorize another member of the Board of Directors to act as the Chairperson of the General Meeting of Shareholders convened by the Board of Directors. In the event that the Chairman is absent or temporarily unable to perform his/her duties, the remaining members of the Board of Directors shall elect one of them to act as the Chairperson of the meeting on the basis of majority voting. If no Chairperson can be elected, the Head of the Board of Supervisors shall preside over the meeting for the purpose of enabling the General Meeting of Shareholders to elect a Chairperson from among the attendees, and the person receiving the highest number of votes shall act as the Chairperson;

b) Except for the case specified in Point a of this Clause, the person who signs the decision to convene the General Meeting of Shareholders shall preside over the meeting for the purpose of enabling the General Meeting of Shareholders to elect the Chairperson, and the person receiving the highest number of votes shall act as the Chairperson;

c) The Chairperson shall appoint one or more persons as the secretary(ies) of the meeting;

d) The General Meeting of Shareholders shall elect one or more persons to the vote counting committee upon the proposal of the Chairperson of the meeting

3. The agenda and contents of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically determine the time allocated for each matter included in the meeting agenda.

4. The Chairperson of the meeting shall have the right to implement necessary and reasonable measures to conduct the General Meeting of Shareholders in an orderly manner, in accordance with the approved agenda, and reflecting the will of the majority of attendees.

a) To arrange seating at the venue of the General Meeting of Shareholders;

b) To ensure the safety of all persons present at the meeting venues;

c) To facilitate shareholders in attending (or continuing to attend) the meeting. The convenor of the General Meeting of Shareholders shall have full authority to change the above measures and to apply all necessary measures. Such measures may include the issuance of admission passes or the application of other selection methods.

5. The General Meeting of Shareholders shall discuss and vote on each matter included in the agenda. Voting shall be conducted by approval votes, disapproval votes, and

abstentions. The results of vote counting shall be announced by the Chairperson immediately prior to the closing of the meeting.

6. Shareholders or their authorized representatives who arrive after the opening of the meeting shall still be entitled to register and to participate in voting immediately after registration; in such cases, the validity of matters already voted on prior to their arrival shall remain unchanged.

7. The convenor or the Chairperson of the General Meeting of Shareholders shall have the following rights:

- a) To require all attendees to undergo inspection or other lawful and reasonable security measures;
- b) To request competent authorities to maintain order at the meeting; and to expel from the meeting any persons who fail to comply with the Chairperson's authority, intentionally cause disorder, obstruct the normal conduct of the meeting, or fail to comply with security inspection requirements.

8. The Chairperson shall have the right to adjourn a General Meeting of Shareholders that has met the quorum, for a period not exceeding three (03) working days from the originally scheduled opening date, and may only adjourn or change the venue of the meeting in the following cases:

- a) The meeting venue does not have sufficient seating capacity for all attendees;
- b) The communication facilities at the meeting venue do not ensure that attending shareholders can participate in discussions and voting;
- c) There are attendees who obstruct or disrupt order, creating a risk that the meeting cannot be conducted in a fair and lawful manner.

9. In the event that the Chairperson adjourns or suspends the General Meeting of Shareholders in contravention of Clause 8 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the Chairperson and preside over the meeting until its conclusion; all resolutions adopted at such meeting shall remain valid and effective.

10. In the event that the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company shall be responsible for ensuring that shareholders can attend and vote by electronic voting or other electronic means in accordance with Article 144 of the Law on Enterprises No. 59/2020/QH14 and Clause 3, Article 273 of the Decree No. 155/2020/ND-CP dated 31. December

2020 of the Government detailing the implementation of a number of articles of the Law on Securities.

Article 23. Conditions for Adoption of Resolutions of the General Meeting of Shareholders

1. The General Meeting of Shareholders shall adopt all matters within its authority either by direct voting at the meeting or by obtaining written opinions from shareholders.
2. Resolutions on the following matters shall be adopted if approved by shareholders representing at least sixty-five percent (65%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 5, 6, and 7 of this Article:
 - a) Classes of shares and the total number of shares of each class;
 - b) Changes in business lines and sectors;
 - c) Changes in the organizational and management structure of the Company;
 - d) Investment projects or sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total value of assets as recorded in the most recent financial statements of the Company;
 - đ) Reorganization or dissolution of the Company.
3. Resolutions shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting votes of all shareholders attending and voting at the meeting, except for the cases specified in Clauses 2, 5, 6, and 7 of this Article.
4. Resolutions of the General Meeting of Shareholders adopted by one hundred percent (100%) of the total voting shares shall be lawful and effective even if the order and procedures for convening the meeting and adopting such resolutions are not in compliance with the provisions of the Law on Enterprises No. 59/2020/QH14 and this Charter.
5. In the case of adoption of resolutions by written opinions, a resolution of the General Meeting of Shareholders shall be adopted if approved by shareholders representing more than fifty percent (50%) of the total voting votes of all shareholders entitled to vote.
6. The election of members of the Board of Directors and the Board of Supervisors must be conducted by the cumulative voting method, whereby each shareholder shall have a total number of votes corresponding to the number of shares owned multiplied by the number of members to be elected to the Board of Directors or the Board of Supervisors, and such shareholder shall have the right to allocate all or part of his/her

votes to one or several candidates. Candidates receiving the highest number of votes shall be elected as members of the Board of Directors or the Board of Supervisors in descending order of votes, starting from the candidate with the highest number of votes until the required number of members as stipulated in the Company's Charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last position, a re-election shall be conducted among those candidates, or selection shall be made in accordance with the criteria set out in the election regulations, ensuring compliance with applicable laws and this Charter.

7. A resolution of the General Meeting of Shareholders that adversely changes the rights and obligations of holders of preference shares shall only be adopted if it is approved by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares held by shareholders attending the meeting, or by shareholders holding at least seventy-five percent (75%) of the total number of such class of preference shares in the case of adoption by written opinions.

Article 24. Authority and Procedures for Collecting Shareholders' Written Opinions to Adopt Resolutions of the General Meeting of Shareholders

The authority and procedures for collecting shareholders' written opinions to adopt resolutions of the General Meeting of Shareholders shall be implemented as follows:

1. The Board of Directors shall have the right to obtain written opinions from shareholders to adopt resolutions of the General Meeting of Shareholders at any time and on any matter when deemed necessary for the interests of the Company.
2. The Board of Directors must prepare the opinion solicitation forms, draft resolutions of the General Meeting of Shareholders, explanatory documents for such draft resolutions, and send them to all shareholders entitled to vote no later than ten (10) days prior to the deadline for returning the opinion forms. The requirements and methods for sending the opinion forms and accompanying documents shall comply with Clause 3, Article 20 of this Charter
3. An opinion solicitation form must contain the following principal contents:
 - a) Name, head office address, and enterprise registration number of the Company;
 - b) Purpose of the opinion solicitation;
 - c) Full name, contact address, nationality, and legal identification of an individual shareholder; name, enterprise registration number or legal identification of an organizational shareholder, and its head office address; or full name, contact address, nationality, and legal identification of the representative of an organizational

shareholder; number of shares of each class and the corresponding voting votes of the shareholder;

d) Matters to be voted on for adoption of decisions;

đ) Voting options, including approval, disapproval, and abstention for each matter;

e) Deadline for returning the completed opinion solicitation forms to the Company;

g) Full name and signature of the Chairman of the Board of Directors

4. Shareholders may return completed opinion solicitation forms to the Company by mail, fax, or email as follows:

a) In the case of submission by mail, the completed opinion form must bear the signature of the individual shareholder, or the authorized representative or legal representative of an organizational shareholder. The opinion form must be placed in a sealed envelope, which must not be opened prior to the vote counting;

b) In the case of submission by fax or email, the opinion forms must be kept confidential until the time of vote counting;

c) Opinion forms received after the deadline specified in the form, or those opened in the case of mail submission, or disclosed in the case of fax or email submission, shall be deemed invalid. Opinion forms not returned shall be deemed as non-participation in voting.

5. The Board of Directors shall conduct vote counting and prepare a vote counting record in the presence of the Board of Supervisors or shareholders who do not hold managerial positions in the Company. The vote counting record must include the following principal contents:

a) Name, head office address, and enterprise registration number of the Company;

b) Purpose and matters to be voted on for adoption of resolutions;

c) Number of shareholders and total voting votes participating in the voting, specifying valid and invalid votes, and the method of submission of voting forms, together with an appendix listing the shareholders participating in the voting;

d) Total number of approval votes, disapproval votes, and abstentions for each matter;

đ) Matters adopted and the corresponding approval ratios;

e) Full names and signatures of the Chairman of the Board of Directors, the vote counters, and the vote counting supervisors.

Members of the Board of Directors, vote counters, and vote counting supervisors shall be jointly liable for the truthfulness and accuracy of the vote counting record and jointly liable for any damages arising from resolutions adopted due to dishonest or inaccurate vote counting

6. The vote counting record and resolutions must be sent to shareholders within fifteen (15) days from the completion of vote counting. The sending of such documents may be replaced by publication on the Company's website within twenty-four (24) hours from the completion of vote counting.

7. Completed opinion solicitation forms, the vote counting record, adopted resolutions, and related documents attached to the opinion solicitation forms must be retained at the Company's head office.

Article 25. Resolutions and Minutes of the General Meeting of Shareholders

1. The General Meeting of Shareholders (GMS) must be recorded in minutes and may be audio-recorded or stored in other electronic forms. The minutes shall be prepared in Vietnamese and may also be prepared in a foreign language, and must include the following principal contents:

- a) Name, head office address, and enterprise registration number of the Company;
- b) Time and venue of the GMS;
- c) Meeting agenda and contents of the meeting;
- d) Full name of the Chairperson and the Secretary;
- dd) Summary of the meeting proceedings and shareholders' opinions expressed at the GMS on each item of the agenda;
- e) Number of shareholders and total voting shares of attending shareholders; attached list of attending shareholders and their authorized representatives, specifying number of shares and corresponding voting rights;
- g) Total votes for each matter, clearly stating voting method, number of valid votes, invalid votes, votes in favor, against, and abstentions; and corresponding percentages of total voting shares of attending shareholders;
- h) Matters approved and corresponding approval ratios;
- i) Full name and signatures of the Chairperson and the Secretary.

Where the Chairperson and/or Secretary refuse to sign the minutes, the minutes shall still be valid if signed by all other members of the Board of Directors attending the

meeting and containing all required contents under this Clause. The minutes must clearly state the refusal to sign.

2. The minutes of the GMS must be completed and approved before the end of the meeting. The Chairperson, Secretary, or other signatories to the minutes shall be jointly responsible for the truthfulness and accuracy of the contents of the minutes.

3. Minutes prepared in Vietnamese and in a foreign language shall have equal legal validity. In case of any discrepancy between the Vietnamese version and the foreign language version, the Vietnamese version shall prevail.

4. Resolutions, minutes of the GMS, the attached list of attending shareholders with signatures, powers of attorney for attendance, all appendices to the minutes (if any), and other documents attached to the meeting notice must be disclosed in accordance with securities disclosure regulations and retained at the Company's head office.

5. A resolution of the General Meeting of Shareholders takes effect from the date of approval or from the effective date stated in such resolution.

Article 26. Request for Cancellation of Resolutions of the General Meeting of Shareholders

Within 90 days from the date of receipt of the resolution or minutes of the General Meeting of Shareholders (GMS), or the minutes of vote counting results of the GMS, shareholders or groups of shareholders as prescribed in Clause 2, Article 14 of this Charter have the right to request a Court or Arbitration to review and cancel all or part of a GMS resolution in the following cases:

- a) The order and procedures for convening the meeting and adopting decisions of the GMS seriously violate the provisions of the Law on Enterprises and this Charter, except for the case specified in Clause 4, Article 23 of this Charter;
- b) The contents of the resolution violate the law or this Charter .

CHAPTER VII

BOARD OF DIRECTORS

Article 27. Nomination and Candidacy for Members of the Board of Directors

1. Where candidates for the Board of Directors have been identified, the Company must disclose information relating to such candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website, so that shareholders may review the candidates before voting. Each Board of Directors candidate must provide a written commitment confirming the truthfulness and accuracy of the personal information disclosed, and must also commit to performing

their duties honestly, prudently, and in the best interests of the Company if elected as a member of the Board of Directors. Information disclosed regarding Board of Directors candidates includes:

- a) Full name, date of birth;
- b) Professional qualifications;
- c) Work history;
- d) Other managerial positions held (including Board of Directors positions in other companies);
- d) Interests related to the Company and its related parties;
- e) Other information (if any) as prescribed in the Company's Charter;
- g) A public company is responsible for disclosing information on companies in which the candidate currently holds Board member positions, other managerial positions, and any related interests in such companies (if any).

2. Shareholders or groups of shareholders owning 10% or more of total ordinary shares are entitled to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter.

3. Ordinary shareholders have the right to pool their voting rights to nominate Board of Directors candidates. A shareholder or group of shareholders holding: From 10% to under 20%: up to 01 candidate; From 20% to under 30%: up to 02 candidates; From 30% to under 40%: up to 03 candidates; From 40% to under 50%: up to 04 candidates; From 50% to under 60%: up to 05 candidates; From 60% to under 70%: up to 06 candidates; From 70% or more: full entitlement to nominate all required members

4. In case the number of BOD candidates through nomination and self-nomination is still insufficient under Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall propose additional candidates or organize nomination in accordance with this Charter, the Company's Internal Governance Regulations, and the BOD's Operating Regulations. The proposal of additional candidates by the incumbent BOD must be clearly disclosed before the GMS votes for election of BOD members in accordance with applicable law.

5. Members of the Board of Directors must meet the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Law on Enterprises and this Charter.

Article 28. Composition and Term of Office of Members of the Board of Directors

1. The Board of Directors shall consist of 03 members.

2. The term of office of a member of the Board of Directors is 05 years and such member may be re-elected for an unlimited number of terms. A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors or Members' Council in no more than 05 other companies. An individual may be elected as an independent member of the Board of Directors of a company for no more than 02 consecutive terms. In the event that all members of the Board of Directors simultaneously end their terms, such members shall continue to perform their duties as members of the Board of Directors until new members are elected to replace them and assume their duties.

3. The structure of the Board of Directors shall be as follows:

The structure of the Board of Directors of a public company must ensure that at least one-third (1/3) of the total members are non-executive members. The Company shall minimize the number of Board members concurrently holding executive positions in the Company in order to ensure the independence of the Board of Directors.

At the time the Company is listed, the structure of the Board of Directors must ensure the number of independent members in accordance with Clause 4, Article 276 of Decree No. 155/2020/ND-CP.

4. A member of the Board of Directors shall cease to hold such position if removed, dismissed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Law on Enterprises.

5. The appointment of members of the Board of Directors must be disclosed in accordance with securities disclosure regulations.

6. A member of the Board of Directors is not required to be a shareholder of the Company.

Article 29. Powers and Duties of the Board of Directors

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company in deciding and exercising the Company's rights and obligations, except for matters falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are governed by law, the Company's Charter, and resolutions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties:

a) To decide on the Company's development strategy, medium-term development plans, and annual business plans;

- b) To propose the types of shares and the total number of shares of each type permitted to be offered for sale;
- c) To decide on the sale of unissued shares within the number of shares permitted to be offered for each type; to decide on raising additional capital in other forms;
- d) To determine the offering price of shares and bonds of the Company;
- d) To decide on the repurchase of shares in accordance with Clauses 1 and 2, Article 133 of the Law on Enterprises;
- e) To approve investment plans and investment projects within the authority and limits prescribed by law;
- g) To decide on market development solutions, marketing, and technology development;
- h) To approve contracts for purchase, sale, borrowing, lending, and other contracts or transactions with a value equal to or greater than 35% of the total assets recorded in the most recent financial statements of the Company, except for contracts or transactions under the authority of the General Meeting of Shareholders as prescribed by law and Article 17, Point b, Clause 6, Article 45 of this Charter;
- i) To elect, dismiss, or remove the Chairperson of the Board of Directors; to appoint, dismiss, sign or terminate contracts with the General Director; to decide on salaries, remuneration, bonuses, and other benefits of such managers; to appoint authorized representatives to participate in Members' Councils or General Meetings of Shareholders in other companies; and to decide on remuneration and other benefits of such representatives
- k) To supervise and direct the General Director and other managers in the day-to-day business operations of the Company;
- l) To decide on the organizational structure and internal management regulations of the Company; to decide on the establishment of subsidiaries, branches, and representative offices; and to decide on capital contribution, share acquisition in other enterprises; to decide on increases or decreases in contributed capital, changes in capital contribution ratios, transfer of investment capital, and rights to purchase shares/capital contributions of the Company in other enterprises, except for cases under the authority of the General Meeting of Shareholders as prescribed by law and this Charter;
- m) To approve the agenda, contents, and documents for the General Meeting of Shareholders; and to convene the General Meeting of Shareholders or collect shareholders' written opinions for adoption of resolutions;

- n) To submit the annual audited financial statements to the General Meeting of Shareholders;
- o) To propose dividend payment levels; to decide on the timing and procedures for dividend payment or handling of losses arising in business operations;
- p) To propose reorganization, dissolution of the Company; and to request bankruptcy proceedings of the Company;
- q) To issue the Regulations on the Operation of the Board of Directors and the Internal Corporate Governance Regulations after approval by the General Meeting of Shareholders; to issue the Regulations on the Audit Committee under the Board of Directors and the Company's Information Disclosure Regulations;
- s) Other rights and obligations as prescribed by the Law on Enterprises, the Law on Securities, other applicable laws, and this Charter

3. The Board of Directors shall adopt resolutions and decisions by voting at meetings or by written opinion collection. Each member of the Board of Directors has one vote.

4. In case a resolution or decision of the Board of Directors is adopted in violation of law, resolutions of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, members who voted in favor of such resolution or decision shall be jointly and severally liable for the resolution or decision and must compensate the Company for any damage incurred. Members who voted against such resolution or decision shall be exempt from liability. In such cases, shareholders of the Company have the right to request a Court to suspend or annul the resolution or decision.

5. The Board of Directors shall report its performance results to the General Meeting of Shareholders in accordance with Article 280 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing a number of articles of the Law on Securities.

6. Members of the Board of Directors have the right to request the General Director, Deputy General Directors, and other managers in the Company to provide information and documents regarding the Company's financial situation and business operations, as well as those of its subsidiaries or units

Article 30. Remuneration, Bonuses and Other Benefits of Members of the Board of Directors

1. The Company is entitled to pay remuneration and bonuses to members of the Board of Directors based on business results and operational efficiency.

2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. Work remuneration shall be calculated based on the number of working days required to perform the duties of each Board member and the daily remuneration rate. The Board of Directors shall determine the remuneration level for each member on the basis of consensus. The total remuneration and bonuses of the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.
3. The remuneration of each member of the Board of Directors shall be included in the Company's business expenses in accordance with the law on corporate income tax, presented as a separate item in the Company's annual financial statements, and reported to the General Meeting of Shareholders at the annual meeting.
4. Members of the Board of Directors holding executive positions, serving on Board committees, or performing duties beyond the normal scope of a Board member may be entitled to additional remuneration in the form of a lump-sum payment per assignment, salary, commission, profit percentage, or other forms as decided by the Board of Directors.
5. Members of the Board of Directors are entitled to reimbursement of all reasonable travel, meal, accommodation, and other expenses they have incurred in the performance of their duties, including expenses incurred when attending meetings of the General Meeting of Shareholders, the Board of Directors, or its committees.
6. Members of the Board of Directors may be insured under liability insurance purchased by the Company upon approval of the General Meeting of Shareholders. Such insurance does not cover liabilities of Board members arising from violations of law or the Company's Charter.

Article 31. Chairman of the Board of Directors

1. The Board of Directors shall elect one of its members Chairman of the Board of Directors; dismiss its Chairman.
2. The Chairman of the Board of Directors shall not concurrently hold the position of General Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
 - a) Plan the activities of the Board of Directors;
 - b) Draw up agenda and prepare documents for meetings of the Board of Directors; convene and chair the meetings;
 - c) Organize the ratification of resolutions and decisions of the Board of Directors;

d) Supervise the implementation of resolutions and decisions of the Board of Directors;

d) Chair the GMS;

e) Other rights and obligations prescribed by Law on Enterprises and this charter.

4. In case the Chairman of the Board of Directors submits a resignation letter or is dismissed or removed, the Board of Directors shall elect a replacement within 10 days from the date of receipt of the resignation letter or the dismissal/removal decision..

5. In case the Chairman of the Board of Directors is absent or unable to perform his/her duties, he/she must authorize another member in writing to exercise the rights and perform the obligations of the Chairman of the Board of Directors. Where no authorized person is available, or the Chairman of the Board of Directors dies, is missing, is temporarily detained, is serving a prison sentence, is subject to compulsory drug rehabilitation or compulsory education measures, has absconded from residence, is restricted or has lost civil act capacity, has difficulties in perception and behavior control, or is prohibited by a court from holding certain positions, practicing professions, or performing certain jobs, the remaining members of the Board of Directors shall elect one among them to act as Chairman of the Board of Directors by majority vote of the remaining members until a new decision is made by the Board of Directors.

Article 32. Meetings of the Board of Directors

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 07 working days from the date of completion of the election of such Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest voting ratio. In case there are more than one member with the highest and equal number of votes or voting ratios, the members shall elect one of them by majority principle to convene the meeting of the Board of Directors.

2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings.

3. The Chairman of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:

a) Upon request of the Supervisory Board or an independent member of the Board of Directors;

b) Upon request of the General Director or at least five other managers;

c) Upon request of at least two members of the Board of Directors;

d) Other cases as provided in this Charter.

4. The request specified in Clause 3 of this Article must be made in writing, clearly stating the purpose, issues to be discussed, and matters within the authority of the Board of Directors for decision.

5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receipt of the request specified in Clause 3 of this Article. If the Chairman fails to convene the meeting upon request, he/she shall be responsible for any damages arising to the Company; the requesting party shall have the right to replace the Chairman to convene the Board of Directors meeting.

6. The Chairman of the Board of Directors or the person convening a meeting of the Board of Directors must send the meeting invitation at least 03 working days before the meeting date. The notice of meeting must clearly specify the time and venue, agenda, matters for discussion and decision. The meeting notice must be accompanied by documents to be used at the meeting and voting ballots of the members.

The notice of meeting of the Board of Directors may be sent by invitation letter, telephone, fax, electronic means, or other methods as provided in the Company's Charter, provided that it ensures delivery to the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the convening person shall send the meeting notice and accompanying documents to the members of the Supervisory Board in the same manner as for Board members.

Members of the Supervisory Board are entitled to attend meetings of the Board of Directors; they may participate in discussions but are not entitled to vote.

8. A meeting of the Board of Directors shall be conducted when at least three-fourths (3/4) of the total members attend. In case the meeting convened under this Clause does not meet the required attendance, a second meeting shall be convened within 07 days from the intended date of the first meeting. In this case, the meeting may proceed if more than half of the members of the Board of Directors attend.

9. A member of the Board of Directors shall be considered as attending and voting at the meeting in the following cases:

a) Direct attendance and voting at the meeting;

b) Authorizing another person to attend and vote in accordance with Clause 11 of this Article;

c) Attending and voting via online conferencing, electronic voting, or other electronic means;

d) Sending voting ballots to the meeting via postal mail, fax, or email.

10. In case voting ballots are sent to the meeting by post, the voting ballot must be placed in a sealed envelope and must be delivered to the Chairman of the Board of Directors at least 01 hour before the opening of the meeting. Voting ballots shall only be opened in the presence of all attendees.

11. Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote on his/her behalf if approved by a majority of the Board of Directors.

12. Resolutions and decisions of the Board of Directors shall be adopted when approved by a majority of the attending members. In case of a tie vote, the final decision shall follow the opinion of the Chairman of the Board of Directors

13. Minutes of a meeting of the Board of Directors must be prepared in detail and clearly, including the full name and signature of the chairperson and the minute-taker. In case the chairperson and/or the minute-taker refuse to sign the minutes, but the minutes are signed by all other members of the Board of Directors attending the meeting and approved, and contain all contents specified in points a, b, c, d, dd, e, g, and h Clause 1 Article 158 of the Law on Enterprises, such minutes shall remain valid. The minutes must clearly state the refusal of the chairperson and/or minute-taker to sign the minutes. The signatories of the minutes shall be jointly responsible for the accuracy and truthfulness of the Board of Directors meeting minutes. The chairperson and the minute-taker shall bear personal responsibility for any damage caused to the Company due to refusal to sign the minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws.

The minutes of the Board of Directors meeting and all documents used in such meeting must be archived at the Company's head office.

Article 33. Adoption of Resolutions and Decisions of the Board of Directors by Written Consultation

1. At his/her discretion, the Chairman of the Board of Directors or a member of the Board of Directors as prescribed in Clause 4, Article 156 of the Law on Enterprises 2020 (the "Person in charge of collecting written opinions of the Board of Directors") shall decide on the collection of written opinions from members of the Board of Directors for the purpose of approving matters within the authority of the Board of Directors. Each member of the Board of Directors shall have one vote.

2. The order and procedures for collecting written opinions of members of the Board of Directors shall be implemented as follows:

a) The Person in charge of collecting written opinions of the Board of Directors shall be responsible for organizing the drafting and sending of reports and documents on the matters to be decided, as well as the written voting form, to the members of the Board of Directors. The written voting form must include the following main contents:

- Full name and signature of the Person in charge of collecting written opinions;
- Full name and signature of the members of the Board of Directors;
- The issues to be consulted and the corresponding voting options, including “approve”, “disapprove”, and “no opinion”;
- The final deadline for returning the completed voting form to the Company;
- A blank section for recording opinions and signatures of the members of the Board of Directors being consulted.

b) The written opinion form must be fully completed, signed by the members of the Board of Directors, and submitted to the Company within the time limit specified in the written opinion form. In case the Company does not receive the written opinion form from a member of the Board of Directors by the prescribed deadline, such member shall be deemed to have no opinion on the matters being consulted (except where a member of the Board of Directors considers that additional time is needed for review before giving an opinion, and obtains the approval of the Person in charge of collecting written opinions of the Board of Directors via written document, email, telephone, or other forms; in such case, the written opinion form may be submitted after the deadline stated in the form, but no later than 03 working days after the deadline).

c) The written opinion form of the members of the Board of Directors must be sent to the members at least three (03) working days prior to the deadline for submission of the written opinion form, and must be accompanied by relevant documents regarding the matters being consulted, or within a shorter period as decided by the Person in charge of collecting written opinions of the Board of Directors where necessary and/or in the interest of the Company. The sending of the written opinion form may be conducted through one or more of the following methods:

- Sending by registered mail to the contact addresses of the members of the Board of Directors;
- Sending by email to the registered email addresses of the members of the Board of Directors;

- Direct delivery in paper form to the members of the Board of Directors

d) Counting votes for written opinions of members of the Board of Directors

The Person in charge of collecting written opinions of the Board of Directors shall be responsible for organizing the vote counting (including but not limited to determining the composition of the vote-counting committee, time, place of vote counting, etc.), preparing a report and notifying the vote-counting results and the resolutions approved to the members of the Board of Directors within five (05) working days from the date of expiry of the deadline for submitting written opinions to the Company. The vote-counting report shall have the same legal validity as the Minutes of the Board of Directors meeting and must include the following main contents:

- Name, head office address, and enterprise registration number;
- Purpose and contents of the written consultation;
- Names of Board members being consulted; names of Board members who are not allowed to vote on the matters being consulted;
- Names of Board members who submitted written opinions and those who did not submit written opinions to the Company;
- Matters being consulted and voted on; summary of opinions of Board members on each matter (if any);
- Vote counting results, clearly stating each member's vote as "approve", "disapprove", or "no opinion";
- Resolutions adopted and corresponding voting ratios;
- Full names and signatures of the vote counter and the Person in charge of collecting written opinions of the Board of Directors. The Person in charge of collecting written opinions and the vote counter shall be jointly responsible for the truthfulness and accuracy of the vote-counting report, and jointly liable for any damages arising from resolutions adopted based on inaccurate or untruthful vote counting.

e) The completed written opinion forms, the vote-counting report, the adopted resolutions, and all related documents sent together with the written opinion forms must be archived at the Company's head office.

f) Resolutions and decisions adopted by way of written consultation of members of the Board of Directors shall have the same validity as resolutions and decisions adopted through voting at a meeting of the Board of Directors.

Article 34. Committees under the Board of Directors

1. The Board of Directors may establish its subordinate committees responsible for development policies, human resources, remuneration, internal audit, and risk management. The number of members of each committee shall be decided by the Board of Directors, with a minimum of three (03) members, including both Board members and external members. Non-executive Board members shall constitute the majority of each committee, and one of these members shall be appointed as the Committee Chair in accordance with a resolution of the Board of Directors. The operation of each committee must comply with the regulations of the Board of Directors. A committee resolution shall only be valid when approved by a majority of attending and voting members at the committee meeting.
2. The implementation of decisions of the Board of Directors or its subordinate committees must comply with applicable laws, this Charter, and the Company's Internal Governance Regulations.

Article 35. Corporate Governance Officer

1. The Board of Directors of the Company shall appoint at least one (01) Corporate Governance Officer to support corporate governance activities within the Company. The Corporate Governance Officer may concurrently act as the Company Secretary in accordance with Clause 5, Article 156 of the Law on Enterprises.
2. The Corporate Governance Officer must satisfy the following criteria:
 - a) Have knowledge of laws and regulations;
 - b) Not concurrently work for the approved auditing organization that is conducting audits of the Company's financial statements;
 - c) Other criteria as prescribed by law and as decided by the Board of Directors.
3. The Corporate Governance Officer shall have the following rights and obligations:
 - a) To advise the Board of Directors in organizing General Meetings of Shareholders in accordance with regulations and in handling matters relating to the Company and its shareholders;
 - b) To prepare meetings of the Board of Directors, Supervisory Board, and General Meeting of Shareholders at the request of the Board of Directors or the Supervisory Board;
 - c) To provide advice on meeting procedures;
 - d) To attend meetings;

- d) To advise on procedures for drafting resolutions of the Board of Directors in compliance with applicable laws;
- e) To provide financial information, copies of Board meeting minutes, and other information to members of the Board of Directors and Supervisory Board;
- g) To monitor and report to the Board of Directors on the Company's information disclosure activities;
- h) To act as the focal point of communication with relevant stakeholders;
- i) To maintain confidentiality of information in accordance with applicable laws and this Charter;
- k) Other rights and obligations as prescribed by law and this Charter.

CHAPTER VIII

GENERAL DIRECTOR AND OTHER EXECUTIVE OFFICERS

Article 36. Management Structure

The Company's management system must ensure that the management apparatus is responsible to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's day-to-day business operations. The Company shall have a General Director, Deputy General Directors, the Chief Accountant, and other managerial positions appointed by the Board of Directors. The appointment, dismissal, and removal of the above positions must be approved by a resolution or decision of the Board of Directors.

Article 37. Executive Officers of the Company

1. Executive officers of the Company include the General Director, Deputy General Directors, and the Chief Accountant.
2. At the proposal of the General Director and with the approval of the Board of Directors, the Company may employ other executive officers in such number and with such qualifications as appropriate to the organizational structure and management regulations of the Company as prescribed by the Board of Directors. Executive officers are responsible for assisting the Company in achieving its operational and organizational objectives.
3. The General Director shall receive salary and bonuses. The salary and bonus of the General Director shall be determined by the Board of Directors.
4. The salaries of executive officers shall be included in the Company's business expenses in accordance with the law on corporate income tax, shall be presented as a

separate item in the Company's annual financial statements, and shall be reported to the General Meeting of Shareholders at its annual meeting.

Article 38. Appointment, Dismissal, Duties and Powers of the General Director

1. The Board of Directors shall appoint one member of the Board of Directors or hire another person to serve as the General Director.

2. The General Director is the person who manages the Company's day-to-day business operations; is subject to supervision by the Board of Directors; and is responsible to the Board of Directors and to the law for the performance of assigned rights and obligations.

3. The term of office of the General Director shall not exceed 05 years and may be reappointed for an unlimited number of terms. The General Director must satisfy the standards and conditions prescribed by law and this Charter as follows:

- a) Not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
- b) Not be a relative of any enterprise manager, Supervisor of the Company or its parent company; or a representative of state capital or enterprise capital in the Company or its parent company;
- c) Possess professional qualifications and experience in the Company's business administration

4. Rights and Obligations of the General Director:

- a) To decide on matters relating to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;
- b) To organize the implementation of resolutions and decisions of the Board of Directors;
- c) To organize the implementation of the Company's business plan and investment plan;
- d) To propose the organizational structure and internal management regulations of the Company;
- d) To appoint, dismiss, and remove managerial positions within the Company, except for positions under the authority of the Board of Directors;
- e) To decide on salary and other benefits for employees of the Company; including managers under the authority of the General Director;
- g) To recruit employees;
- h) To propose dividend distribution plans or measures for handling business losses;

- i) To exercise other rights and perform other obligations in accordance with law, the Company's Charter, and resolutions/decisions of the Board of Directors;
 - k) To perform all other activities as provided in this Charter, the Company's regulations, decisions of the Board of Directors, and applicable law.
5. The General Director is responsible to the Board of Directors and the General Meeting of Shareholders for the performance of assigned duties and powers, and shall report to these bodies upon request.
6. The Board of Directors may dismiss the General Director when a majority of voting members of the Board of Directors attending the meeting approve, and shall appoint a replacement General Director.

CHAPTER IX

BOARD OF SUPERVISORS

Article 39. Nomination and Candidacy for Supervisors

1. The nomination and self-nomination of Supervisors shall be carried out in accordance with Clauses 1, 2 and 3 of Article 27 of this Charter.
2. In case the number of candidates for the Board of Supervisors proposed through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may propose additional candidates or organize nominations in accordance with this Charter, the Company's Internal Governance Regulations, and the Board of Supervisors' Operating Regulations. Any additional candidates introduced by the incumbent Board of Supervisors must be clearly disclosed before the General Meeting of Shareholders votes to elect Supervisors in accordance with the law.

Article 40. Composition of the Board of Supervisors

1. The Board of Supervisors of the Company consists of 03 Supervisors. The term of office of a Supervisor shall not exceed 05 years and may be re-elected for an unlimited number of terms.
2. Supervisors must satisfy the standards and conditions prescribed in Article 169 of the Law on Enterprises and must not fall into the following cases:
 - a) Working in the accounting or finance department of the Company;
 - b) Being a member or employee of the independent audit firm that has audited the Company's financial statements within the preceding three (03) consecutive years.
3. A Supervisor shall be dismissed in the following cases:

- a) No longer meeting the standards and conditions for being a Supervisor as prescribed in Clause 2 of this Article;
- b) Having submitted a resignation letter and such resignation is accepted;
- c) Other cases as provided in this Charter.

4. A Supervisor shall be removed from office in the following cases:

- a) Failing to complete assigned duties and tasks;
- b) Failing to perform rights and obligations for six (06) consecutive months, except in cases of force majeure;
- c) Repeated or serious violation of the obligations of a Supervisor as prescribed by the Law on Enterprises and the Company's Charter;
- d) Other cases as decided by a resolution of the General Meeting of Shareholders

Article 41. Head of the Board of Supervisors

1. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among the Supervisors; the election, dismissal, and removal shall be decided by majority vote. More than half of the members of the Board of Supervisors must reside in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or other relevant fields related to the Company's business operations.

2. Rights and obligations of the Head of the Board of Supervisors:

- a) To convene meetings of the Board of Supervisors;
- b) To request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors;
- c) To prepare and sign the report of the Board of Supervisors, after consulting the Board of Directors, for submission to the General Meeting of Shareholders.

Article 42. Rights and Obligations of the Board of Supervisors

The Board of Supervisors shall have the rights and obligations as prescribed in Article 170 of the Law on Enterprises and the following rights and obligations:

- 1. To propose and recommend to the General Meeting of Shareholders the approval of the list of approved audit firms to conduct the audit of the Company's financial statements; to decide on the selection of an approved audit firm to inspect the Company's operations, and to dismiss the appointed auditor when deemed necessary.
- 2. To be responsible to shareholders for its supervisory activities.

3. To supervise the financial situation of the Company and the compliance with laws in the operations of members of the Board of Directors, the General Director, and other managers
4. To ensure coordination with the Board of Directors, the General Director, and shareholders.
5. In case any violation of law or violation of the Company's Charter by a member of the Board of Directors, the General Director, or other managers is detected, the Board of Supervisors shall notify the Board of Directors in writing within 48 hours, request the violating individual to cease the violation, and require remedial measures to address the consequences.
6. To develop the Operating Regulations of the Board of Supervisors and submit them to the General Meeting of Shareholders for approval.
7. To prepare reports to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of provisions of the Law on Securities.
8. To have the right to access files and documents of the Company stored at the head office, branches, and other locations; and to access workplaces of managers and employees of the Company during working hours.
9. To request the Board of Directors, its members, the General Director, and other managers to provide complete, accurate, and timely information and documents relating to management, administration, and business operations of the Company.
10. Other rights and obligations as prescribed by law and this Charter

Article 43. Meetings of the Board of Supervisors

1. The Board of Supervisors shall hold meetings at least twice a year, with at least two-thirds (2/3) of the Supervisors attending the meeting. Minutes of meetings of the Board of Supervisors must be prepared in a detailed and clear manner. The minute-taker and Supervisors attending the meeting must sign the minutes. Meeting minutes of the Board of Supervisors shall be properly retained for the purpose of determining the responsibilities of each Supervisor.
2. The Board of Supervisors has the right to request members of the Board of Directors, the General Director, and representatives of the approved audit firm to attend meetings and provide clarification on relevant matters

Article 44. Salary, Remuneration, Bonuses and Other Benefits of Supervisors

The salary, remuneration, bonuses, and other benefits of Supervisors shall be implemented as follows:

1. Supervisors are entitled to salary, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall determine the total amount of salary, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.
2. Supervisors shall be reimbursed for reasonable expenses for meals, accommodation, travel, and costs of using independent advisory services. The total remuneration and such expenses shall not exceed the annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.
3. The salary and operating expenses of the Board of Supervisors shall be recorded as business expenses of the Company in accordance with the tax law on corporate income tax and other relevant legal regulations, and must be presented as a separate item in the Company's annual financial statements

CHAPTER X

RESPONSIBILITIES OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, THE GENERAL DIRECTOR AND OTHER EXECUTIVES

Members of the Board of Directors, Supervisors, the General Director, and other executives shall be responsible for performing their duties, including duties as members of the Board of Directors' committees, in an honest and prudent manner, in the best interests of the Company.

Article 45. Duty of Honesty and Avoidance of Conflicts of Interest

1. Members of the Board of Directors, Supervisors, the General Director, and other managers shall disclose their related interests in accordance with the Law on Enterprises and relevant legal regulations.
2. Members of the Board of Directors, Supervisors, the General Director, other managers, and their related persons shall only use information obtained by virtue of their position for the benefit of the Company.
3. Members of the Board of Directors, Supervisors, the General Director, and other managers are obliged to notify the Board of Directors and the Board of Supervisors in writing of any transactions between the Company, its subsidiaries, or other companies controlled (more than 50% charter capital) by the public company and such individuals.

or their related persons, in accordance with the law. For such transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information on such resolutions in accordance with securities laws on information disclosure.

4. Members of the Board of Directors shall not vote on any transaction that benefits such member or their related persons, in accordance with the Law on Enterprises and the Company's Charter.

5. Members of the Board of Directors, Supervisors, the General Director, other managers, and their related persons shall not use or disclose insider information to others for the purpose of conducting related transactions.

6. Transactions between the Company and one or more members of the Board of Directors, Supervisors, the General Director, other executives, and individuals or organizations related to such persons shall not be invalid in the following cases:

a) For transactions with a value less than or equal to 35% of the total asset value recorded in the most recent financial statements, the key terms of the contract or transaction, as well as the relationships and interests of the relevant members of the Board of Directors, Supervisors, the General Director, and other executives, have been reported to the Board of Directors and approved by a majority vote of the Board members who have no related interests;

b) For transactions with a value greater than 35%, or transactions resulting in the total transaction value arising within 12 months from the date of the first transaction reaching 35% or more of the total asset value recorded in the most recent financial statements, the key terms of such transaction, as well as the relationships and interests of the relevant members of the Board of Directors, Supervisors, the General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through voting by shareholders without related interests.

Article 46. Liability for Damages and Compensation

1. Members of the Board of Directors, Supervisors, the General Director, and other executives who breach their duties, obligations of honesty and prudence, or fail to properly perform their duties shall be liable for any damage caused by their breach.

2. The Company shall indemnify persons who are or have been involved, or may become involved, in complaints, lawsuits, or legal proceedings (including civil, administrative, and cases where the Company is not the plaintiff), if such persons are or were members of the Board of Directors, Supervisors, the General Director, other executives, employees, or authorized representatives of the Company who have

performed their duties in good faith, with due care, in the best interests of the Company, in compliance with the law, and without evidence of breach of duty.

3. Indemnifiable expenses include court judgments, fines, settlement amounts, and actual reasonable costs incurred (including legal fees) in handling such matters within the scope permitted by law. The Company may purchase insurance for such persons to cover the aforementioned liabilities and indemnification obligations.

CHAPTER XI

RIGHT TO INSPECT THE COMPANY'S BOOKS AND RECORDS

Article 47. Right to Inspect Books and Records

1. Common shareholders have the right to inspect the Company's books and records, specifically as follows:

a) Common shareholders have the right to examine, access, extract information, and obtain extracts regarding their names and contact addresses in the list of voting shareholders; request correction of inaccurate personal information; and examine, access, extract, or copy the Company's Charter, minutes of General Meeting of Shareholders (GMS) meetings, and GMS resolutions;

b) Shareholders or shareholder groups holding from 5% or more of total ordinary shares have the right to examine, access, extract minutes books and resolutions/decisions of the Board of Directors, semi-annual and annual financial statements, reports of the Board of Supervisors, contracts and transactions that must be approved by the Board of Directors, and other documents, except those related to the Company's trade secrets or business secrets.

2. Where an authorized representative of a shareholder or shareholder group requests access to books and records, such request must be accompanied by the power of attorney from the shareholder(s) they represent or a certified copy of such authorization.

3. Members of the Board of Directors, Supervisors, the General Director, and other executives have the right to access the Company's register of shareholders, list of shareholders, and other books and records for purposes related to their duties, provided that such information must be kept confidential.

4. The Company must retain this Charter and its amendments, the Enterprise Registration Certificate, internal regulations, documents evidencing ownership of assets, resolutions of the General Meeting of Shareholders and the Board of Directors, minutes of GMS and Board meetings, reports of the Board of Directors, reports of the Board of Supervisors, annual financial statements, accounting books, and other

documents as required by law at its head office or another location, provided that shareholders and the business registration authority are informed of such location.

5. The Company's Charter must be published on the Company's official website

CHAPTER XII

EMPLOYEES AND TRADE UNION

Article 48. Employees and Trade Union

1. The General Director shall prepare plans for submission to the Board of Directors for approval regarding matters related to recruitment, termination of employment, salary, social insurance, welfare, bonuses, and disciplinary actions applicable to employees and company executives.

2. The General Director shall prepare plans for submission to the Board of Directors for approval regarding the Company's relations with trade union organizations, in accordance with standards, practices, and best governance principles, as well as the practices and policies stipulated in this Charter, the Company's internal regulations, and applicable laws.

CHAPTER XIII

PROFIT DISTRIBUTION

Article 49. Profit Distribution

1. The General Meeting of Shareholders shall decide on the annual dividend payment level and form of dividend distribution from the Company's retained earnings.

2. The Company shall not pay interest on dividend payments or any amounts related to any class of shares.

3. The Board of Directors may propose to the General Meeting of Shareholders the payment of all or part of dividends in shares, and the Board of Directors shall be responsible for implementing such resolution.

4. Where dividends or other amounts related to a class of shares are paid in cash, the Company shall make payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by shareholders. Where the Company has transferred funds in accordance with the bank details provided by a shareholder but the shareholder does not receive the payment, the Company shall not be liable for such transferred amount. Dividend payments for listed/registered securities on the Stock Exchange may be made through securities companies or the Vietnam Securities Depository and Clearing Corporation.

5. In accordance with the Law on Enterprises and the Law on Securities, the Board of Directors shall issue a resolution/decision specifying a record date for determining the list of shareholders. Based on this date, persons registered as shareholders or owners of other securities shall be entitled to receive dividends in cash or shares, as well as notices or other documents.

6. Other matters relating to profit distribution shall comply with applicable laws.

CHAPTER XIV

BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING REGIME

Article 50. Bank Accounts

1. The Company shall open accounts at banks in Vietnam or at branches of foreign banks licensed to operate in Vietnam.

2. Subject to prior approval of the competent authority, where necessary, the Company may open bank accounts abroad in accordance with applicable laws.

3. The Company shall conduct all payments and accounting transactions through its Vietnamese Dong or foreign currency accounts opened at the banks where the Company maintains accounts.

Article 51. Fiscal Year

The Company's fiscal year shall commence on the first day of January each year and end on the 31st day of December of the same year. The first fiscal year shall commence on the date of issuance of the Enterprise Registration Certificate and end on the 31st day of December of that year.

Article 52. Accounting Regime

1. The Company's accounting regime shall be the enterprise accounting regime or a specific accounting regime issued or approved by the competent authority.

2. The Company shall maintain accounting books in Vietnamese and store accounting records in accordance with the accounting law and relevant legal regulations. Such records must be accurate, updated, systematic, and sufficient to evidence and explain the Company's transactions.

3. The Company's accounting currency shall be the Vietnamese Dong. Where the Company conducts its primary economic transactions in a foreign currency, it may select such foreign currency as its accounting currency, and shall be responsible for such selection in accordance with the law and notify the directly managing tax authority.

CHAPTER XV

FINANCIAL STATEMENTS, ANNUAL REPORTS AND INFORMATION DISCLOSURE OBLIGATIONS

Article 53. Annual, Semi-Annual and Quarterly Financial Statements

1. The Company shall prepare annual financial statements, and such annual financial statements must be audited in accordance with applicable laws. The Company shall disclose its audited annual financial statements in accordance with securities information disclosure regulations and submit them to the competent state authorities.
2. The annual financial statements must include all reports, appendices, and explanatory notes as required under accounting regulations applicable to enterprises. The annual financial statements must accurately and objectively reflect the Company's operational performance and financial position.
3. The Company shall prepare and disclose reviewed semi-annual financial statements and quarterly financial statements in accordance with securities information disclosure regulations, and submit them to the competent state authorities.

Article 54. Annual Report

The Company shall prepare and disclose its Annual Report in accordance with the provisions of the laws on securities and the securities market.

CHAPTER XVI

COMPANY AUDIT

Article 55. Audit

1. The General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to select one of such firms to conduct the audit of the Company's financial statements for the following fiscal year, based on terms and conditions agreed with the Board of Directors.
2. The audit report shall be attached to the Company's annual financial statements.
3. The independent auditor conducting the audit of the Company's financial statements shall be entitled to attend General Meetings of Shareholders, receive notices and other information relating to such meetings, and express opinions at the General Meeting regarding matters related to the audit of the Company's financial statements.

CHAPTER XVII

COMPANY SEAL

Article 56. Company Seal

1. The seal includes the seal made at a seal engraving establishment or a seal in the form of a digital signature in accordance with the law on electronic transactions.
2. The Board of Directors shall decide on the type, quantity, form, and content of the Company's seal, as well as the seals of its branches and representative offices (if any).
3. The Board of Directors and the General Director shall use, store, and manage the seal in accordance with applicable laws.

CHAPTER XVIII

DISSOLUTION OF THE COMPANY

Article 57. Dissolution of the Company

1. The Company may be dissolved in the following cases:
 - a) In accordance with a resolution or decision of the General Meeting of Shareholders;
 - b) The Company no longer maintains the minimum number of members or shareholders as required by law for a continuous period of six (06) months without carrying out procedures for conversion of the enterprise type;
 - c) The Enterprise Registration Certificate is revoked, except where otherwise provided by the Law on Tax Administration;
 - d) Other cases as prescribed by law.
2. Any early dissolution of the Company shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. Such dissolution decision must be notified to or approved by the competent authority (if mandatory) in accordance with regulations.

Article 58. Liquidation

1. At least six (06) months prior to the expiry of the Company's operating term, or after a decision on the Company's dissolution has been issued, the Board of Directors shall establish a Liquidation Committee consisting of three (03) members, of which two (02) members are appointed by the General Meeting of Shareholders and one (01) member is appointed by the Board of Directors from an independent auditing firm. The Liquidation Committee shall prepare its own operating regulations. Members of the Liquidation Committee may be selected from the Company's employees or

independent experts. All liquidation-related expenses shall be prioritized for payment by the Company before other debts.

2. The Liquidation Committee is responsible for reporting to the Business Registration Authority on its establishment date and commencement of operations. From that time, the Liquidation Committee shall represent the Company in all matters related to liquidation proceedings before courts and administrative authorities.

3. Proceeds from the liquidation shall be distributed in the following order:

- a) Liquidation expenses;
- b) Outstanding salaries, severance allowances, social insurance contributions, and other employee benefits in accordance with collective labor agreements and signed employment contracts;
- c) Tax liabilities;
- d) Other debts of the Company;
- đ) The remaining amount after full payment of all liabilities under points (a) to (d) shall be distributed to shareholders. Preference shares shall be paid out with priority.

CHAPTER XIX

INTERNAL DISPUTE RESOLUTION

Article 59. Internal Dispute Resolution

1. In the event of any dispute or complaint arising in relation to the Company's operations, or the rights and obligations of shareholders under the Law on Enterprises, the Company's Charter, other applicable laws, or agreements between:

- a) Shareholders and the Company;
- b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other executives;

The relevant parties shall endeavor to resolve such disputes through negotiation and conciliation. Except for disputes involving the Board of Directors or the Chairman of the Board of Directors, the Chairman of the Board of Directors shall preside over the dispute resolution process and request each party to present relevant information within five (05) working days from the date the dispute arises. In cases where the dispute involves the Board of Directors or the Chairman of the Board of Directors, any party may request or appoint an independent expert to act as a mediator in the dispute resolution process.

2. In the event that no settlement is reached within six (06) weeks from the commencement of the mediation process, or if the mediator's decision is not accepted by the parties, any party may refer the dispute to arbitration or to a court.
3. The parties shall bear their own costs related to negotiation and mediation proceedings. Court costs shall be borne in accordance with the court's ruling.

CHAPTER XX

AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

Article 60. Company Charter

1. Any amendment or supplementation to this Charter must be considered and decided by the General Meeting of Shareholders.
2. Where applicable laws governing the Company's operations are not addressed in this Charter, or where new legal provisions differ from the provisions of this Charter, such legal provisions shall prevail and govern the Company's operations.

CHAPTER XXI

EFFECTIVE DATE

Article 61. Effective Date

1. This Charter consists of 21 Chapters and 61 Articles and was unanimously approved by the General Meeting of Shareholders of Quang Ninh Port Joint Stock Company on 24 April 2026, with full acceptance of its entire contents and effectiveness.
2. This Charter is made in two (02) copies of equal legal validity and shall be kept at the Company's head office.
3. This Charter is the sole and official Charter of the Company.
4. Copies or extracts of this Charter shall be valid only when signed by the Chairman of the Board of Directors or by at least one-half (1/2) of the total members of the Board of Directors

QUANG NINH PORT JOINT STOCK COMPANY

LEGAL REPRESENTATIVE

GENERAL DIRECTOR



Hoàng Trọng Hùng

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QUANG NINH PORT JOINT STOCK COMPANY

Add : No.1, Cai Lan street, Bai Chay ward, Quang Ninh province

Tel: 0203 6283288

No.: 05/2026/TTr-HĐQT

Quang Ninh, April 22, 2026

PROPOSAL

Re: Dismissal and Additional Election of Members of the Board of Directors for the Remaining Term 2024–2029

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its guiding, amending and supplementing documents;
- Pursuant to the Charter on Organization and Operation of Quang Ninh Port Joint Stock Company;
- Pursuant to the resignation letter from the position of Member of the Board of Directors submitted by Mr. Doan Tuan Anh;
- Pursuant to Notice No. 01/2026/TB-HĐQT dated 22/04/2026 regarding the nomination and self-nomination of candidates for the Board of Directors of Quang Ninh Port Joint Stock Company for the remaining period of the 2024–2029 term,

Mr. Doan Tuan Anh and Mr. Nguyen Ngoc Nghi have submitted their resignation letters from their positions as Members of the Board of Directors.

In order to consolidate the organizational structure and ensure the operation of the Board of Directors in accordance with the law and the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1. Approve the dismissal of Mr. Doan Tuan Anh and Mr. Nguyen Ngoc Nghi from their positions as Members of the Board of Directors for the 2024–2029 term, at their own request.
2. Additional election of two (02) members of the Board of Directors for the remaining period of the 2024–2029 term.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

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



Nguyen Ngoc Nghi
Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add: No. 1, Cai Lan street, Bai Chay ward, Ha Long city, Quang Ninh province
Tel: 0203 6283288

No.: QA /2026/TTr-BKS

Quang Ninh, date 2nd month 4th year 2026

PROPOSAL

Approval of the Selection of the Independent Auditor for the 2026 Financial Statements

To: THE GENERAL MEETING OF SHAREHOLDERS

- 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, and its guiding, amending, and supplementary documents;
- Pursuant to the Articles of Association of Quang Ninh Port Joint Stock Company;

To enhance professionalism in corporate governance and transparency in the business operations of Quang Ninh Port Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the plan for selecting an independent auditing firm to audit the Company's 2026 financial statements as follows:

1. Criteria for selecting an independent auditing firm:

- The firm must be legally operating in Vietnam and approved by the Ministry of Finance and the State Securities Commission to audit Public Interest Entities in 2026, with experience auditing Public Interest Entities in Vietnam;
- The firm must have a reputable track record in the auditing field and a team of auditors with strong professional qualifications and extensive experience in sectors similar to the Company's operations;
- The firm must meet the requirements regarding audit scope and audit plan of the Company;
- The firm must have no conflicts of interest in auditing the Company's financial statements;
- The audit fee must be appropriate and commensurate with the audit scope and plan of the Company.

2. Specific proposal for the selection of an independent auditing firm:

Based on the above criteria, the Board of Directors respectfully submits to the General Meeting of Shareholders the following list of auditing firms for consideration and selection to perform the review of the semi-annual financial statements and audit of the 2026 financial statements of the Company:

No.	Name of Company	Head Office Address
1	AASC Auditing Firm Company Limited	No. 1 Le Phung Hieu Street, Trang Tien Ward, Hoan Kiem District, Hanoi City
2	A&C Auditing and Consulting Company Limited	No. 02 Truong Son Street, Ward 2, Tan Binh District, Ho Chi Minh City
3	Grant Thornton (Vietnam) Company Limited	18th Floor, Hoa Binh International Tower, 106 Hoang Quoc Viet, Nghia Do Ward, Cau Giay District, Hanoi City
4	UHY Auditing and Consulting Company Limited	5th Floor (office floor), Tower B2, Roman Plaza Building, To Huu Street, Dai Mo Ward, Nam Tu Liem District, Hanoi City
5	BDO Auditing Company Limited	20th Floor, ICON4 Building, No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam

3. The General Meeting of Shareholders authorizes the Board of Directors to appoint an independent auditing firm to audit the Company's 2026 Financial Statements, based on the proposal of the Supervisory Board and in accordance with legal regulations. The General Director is authorized to sign the service contract with the selected auditing firm. If the selection of independent auditing firms from the above-mentioned list is not feasible, the Board of Directors shall make the selection based on the recommendation of the Supervisory Board and authorize the General Director to sign the service contract with the selected auditing firm.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE SUPERVISION BOARD
CHIEF OF THE BOARD



NGUYEN MANH HUNG



QUANG NINH PORT JOINT STOCK COMPANY

Add: No. 1 Cai Lan Street, Bai Chay Ward, Quang Ninh Province

Tel : 0203 6283288

Quang Ninh, April 24, 2026

REPORT

Re: List of nominees and candidates for additional election of Members of the Board of Directors for the remaining term of 2024 – 2029

To: THE GENERAL MEETING OF SHAREHOLDERS

- 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, and its guiding, amending and supplementing documents;
- Pursuant to the Charter on organization and operation of Quang Ninh Port Joint Stock Company;
- Pursuant to Notice No. 01/2026/TB-HĐQT dated April 22, 2026 sent to all shareholders of Quang Ninh Port Joint Stock Company regarding nomination and self-nomination for Members of the Board of Directors for the remaining term of 2024–2029,

In accordance with the applicable laws, Quang Ninh Port Joint Stock Company (CQN) will conduct the additional election to replace Members of the Board of Directors (BOD) for the remaining term of 2024–2029 at the 2026 Annual General Meeting of Shareholders due to the resignation of the following individuals: Mr. Doan Tuan Anh and Mr. Nguyen Ngoc Nghi.

To ensure objectivity and compliance with legal regulations, as well as to meet governance competency requirements, the BOD of CQN has invited eligible shareholders, in accordance with the Law on Enterprises and the Company's Charter, to nominate or self-nominate candidates for the BOD for the remaining term of 2024–2029. The expected number of candidates is as follows:

- Board of Directors: 02 members

On April 22, 2026, the BOD of CQN issued Notice No. 01/2026/TB-HĐQT regarding the nomination and self-nomination for Members of the Board of Directors, requesting shareholders and groups of shareholders to nominate or self-nominate individuals who fully meet the conditions prescribed by law and the Company's Charter to join the BOD for the remaining term of 2024–2029.

Upon the expiry of the deadline as prescribed in the Notice – before 16:00 on April 23, 2026 – the Company received one valid nomination/self-nomination dossier. After reviewing

against the eligibility criteria stipulated by law and the Company's Charter, the BOD respectfully reports to the General Meeting of Shareholders the list of qualified candidates for election to the BOD of CQN for the remaining term of 2024–2029 as follows:

1. **Mr. Mai Xuan Son** – nominated by shareholder holding 77.77% of the voting shares.
2. **Mr. Vu Hong Phong** – nominated by shareholder holding 77.77% of the voting shares.

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN




Nguyen Ngoc Nghi



QUANG NINH PORT JOINT STOCK COMPANY

Add: No. 1 Cai Lan Road, Bai Chay Ward, Quang Ninh Province

Tel: 0203 6283288

LIST OF CANDIDATES FOR THE BOARD OF DIRECTORS FOR THE REMAINING TERM OF 2024–2029

No.	Candidate	Current Positions	Proposed Position at CQN	Qualifications & Conditions	Nominator
1	Mr. Mai Xuan Son	<ul style="list-style-type: none">- Member of the Board of Directors cum Chief Executive Officer of T&T Group Joint Stock Company.- Chairman of Members' Council cum Director of T&T Hung Yen Company Limited.- Member of the Board of Directors cum Chief Executive Officer of Viet Ha Investment and Trading Joint Stock Company.- Chairman of the Board of Directors of Thong Nhat Electromechanical Joint Stock Company.- Chairman of the Board of Directors of Vegetexco Vietnam.,JSC	Member of the Board of Directors	<ul style="list-style-type: none">- Complies with provisions under Article 17 and Article 155 of the Law on Enterprises- Professional qualification: Master of Economic Management.	Shareholder holding 77.77% of CQN shares
2	Mr. Vu Hong Phong	<ul style="list-style-type: none">- Deputy Director of Planning Management and Design Control Division No.1, T&T Group Joint Stock Company.- Deputy Director of Planning and Investment Department, Vietnam Forestry Corporation.	Member of the Board of Directors	<ul style="list-style-type: none">- Complies with provisions under Article 17 and Article 155 of the Law on Enterprises- Professional qualification: Master of Science	Shareholder holding 77.77% of CQN shares

SUMMARY OF CURRICULUM VITAE OF CANDIDATES
FOR THE BOARD OF DIRECTORS

1. MR. MAI XUAN SON – CANDIDATE FOR THE BOARD OF DIRECTORS

Date of birth: July 25, 1974

Gender: Male

Nationality: Vietnamese

Current positions held in other organizations:

- Member of the Board of Directors cum Chief Executive Officer of T&T Group Joint Stock Company.
- Chairman of Members' Council cum Director of T&T Hung Yen Company Limited.
- Member of the Board of Directors cum Chief Executive Officer of Viet Ha Investment and Trading Joint Stock Company.
- Chairman of the Board of Directors of Thong Nhat Electromechanical Joint Stock Company.
- Chairman of the Board of Directors of Vegetexco Vietnam.,JSC.

Educational background:

Period	Institution	Major
2020 - 2022	Thuong Mai University	Master of Economic Management
1996 - 1998	Hanoi University of Foreign Studies	Bachelor of Arts in English
1991 - 1995	Thuong Mai University	Bachelor of Economics

Professional experience:

Period	Organization	Position
1996-1998	Sieu Thanh Hanoi Co., Ltd.	Sales Staff
1999-2000	Hoang Dao Co., Ltd.	Sales Staff
2000 - Present	T&T Group JSC	Import-Export Officer; Deputy CEO; Member of BOD cum CEO
2013 -Present	T&T Hung Yen Co., Ltd.	Chairman of Members' Council cum Director
2014 - 2022	Saigon – Hanoi Securities JSC	Member of the Board of Directors
2014 - 2018	Handicraft Import Export JSC	Chairman of the Board of Directors
2015 - 2019	Ha Noi – Can Tho Seafood.,JSC	Chairman of the Board of Directors
2017 - Present	Viet Ha Investment and Trading Joint Stock Company.	Member of BOD cum CEO
2018 - Present	Thong Nhat Electromechanical Joint Stock Company	Member of BOD; Chairman of BOD
2020 - Present	Vegetexco Vietnam.,JSC	Chairman of BOD

2. MR. VU HONG PHONG – CANDIDATE FOR THE BOARD OF DIRECTORS

Date of birth: December 12, 1971

Gender: Male

Nationality: Vietnamese

Current positions held in other organizations:

- Deputy Director of Planning Management and Design Control Division No.1, T&T Group Joint Stock Company.
- Deputy Director of Planning and Investment Department, Vietnam Forestry Corporation

Educational background:

Period	Institution	Major
8/1988 - 01/1994	Hanoi Architectural University	Bachelor's Degree in Architecture & Urban Planning
8/1998 - 8/2000	Asian Institute of Technology (AIT)	Master of Science
2013 - 2015	Academy of Construction and Urban Management	Advanced Diploma in Political and Administrative Theory

Professional experience:

Period	Organization	Position
5/1994 – 8/1998	Urban and Rural Planning Institute, Ministry of Construction	Architect (Public Officer)
8/1998 – 8/2000	Asian Institute of Technology Thailand (AIT)	Student
8/2000 – 8/2007	Urban and Rural Planning Institute, Ministry of Construction	Architect (Public Officer)
8/2007 – 12/2017	Center for Technology Transfer in Planning & Construction, National Institute of Urban and Rural Planning, Ministry of Construction	Center Director; Chief Architect (Grade I)
01/2018 - Present	T&T Group	