

No.: 01-25/NQ-ĐHĐCĐ

Nghe An, April 18, 2025

RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NGHE TINH PORT JOINT STOCK COMPANY

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

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

Pursuant to the Working Regulations of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port; and the Election Regulations for the Board of Directors and Supervisory Board for the 2025–2030 term;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port ("the Meeting") dated April 18, 2025; and the Vote Counting Minutes for the Election of Members of the Board of Directors and Supervisory Board of Nghe Tinh Port for the 2025–2030 term;

RESOLVES:

Article 1. To approve the Audited Financial Statements for the year 2024. On February 10, 2025, UHY Auditing and Consulting Co., Ltd. signed and issued the Independent Auditor's Report on the Financial Statements for the year 2024 of Nghe Tinh Port Joint Stock Company, with no qualified opinions.

Attached is the Audited Financial Statements for the year 2024.

Article 2. To approve the 2024 Profit Distribution Plan.

The plan for distribution, appropriation to funds from after-tax profit, and dividend payment for 2024 is as follows:

No.	ITEM	Amount (VND)	Appropriation Rate to Total Distributable Profit (%)
1	After-tax Profit in 2024	16.918.982.281	

2	Exchange Rate Difference from Year-end Revaluation	73.716.642	
3	Total Distributable After-tax Profit	16.845.265.639	
4	Appropriation to Funds:	5.010.805.639	
	Development Investment Fund	2.416.931.793	14,35%
	Welfare and Bonus Fund	2.106.203.846	12,50%
	Management Bonus Fund	487.670.000	2.89%
5	Dividend Payment	11.834.460.000	70,25%
	Dividend Rate/Charter Capital (%)	5,50%	
	Charter Capital	215.172.000.000	

Article 3. To approve the 2025 Business and Production Plan, Investment Plan, and Dividend Plan as follows:

1. Business and Production Plan

No.	Item	Unit	2025 plan
1	Total Throughput	Tons	4.700.000
2	Total Throughput (excluding Berth No. 5)	Tons	3.690.000
3	Revenue	Million VND	232.000
4	Profit Before Tax	Million VND	18.500
5	Dividend	VND/Share	550

2. Investment Plan

Unit: million VND

No.	Item	Unit	Total investment	2025 capital plan
	2025 Investment Plan	Mil. VND	252.950	28.010
1	Capital Construction Investment Projects	Mil. VND	233.000	9.500
1.1	Project for Upgrading the Deck Surface, Storage Yard, Internal Roads of Cua Lo Port, total area 10,200 m2	Mil. VND	8.500	8.500
1.2	Project for Investment in Warehouse	Mil.	224.500	1.000

	and Port Logistics Services Business	VND		
2	Equipment Procurement Projects	Mil. VND	17.000	17.000
2.1	Project for Investment in 01 95KW Wheeled Excavator at Cua Lo Construction Enterprise	Mil. VND	3.000	3.000
2.2	Project for Investment in 01 40-45 ton Container Reach Stacker at Cua Lo Construction Enterprise	Mil. VND	14.000	14.000
3	Project for Upgrading IT Software to Meet Digital Transformation Technology		2.950	1.510
3.1	Smart-TOS Software Upgrade	Mil. VND	1.000	1.000
3.2	Bravo 10 ERP Software Upgrade	Mil. VND	1.800	360
3.3	Investment in Server for STOS Software	Mil. VND	150	150

Article 4. To approve the Total Remuneration and Salaries of the Board of Directors and the Supervisory Board in 2024 and the Remuneration and Salary Plan for 2025.

1. Salaries and Remuneration of the Board of Directors and the Supervisory Board in 2024:

+ Salary of the Full-time Chairman of the Board of Directors:

- Planned Salary: VND 589,400,000

- Salary proposed for approval by the General Meeting of Shareholders: VND 619,200,000 (*Six hundred nineteen million two hundred thousand VND only*)

+ Remuneration of the Board of Directors and the Supervisory Board:

- Total Planned Remuneration: VND 582,000,000, of which:

+ Remuneration of the BOD: VND 330,000,000

+ Remuneration of the BOS: VND 252,000,000

- Total Remuneration paid by the Company and proposed for approval by the General Meeting of Shareholders: VND 578,612,903 (*Five hundred seventy-eight million six hundred twelve thousand nine hundred and three Vietnamese Dong*), of which:

+ Remuneration of the BOD: VND 326,612,903

+ Remuneration of the BOS: VND 252,000,000

2. Salary and Remuneration Plan for the Board of Directors and the Supervisory Board in 2025:

+ *Salary of the Full-time Chairman of the Board of Directors:*

- Planned Salary: VND 684,000,000 (*Six hundred eighty-four million VND only*)

+ *Remuneration of the Board of Directors and the Supervisory Board:*

- Total Planned Remuneration for 2025 is VND 564,000,000 (Five hundred sixty-four million Vietnamese Dong only), specifically:

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

+ Full-time Chairman of the BOD: No remuneration

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

- **Remuneration of the SB: VND 252,000,000**

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

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

Article 5.

To approve the authorization for the Board of Directors of the Company to provisionally assign the Business and Production Plan and Investment Plan assigned by Vietnam National Shipping Lines - JSC when the General Meeting of Shareholders has not yet been held.

Article 6. To approve the Reports of the Board of Directors and the Supervisory Board:

1. Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of implementing key tasks for the term 2020 - 2025 and the Orientation for Activities for the term 2025-2030.

2. Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of operations in 2024 and the Business and Production Plan for 2025.

3. Report of the General Director of Nghe Tinh Port on the Business and Production Plan and Investment Plan for 2024 and the Planned Tasks for 2025.

4. Evaluation Report of the Independent Member of the Board of Directors for the term 2020 - 2025.

5. Report of the Supervisory Board on the results of supervising business and production activities, supervising the Board of Directors and the General Director in 2024 of Nghe Tinh Port Joint Stock Company.

6. Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of Supervisors and the Supervisory Board in 2024; Orientation for activities in 2025.

Article 7. On personnel matters at the General Meeting:

1. To approve the dismissal of members of the Board of Directors and members of the Supervisory Board of Nghe Tinh Port whose term of office for 2020 - 2025 has expired.

2. To approve the election of members of the Board of Directors and members of the Supervisory Board of Nghe Tinh Port for the term 2025 - 2030.

3. To approve the number, structure, standards, and conditions for members of the Board of Directors and members of the Supervisory Board for the term 2025-2030.

4. Election results:

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

Mr. Le Doan Long was elected with a voting rate of 22.184.839 votes, reaching 106,33%.

Mr. Bui Kieu Hung was elected with a voting rate of 21.203.839 votes, reaching 101,63%.

Ms. Tran Thi Huong was elected with a voting rate of 20.581.339 votes, reaching 98,65%.

Mr. Nguyen Thac Hoai was elected with a voting rate of 20.581.339 votes, reaching 98,65%.

Mr. Nguyen Hong Son was elected with a voting rate of 19.766.944 votes, reaching 94,74%.

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

Ms. Phan Thi Nhi Ha was elected with a voting rate of 21.058.460 votes, reaching 100,94 %.

Ms. Nguyen Ngoc Thuy Dung was elected with a voting rate of 20.766.260 votes, reaching 99,53%.

Mr. Nguyen The Tien was elected with a voting rate of 20.766.260 votes, reaching 99,53%.

4.3. Election results for the positions of Chairman of the Board of Directors and Head of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the term 2025 - 2030:

- Mr. Le Doan Long was elected as the Chairman of the Board of Directors of Nghe Tinh Port Joint Stock Company for the term 2025 - 2030.

- Ms. Phan Thi Nhi Ha was elected as the Head of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the term 2025 - 2030.

Article 8. To approve the List of Auditing Firms for the 2025 Financial Statements:

1. Principles for selecting an independent auditing firm:

a. Being a reputable and well-known independent auditing unit, trusted by many public companies, with a team of highly qualified and experienced auditors;

b. Being a legally operating company in Vietnam and approved by the State Securities Commission to audit public interest entities, selecting a leading auditing unit from the list of qualified auditing companies announced annually by the Ministry of Finance to conduct the audit and review of the 2025 Financial Statements of Nghe Tinh Port Joint Stock Company.

c. Having reasonable audit fees, appropriate to the content, quality, and progress of the audit of Nghe Tinh Port Joint Stock Company. d. Providing free training courses on finance, accounting, and tax specialties for Nghe Tinh Port Joint Stock Company.

2. List of proposed auditing firms:

+ AASC Auditing Firm Limited;

+ A&C Auditing and Consulting Co., Ltd.;

+ UHY Auditing and Consulting Co., Ltd.

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

Article 9. Implementation Provisions

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company and takes effect from April 18, 2025.

The General Meeting unanimously assigns the Board of Directors of Nghe Tinh Port to implement the contents of the Resolution of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company./.

Recipients:

- Shareholder of Nghe Tinh Port (via Website) ;
- State Securities Commission, HNX (for disclosing information) ;
- BOD, BOS of Nghe Tinh Port (for implementation) ;
- Executive Board;
- Head of Department/Subsidiary Director ;
- File : Office of Record, Corporate Governance Officer.

**ON BEHALF OF GENERAL MEETING
OF SHAREHOLDER
CHAIRMAN OF MEETING**



**Le Doan Long
CHAIRMAN OF BOD**

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Nghe An, April 18, 2025

**MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF NGHE TINH PORT JOINT STOCK COMPANY**

COMPANY INFORMATION:

- Company Name: **Nghe Tinh Port Joint Stock Company**
- Business Registration Certificate, Code: 2900325068 issued for the first time by the Department of Planning and Investment of Nghe An Province on December 31, 2009, registered for the 5th change and re-issued on May 30, 2023.
- Head Office Address: No. 10, Truong Thi Street, Truong Thi Ward, Vinh City, Nghe An Province.

**A. TIME, LOCATION, AND ATTENDEES OF THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS (“THE GENERAL
MEETING”)**

- Time: 08:00 AM, April 18, 2025.
- Location: Conference Hall of Saigon - Kim Lien Hotel, No. 25 Quang Trung Street, Quang Trung Ward, Vinh City, Nghe An Province.

- Attendees:

1. Shareholders according to the List of Shareholders of Nghe Tinh Port Joint Stock Company finalized as of March 04, 2025, issued by the Vietnam Securities Depository and Clearing Corporation.

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

**B. OPENING OF THE GENERAL MEETING, REPORT ON
SHAREHOLDER ELIGIBILITY VERIFICATION, APPROVAL OF THE
GENERAL MEETING’S WORKING REGULATIONS**

1. Opening of the General Meeting

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

2. Report on the Results of Shareholder Eligibility Verification

Mr. **Pham Quoc Viet**, Head of the Technical and Material Department of Nghe Tinh Port, on behalf of the Shareholder Eligibility Verification Committee, reported the results of the shareholder eligibility verification conducted at 08:00 AM on April 18, 2025, specifically as follows:

- Total number of shareholders of Nghe Tinh Port Joint Stock Company as of the record date of March 04, 2025, is 541 shareholders, representing 21,517,200 shares.

- Total number of attending shareholders (direct and authorized representatives) is **48/541** shareholders of the Company, holding **20,763,460/21,517,200** shares, accounting for 96,5%.

Based on the provisions of the Enterprise Law and the Company's Charter, the number of attending shareholders represents over 50% of the total voting shares. Therefore, the General Meeting with the aforementioned number and composition of attending shareholders is valid and has sufficient conditions to proceed.

3. Approval of the General Meeting's Working Regulations

Mr. **Pham Quoc Viet**, Head of the Technical and Material Department of Nghe Tinh Port, presented the Working Regulations of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company to the General Meeting.

C. INTRODUCTION OF THE PRESIDIUM, SECRETARIAT, AND APPROVAL OF THE LIST OF THE ELECTION AND BALLOT COUNTING COMMITTEE, AND THE GENERAL MEETING'S AGENDA

1. Introduction of the Presidium to Chair the Meeting (*elected by the General Meeting of Shareholders with 100% of the voting shares of the attending shareholders*):

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

2. Introduction of the Secretariat (appointed by the Presidium)

- Ms. Dinh Thi Thanh Huong - Head of Administration cum Company Secretary - Head of the Secretariat

- Mr. Hoang Van Thuan - Deputy Head of Planning and Business Department, Member of the Secretariat

3. Approval of the List of the Election and Ballot Counting Committee

The General Meeting introduced the proposed list of personnel for the Election and Ballot Counting Committee consisting of 05 members. 100% of the

voting shareholders present at the General Meeting unanimously approved the List of the Election and Ballot Counting Committee, including:

1. Mr. Yen Van Phuc, Director of Cua Lo Stevedoring Enterprise - Head
2. Mr. Pham Quoc Viet, Head of Technical and Material Department - Member
3. Mr. Tran Lu Giap, Deputy Head of Accounting Department - Member
4. Ms. Vo Thi Thanh Hue, Deputy Head of Human Resources Department - Member
5. Ms. Nguyen Thi Thanh Tam, Internal Audit Specialist - Member

4. Approval of the General Meeting's Agenda

After listening to the introduction of the General Meeting's Agenda, the General Meeting proceeded to vote, and 100% of the voting shareholders present at the General Meeting unanimously approved the General Meeting's Agenda.

D. PROCEEDINGS OF THE GENERAL MEETING

1. Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of implementing key tasks for the term 2020 - 2025 and the Orientation for Activities for the term 2025-2030.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port presented the Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of implementing key tasks for the term 2020 - 2025 and the Orientation for Activities for the term 2025-2030 to the General Meeting.

2. Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of operations in 2024 and the Business and Production Plan for 2025.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port presented the Report on the Activities of the Board of Directors of Nghe Tinh Port on the results of operations in 2024 and the Business and Production Plan for 2025 to the General Meeting.

3. Report of the General Director of Nghe Tinh Port on the Business and Production Plan and Investment Plan for 2024 and the Planned Tasks for 2025.

Mr. Bui Kieu Hung - Member of the Board of Directors, General Director of Nghe Tinh Port presented the Report of the General Director of Nghe Tinh Port on the Business and Production Plan and Investment Plan for 2024 and the Planned Tasks for 2025 to the General Meeting.

4. Evaluation Report of the Independent Member of the Board of Directors for the term 2020-2025.

Mr. Nguyen Thac Hoai - Independent Member of the Board of Directors of Nghe Tinh Port presented the Evaluation Report of the Independent Member of the Board of Directors for the term 2020-2025 to the General Meeting.

5. Report of the Supervisory Board on the results of supervising business and production activities, supervising the Board of Directors and the General Director in 2024 of Nghe Tinh Port Joint Stock Company.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented the Report of the Supervisory Board on the results of supervising the business and production activities of Nghe Tinh Port, supervising the BOD and the General Director of Nghe Tinh Port in 2023; Orientation for activities in 2024 to the General Meeting.

6. Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of Supervisors and the Supervisory Board in 2024; Orientation for activities in 2025.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented the Report to the General Meeting.

7. Submission to the General Meeting on the Selection of the Auditing Firm for the 2025 Financial Statements of Nghe Tinh Port.

Ms. Phan Thi Nhi Ha - Head of the Supervisory Board of Nghe Tinh Port presented the Submission on the Selection of the Auditing Firm for the 2025 Financial Statements of Nghe Tinh Port to the General Meeting.

7.1. Principles for selecting an independent auditing firm:

a. Being a reputable and well-known independent auditing unit, trusted by many public companies, with a team of highly qualified and experienced auditors;

b. Being a legally operating company in Vietnam and approved by the State Securities Commission to audit public interest entities, selecting a leading auditing unit from the list of qualified auditing companies announced annually by the Ministry of Finance to conduct the audit and review of the 2025 Financial Statements of Nghe Tinh Port Joint Stock Company.

c. Having reasonable audit fees, appropriate to the content, quality, and progress of the audit of Nghe Tinh Port Joint Stock Company.

d. Providing free training courses on finance, accounting, and tax specialties for Nghe Tinh Port Joint Stock Company.

7.2. List of proposed auditing firms:

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

7.3. The General Meeting unanimously authorized the Board of Directors of the Company to select a reputable independent auditing firm, ensuring compliance with current legal regulations.

8. Submission to the General Meeting on the Dismissal of Members of the Board of Directors and Members of the Supervisory Board for the term 2020 - 2025 and the Submission on the Election of Members of the BOD and Members of the SB for the term 2025-2030.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port presented the content of the dismissal of members of the BOD and members of the SB of Nghe Tinh Port whose term has expired to the General Meeting.

9. Submission to the General Meeting on the Election of Members of the BOD and Members of the SB for the term 2025-2030.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port presented the content of the election of members of the BOD and members of the SB for the term 2025-2030 to the General Meeting.

(Candidate dossiers nominated have been disclosed in the General Meeting Documents and the Company's website)

10. Personnel Election Work

Mr. Yen Van Phuc, Head of the Election and Ballot Counting Committee, presented the Election Regulations; Instructions and procedures for electing members of the BOD and members of the SB of Nghe Tinh Port for the term 2025-2030 to the General Meeting.

11. Submission to the General Meeting of the Audited Financial Statements of Nghe Tinh Port Joint Stock Company for the year 2024.

Ms. Nguyen Thi Thanh Hong, Chief Accountant of Nghe Tinh Port, presented the Submission on the Audited Financial Statements of Nghe Tinh Port Joint Stock Company for the year 2024 to the General Meeting.

12. Submission to the General Meeting of the 2024 Profit Distribution Plan.

Ms. Nguyen Thi Thanh Hong, Chief Accountant of Nghe Tinh Port, presented the Submission on the 2024 Profit Distribution Plan to the General Meeting.

The plan for distribution, appropriation to funds from after-tax profit, and dividend payment for 2024 is as follows:

No.	ITEM	Amount (VND)	Appropriation Rate to Total Distributable
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			Profit (%)
1	After-tax Profit in 2024	16.918.982.281	
2	Exchange Rate Difference from Year-end Revaluation	73.716.642	
3	Total Distributable After-tax Profit	16.845.265.639	
4	Appropriation to Funds:	5.010.805.639	
	Development Investment Fund	2.416.931.793	14,35%
	Welfare and Bonus Fund	2.106.203.846	12,50%
	Management Bonus Fund	487.670.000	2.89%
5	Dividend Payment	11.834.460.000	70,25%
	Dividend Rate/Charter Capital (%)	5,50%	
	Charter Capital	215.172.000.000	

13. Submission to the General Meeting of the Total Remuneration and Salaries of the Board of Directors and the Supervisory Board in 2024 and the Remuneration and Salary Plan for 2025 of the Board of Directors and the Supervisory Board.

Mr. Trinh Xuan Thuong, Head of the Organization and Labor Department of Nghe Tinh Port, presented the Submission on the Total Remuneration and Salaries of the Board of Directors and the Supervisory Board in 2024 and the Remuneration and Salary Plan for 2025 of the Board of Directors and the Supervisory Board to the General Meeting.

13.1. Salaries and Remuneration of the Board of Directors and the Supervisory Board in 2024:

13.1.1 Salary of the Full-time Chairman of the Board of Directors:

- Planned Salary: VND 589,400,000
- Salary proposed for approval by the General Meeting of Shareholders: VND 619,200,000 (*Six hundred nineteen million two hundred thousand VND only*)

13.1.2. Remuneration of the Board of Directors and the Supervisory Board:

- Total Planned Remuneration: VND 582,000,000, of which:
- + Remuneration of the BOD: VND 330,000,000
- + Remuneration of the BOS: VND 252,000,000

- Total Remuneration paid by the Company and proposed for approval by the General Meeting of Shareholders: VND 578,612,903 (*Five hundred seventy-eight million six hundred twelve thousand nine hundred and three VND*), of which:

+ Remuneration of the BOD: VND 326,612,903

+ Remuneration of the BOS: VND 252,000,000

13.2. Salary and Remuneration Plan for 2025:

13.2.1 Salary of the Full-time Chairman of the Board of Directors:

- Planned Salary: VND 684,000,000 (*Six hundred eighty-four million VND only*)

13.2.2. Remuneration of the Board of Directors and the Supervisory Board:

Total Planned Remuneration for 2025 is VND 564,000,000 (*Five hundred sixty-four million VND only*), specifically:

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

+ Full-time Chairman of the BOD: No remuneration

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

- **Remuneration of the BOS: VND 252,000,000**

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

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

14. Submission to the General Meeting on the 2025 Business and Production Plan and Investment Plan of Nghe Tinh Port Joint Stock Company.

Mr. Bui Kieu Hung, General Director of Nghe Tinh Port, presented the Submission on the 2025 Business and Production Plan and Investment Plan of Nghe Tinh Port Joint Stock Company to the General Meeting.

*** Business and Production Plan**

No.	Item	Unit	2025 plan
1	Total Throughput	Tons	4.700.000
2	Total Throughput (excluding Berth No. 5)	Tons	3.690.000
3	Revenue	Million VND	232.000
4	Profit Before Tax	Million VND	18.500
5	Dividend	VND/Share	550

*** Investment Plan**

Unit: million VND

No.	Item	Unit	Total investment	2025 capital plan
	2025 Investment Plan	Million VND	252.950	28.010
1	Capital Construction Investment Projects	Million VND	233.000	9.500
1.1	Capital Construction Investment Project: Upgrading the bridge surface, storage yard, internal roads of Cua Lo Stevedoring Enterprise, total area 10,200 m2	Million VND	8.500	8.500
1.2	Investment Project for Warehouse and Port Logistics Services Business	Million VND	224.500	1.000
2	Equipment Procurement Projects	Million VND	17.000	17.000
2.1	Investment Project for 01 95KW Wheel Excavator at Cua Lo Stevedoring Enterprise	Million VND	3.000	3.000
2.2	Investment Project for 01 40-45 ton Container Reach Stacker at Cua Lo Stevedoring Enterprise	Million VND	14.000	14.000
3	IT Software Upgrade Project to Meet Digital Transformation Technology	Million VND	2.950	1.510
3.1	Smart-TOS Software Upgrade	Million VND	1.000	1.000
3.2	Bravo 10 ERP Software Upgrade	Million VND	1.800	360
3.3	Investment in Server for STOS Software	Million VND	150	150

15. Submitting to the General Meeting for the Board of Directors to have the authority to temporarily assign the production and business plan and investment plan before the General Meeting of Shareholders is held.

Mr. Le Doan Long, Chairman of the Board of Directors of the company, presented the Submission requesting approval by voting to grant the Board of

Directors the authority to temporarily assign the production and business plan and investment plan before the General Meeting of Shareholders is held.

16. Discussion and contribution of opinions on the contents of the aforementioned Reports/Submissions.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port requested the shareholders to discuss and contribute opinions on the aforementioned Reports/Submissions.

(No shareholders participated in providing opinions)

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

17. Announcement of election results.

Mr. Yen Van Phuc, Head of the Election and Vote Counting Committee, presented the Minutes of the Election Results of the Board of Directors members and the Supervisory Board members of Nghe Tinh Port for the term 2025-2030 to the General Meeting. (The Minutes of the Vote Counting Results are attached).

18. Voting on the contents of the reports/submissions at the General Meeting.

Mr. Le Doan Long - Chairman of the Board of Directors of Nghe Tinh Port requested the shareholders to vote on the contents submitted at the General Meeting.

The voting results are as follows:

+ *Approved the Report on the activities of the Board of Directors of Nghe Tinh Port on the results of the implementation of key tasks for the term 2020 - 2025 and the operational direction for the term 2025-2030.*

- For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the Report on the activities of the Board of Directors of Nghe Tinh Port on the results of operations in 2024 and the production and business plan for 2025.*

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the Report of the General Director of Nghe Tinh Port on the production and business plan and investment plan for 2024 and the tasks for the 2025 plan.*

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the Evaluation Report of the Independent Members of the Board of Directors for the term 2020 - 2025.*

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the Report of the Supervisory Board on the results of supervising the production and business activities, supervising the Board of Directors and the General Director in 2024 of Nghe Tinh Port Joint Stock Company.*

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of tasks by the Supervisory Board Members and the Supervisory Board in 2024; Operational direction for 2025.*

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ ***Approved the selection of the auditing firm for the 2025 financial statements.***

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ ***Approved the audited 2024 financial statements.***

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ ***Approved the 2024 profit distribution plan.***

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ ***Approved the total remuneration and salary of the Board of Directors and the Supervisory Board in 2024 and the remuneration and salary plan for 2025.***

For: 20.863.660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved the 2025 production and business plan and investment plan.*

- For: shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

+ *Approved granting the Board of Directors the authority to temporarily assign the production and business plan and investment plan before the General Meeting of Shareholders is held.*

For: 20.863,660 shares, accounting for 100% of the total voting shares of the shareholders participating in the voting.

- Against: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

- No opinion: 0 shares, accounting for 0% of the total voting shares of the shareholders participating in the voting.

E. APPROVAL OF THE MINUTES AND RESOLUTION OF THE GENERAL MEETING AND CLOSURE OF THE GENERAL MEETING

The Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company were read before the entire General Meeting and were approved by voting with: 100% of the total voting shares of the shareholders attending the General Meeting unanimously agreed on the Minutes and Resolution of the General Meeting; 100% of the total voting shares of the shareholders attending the General Meeting unanimously approved the Minutes and Resolution of the General Meeting.

The General Meeting concluded at 11:45 AM on the same day.

**ON BEHALF OF SECRETARIAT
TEAM
HEAD OF TEAM**



Đinh Thị Thanh Hương

**ON BE HALF OF GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF MEETING**



**CHAIRMAN OF BOD
Le Doan Long**

ANNUAL GENERAL MEETING OF
SHAREHOLDERS
NGHE TINH PORT JSC
**SHAREHOLDER ELIGIBILITY
VERIFICATION COMMITTEE**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Nghe An, 18 April, 2025

**REPORT ON THE VERIFICATION OF SHAREHOLDER ELIGIBILITY
FOR ATTENDING THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF NGHE TINH PORT JOINT STOCK COMPANY**

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

Pursuant to: Decision No.: 08/QD-HDQT dated April 16, 2025 of the Board of Directors on the Establishment of the Shareholder Eligibility Verification Committee at the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

Pursuant to: The List of Shareholders attending the General Meeting, the number of shares held by the shareholders and their authorized representatives.

Today, at 8 hours 00 minutes, on April 18, 2025, at the Conference Hall of Saigon Kim Lien Hotel, the Shareholder Eligibility Verification Committee includes:

- 1- Mr. Pham Quoc Viet, Head of Finance and Planning Department - Head of the Committee
- 2- Mr. Yen Van Phuc, Director of Cua Lo Construction Enterprise - Member
- 3- Ms. Vo Thi Thanh Hue, Deputy Head of Human Resources Department - Member

Has conducted the verification of shareholder eligibility to attend the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

The results of the shareholder eligibility verification are as follows:

1. The list of shareholders of Nghe Tinh Port Joint Stock Company eligible to attend the 2025 Annual General Meeting of Shareholders, as finalized on March 4, 2025, by the Vietnam Securities Depository and Clearing Corporation, includes 541 shareholders, holding a total of 21,517,200 shares.
2. Total number of direct attending shareholders: 48 persons, corresponding to 20.763.460 voting shares.
3. Total number of authorized attending shareholders: 276 persons, corresponding to 20.134.545 voting shares.



4. Total number of absent shareholders without authorization: 220 persons, corresponding to 753.740 voting shares.

5. The total number of shares of the shareholders attending the General Meeting is 20.763.460 shares, accounting for 96,5% of the total outstanding voting shares of the Company. Therefore, today's General Meeting of Shareholders meets the quorum requirement for attending shares as stipulated in Enterprise Law No. 59/20/QH14 dated June 17, 2020, and the Working Regulations of the General Meeting of Shareholders establishing Nghe Tinh Port Joint Stock Company.

**ON BEHALF OF SHAREHOLDER ELIGIBILITY
VERIFICATION COMMITTEE
HEAD OF COMMITTEE**



Pham Quoc Viet



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**MINUTES OF BALLOT COUNTING FOR THE ELECTION OF THE
SUPERVISORY BOARD
NGHE TINH PORT JOINT STOCK COMPANY
TERM 2025 - 2030**

Today, at 10 hours 00 minutes, on April 18, 2025, at the Conference Hall of Saigon Kim Lien Hotel, No. 25 Quang Trung Street, Quang Trung Ward, Vinh City, Nghe An Province, the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company conducted the election of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the term 2025-2030.

The Election and Ballot Counting Committee, trusted and elected by the General Meeting of Shareholders through direct voting, includes:

1. Mr. Yen Van Phuc, Director of Cua Lo Construction Enterprise - Head of the Committee

2. Mr. Pham Quoc Viet, Head of Finance and Planning Department - Member

3. Mr. Tran Lu Giap, Deputy Head of Accounting Department - Member

4. Ms. Vo Thi Thanh Hue, Deputy Head of Human Resources Department - Member

5. Ms. Nguyen Thi Thanh Tam, Internal Audit Specialist - Member, Secretary

The Election and Ballot Counting Committee disseminated the Election Regulations, provided election instructions, organized the election, and counted all ballots for the election of members of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the term 2025 - 2030 with the following results:

1. At the time of the Election, the number of attending shareholders was: 52 persons, representing 20.863.660 shares, accounting for 96,96% of the total outstanding voting shares of the Company.

Of which:

Total number of authorized shareholders:

+ Number: 292 persons.

+ Corresponding to: 20.211.145 voting shares.

2. Total number of ballots issued: 52 ballots, corresponding to 20.863.660 voting shares.



3. Total number of ballots collected: 52 ballots, corresponding to 20.863.660 voting shares.

Of which:

+ Number of valid ballots: 52 ballots, corresponding to 20.863.660 voting shares.

+ Number of invalid ballots: 0 ballots, corresponding to 0 voting shares.

4. List of candidates nominated and proposed for the Supervisory Board:

+ Ms. Phan Thi Nhi Ha

+ Ms. Nguyen Ngoc Thuy Dung

+ Mr. Nguyen The Tien

5. Number of Supervisory Board members to be elected: 03 persons

6. Results of the number of votes for each candidate:

+ Ms. Phan Thi Nhi Ha received 21.058.460 votes = 100,94% %

+ Ms. Nguyen Ngoc Thuy Dung received 20.766.260 votes = 99,53 %

+ Mr. Nguyen The Tien received 20.766.260 votes = 99,53 %

Based on the Company's Election Regulations approved by the General Meeting of Shareholders, the list of elected members of the Supervisory Board of Nghe Tinh Port Joint Stock Company for the term 2025-2030 is as follows:

STT	Họ và tên
1	Phan Thi Nhi Ha
2	Nguyen Ngoc Thuy Dung
3	Nguyen The Tien

The ballot counting was completed at 11 hours 00 minutes on the same day.

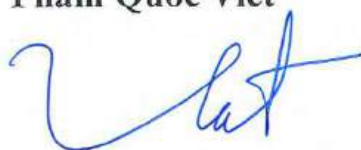
This Minutes of Ballot Counting for the election of the Supervisory Board was unanimously approved by all members and jointly signed for confirmation.

The Election and Ballot Counting Committee handed over the Minutes of Ballot Counting and all ballots to the Chairman of the General Meeting./.

Vote Counting Committee

MEMBER OF COMMITTEE

Pham Quoc Viet



.....

Tran Lu Giap



.....

Vo Thi Thanh Hue



.....

Nguyen Thi Thanh Tam



.....

HEAD OF COMMITTEE



Yen Van Phuc



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

**MINUTES OF BALLOT COUNTING FOR THE ELECTION OF THE
BOARD OF DIRECTORS
NGHE TINH PORT JOINT STOCK COMPANY
TERM 2025 - 2030**

Today, at 10 hours 00 minutes, on April 18, 2025, at the Conference Hall of Saigon Kim Lien Hotel, No. 25 Quang Trung Street, Quang Trung Ward, Vinh City, Nghe An Province, the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company conducted the election of the Board of Directors of Nghe Tinh Port Joint Stock Company for the term 2025-2030.

The Election and Ballot Counting Committee, trusted and elected by the General Meeting of Shareholders through direct voting, includes:

1. Mr. Yen Van Phuc, Director of Cua Lo Construction Enterprise - Head of the Committee
2. Mr. Pham Quoc Viet, Head of Finance and Planning Department - Member
3. Mr. Tran Lu Giap, Deputy Head of Accounting Department - Member
4. Ms. Vo Thi Thanh Hue, Deputy Head of Human Resources Department - Member
5. Ms. Nguyen Thi Thanh Tam, Internal Audit Specialist - Member, Secretary

The Election and Ballot Counting Committee disseminated the Election Regulations, provided election instructions, organized the election, and counted all ballots for the election of members of the Board of Directors of Nghe Tinh Port Joint Stock Company for the term 2025 - 2030 with the following results:

1. At the time of the Election, the number of attending shareholders was: 52 persons, representing 20.863.660 shares, accounting for 96,96 % of the total outstanding voting shares of the Company.

Of which:

Total number of authorized shareholders:

+ Number: 292 persons.

+ Corresponding to: 20.211.145 voting shares.

2. Total number of ballots issued: 52 ballots, corresponding to 20.863.660 voting shares.

3. Total number of ballots collected: 52 ballots, corresponding to 20.863.660 voting shares.

Of which:

+ Number of valid ballots: 52 ballots, corresponding to 20.863.660 voting shares.

+ Number of invalid ballots: 0 ballots, corresponding to 0 voting shares.

4. List of candidates nominated and proposed for the Board of Directors:

+ Mr. Le Doan Long

+ Mr. Bui Kieu Hung

+ Ms. Tran Thi Huong

+ Mr. Nguyen Thac Hoai

+ Mr. Nguyen Hong Son

5. Number of Board of Directors members to be elected: **05 persons**

6. Results of the number of votes for each candidate:

+ Mr. Le Doan Long received 22.184.839 votes = 106,33 %

+ Mr. Bui Kieu Hung received 21.203.839 votes = 101,63 %

+ Ms. Tran Thi Huong received 20.581.339 votes = 98,65 %

+ Mr. Nguyen Thac Hoai received 20.581.339 votes = 98,65 %

+ Mr. Nguyen Hong Son received 19.766.944 votes = 94,74 %

Based on the Company's Election Regulations approved by the General Meeting of Shareholders, the list of elected members of the Board of Directors of Nghe Tinh Port Joint Stock Company for the term 2025-2030 is as follows:

No.	Full name
1	Le Doan Long
2	Bui Kieu Hung
3	Tran Thi Huong
4	Nguyen Thac Hoai
5	Nguyen Hong Son

The ballot counting was completed at 11 hours 00 minutes on the same day.

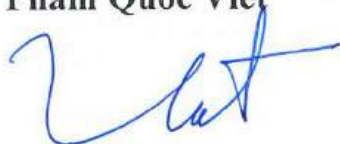
This Minutes of Ballot Counting for the election of the Board of Directors was unanimously approved by all members and jointly signed for confirmation.

The Election and Ballot Counting Committee handed over the Minutes of Ballot Counting and all ballots to the Chairman of the General Meeting./.

Vote Counting Committee

MEMBER OF COMMITTEE

Pham Quoc Viet



HEAD OF COMMITTEE



Yen Van Phuc

.....
Tran Lu Giap



.....
Vo Thi Thanh Hue



.....
Nguyen Thi Thanh Tam



MINUTES OF BALLOT COUNTING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Today, at 08:00 AM, Friday, April 18, 2025, the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company was held at the Conference Hall of Saigon Kim Lien Hotel, No. 25 Quang Trung Street, Quang Trung Ward, Vinh City, Nghe An Province. The Ballot Counting Committee approved by the General Meeting includes:

1. Mr. Yen Van Phuc, Director of Cua Lo Construction Enterprise - Head of the Committee
2. Mr. Pham Quoc Viet, Head of Finance and Planning Department - Member
3. Mr. Tran Lu Giap, Deputy Head of Accounting Department - Member
4. Ms. Vo Thi Thanh Hue, Deputy Head of Human Resources Department - Member
5. Ms. Nguyen Thi Thanh Tam, Internal Audit Specialist - Member, Secretary

The ballot counting for the approval of the agenda items of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company has been conducted. At the time of voting on the agenda items at the General Meeting, the total number of shareholders was: 52 shareholders, representing 20.863.660 shares, accounting for 96,96 % of the total voting shares of the shareholders attending the General Meeting.

The results of the ballot counting are as follows:

- Total "number of voting ballots": 52 ballots, representing 20.863.660 shares, accounting for 100% of the total voting ballots at the General Meeting.
- + Total number of valid ballots: 52 ballots, representing 20.863.660 shares, accounting for 100% of the total voting ballots at the General Meeting.
- + Total number of invalid ballots: 0 ballots, representing 0 shares, accounting for 0% of the total voting ballots at the General Meeting.

1. Approval of the Report on the Activities of the Board of Directors in 2024 and the 2025 Business and Production Plan with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

2. Approval of the Report on the Activities of the Board of Directors for the term 2020-2025 and the Orientation for Activities for the term 2025-2030 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

3. Approval of the Report on the 2024 Business and Investment Results and the 2025 Planned Tasks with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

4. Approval of the Evaluation Report of the Independent Member of the Board of Directors for the term 2020 - 2025 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

5. Approval of the Report of the Supervisory Board of Nghe Tinh Port on the results of supervising business and production activities, supervising the Board of Directors and the General Director in 2024 of Nghe Tinh Port Joint Stock Company with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

6. Approval of the Report of the Supervisory Board of Nghe Tinh Port on the self-assessment of the performance of Supervisors and the Supervisory Board in 2024; Orientation for activities in 2025 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

7. Approval of the Submission on the selection of the auditing firm for the fiscal year 2025 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

8. Approval of the Submission on the dismissal of members of the Board of Directors and the Supervisory Board for the term 2020 - 2025 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

9. Approval of the Submission on the Audited Financial Statements for the year 2024 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

10. Approval of the Submission on the 2024 Profit Distribution Plan with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

11. Approval of the Submission on the Total Remuneration and Salaries of the Board of Directors and the Supervisory Board in 2024 and the Remuneration and Salary Plan for 2025 with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

12. Approval of the Submission on the 2025 Business and Production Plan and Investment Plan with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

13. Approval of the Submission to authorize the Board of Directors of the Company to provisionally assign the business and production plan and investment plan when the General Meeting of Shareholders has not yet been held with the number of votes in favor representing 20.863.660 shares and equal to 100% of the total voting shares of the shareholders attending the General Meeting at the time of voting.

The ballot counting was concluded with the preparation of these Minutes of Ballot Counting at 11:15 AM on the same day. This Minutes consists of four (04) pages, made in two (02) copies, and has been read and agreed upon by all members of the Ballot Counting Committee. The representative of the Ballot Counting Committee announced the results of the ballot counting before the General Meeting. The Ballot Counting Committee handed over all the Voting Cards and the Minutes to the Secretariat of the General Meeting.

Vote Counting Committee

MEMBER OF COMMITTEE

Pham Quoc Viet



.....
Tran Lu Giap



.....
Vo Thi Thanh Hue



.....
Nguyen Thi Thanh Tam



HEAD OF COMMITTEE



Yen Van Phuc





NGHE TINH PORT JOINT STOCK COMPANY

Address: 10, Truong Thi Street, phố Vinh, Nghe An Province

Telephone: 0238.3847143

Fax: 0238.3847142

INVITATION LETTER TO ATTEND THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING OF NGHE TINH PORT JOINT STOCK COMPANY

To: Esteemed shareholders

The Board of Directors of Nghe Tinh Port Joint Stock Company respectfully announces and cordially invites esteemed shareholders to attend the **2025 Annual General Shareholders' Meeting** of the Company, with the following details:

1. **Time:** 8:00 AM, Friday, April 18, 2025
2. **Location:** Sai Gon Kim Lien Hotel, No. 25 Quang Trung Street, Vinh City, Nghe An Province
3. **Agenda:** As outlined in the meeting program. (For election-related matters: Shareholders or groups of shareholders may nominate or self-nominate candidates for the BOD or the BOS for the 2025–2030 term in accordance with Article 29 – Nomination/Self-Nomination of BOD's Members and Article 45 – Nomination/Self-Nomination of BOS's Members of the Company's Charter. Relevant nomination and self-nomination forms are attached.)
4. **Eligibility to Attend the Meeting:**
 - ◆ Shareholders entitled to attend the 2025 Annual General Shareholders' Meeting are those listed in the Shareholders Register as of March 4, 2025.
 - ◆ Shareholders unable to attend the meeting in person may authorize another person to attend on their behalf (using the attached proxy form). The authorized person is not allowed to delegate the authorization to a third party.
 - ◆ When attending the meeting, shareholders or their authorized representatives are kindly requested to bring the following documents for registration: Invitation letter, ID card/Citizen identification card/Business registration certificate (if attending on behalf of an organization) Proxy letter (if attending as an authorized representative).
 - ◆ Shareholders shall bear all accommodation and travel expenses when attending the meeting.
5. **Proxy letter, Nomination/Self-Nomination Form, and other related documents**

To facilitate the meeting organization, shareholders are kindly requested to submit the proxy letter and nomination/self-nomination form (if any) to the Company's Office before 4:00 PM on April 14, 2025 at the following address: Mrs. Dinh Thi Thanh Huong, Nghe Tinh Port Joint Stock Company, Address: 10, Truong Thi Street, phố Vinh, Nghe An Province. Telephone: 0975.254.783.

The full content of the meeting program, proxy letter, and other documents used at the meeting will be updated on the Company's website: nghetinhport.vn

Yours sincerely!

QR code Tài liệu Đại hội tại đây



ON BEHALF OF BOD
CHAIRMAN

[Signature]
Lê Doan Long



NGHE TINH PORT JOINT STOCK COMPANY

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

Telephone: 0238.3847143

Fax: 0238.3847142

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 NGHE TINH PORT JOINT STOCK COMPANY

The General Meeting will be held on April 18, 2025, at the Saigon Kim Lien Hotel Hall, No. 25 Quang Trung Street, Vinh City, Nghe An Province.

Time	Content	PIC
07h30 - 08h00	Welcoming Delegates and Shareholders; Shareholder Qualification Check Organizing Committee	Organizing Committee
08h00-08h10	Report on the Results of Shareholder Qualification Check	Shareholder Eligibility Verification Committee
08h10-08h15	Opening Ceremony of the General Meeting; Introduction of Delegates and Attendees	Organizing Committee
08h15-08h30	<ul style="list-style-type: none">- Submitting to the General Meeting the "Working Regulations of the General Meeting of Shareholders" and voting for approval.- Approving the Agenda of the General Meeting- Introducing and electing the Presidium and the Secretariat- Electing the Election Committee and the Vote Counting Committee Organizing Committee	Organizing Committee
08h30-09h00	Approving the Reports submitted to the AGM: <ul style="list-style-type: none">+ Report on the Activities of the Board of Directors in 2024;+ Report on the Activities of the Board of Directors for the term 2020-2025 and the Orientation for the term 2025-2030+ Report on Business and Investment Performance in 2024 and the Plan for 2025+ Report on the Activities of Independent Members of the Board of Directors for the term 2020 – 2025	Board of Directors
09h00-09h30	<ul style="list-style-type: none">+ Report of the Supervisory Board in 2024Self-assessment+ Report on the Performance of Supervisors and the Supervisory Board in 2024; Orientation for Activities in 2025+ Proposal on the selection of the auditing firm for the 2025 financial statements Supervisory Board	Board of Supervisors
09h30-10h00	Approving the election of the Board of Directors and the Board of Supervisors for the term 2025-2030 <ul style="list-style-type: none">+ Proposal on the dismissal of outgoing members of the Board of Directors and the Supervisory Board and the election of new members for the term 2025 - 2030+ Approving the Election Regulations for members of the	Presidium



NGHE TINH PORT JOINT STOCK COMPANY

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

Telephone: 0238.3847143

Fax: 0238.3847142

	<p>Board of Directors and the Supervisory Board and introducing candidates for the term 2025-2030</p> <ul style="list-style-type: none"> + The General Meeting proceeds with voting and electing members of the Board of Directors and the Supervisory Board for the term 2025-2030 + The Vote Counting Committee proceeds with its work <p>Presidium</p>	BKS
10h00-10h30	<p>Submitting the following issues to the General Meeting for voting and approval:</p> <ul style="list-style-type: none"> + Proposal on approving the audited Financial Statements for 2024. + Proposal on approving the profit distribution plan for 2024 + Proposal on approving the total remuneration of the Board of Directors and the Supervisory Board for 2024 and the remuneration plan for 2025 + Proposal on approving the Business and Production Plan and Investment Plan for 2025 + Proposal requesting the AGM to authorize the Board of Directors to provisionally assign the Business and Production Plan and Investment Plan from January 1st of the planning year until the date of the AGM + Other related matters (if any) 	Presidium
10h30 - 11h10	<p>Shareholders participate in discussions and contribute opinions on the Reports and Proposals</p> <p>Speech by senior leaders (if any)</p>	
11h10 - 11h15	<p>The General Meeting proceeds with voting and approving the reports and proposals of the Board of Directors, the Board of Supervisors, and other related matters (if any)</p> <p>Announcement of election results</p>	<p>Presidium</p> <p>Vote Counting Committee</p>
10h15 - 11h25	<p>General Meeting Break</p> <p>Board of Directors meets to elect the Chairman of the Board; Supervisory Board meets to elect the Head of the Board</p>	
11h25 - 11h30	<p>The Board of Directors and the Board of Supervisors for the term 2025-2030 make their debut to the General Meeting</p>	BOD, BOS
11h30 - 11h35	<p>Adoption of the General Meeting Resolution</p>	Secretariat
	<p>Closing Ceremony of the General Meeting</p>	Presidium



Nghe Tinh Port Joint Stock Company

Address: 10 Truong Thi Street, Vinh City, Nghe An Province

Telephone: 0238.3847143

Fax: 0238.3847142

CONFIRMATION OF ATTENDANCE

AT THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING

**To: THE ORGANIZING COMMITTEE OF THE GENERAL
SHAREHOLDERS' MEETING NGHE TINH PORT JOINT STOCK COMPANY**

Shareholder's full name:

Business Registration License/ID:Date of Issue: Place of Issue:

Address:

Telephone:

Current Number of Shares Held:

By this letter, I kindly confirm my attendance at the 2025 Annual General Shareholders' Meeting, organized by Nghe Tinh Port Joint Stock Company, scheduled to take place on April 18, 2025 at Sai Gon Kim Lien Hotel, No. 25, Quang Trung Street, Vinh City, Nghe An Province.

Thank you very much for your attention and consideration!

Shareholder

(Signature and full name, affix seal if applicable)



NGHE TINH PORT JOINT STOCK COMPANY

Address: 10, Truong Thi Street, Vinh, Nghe An Province

Telephone: 0238.3847143

Fax: 0238.3847142

AUTHORIZATION LETTER TO ATTEND THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING NGHE TINH PORT JOINT STOCK COMPANY (April 18, 2025)

1. AUTHORIZING PARTY:

Name of organization or individual:

ID/Business Registration Number:..... Date of issue:..... Place of issue:.....

Address:.....

Phone number:..... - Fax:.....

Number of shares held:.....

Representative (for institutional shareholders):.....

ID Number:..... Date of issue:..... Place of issue:.....

2. AUTHORIZED PARTY

Full

name:.....

ID/Passport Number:..... Date of issue:..... Place of issue:.....

Address:.....

Phone number:..... - Fax:.....

Number of shares held:.....

3. CONTENT OF AUTHORIZATION

The authorized party is authorized to represent the authorizing party to attend the 2025 Annual General Shareholders' Meeting of Nghe Tinh Port Joint Stock Company, held on April 18, 2025, and to vote on the issues at the meeting with the voting rights corresponding to the number of authorized shares.

The authorizing party shall take full responsibility for this authorization.

4. RESPONSIBILITY & TERM OF AUTHORIZATION

This authorization ensures compliance with the regulations of Nghe Tinh Port Joint Stock Company and the applicable legal provisions;

This authorization letter is effective from the date of signing until the conclusion of the 2025 Annual General Shareholders' Meeting of Nghe Tinh Port Joint Stock Company.

We take full responsibility for this authorization and commit to strictly complying with the current legal provisions and the Charter of Nghe Tinh Port Joint Stock Company

Authorized Party

(Signature and full name)

Authorizing Party

(Signature and full name, affix seal if applicable)

Application Form For Board Of Directors Membership/Board of Supervisors



SOCIALIST REPUBLIC OF VIETNAM

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**APPLICATION FOR BOARD OF DIRECTORS MEMBERSHIP
OF NGHE TINH PORT JOINT STOCK COMPANY**

**To: THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING
OF NGHE TINH PORT JOINT STOCK COMPANY**

Shareholder's name:

ID number: Place of issue: Issue date:

Address:

Education background: Field of study:

As a shareholder of Nghe Tinh Port Joint Stock Company, currently holding..... shares, I hereby apply for the position of Board of Directors Member/Board of Supervisors for the term 2025–2030 of Nghe Tinh Port Joint Stock Company.

I hereby certify that all the information provided above and the attached documents are true and lawful. If elected, I commit to fully fulfilling my responsibilities and duties in accordance with the law and the Company's Charter.

....., , ... 2025

Attached Documents:

1.
2.
3.

Nominee

(Signature and full name)

Clause 2, Article 29. Nomination and Candidacy for the Board of Directors:

- Shareholders or groups of shareholders holding **from 10% to 20%** of the total common shares are entitled to nominate **01 candidate**.
- Shareholders or groups of shareholders holding **more than 20% to 50%** of the total common shares are entitled to nominate up to **02 candidates**.
- Shareholders or groups of shareholders holding **more than 50% to 75%** of the total common shares are entitled to nominate up to **03 candidates**.

- Shareholders or groups of shareholders holding **more than 75%** of the total common shares are entitled to nominate up to **05 candidates**.

Clause 2, Article 45. Nomination and Candidacy for the Supervisory Board:

- Shareholders or groups of shareholders holding **from 10% to 40%** of the total common shares are entitled to nominate **01 candidate**.
- Shareholders or groups of shareholders holding **more than 40% to 65%** of the total common shares are entitled to nominate up to **02 candidates**.
- Shareholders or groups of shareholders holding **more than 65%** of the total common shares are entitled to nominate up to **03 candidates**.

Nomination Form For Board Of Directors/Board of Supervisors Representative

SOCIALIST REPUBLIC OF VIETNAM

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**NOMINATION OF REPRESENTATIVE FOR BOARD OF
DIRECTORS/BOARD OF SUPERVISORS MEMBERSHIP
OF NGHE TINH PORT JOINT STOCK COMPANY**

**THE GENERAL SHAREHOLDERS' MEETING
OF NGHE TINH PORT JOINT STOCK COMPANY**

Shareholder's name:

ID/Business Registration Certificate Number: Issued by:

Issue date:

Address:

As a shareholder of Nghe Tinh Port Joint Stock Company, currently holding
shares, I hereby nominate

Mr (Mrs):

ID number: Issue date: Place of issue:

Address:

Education background: Field of study:

to apply for the position of Board of Directors Member/Board of Supervisors for the term
2025–2030 of Nghe Tinh Port Joint Stock Company.

We hereby certify that all the information provided above and the attached documents are
true and lawful. If elected, I (the nominee) commit to fully fulfilling my responsibilities
and duties in accordance with the law and the Company's Charter.

2025

Nominee
(Signature and full name)

Legal Representative of the Shareholder
(Signature, full name, title, and company seal)

Clause 2, Article 29. Nomination and Candidacy for the Board of Directors:

- Shareholders or groups of shareholders holding from 10% to 20% of the total common shares are entitled to nominate 01 candidate.
- Shareholders or groups of shareholders holding more than 20% to 50% of the total common shares are entitled to nominate up to 02 candidates.
- Shareholders or groups of shareholders holding more than 50% to 75% of the total common shares are entitled to nominate up to 03 candidates.

- Shareholders or groups of shareholders holding more than 75% of the total common shares are entitled to nominate up to 05 candidates.

Clause 2, Article 45. Nomination and Candidacy for the Supervisory Board:

- Shareholders or groups of shareholders holding from 10% to 40% of the total common shares are entitled to nominate 01 candidate.
- Shareholders or groups of shareholders holding more than 40% to 65% of the total common shares are entitled to nominate up to 02 candidates.
- Shareholders or groups of shareholders holding more than 65% of the total common shares are entitled to nominate up to 03 candidates.

*Curriculum Vitae Form For Candidates Applying For The Board Of Directors Of
Nghe Tinh Port Joint Stock Company*

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CURRICULUM VITAE

(For candidates applying for the board of directors/BOS of Nghe Tinh Port Joint Stock Company)

1. Full name:
2. Gender: Male ☐ Female ☐
3. Date of birth:
4. Nationality:
5. ID number: Issue date: Place of issue:
6. Address:
7. Telephone:
8. Education background:
9. Professional qualifications

Qualification	Field of Study	Graduation Year	Duration	Training Institution

10. Employment History:

From... to...	Organization	Position

I hereby certify that the information provided above is true and accurate. I take full responsibility before the law for the declared information.

....., 2025

Attached Documents: (ID, degree, etc.)

1.
2.
3.
4.
5.

Candidate
(Signature and full name)

.....



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DECLARATION OF RELATED INTERESTS

Full name :

Date of birth :

ID number :

Currently, I am a candidate for the position of a member of the Board of Directors/BOS of Nghe Tinh Port Joint Stock Company. I hereby publicly declare my related interests in accordance with the Enterprise Law as follows:

I. Enterprises in which I hold shares/contributed capital:

No.	Enterprise Name	Registered Office Address	Business Sector	Business Registration Certificate No./Date of Issue/Place of Issue	Number of Shares/Contributed Capital	Contribution Ratio/Charter Capital	Date of Ownership
1							
2							
3							

II. Enterprises in which my related persons hold 5% or more of the charter capital:

No.	Full Name (Relationship)	Enterprise Name	Registered Office Address	Business Sector	Business Registration Certificate No./Date of Issue/Place of Issue	Number of Shares/Contributed Capital	Capital Contribution Ratio/Charter Capital	Date of Ownership
1								
2								

3								
---	--	--	--	--	--	--	--	--

III. Enterprises in which I am a member of the Board of Directors, a member of the Members' Council, a member of the Supervisory Board, or the General Director (Director):

No.	Enterprise Name	Registered Office Address	Business Sector	Business Registration Certificate No./Date of Issue/Place of Issue	Current Position
1					
2					
3					

IV. Enterprises in which my related persons are members of the Board of Directors, members of the Members' Council, members of the Supervisory Board, or General Directors (Directors):

No.	Full Name (Relationship)	Enterprise Name	Registered Office Address	Business Sector	Business Registration Certificate No./Date of Issue/Place of Issue	Current Position
1						
2						
3						

I hereby certify that the above declaration of related interests is true and accurate.

..... 2025

DECLARANT
(Signature and full name)

**VIETNAM MARITIME
CORPORATION – JSC**

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

No.: 150/HHVN-TCNS

Ha Noi, 17 April 21, 2025

Re: Introduction of Personnel to
Participate in the BOS, BOS of Nghe
Tinh Port

To: General meeting of shareholders of Nghe Tinh Port Joint Stock Company

In order to carry out the participation in the election to the Board of Directors, Board of Supervisors of Nghe Tinh Port Joint Stock Company (Nghe Tinh Port), Vietnam Maritime Corporation (the Corporation) hereby introduces to the General Meeting of Shareholders of Nghe Tinh Port the following personnel to participate in the Board of Directors, Board of Supervisors of Nghe Tinh Port for the 2025-2030 term:

1. Members of the Board of Directors

- **Mr. Le Doan Long**, Chairman of the Board of Directors of Nghe Tinh Port, Representative of the Corporation's capital contribution at Nghe Tinh Port, representing 21% of the charter capital.

- **Mr. Bui Kieu Hung**, General Director of Nghe Tinh Port, Representative of the Corporation's capital contribution at Nghe Tinh Port, representing 15% of the charter capital.

- **Ms. Tran Thi Huong**, Deputy Chief of the Corporation's Office, Representative of the Corporation's capital contribution at Nghe Tinh Port, representing 15% of the charter capital.

- **Mr. Nguyen Thac Hoai**, Independent Member of the Board of Directors of Nghe Tinh Port.

2. Board of Supervisors

- **Ms. Phan Thi Nhi Ha**, Member of the Board of Supervisors of the Corporation.

- **Ms. Nguyen Ngoc Thuy Dung**, Specialist of the Corporation's Seaport & Maritime Services Department.

Sincerely./.

Recipients:

- As above;
- Party Committee of the Corporation;
- Board of Directors of the Corporation;
- Board of Supervisors of the Corporation;
- General Director of the Corporation;
- Nghe Tinh Port;
- Representatives of Capital at Nghe Tinh Port;
- Filing: Office of Record, General Secretary, Personnel Department, Nguyenen.

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

Le Anh Son

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**NOMINATION FORM FOR REPRESENTATIVE TO THE BOD OF NGHE TINH
PORT JOINT STOCK COMPANY TERM 2025-2030**

**GENERAL MEETING OF SHAREHOLDERS
OF NGHE TINH PORT JOINT STOCK COMPANY**

Shareholder Name: **Tuan Loc Commodities LTD.**

Registration Certificate No.: 3603655275 Issued by:.....Issued date: 16/09/2022

Address: Long Tho Commune, Nhon Trach District, Dong Nai Province

Being a shareholder of Nghe Tinh Port Joint Stock Company, currently holding 4,594,156 shares, hereby nominates:

Mr./Ms.: **Nguyen Hong Son**

ID Card No.: 040082038635 Issued date: 14/12/2021 Place of Issue:.....

Permanent Address: Thanh Xuan, Hanoi

Major: Economic Management Professional

Qualification: Master's Degree

to stand for election as a member of the Board of Directors for the term 2025-2030 of Nghe Tinh Port Joint Stock Company.

We warrant that all the above information and attached personal records are legal and valid. If elected, I (the nominee) commit to fulfilling all responsibilities and exercising all rights in accordance with the provisions of law and the Company's Charter.

....., 17 April, 2025

Nominee

(Signature and full name)

Legal Representative of the Shareholder

(Signature and full name - Title and Seal)

.....
Attached documents:

1.....

2.....

Note: Clause 2, Article 29. Nomination and Election of Members of the Board of Directors:

Shareholder(s) holding from 10% to 20% of the total number of common shares have the right to nominate 01 candidate; Shareholder(s) holding over 20% to 50% of the total number of common shares have the right to nominate a maximum of 02 candidates; Shareholder(s) holding over 50% to 75% of the total number of common shares have the right to nominate a maximum of 03 candidates; and shareholder(s) holding over 75% of the total number of common shares have the right to nominate a maximum of 05 candidates.

Clause 2, Article 45. Nomination and Election of Members of the Board of Supervisors:

Shareholder(s) holding from 10% to 40% of the total number of common shares have the right to nominate 01 candidate; Shareholder(s) holding over 40% to 65% of the total number of common shares have the right to nominate a maximum of 02 candidates; Shareholder(s) holding over 65% of the total number of common shares have the right to nominate a maximum of 03 candidates.

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**NOMINATION FORM FOR REPRESENTATIVE TO THE BOS OF NGHE TINH
PORT JOINT STOCK COMPANY TERM 2025-2030**



To:

**GENERAL MEETING OF SHAREHOLDERS
OF NGHE TINH PORT JOINT STOCK COMPANY**

Shareholder Name: Tuan Loc Commodities LTD.

Registration Certificate No.: 3603655275 Issued by:.....Issued date: 16/09/2022

Address: Long Tho Commune, Nhon Trach District, Dong Nai Province

Being a shareholder of Nghe Tinh Port Joint Stock Company, currently holding 4,594,156 shares, hereby nominates:

Mr./Ms.: Nguyen The Tien

ID Card No.: Issued date:..... Place of Issue:.....

Permanent Address: Hung Phuc Ward, Vinh City

Major: Bachelor

Qualification:

to stand for election as a member of the Board of Supervisors for the term 2025-2030 of Nghe Tinh Port Joint Stock Company.

We warrant that all the above information and attached personal records are legal and valid. If elected, I (the nominee) commit to fulfilling all responsibilities and exercising all rights in accordance with the provisions of law and the Company's Charter.

....., 17 April, 2025

Nominee

(Signature and full name)

Legal Representative of the Shareholder

(Signature and full name - Title and Seal)

.....
Attached documents:

1.....

2.....

Note: Clause 2, Article 29. Nomination and Election of Members of the Board of Directors:

Shareholder(s) holding from 10% to 20% of the total number of common shares have the right to nominate 01 candidate; Shareholder(s) holding over 20% to 50% of the total number of common shares have the right to nominate a maximum of 02 candidates; Shareholder(s) holding over 50% to 75% of the total number of common shares have the right to nominate a maximum of 03 candidates; and shareholder(s) holding over 75% of the total number of common shares have the right to nominate a maximum of 05 candidates.

Clause 2, Article 45. Nomination and Election of Members of the Board of Supervisors:

Shareholder(s) holding from 10% to 40% of the total number of common shares have the right to nominate 01 candidate; Shareholder(s) holding over 40% to 65% of the total number of common shares have the right to nominate a maximum of 02 candidates; Shareholder(s) holding over 65% of the total number of common shares have the right to nominate a maximum of 03 candidates.

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CURRICULUM VITAE

(For candidates for the Board of Directors/Board of Supervisors of Nghe Tinh Port Joint Stock Company)

1. Full Name: Nguyen The Tien

2. Gender: Male ☐ Female ☐

3. Date of Birth: 27/07/1977

4. Nationality: Vietnamese

5. ID number.: 040087002352 Date of Issue: 10/4/2021 Place of Issue: Department of Administrative Management for Social Order

6. Permanent Address: Hung Phuc Ward, Vinh city, Nghe An

7. Contact Phone Number: 0912771977

8. Education Level: 12/12

9. Professional Qualifications: Bachelor's Degree

Degree	Major	Year of graduation	Training duration	Training institution
Vocational Diploma in Economics	Manufacturing Enterprise Accounting	1998	02 year	Nghe An University of Economy
Bachelor of Accounting	Accounting	2008	05 year	University of Commerce

10. Work experience:

From... to...	Employer	Position
2000 - 2010	Hanoi Housing Investment and Development Joint Stock Company No. 30	Accountant
2010 – 07/2014	Corporate Project Management of Vietnam Maritime	Employee



08/2014 – 03/2015	Waiting for employment	
04/2015 – current	Song Lam Water Supply One Member Limited Liability Company	Employee

I certify that the above information is true and I am fully responsible before the law for the information provided.

....., 17 April, 2025

Attached documents:

- 1.....
- 2.....
- 3.....
- 4.....
- 5.....

Nominee

(Signature and full name)

**NGHE TINH PORT
JOINT STOCK COMPANY**



SOCIALIST REPUBLIC OF VIETNAM
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Nghe An, 18 April, 2025

**WORKING REGULATIONS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
NGHE TINH PORT JOINT STOCK COMPANY**

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of Application

- These Regulations shall apply to the organization of the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company (hereinafter referred to as the General Meeting).

- These Regulations specifically stipulate the rights and obligations of shareholders or authorized representatives of shareholders (hereinafter referred to as shareholders/authorized shareholders) attending the General Meeting, as well as the conditions and procedures for conducting the General Meeting.

Article 2. Applicable Subjects

Shareholders/authorized shareholders attending the General Meeting are responsible for implementing the provisions of these Regulations.

**CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE
GENERAL MEETING**

Article 3. Rights and Obligations of Shareholders

1. Conditions for Attendance:

Shareholders/authorized shareholders whose names are on the List of Shareholders as of the record date for attending the General Meeting.

2. Rights of Eligible Shareholders Attending the General Meeting:

- To vote on all matters within the authority of the General Meeting.
- To authorize in writing a representative to attend and vote on their behalf at the General Meeting.
- The Organizing Committee of the General Meeting shall publicly announce the entire agenda of the General Meeting. All eligible shareholders are entitled to express their opinions directly or through their authorized representatives. All expressed opinions shall be discussed at the General Meeting.
- Shareholders/authorized shareholders attending the General Meeting of Shareholders must bring their personal identification documents (ID card or

passport...) and Power of Attorney (for authorized shareholders) to present to the Shareholder Eligibility Verification Committee and shall receive a Voting Card (stating the shareholder's name, shareholder code, number of owned shares, number of represented shares, number of voting shares of the shareholder or authorized shareholder attending the General Meeting). The number of voting shares shall be equal to the total number of owned shares and authorized shares (if any).

- At the General Meeting, after listening to the reports on the matters to be approved, the shareholders/authorized shareholders shall discuss and approve each matter by submitting their Voting Cards.

- Shareholders/authorized shareholders have the right to express their opinions on the agenda items during the discussion session under the direction of the Chairman.

- Shareholders/authorized shareholders arriving late at the General Meeting have the right to register immediately, and thereafter have the right to participate and vote immediately at the General Meeting, but the Chairman shall not be responsible for adjourning the General Meeting for the registration of late-arriving shareholders/authorized shareholders, and the validity of the voted contents shall not be affected.

3. Obligations of Shareholders/Authorized Shareholders Attending the General Meeting:

- Shareholders/authorized shareholders attending the General Meeting must complete the registration procedures for attending the General Meeting with the Shareholder Eligibility Verification Committee.

- During the General Meeting, shareholders/authorized shareholders must comply with the instructions of the Chairman of the General Meeting, behave civilly and politely, and not cause disorder.

Article 4. Rights and Obligations of the Shareholder Eligibility Verification Committee Attending the General Meeting

1. The Shareholder Eligibility Verification Committee shall be appointed by the Organizing Committee.

2. The Shareholder Eligibility Verification Committee shall verify the eligibility of shareholders/authorized shareholders attending the meeting; distribute documents and Voting Cards to shareholders/authorized shareholders; and report to the General Meeting on the results of the eligibility verification of shareholders/authorized shareholders attending the General Meeting.

Article 5. Rights and Obligations of the Chairman and Secretary of the General Meeting

1. The Organizing Committee of the General Meeting shall introduce the Chairman of the General Meeting.

2. The Chairman shall have the right to decide on the order, procedures, and events arising outside the planned agenda of the General Meeting.

3. The Chairman may adjourn the General Meeting with the consensus or at the request of the General Meeting of Shareholders that has the necessary quorum of attendees.

4. The Chairman of the General Meeting shall have the right to take necessary and reasonable measures to conduct the General Meeting in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

5. In addition, the Chairman of the General Meeting shall exercise other rights and obligations as stipulated in Article 24 of the Charter of Nghe Tinh Port Joint Stock Company.

6. The Organizing Committee of the General Meeting shall introduce the Shareholder Eligibility Verification Committee, the Election and Ballot Counting Committee, and the Secretariat of the General Meeting for approval by the General Meeting. All contents of the General Meeting must be recorded in the Minutes of the General Meeting by the Secretary of the General Meeting. The Minutes of the General Meeting and the Resolutions of the General Meeting of Shareholders shall be read and approved before the closing of the General Meeting and shall be kept at Nghe Tinh Port Joint Stock Company.

Article 6. Powers and Responsibilities of the Election and Ballot Counting Committee

1. The Chairman of the General Meeting shall introduce the Election and Ballot Counting Committee and seek approval at the General Meeting.

2. The Election and Ballot Counting Committee shall have the following responsibilities:

- Supervise the voting of shareholders/authorized shareholders attending the General Meeting.
- Summarize the number of voting shares for each item for the Chairman to announce before the General Meeting.
- Report the election results publicly before the General Meeting.

CHAPTER III

CONDUCTING THE GENERAL MEETING

Article 7. Conditions for Conducting the General Meeting of Shareholders

The General Meeting of Shareholders shall be conducted when the number of attending shareholders/authorized shareholders represents over 50% of the total voting shares according to the List of Shareholders of Nghe Tinh Port Joint Stock Company

Article 8. Procedures for Conducting the General Meeting

1. The General Meeting shall take place for ½ day.
2. The General Meeting shall successively discuss and vote on each issue in the agenda.

3. For each issue requiring voting at the AGM, the Presidium of the General Meeting shall propose voting three times in the following order:

- First time: Vote in favor;
- Second time: Vote against;
- Third time: Abstain. Each Shareholder or Authorized Shareholder (01 person) shall only vote once (in favor, against, or abstain) on the same issue requiring voting at the AGM.

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

CHAPTER IV IMPLEMENTATION PROVISIONS

Article 9. Implementation Provisions

These Regulations consist of 4 chapters and 9 articles, and were approved at the Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company on April 18, 2025./.

**ON BEHALF OF ORGANIZING COMMITTEE
CHAIRMAN OF THE GENERAL MEETING**

**Le Doan Long
Chairman of BOD**



SOCIALIST REPUBLIC OF VIETNAM
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Nghe An, 18 April, 2025

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

Pursuant to: Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and detailed implementing guidelines;

Pursuant to: The Charter of Nghe Tinh Port Joint Stock Company;

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

Article 1. The organization of the election shall be assigned by the General Meeting to the Election and Ballot Counting Committee.

Article 2. The Election and Ballot Counting Committee shall consist of 05 members, including one Head and 04 Members, proposed by the Chairman of the meeting and approved by voting of the General Meeting of Shareholders.

Members of the Election and Ballot Counting Committee shall not be candidates nominated or proposed for the Board of Directors or the Supervisory Board.

Article 3. The work of organizing the election includes:

- Checking and announcing the list of candidates nominated and proposed for the Board of Directors and the Supervisory Board of Nghe Tinh Port.
- Distributing ballots, supervising the voting process, and conducting the ballot counting.
- Preparing the Minutes of Ballot Counting and announcing the ballot counting results before the General Meeting.
- Together with the Chairman of the General Meeting, considering and resolving complaints and denunciations (if any) regarding candidates, nominations, as well as election results, and reporting to the General Meeting of Shareholders for decision.

Article 4. Principles of Election:

- Ensuring compliance with legal regulations, the Company's Charter, and ensuring democracy and fairness.
- Conducting open elections in the form of secret ballots.
- Applying cumulative voting method.

Article 5. Each shareholder or authorized shareholder present at the General Meeting of Shareholders at the time of the election shall have 01 ballot for the Board of Directors (yellow) and 01 ballot for the Supervisory Board (pink). The voting value of the ballot corresponds to the number of voting shares held by that shareholder or represented by them according to the registration to attend the General Meeting of Shareholders, multiplied by the number of members to be elected to the Board of Directors/Supervisory Board, and the shareholder has the right to cast all of their total votes for one or several candidates.

Article 6. Conditions for Nomination and Candidacy for Membership in the Board of Directors and the Supervisory Board of the Company

6.1. Conditions for Nomination and Candidacy for Membership in the Board of Directors

As stipulated in Article 29 of the Charter of Nghe Tinh Port Joint Stock Company:

1. In cases where Board of Directors candidates have been identified, the Company must disclose information related to the candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Board of Directors candidates must provide a written commitment to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to Board of Directors candidates to be disclosed includes: a) Full name, date, month, year of birth; b) Professional qualifications; c) Work history; d) Other management positions (including Board of Directors positions in other companies); e) Related interests with the Company and related parties of the Company; f) The Company shall be responsible for disclosing information about companies where the candidate holds positions as a member of the Board of Directors, other management positions, and related interests with the Company of the Board of Directors candidate (if any).

2. Shareholders or groups of shareholders: holding from 10% to 20% of the total outstanding common shares shall have the right to nominate 01 candidate; holding over 20% to 50% of the total outstanding common shares shall have the right to nominate a maximum of 02 candidates; holding over 50% to 75% of the total outstanding common shares shall have the right to nominate a maximum of 03 candidates; and holding over 75% of the total outstanding common shares shall have the right to nominate a maximum of 05 candidates.

3. In case the number of Board of Directors candidates through nomination and candidacy is still insufficient according to the provisions of Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall introduce additional candidates or organize nominations according to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' introduction of additional

candidates must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.

4. Members of the Board of Directors must meet the standards and conditions stipulated in Article 31 of this Charter.

6.2. Conditions for Nomination and Candidacy for Membership in the Supervisory Board

As stipulated in Article 45 of the Charter of Nghe Tinh Port Joint Stock Company:

1. In cases where Supervisory Board candidates have been identified in advance, the Company must disclose information related to the candidates at least 10 days prior to the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for membership in the Supervisory Board must provide a written commitment to the truthfulness and accuracy of the disclosed personal information and must commit to performing their duties honestly, carefully, and in the best interests of the Company if elected as a member of the Supervisory Board. Information related to Supervisory Board candidates to be disclosed includes the following minimum contents: a) Full name, date, month, year of birth; b) Professional qualifications; c) Work history; d) Other management positions (including Board of Directors and Supervisory Board positions in other companies); e) Related interests with the Company and related parties of the Company; f) The Company shall be responsible for disclosing information about companies where the candidate holds positions as a member of the Board of Directors, member of the Supervisory Board, other management positions, and related interests with the Company of the Supervisory Board candidate (if any).

2. Shareholders or groups of shareholders: holding from 10% to 40% of the total outstanding common shares shall have the right to nominate 01 candidate; holding over 40% to 65% of the total outstanding common shares shall have the right to nominate a maximum of 02 candidates; holding over 65% of the total outstanding common shares shall have the right to nominate a maximum of 03 candidates.

3. In case the number of Supervisory Board candidates through nomination and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated in the Internal Regulations on Corporate Governance and the Operating Regulations of the Supervisory Board. The incumbent Supervisory Board's introduction of additional candidates must be clearly disclosed before the election of Supervisory Board members in accordance with the law.

6.3. Candidate dossiers according to the form of the Organizing Committee of the General Meeting, including:

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

- Curriculum vitae.
- Notarized copy of professional diplomas and certificates of the candidate.
- Copy of citizen identification card.
- Other documents (if any).

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

Article 7. Number and Standards of Members of the Board of Directors and the Supervisory Board

7.1. According to Clauses 1 and 2, Article 30, and Article 46 of the Company's Charter, the number of members of the Board of Directors is 05 persons. The term of office of a member of the Board of Directors shall not exceed 05 years and may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Board of Directors of the Company for no more than 02 consecutive terms.

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

7.2. Members of the Board of Directors must meet the standards and conditions for being a member of the Board of Directors according to Article 31 of the Company's Charter.

7.2.1. Members of the Board of Directors must meet the following standards and conditions:

a) Not being subject to the provisions of Clause 2, Article 17 of the Enterprise Law;

b) Having professional qualifications and experience in business management or in the field, industry, or profession of the Company's business, and not necessarily being a shareholder of the Company;

c) Members of the Board of Directors may concurrently be members of the Board of Directors of other companies;

d) Not being a family member of the General Director and other managers of the Company; or of the manager or the person with the authority to appoint the manager of the parent company.

7.2.2. Independent members of the Board of Directors must meet the following standards and conditions:

a) Not currently working for the Company, its parent company, or its subsidiary; and not having worked for the Company, its parent company, or its subsidiary for at least 03 consecutive years prior;

b) Not currently receiving salaries or remuneration from the Company, except for allowances that members of the Board of Directors are entitled to according to regulations;

c) Not being a person whose spouse, biological parents, adoptive parents, biological children, adopted children, siblings are major shareholders of the Company; or are managers of the Company or its subsidiaries;

d) Not directly or indirectly owning at least 1% of the total voting shares of the Company;

e) Not having been a member of the Board of Directors or the Supervisory Board of the Company for at least the 05 consecutive years prior, except in cases of continuous re-appointment for 02 terms.

7.3. Members of the Supervisory Board must meet the standards and conditions for being a member of the Supervisory Board according to Clause 2, Article 46 of the Company's Charter:

a) Not being subject to the provisions of Clause 2, Article 17 of the Enterprise Law;

b) Having been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the Company's business activities;

c) Not being a family member of a member of the Board of Directors, the General Director, and other managers;

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

e) Not being a family member of the enterprise manager of the parent company; the capital representative of the enterprise, the state capital representative at the parent company and at the Company;

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

g) Not being a member or employee of the independent auditing firm that audited the Company's financial statements for the 03 consecutive years prior.

Article 8. Ballots issued by the Organizing Committee of the General Meeting shall clearly state the number of voting shares owned or represented by the shareholder. Upon receiving the ballot, shareholders and authorized shareholders must check the number of voting shares stated on the ballot. If there is an error, they must immediately notify the Chairman or the Election Committee.

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

- Ballots that do not conform to the prescribed form and do not bear the Company's seal.

- Ballots that vote for more than the maximum number as stipulated in Article 7 of these Regulations.

- Ballots that strike out all the names of the candidates (blank ballots).

- Ballots with erasures or corrections (in case of incorrect writing, a new ballot must be exchanged).

- Ballots that add the names of individuals not on the list of candidates nominated and proposed and approved at the General Meeting of Shareholders.

- The total number of votes cast exceeds the total number of votes to be elected printed on the ballot.

Article 10. The Election and Ballot Counting Committee shall conduct the ballot counting honestly, accurately, completely, and shall be responsible to the Chairman and the entire General Meeting of Shareholders. The ballot counting must be conducted immediately after the voting ends in the counting room.

Before opening the ballot box, the Election and Ballot Counting Committee must count, record, and seal the unused ballots. The Election Committee shall not erase or correct any information on the ballots.

Article 11. The Election and Ballot Counting Committee shall be responsible for preparing the minutes of the ballot counting results and announcing the ballot counting results before the General Meeting of Shareholders. The minutes and all ballots shall be handed over to the Chairman.

Article 12. The candidates elected as members of the BOD/SB are those candidates:

- Determined by the number of shares obtained, ranked from highest to lowest on the valid ballots, starting from the candidate with the highest number of votes until the required number of members is reached.

- In case the number of candidates with valid votes, ranked from highest to lowest, exceeds the maximum number as prescribed due to multiple individuals receiving the same lowest number of votes, the General Meeting of Shareholders shall decide to hold a re-election for those individuals.

Article 13. If any fraudulent acts or violations of law or the Company's Charter related to this election are detected, all shareholders have the right to question the Chairman of the General Meeting and the Election Committee. The Chairman of the General Meeting and the Election Committee shall be responsible for explaining and clarifying all issues raised by shareholders and shall be accountable to the General Meeting of Shareholders./.

**ON BEHALF OF ORGANIZING COMMITTEE
CHAIRMAN OF BOD**

Le Doan Long

**NGHE TINH PORT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



Số: 01/BC-ĐHĐCĐ

Vinh, 18 April, 2025

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS ON
THE RESULTS OF IMPLEMENTING KEY TASKS FOR THE 2020 - 2025
TERM AND THE ORIENTATION OF ACTIVITIES FOR THE 2025-2030
TERM**

Pursuant to the authority and duties of the Board of Directors as stipulated in the Charter of Organization and Operation of Nghe Tinh Port Joint Stock Company.

Pursuant to the Corporate Governance Regulations of Nghe Tinh Port Joint Stock Company.

The Board of Directors hereby reports to the General Meeting of Shareholders on the following specific contents:

I. RESULTS OF IMPLEMENTING KEY TASKS FOR THE 2020-2025 TERM.

The results of implementing key tasks during the 2020-2025 term are reflected in the results of the management, administration, and production and business operations of Nghe Tinh Port Joint Stock Company over the years 2020, 2021, 2022, 2023, and 2024 (*hereinafter referred to as the 2020-2024 period*), specifically as follows:

1. Enterprise Scale during the 2020-2024 Period

No. (1)	Enterprise Scale (2)	Unit (3)	2020 (4)	2024 (5)	Fluctua- tion =(5)-(4)
1	Charter Capital	Million VND	215.172	215.172	0
2	Total Assets	Million VND	275.912	315.028	39.116
3	Owner's Equity	Million VND	234.477	242.710	8.233
4	Infrastructure, Vehicles, and Equipment				
4.1	Infrastructure				
	<i>Cua Lo Port</i>				
	- Total length of berths	m	656	656	0
	- Total number of berths	Berths	4	4	0
	- Total area of ground	m2	203.499	203.499	0

	<i>Ben Thuy and Hung Hoa Port</i>				
	- Total length of berths	m	119.8	119.8	0
	- Total number of berths	Berths	4	4	0
	- Total area of ground	m2	97.647	97.647	0
4.2	Main Vehicles and Equipment				
	- Heavy-duty cranes	Unit	1	1	0
	- Portal cranes	Unit	2	7	5
	- Medium-duty cranes	Unit	4	3	-1
	- Regular-duty cranes	Unit	6	1	-5
	- Excavators	Unit	8	13	5
	- Wheel loaders	Unit	12	13	1
	- Transport vehicles, cars, tractors	Unit	15	21	6
		Subsidiary Units	2	2	0
5	Port Organizational Structure	Company with other capital contributions	1	1	0
6	Number of Employees	People	467	393	(-74)
7	Average Income	Million VND/person/month	11.951	14.300	(+2.349)
8	Labor Productivity	Million VND/person/month	162,2	226,6	64,4

- *Regarding total assets:* During this period, the Company's total assets increased mainly due to the use of accumulated capital for focused investment in upgrading facilities and synchronizing vehicles and equipment with sufficient operating capacity to improve production and business efficiency and compete with regional ports.

- *Regarding liabilities:* From 2020 to 2024, the Company consistently maintained control of cash flow, so debts were paid on time and there were no overdue debts.

- *Regarding capital preservation and development:* In general, the Company is operating effectively and performing well in capital preservation and development. It has annual profits and pays dividends to shareholders.

- *Regarding the scale of infrastructure and equipment:* In the period from 2020 to 2024, the company focused on investing in port vehicles, equipment, and

infrastructure to enhance competitiveness and meet customer service needs. In addition, the Company liquidated old equipment with low utilization efficiency or unsuitability for production requirements and with a long lifespan.

- *Regarding organizational structure and labor:* In the period 2020-2024, the company gradually arranged labor reasonably and strengthened training in various forms to improve the qualifications and skills of employees. The total number of employees of the company as of December 31, 2024, is 393, a decrease of 74 people compared to the beginning of the term. Although the number of employees decreased, production and business operations were still ensured.

2. On governance

Nghe Tinh Port Joint Stock Company has participated in the Hanoi Stock Exchange (HNX). As part of the listed company group, under the management of the State Securities Commission and the Hanoi Stock Exchange, and under the direction of the Company's Board of Directors, Nghe Tinh Port Joint Stock Company has always strictly fulfilled all legal obligations in the securities sector.

During the past term, the Board of Directors of Nghe Tinh Port Joint Stock Company held 27 Board of Directors meetings; collected opinions 102 times and issued 84 Resolutions and 113 Decisions to direct the contents of the Company's governance and production and business operations based on compliance with the Charter, Regulations, and the company's governance needs. The contents of the Board of Directors meetings were all recorded in minutes, which served as the basis for the Board of Directors to issue relevant decisions. The directives of the Board of Directors were all communicated to the Executive Board, individuals, and relevant organizations in a timely manner to ensure the timeliness and effectiveness of each decision.

In the 2020 - 2025 term, the Board of Directors of Nghe Tinh Port had 5 members, including the Chairman of the Board of Directors and 04 members of the Board of Directors. During the term, the Board of Directors had some personnel changes, specifically:

- On June 17, 2020, the 2020 Annual General Meeting of Shareholders (2020 - 2025 term) approved: (1) the dismissal of Board of Directors members whose term had expired (including: Mr. Nguyen Van Hanh; Mr. Le Doan Long; Mr. Le Duy Duong; Mr. Hoang Tat Thang and Mr. Nguyen Hong Son); (2) the election of Board of Directors members for the 2020 - 2025 term (including 05: Mr. Le Doan Long; Ms. Trinh Thi Ngoc Bien; Mr. Bui Kieu Hung; Mr. Tran Van Dat and Mr. Nguyen Hong Son).

- On April 27, 2021, the 2021 Annual General Meeting of Shareholders approved (1) the dismissal of Ms. Trinh Thi Ngoc Bien as a member of the Board of Directors; (2) the additional election of Mr. Nguyen Thac Hoai as a member of the Board of Directors for the 2020 - 2025 term.

To date, the Board of Directors operates with 05 members, including:

1. Mr. Le Doan Long, Chairman of the Board of Directors for the 2020-2025 term

2. Mr. Bui Kieu Hung, Member of the Board of Directors for the 2020-2025 term

3. Mr. Tran Van Dat, Member of the Board of Directors for the 2020-2025 term

4. Mr. Nguyen Hong Son, Member of the Board of Directors for the 2020-2025 term

5. Mr. Nguyen Thac Hoai, Independent Member of the Board of Directors for the 2020-2025 term

Despite changes in the Board of Directors personnel during the 2020-2025 term, the professional work of each member of the Board of Directors and the general management of the Board of Directors have had appropriate transfers and continuations to ensure stability, continuity, and unity in the operation of the Board of Directors.

In addition, the Company has developed and issued SOP processes to improve performance, ensure quality, and minimize errors in the work process; completed and implemented a set of performance evaluation criteria (KPIs), salary regulations, and a new salary scale system according to the 3P salary method. The Company's legal work has also been given attention and completed with a system of regulations and rules that have been newly developed and continuously improved, ensuring strictness, compliance with current legal regulations, and suitability for the Company's operating conditions. This is an important legal corridor for the Board of Directors, the Supervisory Board, and the Company's Executive Board to direct, supervise, and manage the Company's activities.

3. On production and Business operations

During the 2020 - 2025 term, despite facing many adverse impacts from the Covid-19 epidemic, geopolitical instability, military conflicts in some regions, and increasing competition in the regional seaport exploitation industry, the Board of Directors has made efforts to lead and direct the Executive Board and the Company's Departments/Units to successfully complete the plan assigned by the General Meeting of Shareholders each year. Specifically:

No.	Indicators	Unit	2020	2021	2022	2023	2024
1	Throughput	Tons	4.286.987	4.649.622	4.393.292	4.813.545	4.311.352
2	Revenue	Million VND	205.810	225.155	196.960	242.377	210.999
3	Pre-tax profit	Million VND	12.940	22.325	20.304	26.387	21.011

4	Dividends		8% ^(*)	5,5%	5,7%	6%	5,5%
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() Dividends for 2020 include the remaining dividends from 2019*

Annually, the Company pays dividends in accordance with the Resolution of the General Meeting of Shareholders, ensuring benefits for shareholders.

Nghe Tinh Port Joint Stock Company has 01 associate company, Cua Lo Port Towage and Maritime Services Joint Stock Company, with an ownership ratio of 36%. The associate company has fully implemented the regulations on the management and use of capital and assets in accordance with the State's financial and accounting regulations. By the end of 2024, the capital contributed by Nghe Tinh Port Joint Stock Company has been preserved and used effectively. In the period 2020 - 2024, the Company received dividends of 6,786 million VND. Thus, investment activities in the associate company ensure good capital preservation and development and bring profits to the Company.

4. On investment

Results of investment implementation over the years:

Unit: million VND

No.	Investment	2020	2021	2022	2023	2024	Total
1	Total Investment Plan (Approved by the General Meeting of Shareholders, Board of Directors)	52.400	33.780	56.199	67.211	52.394	261.984
2	Total Adjusted Investment Plan (Approved by the Board of Directors)	52.400	33.780	56.199	66.211	51.694	260.284
3	Total Implemented Value	41.398	27.430	45.849	61.725	47.657	224.059
4	Number of Projects Assigned by the General Meeting of Shareholders Resolution	9	8	6	8	7	38
5	Number of Adjusted Projects Assigned (Approved by the Board of Directors)	9	8	6	7	6	36
6	Number of Implemented Projects	9	8	6	7	6	36
7	Comparison % Implemented Actual/Plan	79%	81,2%	81,6%	93,2%	92,2%	
8	Comparison % Implemented Projects/Assigned Projects	100%	100%	100%	100%	100%	

Assessment of investment projects in the 2020 - 2024 period:

During the past term, the General Meeting of Shareholders approved 38 projects with a total investment of 261,984 million VND.

The Board of Directors has adjusted and approved investments within its authority, totaling 36 projects with a total investment of 260,284 million VND. 02 projects were suspended with a total investment of 1,700 million VND (due to changes in goods and the investment not being effective). Investment activities have changed the face of Nghe Tinh Port, improving its performance, quality, and efficiency.

Implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors, the Company has implemented 36 investment projects with a total investment of 260,284 billion VND, with a total settlement value of completed projects of 224,059 billion VND, saving 36,225 billion VND compared to the approved total investment. This includes 5 medium-sized investment projects (*the rest are small-scale projects*), including:

- + Investment project for 01 new 40-45 ton portal crane (converting crane CD 1 bridge 4 to bridge 2 with fixed column), with a total investment of 30 billion VND, implemented and completed in 2020.

- + Investment project for 01 new 40-45 ton portal crane (converting crane CD 2 bridge 4 to bridge 2 with fixed column), with a total investment of 30 billion VND, implemented in 2 years 2021-2022.

- + Investment project for 01 new 40-45 ton fixed portal crane at bridge 3, with a total investment of 32.982 billion VND, implemented in 2 years 2022-2023.

- + Investment project for 02 fixed portal cranes (at bridge 1) serving production and business at Cua Lo Subsidiary, with a total investment of 34.113 billion VND, implemented and completed in 2024.

- + Project to build warehouse No. 4, with a total investment of 38.124 billion VND, implemented in 2 years 2022-2023. During the planning process, investment projects and items were considered by the Board of Directors based on the actual situation and investment needs to improve exploitation capacity and meet the needs of customers with goods passing through the Port.

Thus, during the period from 2020 to 2024, the company successfully completed the investment in the quay crane system. Currently, Cua Lo Port has equipped two cranes per quay, meeting the requirements for loading and unloading operations at the berths, enhancing labor productivity, and increasing the port's competitiveness.

General Assessment:

In the 2020-2025 term, Nghe Tinh Port faced numerous challenges. However, with the determination and unity of all employees, the Company achieved the targets set by the annual General Meeting of Shareholders, laying a foundation for stable and sustainable development.

Throughout the 2020-2025 term, we acknowledge that certain aspects did not meet the expectations of shareholders and the workforce. Nevertheless, we respectfully report to the shareholders that the Board of Directors has fulfilled the critical tasks entrusted by the General Meeting of Shareholders during this term.

II. OPERATIONAL DIRECTIONS FOR THE 2025-2030 TERM

1. General context

Currently, economic development in the North Central region remains unstable and lacks high growth. Investment capital for infrastructure development has not fully met demand. Urban infrastructure falls short of development requirements. The region's unemployment rate remains high compared to the national average. While the quality of human resources has improved, progress is slow in the face of the challenges posed by the Fourth Industrial Revolution. Additionally, the region's growth drivers, particularly the role of industry, remain weak and unsustainable.

The North Central region's port group is planned to include three main Type 1 ports: Nghi Son (Thanh Hoa), Cua Lo (Nghe An), and Vung Ang – Son Duong (Ha Tinh). According to the plan, Nghi Son Port comprises specialized and general berths for vessels of 40,000 to 50,000 DWT, serving oil refining, cement, and thermal power industries. Cua Lo Port (ours) handles general cargo for vessels of 10,000 to 20,000 DWT. Vissai Port, in addition to specialized cement berths, has 3 to 5 general berths for vessels up to 70,000 DWT. Studies are underway to develop berths at Bắc Cua Lo and Đông Hới for vessels of 30,000 to 100,000 DWT to meet Nghe An's development needs. Vung Ang – Son Duong Port will have specialized berths for vessels of 40,000 to 200,000 DWT for iron ore and finished products, as well as general berths for vessels of 30,000 to 50,000 DWT, serving metallurgy, thermal power, oil refining, and other heavy industries. Most ports in this group (except Cua Lo) are deep-water ports with minimal sedimentation, capable of accommodating vessels of 30,000 to 100,000 DWT, effectively supporting the development of local economic zones.

Favorable Factors:

- Corporate governance is transparent, clear, and operates in accordance with market principles. Mechanisms and policies have been reformed to enable employees to maximize their creative potential.

- The organizational structure and management system are stable, with a united and cohesive workforce, facilitating the implementation of production and business activities.

- Infrastructure, vehicles, and equipment have been upgraded and supplemented to meet cargo handling requirements, continuously improving labor productivity.

- Internal regulations and governance policies are regularly updated to align with the situation, yielding positive business outcomes.

Challenges:

- Fishing vessels frequently occupy Cua Lo Port's quays for anchoring, obstructing berth operations, compromising maritime safety, and affecting security and order at the port.
- The water area in front of the berths and the shipping channel are subject to frequent sedimentation, incurring significant annual maintenance costs.
- The area surrounding Cua Lo Port is densely populated, contrary to planning, significantly impacting the port's operations. Certain cargo types cannot be handled 24/7 as per international practices due to noise concerns. Commodities such as coal and clinker face opposition from residents due to dust, despite the Company's efforts to mitigate environmental pollution through measures such as covering cargo, watering, sweeping, washing vehicle tires before leaving the port, and slowing vehicles when passing through residential areas.
- Several new ports in the same market area, with larger capacities and vessel sizes (e.g., Nghi Son International Port, Lam River International Port, Nghi Thiet – Nghe An, Thien Minh Duc Oil Port – Cua Lo, Cua Lo – Vietsun, and Berths 3 and 4 of Vung Ang Port), create intense competition, with Cua Lo Port being at a disadvantage in terms of natural conditions and infrastructure.
- Nghe An Province has not attracted large-scale projects such as oil refining, thermal power, or steel production, unlike Nghi Son or Formosa and thermal power projects in Vung Ang, resulting in a lack of primary cargo sources. Cargo is small-scale and dispersed, leading to high logistics and handling costs.
- Complex global economic and political developments, such as the U.S.-China trade war, political events in the Middle East, natural disasters, and pandemics, have significantly impacted Vietnam's economy, the North Central region, and Nghe Tinh Port.

2. Strategic Objectives for the Term:

2.1. Development Orientation for 2025-2030

During the 2025-2030 term, Nghe Tinh Port Joint Stock Company will continue to consolidate and expand its position, striving to become a leading port operator in the North Central region, particularly in providing container handling services.

The Company will focus on investing in the development of the Cua Lo Port Logistics Zone project and upgrading port infrastructure, equipment, and technology to enhance operational scale and optimize business processes, thereby improving efficiency and ensuring sustainable development throughout the term.

2.2. Operational Plan for 2025-2030

To proactively prepare resources to achieve the objectives for the 2025-2030 term and fulfill tasks assigned by the General Meeting of Shareholders, the Board of Directors outlines the following key tasks:

2.2.1. Market activities

- Maintain existing customers and allocate resources to implement chain marketing programs, offering non-handling services and logistics services with a “customer-centric” approach.

- Strengthen market development efforts, seeking new customers (suitable for the port’s vessel routes) to increase cargo market share in the region, with a focus on cargo sources from Laos.

- Strive to attract additional container vessels to establish routes at Cửa Lò Port, along with related services.

2.2.2. Financial activities

- Preserve and grow capital, ensuring profitable and stable business operations while maintaining annual dividends for shareholders and improving employee incomes.

- Develop clear financial plans for each phase to achieve the Company’s strategic development goals.

2.2.3. Investment Project Implementation Plan for 2025-2030

The Company will focus all resources on key investment projects, particularly those related to infrastructure, equipment, and information technology.

Unit: million VND

No.	Project name	Total investment
1	Cua Lo Port Logistics Zone Construction Project	224.500
2	Port Infrastructure, Equipment, IT, and Other Items Investment Project	216.770
	Total	441.270

Investment Capital Sources: The Company plans to utilize its own capital, commercial loans, and increase charter capital.

Depending on specific timing and annual investment needs, the Company will select appropriate capital mobilization methods to ensure financial balance and efficient capital use for critical projects and business expansion during the 2025-2030 term.

2.2.4. Key Production and Business Targets for 2026-2029

No.	Indicators	Unit	2025	2026	2027	2028	2029
1	Throughput	Tons	4.700.000	4.730.000	4.880.000	5.000.000	5.150.000
2	Revenue	Mil VND	232.00	227.000	235.300	243.300	252.900
3	Pre-tax profit	Mil VND	18.500	19.500	20.500	21.500	22.500

2.2.5. Internal governance

Continue to enhance labor productivity and operational efficiency. Promote decentralization and delegation, improve the governance system to ensure consistency, feasibility, and alignment. Further refine, standardize, and apply Standard Operating Procedures (SOPs) in governance, management, and operations.

2.2.6. Labor and Wage Management

Develop a human resource development plan for 2025-2030, focusing on high-quality personnel, technical staff, corporate governance, and technology management. Reform recruitment processes, enhance training activities, and maintain and promote an internal training culture. Continue to maintain and improve wage levels, policies, and benefits for employees.

2.2.7. Information technology

Promote digital transformation and the application of information technology in management, operations, and exploitation. Develop a roadmap, plans, and solutions to build a modern, green port system that meets regulations and standards, aiming for sustainable growth and development.

3. Implementation solutions

3.1 General solutions

- Monitor information on port development planning in the region to propose long-term business and development strategies. Explore opportunities for cooperation and joint ventures with major customers to effectively utilize the Company's existing infrastructure.

- Efficiently leverage the Company's internal capacity to enhance service quality and reduce production costs, ensuring competitiveness.

- Focus and mobilize all resources to invest deeply in port development to enhance production and business capacity and competitiveness.

3.2 Market solutions

- Enhance customer care, regularly develop flexible pricing policies aligned with market fluctuations, and improve the port's competitiveness.

- Explore the expansion of support services and collaborate with shipping lines to establish direct international container routes from Cua Lo Port.

3.3 Investment solutions

- Focus on replacing outdated and inefficient equipment. Gradually synchronize vehicles, equipment, and handling tools, optimize the use of existing equipment, and apply automation to streamline indirect operations.

- Develop long-term investment plans for port infrastructure, such as the Logistics Zone construction project, warehouses, yards, and upgrades to infrastructure and other architectural works to create a cohesive foundation for production and business activities.

- Strengthen inspection and supervision of investment activities. Ensure transparency in bidding, construction, procurement, and settlement processes.
- Train and enhance the expertise and responsibility of personnel involved in investment activities. Improve the quality of project appraisal, review, and approval.
- Review and develop investment programs to effectively control cash flow.

3.4 Governance and Management Solutions

- Focus on reforming governance and operational management, streamlining the organizational structure to enhance the port's competitiveness and meet international economic integration requirements.
- Develop SOPs to replace ISO processes, improving management efficiency, minimizing risks, and enhancing control throughout the Company's operations.
- Review and update governance documents and regulations to align with the Company's production and business realities and legal requirements.
- Provide training to enhance political theory, management, and operational skills for managerial staff.
- Increase exchanges and learning opportunities on governance and operations in port management with other port operators in Vietnam's port system.

3.5 Human Resource Development Solutions

- Assess, review, and reorganize the workforce to utilize human resources efficiently, maximizing the intellectual and physical capabilities of employees and assigning tasks appropriately to optimize labor use.
- Implement Key Performance Indicators (KPIs), new wage regulations, and a 3P wage system to ensure fairness, motivate employees, and retain high-quality talent.
- Launch vibrant labor and production campaigns, promptly recognizing and rewarding individuals and teams with outstanding achievements.
- Develop human resources through modernized training alongside traditional methods, enhance managerial staff's expertise, and improve technical and operational skills for direct and support workers. Provide additional training to facilitate workforce allocation and utilization.

3.6 Financial solutions

- Develop scientific and detailed plans for fixed and working capital use, tailored to the specifics of port operations, to manage and utilize capital according to the established plans.
- Strengthen debt collection and settlement of outstanding payables.
- Reduce costs and service prices by effectively controlling production and business expenses.

3.7 Information technology solutions

- Develop information technology to best support port development goals, improve working conditions and environments, increase labor productivity, and enhance competitiveness in line with regional port technology trends.

- Develop centralized and synchronized IT infrastructure to meet the requirements for management, operational production, and the needs of shipping lines, customers, and regulatory authorities.

- Complete and apply port operation software to all production and business activities.

3.8 Governance and risk management solutions

- Build risk awareness among employees through training on enterprise risk management.

- Develop internal risk management policies and organizations for functional departments across the Company.

- Establish risk management processes and contingency plans to maintain regular business operations.

This report by the Board of Directors summarizes the activities of the 2020-2025 term and outlines the plans for the 2025-2030 term. We sincerely hope that shareholders will provide valuable and practical feedback to help the Board of Directors operate more effectively, contributing to the Company's sustainable development./.

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Le Doan Long

REPORT

ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024; BUSINESS PLAN FOR 2025

Pursuant to the Governance Regulations of Nghe Tinh Port JSC.

The Board of Directors hereby submits to the 2025 Annual General Meeting of Shareholders the following specific contents:

I. Assessment of certain achievements.

1. On business performance.

No.	Indicators	Unit	2024			Actual 2023	YoY Comparision (%)
			Plan	Actual	Rate %		
1	2	3	4	5	6 = 5/4	7	8 = 5/7
1	Throughput	Tons	4.300.000	4.311.352	100%	4.813.545	90%
	Number of containers	Teus	34.000	39.074	115%	33.823	116%
2	Revenue	Million VND	200.000	210.999	105%	242.377	87%
3	Pre-tax profit	"	20.000	21.011	105%	26.387	80%

* **Regarding Cargo Throughput:** In 2024, the cargo throughput reached 4,311,352 tons, achieving 100% of the plan and decreasing by 10% compared to the same period in 2023, of which:

- Import and export cargo volume reached 615,804 tons, a decrease of 48.17% compared to 2023.
- Transit cargo volume reached 1,439,032 tons, a decrease of 9% compared to 2023.
- Domestic cargo volume reached 2,256,516 tons, an increase of 10.39% compared to 2023. Specifically, container cargo volume reached 39,074 TEUs, equivalent to 622,979 tons, an increase of 15.52% compared to 2023.
- Cargo volume at Pier 5 reached 929,532 tons, an increase of 12.64% compared to 2023.

* **Total Revenue:** In 2024, it reached VND 210,999 million, a decrease of 12.95% compared to 2023 and achieving 105.50% of the 2024 plan. In which, revenue from non-handling services such as barge transfer; cargo transportation vehicles; leasing of equipment, vehicles, and labor at Pier 5 of Cua Lo Port, the

* **Total Revenue:** In 2024, it reached VND 210,999 million, a decrease of 12.95% compared to 2023 and achieving 105.50% of the 2024 plan. In which, revenue from non-handling services such as barge transfer; cargo transportation vehicles; leasing of equipment, vehicles, and labor at Pier 5 of Cua Lo Port, the total revenue from non-handling services in 2024 reached VND 18,247 million, a decrease of 47.48% compared to the same period in 2023 and achieving 72.99% of the 2024 plan.

* **Profit:** In 2024, the profit before tax reached VND 21,011 million, a decrease of 20.37% compared to 2023 and achieving 105.1% of the year's target.

2. On investment activities.

Planned capital for carry-over investment projects from 2023 and new investment projects implemented in 2024 (according to the Annual General Meeting Resolution): VND 47,644 million; Additional investment projects in 2024 approved by the Board of Directors: VND 4,750 million; Project suspended in 2024: VND 700 million. Planned capital for investment projects approved by the AGM and the Board of Directors in 2024: VND 52,394 million.

Unit: million VND

No.	Item	Qty	Planned Capital 2024	Actual Settlement	Implementation Method	Completion Date
I	Machinery, Equipment, and Tools		43.394	40.132		
1	Investment in 02 fixed quay cranes for business operations at Cua Lo Branch	02	33.994	31.556	Public bidding, online implementation	Completed and put into operation on December 30, 2024
2	Investment in 01 SUV for business operations)	01	3.000	3.000	Public bidding, online implementation	Completed and put into operation on November 6, 2024
3	Investment in 01 water truck for dust control at Ben Thuy Stevedoring Enterprise	01	750	720	Chi định thầu	Hoàn thành đưa vào sử dụng ngày 04/12/2024.
4	Investment in 01 crawler excavator	01	5.000	4.856	Public bidding, online	Completed and put into

					implementation	operation on January 22, 2025
5	Investment in 02 belt conveyors for bagged cargo at Cua Lo Stevedoring Enterprise	02	700		Suspended according to Document No. 04/TB-HĐQT dated October 14, 2024 due to old conveyor belt upgrade ensuring production	
II	Basic Construction Investment Items		9.000	7.525		
1	Upgrading the internal road of Cua Lo Port at: 120-ton scale, in front of warehouse 4, and 150-ton scale	01	5.000	4.402	Public bidding, online implementation	Completed and put into operation on November 7, 2024
2	Upgrading the internal road of Cua Lo Port at: Road between yards 3A and 3B	01	4.000	3.123	Public bidding, online implementation	Completed and put into operation on December 20, 2024
Total			52.394	47.657		

Thus, the carry-over investment projects from 2023 and the investment projects commenced in 2024 were implemented by the company according to the plan. The investment process adhered to the investment procedures and regulations of the law and the company. The total completed volume reached 100% of the plan; the total value of investment projects implemented in 2024 was VND 47,657 million, a decrease of VND 4,737 million.

3. On financial management.

Financial management in 2024 was always given due attention by the Board of Directors. Auditing and controlling financial expenditures in production and business operations, as well as in capital construction, were regularly strengthened, ensuring transparency and accountability in accordance with the charter and legal regulations. The company effectively carried out information disclosure and shareholder relations in compliance with the law for listed companies.

II. Activities of the Board of directors in 2024.

In its role as the highest governing body representing the interests of shareholders, the Board of Directors actively fulfilled its roles and responsibilities in accordance with the corporate governance standards of the Joint Stock Company in 2024. The Board of Directors organized specialized operations, made decisions,

and assigned responsibilities to its members in specific areas of operation. Board members fully attended meetings and provided independent opinions and votes on the Board's decisions, as well as comprehensive feedback on written opinion solicitations from the Board. The Board of Directors exercised its assigned rights and responsibilities in strict accordance with the Enterprise Law, relevant legislation, the Company's Charter, and the resolutions of the General Meeting of Shareholders. Specifically:

- Closely monitored the activities of the Executive Board; promptly addressed proposals from the Executive Board and issued accurate and timely decisions and directives that brought economic efficiency to the Company.

- Decided on the strategy, production and business development plan, and annual budget.

- Decided on solutions for market development, marketing, and technology.

- Decided on investment plans and projects.

- Approved semi-annual and annual reports before information disclosure in accordance with regulations.

- Review the agenda, content, and documents for the 2024 Annual General Meeting of Shareholders.

- Submitted the audited 2024 financial statements and proposed dividend payout level for 2024 to the 2025 Annual General Meeting of Shareholders.

- Organized the payment of the 2024 dividend.

III. Summary of Board of directors' meetings in 2024.

In 2024, the Board of Directors held 05 meetings (the first meeting on March 8, 2024, the second meeting on May 27, 2024, the third meeting on July 12, 2024, the fourth meeting on October 10, 2024, and the fifth meeting on October 24, 2024). At these meetings and during opinion solicitations, the Board of Directors issued 24 Resolutions and 20 Decisions. Specific details are as follows: (Appendix 1 Attached)

In addition, there were many other directives urging and guiding the Executive Board in the process of managing the Company's production and business operations.

Members of the Supervisory Board attended all meetings of the Board of Directors in the capacity of observers.

IV. Implementation status of the resolution of the 2024 annual general meeting of shareholders.

In 2024, the General Meeting of Shareholders issued 01 Resolution at the 2024 Annual General Meeting; approved and directed the implementation of the following specific contents:

- **Selection of the auditing firm for the 2024 financial statements:** The 2024 financial statements were audited by the independent auditing firm UHY Auditing and Consulting Co., Ltd., ensuring the selection criteria and being one of the independent auditing firms approved by the 2024 General Meeting of Shareholders.

- **Status of profit distribution in 2023:** appropriation to funds was carried out in accordance with the Resolution of the 2024 General Meeting of Shareholders:

No.	Indicators	Amount (million VND)	Rate (%)
1	Distributable Profit After Tax	20.564.136.156	
2	Appropriation to Investment and Development Fund	4.943.618.332	24,04%
3	Appropriation to Financial Reserve Fund	2.182.013.324	10,61%
4	Appropriation to Management and Supervisory Board Bonus Fund	528.184.500	2,57%
5	Profit After Tax for Dividend Payment	12.910.320.000	6%
6	Retained Earnings	829.471.327	

- **Salaries, remuneration, and other incomes of the Board of Directors and the Supervisory Board in 2024:** were implemented in accordance with the 2024 AGM Resolution and the Company's current Salary Regulations, specifically the number of Board of Directors members: 5, Supervisory Board members: 3. The remuneration for concurrent positions for the Board of Directors and the Supervisory Board was VND 578.6 million, and the salaries and incomes of full-time Board of Directors members were VND 619.2 million.

V. Results of supervision over management personnel.

In 2024, members of the Executive Board and management personnel of the company effectively performed their duties in utilizing and promoting the company's capital, assets, and labor resources, organized the implementation of production and business tasks according to the plan assigned by the General Meeting of Shareholders, and fully fulfilled their obligations to the state and the regimes and policies for employees.

VI. Production and business plan for 2025.

Based on the forecast of the market situation in the region in the coming time; Nghe Tinh Port Joint Stock Company develops the production and business plan for 2025 as follows:

Revenue and Profit Plan:

- Total throughput: 4,700,000 tons
- Total throughput (excluding Pier No. 5): 3,690,000 tons
- Revenue: VND 232 billion
- Profit before tax: VND 18.5 billion

Respectfully submitted!

**ON BEHALF OF THE BOD
CHAIRMAN OF THE BOARD**

Le Doan Long

APPENDIX I:

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

Resolution/Decision No.	Date of issue	Content	Voting ratio
[1]	[3]	[4]	[5]
RESOLUTIONS			
1	01/NQ-HDQT	Resolution on Approving the Signing of Contracts and Transactions between the Company and Insiders and Related Persons	100%
2	02/NQ-HDQT	Resolution on the 2024 Action Program of the Board of Directors	100%
3	03/NQ-HDQT	Resolution on the 2024 Action Program of the Board of Directors	100%
4	04/NQ-HDQT	Resolution on Approving the Digitalization of Personal Signatures in the Enterprise	100%
5	05/NQ-HDQT	Resolution on Approving the Audited 2023 Financial Statement	100%
6	06/NQ-HDQT	Resolution on Approving the 2024 Internal Audit Work Plan	100%
7	07/NQ-HDQT	Resolution on Approving the 2024 Plan for Mobilizing Loans from Credit Institutions	100%
8	08/NQ-HDQT	Resolution on the 2024 Production and Business and Investment Plan	100%
9	09/NQ-HDQT	Resolution on Approving the 2023 Salary Fund and the 2024 Plan	100%
10	10/NQ-HDQT	Resolution on Approving the Remaining Bonus Fund of the Executive Board in 2023	100%
11	11/NQ-HDQT	Resolution on Approving the 2024 BCS-KPI Targets of the Executive Board of Nghe Tinh Port Joint Stock Company	100%
12	12/NQ-HDQT	Resolution on Paying Dividends in Cash for 2023 of Nghe Tinh Port Joint Stock Company	100%
13	13/NQ-HDQT	Resolution on Approving on issuance of Regulations on Recruitment and Employment, Training Regulations at Nghe Tinh Port Joint Stock Company	100%
14	14/NQ-HDQT	Resolution on the Implementation of the Resolution of the 2024 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company	100%



No.	Resolution/Decision No.	Date of issue	Content	Voting ratio
15	15/NQ-HDQT	12/6/2024	Resolution on Approving the Selection of an Auditor for the Financial Statement for the 2024 Fiscal Year at Nghe Tinh Port Joint Stock Company	100%
16	16/NQ-HDQT	27/6/2024	Resolution on Approving the Digital Transformation Project for the Period 2024 - 2026, with a Vision to 2030 at Nghe Tinh Port Joint Stock Company	100%
17	17/NQ-HDQT	17/7/2024	Resolution on Approving the Additional Investment Policy for 2024 at Nghe Tinh Port Joint Stock Company	100%
18	18/NQ-HDQT	17/7/2024	Resolution on Approving the Policy of Repairing and Renovating Warehouse 1 at Cua Lo Construction Enterprise under Nghe Tinh Port Joint Stock Company	100%
19	19/NQ-HDQT	23/7/2024	Resolution on Approving the Green Port Development Strategy for the Period 2024 - 2025, 2026 - 2030, with a Vision to 2035 at Cua Lo Port under Nghe Tinh Port Joint Stock Company	100%
20	20/NQ-HDQT	09/08/2024	Resolution on Approving the Interim Financial Statement for 2024 at Nghe Tinh Port Joint Stock Company	100%
21	21/NQ-HDQT	28/10/2024	Resolution on the Policy of Appointing Officials at Nghe Tinh Port Joint Stock Company	100%
22	22/NQ-HDQT	28/10/2024	Resolution on the personnel work at Nghe Tinh Port Joint Stock Company	100%
23	23/NQ-HDQT	21/12/2024	Resolution on the personnel appointment at Nghe Tinh Port Joint Stock Company	100%
24	24/NQ-HDQT	23/12/2024	Resolution on the Management and Utilization of Labor at Nghe Tinh Port Joint Stock Company	100%
DECISIONS				
1	01/QĐ-HDQT	08/01/2024	Decision on Sending Employees to Attend the Training Course on "Corporate Financial Management"	100%
2	02/QĐ-HDQT	18/1/2024	Decision on Approving the Project to Invest in 02 Fixed-Base Cranes for Production and Business at Cua Lo Construction Enterprise	100%
3	03/QĐ-HDQT	08/03/2024	Decision on Organizing the 2024 Annual General Meeting of Shareholders	100%

No.	Resolution/Decision No.	Date of issue	Content	Voting ratio
4	04/QD-HDQT	08/03/2024	Decision on Issuing the "Working Regulations at the 2024 Annual General Meeting of Shareholders"	100%
5	05/QD-HDQT	08/03/2024	Decision on Establishing the Board of Shareholders' Qualifications Verification and the Board of Vote Counting at the 2024 Annual General Meeting of Shareholders	100%
6	06/QD-HDQT	08/03/2024	Decision on Establishing the Audit Team for the Final Settlement of the Project: Investment Project for Construction of Warehouse No. 4 at Cua Lo Port	100%
7	07/QD-HDQT	08/03/2024	Decision on Adjusting and Supplementing the Positions and Salary Coefficients in the Salary Regulations of Nghe Tinh Port Joint Stock Company	100%
8	08/QD-HDQT	08/03/2024	Decision on Approving the Contents of Soliciting Young Opinions from the Capital Representative of Nghe Tinh Port Joint Stock Company (Nghe Tinh Port) at Cua Lo Port	100%
9	09/QD-HDQT	08/03/2024	Decision on Establishing the Organizing Committee for the 2024 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company	100%
10	10/QD-HDQT	1/4/2024	Decision on Approval of the Final Settlement of Investment Capital for the Project: Investment in the Construction of Warehouse No. 4 at Cua Lo Port, which was completed	100%
11	11/QD-HDQT	05/4/2024	Decision on Approval of the Construction Drawing Design and Estimate of the Crane Support Column Item under the Investment Project of 02 Fixed-Base Cranes serving production and business at Cua Lo Construction Enterprise	100%
12	12/QD-HDQT	21/5/2024	Decision on Issuing the Regulations on Investment Management Activities of Nghe Tinh Port Joint Stock Company	100%
13	13/QD-HDQT	05/08/2024	Decision on the Retirement of Mr. Tran Van Dat	100%
14	14/QD-HDQT	09/08/2024	Decision on Issuing the Internal Audit Procedure at Nghe Tinh Port Joint Stock Company	100%
15	15/QD-HDQT	30/8/2024	Decision on Completing the Personnel of the Emulation and Reward Council at Nghe Tinh Port Joint Stock Company	100%
16	16/QD-HDQT	18/10/2024	Decision on Completing the Personnel of the Appraisal Team for the Bidding Packages under the Investment Project of 02 Fixed-Base Cranes serving production and business at Cua Lo Construction Enterprise at Nghe Tinh Port Joint Stock Company	100%
17	17/QD-HDQT	30/10/2024	Decision on Assigning Tasks to Members of the Board of Directors of Nghe Tinh Port Joint Stock Company	100%

No.	Resolution/Decision No.	Date of issue	Content	Voting ratio
18	18/QD-HDQT	21/12/2024	Decision on the Appointment of an Officer to the Position of Deputy General Director in Charge of Operations of Nghe Tinh Port Joint Stock Company	100%
19	19/QD-HDQT	21/12/2024	Decision on the Appointment of an Officer to the Position of Chief Accountant of Nghe Tinh Port Joint Stock Company	100%
	20/QD-HDQT	19/12/2024	Decision on Completing the Personnel of the Emulation and Reward Council at Nghe Tinh Port Joint Stock Company	100%



Nº: 03/BC-ĐHĐCĐ

Vinh, April 18, 2025

**REPORT ON
BUSINESS PERFORMANCE - INVESTMENT IN 2024 AND TASK
PLAN FOR 2025**

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

The Executive Board of Nghe Tinh Port Joint Stock Company respectfully submits this report on the business performance - investment in 2024 and the task plan for 2025, with specific details as follows:

Part I

BUSINESS PERFORMANCE - INVESTMENT RESULTS IN 2024

I/ GENERAL SITUATION

1. Challenges:

- The global situation continued to face numerous difficulties, challenges, instability, and unpredictability, particularly military conflicts and escalating political instability. Vietnam's economy gradually recovered but remained slow.

- The fairway for vessels entering and leaving Cua Lo Port, due to its specific geographical location, is frequently subject to siltation and requires regular maintenance to ensure the designed depth of -7.2m. In 2024, there were times when the fairway depth only reached -6.3m to -6.5m, causing difficulties for the reception of large-tonnage vessels entering and leaving the Port.

- Cargo in the North Central region is quite fragmented, and industrial zones have not operated effectively, thus failing to create a sufficiently large and stable source of goods. Currently, the Company continues to attract cargo from the Lao market, with the main items being Kaly and various types of Ore.

- Exported container cargo is dispersed and in small volumes, making the opening and maintenance of international container routes very difficult.

- Fishing vessels of local fishermen still frequently occupy Cua Lo Port's berths as mooring places, hindering berth exploitation, maritime safety, and security and order at the port. - Fierce competition exists among ports in the region, such as the Nghi Son port cluster, Vung Ang Port, Berth No. 5 of Cua Lo Port, and Vissai International Port - Nghe An. Meanwhile, Cua Lo Port is limited by its fairway and berths, unable to accommodate vessels larger than 20,000 DWT, making competition very challenging.

2. Favorable factors:

- The Government and various Ministries, sectors, and local authorities implemented numerous solutions to remove difficulties, promote growth, maintain macroeconomic stability, and major economic balances, such as: reducing lending interest rates, stabilizing the foreign exchange market; accelerating the disbursement of public investment capital; implementing credit packages to support industries and sectors; and providing exemptions, reductions, and extensions of taxes, fees, and land use fees.

- The morale of officials, employees, and workers is stable, and their livelihoods and jobs are ensured.

- Human resources, infrastructure, and cargo handling equipment and vehicles have been supplemented and upgraded in line with production requirements, leading to a significant increase in labor productivity.

- Internal regulations and management rules are regularly developed, supplemented, and amended in accordance with practical requirements, bringing efficiency to production organization.

- The concern and support of Vietnam National Shipping Lines - JSC and authorities at all levels have created favorable conditions for the Company's business operations environment.

II. ASSESSMENT OF THE IMPLEMENTATION OF 2024 BUSINESS PERFORMANCE TARGETS

1. Implemented solutions:

In 2024, difficulties arising from the economic situation, declining cargo markets, fierce competition among ports in the region, and especially limitations in the maritime fairway significantly impacted the attraction of large-tonnage vessels to Cua Lo Port. Faced with this challenging situation and to retain existing customers and attract new ones, the Company implemented numerous synchronized solutions, focusing heavily on market and customer-related measures such as:

- Based on the characteristics of cargo types passing through the Port, four main cargo groups were identified: bulk cargo, bagged cargo, liquid cargo, and container cargo, and separate policies were developed to attract and serve customers optimally. The main focus was on the Lao market with the strategic item being bagged Kaly. In 2024, cargo from Laos accounted for 52.47% of the total cargo throughput at the Port, with a volume of **1,774,600 tons**.

- Service quality was improved by enhancing handling productivity and reducing vessel waiting times through measures such as investing in new handling equipment and vehicles, and constructing new warehouse systems. Regular communication was maintained with the Port Authority and Pilots to advise customers on selecting vessel sizes suitable for the Port's fairway and berth system.

- Continued expansion and development of: forwarding agency services, shipping agency services, waterway and road transportation; Cooperation with member units of Vietnam National Shipping Lines to develop logistics services in the Central region. Implementation of priority policies to encourage the opening of international container routes from Cua Lo Port.

- Continued development of acting as an agent for SITC shipping line to accelerate the development of international container routes, attract and promote the conversion of bulk cargo handling to container handling.

- Building a customer-centric culture where service products must meet customer requirements. Regularly enhanced customer care, segmenting customer groups to have specific care regimes for each customer.

- Continued upgrading and completion of Port Management and Operation software; Production Planning software; electronic digital signatures; vehicle, equipment, and asset management software... Through the software system, customers can easily and conveniently transact and interact directly anytime, anywhere.

2. Results of Implementation of 2024 Targets

No.	ITEM	UNIT	PLAN 2024	ACTUAL 2023	ACTUAL 2024	COMPARE 2024 TO (%)	
						2023	PLAN 2024
1	Total cargo throughput	Tons	4.300.000	4.813.545	4.311.352	89,57	100,26
*	- Export cargo	Tons	300.000	394.741	173.660	43,99	57,89
*	- Import cargo	Tons	800.000	793.386	442.144	55,73	55,27
*	- Transit cargo	Tons	1.400.000	1.581.372	1.439.032	91,00	102,79
*	- Domestic cargo	Tons	1.000.000	2.044.046	2.256.516	110,39	225,65
*	- Pier 5	Tons	800.000	825.226	929.532	112,64	116,19
2	Total Handled Cargo Volume	Tons	7.000.000	9.262.203	7.310.680	78,93	104,44
3	Total revenue	Million VND	200.000	242.377	210.999	87,05	105,50
4	Expense	Million VND	180.000	215.990	189.988	87,96	105,55
5	Pre-tax profit	Million VND	20.000	26.387	21.011	79,63	105,06
6	Contribution to State Budget	Million VND	13.000	8.042	9.924	123,40	76,34
7	Average Income per Employee	Million VND	12,97	14,33	14,36	100,23	110,71

3. Assessment of other activities in 2024

3.1 Customers

3.1.1. Maintaining and growing market share and customers: Retained all 20% of the largest customers contributing 80% of revenue and developed 02 new customers, with a minimum volume of 50,000 tons from new customers

The Company always focuses on market development, customer care for existing clients, and attracting new customers. Measures to improve services and attract customers were implemented, such as enhancing service quality, sharing difficulties with customers, and collaborating with container shipping lines to provide

added-value services to attract more transit cargo from Laos, western Nghe An, and industrial zones in Nghe An province through the port. In 2024, 30 new customers were attracted, dealing with items such as iron ore, coal, sand, animal feed, and round timber. The volume from new customers in the year was 166,071 tons, achieving 332.142% compared to the annual target.

3.1.2. Revenue from non-handling and logistics services (including revenue from labor supply and equipment/vehicle rental at Pier 5, and logistics revenue): VND 25 billion

Revenue from non-handling services in 2024 reached VND 18,247 million, a decrease of 47.48% compared to the same period in 2023 and achieving 72.99% of the 2024 plan.

These services include: road transportation for customers from factories to Cua Lo Port or vice versa; providing barges for cargo handling in transshipment areas; sea transportation; and supplying labor and equipment at Pier 5 for Cua Lo Port.

However, the previous main source of non-handling revenue was the transshipment of barite ore and iron ore. Since March 2024, the general cargo berths of Vissai Port have been put into operation with the capacity to receive vessels up to 70,000 DWT. The barite ore of Shanghai ChongMing Minerals Lao Company and the iron ore of DN International Trading and Transportation Co., Ltd. have shifted to Vissai Port, thus reducing the volume and revenue of these items. Revenue from barge transshipment in 2023 accounted for 69.3% of the non-handling revenue, but in 2024, this revenue accounted for 46.36% of the non-handling revenue.

In addition, the Company has actively shifted its focus to road/sea transportation services for customers (building a complete service chain). In 2024, the revenue from road transportation services was VND 3,971 million, achieving 406.86% compared to 2023 (VND 976 million in 2023), and this service accounted for 21.76% of the non-handling revenue in 2024.

3.1.3. Innovation in cargo export methods at the Port: Conversion to containerized export for cargo at the port (100,000 tons)

The Company has made efforts to work with local authorities to implement support policies for container vessels calling at Cua Lo Port (International vessels: VND 300 million/port call; Domestic vessels: VND 100 million/port call) to maximize support for shipping lines as well as import-export customers.

Currently, Nghe Tinh Port is acting as an agent for SITC shipping line to accelerate the development of international container routes, attract and promote the conversion of bulk cargo handling to container handling. In 2024, the Company, in collaboration with the shipping line, successfully converted export items such as: billet steel, cassava starch, tapioca starch, kaolin, block stone... which were previously mainly transported as bulk cargo or by road, but customers have now chosen to switch to containerized transportation. The converted volume by containers in 2024 reached 32,273 tons, achieving 32.27% of the annual target. Although the volume did not meet expectations, it has created important prerequisites for development in the coming years when international container vessels that meet the conditions can directly enter Cua Lo Port.

3.2 Internal processes

3.2.1. Process standardization

To improve management efficiency and operational performance, the Company standardized 08 work processes according to SOP standards during the year. Among these, the Ore Handling Process and the Bagged Cargo Handling Process, stipulated in the General Director's Decisions No. 249/QD-CNT and 250/QD-CNT dated June 28, 2024, are direct production processes that help optimize workflows and enhance efficiency in cargo handling at the port.

3.2.2. Promoting decentralization and delegation of authority

The system of authority delegation between the General Director, Deputy General Directors, and Heads of Departments/Branches has been developed, adjusted, and promulgated according to Decision No. 684/QD-CNT dated June 28, 2024. This facilitates Deputy General Directors and departments/units to operate more independently, creatively, and proactively.

3.3 Learning and Development

3.3.1. Completing the Human Resource Management System - KPI Assessment & Competency Framework

- Performance evaluation based on KPIs from departments to the executive board was conducted quarterly starting from Q3/2024 and will be implemented synchronously on a monthly basis from staff level to the executive board in 2025.

- A competency assessment system has also been developed based on the competency dictionary and competency framework to ensure the alignment between employee competencies and job requirements. The steps of reviewing the organizational structure according to functions and tasks, building a functional matrix by department, and job descriptions for each position have been reviewed and implemented. In January 2025, competency assessment was applied to indirect labor departments.

3.3.2. Promoting Focused Business Operations (Completing Digital Transformation of Market and Customer Development)

- On May 20, 2024, the SOP Marketing process was promulgated under the General Director's Decision No. 205/QD-CNT. - On June 10, 2024, the SOP Customer Care process was promulgated under the General Director's Decision No. 231/QD-CNT.

- Implementation of CRM application for data digitalization: Phase 2 testing is ongoing, and a contract with the CRM application service provider was signed on December 5, 2024.

- Implementation of measuring customer satisfaction rate on the VIMC website: "<http://khaosat.vimc.co>": has been implemented and notified to 100% of customers, with 60% of customers completing the survey out of the total number of customers.

3.3.3. Promoting Kaizen Culture (60 Kaizen initiatives: 45 initiatives applied, of which 30 initiatives yielded quantifiable results)

- Number of initiatives:

The General Director directed the implementation and assigned Kaizen KPIs to departments and units. In 2024, the Company had 88 registered initiatives submitted

to the Company's Kaizen Committee. Among these, 60 initiatives were applied to production and business operations, and 50 initiatives yielded quantifiable results. Notably, 17 initiatives were recognized by the Company's Science and Technology Council for their effectiveness in the Company's production and business operations.

- Training on 5S and 7 Wastes in Production and Business:

On September 29 and 30, 2024, the Company integrated the content of 5S and 7 Wastes in Production and Business into the Labor Safety training course for all officials, employees, and workers in the Company.

- Implementation of Kaizen Corners:

On September 19, 2024, the Company's Kaizen Committee issued the Program for Implementing Kaizen Corners in 2024 at Nghe Tinh Port. Kaizen Corners were established at 3 locations, specifically as follows:

+ At the Company's Head Office: Kaizen Corner located in the working area of the Company's IT Department (under the Administration Department), serving as the Central Kaizen Corner of the Company.

+ At Cua Lo Branch: Kaizen Corner located in the working area of the IT Department of Cua Lo Branch.

+ At Ben Thuy Branch: Kaizen Corner located in the working area of the staff member in charge of Kaizen activities of the unit.

3.4 Investment activities:

Investment Activities: Planned capital for carry-over investment projects from 2023 and new investment projects implemented in 2024 (according to the AGM Resolution): VND 47,644 million; Additional investment projects in 2024 approved by the Board of Directors: VND 4,750 million; Project suspended in 2024: VND 700 million. Planned capital for investment projects approved by the AGM and the Board of Directors in 2024: VND 52,394 million.

Unit: million VND

No.	Item	Qty	Planned Capital 2024	Actual Settlement	Implementation Method	Completion Date
I	Machinery, Equipment, and Tools		43.394	40.132		
1	Investment in 02 fixed quay cranes for business operations at Cua Lo Branch	02	33.994	31.556	Public bidding, online implementation	Completed and put into operation on December 30, 2024
2	Investment in 01 SUV for business operations)	01	3.000	3.000	Public bidding, online implementation	Completed and put into operation on November 6, 2024
3	Investment in 01	01	750	720	Chỉ định thầu	Hoàn thành

	water truck for dust control at Ben Thuy Stevedoring Enterprise					đưa vào sử dụng ngày 04/12/2024.
4	Investment in 01 crawler excavator	01	5.000	4.856	Public bidding, online implementation	Completed and put into operation on January 22, 2025
5	Investment in 02 belt conveyors for bagged cargo at Cua Lo Stevedoring Enterprise	02	700		Suspended according to Document No. 04/TB-HĐQT dated October 14, 2024 due to old conveyor belt upgrade ensuring production	
II	Basic Construction Investment Items		9.000	7.525		
1	Upgrading the internal road of Cua Lo Port at: 120-ton scale, in front of warehouse 4, and 150-ton scale	01	5.000	4.402	Public bidding, online implementation	Completed and put into operation on November 7, 2024
2	Upgrading the internal road of Cua Lo Port at: Road between yards 3A and 3B	01	4.000	3.123	Public bidding, online implementation	Completed and put into operation on December 20, 2024
Total			52.394	47.657		

Thus, the carry-over investment projects from 2023 and the investment projects commenced in 2024 were implemented by the company in accordance with the investment procedures and regulations of the law and the company. The total completed volume reached 100% of the plan; the total value of investment projects implemented in 2024 was VND 47,657 billion.

3.5. Investment Activities in Associated Company (Cua Lo Port Tugging and Maritime Services Joint Stock Company)

3.5.1 On the situation of management, use, preservation, and development of capital:

Cua Lo Port Tugging and Maritime Services Joint Stock Company has implemented the regulations on the management and use of capital and assets in accordance with the State and Company regulations. By the end of 2024, the contributed capital of Nghe Tinh Port Joint Stock Company was still preserved and used effectively.

3.5.2 Profit earned from investment activities:

In 2024, the Company received the 2023 dividend from Cua Lo Port Tugging and Maritime Services Joint Stock Company amounting to VND 1,548 million.

Thus, the current investment activities in the associated company are ensuring good capital preservation and development, and profit returns for the Company.

3.6. Occupational Safety and Health and Fire Prevention and Fighting; Environmental Protection, Improvement of Working Conditions

The goods imported and exported through the port are diverse, of many types, with continuous operation 24/7, outdoor working conditions, and harsh weather, which significantly affect the organization and implementation of occupational safety and health and fire prevention and fighting. However, the Company and the Occupational Safety and Health Council have taken many necessary and timely measures such as planting trees; industrial hygiene, daily dust suppression spraying; providing ice water in the summer for workers; and fully equipping personal protective equipment to improve working conditions and ensure safety for people, vehicles, and equipment, and to prevent fires and explosions.

The total cost of occupational safety and health activities implemented in 2024 was VND 3,670 million, of which:

- Occupational safety and health measures, improvement of working conditions: VND 2,547 million

- Provision of personal protective equipment, employee health care: VND 1,116 million

- Occupational safety and health communication and training: VND 7 million.

The Company has implemented the work of building a "Green Port". In 2024, the Company established a Steering Committee for implementation, applied the basic standards for Green Port Criteria at Cua Lo Port Branch, and the costs incurred to ensure environmental work and build a Green Port were VND 42,219 million, specifically: equipment investment: VND 32,096 million (2 fixed cranes + water truck); infrastructure repair and upgrade, tree planting: VND 10,123 million (investment in and repair of yard road systems, drainage ditches, and dust nets).

3.7 Other activities

Fully and effectively participated in cultural, social, and sports programs launched by the industry and locality. Organizations such as the Trade Union, Youth Union, Veterans Association, and Women's Committee operated regularly and actively, positively influencing the implementation of the Company's business tasks.

4. General assessment

In 2024, despite general difficulties from the domestic and global economy and those specific to the company, key indicators such as cargo throughput, total revenue, and profit before tax all met or exceeded the plan, ensuring efficiency for shareholders, income for employees, and full contribution to the local budget.

Part II

PROJECTED BUSINESS PERFORMANCE - INVESTMENT PLAN FOR 2025 AND IMPLEMENTATION DIRECTIVES

I. GENERAL SITUATION ASSESSMENT:

1.1. Challenges:

- Fishing vessels of local fishermen still frequently occupy Cua Lo Port's berths as mooring places, hindering berth exploitation, maritime safety, and security and order at the port.

- The operating area of Cua Lo Port has a high concentration of residential areas surrounding it, which has significantly affected the Port's business operations such as: some goods cannot be handled 24/7 according to international practices (due to noise such as bulk stone, containers, etc.); some goods cause dust pollution (such as iron ore, white stone, etc.) during handling, making it difficult to plan storage yards and incurring high costs to ensure environmental protection.

- Although the Cua Lo Port's fairway has been dredged and maintained to 7.2m, this depth only ensures the reception of partially loaded 25,000 DWT vessels. Currently, customers tend to use deep-water ports for vessel sizes from 30,000 DWT to 60,000 DWT, while Cua Lo Port, with its current fairway depth and berths, cannot meet this demand and faces significant difficulty competing with large nearby deep-water ports such as Vissai, Vung Ang, or Nghi Son.

- Opening international container routes from Cua Lo Port also faces many difficulties due to unstable and fragmented cargo volume, insufficient minimum volume for container vessels to call, and the time needed for customers to switch transportation methods.

- Unpredictable weather patterns have affected the Port's business operations.

1.2. Favorable factors:

- The Company has innovated towards more scientific and effective management methods; implemented investment in technological innovation; and developed its scale and financial capacity, creating a driving force for the Company's development.

- Newly invested equipment and vehicles will enhance the port's operating capacity and attract more cargo through the port.

- The concern and assistance of Vietnam National Shipping Lines - JSC and authorities at all levels create favorable conditions and environment for the Company's operations.

1.3 Market assessment

The North Central region currently has few ports handling container cargo; most ports mainly handle bulk cargo. Due to the relatively small production capacity and market size of the Central region, and the ineffective operation of industrial zones, a sufficiently large and stable source of goods to supply seaports has not been created. For Nghe Tinh Port currently, the main cargo handled is bulk cargo: white stone, animal feed, ore, coal, fertilizer, and container cargo. Wood chips, wood pellets, and barite ore, due to the use of large-tonnage vessels from 40,000 DWT to

60,000 DWT, have shifted to Vissai Port; iron ore using vessels > 20,000 DWT is also handled at Vissai Port.

To achieve business goals, alongside maintaining traditional customers, attracting new customers through service quality improvement measures such as commitments to productivity, cargo handling quality, vessel turnaround time, and cargo preservation through clear and transparent reward and penalty mechanisms will be crucial. Increased research and survey efforts will focus on markets such as Laos and western Nghe An with items like Kaly, iron ore, and other minerals in this area. This is a potential market for Nghe Tinh Port's operations.

1.4 Target Customer Groups the Company Focuses on Developing in 2025:

- Kaly customer group (originating from Laos): Identified as a strategic commodity that the Company is focusing on developing. This commodity is mainly transported in transit from Laos to Vietnam for export to markets such as China, Indonesia, Japan, Malaysia, etc., and a portion is containerized for international export or consumed in the domestic market. With the increase in plant capacity, the projected throughput at the Port in 2025 is 1,500,000 tons, of which the Kaly fertilizer volume from Laos is 1,450,000 tons and domestic fertilizer is 50,000 tons, expected to increase by 66.7% compared to the 2024 plan.

- Container customer group: Domestic container cargo in the Cua Lo area is mainly handled by two shipping lines: Vietsun and GLS. Container cargo of Vietsun shipping line is handled through Pier 5 of Cua Lo Port (within the system), and cargo of GLS shipping line is handled through Piers 3 and 4 of Cua Lo Port (belonging to Nghe Tinh Port).

Container cargo has always been a priority for the Company's development over the past time as well as in the following years. Moreover, with the incentive and support policies of the Nghe An provincial government for shipping lines and import-export and transportation enterprises, Nghe Tinh Port continues to implement priority policies to encourage the opening of international container routes from Cua Lo Port, supporting shipping lines in managing import and export containers, managing empty containers, stuffing and stripping, and transporting containers. Nghe Tinh Port is currently acting as an agent for SITC shipping line to accelerate the development of international container routes, attract and promote the conversion of bulk cargo handling to container handling. The projected container cargo volume in 2025 is 720,000 tons, equivalent to 42,000 TEUs, an increase of 14% compared to the 2024 plan.

- Stone customer group: This is a traditional customer group of the Port; the estimated volume in 2024 is 356,534 tons, an increase of 12.9% compared to 2023. The limitation of stone is that it is a mineral commodity with low product value and is significantly affected by the Government's tax and import-export policies, specifically: by 2026, the export of raw stone will be completely terminated according to Circular 23/2021 of the Ministry of Industry and Trade (amended and supplemented by Circular 45/2023/TT-BCT). Along with this is the competition from ports in the region, especially the Nghi Son port cluster. Due to the impact of objective factors as analyzed above, the volume of this commodity still grows slowly and insignificantly. The projected volume of this commodity passing through the Port

in 2025 is 330,000 tons, and 100% of the volume in the Cua Lo port cluster area will pass through Nghe Tinh Port.

- Animal feed raw material customer group: The estimated volume of animal feed in 2024 is 182,075 tons, an increase of 30.8% compared to 2023. Vietnam's livestock industry is showing positive signs of recovery after difficulties in the past few years. The increasing proportion of livestock in agricultural output and the increase in disposable income of consumers are important factors promoting the domestic and local animal feed market. To attract more volume for this commodity, the Company is developing a comprehensive service plan from port services to factory warehouses. The projected volume for 2025 is 250,000 tons.

- Steel customer group of Tan Viet Metal Science and Technology Co., Ltd.: This company mainly imports raw materials such as coiled steel and steel coils from China. With the second production line put into operation from November 2024, the projected output of the factory is 100,000 tons in 2025. The factory's products are mainly cold-rolled steel and high-quality stainless steel consumed in the domestic market and exported to China. This is a customer with development potential, and to attract this commodity, the Company has worked with the customer to provide a comprehensive service including transportation from the port to the factory. The projected volume of this commodity passing through the Port in 2025 is 100,000 tons.

- Iron ore customer group (originating from Laos): This commodity is transported from Laos to Vietnam in transit for export to China or for domestic consumption. For transit iron ore, customers use large-tonnage vessels > 20,000 DWT, so it cannot be handled through Nghe Tinh Port. For ore of Hung Cuong Company and other customers for domestic consumption or using vessels < 20,000 DWT, the Company is cooperating with Cua Lo Port Co., Ltd. and implementing environmental measures, building a comprehensive service chain for customers (from handling at the Port, transporting goods from the border gate - Cua Lo Port - customer's factory) to attract this commodity through the Port. Due to the above objective reasons and the fact that this commodity is heavily dependent on market factors, the projected throughput at the Port in 2025 is 250,000 tons.

II/ PLAN FOR 2025

Based on the projected cargo throughput at the port; production organization capacity; financial resources and fluctuations in costs and VIMC's assigned targets, the Company has developed the 2025 plan as follows:

No.	Item	Unit	2025 plan
1	Cargo throughput	Tons	4.700.000
2	Cargo throughput (expecting Pier 5)	Tons	3.690.000
3	Container throughput	Teu	42.000
4	Revenue	Mil. VND	232.000
5	Pre-tax profit	Mil. VND	18.500

*** On the investment plan:**

- The planned investment capital for 2025 is VND 28,010 million, including:
- + Capital construction investment projects: VND 9,500 million
- + Equipment procurement projects: VND 17,000 million
- + Digital transformation project: VND 1,510 million Unit: Million VND

Unit: million VND

No.	Item	Unit	Total investment	Planned capital 2025
	2025 Investment Plan	Million VND	252.950	28.010
1	Capital Construction Investment Projects	Million VND	233.000	9.500
1.1	Capital Construction Investment Project: Upgrading pier surface, storage yards, internal roads of Cua Lo Port, total area 10,200 m ²	Million VND	8.500	8.500
1.2	Investment project for warehouse and port logistics services business	Million VND	224.500	1.000
2	Equipment Procurement Projects	Million VND	17.000	17.000
2.1	Investment project for 01 95KW wheeled excavator at Cua Lo Stevedoring Enterprise	Million VND	3.000	3.000
2.2	Investment project for 01 40-45 ton container reach stacker at Cua Lo Stevedoring Enterprise	Million VND	14.000	14.000
3	IT software upgrade project to meet digital transformation technology		2.950	1.510
3.1	Smart-TOS software upgrade	Million VND	1.000	1.000
3.2	Bravo 10 ERP software upgrade	Million VND	1.800	360
3.3	Server investment for STOS software	Million VND	150	150

III. Solutions to Effectively Implement the 2025 Business Plan

3.1 Market and Business Operation Solutions

- Focus on market development, customer care for existing clients, and attracting new customers. Enhance service quality, share difficulties with customers, and collaborate with container shipping lines to provide added-value services to attract more transit cargo from Laos, western Nghe An, and industrial zones in Nghe An province through the port.

- Continue to expand and develop logistics services, focusing strongly on developing road/sea transportation services, building a comprehensive service chain for customers using services at the Port, especially for iron ore, animal feed, iron concentrate, block stone, etc.; Cooperate with member units of Vietnam National Shipping Lines to develop logistics services in the Central region.

- Promote collaboration with shipping lines, implement priority policies to encourage the opening of international container routes from Cua Lo Port, support shipping lines in managing import and export containers, managing empty containers, stuffing and stripping, and transporting containers. Act as an agent for shipping lines to accelerate the development of international container routes, attract and promote the conversion of bulk cargo handling to container handling.

- Seek investors to implement the investment project for warehouse and port logistics services business in Khanh Hop commune, Nghi Loc district, Nghe An province.

- Cooperate with Cua Lo Port Co., Ltd. to maximize the human resources, infrastructure, and available equipment of both parties to coordinate safe and efficient operation; stabilize the customer market, aiming for healthy competition and sustainable growth between the two companies.

- Strengthen the inspection of contract implementation at units; coordinate with customers to prepare conditions (goods, transport vehicles, cranes, tools, human resources, berths, etc.) for handling to meet/exceed norms, ensuring the best service for customers.

- Maintain, establish, and expand close relationships with state management agencies and specialized management agencies in the locality to create favorable conditions for the Company's business operations.

- Provide full information and activities of the Company through the Website such as: infrastructure, vehicles, equipment, characteristics of the port's fairway, especially information on the Company's application of new technology and technical improvement initiatives in production. - Promote the Company's brand, image, and capabilities through the Website, social networks, sponsorship programs, sports and cultural exchanges, and arts and entertainment events.

3.2 Solutions for Cooperation and Association to Develop Business/Chain Services with Enterprises within the Corporation

Actively coordinate with units within Vietnam National Shipping Lines such as Vosa, VIMC Logistics, VIMC Lines, Logistics Center Can Tho Port, etc., to promote the implementation of tasks in the logistics service chain that the Corporation is deploying, including the North Central region.

3.3 Customer policy solutions

Spread a customer-centric culture where service products must meet customer requirements. Establish and manage customer records scientifically to understand the current needs as well as the development potential of customers. At the same time, research to grasp the development policies of the industry and the economic region, strengthen forecasting, and closely monitor market fluctuations to develop an accurate and verified marketing strategy.

- Build an organizational structure oriented towards customer centrality.
- Regularly care for customers, develop new customers, and segment customer groups to have specific care regimes for each customer.
- Develop comprehensive solutions that optimize costs, serve customers, and improve service quality to meet the increasingly higher requirements of customers.

3.4 Management and Business Innovation Solutions

- Maintain and continuously improve the ISO 9001-2015 quality management system; Apply Kaizen in improving and enhancing the Company's productivity and quality; Synchronize job completion evaluation criteria (KPIs).
- Review, amend, and supplement internal regulations and rules throughout the company to better serve management and business operations (Salary regulations, internal financial management regulations, labor regulations, etc.).
- Implement the restructuring of a streamlined organizational apparatus, clearly assigning functions and tasks to each department, unit, and position; ensure smooth and effective coordination in the business process.
- Constantly promote the movement of initiatives and technical improvements to increase labor productivity, reduce product costs, increase competitive advantages, and improve the Company's business performance.
- Develop and organize reasonable and scientific production plans to avoid waste of materials, labor, and production time.

3.5 Financial and investment solutions

3.5.1 On finance, cash flow, and allocation of funds

- Financial plans, cash flow, and allocation of funds are based on the Company's annual business performance, efficient use of assets, and ensuring a balance of cash flow in business operations when purchasing assets.
- Implement regulations on the management and use of capital and assets in accordance with financial regulations and accounting regimes as prescribed by the State.
- Ensure profitable business operations, annually perform well in paying dividends to shareholders and fulfilling all tax obligations, social insurance, and employee benefits.
- Ensure solvency and stability in the capital structure. Promote debt recovery. - Effectively evaluate and select investment projects to form appropriate fixed assets that bring high efficiency.
- Manage each business asset according to the principle that each asset must be managed and used by an individual or department responsible for it.

- Strengthen effective cost management in accordance with VIMC's directives and core actions: strictly implement regulations and rules on cost usage, plan and calculate the Company's expenses during the period; regularly inspect and supervise expense declaration documents, and not accept invalid or excessive expenses.

3.5.2 On investment

- Invest in vehicles, equipment, and infrastructure, etc., to better serve business operations based on the actual situation and investment needs to meet the demands of customers.

- Based on the Company's actual situation, forecast future market developments to select appropriate forms of investment.

- Thoroughly, meticulously, and scientifically analyze the feasibility of investment projects before implementation.

3.6 Human resource solutions

- Continue to supplement and amend processes in accordance with the actual business conditions of the Company; thoroughly apply the 3P salary method to create motivation, attract high-quality human resources, and retain skilled and experienced employees who are committed to their work and long-term engagement with the Company.

- Provide training to enhance the skills and competencies of employees, and recruit high-quality human resources to serve the Company's strategy based on actual needs.

- Intensify Communication efforts to promote corporate culture and a positive working environment; widely disseminate information to employees throughout the Company about development plans, difficulties and advantages, and the Company's policies and regimes. Employees need to understand clearly, thereby enhancing their sense of responsibility, solidarity, and willingness to overcome difficulties to accompany the Company in achieving the set targets.

- Organize effective labor and production emulation movements. Timely encourage, reward, and honor individuals and collectives with outstanding achievements in labor and production.

- Improve the efficiency of work management and administration. Optimize human resource management processes; apply information technology to enhance interaction in work management, orient work monitoring in real-time to help management achieve the highest efficiency.

3.7 Technology - Engineering, Digital transformation solutions

- Implement digital transformation at the Company to achieve the dual goals of using technology to connect the entire infrastructure and equipment to optimize business operations, while also promoting the development of innovative new business models, with technology as the operational foundation and core value in Port operations.

- Organize training for IT staff to have sufficient capacity to meet technology needs for business operations and to master existing technologies.

- Actively research and apply, synchronously invest in equipment, innovate technology, gradually enhance value, and meet environmental standards. Gradually

replace energy- and material-intensive equipment and technologies, quickly access advanced technologies and techniques, enhance business efficiency, and promote sustainable development.

- Apply Port Management and Operation software; Customer Relationship Management (CRM) software; Production Planning software; electronic digital signatures; vehicle, equipment, and asset management software... Through the software system, customers can easily and conveniently transact and interact directly anytime, anywhere.

- Upgrade and improve the surveillance camera system throughout the Company; improve and upgrade IT equipment and systems for online meetings.

3.8 Other solutions

- Review, improve, amend, and supplement Handling procedures and other procedures to meet the requirements of "one system" according to the common, modern, and efficient standards of Vietnam National Shipping Lines (VIMC) to better serve management and business operations in parallel with the application of Information Technology in production.

- Increase the application of scientific and technical advances in management and administration. - Foster and improve the political theory level, management, and administration skills for the Company's management staff.

- Strengthen the organization of exchanges for learning and sharing management and administration experiences in the field of port operations with member units within the Vietnam seaport sector.

The above is the entire Report on Business Performance - Investment in 2024 and the Task Plan for 2025. On behalf of the Executive Board, I would like to present this report to the 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company.

Sincerely thank you!

**CÔNG TY CP CẢNG NGHỆ TĨNH
TỔNG GIÁM ĐỐC**

Bùi Kiều Hưng



Nghe An, 18 April, 2025

**REPORT
EVALUATION OF INDEPENDENT BOARD MEMBER
TERM 2020 - 2025**

To: The General Meeting of Shareholders of Nghe Tinh Port JSC

In accordance with the functions and duties of the Board of Directors (BOD) as stipulated in the Charter of Nghe Tinh Port Joint Stock Company ("Nghe Tinh Port") and relevant legal regulations, the Independent Member of the Board of Directors respectfully submits this report to the General Meeting of Shareholders (GMS) on the performance of duties during the term 2020 - 2025 and the evaluation of the Board of Directors' activities in the past term as follows:

I. Activities of the independent member of the Board of directors

The Board of Directors has 01 independent member: Mr. Nguyen Thac Hoai, elected by the General Meeting of Shareholders at the 2021 Annual General Meeting of Shareholders. Over the past period, the independent member of the Board of Directors has fully performed the duties stipulated in the Company's Charter, actively and proactively exchanged information with the Board of Directors and the Executive Board to provide reasonable and effective recommendations and proposals. The independent member of the Board of Directors performs duties through the following two basic methods:

- Participating in direct and online meetings, studying the contents submitted for written opinions by Nghe Tinh Port to grasp information, exchange views, and provide proposals and opinions on the Company's activities to improve the Company's business performance.

- Proactively making proposals, participating in discussions and exchanges with other BOD members and with members of the Executive Board, specialized departments, and relevant units regarding assigned areas, specifically: Mr. Nguyen Thac Hoai was assigned to be in charge of market development, promotion, and brand development of the Company. Supervising and directing the Executive Board in customer care, service quality management, and assessing customer satisfaction with the Company's services. Participating in market research, market forecasting, and developing logistics services to attract cargo through the port. Exercising the powers and duties of head, deputy head, subcommittee, council, and team as specifically

stipulated in the establishment decisions issued by the owner or the Board of Directors.

II. Evaluation of the board of directors' activities by the independent member of the board of directors

Based on the business performance and operational aspects of Nghe Tinh Port in general and the management work of the Board of Directors in particular, the independent member of the Board of Directors has some evaluations on the activities of the Board of Directors of Nghe Tinh Port during the term 2020 - 2025 as follows:

Regarding the implementation of the Annual General Meeting of Shareholders' Resolutions: Based on the contents approved by the General Meeting of Shareholders, the Board of Directors has directed and supervised the Company's implementation to ensure compliance with the contents approved by the General Meeting of Shareholders, and the annual business performance achieved is in accordance with the report presented at the General Meeting.

Regarding the discussed contents of the Board of Directors: As a regular and fundamental activity, the Board of Directors considers the proposals of the Executive Board within the scope of its powers and responsibilities stipulated in the Company's Charter, the Company's Regulations, and current laws. In addition, the Board of Directors proactively researches and discusses many contents related to corporate governance and the Company's development orientation.

Regarding the promulgation of Resolutions and Decisions of the Board of Directors: The approval of the contents to be discussed is carried out by direct voting at the meeting or by seeking written opinions. The voting on the contents complies with the principle of majority and other requirements stipulated in the Company's Charter and Regulations. The opinions of the members of the Board of Directors are compiled into Minutes, which serve as the basis for the Chairman of the Board of Directors to sign and issue Resolutions and Decisions and are kept by the person in charge of corporate governance. The Resolutions and Decisions of the Board of Directors are all notified to the Supervisory Board and the Executive Board.

Regarding the activities of the Board of Directors and its members: The activities of the Board of Directors in general and of each member of the Board of Directors are governed by the Charter, the Company's Regulations, and current laws. There were no acts of exceeding authority or abuse of power during the performance of assigned duties and powers.

Regarding the implementation of transactions with related parties: The General Director has strictly reported to and sought opinions from the Board of Directors on the implementation of transactions between Nghe Tinh Port and related parties to the Company/insiders of the Company. The Board of Directors has carefully

considered these contents and complied with the principle of abstaining from voting, with the voting rights not including the votes of Board members who have interests related to the parties in the contract. The Company has disclosed information on these transactions and fully summarized them in the Report on Corporate Governance and the Annual Report.

Regarding the remuneration and operating expenses of the Board of Directors: The remuneration, salaries, and other benefits of the members of the Board of Directors are implemented in accordance with the resolutions of the General Meeting of Shareholders and supervised based on the Regulations and Rules on financial and salary management of Nghe Tinh Port, ensuring transparency and seriousness.

Regarding the supervisory activities of the Board of Directors over the Executive Board: The Board of Directors supervises the activities of the Executive Board by requiring the Executive Board to report in writing or report directly at meetings, through the direct inspection activities of the Internal Audit Department, and this supervision is carried out comprehensively across all activities of the Company.

The above is the Report on the performance of duties by the independent members of the Board of Directors and the evaluations on the activities of the Board of Directors of Nghe Tinh Port Joint Stock Company during the past term 2020 - 2025. Wishing the General Meeting a successful conclusion.

Respectfully reported./.

INDEPENDENT MEMBER OF THE BOD

Nguyen Thac Hoai

NGHE TINH PORT JSC

BOARD OF SUPERVISOR

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness



No. 05/BC-ĐHĐCĐ

Nghe An, 18 April, 2025

**REPORT OF THE SUPERVISORY BOARD ON THE RESULTS OF
SUPERVISING BUSINESS OPERATIONS, SUPERVISING THE BOARD
OF DIRECTORS AND THE GENERAL DIRECTOR IN 2024 OF NGHE
TINH PORT JOINT STOCK COMPANY**

To: The 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint
Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Law on Securities;
- Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;
- Pursuant to the Regulation on the Operation of the Supervisory Board of Nghe Tinh Port Joint Stock Company;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders No. 01-24/NQ-ĐHĐCĐ dated April 15, 2024;
- Pursuant to the audited financial statements for the year 2024 by UHY Auditing and Consulting Company Limited;

The Supervisory Board of Nghe Tinh Port Joint Stock Company respectfully submits this report to the General Meeting of Shareholders on the results of supervising business operations, supervising the Board of Directors and the General Director of Nghe Tinh Port Joint Stock Company, as follows:

PART I. RESULTS OF INSPECTION AND SUPERVISION

I. Information on the company's general operations

- Nghe Tinh Port Joint Stock Company is currently operating under the Enterprise Registration Certificate of a Joint Stock Company; enterprise code: 2900325068 issued by the Department of Planning and Investment of Nghe An Province, first issued on December 31, 2009, with the 5th amendment registered on May 30, 2023.

- Charter capital as of December 31, 2024: VND 215,172,000,000, equivalent to 21,517,200 shares.

- Actually contributed capital as of December 31, 2024: VND 215,172,000,000 (in which Vietnam National Shipping Lines - JSC is the major

shareholder, holding controlling interest of 51%, Tuan Loc Commodities Co., Ltd. holds 21.35%, and the remaining 27.65% belongs to other minority shareholders).

The Company's main business lines are: Port and port berth services; Loading, unloading, preservation, and handling of goods; Warehouse and bonded warehouse business; Maritime salvage and rescue; Maritime services and ship supply; Construction and leasing of office space...

Nghe Tinh Port Joint Stock Company was listed on the Hanoi Stock Exchange on July 19, 2016, stock code: NAP.

The Company's head office is currently located at No. 10, Truong Thi Street, Truong Thi Ward, Vinh City, Nghe An Province, Vietnam. The Company's management and operation are organized according to the model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

The Board of Directors consists of:

No.	BOD member	Position	Appointment date	Capital representation (%)
1	Mr. Le Doan Long	Chairman of BOD	17/06/2020	21
2	Mr. Bui Kieu Hung	BOD Member	17/06/2020	15
3	Mr. Tran Van Dat	BOD Member	17/06/2020	-
4	Mr. Nguyen Hong Son	BOD Member	17/06/2020	21,35
5	Mr. Nguyen Thac Hoai	Independent BOD Member	27/04/2021	-

The Board of Supervisor consists of:

No.	BOS member	Position	Appointment date	Term
1	Ms. Phan Thi Nhi Ha	Head of BOS	15/04/2024	2020-2025
2	Mr. Nguyen The Tien	BOS Member	17/06/2020	2020-2025
3	Ms. Nguyen Ngoc Thuy Dung	BOS Member	17/06/2020	2020-2025

- The Board of General Directors has 4 members, including:

- + Mr. Bui Kieu Hung, General Director;
- + Mr. Tran Nam Hai, Deputy General Director in charge of Internal Affairs;
- + Mr. Nguyen Danh Hai, Deputy General Director in charge of Business;
- + Mr. Nguyen Xuan Hung, Deputy General Director in charge of Operations (pursuant to Decision No. 18/QĐ-HDQT dated December 21, 2024).

(Mr. Tran Van Dat, Deputy General Director cum Director of Cua Lo Branch, retired on September 1, 2024).

- The total number of Company employees as of December 31, 2024, was 393, compared to 388 on January 1, 2024, an increase of 5 people compared to the beginning of 2024. Organizational structure includes:

+ 02 directly affiliated Enterprises:

(1) Cua Lo Loading and Unloading Enterprise (305 people, an increase of 7 employees compared to the beginning of the year);

(2) Ben Thuy Loading and Unloading Enterprise (41 people, a decrease of 1 person compared to the beginning of the year).

+ 06 specialized departments under the office block, including:

(1) Business Planning Department: 6 people

(2) Finance and Accounting Department: 5 people

(3) Technical and Material Department: 5 people

(4) Organization and Personnel - Labor Department: 5 people

(5) General Administration Department: 17 people

(6) Administration and Audit Department: 2 people.

01 Trade Union Office: 2 people.

Nghe Tinh Port invested capital in 01 associate company, Cua Lo Port Tugboat and Maritime Services Joint Stock Company in 2016, with a contributed capital value of VND 4,860 million out of a charter capital of VND 13.5 billion, accounting for a voting ratio of 36%.

II. Results of supervising the activities of the board of directors

- In 2024, the Board of Directors successfully organized the Annual General Meeting of Shareholders on April 15, 2024, accordingly issued the Resolution of the Annual General Meeting of Shareholders No. 01-24/NQ-ĐHĐCĐ dated April 15, 2024. On May 26, 2024, the BOD issued Resolution No. 14/NQ-HĐQT on the implementation of the Resolution of the 2024 Annual GMS.

The Board of Directors consists of 05 members, including the Chairman of the BOD as a full-time member, 01 member concurrently holding the position of General Director, 01 independent BOD member, and 02 other concurrent members. On September 1, 2024, Mr. Tran Van Dat, Vice Chairman of the BOD, retired. Accordingly, pending the 2025 General Meeting of Shareholders, Ms. Tran Thi Huong, authorized representative of VIMC for the 2020-2025 term (pursuant to Decision No. 466/QĐ-HHVN dated October 17, 2024, and Official Letter No. 467/HHVN-TCNS, Ms. Tran Thi Huong - Deputy Chief of VIMC Office - as authorized representative of VIMC for the 2020-2025 term and representing 15% of charter capital) was authorized by Mr. Tran Van Dat, Vice Chairman of the BOD of Nghe Tinh Port, to exercise the rights of a BOD member.

The Board of Directors has operated in accordance with its functions, duties, and powers stipulated in the Law on Enterprises, the Charter, internal regulations on corporate governance, and current legal regulations. In 2024, the BOD held 05 BOD meetings, the main contents of which were to evaluate the business operations and investment situation; the situation and progress of implementing the

plan in Resolution No. 01-24/NQ-DHĐCĐ of the 2024 Annual General Meeting of Shareholders, and on the implementation of the recommendations of the Supervisory Board and the Internal Audit. In addition, the BOD, together with the Executive Board, chaired many important meetings related to the Company's operations, unanimously setting out orientations and timely directing the Company's activities.

In 2024, the Board of Directors of Nghe Tinh Port issued 24 Resolutions and 20 Decisions. The adopted resolutions and decisions were unanimously agreed upon by all attending members and reflected the Company's business orientations and solutions in line with the general policies of the State, the owner, and the market context. The BOD's resolutions and decisions were issued within the proper authority, in accordance with the Company's Charter and legal regulations. The Board of Directors has operated in accordance with its functions, duties, and powers stipulated in the Charter, internal regulations on corporate governance; the BOD's operating regulations, and current legal regulations; always proactively and diligently implementing and completing the tasks approved by the General Meeting of Shareholders, ensuring the interests of the Company and its shareholders.

- In 2024, the BOD closely followed the 2024 business plan and directed the Executive Board to implement it. The Board of Directors operated on a full-time basis, made collective decisions, and assigned tasks to BOD members according to each area of operation (pending the re-election of BOD members at the 2025 General Meeting of Shareholders, Ms. Tran Thi Huong was authorized by Mr. Tran Van Dat, Vice Chairman of the BOD of Nghe Tinh Port, to exercise the rights of a BOD member, accordingly, Nghe Tinh Port BOD issued Decision No. 17/QĐ-HĐQT dated October 30, 2024, on the assignment of tasks to BOD members of Nghe Tinh Port Joint Stock Company). The Board of Directors closely monitored the Executive Board's management and regularly assessed the situation and proposed directions for the next period to ensure the achievement of assigned plan targets.

- The implementation of information disclosure was directed by the BOD to comply with the provisions of the Law on Securities. The Company disclosed information in accordance with the provisions of Circular No. 96/2020/TT-BTC dated November 16, 2020, and Circular No. 68/2024/TT-BTC of the Ministry of Finance on information disclosure in the securities market; Decree No. 155/2020/ND-CP dated December 31, 2020; of the Government detailing the implementation of several articles of the Law on Securities No. 54/2019/QH14, and Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding several articles on corporate governance applicable to public companies

III. Results of supervising the activities of the general director

- In 2024, the General Director and the Executive Board proactively implemented the tasks and targets in the resolutions of the GMS and the Board of Directors; during the management process, each member of the Executive Board

always demonstrated a sense of responsibility, work experience, and teamwork skills together with the collective of employees to overcome difficulties. The 2024 business performance in terms of output, revenue, and profit completed and exceeded the assigned 2024 plan, however, the performance indicators all decreased compared to the same period in 2023 (output decreased by 10%, revenue decreased by 13%, and pre-tax profit decreased by 20%).

- The General Director and the Executive Board strictly implemented and complied with the provisions of law, the Company's Charter, and internal regulations on corporate governance. The Executive Board regularly organized monthly management meetings, regularly assessed the actual situation to draw lessons learned as well as propose directions for the future to ensure smooth operation and increase the operational capacity of all labor resources.

- The General Director submitted 25 reports to the BOD, mainly focusing on building internal regulations and processes, personnel organization, streamlining the apparatus, and issues related to business operations, investment, and the Green Port Development Strategy for the period 2024 - 2025; 2026 - 2030; orientation to 2035 at Cua Lo Port.

- To further strengthen the effective control of the Company's business operations, in 2024, the BOD and the Executive Board issued internal management regulations, rules, and processes within their authority. Specifically, 6 regulations, 7 rules, and 20 processes (13 SOPs and 7 ISOs) were developed and issued out of a total of 102 existing regulations, rules, and processes.

- Ensuring regimes for employees in accordance with State regulations and other welfare benefits; creating a green and clean working environment, and properly implementing the signed collective labor agreement.

IV. RESULTS OF EVALUATING THE 2024 BUSINESS PERFORMANCE REPORT AND SUPERVISING THE IMPLEMENTATION OF THE 2024 GENERAL MEETING OF SHAREHOLDERS' RESOLUTION

1. Results of Evaluating the 2024 Business Performance Report

The Supervisory Board agrees with the report of the Board of Directors and the Executive Board on the Company's 2024 business performance.

No.	Indicator	Unit	2024			Actual 2023	YoY comparison (%)
			Plan	Actual	Rate %		
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6 = 5/4</i>	<i>7</i>	<i>8 = 5/7</i>
1	Cargo throughput	Tons	4,300.000	4.311.352	100%	4.813,545	90%
	Container throughput	Teus	34.000	39.074	115%	33.823	116%
2	Revenue	Million VND	200.000	210.999	105%	242.377	87%

3	Pre-tax profit	"	20.000	21.011	105%	26.387	80%
4	After-tax profit	"	16.000	16.919	106%	21.394	79%
5	Dividend rate	%/year	5,50%	5,50%	100%	6%	92%
6	Average Income per Employee	Million VND/person-month	12,97	14,36	111%	14,33	100%

In 2024, facing difficulties from the economy, the Central region's commodity market was quite fragmented, industrial zones did not operate effectively, thus failing to create a sufficiently large and stable source of goods. The Cua Lo Port channel, due to its geographical location, was frequently silted up and required maintenance to ensure the designed depth of -7.2m. In 2024, the channel depth at times only reached 6.3m - 6.5m, causing difficulties for the reception of large tonnage vessels entering and leaving the Port, while there was fierce competition among ports in the region such as the Nghi Son port cluster, Vung Ang port, Berth No. 5 of Cua Lo Port. Particularly, Vissai International Port put into operation general berths capable of receiving vessels up to 70,000 DWT. From the end of March 2024, barite ore of Shanghai ChongMing Minerals Lao Company and iron ore of DN International Trading and Transportation Co., Ltd. shifted to Vissai Port due to lower costs, which reduced the output and revenue of these commodities through Nghe Tinh Port. Faced with this difficult situation, the Company's leadership implemented many solutions, strongly focusing on solutions related to market development and customer retention. The specific results of operations in 2024 are as follows:

* Regarding Output: In 2024, the cargo throughput through the Port reached 4,311,352 tons, achieving 100% of the plan and decreasing by 10% compared to the same period in 2023, of which:

- Import-export cargo throughput reached 615,804 tons, a decrease of 48.17% compared to 2023.

- Transit cargo throughput reached 1,439,032 tons, a decrease of 9% compared to 2023.

- Domestic cargo throughput reached 2,256,516 tons, an increase of 10.39% compared to 2023. Including: Container cargo throughput reached 39,074 TEUs, equivalent to 622,979 tons, an increase of 15.52% compared to 2023.

- The cargo throughput at berth No. 5 reached 929,532 tons, an increase of 12.64% compared to 2023.

The overall cargo throughput through the port decreased compared to the same period in 2023, primarily due to a reduction in general cargo, such as iron ore decreasing by 54%, barite ore decreasing by 75%, coal decreasing by 38%, sand decreasing by 50%, round timber decreasing by 32%, and wood pellets decreasing by 62%. Conversely, there was growth in key commodities in 2024:

+ Animal feed reached a throughput of 242,167 tons in 2024; an increase of 74% due to more favorable conditions for livestock farming in Vietnam compared to previous years. The prices of livestock products, particularly pork, increased, ensuring profitability for livestock farming, while domestic food consumption demand grew at a rate of 5.5%/year, leading to a more open output for the livestock sector. The increasing proportion of livestock farming in agricultural output and the rise in consumers' disposable income are significant factors driving the growth of the domestic animal feed market.

+ Fertilizers of all kinds reached 1,287,208 tons, an increase of 33% as some customers focused on importing this commodity for the domestic market; the Lao potash plant increased its production line capacity and concentrated on transit cargo through Vietnam for export to China.

+ Various types of stone reached 341,258 tons, an increase of 8% because customers in Taiwan and South Korea increased their consumption orders during the period, which contributed to the increased throughput of this commodity through the port.

*** Regarding Revenue:**

Revenue in 2024 reached VND 210,999 million, equivalent to 105% of the plan and a decrease of 13% compared to the actual figure in 2023. Pre-tax profit reached VND 21,011 million, equivalent to 105% of the plan, but decreased by 20% compared to the actual figure in 2023.

The average monthly income of employees in 2024 was VND 14.36 million/person/month, which was higher but did not change in proportion compared to the same period in 2023.

2. Investment Activities in 2024

The investment plan according to the Board of Directors' Resolution in 2024, and the implementation of the 2024 investment plan approved in Resolution No. 08/NQ-HĐQT dated April 17, 2024, had a total investment value of VND 47,644 million. During the year, two additional projects arose outside the plan (Resolution No. 17/NQ-HĐQT dated July 17, 2024): the additional investment of one water truck at Ben Thuy Loading and Unloading Enterprise with an estimated value of VND 750 million, and the upgrade of the internal road at Cua Lo Loading and Unloading Enterprise at the location between yards 3A and 3B with a total value of VND 4,750 million. Simultaneously, the investment project for two bagging conveyors at Cua Lo Loading and Unloading Enterprise was discontinued due to its unsuitability to the market situation, with a value of VND 700 million. In 2024, the Company completed 100% of the project implementation and disbursement plan (the disbursed value equaled the final account value of the project at VND 47,759 million). Details are as follows:

Unit: million VND

No.	Content	Total investment	2024 Investment Capital	Disbursed Amount = Final Account	2024 Plan Completion Rate
A	Projects carried over from 2023	34.230	33.944	31.658	93%
1	Capital Construction Investment Projects	-	-	-	-
2	Equipment Procurement Projects	34.230	33.944	31.658	93%
2.1	Investment Project for 02 fixed pedestal cranes for business operations at Cua Lo Stevedoring Enterprise	34.230	33.944	31.658	93%
B	New Investment Projects in 2024	13.700	13.700	12.258	89%
1	Capital Construction Investment Projects	5.000	5.000	4.402	88%
1.1	Capital Construction Investment Project: Upgrade of internal road at Cua Lo Port	5.000	5.000	4.402	88%
2	Equipment Procurement Projects	8.700	8.700	7.856	90%
2.1	Investment Project for 01 crawler excavator with bucket capacity of 0.61 m3 (Ben Thuy Stevedoring Enterprise)	5.000	5.000	4.856	97%
2.2	Investment Project for 01 SUV car	3.000	3.000	3.000	100%
2.3	Investment Project for 02 bagging conveyors	700	700	-	Exclude from the plan
I	Total (Within Plan)	47.930	47.644	43.916	92%
II	Projects outside the 2024 Plan	4.750	4.750	3.843	81%
1	Project: Upgrade of internal road at Cua Lo Port at the location: Road between yards 3A and 3B	4.000	4.000	3.123	78%
2	Investment Project for 01 water truck for dust suppression at Ben Thuy Stevedoring Enterprise	750	750	720	96%
	Total (I+II)	52.680	52.394	47.759	92%

3. Results of Supervising the Implementation of Contents in the 2024 Annual General Meeting of Shareholders' Resolution

- Regarding Revenue: The actual revenue in 2024 reached VND 210,999 million, equivalent to 105% of the plan.

- Regarding the pre-tax profit target: The actual pre-tax profit in 2024 was VND 21,011 million, compared to the Annual General Meeting of Shareholders' Resolution of VND 20,000 million, an increase of 5% compared to the plan.

- Selection of the 2024 Auditing Firm for the Company: The 2024 Financial Statements were audited by the independent auditing firm UHY Auditing and Consulting Company Limited, ensuring the selection criteria and being one of the independent auditing firms approved by the 2024 Annual General Meeting of Shareholders.

- Status of 2023 Profit Distribution: VND 20,564 million was allocated to set up funds in accordance with the regulations in the 2024 Annual General Meeting of Shareholders' Resolution: the Reward and Welfare Fund was 10.61%, equivalent to VND 2,182 million (the Company had a Minutes dated May 2, 2024, with agreement between the General Director and the Chairman of the Trade Union on the allocation of 30% to the Reward Fund and 70% to the Welfare Fund out of the total approved fund), the Executive Board Bonus Fund was 2.57%, equivalent to VND 528 million, and the Investment and Development Fund was allocated 24.04%, equivalent to VND 4,943.6 million.

- 2023 Dividend Payment: In 2024, the Company paid dividends to shareholders at a rate of 6%, amounting to VND 12,910 million, from July 10, 2024, in accordance with the approved AGM Resolution.

- Salaries, Remuneration, and Other Income of the Board of Directors and Supervisory Board in 2024: Implemented in accordance with the 2024 AGM Resolution and the Company's current Salary Regulations. Specifically, the number of BOD members was 5 (1 full-time, 4 part-time), and the SB had 3 members (part-time). The remuneration for part-time positions for the BOD and SB was VND 578.6 million, and the salary and income of the full-time BOD member was VND 619.2 million.

V. Results of financial statement appraisal

1. Comments on the financial statements

The Supervisory Board has reviewed the audited Financial Statements for the year 2024, accounting period from January 1, 2024, to December 31, 2024, audited by UHY Auditing and Consulting Company Limited, which is on the list of auditing companies approved at the 2024 Annual General Meeting of Shareholders, and unanimously confirms the following results:

The Supervisory Board concurs with the opinion of the auditing firm on the Company's 2024 Financial Statements: *"In our opinion, the Financial Statements present fairly, in all material respects, the financial position of Nghe Tinh Port Joint Stock Company as at December 31, 2024, and its financial performance and*

its cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the legal regulations relating to the preparation and presentation of financial statements."

- The Company's financial statements are prepared based on Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations, with detailed and summary accounting books maintained in accordance with regulations.

- The Company has effectively carried out periodic information disclosure at the Hanoi Stock Exchange to shareholders, partners, and interested parties in a complete, timely, and accurate manner in accordance with the Law on Securities No. 54/2019/QH14 and related documents.

2. Evaluation of some financial indicators

Based on the data in the Company's audited Financial Statements for 2024, the Supervisory Board has compiled the following summary table:

Situation of Assets - Liabilities and Equity on the Balance Sheet as at December 31, 2024:

Unit: million VND

ITEM	31/12/2024	01/01/2024	Fluctuation
A. Total Assets	315.028	309.520	5.508
* Short-term Assets	49.628	57.803	(8.175)
- Cash and Cash Equivalents	12.413	18.648	(6.235)
- Short-term Investments	4.000	4.000	-
- Short-term Receivables	27.063	27.165	(102)
- Inventories	2.937	1.952	985
- Other Short-term Assets	3.215	6.038	(2.823)
* Long-term Assets	265.400	251.717	13.683
- Fixed Assets	214.290	202.954	11.336
- Long-term Assets in Progress	32.531	36.139	(3.608)
- Long-term Investments	4.860	4.860	-
- Other Long-term Assets			

	13.719	7.764	5.955
B. Total Liabilities & Equity	315.028	309.520	5.508
* Liabilities	72.318	68.108	4.210
- Short-term Liabilities	67.618	50.413	17.205
- Long-term Liabilities	4.700	17.695	(12.995)
* Owners' Equity	242.710	241.412	1.298
- Owners' Contributed Capital	215.172	215.172	-
- Investment & Development Fund	9.789	4.846	4.943
- Undistributed After-tax Profit	17.749	21.394	(3.645)

Some Key Financial Indicators for 2024

No.	Item	Unit	Index	
			31/12/2024	01/01/2024
A	Solvency			
1	Quick Ratio (Current Assets - Inventory)/Current Liabilities	Times	0,69	1,11
2	Current Ratio (Current Assets/Current Liabilities)	Times	0,73	1,15
B	Asset and Capital Structure			
1	Short-term Assets/Total Assets	%	15,75	18,68
2	Long-term Assets/Total Assets	%	84,25	81,32
3	Total Liabilities/Total Equity	%	22,96	22,00
4	Owners' Equity/Total Equity	%	77,04	78,00
C	Debt Ratio			
1	Total Liabilities/Owners' Equity	%	29,80	28,21
2	Total Liabilities/Total Assets	%		

			22,96	22,00
D	Operating Efficiency Indicators			
1	After-tax Profit/Total Assets (ROA)	%	5,37	6,91
2	After-tax Profit/Net Revenue (ROS)	%	8,13	9,02
3	After-tax Profit/Owners' Equity (ROE)	%	6,97	8,86

Comments:

Through the financial indicators, it is discernible that the Company's financial situation is encountering numerous difficulties. The solvency ratios as of December 31, 2024, are all below 1. The Quick Ratio and the Current Ratio reached only 0.69 and 0.73 times, respectively, marking a significant decrease compared to the beginning of the year. The Company's solvency indicators reveal that its financial standing and cash flow are not secure. The Company's short-term liabilities amount to VND 67,618 million, while short-term assets only reach VND 49,628 million, indicating that the Regular Working Capital (which constitutes the necessary capital for a business's daily operations and is the financial resource the company utilizes to sustain production, sales, and the payment of short-term expenses) is negative. Consequently, the Company is susceptible to a situation of potential inability to settle its maturing debts.

- Asset and Capital Structure: As of December 31, 2024, short-term assets accounted for 15.75% of total assets, a decrease of 16% compared to the beginning of the year; correspondingly, long-term assets constituted 84.25% of total assets, an increase compared to the beginning of the year, suggesting that during the year, the Company focused on investing in long-term assets. The structure of Assets and Liabilities & Equity is not yet reasonable, as the large proportion of long-term assets is coupled with a low rate of return, and the proportion of short-term assets needs to be increased at least to meet the short-term liabilities.

- Debt Ratio: The ratios of total liabilities to total assets and total liabilities to owners' equity of the Company as of December 31, 2024, were 22.96% and 29.8%, respectively, showing an increase but without significant fluctuation compared to previous years, and a debt ratio of below 1 indicates a low proportion of borrowed capital, thus the Company does not face significant pressure from loan interest expenses.

The operating efficiency indicators for 2024: Return on Assets (ROA) reached 5.37%, Return on Sales (ROS) reached 8.13%, and Return on Equity (ROE) reached 6.97%, all of which decreased compared to the same period in 2023. Despite the fact that the business results remained profitable and the set plan for 2024 was achieved, the Company's growth rate and capital utilization efficiency are lower than the national average GDP (according to Vietnam's 2024 GDP statistics, it is 7.05%).

VI. Assessment of the Coordination of Activities between the Board of Directors, the General Director, and the Supervisory Board

- The Supervisory Board has closely coordinated with the Board of Directors, the General Director, and the Executive Board in the performance of its assigned functions and duties. The Board of Directors and the General Director have facilitated the Supervisory Board in carrying out its tasks. The Supervisory Board has been provided with complete information and documents related to the Company's operations and has been fully invited to attend meetings of the Board of Directors and other necessary meetings. However, participation in the Executive Board meetings has been limited due to the Supervisory Board members holding concurrent positions.

- The contributions of the Supervisory Board to the activities of the Board of Directors, the General Director, and the Company's Executive Board have been acknowledged and immediately incorporated during the formulation of resolutions, decisions, and their implementation.

- The close coordination between the Board of Directors, the Supervisory Board, and the General Director contributes to enhancing the efficiency of capital and asset utilization, as well as improving operational efficiency and risk management within the Company.

VII. Report on Transactions Involving Members of the Board of Directors, the General Director, and Other Executives

In 2024, the Company entered into transaction contracts with Related Parties such as companies with the same ultimate owner, the parent company VIMC, including: VIMC Shipping Company; Vietnam National Shipping Lines Agency Joint Stock Company Branch, and associated companies Tuan Loc Commodities Co., Ltd.; Cua Lo Port Tugboat and Maritime Services JSC, which are companies with common interests. The Company conducted voting to obtain the opinion of the Board of Directors before signing contracts, as well as disclosed related contracts and transactions in accordance with relevant legal regulations, specifically in compliance with Article 167 of the Law on Enterprises 2020.

PART II. PROPOSALS AND RECOMMENDATIONS OF THE SUPERVISORY BOARD

In order to successfully fulfill the tasks for the year 2025 and enhance the Company's business efficiency, the Supervisory Board hereby submits the following proposals and recommendations:

1. To continue to exercise strict control over cost-effectiveness, with clear and specific plans in place to improve the operational efficiency of existing Assets and Capital, as well as the overall operational efficiency of the Company.

2. To prioritize the development of high-quality human resources, accelerate digital transformation, and streamline the organizational structure to ensure leanness, effectiveness, and efficiency. To improve the material well-being and income of employees.

3. To further intensify efforts in market development, actively seek new customers, and re-attract former customers now that the channel in front of the berth has been dredged back to -7.2m. To be resolute in the work of innovation and the removal of bottlenecks, with a focus on customers and human resources as the core.

The foregoing is the report on the results of the Supervisory Board's oversight activities in 2024. It is respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- BOD;
- Member of BOS (for implementation);
- File: Office of Record, BOS.

**ON BEHALF OF BOS
HEAD OF THE BOARD**

Phan Thi Nhi Ha



No.: 06/BC-ĐHĐCĐ

Nghe An, 18 April, 2025

**REPORT ON SELF-ASSESSMENT OF PERFORMANCE OF
SUPERVISORS AND THE SUPERVISORY BOARD IN 2024, AND
ORIENTATION FOR ACTIVITIES IN 2025**

To: The 2025 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company

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

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of several articles of the Securities Law;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP;

Pursuant to The Charter of Nghi Tinh Port Joint Stock Company;

Pursuant to The Internal Regulations on Corporate Governance;

Pursuant to The Operational Regulations of the Supervisory Board of Nghi Tinh Port Joint Stock Company;

Pursuant to Resolution No. 01/NQ-ĐHĐCĐ dated April 15, 2024 of the 2024 Annual General Meeting of Shareholders;

The Supervisory Board (hereinafter referred to as "SB") of Nghi Tinh Port Joint Stock Company respectfully reports to the General Meeting of Shareholders on the activities of the Supervisory Board in 2024 and the orientation for activities in 2025 with the following contents:

1. Activities of the Supervisory Board in 2024

1.1 Number of Members of the Supervisory Board

The personnel of the Supervisory Board consists of 03 members:

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

1.2 Results of Task Implementation in 2024 of the Supervisory Board

In the performance of the tasks assigned by the General Meeting of Shareholders, in 2024, the Supervisory Board has supervised the activities of the Board of Directors, the Management Board, and inspected the business and production activities of Nghi Tinh Port Joint Stock Company. In the process of

performing inspection and supervision tasks, the SB has always ensured honesty and prudence, professional ethics, and has not hindered the business and production activities of the Company.

- In 2024, the Supervisory Board held 03 (three) direct meetings at the Company's premises and regularly exchanged and assessed relevant issues in the management and administration of the Company's business and production activities for the purpose of the SB's supervision.

- Inspected and supervised the implementation of the 2024 business and service targets of the entire Company through documents, reports, and meetings during 2024.

- Supervised the compliance with the Resolution of the 2024 General Meeting of Shareholders, the adherence to the Company's Charter, State laws, and the regulations, rules, resolutions, and decisions of the Board of Directors and the Management Board in the management and administration of the 2024 tasks.

- Supervised financial indicators; the preservation and development of capital; the implementation of investment projects and investment efficiency; the implementation of the financial regime, profit distribution, and the use of funds.

- In 2024, the Company did not receive any working visits from inspection, examination, or audit delegations of competent Tax authorities or State agencies. Accordingly, the SB supervised the Company's implementation of the directives/recommendations of the owner, VIMC.

- Through inspection and supervision activities, the SB provided opinions and recommendations to the Board of Directors and the Management Board on measures to strengthen control, minimize risks, ensure compliance with legal regulations, the Charter, internal regulations, thereby contributing to improving the quality and efficiency of operations and completing the business and production tasks of the Company in 2024.

- Participated in contributing opinions on the amendment, supplementation, and review of the internal management document system of the Company.

- In addition to regular tasks, the Supervisory Board also completed the appraisal of the Company's 2023 audited Financial Statements and the Semi-annual Financial Statements for the first 6 months of 2024; appraised the development of the salary fund for managers and employees at the Company.

The Supervisory Board has seriously implemented the contents of the Supervisory Board's 2024 Operational Plan approved by the General Meeting of Shareholders, closely followed the Resolution of the AGM, the operational plan, and the actual situation, and properly performed its responsibilities and powers in accordance with the Enterprise Law and the Company's Charter. The SB maintained good working relationships and coordination with the Board of Directors, the General Director, and the Management Board. It fully submitted supervision reports and other reports when requested. The members of the Supervisory Board worked with a high sense of responsibility, based on the principles of independence and prudence, always in the best interests of the shareholders and the Company.

1.3 Evaluation of the Performance of the Supervisory Board Members

- With a high sense of responsibility, during their operations, each member of the Supervisory Board has always affirmed their professional competence, conducted independent and objective inspections, and reported their opinions on the truthfulness and reasonableness of the financial statements, as well as the legal compliance of general business activities. They regularly exchanged and frankly contributed opinions with the Board of Directors and the Management Board upon detecting errors or activities with potential risks for the Company.

- The members of the Supervisory Board have operated in compliance with the provisions of law, the Charter, and the Operational Regulations of the Supervisory Board.

- Each member has seriously and honestly completed the assigned tasks of supervision, inspection, and evaluation of work contents. During the performance of their duties, the members of the Supervisory Board regularly exchanged ideas, demonstrated a spirit of teamwork, performed their work objectively, and achieved the highest efficiency.

- The members have been proactive in their work, provided many contributing opinions to the Board of Directors/Management Board, and successfully completed the assigned tasks in 2024.

1.4 Remuneration, Allowances, and Operating Expenses of the Supervisory Board in 2024

The salaries and allowances of the Supervisory Board members are implemented according to the Company's regulations, in compliance with the provisions of the Company's Charter and Enterprise Law No. 59/2020/QH14. In 2024, all 03 supervisors worked on a part-time basis, so no salaries were incurred. The total allowances for the Supervisory Board members amounted to VND 252 million.

The operating expenses of the Supervisory Board were implemented in accordance with the expenditure limits stipulated in the Company's Internal Spending Regulations.

2. Orientation for Activities in 2025

In order to properly exercise the powers and responsibilities of the Supervisory Board as stipulated in the Enterprise Law, the Company's Charter, and the tasks assigned at the 2025 Annual General Meeting of Shareholders, the Supervisory Board has developed a detailed operational plan for 2025 for submission to the Annual General Meeting of Shareholders for approval, focusing on inspecting and supervising the following main tasks:

- Supervising the implementation of the 2025 business and production targets assigned by the General Meeting of Shareholders.

- Inspecting and appraising the quarterly, semi-annual, and annual Financial Statements of the Company in 2025.

- Supervising financial indicators; preservation and development of capital; implementation of investment projects and investment efficiency; implementation of the financial regime, profit distribution, and the use of funds.

- Inspecting compliance with the regimes, policies, and laws of the State.
- Inspecting the implementation of the development of internal management regulations, rules, and procedures of the Company.
- Inspecting and supervising the legality, reasonableness, truthfulness, and prudence of the Board of Directors and the General Director in organizing the management and administration of business and production activities.
- Supervising the implementation and compliance with the Company's Charter on organization and operation, compliance with the provisions of State law; compliance with the directives of the Board of Directors and the General Director.
- Evaluating the operation of the Company's internal control system. Proposing recommendations to improve the operational efficiency of the internal control system.
- Supervising the performance of the Internal Audit Department to enhance supervision at the Company.
- Supervising the implementation of conclusions and recommendations of inspection and audit delegations at the Company.
- Performing other tasks of the SB as prescribed by the current Enterprise Law.
- Updating newly issued policies and regulations, participating in training courses to improve professional qualifications.

(The detailed 2025 Operational Plan is enclosed with this report)

The above is the self-assessment report on the performance of the tasks of the Supervisors and the Supervisory Board in 2024, and the orientation for the activities of the Supervisory Board in 2025. The Supervisory Board respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS (for implementation);
- File: Office of Record, BOS.

**ON BEHALF OF BOS
HEAD OF BOARD**

Phan Thi Nhi Ha

OPERATION PLAN FOR 2025
OF THE CONTROL BOARD OF Nghe Tinh PORT Joint Stock Company

No.	Content / Mission	Subjects of inspection and supervision	Forms of inspection and supervision	Implementation time	Note
A	Regular tasks				
1	Monitor the implementation of production and business targets in 2025 assigned in the 2025 Resolution of the General Meeting of Shareholders.	Nghe Tinh Port	Frequent	2025	
3	Participate in meetings according to the duties of the Supervisory Board.			2025	
4	Make periodic reports as prescribed			2025	
5	Evaluate the performance of the Company's internal control system. Propose recommendations to improve the operational efficiency of the internal control system.	Nghe Tinh Port	Frequent	2025	
6	Supervise the implementation of tasks of the Internal Audit department to strengthen supervision at the company.	Internal Audit Department of Nghe Tinh Port	Frequent	2025	
7	Check and supervise the legality, reasonableness, honesty, and prudence of the Board of Directors and General Director in organizing, managing, and operating production and business activities	Board of Directors, Board of Executives	Frequent	2025	
8	Supervise the management and operation of production and business activities of the Board of Directors and the Board of General Directors in accordance with the provisions of law and the Nghe Tinh Port's Charter of Organization and Operation	Board of Directors, Board of Executives	Frequent	2025	
9	Monitor financial targets; Preserving and developing capital; Implement investment projects and investment efficiency; Implementation of financial regime, profit distribution and use of funds in 2024 and 2025.	Nghe Tinh Port	Frequent	2025	

10	Inspect and monitor the implementation of conclusions and recommendations of the owner, inspection and auditing agencies at Nghe Tinh Port.	Nghe Tinh Port	Frequent	2025	
11	Carry out other tasks specified in the Operating Regulations of the Supervisory Board, Charter and current Enterprise Law.	Nghe Tinh Port	Frequent	2025	
B	Inspect and supervise by topic				
I	First quarter of 2025				
1	Supervise the inventory of assets and process inventory results at 0:00 on January 1, 2025	Nghe Tinh Port	Participate in indirect inventory; Inventory minutes; Report on post-inventory processing results	According to Nghe Tinh Port's inventory schedule	
2	Appraisal of the implemented salary fund of managers and employees at the Company in 2024 and the planned salary fund in 2025.	Nghe Tinh Port	Approving the Proposal of the General Director; Resolution of the Board of Directors	Thg3-25	
3	Appraisal of Nghe Tinh Port's audited financial statements for fiscal year 2024.	Company Headquarter	Through audited financial statements, audit minutes, management letters, and related documents	Thg3-25	After the audited 2024 Financial Statements are released
II	Second quarter of 2025				
1	Appraisal of Nghe Tinh Port's first quarter 2025 financial statements.	Nghe Tinh Port	Through financial statements and reports of capital representatives	Thg4-25	After the first quarter 2025 financial report is released
III	Third quarter of 2025				

**NGHE TINH PORT
JOINT STOCK COMPANY**



No.: 01/TTr-ĐHĐCĐ

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

Nghe An, April 18, 2025

SUBMISSION

**Regarding the Selection of an Auditing Firm for the 2025 Financial
Statements of Nghi Tinh Port Joint Stock Company**

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

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and guiding documents for its implementation;

Pursuant to The Charter of Nghi Tinh Port Joint Stock Company;

In accordance with the provisions of law and the Charter of Nghi Tinh Port Joint Stock Company, the Supervisory Board of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the list of auditing firms to conduct the audit of the 2025 Financial Statements of Nghi Tinh Port Joint Stock Company, as follows:

1. Principles for Selecting an Independent Auditing Firm:

a. To be a reputable and well-established independent auditing firm trusted by many public companies, with a team of highly qualified and experienced auditors;

b. To be a legally operating company in Vietnam and approved by the State Securities Commission to audit entities of public interest, selecting a leading auditing firm from the list of qualified auditing companies announced annually by the Ministry of Finance to conduct the audit and review of the 2025 Financial Statements of Nghi Tinh Port Joint Stock Company.

c. To have a reasonable audit fee that is appropriate for the scope, quality, and timeline of the audit of Nghi Tinh Port Joint Stock Company.

d. To provide free training courses on finance, accounting, and tax specialties for Nghi Tinh Port Joint Stock Company.

2. List of Proposed Auditing Firms:

The Supervisory Board of Nghi Tinh Port Joint Stock Company has compiled a ranking of independent auditing firms included in the list of audit organizations approved to conduct audits for entities of public interest in 2025, as approved by the Ministry of Finance in Decision No. 2730/QĐ-BTC dated November 15, 2024, to select the independent auditing firm with the best capacity to meet the audit requirements of the Financial Statements of Nghi Tinh Port Joint Stock Company, based on the following selection criteria:

+ Having significant revenue from reviewing and auditing Financial Statements.

+ Having a large number of professional and highly qualified experienced staff and auditors.

+ Having a large number of clients, prioritizing auditing firms that have audited large-scale companies in similar industries to the Company.

The Supervisory Board proposes the following 03 independent auditing firms:

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

Respectfully requesting the General Meeting of Shareholders to approve the content, selection criteria, and list of auditing firms mentioned above, and to authorize the Board of Directors of the Company to decide on the selection of the auditing firm for the 2025 Financial Statements of Nghi Tinh Port Joint Stock Company, ensuring quality and efficiency with reasonable costs in accordance with the law./.

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS;
- File: Office of record, BOS. Ha04

**ON BEHALF OF BOS
HEAD OF BOARD**

Phan Thi Nhi Ha



**NGHE TINH PORT
JOINT STOCK COMPANY**

No.: 02/TTr-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Nghe An, April 18, 2025

SUBMISSION

**Re: Dismissal of Members of the Board of Directors and the Supervisory
Board for the Term 2020 - 2025**

**To: THE GENERAL MEETING OF SHAREHOLDERS OF NGHE TINH
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;

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

In accordance with Point 2 of Article 30 regarding the "term of office of members of the Board of Directors" and Point 1 of Article 46 regarding the "term of office of members of the Supervisory Board" in the Charter of Nghe Tinh Port Joint Stock Company; At this General Meeting, the terms of office of 05 years (2020 - 2025) of the members of the Board of Directors and the Supervisory Board have expired. The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders the dismissal of the members whose terms have expired in order to proceed with the election for the new term, specifically as follows:

No.	Full name	Position	Term of Office	Reason for Dismissal
1	Mr. Le Doan Long	Chairman of the BOD	2020 – 2025	Expiration of term
2	Mr. Bui Kieu Hung	Member of the BOD	2020 – 2025	Expiration of term
3	Mr. Tran Van Dat	Member of the BOD	2020 – 2025	Expiration of term
4	Mr. Nguyen Thac Hoai	Member of the BOD	2020 – 2025	Expiration of term
5	Mr. Nguyen Hong Son	Member of the BOD	2020 – 2025	Expiration of term
6	Ms. Phan Thi Nhi Ha	Head of the Supervisory Board	2020 – 2025	Expiration of term
7	Ms. Nguyen Ngoc Thuy	Member of the	2020 – 2025	Expiration

	Dung	Supervisory Board		of term
8	Mr. Nguyen The Tien	Member of the Supervisory Board	2020 – 2025	Expiration of term

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of the aforementioned members of the Board of Directors and the Supervisory Board.

Respectfully submitted./.

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Le Doan Long

NGHE TINH PORT
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness



No.: 03/TTr-DHĐCĐ

Nghe An, April 18, 2025

SUBMISSION

Re: Approval of the Audited Financial Statements for the Year 2024

To: The General Meeting of Shareholders of Nghe Tinh Port JSC

Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;

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

Pursuant to The Audited Financial Statements for the Year 2024 of Nghe Tinh Port Joint Stock Company, audited by UHY Auditing and Consulting Co., Ltd.

The Board of Directors of Nghe Tinh Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the Financial Statements for the Year 2024 as follows:

The report includes:

- (1) Report of the Management Board
- (2) Independent Auditor's Report
- (3) Balance Sheet
- (4) Income Statement
- (5) Cash Flow Statement
- (6) Notes to the Financial Statements

In which, some key indicators are as follows:

No.	Item	31/12/2024
I- Financial status		
1	Total Assets	315.028.224.664
1.1	Short-term Assets	49.628.307.046
1.2	Long-term Assets	265.399.917.618
2	Total Liabilities & Equity	315.028.224.664
2.1	Liabilities	72.318.404.325
2.2	Equity	242.709.820.339

	- Owners' Investment Capital	215.172.000.000
	- Development Investment Fund	9.789.366.731
	- Undistributed After-tax Profit	17.748.453.608
II - Business Results		
1	Total Revenue and Other Income	210.998.560.103
1.1	Net Revenue	208.040.982.497
1.2	Financial Income	2.767.307.067
1.3	Other Income	190.270.539
2	Profit Before Tax	21.010.982.005
3	Current Corporate Income Tax Expense	4.091.999.724
4	Profit After Corporate Income Tax	16.918.982.281
5	Basic Earnings Per Share	786

Respectfully requesting the General Meeting of Shareholders to consider and vote for approval.

Sincerely.

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS;
- File: Office of record, Corporate Governance Officer

Le Doan Long

**NGHE TINH PORT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness



No. 04/TTr-DHĐCĐ

Nghe An, April 18, 2025

SUBMISSION

Re: Approval of the 2024 Profit Distribution Plan

To: The General Meeting of Shareholders of Nghe Tinh Port JSC

Pursuant to: Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to: The Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to: The audited 2024 business results, the Board of Directors respectfully proposes the General Meeting of Shareholders to approve the 2024 profit distribution and dividend payment plan as follows:

No.	ITEM	Amount (VND)	Appropriation Rate to Total Distributable Profit (%)
1	After-tax Profit in 2024	16.918.982.281	
2	Exchange Rate Difference from Year-end Revaluation	73.716.642	
3	Total Distributable After-tax Profit	16.845.265.639	
4	Allocation to Funds:	5.010.805.639	
	Development Investment Fund	2.416.931.793	14,35%
	Welfare and Bonus Fund	2.106.203.846	12,50%
	Management Bonus Fund	487.670.000	2.89%
5	Dividend Payment	11.834.460.000	70,25%
	Dividend Payout Ratio/Charter Capital (%)	5,50%	
	Charter Capital	215.172.000.000	

Respectfully submitted./.

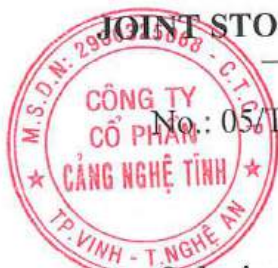
**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS;
- File: Office of record, Corporate Governance Officer

Le Doan Long

**NGHE TINH PORT
JOINT STOCK COMPANY**



No.: 05/TTr-ĐHĐCD

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Nghe An, April 18, 2025

SUBMISSION

**Re: Salaries, Remuneration of the Board of Directors and the Supervisory Board
in 2024 and the Plan for Salaries, Remuneration in 2025**

**To: THE GENERAL MEETING OF SHAREHOLDERS OF NGHE TINH
PORT JSC**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Nghe Tinh Port Joint Stock Company;
- Pursuant to the term of office 2020 - 2025 of the members of the Board of Directors and the Supervisory Board.

Pursuant to the 2024 business and production results and the 2025 business and production plan of Nghe Tinh Port Joint Stock Company; pursuant to the requirements for management and supervision of business activities in 2025, the Board of Directors submits to the General Meeting of Shareholders for approval the payment of salaries and remuneration for the BOD and SB in 2024 and the plan for salaries and remuneration for the BOD and SB in 2025 as follows:

1. Salaries and Remuneration of the Board of Directors and the Supervisory Board in 2024:

1.1 Salary of the Full-time Chairman of the Board of Directors

- Planned salary: VND 589,400,000
- Proposed salary for approval by the General Meeting of Shareholders: VND 619,200,000 (Six hundred and nineteen million two hundred thousand VND only)

1.2. Remuneration of the Board of Directors and the Supervisory Board

- Total planned remuneration: VND 582,000,000, of which:
 - + Remuneration of the BOD: VND 330,000,000
 - + Remuneration of the SB: VND 252,000,000
- Total remuneration paid by the Company and proposed for approval by the General Meeting of Shareholders: VND 578,612,903 (Five hundred and seventy-eight million six hundred and twelve thousand nine hundred and three Vietnamese Dong), of which:

- + Remuneration of the BOD: VND 326,612,903
- + Remuneration of the SB: VND 252,000,000

2. Plan for Salaries and Remuneration of the Board of Directors and the Supervisory Board in 2025:

2.1 Salary of the Full-time Chairman of the Board of Directors

- Planned salary: VND 684,000,000 (*Six hundred and eighty-four million VND only*)

2.2. Remuneration of the Board of Directors and the Supervisory Board

The total planned remuneration for 2025 is VND 564,000,000 (*Five hundred and sixty-four million Vietnamese Dong only*), specifically:

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

+ Full-time Chairman of the BOD: No remuneration

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

- Remuneration of the SB: VND 252,000,000

+ Head of the BOS: VND 8,000,000 per person per month

+ BOS Members: VND 6,500,000 per person per month

The above is the content regarding the salaries and remuneration of the Board of Directors and the Supervisory Board in 2024 and the Plan for salaries and remuneration in 2025. Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS;
- File: Office of record, Corporate Governance Officer

Le Doan Long

NGHE TINH PORT
JOINT STOCK COMPANY



No.: 06/TTr-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Nghe An, April 18, 2025

SUBMISSION

Re: Approval of the 2025 Business and Production Plan and Investment Plan

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

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

Pursuant to: The Charter of Nghe Tinh Port Joint Stock Company.

The Board of Directors of Nghe Tinh Port Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders the 2025 Business and Production Plan and Investment Plan, with the following targets:

1. Business and Production Plan

No.	ITEM	Unit	2025 plan
1	Total Throughput	Tons	4.700.000
2	Total Throughput (excluding Berth No. 5)	Tons	3.690.000
3	Revenue	Million VND	232.000
4	Profit Before Tax	Million VND	18.500
5	Dividend	VND/Share	550

2. Investment Plan

Unit: million VND

No.	Item	Unit	Total investment	2025 Capital Plan
	2025 Investment Plan	Mil. VND	252.950	28.010
1	Capital Construction Investment Projects	Mil. VND	233.000	9.500
1.1	Project for Upgrading the Deck Surface, Storage Yard, Internal Roads of Cua Lo Port, total area 10,200 m2	Mil. VND	8.500	8.500
1.2	Project for Investment in Warehouse and Port Logistics Services Business	Mil. VND	224.500	1.000

2	Equipment Procurement Projects	Mil. VND	17.000	17.000
2.1	Project for Investment in 01 95KW Wheeled Excavator at Cua Lo Construction Enterprise	Mil. VND	3.000	3.000
2.2	Project for Investment in 01 40-45 ton Container Reach Stacker at Cua Lo Construction Enterprise	Mil. VND	14.000	14.000
3	Project for Upgrading IT Software to Meet Digital Transformation Technology		2.950	1.510
3.1	Smart-TOS Software Upgrade	Mil. VND	1.000	1.000
3.2	Bravo 10 ERP Software Upgrade	Mil. VND	1.800	360
3.3	Investment in Server for STOS Software	Mil. VND	150	150

The above is the content of the 2025 Business and Production Plan and Investment Plan. Respectfully requesting the General Meeting of Shareholders to consider and approve.

Respectfully submitted./.

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Recipients:

- As above;
- BOD of Nghe Tinh Port;
- Member of BOS;
- File: Office of record, Corporate Governance Officer

Le Doan Long



**NGHE TINH PORT
JOINT STOCK COMPANY**

No.: 07/TTr-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Nghe An, April 18, 2025

SUBMISSION

Re: Authorization for Provisional Assignment of Business and Production Plan and Investment Plan to the Board of Directors of Nghe Tinh Port

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

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

Pursuant to: The Charter of Nghe Tinh Port Joint Stock Company;

Pursuant to: Relevant legal documents;

Pursuant to: The Regulations of Vietnam National Shipping Lines - JSC on the assignment of business and production plans and investment plans to member units;

Pursuant to: The actual situation of the Company's business and production activities and investment;

Pursuant to: Resolution No. ... dated April 11, 2025 of the Board of Directors of Nghe Tinh Port Joint Stock Company.

I. NECESSITY

Nghe Tinh Port Joint Stock Company is a member unit of Vietnam National Shipping Lines - JSC. According to the regulations of the Corporation, the Company's business and production plan and investment plan are assigned annually by the Corporation. However, the timing of the plan assignment by the Corporation may not coincide with the timing of the Company's Annual General Meeting of Shareholders (AGM).

In this case, waiting for the AGM to approve the plan may cause delays in implementation, affecting operational efficiency and the execution of the Company's planned targets. Therefore, it is necessary to authorize the Board of Directors (BOD) to provisionally assign the business and production plan and investment plan assigned by the Corporation to ensure proactiveness, timeliness, and efficiency.

II. PROPOSED CONTENT

The Company respectfully requests the AGM to consider and approve the authorization for the BOD to provisionally assign the business and production plan and investment plan immediately upon receipt of the directive document from Vietnam National Shipping Lines - JSC.

1. Scope of Application: This provisional assignment authority applies only to business and production plans and investment plans assigned by the Corporation.

2. Conditions:

+ The BOD must carefully consider and evaluate the feasibility, economic efficiency, risks, and impact on the Company's operations.

+ The provisional assignment decision must be approved by voting at a BOD meeting, with the affirmative vote ratio in accordance with the Company's Charter.

+ The provisionally assigned plan shall not exceed 20% of the business and production plan and investment plan approved by the AGM in the previous year.

3. Duration of Application: From the date the Annual General Meeting of Shareholders' Resolution is approved until a new Resolution is issued to replace it.

III. RESPONSIBILITIES OF THE BOARD OF DIRECTORS

+ The BOD shall be responsible before the law, the Corporation, and the AGM for the decisions on provisional assignment of the business and production plan and investment plan.

+ The BOD must report in detail the provisionally assigned plans at the nearest AGM for consideration and official approval.

+ The BOD shall ensure that the implementation of the business and production plan and investment plan complies with legal regulations, the Company's Charter, and the regulations of Vietnam National Shipping Lines - JSC.

IV. EXPECTED IMPACT

The approval of this proposal will help the Company:

+ Enhance proactiveness and flexibility in implementing the plan assigned by the Corporation.

+ Ensure timely and effective implementation of the business and production plan and investment plan.

+ Contribute to the completion of assigned planned targets.

+ Strengthen operational efficiency and the Company's competitiveness.

V. RECOMMENDATION

Respectfully requesting the AGM to consider and approve the voting to authorize the BOD of the Company to provisionally assign the business and production plan and investment plan assigned by Vietnam National Shipping Lines - JSC when the AGM has not yet been held, according to the presented content.

Respectfully submitted!

**ON BEHALF OF BOD
CHAIRMAN OF THE BOARD**

Le Doan Long