

QUY NHON PORT JOINT STOCK COMPANY

Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh Province
Tel: (0256) 3892 363 Fax: (0256) 3891 783 Website: <https://www.quynhonport.vn>

DOCUMENT



2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



APRIL 2025



QUY NHON PORT JOINT STOCK COMPANY

Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh

Phone: (0256) 3892 363 Fax: (0256) 3891 783

Website: <https://www.quynhonport.vn>

LIST OF DOCUMENTS

1. Agenda of the 2025 Annual General Meeting of Shareholders.
2. Working Regulations at the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.
3. Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025.
4. Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders.
5. Report on the results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation.
6. Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025.
7. Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements.
8. Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025.
9. Proposal for approval of the Salary and Remuneration Fund for 2024, the planned Salary and Remuneration Fund for 2025 of the Board of Directors and Board of Supervisors.
10. Proposal for the selection of an auditing firm for the 2025 financial statements.
11. Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list.
12. Regulations on Nominations, Candidacy, and Election of Members of the Board of Directors for the 2023 - 2028 term.
13. Nomination and Self-Nomination Form for Members of the Board of Directors for the 2023 - 2028 term.
14. Voting Card, Voting Ballot, Election Ballot (Board of Directors).
15. Draft Resolution of the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.



QUY NHON PORT JOINT STOCK COMPANY

Head office: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh

Telephone: (0256) 3892 363 Fax: (0256) 3891 783

Website: <https://www.quynhonport.vn>

AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. TIME AND VENUE:

- Time: 07:30, Monday - April 28, 2025.
- Venue: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh

II. AGENDA:

Time	Content
07:00 – 07:30	Welcoming guests and check eligibility of delegates and shareholders: <ul style="list-style-type: none">• Welcome delegates and shareholders;• Check eligibility of delegates, distribute voting cards, ballots, and meeting materials.
07:30 – 08:00	Opening of the Meeting: <ul style="list-style-type: none">• Report on check eligibility of delegates attending the meeting;• Declaration of reasons, introduction of the Chairperson;• Chairperson introduces and approves the list of the Presidium, Meeting Secretary, and Vote Counting Committee;• Approval of the Working Regulations;• Approval of the Agenda;
08:00 – 08:45	Presentation of Reports: <ul style="list-style-type: none">• Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025.• Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders;• Report on the results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation.

Time	Content
08:45 – 09:45	<p>Presentation of Proposals:</p> <ul style="list-style-type: none"> • Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025; • Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements; • Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025; • Proposal for approval of the Salary and Remuneration Fund for 2024, the planned Salary and Remuneration Fund for 2025 of the Board of Directors and Board of Supervisors; • Proposal for the selection of an auditing firm for the 2025 financial statements; • Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list; • Other matters (if approved by the General Meeting of Shareholders).
09:45 – 10:15	Discussion
10:15 – 10:30	Voting guidance and Voting to approve reports and proposals
10:30 – 10:45	Announcement of voting results
10:45 – 11:00	Approval of the Regulations on Election, Election guidance, and conduct of the election of the Board of Directors for the 2023 – 2028 term
11:00 – 11:20	Break - Election Ballots counting.
11:20 – 11:25	Announcement of election results
11:25 – 11:40	<p>The Secretariat reads the draft Minutes and Resolution of the General Meeting of Shareholders.</p> <p>The General Meeting votes to approve the contents of the Minutes and the Resolution of the General Meeting of Shareholders.</p>
11:40 – 11:45	Closing announcement of the General Meeting.



QUY NHON PORT JOINT STOCK COMPANY

Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh

Phone: (0256) 3892 363 Fax: (0256) 3891 783

Website: <https://www.quynhonport.vn>

DRAFT

WORKING REGULATIONS 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS QUY NHON PORT JOINT STOCK COMPANY

Pursuant to:

- *Enterprise Law No. 59/2020/QH14 dated 2020-06-17;*
- *Securities Law No. 54/2019/QH14 dated 2019-11-26 and its guiding documents;*
- *Decree 155/2020/ND-CP detailing the implementation of several articles of the Securities Law passed on 2020-12-31;*
- *Charter of Quy Nhon Port Joint Stock Company;*
- *Internal regulations on corporate governance of Quy Nhon Port Joint Stock Company;*

To ensure the success of the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company, the Board of Directors has established the following working regulations, principles of conduct, and voting procedures for the General Meeting of Shareholders to approve:

1. PURPOSE

- To ensure the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company are conducted in accordance with regulations and successfully.
- The Resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the wishes and interests of shareholders, and comply with the law.

2. SUBJECTS AND SCOPE

- Subjects of application: All shareholders, representatives (authorized persons) of shareholders owning shares of Quy Nhon Port Joint Stock Company, and invited guests attending the Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company must comply with the provisions of these Regulations, the Company's Charter, and current legal regulations.
- Scope of application: These Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

3. EXPLANATION OF TERMS/ABBREVIATIONS

- | | | |
|-------------|---|--|
| - Company | : | Quy Nhon Port Joint Stock Company |
| - BOD | : | Board of Directors |
| - BOS | : | Board of Supervisors |
| - OC | : | Organizing Committee |
| - Delegates | : | Shareholders, representatives (authorized persons) |

- GMS : General Meeting of Shareholders

4. CONTENT OF REGULATIONS

4.1 Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders shall be held when the number of delegates present represents more than 50% of the total voting shares.
- If the first meeting does not meet the conditions for proceeding as prescribed in Clause 1, Article 27 of the Company's Charter, the second meeting notice shall be sent within 30 days from the date of the first meeting. The second General Meeting of Shareholders shall be held when the number of shareholders present represents at least 33% of the total voting shares.
- If the second meeting does not meet the conditions for proceeding as prescribed in Clause 2, Article 27 of the Company's Charter, the third meeting notice shall be sent within 20 days from the date of the second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of voting shares of the shareholders present.

4.2 Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the list finalized on March 25, 2025 have the right to attend the General Meeting of Shareholders; they can attend directly or authorize their representatives to attend. In the case of more than one authorized representative as prescribed by law, the number of shares of each representative must be specified.

4.3 Guests at the General Meeting of Shareholders

- Are the Company's management titles, guests, members of the Organizing Committee who are not shareholders of the Company but are invited to attend the General Meeting of Shareholders.
- Guests do not participate in speaking at the General Meeting of Shareholders (*unless invited by the Chairperson, or registered in advance with the Organizing Committee and approved by the Chairperson*).

4.4 Delegates attending the General Meeting of Shareholders shall comply with the following regulations:

- Be on time, dress formally, comply with security checks (if any), identity papers, etc., as requested by the Organizing Committee.
- Receive documents and papers for the General Meeting of Shareholders at the reception desk in front of the meeting hall.
- Late delegates have the right to register immediately and then have the right to participate and vote immediately at the General Meeting of Shareholders. The Chairperson is not responsible for stopping the General Meeting of Shareholders to allow late delegates to register; the voting results of matters that have been voted on before the delegate arrives will not be affected.
- Set your phone to vibrate or turn it off, and go outside to talk when needed.
- No smoking, maintain order in the meeting room.

- Comply with the regulations of the Organizing Committee and the Chairperson of the General Meeting of Shareholders.
- In the event that a delegate does not comply with the inspection regulations or the aforementioned measures and regulations, the Chairperson, after careful consideration, may refuse or expel this delegate from the meeting place to ensure the General Meeting of Shareholders proceeds normally according to the planned program.

4.5 Chairperson and Presidium

- The Presidium consists of the Chairperson and the Members.
- The Chairman of the BOD acts as Chairman or authorizes another member of the BOD to chair the General Meeting of Shareholders convened by the BOD;
- If the Chairman is absent or temporarily incapacitated, the remaining members of the Board of Directors shall elect one of them to chair the meeting by majority vote. If no Chairperson is elected, the Head of the Supervisory Board shall preside so that the General Meeting of Shareholders can elect a Chairperson from among the attendees, and the person with the highest number of votes shall be the Chairperson.
- In other cases, the person who signs the convening notice for the General Meeting of Shareholders will preside so that the General Meeting of Shareholders can elect a Chairperson, and the person with the highest number of votes will be elected as Chairperson.
- The Chairman has the right to take necessary measures to conduct the meeting in a reasonable and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of attendees.
- The Chairperson has the right to postpone the General Meeting of Shareholders, which has a sufficient number of registered attendees, for a maximum of 03 working days from the intended opening date, and may only postpone the meeting or change the meeting location as prescribed in Clause 8, Article 146 of the Law on Enterprises.
- Duties of the Presidium:
 - Manage the activities of the Company's General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders.
 - Guide delegates and the General Meeting of Shareholders in discussing the contents of the agenda.
 - Present drafts and conclusions on necessary issues for the General Meeting of Shareholders to vote on.
 - Answer questions raised by the General Meeting of Shareholders.
 - Resolve issues arising during the General Meeting of Shareholders.
- Working principles of the Presidium: The Presidium operates on the principles of collectiveness, democratic centralism, and majority decision.

4.6 Meeting Secretary

- The Chairperson appoints one or more persons to act as Meeting Secretary.
- Duties and Responsibilities:
 - Record the General Meeting's content fully and truthfully;
 - Receive Delegates' registration forms for speaking;
 - Prepare the Minutes and Draft Resolution of the General Meeting of Shareholders;
 - Assist the Chairperson in announcing information related to the General Meeting of Shareholders and notifying Shareholders in accordance with the law and the Company's Charter.
 - Other duties as requested by the Chairperson.

4.7 Vote Counting Committee

- The General Meeting of Shareholders elects one or more persons to the Vote Counting Committee as proposed by the Chairperson of the meeting. Candidates participating in the nomination or election (when an election is held) are not allowed to participate in the Vote Counting Committee.
- Duties of the Vote Counting Committee:
 - Disseminate the principles, rules, and instructions on voting and election procedures.
 - Review and report to the General Meeting any violations of voting or election rules, or complaints regarding voting or election results;
 - Check and record Voting ballots, Election ballots, prepare ballot counting minutes, and announce the results; submit the minutes to the Chairperson.

4.8 Delegate Eligibility Check Committee

- The Delegate Eligibility Check Committee of the General Meeting consists of 03 people, including 01 Head and 02 members, introduced to the General Meeting by the Chairperson.
- Duties of the Delegate Eligibility Check Committee:
 - Verify the eligibility and attendance of shareholders and shareholder representatives.
 - The Head of the Delegate Eligibility Check Committee reports to the General Meeting of Shareholders on the shareholder attendance. If the meeting has a quorum of shareholders and authorized representatives representing over 50% of the total voting shares, the General Meeting of Shareholders can proceed.

4.9 Speaking at the General Meeting

- Delegates attending the General Meeting must obtain the Chairperson's consent to speak. Delegates should speak concisely and focus on the key issues to be discussed, in line with the agenda approved by the General Meeting, or submit their opinions in writing to the Meeting Secretary for compilation and reporting to the Chairperson.

- The Chairperson will arrange for delegates to speak in the order of registration and will address shareholder inquiries at the General Meeting or record them for later written responses.

4.10 Voting on matters at the General Meeting

4.10.1 Principles

- All matters on the agenda and meeting content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.
- Voting cards, ballots, and election ballots are printed, sealed, and sent directly to the delegates at the General Meeting (along with the General Meeting of Shareholders document set). The Voting Card, Ballot, and Election Ballot clearly state the delegate's code, full name, number of shares owned, and authorized voting rights.
- The Chairperson proposes voting methods for each item on the agenda for the General Meeting's approval.
- Voting methods are as follows:
 - o Voting by raising Voting Cards: this method is used to approve matters such as: the General Meeting Agenda; Working Regulations; Election Regulations; Personnel of the Presidium; Vote Counting Committee; approval of the Minutes, the Resolution of the General Meeting, and other matters at the General Meeting (if any);
 - o Voting by filling out the Ballot: this method is used to approve the following matters: Report on the Operating Results in 2024 and Operational Directions for 2025 of the Board of Directors; Report of Board of Supervisors at the 2025 Annual General Meeting of Shareholders; Report on results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation; and voting to approve the contents of the proposals at the General Meeting.

4.10.2 Voting methods

- o Delegates vote to Approve, Disapprove, or Abstain on a matter presented for voting at the General Meeting by raising their Voting Card or filling in the selection options on the Voting Ballot corresponding to the contents requiring a vote as prescribed in Section 4.10.1.
- o When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Presidium. If a delegate does not raise the Voting Card in all three voting rounds (Approve, Disapprove, or Abstain) for a matter, they are considered to have approved that matter. If a delegate raises the Voting Card more than once when voting Approve, Disapprove, or Abstain on a matter, the vote is considered invalid. According to

the voting method by raising the Voting Card, members of the Delegate Eligibility Check Committee/Vote Counting Committee mark the delegate code and the corresponding number of votes of each shareholder as Approve, Disapprove, Abstain, and Invalid.

- o When voting by filling out the Ballot, for each item, delegates choose one of the three options "Approve," "Disapprove," or "Abstain" pre-printed on the Ballot by marking "X" or "✓" in the box of their choice. After completing all the contents requiring a vote at the General Meeting, delegates submit their Ballots to the sealed ballot box at the General Meeting as instructed by the Vote Counting Committee. The ballot must be signed and include the delegate's full name.

4.10.3 Validity of the Ballot

- A **valid ballot** is a ballot printed according to the template issued by the Organizing Committee of the General Meeting, bearing the company's red seal, without erasures, alterations, tears, or damage, with no additional content written other than what is prescribed for this ballot, and must be signed with the delegate's full handwritten name below the signature.

On the ballot, the voting content (Report, Proposal) is valid when the delegate marks one (01) of the three (03) voting boxes.

- **Invalid ballot:**

- Adding other content to the ballot;
- Ballots not following the pre-printed template issued by the Organizing Committee of the General Meeting, ballots without the company's red seal, or with erasures, alterations, additional content written beyond what is prescribed for the ballot, ballots without signatures, or without the delegate's full name, in which case all voting content on the ballot is invalid.

4.10.4 Voting regulations

Each common share is equivalent to one voting right. Each delegate attending, representing one or more voting rights, will be issued a Voting Card and a Ballot.

- As of the record date (March 25, 2025), the total number of voting shares of the Company is: 40,409,950 shares, equivalent to 40,409,950 voting rights.
- Matters requiring a vote at the General Meeting are only approved when they receive the approval of shareholders owning more than 50% of the total votes of all shareholders attending and voting at the meeting. In some specific cases where the voting matter is stipulated in Clause I, Article 29 of the Company's Charter, it must have the consent of 65% or more of the total votes of all shareholders attending and voting at the meeting.
- Note:
 - Affiliated shareholders/proxies have no voting rights on contracts and transactions valued at 35% or more (of the Company's total assets recorded in the latest financial statements);

these contracts or transactions are only approved with the consent of shareholders/proxies owning 65% of the remaining voting shares (according to Clause 4, Article 167, Law on Enterprises 2020).

- Shareholders/proxies owning 51% or more of the total voting shares or their affiliated persons have no voting rights on contracts and transactions valued at more than 10% (of the Company's total assets recorded in the latest financial statements) between the Company and that shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the Law on Enterprises 2020).

4.10.5 Recording voting/election results

- At the General Meeting, the General Meeting of Shareholders will approve the Vote Counting Committee.
- The Vote Counting Committee is responsible for collecting Voting ballots and Election ballots.
- The Vote Counting Committee will check the number of votes in “Approve”, “Disapprove”, or “Abstain” for each item and is responsible for recording, tallying, and reporting the voting results at the General Meeting of Shareholders.

4.11 Election of the Board of Directors and Board of Supervisors

The election of members of the Board of Directors and members of the Board of Supervisors must be conducted in accordance with the Regulations on the Election of Members of the Board of Directors and Members of the Board of Supervisors and approved by the General Meeting of Shareholders at the meeting.

4.12 Minutes and Resolutions of the General Meeting of Shareholders

All matters at the General Meeting of Shareholders must be recorded in the minutes of the General Meeting of Shareholders by the Meeting Secretary. The minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

5. Implementation

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the provisions of these Regulations, the current regulations, internal rules, and management regulations of the Company, and relevant legal regulations.
- The convener of the General Meeting of Shareholders has the right to:
 - Request all attendees to undergo inspection or other security measures;
 - Request competent authorities to maintain order at the meeting; expel those who do not comply with the chairperson's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or do not comply with inspection requirements and security measures from the General Meeting of Shareholders.
- Matters not specified in these regulations shall be uniformly applied according to the provisions of the Company's Charter, the Law on Enterprises 2020, and other applicable legal documents

of the State.

These regulations take effect immediately after being approved by the General Meeting of Shareholders.

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

Recipients:

- GMS
- Members of the BOD, BOM, BOS;
- File: Office, Secretary.

Nguyen Quang Dung



REPORT OF THE BOARD OF DIRECTORS
On the Operating results in 2024 and Operational directions for 2025

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Securities Law No. 54/2019/QH14 dated 2019-11-26;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company approved by the General Meeting of Shareholders on 2023-05-23;

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ of the 2024 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders on 2024-04-12;

The Board of Directors respectfully reports to the General Meeting of Shareholders on the operating results in 2024 and the operational directions for 2025 of the Board of Directors as follows:

PART I

REPORT ON THE OPERATING RESULTS OF THE BOARD OF DIRECTORS IN 2024

I. Results of Implementing the Resolution of the 2024 Annual General Meeting of Shareholders

1. Production and Business Results in 2024

Implementing the Resolution of the 2024 Annual General Meeting of Shareholders (GMS), the Board of Directors (BOD) has focused on directing the Executive Board to implement solutions to strive to achieve the set business and investment targets, specifically as follows:

Results of implementing the main production and business targets in 2024:

TT	Items	Unit	Plan 2024	Actual 2024	Percentage achieved plan 2024	Actual 2024/2023
1	Volume of goods	Million tons	11.5	11.8	102%	123%
	<i>Including: container throughput</i>	<i>1,000 teus</i>	<i>180</i>	<i>175</i>	<i>97%</i>	<i>116%</i>
2	Total revenue	Billion VND	1,247	1,180	95%	121%
3	Profit before tax	Billion VND	115	163	142%	113%

(Figures according to the audited 2024 Consolidated Financial Statements)

On investment results: The 2024 investment plan was approved by the Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company in Resolution No. 01/2024/NQ-ĐHĐCĐ dated 2024-04-12 with a total value of nearly 303 billion VND, the implemented value

in 2024 was 251.3 billion VND, reaching 83% of the assigned plan.

In addition, in 2024, in addition to implementing investment projects under the investment plan approved by the General Meeting of Shareholders in Resolution 01/2024/NQ-ĐHDCĐ, in order to reduce the cost of renting container tractors and forklifts, and at the same time repair the container yard surface infrastructure to ensure conditions for loading and unloading goods and container equipment to increase loading and unloading capacity and ship release speed, the Board of Directors approved the project to Purchase used container handling equipment and the project to Repair container yard surface infrastructure.

(Details in the Proposal for Approval of the 2025 Production and Business Plan)

2. On the results of setting aside funds and dividend distribution

- The Company has fully implemented the allocation of funds for development investment, Reward Fund, Welfare Fund, and Management Board Bonus Fund from the distributed profits in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders.

- Regarding the payment of 2023 dividends: Based on the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors has paid 2023 dividends in cash at the rate approved by the GMS of 12%/share; and has made the payment on 2024-07-12.

3. On the payment of remuneration, salaries and other benefits of the Board of Directors and each member of the Board of Directors in 2024:

Unit: VND

No.	Name	Position	Dedicated salary	Total remuneration of members of the BOD
1	Nguyen Quang Dung	Chairman of the Board of Directors		192,000,000
2	Le Hong Quan	Member of the Board of Directors, General Director		120,000,000
3	Phan Tuan Linh	Former Member of the Board of Directors		30,000,000
4	Dang Huy Cuong	Member of the Board of Directors		90,000,000
5	Pham Dang Cao	Member of the Board of Directors		120,000,000
6	Nguyen Thanh Nam	Dedicated Member of the Board of Directors	635,916,484	
Total			635,916,484	552,000,000

4. On the selection of an audit unit for the 2024 Financial Statements: Implementing the authorization of the GMS, the BOD selected **UHY Auditing and Consulting Co., Ltd.** as the audit unit to review the semi-annual financial statements, audit the separate financial statements and the consolidated financial statements of Quy Nhon Port Joint Stock Company for 2024.

5. Regarding the investment project to build and upgrade Wharf No. 1 - Quy Nhon Port

Pursuant to the authorization of the General Meeting of Shareholders in Resolution No. 01/2023/NQ-ĐHCD dated 2023-05-23, the Board of Directors issued Decision No. 258/QĐ-HĐQT dated 2024-12-20 approving the final settlement of investment capital for the completed project "Upgrading Wharf No. 1 - Quy Nhon Port".

(Details in the Report on the implementation results of the construction and investment project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the Board of Directors under the authorization of the General Meeting of Shareholders regarding project implementation)

II. Activities of the Board of Directors in 2024

1. Board of Directors Meetings

In 2024, the Board of Directors held 06 meetings. The meetings were well-prepared and conducted seriously, ensuring duration and quality. The content of the meetings was topical, focused, practical, and timely in orienting the Company's business activities. In the meetings, members of the BOD demonstrated a high sense of responsibility. Depending on the agenda of the meeting, the Board of Directors may invite the Board of Management and other managers to attend to explain issues related to the meeting's content. The Board of Directors' meetings were attended and discussed by the Supervisory Board. In addition, the Board of Directors also regularly exchanged and discussed among members, coordinating to resolve arising issues outside of official meetings.

In addition, based on task requirements, the Board of Directors also obtained written opinions from members of the BOD on the contents proposed by the General Director for the Board of Directors to consider and approve according to its authority.

2. Resolutions and Decisions of the Board of Directors:

In 2024, the Company's Board of Directors issued 70 Resolutions and 65 Decisions.

The list of Resolutions and Decisions issued by the Board of Directors in 2024 has been published by the Company in the Report on Corporate Governance 2024, posted in the Investor Relations section on the company's website at: www.quynhonport.vn.

3. Report on the list of affiliated persons; transactions between the company and its affiliated persons; between the company and major shareholders, internal person, and affiliated persons of internal person:

The list of affiliated persons has been published by the Company in the Report on Corporate Governance 2024, posted in the Investor Relations section on the company's website at: www.quynhonport.vn.

Transactions of Quy Nhon Port Joint Stock Company with affiliated parties were conducted in strict accordance with the provisions of the Enterprise Law, the Securities Law, and the Internal Governance Regulations. *The list of transactions between Quy Nhon Port and affiliated parties in 2024 is in the attached Appendix.*

4. Supervisory activities of the Board of Directors:

In 2024, the Board of Directors directed and supervised the operations of the Board of Management in the following tasks:

- The Board of Directors chaired/co-chaired with the Board of Management in many important meetings related to all aspects of the Company's operations, agreeing on directions and instructions in the most effective and time-saving manner.

- The Board of Directors directed and supervised the Board of Management in managing the Company's production, business, and investment activities. The dedicated member of the Board of Directors regularly participated in the Company's weekly, monthly, and ad-hoc production and business meetings. Proactively exchanged, discussed, and provided feedback to the Board of Management so that the Board of Directors' Resolutions were implemented effectively and quickly to manage the Company's investment, production, and business activities well.

- The members of the Board of Directors, assigned to monitor specific professional areas, proactively worked directly with the Board of Management and relevant departments/units to provide timely guidance/propose solutions to enhance management quality, ensure efficient production and business operations, accelerate the progress of Quy Nhon Port development projects, spread the Kaizen culture of continuous improvement to achieve significant results, implement effective cost management, eliminate waste, and increase productivity in production and business operations.

- The Board of Directors regularly reviews and evaluates the implementation of the production and business plan and the development investment of Quy Nhon Port to provide timely guidance to the Board of Management, meeting the requirements for resources and equipment for the company's production activities.

- The Board of Directors monitors and provides timely guidance and support to the Board of Management by issuing resolutions and decisions related to business operations, investment, organizational structure, and other important matters within the Board's authority, in accordance with the company's Charter, regulations, and current laws.

- The Board of Directors regularly reviews and evaluates the implementation of the General Meeting of Shareholders' resolutions, as well as the Board's resolutions and decisions regarding progress and implementation measures, providing timely guidance to the Board of Management to meet resource requirements for the company's activities. The Board monitors compliance with the company's Charter, internal governance regulations, and current state regulations in all aspects of the Board of Management's operations.

- Information and reports are regularly and fully provided to non-executive members of the Board of Directors through documents, the company's electronic office system, telephone, and email regarding the company's operational status to ensure unified guidance and timely decisions for the Board's direction and supervision of the General Director.

- The Board of Management implemented the company's production and business activities in 2024 in accordance with the resolutions of the AGM, the directions of the Board of Directors, the company's Charter, and legal regulations.

- The General Director clearly assigns tasks to the Deputy General Directors and periodically holds weekly and monthly meetings to evaluate work performance and assign work plans. Members of the Board of Management demonstrate a strong sense of responsibility and good cooperation.

General Assessment: With a sense of responsibility to shareholders, employees, and the company's development, the Board of Directors has effectively fulfilled its duties and responsibilities as prescribed by law and the company's Charter in supervising the Board of Management and its supporting apparatus in implementing the resolutions of the General Meeting of Shareholders, as well as the Board's resolutions and decisions.

a) Assessment of the Board of Management's performance in managing the company's operations:

In the past year, the company's Board of Management has focused on and mobilized all resources to operate in accordance with the orientations, objectives, and resolutions set forth by the 2024 General Meeting of Shareholders. The Board of Management has consistently paid close attention to and monitored the situation from internal to external affairs, while also providing direction and reasonable solutions in each case and at each point in time. The Board of Management has reported and proposed many important issues and directions for the Board of Directors to consider and develop solutions to mitigate the adverse effects of the company's production and business situation in 2024.

The Board of Management has deployed the Company's production-business activities in accordance with the Resolution of the GMS, the direction of the BOD, and in compliance with the Company's Charter and legal regulations.

Well implemented salary policies, improved working conditions for employees, and complied with the provisions of the Law and the Company's Charter in the process of operating production-business activities.

The Company has well implemented information disclosure as prescribed, ensuring that information is disclosed on time, accurately, transparently, and fully.

The corporate governance-management relationship between the Board of Directors and the General Director of the Company always coordinates closely and implements in accordance with the provisions of the Charter and the Company's governance regulations.

b) Assessment of the Company's executive apparatus:

The Company's executive apparatus has performed well the assigned functions, duties, and powers to advise the General Director in the use and promotion of the Company's resources in terms of capital, assets, and labor, organizing the implementation of production-business tasks according to the plan assigned by the Board of Directors, fully fulfilling obligations to the state, policies with employees, and bringing benefits to shareholders.

The collective of employees in the Company always upholds the spirit of solidarity, well implements the policy of practicing thrift and combating waste; strives to overcome difficulties to complete assigned tasks well, contributing to the overall success of the Company.

c) Assessment of the Representative of Quy Nhon Port's capital in other Enterprises:

The representative of Quy Nhon Port's capital at the investee company has completed the assigned tasks, complying with the provisions of the Law, the Charter, and the Company's regulations.

5. Activities of Independent members of the Board of Directors and assessment of Independent members of the Board of Directors on the activities of the Board of Directors:

a) Activities of Independent members of the Board of Directors

- The Board of Directors of Quy Nhon Port Joint Stock Company has a total of 05 members, including 01 Independent member of the Board of Directors.

- In 2024, Independent member of the BOD proactively exchanged information with the Board of Directors and the Board of Management to have timely guidance/propose work handling to improve the quality of management work at the Company. Independent member of the BOD participated and actively contributed opinions at the BOD meetings, as well as in written requests for opinions from the BOD. For some key contents (such as investment and development, labor - salary...), Independent members of the BOD have proposed organizing in-depth discussion and

exchange sessions between Members of the BOD and the Executive Board, relevant specialized units to promptly resolve work quickly and efficiently.

b) Assessment of Independent Member of the BOD on the activities of the BOD in 2024

Based on the operating results in 2024, Independent Member of the BOD assess the activities of the Company's BOD in 2024 as follows:

- All members of the BOD have fully performed the functions, powers, and duties of the Board of Directors as prescribed in the Company's Charter, Internal regulations on corporate governance, and Operating regulations of the Board of Directors.

- The approval and issuance of Resolutions and Decisions of the BOD are carried out by direct voting at the BOD meeting or by requesting opinions in writing, complying with the majority principle and other requirements specified in the Charter and regulations of the Company. Issued Resolutions and Decisions are notified to the Supervisory Board as well as relevant subjects.

- The BOD' meetings were convened promptly and effectively; all BOD meetings in 2024 had the participation and input of the Supervisory Board. The contents of the meetings were fully and carefully discussed and evaluated by members of the BOD to provide directions and solutions that bring the highest benefits to the Company. Minutes of the meetings were fully recorded, with signatures of the attending members of the BOD.

- Regarding the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders: The BOD directed and supervised the Company's implementation to ensure compliance with the contents approved by the General Meeting of Shareholders. The results/progress of implementing the contents approved at previous GMS' Resolutions were updated by the BOD and reported at the 2024 AGM.

- Regarding transactions with related parties: In 2024, the General Director reported and sought opinions from the Board of Directors on the signing of contracts and transactions between Quy Nhon Port Joint Stock Company and related parties of the Company/Internal person/Major Shareholders of the Company. The Board of Directors reviewed, commented, and voted on these matters; the vote count did not include the votes of Members of the Board of Directors with interests related to the parties in the contracts and transactions. The Resolutions of the Board of Directors approving the above contents were publicized within 24 hours of issuance; at the same time, the list of transactions with related parties was fully disclosed by the Company in the Report on Corporate Governance 2024 and the 2024 Annual Report.

- The Board of Directors' supervisory activities over the Company's Executive Board were carried out effectively and within the authority prescribed by law, the Charter, and internal governance regulations. Supervision was carried out through members of the Board of Directors directly participating in some meetings of the Company's Executive Board; or requesting the Company's Executive Board to report in writing or directly at Board of Directors' meetings.

- Remuneration, salaries, and other benefits of the Members of the Board of Directors and the Executive Board are regulated and monitored based on the provisions of law, the Charter, and internal regulations of Quy Nhon Port Joint Stock Company.

6. Activities of the Board of Directors' subcommittees:

In 2024, the Board of Directors of Quy Nhon Port Joint Stock Company issued Decision No. 165/QĐ-HĐQT dated 2024-08-12 on the establishment of the Internal Audit subcommittee under the Board of Directors. Members of the Internal Audit subcommittee include the following individuals:

No.	Name	Position	Date of commencement/ceasing to be a member of the subcommittee of the Board of Directors
1	Mr. Pham Dang Cao	Head of Subcommittee	2024-08-12
2	Mrs. Le Thi Thanh Hai	Member	2024-08-12

The functions, duties, responsibilities, and powers of the Internal Audit subcommittee, the Head of the Internal Audit subcommittee, and internal audit personnel are implemented in accordance with the provisions of the Company's Charter, Internal regulations on corporate governance, and the Company's Internal Audit Regulations.

The Person in charge of Corporate Governance and the Company Secretary assisting the Board of Directors have completed their functions and duties well in accordance with the provisions of the Law, the Charter, and Internal regulations on Corporate Governance.

PART II

OPERATIONAL DIRECTIONS OF THE BOARD OF DIRECTORS FOR 2025

Based on market research, surveys, and analysis, the cargo plan of cargo owners through the port in 2024; the level of competition from ports in the region, the expected cargo volume structure in 2025, and the characteristics of socio-economic development and infrastructure in the locality and region, the Board of Directors, the Executive Board and all employees, will continue to make greater efforts in management and administration to strive to achieve the targets and tasks assigned by the General Meeting of Shareholders in 2025, with the following plans and directions:

1. Key Objectives:

Continue to promote sustainable growth of core activities, determined to maintain and develop the market and market share while seeking and creating new growth drivers based on the seaport – maritime transport – logistics ecosystem.

With utmost effort and determination, continuously innovate strongly, remove bottlenecks, focus on customers and people, pay attention to developing high-quality human resources, promote digital transformation, continue to streamline the organizational structure for efficiency and effectiveness, and exceed assigned targets.

2. Specific Objectives:

The BOD agrees on several key targets in the 2025 business plan to report and submit to the 2025 AGM for consideration and approval, including the following targets:

No.	Items	Unit	Actual 2024	Plan 2025	Plan 2025/ Actual 2024
1	Volume of goods	Million tons	11,8	13,22	112%
	<i>Including: container volume</i>	<i>1,000 teus</i>	<i>175</i>	<i>190</i>	<i>109%</i>
2	Consolidated revenue	Billion VND	1.180	1.390	118%
3	Consolidated profit before tax	Billion VND	163	195	120%

2025 Investment Plan: The investment plan for 2025 is 312,661 billion VND, including infrastructure investment projects, equipment investment, information technology projects, and other items (*Details in the Proposal on the Approval of the Production and Business Results in 2024 and the Production and Business Plan for 2025*).

3. Solutions to Achieve the Plan

To strive to achieve the 2025 plan targets, it is necessary to focus on developing and implementing the following solutions:

- Renovate business thinking, prioritize service quantity, quality, and efficiency, develop logistics solutions, and offer flexible service pricing to attract goods and enhance the competitiveness of the Enterprise. Develop new services and increase the value of existing service chains.

Design and provide excellent customer experiences, elevate and spread the “Customer-centric” culture in all spaces and activities. Enhance customer experience and create convenience for customers using services at Quy Nhon Port.

- Effectively implement investment activities and ensure the progress of key investment projects. Focus on implementing infrastructure and equipment investment and development to improve receiving capacity, vessel release, and port exploitation efficiency.

- Continue to streamline the organizational structure for efficiency and effectiveness based on the “People-centric” principle.

- Promote green transformation, digital transformation, innovation, and strong application of information technology in management, administration, and exploitation.

The above is the entire content of the Report on the Operating Results in 2024 and Operational Directions for 2025 of the Board of Directors of Quy Nhon Port Joint Stock Company, respectfully reported to the Company’s General Meeting of Shareholders.

Recipients:

- As above;
- BOD, BOS
- File: Office, BOD.

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

Nguyen Quang Dung

TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSON, RELATED PERSONS OF INTERNAL PERSON IN 2024.

(Attached to Report No.: ... /BC-HDQT dated .../04/2025 of the Board of Directors)

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSs)
1	VIMC Shipping Company – Branch of Vietnam Maritime Corporation - JSC	VIMC Shipping Company is a branch of VIMC. VIMC is the parent company of QNP.	0100104595-011	No. 1, Dao Duy Anh Street, Phuong Mai Ward, Dong Da District, Hanoi City, Vietnam.	Year 2024	Resolution No. 162/NQ-HDQT dated December 29, 2023, of the Board of Directors of the Company.	Transaction details: Quy Nhon Port provides container handling, repair, and cleaning services, as well as maritime services. Total transaction value for 2024 (revenue): VND 7.96 billion.
2	VIMC Container Transport Joint Stock Company (VIMC Lines)	VIMC Container Transport Joint Stock Company (VIMC Lines) is a subsidiary of VIMC. VIMC is the parent company of QNP.	0110710348	No. 1, Dao Duy Anh Street, Phuong Mai Ward, Dong Da District, Hanoi City, Vietnam.	Year 2024	Resolution No. 127/NQ-HDQT dated June 28, 2024, of the Board of Directors of the Company.	Transaction details: Quy Nhon Port provides services to VIMC Line, including container cleaning/repair services, container handling at the yard/berth (including services such as loading/unloading, shifting, delivering/receiving containers at the berth, and container storage, etc.). Total transaction value for 2024 (revenue): VND 4.84 billion.
3	Viet Nam Ocean Shipping Agency Corporation (Vosa Quy Nhon)	Viet Nam Ocean Shipping Agency Corporation is a subsidiary of VIMC. VIMC is the parent	0300437898-009 issued on 03/01/2007 in Binh Dinh.	147 Tran Hung Dao, Quy Nhon City, Binh Dinh Province	Year 2024	Resolution No. 162/NQ-HDQT dated December 29, 2023, of the Board of Directors of the Company.	Transaction details: Leasing office space for business operations, and providing container handling, delivery, and maritime services.

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSs)
		company of QNP.				Resolution No. 162/NQ-HDQT dated August 1, 2024, of the Board of Directors of the Company.	Total transaction value for 2024 (revenue): VND 24.86 billion.
4	Quy Nhon Port Logistics Service Company Limited (QPL)	QPL is a one-member limited liability company owned by QuyNhon Port Joint Stock Company.	4101616138, issued on June 1, 2022, by the Department of Planning and Investment of Binh Dinh Province, with the second amendment on June 12, 2024.	No. 05 Nguyen Du, Hai Cang Ward, Quy Nhon City, Binh Dinh Province	Year 2024	<ul style="list-style-type: none"> - Resolution No. 137/NQ-HDQT dated June 24, 2022, of the Board of Directors of the Company. - Resolution No. 161/NQ-HDQT dated December 29, 2023, of the Board of Directors of the Company. - Resolution No. 25/NQ-HDQT dated February 20, 2024, of the Board of Directors of the Company. - Resolution No. 94/NQ-HDQT dated May 3, 2024, of the Board of Directors of the Company. - Resolution No. 118/NQ-HDQT dated June 6, 2024, of the Board of Directors of the Company. - Resolution No. 223/NQ-HDQT dated 	Transaction details: Leasing fuel stations at Quy Nhon Port; leasing, managing, and operating fresh water supply services; providing fresh water to customers; leasing office space for business operations; leasing port yard space for parking, repair, and services related to road transport vehicles; leasing warehouses for goods storage; providing seaport services; buying and selling fuel; purchasing tires and tire materials for production; leasing transport vehicles and cargo handling services; providing coal cargo handling services; leasing transport vehicles and handling loose cashew nut cargo; leasing transport vehicles and handling loose concrete pile cargo; cargo handling, ship rope untying, and tugboat dispatch services; leasing services for transporting trailers

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSs)
						November 4, 2024, of the Board of Directors of the Company.	and containers as part of the Used Container Handling Equipment Procurement Project; leasing equipment transport services. Total transaction value for 2024: + Revenue from related party: VND 14.48 billion; + Total payments to related party: VND 36.85 billion.
5	Quy Nhon New Port Joint Stock Company	QuyNhon Port Joint Stock Company owns 16.68% of the charter capital of Quy Nhon New Port Joint Stock Company. The Member of the BOD cum General Director of QuyNhon Port Joint Stock Company is also the Chairman of the Board of Directors of Quy Nhon New Port Joint Stock Company (since April 26, 2023).	4100694020 issued on 28/01/2008 in Binh Dinh	No. 03 Nguyen Du, Hai Cang Ward, Quy Nhon City, Binh Dinh Province	Year 2024	- Resolution No. 63/NQ-HDQT dated July 19, 2017, of the Board of Directors of the Company. - Resolution No. 160/NQ-HDQT dated December 29, 2023, of the Board of Directors of the Company. - Resolution No. 04/NQ-HDQT dated January 3, 2020, of the Board of Directors of the Company. - Resolution No. 86/NQ-HDQT dated July 31, 2019, of the Board of Directors of the Company.	Transaction details: Business cooperation for the exploitation of port infrastructure owned by Quy Nhon New Port; leasing land for expansion behind the Quy Nhon New Port; leasing yard space and land for vehicle circulation operated by Quy Nhon New Port Joint Stock Company; charging fees for electricity usage. Total transaction value for 2024: + Revenue from related party: VND 69.77 million; + Total payments to related party: VND 31.86 billion.

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSs)
						<ul style="list-style-type: none"> - Decision No. 100/QĐ-HĐQT dated June 30, 2023, of the Board of Directors of the Company. - Resolution No. 87/NQ-HĐQT dated April 25, 2024, of the Board of Directors of the Company. 	
6	Maritime Industrial Service Joint Stock Company (INSECO)	QuyNhon Port Joint Stock Company holds 20% of the charter capital of INSECO. QuyNhon Port Joint Stock Company has fully divested its investment in INSECO. On April 15, 2024, INSECO confirmed that QuyNhon Port Joint Stock Company is no longer a shareholder of INSECO.	4100258909 issued on 07/02/2006 in Binh Dinh	Lot A3, Road No. 2, Nhon Binh Industrial Cluster, Nhon Binh Ward, Quy Nhon City, Binh Dinh Province	Year 2024		<p>Transaction details: Purchase of industrial gas.</p> <p>Payment value to related parties in 2024: VND 255.76 million (on April 15, 2024, INSECO confirmed that Quy Nhon Port Joint Stock Company is no longer a shareholder of INSECO).</p>
7	VIMC Logistics Joint Stock Company	VIMC's subsidiary. VIMC is the parent company of QNP.	Tax code: 0102345275, issued on August 10, 2007, in Hanoi.	No. 01 Dao Duy Anh, Phuong Mai, Dong Da District, Hanoi	Year 2024	<ul style="list-style-type: none"> - Decision No. 109/QĐ-HĐQT dated July 18, 2023, of the Board of Directors of the Company. - Resolution No. 161/NQ-HĐQT dated August 1, 2024, 	<p>Transaction details: Leasing container forklifts.</p> <p>Total payments to related party in 2024: VND 3.18 billion.</p>

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSS)
						of the Board of Directors of the Company.	
8	Maritime Project Management Unit - VIMC	Dependent accounting unit of Vietnam Maritime Corporation – JSC (VIMC). VIMC is the parent company of QNP.	No. 0100104595-007, issued by the Hanoi Authority for Planning & Investment, second amendment on October 1, 2020.	No. 01 Dao Duy Anh, Phuong Mai, Dong Da District, Hanoi	Year 2024	<ul style="list-style-type: none"> - Resolution No. 139/NQ-HDQT dated June 17, 2021, of the Board of Directors of the Company; - Resolution No. 59/NQ-HDQT dated April 5, 2024, of the Board of Directors of the Company. - Resolution No. 86/NQ-HDQT dated April 22, 2024, of the Board of Directors of the Company. 	<p>Transaction details: Entrustment for project management of the investment and construction project for upgrading Wharf No. 1 - Quy Nhon Port; Consulting services for preparing bidding documents and evaluating bids for the investment project for a multi-purpose quay crane at Wharf No. 1 - Quy Nhon Port; Project management consulting for the Quy Nhon Port Expansion Project up to 2030 in Hai Cang Ward, Quy Nhon City (Phase 1).</p> <p>Total payments to related party in 2024: VND 992.65 million.</p>
9	Construction Consultation Joint Stock Company for Maritime Building	Associate company of VIMC. VIMC is the parent company of QNP.	No. 0200119411, issued by the Hanoi Authority for Planning & Investment, tenth amendment on June 24, 2021.	72 Tran Dang Ninh, Dich Vong Ward, Cau Giay District, Hanoi	Year 2024	<ul style="list-style-type: none"> - Resolution No. 12/NQ-HDQT dated January 13, 2020, of the Board of Directors of the Company; - Resolution No. 244/NQ-HDQT dated December 26, 2022, of the Board of 	<p>Transaction details: Consulting services for preparing the planning tasks, detailed construction planning at a 1/500 scale, and the feasibility study report for the investment project to upgrade Wharf No. 1 - Quy Nhon Port; Consulting</p>

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSs)
						<p>Directors of the Company;</p> <p>- Resolution No. 88/NQ-HDQT dated April 26, 2024, of the Board of Directors of the Company.</p> <p>- Resolution No. 231/NQ/HDQT dated November 14, 2024, of the Board of Directors of the Company.</p>	<p>services for preparing the feasibility study report for the multi-purpose quay crane investment project at Wharf No. 1 - Quy Nhon Port; Consulting services for preparing construction drawings and cost estimates for the expansion project of Quy Nhon Port up to 2030 in Hai Cang Ward, Quy Nhon City (Phase 1); Consulting services for conducting topographic surveys, geotechnical surveys, and preparing the feasibility study report for the investment and construction project of a specialized cargo warehouse - Quy Nhon Port.</p> <p>Total payments to related parties in 2024: VND 791.48 million.</p>
10	SP-PSA International Port Co., Ltd.	VIMC holds 15% of the charter capital of SP-PSA International Port. VIMC is the parent company of QNP.	No. 3500774906, issued on December 15, 2006, by the Department of Planning and Investment of Ba Ria-Vung Tau.	Cai Mep - Thi Vai Port Road, Phu My Ward, Phu My Town, Ba Ria - Vung Tau Province	Year 2024	Resolution No. 198/NQ-HDQT dated October 1, 2024, of the Board of Directors of the Company.	<p>Transaction details: SP-PSA International Port Co., Ltd. sold to QNP a total of 03 RTG rubber-tired gantry cranes, 08 tractors, and 08 trailers.</p> <p>Total payments to related party in</p>

No.	Name of organization/ individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction (Separate FSS)
							2024: VND 36.2 billion.
11	Sai Gon Port Technical Service Commercial Joint Stock Company	<p>Sai Gon Port Technical Service Commercial JSC is a subsidiary of Sai Gon Port Joint Stock Company.</p> <p>Sai Gon Port Joint Stock Company is a subsidiary of Vietnam Maritime Corporation – JSC (VIMC).</p> <p>VIMC is the parent company of QuyNhon Port Joint Stock Company.</p>	<p>No. 0309585467, issued on November 30, 2009, by the Department of Planning and Investment of Ho Chi Minh City.</p>	<p>212 Nguyen Van Linh, Tan Thuan Tay Ward, District 7, Ho Chi Minh City</p>	Year 2024		<p>Transaction details: Quy Nhon Port purchased “C-shaped” hooks for the Gottwald crane.</p> <p>Total payments to related party in 2024: VND 53 million.</p>



**CÔNG TY CỔ PHẦN
CẢNG QUY NHƠN
BOARD OF SUPERVISORS**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, April, 2025

**REPORT OF THE BOARD OF SUPERVISORS AT
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 2019-11-26;
- Pursuant to the functions and duties of the Board of Supervisors as prescribed in the Law on Enterprises and the Charter of Quy Nhon Port Joint Stock Company;
- Based on the Audited 2024 financial statements of Quy Nhon Port Joint Stock Company, audited by UHY Auditing and Consulting Company Limited; the operating situation, reports, and records of Quy Nhon Port Joint Stock Company in the fiscal year 2024;

On behalf of the Board of Supervisors of Quy Nhon Port Joint Stock Company (Quy Nhon Port), I would like to report to the General Meeting the following contents:

I. ACTIVITIES OF THE BOARD OF SUPERVISORS

The Board of Supervisors consists of 03 members elected by the General Meeting of Shareholders in accordance with the provisions of the Company's Charter and the Law on Enterprises. Currently, the members of the Board of Supervisors include:

1. Mr. Do Tuan Nam - Head of the Board of Supervisors
2. Mrs. Vu Thi Diep - Member of the Board of Supervisors
3. Mrs. Phan Thi Mai - Member of the Board of Supervisors

1. Results of the implementation of the tasks of the Board of Supervisors

- Implementing the tasks assigned by the General Meeting of Shareholders, in 2024, the Board of Supervisors supervised the activities of the Board of Directors, the Executive Board, and inspected the production and business activities of Quy Nhon Port Joint Stock Company. In the process of performing the tasks of inspection and supervision, the Board of Supervisors always ensured honesty and prudence, professional ethics, and did not obstruct the production and business activities of Quy Nhon Port as well as at the inspected member units.

- In 2024, the Board of Supervisors held 04 regular meetings and regularly exchanged information through communication means, evaluating issues related to the management and administration of the Company's production and business activities, serving the purpose of control. The Board of Supervisors attended the meetings of the Board of Directors and provided opinions on the Company's production and business situation, and issues submitted by the Executive Board to the Board of Directors for

their opinions according to their authority. The Board of Supervisors did not receive any requests for unusual inspections from any shareholders or groups of shareholders.

- Inspecting and supervising the implementation of the Company's production and business plan through periodic reports. Supervising the compliance with the Resolution of the 2024 General Meeting of Shareholders, the observance of the Company's Charter, State laws, and regulations, resolutions, and decisions of the Board of Directors and the Executive Board in the management and administration of the 2024 tasks. Inspecting and supervising the issuance of Resolutions and Decisions of the Board of Directors and the Executive Board in the management and administration of tasks.

- Providing opinions to the Board of Directors and the Executive Board of the Company on issues related to production and business activities through participation in meetings of the Company's Board of Directors.

- Appraising the Audited Financial Statements of the auditing company, the business performance report, and the report evaluating the Company's management and administration in 2024; Reviewing compliance with regulations on ensuring business safety and potential risks.

- The members of the Board of Supervisors have operated in compliance with the provisions of law, the Company's Charter, and the Operating regulations of the Board of Supervisors; completed the tasks of inspection, supervision, and evaluation of assigned tasks seriously and honestly. During the performance of their duties, the members of the Board of Supervisors regularly exchanged ideas and promoted the spirit of collective work to perform their work objectively and with the highest efficiency. The members have been proactive in their work, contributing many ideas to the Board of Directors and the Executive Board, and completing the assigned tasks well in 2024. The members of the Board of Supervisors worked with a high sense of responsibility, according to the principles of independence and prudence, always for the benefit of the shareholders and the Company.

2. Situation and results of the Board of Supervisors' meetings

In 2024, the Board of Supervisors held 04 meetings with the full attendance of its members. The specific content and results of the meetings are as follows:

- At the meeting and working session in April 2024, the Board of Supervisors convened and agreed to assess the supervision of management and administration, the status of production and business activities, and the investment situation in 2023; appraised the 2023 Financial Statements, the reports of the Board of Directors and the Executive Board submitted to the 2024 Annual General Meeting of Shareholders.

- At the meeting in June 2024, the Board of Supervisors met to conduct an inspection and supervision of the management and administration, the status of production and business activities, and the investment situation in 2024 of Quy Nhon Port.

- At the meeting in August 2024, the Board of Supervisors convened and agreed on the assessment of the implementation of the inspection and supervision tasks for the first 06 months of 2024.

- At the meeting in November 2024, the Board of Supervisors convened and agreed on the assessment of the implementation of the inspection and supervision tasks for Quarter III of 2024; projected results for the entire year 2024 and the work of developing the production and business plan for 2025.

In addition, the Board of Supervisors attended meetings of the Board of Directors, exchanging and discussing to clarify issues for the Executive Board to implement.

All members of the Board of Supervisors operate on a non-executive basis, receiving remuneration according to the Resolution passed by the 2024 Annual General Meeting of Shareholders. In 2024, the Supervisors received the following detailed remuneration amounts:

No.	Name	Title	Period	Remuneration (VND) including personal income tax
1	Do Tuan Nam	Head of the BOS	January-December/2024	120,000,000
2	Vu Thi Diep	Member of the BOS	January-December/2024	96,000,000
3	Phan Thi Mai	Member of the BOS	January-December/2024	96,000,000
	Total			312,000,000

II. SUPERVISION RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES

1. Regarding the implementation of the production and business plan

Results of implementation in 2024, financial statements of Parent Company:

Unit: billion VND

Content	Implemented Same period last year	Year 2024		Change compared to (rate %)	
		Plan	Implemented	Same period last year	Plan
[1]	[2]	[3]	[4]	[5]=[4]/[2]	[6]=[4]/[3]
Total Revenue	558.96	647.05	706.08	126%	109%
- Net revenue from sales and provision of services	532.72	620.60	678.60	127%	109%
- Financial income	25.34	25.60	26.76	106%	105%
- Other income	0.90	0.80	0.73	81%	91%
Total Expenses	430.27	547.05	549.05	128%	100%
Profit before tax	128.69	100.00	157.03	122%	157%
Dividend	12%	12%	12%	100%	100%

(From Audited 2024 Separate Financial Statements)

* The Company's main business revenue comes from port operations, financial activities (dividends/profits distributed from invested companies) and some other activities.

- The Parent Company's total revenue in 2024 was 706.08 billion VND, reaching 109% of the plan, equal to 126% of the previous year. Of which:

+ Net revenue from sales and provision of services was 678.6 billion VND, reaching 109% of the plan, equal to 127% of the same period last year.

Reason: In 2024, the Port put the newly invested Berth No. 1 into operation, increasing the number of ships received and increasing the volume of goods passing through the port compared to the same period, leading to an increase in revenue.

* Profit before tax in 2024 was 157.03 billion VND, an increase of 28.3 billion VND compared to the previous year.

The Parent Company's production and business results in 2024 increased by 22% compared to the previous year and reached 157% of the assigned annual plan mainly due to the following reasons:

- The volume of goods passing through Quy Nhon Port in 2024 increased by 22.7% compared to the same period, leading to a 23% increase in net revenue from sales and provision of services compared to the same period; in Quarter II/2024, Quy Nhon Port completed its divestment from its associated company, Maritime Industrial Service Joint Stock Company, with a profit of more than 6.7 billion VND from the divestment.

* Dividends: the dividend payout ratio for 2023 was 12%/share, paid in 2024.

Consolidated financial statements:

Unit: billion VND

Content	Implemented	Year 2024		Change compared to (rate %)	
	Same period last year	Plan	Implemented	Same period last year	Plan
[1]	[2]	[3]	[4]	[5]=[4]/[2]	[6]=[4]/[3]
Total Revenue	970.92	1,247.0	1,179.72	122%	95%
- Net revenue from sales and provision of services	938.44	1,220.0	1,157.61	123%	95%
- Financial Income	27.81	26.2	21.05	76%	80%
- Other Income	4.67	0.8	1.06	23%	133%
Total expenses	826.58	1,132.0	1,016.61	123%	90%
Profit before tax	144.34	115.0	163.11	113%	142%
Dividends	12%	12%	12%	100%	100%

(From Consolidated 2024 Financial Statements)

* The Company's main business revenue comes from port operations, petroleum trading and inland waterway transport services, financial activities (dividends/profits distributed from invested companies) and some other activities.

+ The Company's consolidated revenue in 2024 was 1,179.72 billion VND, reaching 95% of the plan, equal to 122% of the same period last year. Whereof:

- Net revenue from sales and service provision was 1,157.61 billion VND, reaching 95% of the plan, equal to 123% of the same period last year.

- Financial activities revenue in 2024 was 21.05 billion VND, equal to 80% of the annual plan, including financial revenue from savings deposits. During the year, deposit interest rates of banks decreased compared to 2023 due to the impact of the global financial situation, along with dividends, profits shared from joint ventures, profits from divestment activities, and exchange rate differences.

Reason: In addition to increasing cargo throughput and revenue, in 2024, the Port promoted logistics and petroleum trading activities through Quy Nhon Port Logistics Services Co., Ltd. Net revenue, although higher than the same period last year, has not met the target. Quy Nhon Port needs to make efforts to enhance logistics activities in the Central Highlands region to attract goods to the port.

Although consolidated revenue in 2024 only reached 95% of the plan, Quy Nhon Port has focused on measures to enhance business efficiency, with the pre-tax profit margin increasing by 13% in 2024 compared to the previous year.

Based on the Resolution of the General Meeting of Shareholders, the Company signed a contract to hire UHY Auditing and Consulting Co., Ltd. to audit the 2024 financial statements. The independent auditor also gave an opinion, and the Supervisory Board agreed with the opinion:

"In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Quy Nhon Port Joint Stock Company as at 31 December 2024, and of its operating results and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and related legal regulation on the preparation and presentation of the Consolidated Financial Statements."

2. Management and investment of fixed assets & construction, financial management and investment

In 2024, the Company carried out investment activities with a total value of approximately 251.3 billion VND, reaching 83% of the 2024 investment plan. The Company implemented 34 projects, including construction investment projects; Equipment procurement; Information technology, specifically:

- Construction investment projects: Completed the construction investment project to upgrade Wharf No. 1. Implemented the project to expand Quy Nhon Port to 2030 (phase 1): relocation and rearrangement of the warehouse area; Repairing the surface of Wharf No. 4 and the access road; Constructing and installing a lighting system for Container Yard No. 3; Constructing and installing a lighting system for Wharves 2, 3, and 4;... meeting the planning requirements to optimize internal transportation and cargo flow: containers and bulk cargo.

- Equipment procurement projects: Invested in 03 RTGs and 08 specialized container tractors, 02 D39 bulldozers; 01 laden container forklift; 03 bucket excavators; 01 specialized street sweeper; completed investment procedures for 02 multi-purpose quay cranes, lifting table systems, conveyor belts,... meeting the goal of specializing the container area, increasing competitiveness, and aiming to promote long-term logistics activities.

- Information technology projects: Upgraded software for connection, integration, and optimization of the system (ERP software system), invested in internal network infrastructure, invested in servers, management systems, authorization and centralized storage of camera data.... Implemented IT projects and applied IT in port operations and exploitation.

In 2025, Quy Nhon Port will continue to implement projects with a total investment of over 330 billion VND in handling equipment to enhance berth operational efficiency; renovate and upgrade the warehouse system, container yard, and bulk cargo yard; replan and repair internal roads; and upgrade the management and monitoring information technology system. Therefore, allocating the maximum possible resources to the development investment fund is essential to meet long-term development needs.

Additionally, Quy Nhon Port needs to establish a focused investment plan aligned with the Parent Company's production and business situation; balance financial resources and capital mobilization plans to meet project investment activities for the 2025-2030 period.

To maximize the utilization of Berth No. 1 in particular and other berths in general, and effectively meet customer needs, Quy Nhon Port needs to collaborate with Binh Dinh Province and relevant authorities to establish a waste disposal plan as a basis for the maritime channel dredging project and periodic dredging in front of the berth to optimize vessel receiving capacity.

*** External Investment Status:**

The Parent Company's long-term financial investments as of date 2024-12-31 totaled 68 billion VND, including:

- 01 subsidiary with a total investment value of 50 billion VND;
- Investment in 01 other entity with a total investment value of 18 billion VND.

In 2024, the after-tax profit of Quy Nhon Port's subsidiary was 10.5 billion VND, and the after-tax profit of Tan Cang Quy Nhon Joint Stock Company was 33.3 billion VND.

Production and Business Results of Invested Enterprises:

Unit: Million VND

No.	Name of subsidiaries, associates	Profit after tax		Dividends	
		Year 2023	Year 2024	Year 2023	Year 2024
1	2			13	14
A	Investment in subsidiaries and associates	10.388	10.586	-	-

1	Cang Quy Nhon Logistics Service Co., Ltd	10,388	10,586	-	Undistributed
B	Investment in other companies	32,184	33,352	3,600	-
1	Quy Nhon New Port Joint Stock Company	32,184	33,352	3,600	Undistributed
Total		42,572	43,938	3,600	-

3. Restructuring and handling of outstanding issues

- The Company has completed the procedures for divesting its investment in the Maritime Industrial Service Joint Stock Company according to the Resolution of the 2023 Annual General Meeting of Shareholders. Preliminary results are as follows:

- + Selling price of the INSECO share lot: 14,400,000,000 VND
- + Initial investment cost: 7,608,000,000 VND
- + Gross profit from the transfer: 6,792,000,000 VND

On April 16, 2024, Quy Nhon Port announced the completion of the divestment of 100% of its capital in Maritime Industrial Service Joint Stock Company.

- Regarding the lawsuit with Cuu Long Company, in 2023, the Supreme People's Court issued a Decision on Cassation: accepting the Decision on Cassation Appeal of the Chief Procurator of the Supreme People's Procuracy; annulling the Appellate Commercial Judgment and the First Instance Commercial Judgment; and returning the case file to the Binh Dinh Provincial People's Court for retrial according to the first-instance procedures. Quy Nhon Port continues to pursue the lawsuit.

4. Listing of QNP shares

On January 18, 2024, QNP shares were officially traded on the Ho Chi Minh City Stock Exchange (HOSE) according to Decision No. 833/QĐ-SGDHCM dated 2023-12-29 of the Ho Chi Minh City Stock Exchange. The share price traded stably and 50% higher than the initial price.

5. Financial Indicators for 2024

TT	Criteria	Unit	01/01/2024	31/12/2024
I	Liquidity ratios:			
	- Overall liquidity	Times	3.24	3.32
	- Current ratio	Times	3.16	3.68
	- Quick ratio	Times	3.02	3.52
II	Debt ratios:			
	- Debt to total assets ratio	%	31%	30%
	- Debt to equity ratio	%	45%	43%
III	Profitability		Year 2023	Year 2024

	- Profit after tax / Net revenue	%	19%	18%
	- Profit after tax / Total assets (ROA)	%	9%	10%
	- Profit after tax / Owner's equity (ROE)	%	13%	15%

The liquidity ratios as of 31/12/2024 indicate that Quy Nhon Port's short-term liquidity is very good (current ratio and quick ratio are both >1), and the overall liquidity ratio is 3.32 times, indicating that in the long term, Quy Nhon Port has sufficient debt repayment capacity.

The debt ratio is low, accounting for only 30% of total assets. Profitability has increased compared to the previous year.

6. Debt Management:

a. Status of receivables:

Unit: VND billion

Criteria	01/01/2024		31/12/2024	
	Value	Proportion (%)	Value	Proportion (%)
I. Short-term receivables	80.56	92%	158.42	96%
Short-term trade receivables	72.07	82%	75.55	46%
Short-term prepayments to sellers	10.32	12%	79.52	48%
Short-term loan receivables				
Other short-term receivables	2.71	3%	7.45	4%
Allowance for doubtful short-term receivables	(4.54)		(4.10)	
Assets pending disposal				
II. Long-term receivables	7.35	8%	7.35	4%
Long-term loan receivables				
Other long-term receivables	7.35	8%	7.35	4%
Allowance for doubtful long-term receivables				
Total receivables (= I + II)	87.91	100%	165.76	100%

Assessment:

Total receivables as of 31/12/2024 were 165.76 billion VND, equal to 189% compared to 01/01/2024, of which: short-term receivables were 158.42 billion VND, a 96% increase (equivalent to an increase of 77.8 billion VND) compared to the beginning of the year, mainly due to the increase in prepayments to sellers of 69.2 billion VND compared to the beginning of the year. Quy Nhon Port made an advance payment of 30% of the contract value for the supply and installation of a multi-purpose rotary crane, corresponding to 50.9 billion VND.

Total bad debt of Quy Nhon Port as of 31/12/2024 was 5.7 billion VND. Quy Nhon Port has made a provision for doubtful debts of 4.1 billion VND in accordance with

Circular No. 48/2019/TT-BTC dated 2019-08-08 of the Ministry of Finance. Primarily, this includes provisions for doubtful receivables.

b. Status of payables:

Unit: VND billion

Indicator	01/01/2024		31/12/2024	
	Value	Proportion (%)	Value	Proportion (%)
Short-term payables	147.4	41%	136.56	36%
Short-term payables to sellers	79.9	22%	30.15	8%
Short-term prepayments from customers	4.0	1%	6.85	2%
Taxes and other payables to the State	10.8	3%	12.94	4%
Payable to employees	45.3	13%	53.02	14%
Short-term accrued expenses	0.4		0.50	
Short-term unearned revenue				
Short-term borrowings and lease liabilities			30	8%
Other short-term payables	1.4	0%	0.23	0%
Short-term provision for liabilities				
Reward and welfare fund	5.6	2%	2.87	1%
Long-term payables	215.2	59%	234.62	64%
Other long-term payables				
Long-term borrowings and lease liabilities	215.2	59%	234.62	63%
Total payables	362.7	100%	371.18	100%

Assessment:

Total payables as of 31/12/2024 were 371.18 billion VND. Of which:

+ Short-term debt: 136.56 billion VND decreased compared to the beginning of the year, mainly payables to sellers: 30.15 billion VND; long-term loans due: 30 billion VND; payable to employees: 53.02 billion VND.

+ Long-term debt: 234.62 billion VND increased compared to the beginning of the year, including a long-term loan to finance the project "Investment in construction and upgrading of berth No. 1 - Quy Nhon Port": 225.54 billion VND and a long-term loan to finance the project "Expansion of Quy Nhon Port to 2030 in Hai Cang Ward, Quy Nhon City (Phase 1)": 9.08 billion VND.

III. SUPERVISING RESULTS OF MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF EXECUTIVES

Through inspection and supervision, the Board of Supervisors noted:

The production and business operation by the Board of Directors and the Board of Executives in 2024 complied with the Law on Enterprises, the Charter of the Company,

the Resolutions of the General Meeting of Shareholders/Board of Directors and relevant legal regulations.

The Board of Directors held regular meetings to implement the Resolutions of the General Meeting of Shareholders, review and evaluate the operation and develop operational plans for the next quarter. Members of the Board attended meetings in full compliance with regulations.

The General Director reported on related parties of contracts and transactions and submitted draft contracts/main contents of transactions to the Members of the Board of Directors and the Board of Supervisors. Members of the Board with interests related to the contracts and transactions did not participate in the voting.

The information disclosure performed well by the Company in compliance with regulations to ensure that information was disclosed on time, accurately, transparently and fully.

The corporate governance - management relationship between the Board of Directors and the General Director of the Company has always been closely coordinated and implemented in accordance with the Charter and governance regulations the Company.

1. Supervision of efficiency of the operation of the Company

On a monthly and extraordinary basis, the Board of Directors regularly held meetings and exchanged information on the implementation of production, business and investment plans, and the implementation of corporate governance solutions to effectively monitor the operation of the Company on a monthly and quarterly basis to promptly make decisions within their authority to guide operation for the Board of Executives.

Dedicated members of Board of Directors regularly participated in meetings with the Board of Executives, and the members of Board of Directors who are assigned to monitor specialized aspects have proactively worked directly with the Board of Executives to ensure effective and prompt implementation of the Resolutions of Board of Directors, in order to well manage the investment activities, ensure efficient production and business operation and accelerate the progress of investment and development projects at Quy Nhon Port.

Independent members of Board of Directors have proactively and actively participated and provided input at the meetings of Company's Board of Directors, as well as in written opinions from the Board of Directors to promptly and effectively address matters.

In 2024, the Board of Directors of Quy Nhon Port Joint Stock Company issued Decision No. 165/QĐ-HĐQT dated August 12, 2024 on the establishment of the Internal Audit Committee under the Board of Directors. The members of Internal Audit Committee are individuals listed below:

No.	Name	Position	Date of commencement as a member of the committee
1	Mr. Pham Đang Cao	Head of Committee	August 12, 2024
2	Ms. Le Thi Thanh Hai	Member	August 12, 2024

The functions, duties, responsibilities and authority of the Internal Audit Committee, the Head of the Internal Audit Committee, and internal audit personnel are implemented in accordance with the Charter, Internal Regulations on Corporate Governance and Regulations on Internal Audit of the Company.

Assessment: Based on a combination of practical situation analysis, the Board of Directors has oriented and directed all operation of the Company while monitoring and supporting the Board of Executives in implementing the production and business plan. The Board of Supervisors assesses that the management and administration system ensures the capacity to meet the current business operations of the Company.

2. Implementation of the directions of the Board of Directors

The Board of Executives always promptly implemented the resolutions, decisions and directives of the Board of Directors of the Company in accordance with the provisions of law, the Charter and internal regulations of the Company.

In 2024, Board of Directors of the Company issued 70 Resolutions and 65 Decisions. Board of Directors of Quy Nhon Port issued Resolutions/Decisions based on the opinions of the members of Board of Directors at the meeting; or the results of the collected questionnaires from the members of Board of Directors in case of collecting opinions in written form, ensuring that the dossiers for issuing Resolutions/Decisions of the Board of Directors are complete as prescribed. Regarding the issuance of some Resolutions/Decisions approving contracts and transactions between the Company and related parties, it ensures compliance with the provisions of Article 167 of the Law on Enterprises and Article 57 of the Charter of the Company.

The Board of Directors has issued Resolutions and Decisions related to the following issues: production and business operation; investment activities; organization and personnel management; issuance of processes and regulations on corporate governance; ... The Board of Directors of Quy Nhon Port evaluated and monitored the operations of the Board of Executives by reviewing the results and progress of the Board of Executives in implementing the Resolutions and Decisions issued by the Board of Directors and any difficulties and obstacles arising (if any) for timely solutions. It monitored compliance with and adherence to the provisions of the Charter of the Company, internal regulations on governance and current State regulations in all aspects of the operation of the Board of Executives.

The General Director and the Board of Executives have proactively and diligently pursued the production and business plan targets assigned by the General Meeting of Shareholders; proactively restructured the personnel apparatus and corporate management and proactively restructured debt situation.

The Board of Executives implements BSC-KPI to direct and assign plans to units/departments as a basis for evaluating the performance of each unit/department against the assigned plan.

3. Business operation management

The Board of Executives implemented business operation the Company in 2024 in accordance with the resolutions of the Annual General Meeting of Shareholders, the directions of the Board of Directors, and in compliance with the Charter of the Company and legal regulations.

The Board of Executives had a clear division of labor between the General Director and the Deputy General Directors to be proactive in managing business operations. The Board of Executives regularly held meetings to review work progress and promptly direct the implementation of business production tasks.

Based on the approved business plan for 2024, the General Director deployed it to each unit/department, implementing solutions to develop business activities, especially expanding new business services under the conditions that Quy Nhon Port both operates business production and upgrades and repairs infrastructure and invests in equipment. In general, the Board of Executives has made great efforts in implementing the production and business plan for 2024, fully and promptly deploying the Board of Directors' guidelines with a high sense of responsibility.

In 2024, the General Director directed the advisory departments to basically implement the conclusions and recommendations of the inspection and audit agencies; meeting the requirements of corporate governance and supervision.

Assessment: The Board of Supervisors assesses that the Board of Executives has implemented the Resolutions of the Board of Directors correctly and has managed the business and production operation of the Company in accordance with the Charter of the Company and legal regulations. The Board of Executives closely monitors business operation of the Company, has been proactive and flexible in its management. The Board of Executives has proposed many issues and important recommendations, helping the Board of Directors to provide timely directions and offer solutions to limit the disadvantages of production and business situation of the Company in 2024.

IV. REPORT ON THE ASSESSMENT OF COOPERATION BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS AND THE GENERAL DIRECTOR

The Board of Supervisors reviews the results and appraises the Financial Statements, the Income Statement, and the Audit Report of UHY Auditing and Consulting Co., Ltd.; reviews the feedback of Board of Management of the the Company before submitting it to the Board of Directors and the General Meeting of Shareholders. The Board of Supervisors also supervised management and administration activities, capital management and usage, solvency, internal inspection, accounting record and quarterly preparation for Financial Statements.

The Board of Supervisors has closely coordinated with the Board of Directors and the General Director in performing the assigned responsibilities and tasks. The Board of Directors and the General Director have created favorable conditions for the Board of

Supervisors to perform its duties. Providing complete information and documents related to the operation of the Company. The Board of Supervisors is invited to attend all meetings of Board of Directors of the Company and other necessary meetings.

Most of the contributions of the Board of Supervisors to the activities of the Board of Directors, the General Director and the Board of Executives have been promptly recorded and adjusted.

V. OPERATIONAL PLAN FOR 2025

Implement the rights and responsibilities of the Board of Supervisors as prescribed in the Law on Enterprise, the Charter of Quy Nhon Port and the tasks assigned at the 2025 Annual General Meeting of Shareholders, focusing on inspecting and supervising the following main tasks:

- Monitor the implementation of the production and business targets for 2025 assigned by the General Meeting of Shareholders.

- Check and appraise quarterly, semi-annual and annual financial statements of the Company.

- Follow financial targets; preserve and raise capital; implement investment projects and investment efficiency; implementation of the financial regime, profit distribution and use of funds.

- Continue implementing the task of inspecting and supervising business operation and management and investment activities according to the functions and duties prescribed by the Law on Enterprises and the Charter of the Company;

- Supervise the observance of legal regulations, the Charter of the Company, the implementation of internal regulations, Resolutions of the General Meeting of Shareholders and Resolutions/Decisions of the Board of Directors of the Company and Resolutions, Decisions, and Directives of higher-level management agencies;

- Inspect and supervise the legality, reasonableness, honesty and prudence of the Board of Directors and the General Director in organizing the exercise of ownership rights, in managing and operating production and business operation.

- Coordinate with competent authorities and inspection teams in inspecting and supervising the management of the Company's production and business operation; supervise the implementation of conclusions and recommendations of inspection and audit teams at Quy Nhon Port.

- Update newly issued policies and regulations, participate in training courses to improve professional qualifications.

- Perform other tasks of the Board of Supervisors as requested by the General Meeting of Shareholders.

Respectfully!

Recipients:

- GMS;
- BOD, Board of Executives;
- Archived: Office, BOS.

**ON BEHALF OF BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Do Tuan Nam



**QUY NHON PORT
JOINT STOCK COMPANY**

No: .../BC-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, .../.../2025

REPORT

Results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

Pursuant to Resolution No. 27/NQ-ĐHĐCĐ dated 2020-02-05 of the Extraordinary General Meeting of Shareholders of Quy Nhon Port Joint Stock Company on approving the investment policy for the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port;

Pursuant to Resolution No. 01/2023/NQ-ĐHĐCĐ dated 2023-05-23 of the Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated 2024-04-12 of the Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company;

The Board of Directors of Quy Nhon Port Joint Stock Company reports to the General Meeting of Shareholders on the results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the Board of Directors (BOD) as authorized by the General Meeting of Shareholders (GMS) regarding the project implementation, the specific contents are as follows:

I. Project implementation results.

1. Project legal documents.

- The project's legal documents have been completed based on compliance with the provisions of law on investment, construction, and other relevant regulations. Legal contents of the project such as: *Project Investment Policy; Agreement on location and technical specifications of the wharf route; Detailed planning 1/500 for Quy Nhon Port expansion; Feasibility study design; Environmental impact assessment report; Approval of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port; Approval of the contractor selection plan; Land lease for project implementation; Appraisal of construction design drawings; Construction permit, maritime safety plan, fire prevention and fighting; Approval of construction design drawings and cost estimates; Acceptance and trial operation of Wharf No. 1; acceptance of the entire project completion; announcement of the opening of Wharf No. 1*, have been completed and reported to the

General Meeting of Shareholders at the 2024 Annual General Meeting of Shareholders held on 2024-04-12.

- In 2024, the Company carried out the finalization of project investment capital, specifically:

+ On July 13, 2024, the independent audit unit, ACC - Vietnam Valuation and Auditing Company (selected through bidding), completed the independent audit of the project. The audit results and the auditor's opinion are as follows: *"Based on the documents and materials provided by the investor and the inspection results, in our opinion, in all material respects, the project implementation process has complied with regulations on investment management and the Project Completion Report: "Investment in upgrading Wharf No. 1 - Quy Nhon Port" has reflected truthfully and reasonably the situation of the project completion settlement at the time of the report preparation, in accordance with accounting standards, accounting regimes, and legal regulations related to the preparation and presentation of the project completion settlement report."*

+ On October 30, 2024, the Investment Project Capital Settlement Verification Council for the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port reported the results of the verification of the project investment capital settlement, agreeing with the comments and assessments of the audit unit and recommending the Board of Directors of the Company to approve the finalized project investment capital settlement;

+ On December 20, 2024, based on the authorization of the General Meeting of Shareholders in Resolution No. 01/2023/NQ-ĐHCD dated 2023-05-23, the Board of Directors issued Decision No. 258/QĐ-HĐQT dated 2024-12-20 approving the final settlement of investment capital for the completed project Upgrading Wharf No. 1 - Quy Nhon Port.

2. Results of the implementation of the project's contract packages.

The project has a total of 14 packages, including 01 mixed package in the EC form (design - construction); 02 construction packages; 01 non-consulting package; 10 consulting packages. Contractors have been selected for all packages, all packages have completed the work according to the contract and the contracts have been completed.

II. Project settlement value and disbursement value.

No.	Content	Value	Note
1	Total construction investment	546 billion VND	
2	Project settlement value	478 billion VND	

3	Disbursement value	478 billion VND	
3.1	<i>Equity capital</i>	<i>215 billion VND</i>	
3.2	<i>Loan capital</i>	<i>263 billion VND</i>	

The Investment Project for Upgrading Wharf No. 1 - Quy Nhon Port was completed and put into operation in early 2024 and the final settlement of investment capital was completed at the end of 2024. The completed project has brought about operational efficiency, contributing to increasing cargo capacity through the port, ensuring the sustainable development of Quy Nhon Port, contributing to reducing logistics costs, and bringing benefits to shipowners and cargo owners.

To further exploit the investment project effectively, in 2024, Quy Nhon Port completed the signing of a contract to purchase 02 multi-purpose quay cranes with a lifting capacity of 45 tons and a reach of 40 meters. At the same time, the Company completed the procedures for announcing the opening of Wharf No. 1 to receive general cargo and container ships with a tonnage of up to 50,000 DWT (light load) in early 2025.

In addition, in 2025, the Port will implement phase 2 of the project, which is dredging the water area in front of the wharf and the water area connecting the turning basin to receive ships with a tonnage of up to 50,000 DWT (full load) and 70,000 DWT (light load). The project is expected to be completed and put into operation in 2026.

This is the report on results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation. The Board of Directors of the company respectfully reports to the General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

Sincerely./.

Recipients:

- As above;
- BOM; BOS;
- File: Office, Person in charge of Corporate Governance.

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

Nguyen Quang Dung



**QUY NHON PORT
JOINT STOCK COMPANY**
No. ... /BC-QNP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, .../.../2025

PROPOSAL

For approval of the Production-business results in 2024 and the Production-business plan for 2025

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

Pursuant to the Charter of Quy Nhon Port Joint Stock Company.

Quy Nhon Port Joint Stock Company (Quy Nhon Port/Company) reports to the General Meeting of Shareholders the Production-business results in 2024 and the production-business plan for 2025, specifically as follows:

I. PRODUCTION-BUSINESS RESULTS IN 2024

1. Implementing the production-business targets for 2024.

No.	Items	Unit	2024 Plan	2024 Actual	Percentage achieved 2024 Plan	Actual 2024/2023
1	Volume of goods	Million tons	11.5	11.8	102%	123%
	<i>Of which: Container</i>	<i>1,000 teus</i>	<i>180</i>	<i>175</i>	<i>97%</i>	<i>116%</i>
2	Consolidated revenue	Billion VND	1,247	1,180	95%	121%
3	Consolidated profit before tax	Billion VND	115	163	142%	113%

(Figures from Audited 2024 consolidated financial statements)

The throughput of most goods through the port increased, especially strategic goods such as woodchips (up 13%), wood pellets (up 21%), and domestic animal feed (up 124%), containers (up 16%),... contributing to the impressive growth in throughput through the port in 2024.

** Besides the effectiveness in production-business activities in 2024, Quy Nhon Port also achieved some important results such as:*

- Successfully listed more than 40.4 million shares with the stock code QNP and officially traded on the Ho Chi Minh City Stock Exchange (HOSE) on 2024-01-18.

- Completed the announcement of the opening of Wharf No. 1 - Quy Nhon Port, ensuring the simultaneous reception of two fully loaded 30,000 DWT vessels under Decision No. 63/QĐ-CHVN dated 2024-01-24 of the Director of the Vietnam Maritime Administration.

- Attracted CMA shipping line to open the Quy Nhon - Northeast Asia service route at the Port. Connecting with Evergreen shipping line to open a new CIT service route creates more choices and new markets for cargo owners.

- Implementing plans and strategies to develop the market in the Central Highlands, areas near Le Thanh Border Gate, and Bo Y.

- Attracting new goods and customers such as granite, construction stone, sheet metal, and animal feed; approaching sources of iron ore and construction materials.

- Increased the productivity of container repair services at the Port (from 30 containers/day to 80 containers/day)

* Causes and factors affecting production-business results.

a. Objective causes:

- The Quy Nhon Maritime Channel has not been maintained or upgraded. The limited depth of the channel directly affects the ability to receive ships and the plan to exploit wharves, reducing the Company's production-business efficiency, especially increasing sea freight costs and reducing the competitiveness of businesses importing and exporting goods through the Port.

- The development of container cargo sources faces difficulties due to the imbalance between exports and imports. In addition, imported goods mainly use 20' containers, but the demand for exported goods uses 40' containers. This forces shipping lines to transfer empty containers from elsewhere (Northern or Southern ports) to Quy Nhon, leading to increased freight rates, logistics costs, and export costs through the Port. Consequently, some container cargo sources in Binh Dinh and the Central Highlands are shifting to export through Chu Lai Port and Tan Cang Cat Lai Port due to differences in sea freight rates, transportation time, and service routes.

- Besides the import-export imbalance, some containerized export goods through Quy Nhon Port are seasonal and lack stability. This is also a factor affecting and reducing the ability to attract new container shipping routes to operate at the Port.

- The shipping routes connecting at Quy Nhon Port are not diverse, only connecting direct exports from Quy Nhon Port to some ports in China and South Korea, not yet meeting the demand for direct exports to ports in Japan. Sea freight rates for refrigerated containers have decreased compared to 2023 but are still high, while the main export item using refrigerated containers is currently bananas – which have low commercial value, thus requiring low shipping rates.

- Strategic commodities (wood chips, wood pellets, rolled steel, fertilizer) do not have diverse markets, while import-export market prices often fluctuate significantly, the large price difference causes goods owners to limit production and import-export of goods.

- Competing ports in the province are increasingly attracting goods by offering discounts, especially for key domestic goods such as animal feed ingredients, cement, fertilizer, and construction stone.

b. Subjective causes:

- The scale of main export items, namely wood chips, wood pellets (bulk) and wood products, wicker (container) has grown according to the plan of the businesses. The demand for importing wood chips and wood pellets from the Chinese and Japanese markets increased, and the demand for wood and wicker products from the US and European markets recovered significantly compared to 2023.

- The port's main equipment such as QC cranes, Gottwald cranes, and wood chip conveyors operate continuously at high frequency, without corresponding backup equipment, making it difficult to stop for inspection, maintenance, repair, and replacement of worn-out parts.

- The port's warehousing system is insufficient and not synchronized, most of the warehouses are old, deteriorated, and do not meet the requirements for area, quality, and fire protection standards as required by customers.

- The yard system is limited in area, especially container yard number 3, the 3.8ha yard and some internal roads are seriously degraded, leading to environmental impacts, aesthetics issues, low exploitation coefficient, and damage to vehicles and equipment during movement for loading and unloading.

2. Investment and development work.

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated 2024-04-12 of the 2024 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company; Resolution No. 148/QĐ-HĐQT dated 2024-07-17 of the Board of Directors of Quy Nhon Port Joint Stock Company, the total planned investment in 2024 is nearly 303 billion VND, the actual implementation value in 2024 is 251.3 billion VND, reaching 83% of the assigned plan.

In 2024, Quy Nhon Port focused on overcoming infrastructure limitations, focusing on investing in improving ship reception capacity, ship release capacity, developing logistics systems,... implementing 34 projects including construction investment projects; Equipment procurement; Information technology, specifically:

- Construction investment projects:

+ Completed the investment project to upgrade Wharf No. 1; Repairing the surface of wharf No. 4 and the access road; Constructing and installing a lighting system for container yard No. 3; Constructing and installing a lighting system for wharves 2, 3 and 4;...

+ Implementing the construction of the Quy Nhon Port Expansion Project to 2030 (phase 1); Repairing and renovating the fire protection system of warehouses No. 2A and No. 7; Wastewater treatment system; Repairing internal roads and yards; Upgrading container yard No. 3; Implementing investment procedures for specialized warehouse No. 1;...

- Equipment procurement project: invested in 03 RTGs and 08 specialized

container tractors; 02 D39 bulldozers; 01 container forklift; 03 bucket excavators; 01 specialized street sweeper; a lifting table system and conveyor belts; completed investment procedures for 02 multi-purpose rotary cranes;...

- Information technology project: Upgraded software for connection, integration, and system optimization (PERP software system), invested in internal network infrastructure, servers, a centralized camera data management, authorization, and storage system.... Implemented information technology (IT) projects, applying IT in port operations and exploitation.

+ Comprehensive upgrade of the Terminal Operating System (TOS): Optimizes operational processes, cargo and vehicle management, shortens handling time, and increases operational productivity.

+ Implementation of the ePort electronic portal system - Online Payment: Allows customers to conduct online payment transactions, reducing paperwork and saving time, contributing to the modernization of port operations.

+ Server investment: Increases storage capacity, ensures data stability and security in port management systems.

+ Application of Customer Relationship Management (CRM) system: Improves service quality, supports customer care, and optimizes business processes.

+ IT infrastructure upgrade: Completed the network system upgrade in the office and production areas, ensuring stable and secure connections.

+ Automation and digitization of processes: The fuel control system has been implemented in two phases, optimizing operating costs.

+ Camera data management, authorization, and centralized storage system: Aims to enhance surveillance efficiency, ensure security, and optimize data retrieval.

Based on point f, clause 2, Article 37 of the Charter of Quy Nhon Port Joint Stock Company, in 2024, in addition to implementing investment projects under the investment plan approved by the General Meeting of Shareholders in Resolution 01/2024/NQ-ĐHĐCĐ, to reduce the cost of renting tractors and container lift trucks, and to repair the container yard infrastructure to ensure conditions for loading and unloading goods and container equipment, thereby increasing loading and unloading capacity and ship release speed, the Board of Directors approved the project to Purchase used container handling equipment and the project to Repair container yard infrastructure, specifically:

+ The project to Purchase used container handling equipment has a total investment of 58 billion, the project scale is to purchase 08 used tractors and 03 used RTGs from SP-PSA International Port Co., Ltd. through auction. To date, the project has been basically completed: the tractors have been put into use, and the RTGs are being maintained. The project has brought about many operational benefits, supplementing equipment and enhancing the port's loading and unloading capacity.

+ The project to Repair container yard infrastructure has a total investment of 14.8 billion VND. The project scale is to repair a container yard with an area of

11,708 m² for loading and unloading refrigerated and dry containers. The project has commenced construction.

Assessment of the investment situation and implementation of investment projects in 2024:

In 2024, with the efforts of the Board of Directors and all employees of Quy Nhon Port, the investment work of Quy Nhon Port achieved many positive results. However, there are still some difficulties such as:

- Investment and construction regulations have undergone numerous changes and are frequently updated. State management agencies are applying and tightening fire prevention and environmental protection standards, requiring some stably operating projects to undergo repairs and upgrades for compliance.

- The cost of production materials has increased significantly, while the import of materials and equipment faces prolonged difficulties, impacting project progress.

- The Investment Project for upgrading Wharf No. 1 and the maintenance dredging project for the water area in front of the wharf face numerous challenges regarding dredged material disposal sites, requiring procedures for agreement, approval of disposal locations, environmental impact assessments, construction of access roads, community engagement, etc., before implementation.

- Unfavorable weather conditions, with frequent storms in the final months of the year, have partially affected the construction progress of projects.

II. PRODUCTION-BUSINESS PLAN FOR 2025

1. General Objectives.

Expand and develop Quy Nhon Port according to the plan, enhance service quality, and establish all production-business activities with a “Customer-centric” approach; (1) Focus on developing container cargo sources, especially from the Central Highlands and the hinterland, which are not yet exported/imported through the Port; (2) Develop new services and increase the value of existing service chains; (3) Vigorously apply information technology to the enterprise's operations and management for high efficiency, while creating convenience to enhance customer experience; (4) Promote Kaizen activities in management, administration, and operations; (5) Streamline the organizational structure and internal processes, eliminating procedures and waste to increase business efficiency.

Quy Nhon Port strives to achieve and surpass the 2025 production-business targets outlined in the plan.

2. Planned Production-Business Targets.

Quy Nhon Port Joint Stock Company establishes the following main production-business targets:

No.	Indicator	Unit	Actual 2024	Plan 2025	Plan 2025/Actual 2024

1	Volume of goods	Million tons	11.8	13.22	112%
	<i>Of which: Container</i>	<i>1,000 teus</i>	<i>175</i>	<i>190</i>	109%
2	Consolidated revenue	Billion VND	1,180	1,390	118%
3	Consolidated profit before tax	Billion VND	163	195	120%

3. Development Investment Plan.

Based on the aforementioned 2025 production-business and investment plan, the Company establishes the 2025 infrastructure, vehicle, and equipment investment plan as follows:

No.	Project name	2025 Investment Plan (Million VND)
A	TRANSITION PROJECTS FROM 2024	312,661
I	Infrastructure investment	139,161
1	Renovation and upgrade of Quy Nhon Port's electrical system (Phase 1)	14,500
2	Renovation of electric RTG system	14,481
3	Expansion of Quy Nhon Port to 2030 (phase 1)	14,500
4	Site clearance for the 5-block dormitory area	16,000
5	Quy Nhon Inland Container Depot Investment and Construction Project	1,000
6	Specialized warehouse No. 1	35,000
7	Wastewater treatment system	2,800
8	Upgrade of container yard No. 3	31,000
9	Repair and renovation of the fire protection system for some construction items	1,000
10	Repair of internal roads and yards	2,000
11	Repair of container yard infrastructure - Quy Nhon Port	6,880
II	Information technology project	2,800
1	Server investment	1,800

No.	Project name	2025 Investment Plan (Million VND)
2	Camera data centralized management, authorization, and storage system	1,000
III	Equipment investment	170,700
1	Berth No. 1 handling equipment (2 45T multi-purpose cranes)	130,000
2	01 Generator	9,000
3	Investment in lift table conveyor system and electrical system	22,500
4	Fuel control system phase 3	800
5	01 Forklift	3,400
6	Purchase of used container handling equipment	5,000
B	Project implementation in 2025	17,800
I	Infrastructure investment	7,000
1	Investment in upgrading berth No. 1 of Quy Nhon Port - phase 2	5,000
2	Tuy Phuoc Logistics Center Construction and Investment Project	1,000
3	Specialized warehouse No. 2	1,000
II	Equipment investment	9,800
1	01 Wheel loader	3,800
2	01 Double beam spreader	1,100
3	01 Hopper 01 discharge port 22m ³	1,000
4	01 Hopper 3 discharge ports 22m ³	1,100
5	01 Grab with a capacity of 6m ³	800
6	01 Automatic bag sewing scale system	2,000
III	Other items	1,000
1	Consulting on the preparation of a pre-feasibility study report for Phu My Port	1,000
	TOTAL	330,461

- Continue implementing transition investment projects from 2024: Specialized Warehouse No. 1, Upgrade of Container Yard No. 3, Quy Nhon Port Expansion to 2030 (Phase 1), Renovation and upgrade of Quy Nhon Port's electrical system (Phase 1), Renovation of the electric RTG system, Site clearance for the 5-block dormitory area, Loading and unloading equipment for Wharf No. 1 (two 45T multi-purpose cranes), Investment in the lifting table system, conveyor belts, and electrical system,... Implement new projects in 2025 such as: Investment in upgrading Wharf No. 1 of Quy Nhon Port (Phase 2) (Upgrade Wharf No. 1 to accommodate vessels up to 50,000 DWT fully loaded and vessels up to 70,000 DWT partially loaded), Expansion of Container Yard No. 2,...

In addition, continue to implement IT projects and invest in vehicles and equipment to meet production-business needs.

III. KEY SOLUTIONS FOR COMPLETING THE 2025 PLAN

To strive to achieve the Company's 2025 production-business targets, several tasks require focused implementation in 2025:

1. Market, Customers

a. Solutions to maintain scale in terms of quantity and improve output of the existing Customer group, expand service provision for existing Customers, focusing on key commodity groups such as Containers, Woodchips, Wood Pellets, Rolled Steel, Animal Feed, and Fertilizer:

- Stabilize and improve service quality, increase loading and unloading productivity, enhance Customer experience by increasing the application of technology in exploitation activities, creating convenience for customers using services at the Port; Develop new services, increase the value of existing service chains; Complete procedures to receive 50,000 DWT vessels at Berth 1, timely complete dredging work in front of the berth and procedures to announce Berth 1 as eligible to receive fully loaded 50,000 DWT vessels and partially loaded 70,000 DWT vessels; Timely complete the investment in frontline equipment (multi-purpose quay cranes, conveyor belts) to improve receiving capacity, release vessels, and increase berth operating efficiency.

- Promote customer care, promptly support and resolve arising issues through online Customer survey channels; Accompany customers in finding optimal solutions for service provision; Connect with Shipping lines/Forwarders to build and provide comprehensive logistics service packages with the goal of reducing costs for cargo owners.

- Develop a system of specialized warehouses as a basis for building and deploying service chain packages for strategic commodities.

- Support Quy Nhon Port Logistics Services Co., Ltd. in promoting the development of road and sea transport service chains for Customers.

b. Solutions to attract new Customers and expand the market:

- Review and establish a list of businesses in current market areas, including within the province and outside the province (Phu Yen, Central Highlands, Laos/Cambodia border); Implement screening of target Customers, develop an

approach plan, and identify potential Customers; implement optimal solutions to attract Customers.

- Strengthen interaction and connection with container shipping lines, continue to pursue the goal of adding 01 new container service route to diversify service routes exploited at the Port, increase competitiveness to attract new Customers and new cargo sources.

- Accelerate the progress of investment in the lifting table system, conveyor belts, and 2 multi-purpose quay cranes at the pier, to enhance the capacity to receive large-tonnage vessels at the Port, ensuring Quy Nhon Port can simultaneously receive 04 vessels with a tonnage of up to 50,000 DWT (partially loaded), maximizing the operating capacity of Berth 1.

2. Regarding technology - engineering.

- Timely invest in additional equipment to meet production requirements in the coming time. Deploy an automatic fuel allocation and monitoring system to control fuel usage for mechanical equipment more effectively. Convert RTG cranes from diesel to electric power; underground the 22kV medium voltage power line (Phase 1).

- Focus on building an effective information technology system to digitize business and exploitation activities. Continue to upgrade the TOS port operation management software, complete key IT projects such as: investing in servers; upgrading the PERP data connection system; centralized camera data management and authorization system, investing in automated bulk cargo operation and delivery software to manage goods and vehicles, and provide real-time data to Customers.

- Upgrade software and integrate systems for production manpower allocation, automated payroll, and automated service invoicing after goods settlement.

3. Regarding finance and investment

- Implement investment projects according to plan, focusing on investments suitable for the Company's production-business situation and meeting customer needs; Expedite the Quy Nhon Fairway dredging project to optimize the port's vessel receiving capacity.

- Balance cash flow preparation and mobilize legal funding sources according to the 2021-2025 cash flow plan to ensure production-business activities and investment cash flow for projects in 2023-2025.

- Effectively utilize existing capital, strictly manage debt policies, and recover capital to minimize operational risks for the Company.

- Strengthen management and closely supervise borrowing and loan utilization. Calculate the effectiveness of each item and project to adjust investment and business activities promptly, ensuring optimal efficiency.

4. Regarding Corporate Governance and Innovation

- Organize, manage, and strictly control investment projects, input material supply, loading and unloading service quality, goods preservation, vessel clearance progress, and occupational safety to achieve the highest efficiency.

- Continue applying the KPI and 3Ps salary system to motivate and reward employees appropriately, encouraging innovation, commitment, and dedication to the Company.

- Continue to broadly implement Kaizen throughout the Company, continuously improving to reduce customer waiting times for receiving/returning goods at Quy Nhon Port; Organize practical and effective cost-saving and anti-waste practices.

5. Regarding Human Resources

- Review and standardize the organizational structure, human resource management regulations, and processes with a "Customer-centric" approach, reducing time, saving costs, creating motivation, attracting, and retaining high-quality human resources, requiring regular updates, reviews, and improvements to personnel regulations.

- Promote corporate culture:

+ Build a professional working environment, encourage employees to maximize their capabilities, promote creativity and development, and combine sports, arts, and experiential learning activities.

+ Strongly implement corporate culture, the VIMC Cultural Compass with 05 core values: Integrity – Discipline – Creativity – Solidarity – Dedication to every employee.

- Strengthen planning, training, and coaching:

+ Implement potential personnel planning; Train and coach planned personnel (in professional expertise, supporting skills, political theory, and practical experience) to meet job titles and work requirements.

+ Continue implementing mechanisms and policies to reduce the average age of employees by encouraging early retirement and voluntary resignation. Restructure the workforce to ensure competent personnel to serve the Company's development goals.

This is the Proposal on the approval of the Production-business results in 2024 and the Production-business plan for 2025 of Quy Nhon Port Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully./.

GENERAL DIRECTOR

Recipients

- As above;
- BOS;
- BOM;
- Units: Business, Investment;
- File: Office, BOD.

Le Hong Quan



QUY NHƠN PORT
JOINT STOCK COMPANY
Số: TTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, .../.../ 2025

PROPOSAL

For the approval of the Audited 2024 Separate Financial Statements and 2024 Consolidated Financial Statements

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 2019-11-26;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company, approved by the Annual General Meeting of Shareholders on 2023-05-23.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Audited 2024 Separate Financial Statements and the Audited 2024 Consolidated Financial Statements as follows:

I/ Audited 2024 Separate Financial Statements

1/ Income Statement in 2024 (audited figures) compared to the plan:

Unit: dong

Indicator	Code	Actual Year 2024	Plan Year 2024	Percentage compared to plan
1. Gross sales of merchandise and services	1	686,246,148,767	620,628,000,000	111%
2. Revenue deductions	2	7,650,701,633		
3. Net sales of merchandise and services (10=01-02)	10	678,595,447,134	620,628,000,000	109%
4. Cost of goods sold	11	434,861,628,511	427,920,328,629	102%
5. Gross profit from sales of merchandise and services (20=10-11)	20	243,733,818,623	192,707,671,371	126%
6. Financial Income	21	26,759,178,115	25,620,583,656	104%
7. Financial Expenses	22	19,428,809,579	30,838,000,000	63%
- Including: Interest Expenses	23	18,259,466,778	22,900,000,000	80%

8. Share of Profit/Loss in Associates/Joint Ventures	24			
9. Selling Expenses	25	15,131,417,175	12,701,171,379	119%
10. General and Administrative Expenses	26	78,112,103,852	74,559,459,123	105%
11. Net Profit from Operating Activities {30=20+(21-22)-(25+26)}	30	157,820,666,132	100,229,624,526	157%
12. Other Income	31	725,661,256	800,000,000	91%
13. Other Expenses	32	1,515,698,022	1,029,624,526	147%
14. Profit from other activities (40=31-23)	40	(790,036,766)	(229,624,526)	344%
15. Net profit before tax (50=30+40)	50	157,030,629,366	100,000,000,000	157%
16. Current Corporate Income Tax Expense	51	32,249,157,990	20,000,000,000	161%
17. Deferred Corporate Income Tax Expense	52			
18. Net Profit After Tax (60=50-51-52)	60	124,781,471,376	80,000,000,000	156%
19. Profit after tax attributable to the parent company's shareholders	61			

(Details as per the attached Audited 2024 Separate Financial Statements)

2/ Balance Sheet as of 31/12/2024:

Unit: dong

ASSETS	Code	31/12/2024	01/01/2024
CURRENT ASSETS	100	502,574,218,886	465,435,245,990
Cash and Cash Equivalents	110	44,089,289,301	215,667,048,302
Cash	111	20,389,289,301	54,667,048,302
Cash Equivalents	112	23,700,000,000	161,000,000,000
Short-term Financial Investments	120	261,300,000,000	106,000,000,000
Held-to-Maturity Investments	123	261,300,000,000	106,000,000,000
Short-term Receivables	130	158,415,398,986	80,561,417,498

Short-term Trade Receivables	131	75,550,072,704	72,074,099,725
Short-term Prepayments to Suppliers	132	79,516,894,396	10,320,634,696
Other Short-term Receivables	136	7,451,203,372	2,706,348,624
Short-term Allowance for Doubtful Debts (*)	137	(4,102,771,486)	(4,539,665,547)
Inventories	140	21,858,351,900	19,620,907,381
Inventories	141	21,858,351,900	19,620,907,381
Other current assets	150	16,911,178,699	43,585,872,809
Short-term prepaid expenses	151	11,953,336,645	13,837,750,741
Deductible VAT	152	4,957,842,054	17,837,740,030
Taxes and other receivables from government budget	153		11,910,382,038
LONG – TERM ASSETS	200	728,115,146,849	708,356,403,186
Long-term receivables	210	7,348,273,000	7,348,273,000
Other long-term receivables	216	7,348,273,000	7,348,273,000
Fixed assets	220	602,802,626,226	532,888,062,353
Tangible fixed assets	221	602,093,154,901	531,675,901,767
<i>Historical costs</i>	222	<i>1,613,385,460,826</i>	<i>1,498,938,401,023</i>
<i>Accumulated depreciation</i>	223	<i>(1,011,292,305,925)</i>	<i>(967,262,499,256)</i>
Intangible fixed assets	227	709,471,325	1,212,160,586
<i>Historical costs</i>	228	<i>9,098,287,711</i>	<i>8,831,577,711</i>
<i>Accumulated depreciation</i>	229	<i>(8,388,816,386)</i>	<i>(7,619,417,125)</i>
Long-term assets in progress	240	40,222,228,363	79,939,436,018
Construction in progress	242	40,222,228,363	79,939,436,018
Long-term investments	250	68,000,000,000	75,608,000,000
Investments in subsidiaries	251	50,000,000,000	50,000,000,000
Investments in joint ventures and associates	252		7,608,000,000
Investments in equity of other entities	253	18,000,000,000	18,000,000,000
Other long-term assets	260	9,742,019,260	12,572,631,815
Long-term prepaid expenses	261	9,742,019,260	12,572,631,815
TOTAL ASSETS (270 = 100 + 200)	270	1,230,689,365,735	1,173,791,649,176

RESOURCES	Code	31/12/2024	01/01/2024
LIABILITIES	300	371,180,562,199	362,650,377,016
Short-term liabilities	310	136,559,165,087	147,425,613,363
Short-term trade payables	311	30,147,373,527	79,896,303,464
Short-term prepayment from customers	312	6,846,254,278	3,984,012,363
Taxes and other payables to government budget	313	12,942,401,825	10,791,289,047
Payables to employees	314	53,020,793,713	45,333,685,161
Short-term accrued expenses	315	496,732,684	429,855,747
Other short-term payments	319	233,339,964	1,364,647,491
Short-term borrowings and finance lease liabilities	320	30,000,000,000	
Bonus and welfare fund	322	2,872,269,096	5,625,820,090
Long-term liabilities	330	234,621,397,112	215,224,763,653
Long-term borrowings and lease liabilities	338	234,621,397,112	215,224,763,653
OWNER'S EQUITY	400	859,508,803,536	811,141,272,160
Owner's equity	410	859,508,803,536	811,141,272,160
Contributed capital	411	404,099,500,000	404,099,500,000
- Ordinary shares with voting rights	411a	404,099,500,000	404,099,500,000
Development and investment fund	418	330,627,832,160	287,285,693,176
Undistributed profit after tax	421	124,781,471,376	119,756,078,984
- Undistributed PAT brought forward	421a		17,598,364,874
- Undistributed PAT for the current period	421b	124,781,471,376	102,157,714,110
TOTAL RESOURCES (440 = 300 + 400)	440	1,230,689,365,735	1,173,791,649,176

(Details as per the attached Audited 2024 Separate Financial Statements)

II/ Audited 2024 Consolidated Financial Statements

1/ Income Statement in 2024 (audited figures) compared to the plan:

Unit: dong

Indicator	Code	Actual Year 2024	Plan Year 2024	Percentage compared to plan
1. Gross sales of merchandise and services	1	1,165,259,415,905	1,220,000,000,000	96%
2. Revenue deductions	2	7,650,701,633		

3. Net sales of merchandise and services (10=01-02)	10	1,157,608,714,272	1,220,000,000,000	95%
4. Cost of goods sold	11	885,328,939,381	999,941,701,489	89%
5. Gross profit from sales of merchandise and services (20=10-11)	20	272,279,774,891	220,058,298,511	124%
6. Financial Income	21	21,051,745,456	26,220,583,656	80%
7. Financial Expenses	22	19,437,598,338	30,838,000,000	63%
- Including: Interest Expenses	23	18,259,466,778		
8. Share of Profit/Loss in Associates/Joint Ventures	24			
9. Selling Expenses	25	19,552,133,676	16,591,933,314	118%
10. General and Administrative Expenses	26	90,663,788,490	83,619,303,435	108%
11. Net Profit from Operating Activities {30=20+(21-22)-(25+26)}	30	163,677,999,843	115,229,645,418	142%
12. Other Income	31	1,062,251,097	800,000,000	133%
13. Other Expenses	32	1,628,671,730	1,029,645,418	158%
14. Profit from other activities (40=31-23)	40	(566,420,633)	(229,645,418)	247%
15. Net profit before tax (50=30+40)	50	163,111,579,210	115,000,000,000	142%
16. Current Corporate Income Tax Expense	51	34,923,921,153	23,000,000,000	152%
17. Deferred Corporate Income Tax Expense	52			
18. Net Profit After Tax (60=50-51-52)	60	128,187,658,057	92,000,000,000	139%
19. Profit after tax of shareholders of parent company	61	128,187,658,057	92,000,000,000	139%
Profit after tax attributable to non-controlling interests	62			
Basic earnings per share (*)	70	3,172	2,277	139%

(Details as per the attached Audited 2024 Consolidated Financial Statements)

2/ Balance Sheet as of 31/12/2024

Unit: dong

ASSETS	Code	31/12/2024	01/01/2024
CURRENT ASSETS	100	643,918,961,269	602,414,440,592
Cash and Cash Equivalents	110	93,717,709,684	237,563,301,771
Cash	111	22,017,709,684	68,063,301,771
Cash Equivalents	112	71,700,000,000	169,500,000,000
Short-term Financial Investments	120	267,800,000,000	138,500,000,000
Held-to-Maturity Investments	123	267,800,000,000	138,500,000,000
Short-term Receivables	130	241,993,853,004	161,518,457,939
Short-term Trade Receivables	131	159,712,002,309	151,229,608,392
Short-term Prepayments to Suppliers	132	79,625,654,396	10,377,234,696
Other Short-term Receivables	136	7,938,261,176	5,361,049,421
Short-term Allowance for Doubtful Debts (*)	137	(5,282,064,877)	(5,449,434,570)
Inventories	140	23,217,160,121	21,049,291,353
Inventories	141	23,217,160,121	21,049,291,353
Other current assets	150	17,190,238,460	43,783,389,529
Short-term prepaid expenses	151	12,232,396,406	13,914,367,051
Deductible VAT	152	4,957,842,054	17,958,640,440
Taxes and other receivables from government budget	153		11,910,382,038
LONG – TERM ASSETS	200	680,261,007,269	664,726,682,423
Long-term receivables	210	7,348,273,000	7,348,273,000
Other long-term receivables	216	7,348,273,000	7,348,273,000
Fixed assets	220	604,575,139,157	533,091,643,907
Tangible fixed assets	221	603,528,503,836	531,791,362,958
<i>Historical costs</i>	<i>222</i>	<i>1,614,895,498,190</i>	<i>1,499,059,764,660</i>
<i>Accumulated depreciation</i>	<i>223</i>	<i>(1,011,366,994,354)</i>	<i>(967,268,401,702)</i>
Intangible fixed assets	227	1,046,635,321	1,300,280,949
<i>Historical costs</i>	<i>228</i>	<i>9,554,267,711</i>	<i>8,986,577,711</i>
<i>Accumulated depreciation</i>	<i>229</i>	<i>(8,507,632,390)</i>	<i>(7,686,296,762)</i>
Long-term assets in progress	240	40,222,228,363	79,939,436,018
Construction in progress	242	40,222,228,363	79,939,436,018
Long-term investments	250	18,000,000,000	31,289,887,592
Investments in Joint Ventures and Associates	252		13,289,887,592

Investments in equity of other entities	253	18,000,000,000	18,000,000,000
Other long-term assets	260	10,115,366,749	13,057,441,906
Long-term prepaid expenses	261	10,115,366,749	13,057,441,906
TOTAL ASSETS (270 = 100 + 200)	270	1,324,179,968,538	1,267,141,123,015

RESOURCES	Code	31/12/2024	01/01/2024
LIABILITIES	300	443,984,481.752	437.183.404.286
Short-term liabilities	310	209.363.084.640	221.958.640.633
Short-term trade payables	311	93.006.819.516	148.803.282.395
Short-term prepayment from customers	312	6.962.972.478	4.017.364.815
Taxes and other payables to government budget	313	13.718.902.427	11.378.467.940
Payables to employees	314	55.413.447.684	47.541.144.964
Short-term accrued expenses	315	6.446.666.754	2.601.320.151
Other short-term payments	319	241,181.364	1,371,424,291
Short-term borrowings and finance lease liabilities	320	30,000,000.000	
Bonus and welfare fund	322	3,573,094,417	6,245,636,077
Long-term liabilities	330	234,621,397,112	215,224,763,653
Long-term borrowings and lease liabilities	338	234,621,397,112	215,224,763,653
OWNER'S EQUITY	400	880,195,486,786	829,957,718,729
Owner's equity	410	880,195,486,786	829,957,718,729
Contributed capital	411	404,099,500,000	404,099,500,000
- Ordinary shares with voting rights	411a	404,099,500,000	404,099,500,000
Development and investment fund	418	340,728,436,464	288,533,873,176
Undistributed profit after tax	421	135,367,550,322	137,324,345,553
- Undistributed PAT brought forward	421a	7,179,892,265	22,161,740,848
- Undistributed PAT for the current period	421b	128,187,658,057	115,162,604,705
Other funds and sources	430		
TOTAL RESOURCES (440 = 300 + 400)	440	1,324,179,968,538	1,267,141,123,015

(Details as per the attached Audited 2024 Consolidated Financial Statements)

The Board of Directors of Quy Nhon Port Joint Stock Company respectfully submits to the General Meeting of Shareholders for review and approval the 2024 Separate Financial Statements and the 2024 Consolidated Financial Statements, audited by: UHY Auditing and Consulting Co., Ltd. (attached are the full texts of the two audited 2024 Financial Statements).

Respectfully./.

Recipients:

- As above;
- BOD, BOS;
- BOM;
- File: Office, Financial Accounting

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

Nguyen Quang Dung



PROPOSAL

For approval of the profit distribution plan, dividend payment for 2024, and the dividend plan for 2025

To: The General Meeting of Shareholders of Quy Nhon Port Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Law on Securities No. 54/2019/QH14 dated 2019-11-26;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company approved by the Annual General Meeting of Shareholders on 2023-05-23.

The Board of Directors submits to the General Meeting of Shareholders for approval the Profit Distribution Plan and Dividend Payment for 2024 and the Dividend Plan for 2025 as follows:

1. Profit Distribution Plan for 2024

Unit: VND

Summary	Allocation Percentage	Amount	Note
Undistributed after-tax profit for 2024		124,781,471,376	
Distributed Profit		124,781,471,376	
a) Development Investment Fund	30.0%	37,434,441,413	
b) Welfare Fund	13.34%	16,650,000,000	
c) Reward Fund	17.20%	21,466,089,963	
d) Reward Fund for Managers and Executives		739,000,000	Deduct 1.5 months of salary for the implementation of specialized management staff
e) Dividend Payment		48,491,940,000	
+ Expected dividend Percentage/Charter Capital		12%	
Remaining undistributed profit by the end of 2024		0	

2/ Dividend Payment for 2024

a/ Dividend Payment for 2024: Cash dividend payment percentage is 12%, equivalent to 1,200 VND/share.

b/ Payment deadline: Authorize the Board of Directors to direct the Executive Board to implement dividend payments in accordance with the law.

3/ Dividend Plan for 2025:

a/ Dividend Plan for 2025: Expected dividend payment Percentage is 12%.

b/ Authorize the Board of Directors to direct the Executive Board to implement advance and dividend payments in accordance with the law.

The Board of Directors respectfully requests the General Meeting of Shareholders to consider and approve./.

Recipients:

- As above;
- BOD, BOS;
- BOM;
- File: Office, Financial –
Accounting, Person in charge
of Corporate Governance.

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

Nguyen Quang Dung



**QUY NHON PORT
JOINT STOCK COMPANY**

No. /TTr-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, .../.../2025

PROPOSAL

For approval of the Salary and Remuneration Fund for 2024, the planned Salary and Remuneration Fund for 2025 of the Board of Directors and Board of Supervisors.

To: The 2025 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company approved by the General Meeting of Shareholders on 2023-05-23;

Pursuant to the Regulation on Salaries, Remuneration, and Bonuses for Managers of Quy Nhon Port Joint Stock Company issued together with Decision No. 154/QĐ-HĐQT dated 2024-07-22 of the Board of Directors of Quy Nhon Port Joint Stock Company;

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated 2024-04-12 of the 2024 General Meeting of Shareholders of Quy Nhon Port Joint Stock Company;

Pursuant to the production and business plan of Quy Nhon Port Joint Stock Company for 2025.

The Board of Directors of Quy Nhon Port Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the implemented 2024 Salary and Remuneration Fund and the planned 2025 Salary and Remuneration Fund of the Board of Directors and Board of Supervisors, specifically as follows:

I. Implemented 2024 Remuneration and Salary Fund of the Board of Directors and Board of Supervisors:

1.1. Implemented 2024 remuneration fund for non-executive management personnel:

a) Remuneration fund for the non-executive Board of Directors:

- Average number of non-executive Board of Directors' members: **4 people**
- Total implemented remuneration in 2024: **648 million VND/year**

b) Remuneration fund for the non-executive Board of Supervisors:

- Average number of non-executive Board of Supervisors' members: **3 people**
- Total implemented remuneration in 2024: **384 million VND/year**

c) Total implemented remuneration fund for the non-executive Board of Directors and Board of Supervisors in 2024: **1,032 million VND** (equal to 119% of the approved plan).

1.2. Implemented 2024 salary fund for the executive BOD' members:

- Number of executive Board of Directors' members: **01 person**
- Average implemented salary: **86.83 million VND/month**
- Implemented salary fund: **1,042 million VND**, an increase of 69% compared to the plan.

The implemented salary fund for the executive Board of Directors' members increased by 69% compared to the 2024 plan due to the company's 2024 profit increasing by 22% compared to 2023 and the excellent performance evaluation results for the 2024 BSC-KPI targets. Therefore, the company applied the Regulation on Salaries, Remuneration, and Bonuses for Managers of Quy Nhon Port Joint Stock Company (Decision No. 154/QĐ-HĐQT dated 2024-07-22 of the Company) to redefine the implemented salary of the executive Board of Directors' members according to the increase in profit.

* Specific expenditure levels are as follows:

Unit: VND

No.	Name	Position	Dedicated Salary	Total Remuneration
I	Board of Directors		1,042,000,000	648,000,000
1	Nguyen Quang Dung	Chairman of the BOD		216,000,000
2	Le Hong Quan	Member of the BOD, General Director		144,000,000
3	Phan Tuan Linh	Former Member of the BOD		36,000,000
4	Dang Huy Cuong	Member of the BOD		108,000,000
5	Pham Dang Cao	Member of the BOD		144,000,000
6	Nguyen Thanh Nam	Executive member of the BOD	1,042,000,000	
II	Board of Supervisors			384,000,000
1	Do Tuan Nam	Head of the BOS		144,000,000
2	Vu Thi Diep	Member of the BOS		120,000,000
3	Phan Thi Mai	Member of the BOS		120,000,000
	Total		1,042,000,000	1,032,000,000

II. Planned Remuneration and Salary Fund of the Board of Directors and Board of Supervisors for 2025:

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the planned remuneration and salary payments for members of the BOD and BOS for 2025, specifically as follows:

2.1. Planned remuneration fund for non-executive management personnel:

Unit: VND

No.	Position	Number	Remuneration Level (VND/person/month)	Total Remuneration
(1)	(2)	(3)	(4)	(5) = (3) x (4) x 12
I	Board of Directors			
1	Chairman	1	22,000,000	264,000,000
2	Members	3	15,000,000	540,000,000
II	Board of Supervisors			
1	Head of the Board	1	15,000,000	180,000,000
2	Members	2	12,000,000	288,000,000
	Total	7		1.272.000.000

(In words: One billion two hundred seventy-two million VND)

2.2. Planned 2025 salary fund for executive BOD' members:

- Average number of executive members of the BOD: 01 person
- Average planned salary: 72,360,000 VND/person/month
- Planned salary fund: **868,000,000 VND**

The GMS is requested to authorize the BOD to approve the salaries and remuneration for the Company's manager in accordance with regulations.

If there is a change in the members of the BOD, the salary and remuneration fund will change accordingly. The settlement of the actual salary fund in 2025 will be carried out according to the production and business results and current regulations.

Respectfully submitted to the GMS for consideration and approval.

Respectfully./.

Recipients:

- As above;
- BOD; BOS;
- BOM;
- File: Office, Administrative organization, Person in charge of corporate governance.

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

Nguyen Quang Dung



QUY NHON PORT
JOINT STOCK COMPANY

No. /TTr-CQN.BKS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, .../.../2025

PROPOSAL

For the selection of an audit firm for the 2025 Financial Statements

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 2020-06-17 and its guiding documents;

Pursuant to the Securities Law No. 54/2019/QH14 dated 2019-11-26 and its guiding documents;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company.

Exercising the powers and duties as stipulated in the Company's Charter and the provisions of the Law, the Supervisory Board of Quy Nhon Port Joint Stock Company respectfully presents to the General Meeting of Shareholders for approval the selection of the audit firm for the 2025 financial statements as follows:

1. Selection criteria:

The selected audit firm:

- Is an independent audit firm with prestige, brand recognition, trusted by many public companies, possessing a team of highly qualified and experienced auditors.
- Operates legally in Vietnam, is on the List of audit firms eligible to provide audit services in 2025 and is approved by the State Securities Commission to audit public interest entities, selecting a leading audit firm from the list of qualified audit firms announced annually by the Ministry of Finance to conduct audits and reviews of the 2025 Financial Statements.

- Has an audit fee commensurate with the quality, progress, and scope of the audit.

2. List of proposed audit firms:

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

The Board of Supervisors does not propose selecting Big Four audit firms because they have much higher audit fees than Vietnamese audit firms and they often do not participate in bidding when they know that the list of companies invited to bid includes Vietnamese audit firms.

The Board of Supervisors respectfully requests the General Meeting of Shareholders to approve the criteria for selecting the audit firm and the list of proposed audit firms, authorizing the Board of Directors to decide on the selection of an audit

firm to audit and review the 2025 Financial Statements of Quy Nhon Port Joint Stock Company in accordance with current regulations.

The Board of Supervisors respectfully requests the General Meeting of Shareholders to consider and approve./.

Recipients:

- As above;
- BOD, BOM;
- Person in charge of Corporate Governance;
- File: Office, BOS.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Do Tuan Nam



**QUY NHON PORT
JOINT STOCK COMPANY**

TTTr-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, April..., 2025

PROPOSAL

For the Dismissal and Supplementary Election of Member of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list

To: General Meeting of Shareholders of Quy Nhon Port Joint Stock Company

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

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decree No. 155/2021/ND-CP dated December 31, 2020 guiding the detailed implementation of a articles of the Law on Securities;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company approved by the General Meeting of Shareholders on May 23, 2023;

Pursuant to Resolution No. 01/2023/NQ-DHCD dated May 23, 2023 of the 2023 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company;

On March 25, 2025, Quy Nhon Port Joint Stock Company received Official Letter No. 81/HHVN-TCNS from Vietnam Maritime Corporation – JSC regarding personnel orgnaization. Accordingly, Vietnam Maritime Corporation (a major shareholder) dismissed Mr. Nguyen Thanh Nam – Member of the Board of Directors of the Company, Capital Representative of Vietnam Maritime Corporation at Quy Nhon Port from the position of Capital Representative of Vietnam Maritime Corporation at Quy Nhon Port Joint Stock Company from March 25, 2025.

To strengthen the personnel for the Board of Directors, as well as in accordance with the Charter and practice of corporate governance of public companies, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1. Approve the dismissal of Mr. Nguyen Thanh Nam from the position of Member of the Board of Directors of Quy Nhon Port for the 2023 – 2028 term.

2. Approve the supplementary election of members of the Board of Directors for the the 2023 – 2028 term as follows:

a) Number of supplementary elected members of the Board of Directors: 01 member

b) Criteria and conditions for nominees and candidates for members of the Board of Directors of the Company:

- Candidates for the Board of Directors must meet the conditions prescribed in the Law on Enterprises 2020 and the Charter of the Company.

- Nominees or candidates nominated by shareholders/ group of shareholders/ authorized representatives of shareholders/ group of shareholders who have the right to nominate or candidates nominated by the incumbent Board of Directors as prescribed in the Law on Enterprises 2020 and the Charter of the Company.

3. Nomination and Candidacy list for Supplementary Election to the Board of Directors

On March 25, 2025, the Board of Directors of the Company received Official Letter No. 83/HHVN-TCNS from Vietnam Maritime Corporation – JSC regarding the nomination of personnel to participate in the Board of Directors of Quy Nhon Port Joint Stock Company. After reviewing the candidate's profile, the Board of Directors of the Company would like to report and submit to the General Meeting of Shareholders the list of candidates for supplementary election to the Board of Directors as follows:

No.	Name
1	NGUYEN NGOC TOI

(The curriculum vitae of the candidate is attached to this Proposal)

The above is the nomination and candidacy list for members of the Board of Directors, respectfully submitted to the General Meeting for consideration and voting according to the regulations on election.

Other contents related to the election of Members of the Board of Directors for the 2023-2028 term shall be applied according to the regulations on the election of the Board of Directors at the 2025 Annual General Meeting of Shareholders.

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

Recipients:

- As above;
- BOD ;
- BOS;
- File : Office, Person in charge of Corporate Governance.

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

Nguyen Quang Dung

**CURRICULUM VITAE OF CANDIDATES FOR THE BOARD OF
DIRECTORS FOR THE 2023 – 2028 TERM**

1/ Name:	Nguyen Ngoc Toi
2/ Gender:	Male
3/ Date of birth:	January 27, 1976
4/ Place of birth:	Long An
5/ Citizen Identity Card:	date of issue:
6/ Nationality:	Vietnam
7/ Ethnicity:	Kinh
8/ Permanent address:	District 10, Ho Chi Minh City
9/ Company phone number: 10/ Email address:	<i>Mobile phone number:</i>
11/ Qualification:	<ul style="list-style-type: none"> - Bachelor of Economic Law, Marine Transport Economic Engineer; - Lawyer of Ho Chi Minh City Bar Association.
12/ Working experience:	<ul style="list-style-type: none"> + From 10/2000 to 03/2001: Warehouse staff at Khanh Hoi Stevedoring Company, a part of Saigon Port. + From 03/2001 to 10/2005: Specialist at Legal Department of Saigon Port. + From 10/2005 to 04/ 2013: Deputy Head of Legal Department, Secretary of the Members' Council, Assistant to the General Director of Saigon Port One Member Limited Liability Company. + From 07/2012 to 01/2016: Chairman of the Board of Directors of Saigon Port Logistics Joint Stock Company. + From 07/2014 to 12/2015: In charge of Hai Phong Branch of Saigon Port One Member Limited Liability Company. + From 04/2013 to 07/2013: Head of Legal and Inspection Department of Saigon Port

	<p>One Member Limited Liability Company.</p> <p>+ From 08/2013 to 09/2015: Members of the Members' Council of Saigon Port One-Member Limited Liability Company.</p> <p>+ From 09/2015 to 03/2025: Member of the Board of Directors, Saigon Port Joint Stock Company.</p> <p>+ From March 25, 2025 to present: Capital Representative of Vietnam Maritime Corporation - JSC (VIMC) at Quy Nhon Port Joint Stock Company.</p>
13/ Current positions:	Capital Representative of Vietnam Maritime Corporation - JSC (VIMC) at Quy Nhon Port Joint Stock Company
14/ Total number of shares held (as of March 25, 2025): 5,051,623 shares, accounting for 12.5% of charter capital, of which:	
+ Representing the capital of Vietnam Maritime Corporation - JSC (VIMC):	<i>5,051,623 shares, accounting for 12.5% of charter capital</i>
+ Personal ownership	<i>0 shares, accounting for 0% of charter capital</i>
15/ Holding commitments (If any):	
16/ Related persons holding shares of the company:	No
17/ Debts to the Company:	No
18/ Related interests to the Company:	
19/ Conflicting interests with the Company:	No



QUY NHON PORT JOINT STOCK COMPANY
Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh
Phone: (0256) 3892 363 Fax: (0256) 3891 783
Website: <https://www.quynhonport.vn>

REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION BOARD OF DIRECTORS FOR THE 2023 – 2028 TERM QUY NHON PORT JOINT STOCK COMPANY

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 2020-06-17;
- Securities Law No. 54/2019/QH14 dated 2019-11-26 and its guiding documents;
- Decree 155/2020/ND-CP detailing the implementation of several articles of the Law on Securities, dated 2020-12-31;
- Charter of Organization and Operation of Quy Nhon Port Joint Stock Company;
- Internal Regulations on Corporate Governance of Quy Nhon Port Joint Stock Company;

The Vote Counting Committee announces the Regulations on Nomination, Candidacy, and Election of the Board of Directors at the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company as follows:

I. Explanation of terms/abbreviations:

- Company : Quy Nhon Port Joint Stock Company
- BOD : Board of Directors
- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegates : Shareholders, representatives (authorized individuals)

II. Chairperson of the General Meeting:

The Chairperson of the General Meeting is responsible for presiding over the election with the following specific tasks:

- Introducing the list of nominees and candidates for the Board of Directors;
- Supervising the voting and ballot counting;
- Resolving complaints about the election (*If any*)

III. Regulations on Nomination and Candidacy for the Board of Directors:

- Number of members of the Board of Directors: 01 person
- Term: 2023 – 2028
- Maximum number of candidates for the BOD: Unlimited

I. Right to nominate and stand for election to the Board of Directors: (*according to Article 33 of the Company's Charter*)

Shareholders holding common shares have the right to combine their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03)

candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 65% may nominate up to five (05) candidates; from 65% to less than 75% may nominate up to six (06) candidates; and from 75% or more may nominate up to seven (07) candidates.

Nominated candidates must meet all the criteria specified in Section 2 below.

In the event that the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the company in the Internal Regulations on Corporate Governance and the Regulations on Operation of the Board of Directors.

2. Criteria for candidates for the Board of Directors: *Candidates for the Board of Directors shall meet all the following criteria and conditions (according to Article 155 of the Law on Enterprises 59/2020/QH14, Decree 155/2020/ND-CP)*

- Having full civil act capacity, not being subject to those who are not allowed to manage enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- Having professional qualifications and experience in business administration or in the field, industry, or business of the company and not necessarily being a shareholder of the company;
- Not being a family member (wife, husband, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, wife's father, wife's mother, biological children, adopted children, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, wife's brother, husband's brother, wife's sister, husband's sister, wife's younger sibling, husband's younger sibling) of the General Director and other managers of the company; of the manager, the person authorized to appoint the manager of the parent company.
- Members of the Board of Directors of the company can only concurrently be members of the Board of Directors of a maximum of 05 other companies.

IV. Election Principles:

- Comply with the provisions of the law and the Company's Charter.
- Voting rights are calculated based on the number of shares owned or represented. Election results are calculated based on the number of voting shares of shareholders attending the meeting.
- For each election, a shareholder representative may only use one ballot corresponding to the number of shares owned or represented.
- The Vote Counting Committee is nominated by the Presidium and approved by the General Meeting. Members of the Vote Counting Committee must not be listed in the nominations or candidacies for the Board of Directors.

V. Election Method:

- The list of Board of Directors candidates is arranged alphabetically by name, stating full names on the ballot.
- Election Method: *(According to Clause 3, Article 148 of the Enterprise Law 2020)*
 - Implement the cumulative voting method: whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors.

- Attending representatives have the right to cast all of their votes for one or several candidates.
- Each shareholder attending the meeting is given one ballot. When receiving the ballot, the representative must check the information on the ballot and immediately notify the Vote Counting Committee of any errors.
- In case of additional candidates arising on the day of the General Meeting, representatives can contact the Vote Counting Committee to request a new ballot and must return the old ballot (before putting it in the ballot box).
- How to fill out the Ballot:
 - ✓ Representatives vote for a maximum number of candidates equal to the number of members to be elected;
 - ✓ If casting all votes for one candidate or dividing all votes equally among the candidates, representatives mark the **"Equal Cumulative Vote"** box for the corresponding candidates.
 - ✓ If casting an unequal number of votes for each candidate, representatives clearly write the number of votes in the **"Number of Votes"** box for the corresponding candidates.

Note:

In case the representative both marks the **"Equal Cumulative Vote"** box and writes a number in the **"Number of Votes"** box, the result will be based on the number of votes in the **"Number of Votes"** box.

- Ballots will be placed in a sealed ballot box before counting begins.
- Valid Ballot: A ballot printed according to the template issued by the organizers, bearing the company's red seal, without erasures, alterations, or any additional content other than what is specified for the ballot.
- The following ballots will be considered invalid:
 - Adding other content to the ballot;
 - Ballots not printed according to the template issued by the organizers, ballots without the company's red seal, or ballots with erasures, alterations, or additional content other than what is specified for the ballot;
 - The number of candidates voted for by the representative exceeds the number of members to be elected;
 - Ballots where the total number of votes cast for candidates by representatives exceeds the total number of votes allowed;
 - Missing the signature and full name of the attending representative.
- After voting is closed, ballot counting will be conducted under the supervision of the Vote Counting Committee and shareholder representatives (*if necessary*).
- The Vote Counting Committee is responsible for preparing the ballot counting minutes, announcing the results, and working with the Presidium to resolve shareholder inquiries and complaints (*If any*).
- Ballots, after being counted, will be stored according to regulations and opened at the request of the company's General Meeting of Shareholders.

VI. Principles for selecting winning candidates:

- Elected individuals are determined by the number of votes received, from highest to lowest, starting with the candidate with the most votes until the required number of members is reached.
- In the event that two (02) or more candidates receive the same number of votes for the final position, a re-election will be held among those candidates.
- If the result of the first round of voting does not meet the required number of members, the election will continue until the required number of members is elected.

VII. Application documents for nomination and candidacy for the Board of Directors:

Application documents for nomination and candidacy for the Board of Directors include:

- Application for nomination/candidacy for election to the Board of Directors (as per the template).
- Curriculum Vitae (as per the template).
- Copies of the following documents: Identification Card/Citizen Identification Card/Passport.
- Educational and professional qualification certificates (if any).

The nominator to the Board of Directors shall be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content in their application.

Applications should be sent to Quy Nhon Port Joint Stock Company **before 17:00 on April 14, 2025** to the following address:

Office of Quy Nhon Port Joint Stock Company

Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh

Telephone: (0256) 3892 363 Fax: (0256) 3891 783

The above is the full set of Regulations on nomination, candidacy, and election to the Board of Directors at the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

These regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

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

Recipients:

- GMS;
- Members of the BOD, BOM, BOS
- File: Office, Secretary.

Nguyen Quang Dung

NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2023 – 2028 TERM

(For shareholders)

To: Quy Nhon Port Joint Stock Company

- Full name of Shareholder:.....
- ID/Citizen ID/Passport/BRC No.:..... Date of issue:..... Place of issue:.....
- Legal representative (If any):.....
- Number of shares owned:.....shares
- Corresponding to the total value at par value:.....(VND)

I propose to Quy Nhon Port Joint Stock Company to nominate:

1. **Mr./Ms.:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
2. **Mr./Ms.:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
3. **Mr./Ms.:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
4. **Mr./Ms.:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Educational level:.....Major:.....

Currently owning:..... (shares)

Corresponding to the total value at par value:..... (VND)

5. Mr./Ms.:.....

ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Educational level:.....Major:.....

Currently owning:..... (shares)

Corresponding to the total value at par value:..... (VND)

As candidates to participate in the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term.

Sincerely!

Attached documents:

- Copy of Citizen Identity Card/Identity Card/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational qualifications and professional qualifications (if any)

....., date month 2025

Nominator

(Signature, seal and full name)

NOMINATION FORM

MEMBER OF THE BOARD OF DIRECTORS FOR THE 2023 – 2028 TERM

(For shareholder groups)

To: Quy Nhon Port Joint Stock Company

- Representative of the shareholder group:.....
- ID/Citizen ID/Passport/BRC No.:.....Date of issue:.....Place of issue:.....
(attach a list of shareholder groups)
- Number of shares owned by the shareholder group:..... shares
- Corresponding to the total value at par value:.....(VND)

We propose to Quy Nhon Port Joint Stock Company to nominate:

1. **Mr/Ms:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
2. **Mr/Ms:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
3. **Mr/Ms:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)
4. **Mr/Ms:**.....
ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....

Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)

5. Mr/Ms:.....

ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
Permanent address:.....
Educational level:.....Major:.....
Currently owning:..... (shares)
Corresponding to the total value at par value:..... (VND)

As candidates to participate in the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term.

Sincerely!

Attached documents:

- Copy of Citizen Identity Card/Identity Card/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational qualifications and professional qualifications (if any)

....., date month 2025

Representative of the shareholder group for the nomination
(Signature, seal and full name)

LIST OF SHAREHOLDER GROUP
ATTACHED IS THE NOMINATION PROPOSAL OF THE
SHAREHOLDER GROUP

(template)

No.	Name	ID/Citizen ID/Passport/BRC	Permanent address	Number of shares owned	Shareholder's signature/signature, seal if an organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
Total					

MEETING MINUTES
NOMINATION OF CANDIDATES TO THE BOARD OF DIRECTORS
QUY NHON PORT JOINT STOCK COMPANY TERM 2023 – 2028

- Pursuant to the Charter of Organization and Operation of Quy Nhon Port Joint Stock Company
- Pursuant to the Regulations on nominating members of the Board of Directors of Quy Nhon Port Joint Stock Company for the term 2023 – 2028

Today,/...../20....., at, we, the shareholders of Quy Nhon Port Joint Stock Company, jointly holding shares (in words: shares), accounting for.....% of the Company's voting shares, are listed below:

No.	Shareholder's name	ID/Citizen ID /Passport/BRC	Address	Number of shares owned	Shareholder's signature/signature, seal if an organization
1					
2					
3					
4					
5					
	Total				

We unanimously elect:

Mr./Ms.:.....
 ID/Citizen ID/Passport No.:..... Date of issue:..... Place of issue:.....
 Permanent address:.....

As the representative of the group to implement the nomination procedures in accordance with the Regulations on participating in the nomination for the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term.

And unanimously nominate the following nominees to the Board of Directors:

1. **Mr./Ms.:**
 ID card/Passport No.: Date of issue: Place of issue:.....
 Permanent address:
 Educational level: Major:
 Currently owning: (shares)
 Corresponding to the total value at par value:(VND)

2. **Mr./Ms.:**

ID card/Passport No.: Date of issue: Place of issue:.....

Permanent address:

Educational level: Major:

Currently owning: (shares)

Corresponding to the total value at par value:(VND)

3. **Mr./Ms.:**

ID card/Passport No.: Date of issue: Place of issue:.....

Permanent address:

Educational level: Major:

Currently owning: (shares)

Corresponding to the total value at par value:(VND)

4. **Mr./Ms.:**

ID card/Passport No.: Date of issue: Place of issue:.....

Permanent address:

Educational level: Major:

Currently owning: (shares)

Corresponding to the total value at par value:(VND)

5. **Mr./Ms.:**

ID card/Passport No.: Date of issue: Place of issue:.....

Permanent address:

Educational level: Major:

Currently owning: (shares)

Corresponding to the total value at par value:(VND)

This minutes was made at, /.../..... at.....

.....

....., day.....month.....year.....

Nominee representing the group

(Signature, seal, and full name)

SELF-NOMINATION FORM
MEMBER OF THE BOARD OF DIRECTORS TERM 2023 – 2028

To: Quy Nhon Port Joint Stock Company

- Full name:.....
- ID card/Citizen ID/Passport No.:..... Date of issue:.....Place of issue:.....
- Number of shares owned:..... shares
- Corresponding to the total value at par value:..... (VND)

I request Quy Nhon Port Joint Stock Company to allow me to self-nominate for the Board of Directors of Quy Nhon Port Joint Stock Company for the term 2023 – 2028.

If trusted by the shareholders and elected as a member of the Board of Directors, I will dedicate all my capacity and enthusiasm to contribute to the development of Quy Nhon Port Joint Stock Company.

Sincere thanks!

Attached documents:

- Copy of Citizen Identity Card/Identity Card/Passport.
- Curriculum vitae of the candidate.
- Certificates of educational qualifications and professional qualifications (if any)

....., date month year

Self-nominated person
(Signature, seal and full name)

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

-----o0o-----

CURRICULUM VITAE

1/ Name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID/Citizen ID/Passport No.:	date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Permanent address:	
9/ Company phone number:	<i>Mobile phone number:</i>
10/ Email address:	
11/ Qualification:	
12/ Working experience:	
+ <i>From ... to ... :</i>	
+ <i>From ... to ... :</i>	
13/ Current positions:	
14/ Total number of shares held (as of.../.../...) ... shares, accounting for ... % of charter capital, of which:	
+ Capital Representative of (name of organization which is a State shareholder/strategic shareholder/other):	<i>..... shares, accounting for% of charter capital</i>
+ Personal ownership:	<i>..... shares, accounting for % of charter capital</i>
15/ Holding commitments (If any)	
16/ Related persons holding shares of the company:	<i>..... – Relationship:; holding: shares, accounting for of charter capital</i>
	<i>..... – Relationship:; holding: shares, accounting for% of charter capital</i>
17/ Related interests with the Company:	
18/ Conflicting interests with the Company:	

I hereby certify that all information provided above is completely truthful, and I take full legal responsibility for any inaccuracies.

....., Date Month 2025

Declarant

(Signature, full name)



QUY NHON PORT JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

FORM

VOTING CARD

DELEGATE CODE: **QNP.000...**

Delegate Name:

Number of shares owned: ... shares

Number of shares by proxy: ... shares

Total voting shares: ... shares



QUY NHON PORT JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



VOTING BALLOT
DELEGATE CODE: QNP.000...

FORM

Name of Delegate: ...

Number of shares owned: ... voting shares

Number of shares by proxy: ... voting shares

Total number of representative voting shares: ... voting shares

(You mark the box to indicate your choice for each voting content)

CONTENT	Approve	Disapprove	Abstain
Content 01: Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025.			
Content 02: Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders.			
Content 03: Report on the results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation.			
Content 04: Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025.			
Content 05: Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements.			
Content 06: Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025.			
Content 07: Proposal for approval of the Salary and Remuneration Fund for 2024, the planned Salary and Remuneration Fund for 2025 of the Board of Directors and Board of Supervisors.			
Content 08: Proposal for the selection of an auditing firm for the 2025 financial statements.			
Content 09: Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list.			

Instructions:

Shareholders mark (X) in 1 of 3 boxes: Approve/Disapprove /Abstain for each voting content.

Date ... month ... 2025

DELEGATE

(Signature and Full Name)



QUY NHON PORT JOINT STOCK COMPANY
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



SAMPLE

ELECTION BALLOT OF THE BOARD OF DIRECTORS
DELEGATE CODE: QNP.000...

Name of Delegate: ...

Number of shares owned: ... voting shares

Number of shares by proxy: ... voting shares

Total number of representative voting shares: ... voting shares

Total number of votes: ... votes

I agree to elect the Board of Directors for the 2023 - 2028 term as follows:

No.	Candidate Name	Equal Cumulative Vote (for the candidates)	Number of Votes (for each candidate)
1	A		
2	B		
3	C		
4	D		
5	E		

Instructions:

1. Delegates elect a maximum number of candidates equal to the number of candidates to be elected. (01 person)
2. If voting all votes for one or more candidates, the delegate marks the box "Equal Cumulative Vote" for the corresponding candidates.
3. If voting an unequal number of votes for multiple candidates, the delegate clearly states the number of votes in the "Number of Votes" box for the corresponding candidates.

Date ... month ... 2025

DELEGATE

(Signature and Full Name)



Draft

QUY NHON PORT
JOINT STOCK COMPANY

.../2025/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Quy Nhon, April 28, 2025

**RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF QUY NHON PORT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;

Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26;

Pursuant to the Charter of Quy Nhon Port Joint Stock Company;

Pursuant to the Minutes of the General Meeting of Shareholders dated 2025-04-28.

RESOLVES:

On April 28, 2025, at the Hall of the Production Operation Center of Quy Nhon Port Joint Stock Company (Address: 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh Province), the General Meeting of Shareholders of Quy Nhon Port Joint Stock Company was held with the participation of ... shareholders owning ... shares, accounting for ...% of the total voting shares of the Company.

After listening to the contents of the Reports and Proposals, the General Meeting discussed and unanimously voted to approve the Resolution with the following contents:

Content 1: Approve the Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025.

Content 2: Approve the Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders.

Content 3: Approve the Report on the results of the implementation of the Investment Project to upgrade Wharf No. 1 - Quy Nhon Port and the tasks performed by the BOD as authorized by the GMS regarding the project implementation.

Content 4: Approve the Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025.

Content 5: Approve the Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements.

Content 6: Approve the Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025.

Content 7: Approve the Proposal for approval of the Salary and Remuneration Fund for 2024, the planned Salary and Remuneration Fund for 2025 of the Board of Directors and Board of Supervisors.

Content 8: Approve the Proposal for the selection of an auditing firm for the 2025 financial statements.

Content 9: Approve the Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list.

ELECTION RESULTS

Full name	Position	Percentage of votes
...	Member of the Board of Directors	...%

The Resolution was fully approved by the General Meeting of Shareholders of Quy Nhon Port Joint Stock Company at the meeting. The Board of Directors and the Board of Management are responsible for implementing this Resolution. This Resolution takes effect from the date of signing./.

Recipients:

- BOD;
- BOS;
- BOM;
- File: Office, Person in charge of CG

**ON BEHALF OF GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON**

Nguyen Quang Dung