

Quy Nhon, April 28th, 2025



MINUTES

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

- **Name of company** : Quy Nhon Port Joint Stock Company
- **Head office** : Head office No. 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh Province
- **Telephone** : (0256) 3892 363 **Fax:** (0256) 3891 783
- **Business registration number** : 4100258793, first issued by the Department of Planning and Investment of Binh Dinh province on December 25, 2009, registered for the 8th change on July 28, 2022.
- **Time** : 08:00 A.M on April 28, 2025
- **Venue** : Hall of Production Operation Center, Quy Nhon Port (Address: No. 02 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh Province)



PART 1

INTRODUCTION – OPENING OF THE MEETING

1. Report on delegate eligibility verification

Mr. Chau Van Hung – Presenting the Report on delegate eligibility verification:

- Total number of shareholders invited to attend: All shareholders named in the shareholder list on March 25, 2025, owning 40.409.950 voting shares of Quy Nhon Port Joint Stock Company.
- At 8:00 AM, the number of delegates attending the General Meeting included 17 shareholders and authorized shareholder representatives, owning and representing ownership of 32.247.466 voting shares, accounting for 79,8008% of the total number of voting shares of Quy Nhon Port Joint Stock Company.

According to the Law on Enterprises and the Charter on Organization and Operation of Quy Nhon Port Joint Stock Company, the 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company was eligible to conduct the General Meeting.

2. Announcing the list of the Presidium

The Presidium personnel are as follows:

- **Mr. Nguyen Quang Dung – Chairman of the Board of Directors – Chairperson of the General Meeting**
- **Mr. Le Hong Quan – General Director, Member of the Board of Directors – Member**
- **Mr. Nguyen Thanh Nam – Dedicated member of the Board of Directors – Member**

The General Meeting voted 100% in agreement to approve the Presidium personnel.

3. The Chairman introduced the Secretary of the General Meeting, including:

- **Ms. Tran Thi Hong Hanh – Head of the Secretariat**
- **Ms. Nguyen Le Quynh Trang – Member**

4. The General Meeting voted to approve the list of the Vote Counting Committee:

The Vote Counting Committee personnel are as follows:

- **Mr. Chau Van Hung – Head of the Committee**
- **Mr. Nguyen Tu Phuong – Member**
- **Mr. Tran Quang Can – Member**

The General Meeting voted 100% in agreement to approve the Vote Counting Committee personnel.

5. Approving the Agenda of the General Meeting

Mr. Le Hong Quan presented the Content of the Agenda at the General Meeting.

The General Meeting voted 100% in agreement to approve the Agenda of the General Meeting.

6. Approving the Working Regulations at the General Meeting

Mr. Dang Van Hoa – Deputy General Director presented the Working Regulations at the General Meeting.

The General Meeting voted 100% in agreement to approve the Working Regulations at the General Meeting.

(the voting method is by public voting)

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PART 2

CONTENT OF THE GENERAL MEETING

The General Meeting listened to the presentation of the following contents:

Content 01: Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025

Presenter: Mr. Nguyen Thanh Nam – Dedicated member of the Board of Directors

Content 02: Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders

Presenter: Mr. Do Tuan Nam – Head of the Board of Supervisors

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

Presenter: Mr. Vo Huy Quang – Head of the Investment Department

Content 04: Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025

Presenter: Mr. Ho Lien Nam – Deputy General Director

Content 05: Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements

Presenter: Mr. Nguyen Kim Toan – Chief Accountant

Content 06: Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025

Presenter: Mr. Nguyen Kim Toan – Chief Accountant

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

Presenter: Mr. Chau Van Hung – Head of Administration and Organization Department

Content 08: Proposal for the selection of an auditing firm for the 2025 Financial Statements

Presenter: Mr. Do Tuan Nam – Head of the Board of Supervisors

Content 09: Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors, the Board of Supervisors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list

Presenter: Mr. Chau Van Hung – Head of Administration and Organization Department

PART 3

DISCUSSION

The Chairperson invited shareholders to contribute opinions on the Reports and Proposals. The General Meeting received questions from the shareholders:

Shareholder LE VAN HIEU, shareholder code QNP.000185, total number of voting shares: 3,200 shares.

- Shareholders acknowledge the contributions of the Company's Management Board and all employees in carrying out production and business activities in 2024. The Company's production and business operations have shown continuous growth year after year. Shareholders propose that the Management Board of Quy Nhon Port consider and adjust the 2025 dividend plan to a higher level.

- Shareholders support the solutions proposed by the Company's Management Board for the 2025 business plan implementation. Shareholders request that the Management Board apply flexible, cost-saving measures, enhance the application of information technology and digital transformation, and improve the capabilities of employees.

- Regarding the implementation of development investment projects, shareholders propose that the Management Board carefully evaluate and only invest in projects that are truly necessary and effective during this period.

The Presidium answers questions from shareholders:

Mr. LE HONG QUAN - Member of the Board of Directors, General Director answers:

- Thank you for the contributions of shareholder Le Van Hieu, especially regarding the company's investment and development matters.

- Regarding investment work, the Company's Board of Directors will take note to ensure that investments are made in projects that are truly necessary and effective.

- Regarding the 2025 business and production plan, the Company has implemented various solutions to increase output and attract additional cargo sources to drive revenue and volume growth. In terms of cost-saving and technology application, the Board of Management has taken numerous measures to reduce costs, particularly in port operations

and management, by reorganizing warehouses efficiently to minimize operational expenses. At the same time, we are applying information technology to operational processes to improve efficiency and create a better working environment for employees.

- Regarding the 2025 dividend distribution plan, in the past, Quy Nhon Port primarily invested using its own capital. Currently, without preparing infrastructure and enhancing capacity from now, we would miss out on future competitive opportunities. Therefore, the Company needs to utilize borrowed capital for investments, which will result in loan interest and depreciation costs. We acknowledge the shareholders' opinions. If the Company achieves good business results in 2025, we will propose a dividend distribution rate that ensures the shareholders' interests.

The shareholders agreed with the Presidium's responses and had no further comments. The General Meeting continued its proceedings.

PART 4

VOTING ON THE CONTENTS

(the voting method is by secret ballot)

Before the voting, at 10:00 A.M, the number of delegates attending the General Meeting included 17 shareholders and shareholder representatives, owning and representing ownership of 32,247,466 voting shares, accounting for 79,8008% of the total number of voting shares of Quy Nhon Port Joint Stock Company.

Content 01: Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025

> Voting results:

Number of approval ballots: 17	- Number of voting ballots: 32,247,466	- Percentage: 100% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders has approved Content 01.

Content 02: Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders

> Voting results:

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of

Number of abstained ballots: 1	- Number of voting ballots: 7,766	shareholders attending and voting
		- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders has approved Content 02.

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

➤ **Voting results:**

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 1	- Number of voting ballots: 7,766	- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders has approved Content 03.

Content 04: Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025

➤ **Voting results:**

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of
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Number of disapproval ballots: 0	- Number of voting ballots: 0	shareholders attending and voting - Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 1	- Number of voting ballots: 7,766	- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders has approved Content 04.

Content 05: Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements

➤ **Voting results:**

Number of approval ballots: 17	- Number of voting ballots: 32.247.466	- Percentage: 100% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders approved Content 05.

Content 06: Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025

➤ **Voting results:**

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 1	- Number of voting ballots: 7,766	- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders approved Content 06.

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

> Voting results:

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 1	- Number of voting ballots: 7,766	- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders approved Content 07.

Content 08: Proposal for the selection of an auditing firm for the 2025 Financial Statements

Voting results:

Number of approval ballots: 16	- Number of voting ballots: 32,239,700	- Percentage: 99.9759% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 1	- Number of voting ballots: 7,766	- Percentage: 0.0241% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders approved Content 08.

Content 09: Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors, the Board of Supervisors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term attaching the Nomination and Candidacy list

> Voting results:

Number of approval ballots: 17	- Number of voting ballots: 32.247.466	- Percentage: 100% calculated on the total number of voting ballots of shareholders attending and voting
Number of disapproval ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% calculated on the total number of voting ballots of shareholders attending and voting
Number of abstained ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders
Number of invalid ballots: 0	- Number of voting ballots: 0	- Percentage: 0.0000% based on the total number of voting ballots of attending and voting shareholders

Thus, the General Meeting of Shareholders approved Content 09.

ELECTION RESULTS:

Full Name	Position	Number of votes	Percentage of votes
MEMBER OF THE BOARD OF DIRECTORS			
Nguyen Thi Mai Anh	Independent Member of the Board of Directors	32.247.466 votes	100%
Nguyen Ngoc Toi	Member of the Board of Directors	32.247.466 votes	100%
Nguyen Quang Vinh	Member of the Board of Directors	32.247.466 votes	100%
MEMBER OF THE BOARD OF SUPERVISORS			
Doan Thu Huyen	Member of the Board of Supervisors	32.247.466 votes	100%

PART 5

APPROVAL OF MINUTES AND RESOLUTION

Ms. Tran Thi Hong Hanh – Secretary of the General Meeting read the Minutes of the 2025 Annual General Meeting of Shareholders.

Ms. Tran Thi Hong Hanh – Secretary of the General Meeting read the Resolution of the 2025 Annual General Meeting of Shareholders.

The General Meeting voted to approve the full text of the Minutes of the 2025 Annual General Meeting of Shareholders with 100% approval votes.

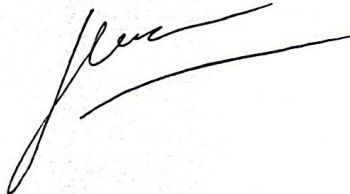
The 2025 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company ended at 11:15 A.M on April 28, 2025.

Quy Nhon, April 28, 2025

SECRETARY



Nguyen Le Quynh Trang



Tran Thi Hong Hanh

CHAIRPERSON



Nguyen Quang Dung



No: 01/2025/NQ-ĐHĐCĐ

Quy Nhon, April 28th, 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 17 shareholders owning 32,247,466 shares, accounting for 79.8008% 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 01: Approve the Report of the Board of Directors on the Operating results in 2024 and Operational directions for 2025.

Content 02: Approve the Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders.

Content 03: 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 04: Approve the Proposal for approval of the Production-business results in 2024 and the Production-business plan for 2025.

Content 05: Approve the Proposal for approval of the audited 2024 Separate Financial Statements and Consolidated Financial Statements.

Content 06: Approve the Proposal for approval of the profit distribution plan, dividend payment for 2024 and the dividend plan for 2025.

Content 07: 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 08: Approve the Proposal for the selection of an auditing firm for the 2025 financial statements.

Content 09: Approve the Proposal for the Dismissal and Supplementary Election of Member of the Board of Directors, the Board of Supervisors 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		
Nguyen Thi Mai Anh	Independent Member of the Board of Directors	84,1038%
Nguyen Ngoc Toi	Member of the Board of Directors	131,7525%
Nguyen Quang Vinh	Member of the Board of Directors	84,1438%
MEMBER OF THE BOARD OF SUPERVISORS		
Doan Thu Huyen	Member of the Board of Supervisors	100%

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

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-DHĐCĐ 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-DHDCĐ 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-DHDCĐ, 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-ĐHCB 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 appointment/termination 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
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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



Nguyễn 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.: 13/BC-HDQT dated 18/04/2025 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: Quynhon 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: Quynhon 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 Quynhon)	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, Quynhon 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)
						- Decision No. 100/QĐ-HDQT dated June 30, 2023, of the Board of Directors of the Company. - Resolution No. 87/NQ-HDQT 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		Transaction details: Purchase of industrial gas. 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).
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	- Decision No. 109/QĐ-HDQT dated July 18, 2023, of the Board of Directors of the Company. - Resolution No. 161/NQ-HDQT dated August 1, 2024,	Transaction details: Leasing container forklifts. Total payments to related party in 2024: VND 3.18 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)
						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/HĐQT 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 - Quay Nhon Port; Consulting services for preparing construction drawings and cost estimates for the expansion project of Quay Nhon Port up to 2030 in Hai Cang Ward, Quay 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 – Quay 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> 

**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%
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(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%
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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 Dang 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



Đo Tuan Nam

1.C.P. HNH

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-ĐHCHĐ 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

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-CHHVN 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>	<i>109%</i>
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

No.	Project name	2025 Investment Plan (Million VND)
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
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 22m3	1,000
4	01 Hopper 3 discharge ports 22m3	1,100

No.	Project name	2025 Investment Plan (Million VND)
5	01 Grab with a capacity of 6m3	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./.

Recipients

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

GENERAL DIRECTOR



Le Hong Quan



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>	222	1,614,895,498,190	1,499,059,764,660
<i>Accumulated depreciation</i>	223	(1,011,366,994,354)	(967,268,401,702)
Intangible fixed assets	227	1,046,635,321	1,300,280,949
<i>Historical costs</i>	228	9,554,267,711	8,986,577,711
<i>Accumulated depreciation</i>	229	(8,507,632,390)	(7,686,296,762)
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 DIRECTS

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	30.00%	37,434,441,413	
b) Welfare Fund	8.98%	11,203,000,000	
c) Reward Fund	15.09%	18,831,099,963	
d) Reward Fund for Managers and Executives	0.59%	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 14%, equivalent to 1,400 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



Nguyễn Quang Dung

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: **79.6 million VND/month**
- Implemented salary fund: **955 million VND**, an increase of 55% compared to the plan.

The implemented salary fund of the executive Board of Directors' members increased by 55% compared to the 2024 plan due to the company's 2024 profit increasing by 22% compared to 2023 and the good performance evaluation results for the 2024 BSC-KPI targets, as recognized by the Vietnam Maritime Corporation in Decision No. 127/QĐ-HHVN dated April 14, 2025. 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		955,000,000	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	955,000,000	
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		955,000,000	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.

It is proposed that the General Meeting of Shareholders authorize the Company's Board of Directors to approve the payment of salaries and remuneration for the Company's management positions in accordance with the 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



Nguyen Quang Dung



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

No.: ~~TK~~ /TTr-HĐQT

Quy Nhon, April ~~28~~th, 2025

PROPOSAL

For the Dismissal and Supplementary Election of Member of the Board of Directors, the Board of Supervisors 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-ĐHĐCĐ dated May 23, 2023 of the 2023 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company; Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 12, 2024 of the 2024 Annual General Meeting of Shareholders of Quy Nhon Port Joint Stock Company.

The Board of Directors of Quy Nhon Port Joint Stock Company respectfully reports to the General Meeting of Shareholders on the following matters:

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.

On April 25, 2025, Quy Nhon Port Joint Stock Company received Official Letter No. 183/HHVN-TCNS from Vietnam Maritime Corporation – JSC regarding personnel orgnaization. Accordingly, Vietnam Maritime Corporation dismissed Mr. Dang Huy Cuong – 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 April 25, 2025.

On April 9, 2025, Mr. Pham Dang Cao – Independent Member of the Board of Directors of Quy Nhon Port Joint Stock Company – submitted his resignation.



On April 17, 2025, Mr. Do Tuan Nam – Head of the Supervisory Board of Quy Nhon Port Joint Stock Company – submitted his resignation.

To strengthen the personnel for the Board of Directors, Board of Supervisors 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 the following individuals from their positions as Members of the Board of Directors of Quy Nhon Port Joint Stock Company for the 2023 – 2028 term.

- Mr. **Nguyen Thanh Nam** – Member of the Board of Directors of Quy Nhon Port Joint Stock Company.
- Mr. **Pham Dang Cao** – Member of the Board of Directors of Quy Nhon Port Joint Stock Company.
- Mr. **Dang Huy Cuong** – Member of the Board of Directors of Quy Nhon Port Joint Stock Company.

2. Approval of the dismissal of Mr. **Do Tuan Nam** – Head of the Board of Supervisors – from his position as Member of the Board of Supervisors of Quy Nhon Port Joint Stock Company for the 2023–2028 term.

3. 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: **03** member (including at least 01 Independent Member of the Board of Directors)

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. Candidates for the position of Independent Member of the Board of Directors shall meet the standards and conditions prescribed for Independent Member under the Law on Enterprises 2020 and the Company's Charter.

- 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.

4. Approval of the additional election of a member to the Board of Supervisors for the 2023–2028 term as follows:

a) Number of the Board of Supervisors' members to be additionally elected: **01** member.

b) Criteria and conditions for candidates for members of the Board of Supervisors:

- Candidates shall meet the conditions stipulated in the Law on Enterprise 2020 and the Company's Charter.

- Candidates may be self-nominated or nominated by shareholders/a group of shareholders/a proxy representative of shareholders or shareholder groups with the right to nominate, or nominated by the incumbent Board of Directors in accordance with the Law on Enterprise 2020 and the Company's Charter.

5. As of now, the list of candidates for additional election to the Board of Directors and the Board of Supervisors is as follows:

After reviewing the candidate's profile up to the present, 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.	Full Name	Note
CANDIDATE FOR MEMBER OF THE BOARD OF DIRECTORS		
1	NGUYEN NGOC TOI	According to Official Document No. 83/HHVN-TCNS dated March 25, 2025 from Vietnam Maritime Corporation – JSC regarding the introduction of personnel participating in the Board of Directors of Quy Nhon Port Joint Stock Company.
2	NGUYEN QUANG VINH	According to Official Document No. 184/HHVN-TCNS dated April 25, 2025 from Vietnam Maritime Corporation – JSC regarding the introduction of personnel participating in the BOD and the BOS of Quy Nhon Port.
3	NGUYEN THI MAI ANH	According to Official Document No. 184/HHVN-TCNS dated April 25, 2025 from Vietnam Maritime Corporation – JSC regarding the introduction of personnel participating in the BOD and the BOS of Quy Nhon Port.
CANDIDATE FOR MEMBER OF THE BOARD OF SUPERVISORS		
1	DOAN THU HUYEN	According to Official Document No. 184/HHVN-TCNS dated April 25, 2025 from Vietnam Maritime Corporation – JSC regarding the introduction of personnel participating in the BOD and the BOS of Quy Nhon Port.

(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, Board of Supervisors 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, Board of Supervisors for the 2023-2028 term shall be applied according to the regulations on the election of the Board of Directors, Board of Supervisors 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:	<i>Mobile phone number:</i>
10/ Email address:	
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 One Member Limited Liability Company. + From 08/2013 to 09/2015: Members of the

	<p>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:	No
19/ Conflicting interests with the Company:	No



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

1/ Name:	NGUYEN QUANG VINH
2/ Gender:	Male
3/ Date of birth:	02/11/1980
4/ Place of birth:	Nam Dan - Nghe An.
5/ Citizen Identity Card:	No., date of issue: at the Police Department on Administrative Management of Social Order
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	
9/ Company telephone number:	Mobile phone number:
10/ Email address:	
11/ Qualification:	Bridge and road engineer; Bachelor of Politics; Master of Engineering; MBA
12/ Work experience:	
07/2004 - 12/2007	Design consultant engineer Highway Engineering Consultant Joint Stock Company (HECO) - Transport Engineering Design Incorporated (TEDI) Pacific Construction & Consulting Joint Stock Company.
01/2008 - 06/2010	Specialist Project Management Unit 18 – Ministry of Transport. Ho Chi Minh Road Project Management Unit – Ministry of Transport.
06/2010 - 06/2012	Specialist Traffic Safety Project Management Unit – Ministry of Transport.
06/2012 - 03/2016	Deputy Head of Project Management Department Traffic Safety Project Management Unit – Ministry of Transport.
03/2016 - 06/2018	Deputy General Director Bac Giang – Lang Son BOT Joint Stock Company.

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06/2018 - 01/2020	General Director Bac Giang – Lang Son BOT Joint Stock Company (Deo Ca Group).
01/2020 - 12/2020	Deputy General Director of Deo Ca Group.
12/2020 - 08/2021	General Director of Phuc Thanh Hung Joint Stock Company (Investment in Dien Chau - Bai Vot expressway project).
08/2021 - 02/2022	Director of the Infrastructure Division at IFG Company.
02/2022 - 12/2024	General Director in charge of investment of Deo Ca Group. (Concurrent: General Director/Chairman of the Board of Directors of Dong Dang Tra Linh Expressway Joint Stock Company; Bac Giang - Lang Son BOT Joint Stock Company; Vice Chairman of the Board of Directors of Huu Nghi - Chi Lang Expressway Joint Stock Company; Board of Directors' member of TLH Company).
01/2025 - present	Deputy Head of Investment Department of Vietnam Maritime Corporation - JSC
13/ Current positions:	Deputy Head of Investment Department of Vietnam Maritime Corporation - JSC
14/ Total number of shares held:	
+ Capital Representative of Vietnam Maritime Corporation - JSC	<i>5.051.623 shares, accounting for 12.5% of Charter capital</i>
+ Individual 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:	No
19/ Conflicting interests with the Company:	No



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

(Candidate for Independent member of the BOD)

1/ Name:	NGUYEN THI MAI ANH
2/ Gender:	Female
3/ Date of birth:	09/11/1982
4/ Place of birth:	Hai Phong
5/ Citizen Identity Card:	Date of issue:
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	Cau Giay, Hanoi
9/ Company telephone number:	Mobile phone number:
10/ Email address:	
11/ Qualification:	Bachelor's degree in Accounting - Auditing
12/ Work experience:	
+ From 2005 to 2009	Hanoi Auditing and Accounting Company Limited
+ From 2009 to 05/2024	Hop Thanh Investment and Mineral JSC
+ From 04/2018 to 06/2019	Member of the Board of Supervisors of Quy Nhon Port Joint Stock Company
+ From 06/2024 to present	Sideros River Joint Stock Company
+ From 07/2024 to present	Ho Chi Minh City Foreign Trade & Investment Development Joint Stock Company
13/ Current positions:	General Director of Sideros River Joint Stock Company
	Chairman of the Board of Directors of Ho Chi Minh City Foreign Trade & Investment Development Joint Stock Company
14/ Total shares held: 0 shares, accounting for 0% of Charter capital, of which:	
+ Capital Representative of (name of organization being a State shareholder/strategic	0 shares, accounting for 0% of Charter capital

shareholder/other):	
+ Individual 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:	No
19/ Conflicting interests with the Company:	No



CURRICULUM VITAE OF CANDIDATES FOR THE BOARD OF SUPERVISORS FOR THE 2023 – 2028 TERM

1/ Name:	DOAN THU HUYEN
2/ Gender:	Female
3/ Date of birth:	16/01/1982
4/ Place of birth:	Hanoi
5/ Citizen Identity Card:	Date of issue:
6/ Nationality:	Vietnamese
7/ Ethnicity:	Kinh
8/ Permanent address:	Cau Giay, Hanoi
9/ Company Telephone number:	Mobile Telephone number:
10/ Email address:	
11/ Qualification:	Master of Business Administration
12/ Work experience:	
+ From 11/2003 – 11/2007	Salesman of Pacific Trading and Human Resource Development Joint Stock Company.
+ From 12/2007 – 10/2009	Office staff of Pacific Trading and Human Resource Development Joint Stock Company.
+ From 11/2009 - 5/2017	Specialist of Investment Planning Department - Vietnam Maritime Corporation - JSC.
+ From 5/2017 to present	Specialist of Seaport and Maritime Services Department - Vietnam Maritime Corporation
13/ Current positions:	Specialist of Seaport and Maritime Services Department - Vietnam Maritime Corporation
14/ Total shares held: 0 shares, accounting for 0% of the charter capital, of which:	
+ Capital Representative of (name of organization being State shareholder/strategic shareholder/other):	0 shares, accounting for 0% of the charter capital
+ Individual ownership:	0 shares, accounting for 0% of the charter capital
15/ Holding commitments (If any):	
16/ Related persons holding shares of the company:	None



17/ Debts to the Company:	None
18/ Related interests to the Company:	None
19/ Conflicting interests with the Company:	None