

No: 48/BC-CCR

Khánh Hoà, January 27, 2026

REPORT ON CORPORATE GOVERNANCE
The Year 2025

Respectfully to: - The State Securities Commission
- Hanoi Stock Exchange

- Name of company: CAM RANH PORT JOINT STOCK COMPANY
- Address of head office: 29 Nguyen Trong Ky, Da Bac Area, Cam Linh Ward, Khanh Hoa Province
- Telephone: 0258.3854307 Fax: 0258.3854536 Email: mail@camranhport.vn
- Charter Capital: 245,018,170,000 VND
- Stock Code: CCR
- Governance Model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS), and General Director.
- The implementation of internal audit: The Company has established an Internal Audit Board. Operations commenced on January 1, 2022.

I. Activities of the General Meeting of Shareholders (GMS)

On June 12, 2025, the Company successfully held Annual General Meeting of Shareholders (GMS) for 2025 and for the 2025–2030 term, the GMS elected the Board of Directors and the Supervisory Board for the 2025–2030 term of Cam Ranh Port Joint Stock Company.

Information on the meeting and Resolutions/Decisions of the GMS

No.	Resolution No.	Date	Content
01	01/2025/NQ-CCR.ĐHĐCĐ	12/06/2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Report on activities in 2024 and orientations for 2025; the performance results of the Board of Directors for the 2020–2025 term and directions for the 2025–2030 term.- Approval of the Supervisory Board's Report on activities in 2024 and the work plan for 2025; the performance results of the Supervisory Board for the 2020–2025 term and the work plan for the 2025–2030 term.- Approval of the General Director's Report on the business performance in 2024.- Approval of the audited financial statements for 2024.

No.	Resolution No.	Date	Content
			<ul style="list-style-type: none"> - Approval of the 2024 business and investment results. - Approval of the Profit Distribution Plan, establishment of corporate funds, and dividend rate for 2024. - Approval of the Business Plan for 2025. - Approval of the actual salary and remuneration fund for the Board of Directors and the Supervisory Board in 2024. - Approval of the planned salary and remuneration fund for the Board of Directors and the Supervisory Board in 2025. - Approval of the authorization for the Board of Directors to select the auditing firm to conduct the review of the semi-annual financial statements and the audit of the 2025 annual financial statements of the Company. - Approval of the election results of the Board of Directors and the Supervisory Board for the 2025–2030 term of Cam Ranh Port Joint Stock Company.

II. Activities of the Board of Directors

1. Information about the members of the Board of Directors (BOD)

The Board of Directors consists of 05 members.

- Board of Directors for the 2020–2025 term (until before June 12, 2025):

No.	Board of Directors' members	Position (<i>Independent members, Non-executive members</i>)	Date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Pham Huu Tan	Chairman of the BOD	12/06/2020	12/06/2025
2	Mr. Nguyen Van Thang	Member of the BOD, General Director	21/4/2023	12/06/2025
3	Ms. Nguyen Thi Yen	Non-executive member of the BOD	23/04/2021	12/06/2025
4	Mr. Nguyen Van Tai	Non-executive member of the BOD	12/06/2020	12/06/2025
5	Ms. Nguyen Thi Minh	Independent	21/04/2022	12/06/2025

	Ngoc	members of the BOD		
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- Board of Directors for the 2025–2030 term (from June 12, 2025 to present):

No.	Board of Directors' members	Position (Independent members, Non-executive members)	Date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Do Hung Duong	Non-executive Chairman of the BOD	12/06/2025	
2	Mr. Nguyen Van Thang	Member of the BOD, General Director	12/06/2025	
3	Ms. Nguyen Thi Yen	Non-executive member of the BOD	12/06/2025	
4	Mr. Nguyen Van Tai	Non-executive member of the BOD	12/06/2025	
5	Mr. Luu Van Dung	Independent members of the BOD	12/06/2025	

2. Meetings of the Board of Directors:

In the 2025, the Board of Directors (BOD) held 05 regular meetings with the participation of members of the Board of Directors, the Board of Supervisors, the Executive Board, and 18 times of collecting written opinions. Among them, one in-person meeting was held on June 12, 2025 (following the AGM) to elect the Chairman of the Board of Directors for the 2025–2030 term.

No.	Board of Directors' members	Number of meetings attended by BOD	Attendance rate	Reasons for absence
01	Mr. Do Hung Duong	04/05	80%	Not a member of the BOD prior to June 12, 2025
02	Mr. Pham Huu Tan	01/05	20%	Dismissed as a member of the BOD on June 12, 2025
03	Mr. Nguyen Van Thang	05/05	100%	
04	Mrs. Nguyen Thi Yen	05/05	100%	
05	Mr. Nguyen Van Tai	05/05	100%	
06	Mr. Luu Van Dung	04/05	80%	Not a member of the BOD prior to June 12, 2025

No.	Board of Directors' members	Number of meetings attended by BOD	Attendance rate	Reasons for absence
07	Ms. Nguyen Thi Minh Ngoc	01/05	20%	Dismissed as a member of the BOD on June 12, 2025

3. Supervising the Executive Board by the Board of Directors:

The Board of Directors performs the functions and duties stipulated in the Company's Charter and Internal Governance Regulations, develops and implements the Board's operational plan for 2025, and assigns specific tasks to Board members in directing and supervising the General Director's operational activities. Immediately after the General Meeting of Shareholders, the Board of Directors issued a Resolution to guide the General Director in achieving the plan targets assigned in the 2025 General Meeting of Shareholders Resolution.

In 2025, the BoD carried out its oversight and strategic guidance over the Executive Board in the following areas:

- Provided guidance to the General Director through the issuance of Resolutions and Decisions concerning business operations, investment, organizational structure, personnel, and other critical matters within the BoD's authority, in compliance with the Company's regulations and applicable laws.

- Regularly reviewed and evaluated the General Director's implementation of BoD Resolutions and Decisions, assessing progress, timelines, and effectiveness of solutions to ensure efficient execution. Monitored compliance with the Law on Enterprises, the Company's Charter, and State regulations across all executive activities.

- Directed and supervised the Executive Board in executing investment projects related to infrastructure development, warehouse expansion, equipment procurement, ensuring synchrony, efficiency, regulatory compliance, market and technological alignment, and the strategic orientation of Cam Ranh Port.

- Closely monitored cost management in business operations. Oversaw financial activities, risk management, and payroll and labor management...

- Supervised the periodic financial reporting regime and information disclosure to ensure transparency, timeliness, and regulatory compliance.

The provision of information and reporting to non-executive BoD members was conducted regularly and adequately through documents sent via email and direct updates during meetings. This ensured timely consensus and enabled the BoD to issue effective guidance and supervision over the General Director.

The General Director seeks full approval for all matters within the Board of Directors' decision-making authority and reports to the Board of Directors on the performance of assigned duties and powers in accordance with regulations. The General

Director assigns specific tasks and strongly delegates authority to the Deputy General Director in the areas of business and operations. Regular monthly and weekly meetings are held with unit managers to evaluate work performance and implement work plans. The Board of Directors' support staff (General Affairs Department) participates in monthly meetings with the Executive Board to keep abreast of the Company's operational situation, thereby reporting and advising the Board of Directors on directions and guidance for various aspects of work that are relevant to reality.

* BoD's Supervision Outcome: The Board of Directors has implemented the Company's production and business activities in 2025 in accordance with the objectives, directions, and guidance in the resolutions of the General Meeting of Shareholders and the Board of Directors, and in compliance with internal regulations, the Company Charter, and legal regulations; effectively fulfilling its role in risk control in business operations, the Company will excellently achieve its production and business plan targets in 2025.

4. Activities of the Board of Directors' subcommittees:

Based on the practical needs of business operations, the Board of Directors (BoD) issued Decision No. 163/2025/QD-CCR.HĐQT dated April 8, 2025, establishing the General Affairs Department under the Board of Directors. This division is tasked with performing internal audit functions and acting as the Person in charge of Corporate Governance, in accordance with legal regulations and the Company's Charter.

- Person in charge of Corporate Governance, acting as an assistant to the BoD, has effectively fulfilled their duties and responsibilities in compliance with the Law, the Company Charter, and the Internal Corporate Governance Regulations.

- The Board of Directors issued the 2025 internal audit plan, and during the year, the General Affairs Department conducted 08 audits to examine the operations and compliance of the units under the Executive Board in the following areas: business, exploitation, investment, IT, accounting, organization, human resources, control and inspection, and the operations of subsidiary companies (CMS).

5. Resolutions/Decisions of the Board of Directors in the 2025

- Resolutions

No.	Resolution No.	Date	Content	Approval Rate
01	41/2025/NQ-CCR.HĐQT	23/01/2025	Approval of contracts and transactions with related parties being maritime transport and service companies.	100%
02	42/2025/NQ-CCR.HĐQT	23/01/2025	Approval of contracts and transactions with the related party – Cam Ranh Port Maritime Services Joint Stock Company (a subsidiary).	100%
03	43/2025/NQ-CCR.HĐQT	23/01/2025	Approval of contracts and transactions with the related party – Nha Trang Maritime Agency Branch of Vietnam Maritime Corporation.	100%

04	142/2025/NQ-CCR.HĐQT	28/3/2025	<p>Approved Matters:</p> <ul style="list-style-type: none"> - Assignment of the proposed 2025 business and investment development plan of the Company to the General Director. - Assignment of the 2025 business plan, investment development plan, and BSC-KPI targets to the representatives of Cam Ranh Port at CMS (subsidiary). - Approval of the Company's organizational restructuring plan. - Approval of the Green Port Development Plan for the 2025–2030 period. - Addition of internal audit content to the 2025 Internal Audit Plan. - Approval of the appointment process for the position of Head of Finance and Accounting Department. - Approval of the actual salary and remuneration fund for 2024. - Approval of the 2025 labor utilization plan and salary fund plan for employees and the Executive Board. 	100%
05	166/2025/NQ-CCR.HĐQT	08/4/2025	Approval of the 2025 BSC-KPI targets assigned to the Company's General Director.	100%
06	191/2025/NQ-CCR.HĐQT	15/4/2025	Approval of personnel policy orientations for the Company.	100%
07	233/2025/NQ-CCR.HĐQT	23/4/2025	Approval of matters related to the organization of the 2025 Annual General Meeting of Shareholders and the 2025–2030 term.	100%
08	242/2025/NQ-CCR.HĐQT	25/4/2025	Approval of the business philosophy, vision, mission, and core values of Cam Ranh Port Joint Stock Company.	100%
09	252/2025/NQ-CCR.HĐQT	28/4/2025	Approval of the appointment of representatives of Cam Ranh Port at CMS (Cam Ranh Port Maritime Services Joint Stock Company).	100%
10	279/2025/NQ-CCR.HĐQT	22/5/2025	Approval of the agenda and meeting materials for the 2025 Annual General Meeting of Shareholders and the 2025–2030 term of Cam Ranh Port.	100%
11	330/2025/NQ-CCR.HĐQT	12/6/2025	Election of Mr. Do Hung Duong as Chairman of the Board of Directors for the 2025–2030 term of Cam Ranh Port Joint Stock Company.	100%
12	364/2025/NQ-CCR.HĐQT	30/6/2025	Approval of the implementation of the contents of the 2025 Annual General Meeting of Shareholders' Resolution.	100%
13	365/2025/NQ-CCR.HĐQT	30/6/2025	<p>Approved Matters:</p> <ul style="list-style-type: none"> - Acknowledgment of the 2025 business performance results, BSC-KPI and KRI targets as reported by the General Director. - Assignment to the General Director to reassess the overall business and operational capacity of Cam Ranh Port (CCR). - Development of a digital transformation strategy 	100%

			for the 2025–2030 period with a vision toward 2035. - Review and acknowledgment of internal audit results for the first half of 2025. - Assignment of BSC-KPI and KRI targets to individual members of the Board of Directors.	
14	397/2025/NQ-CCR.HĐQT	15/7/2025	Approval of the investment policy for mobile cranes with a lifting capacity of over 180 tons, and adding them to the 2025 investment plan.	100%
15	428/2025/NQ-CCR.HĐQT	24/7/2025	Approval regarding the payment of dividends for 2024 by Cam Ranh Port Joint Stock Company.	100%
16	642/2025/NQ-CCR.HĐQT	30/10/2025	The agenda includes: - Results of production and business operations, results of achieving BSC-KPI, KRI targets... for the first 9 months of the year and the plan for Q4/2025 of the Company. - Directives on business operations, exploitation, investment, salaries and bonuses, and human resource policies. - Approval of the plan to repair projects and items arising outside the 2025 plan as proposed by the General Director. - Investment plan orientation for the period 2025-2030. - Unanimously approving the Digital Transformation Plan for the period 2025-2030. - Delegation of authority to the General Director to decide on unforeseen expenses for production and business operations within a limit of no more than VND 2 billion. - Regarding the policy on adjusting/agreeing on unforeseen expenses. - Approval of the internal audit results for the first 9 months of 2025.	100%
17	473/2025/NQ-CCR.HĐQT	04/12/2025	Approval of the policy for appointing unit heads (Head of Sales Department and Director of Service - Trade - Logistics Center) of the Company.	100%
18	768/2025/NQ-CCR.HĐQT	19/12/2025	Through the following contents: - Estimated business performance results and the achievement of BSC-KPI, KRI targets... for the Company in 2025. - Directing activities: Business, market, and customer operations; investment activities; internal management and human resource policies. - Unanimously approving the Internal Audit, Inspection, and Monitoring Plan for 2026.	100%

- Decisions

No.	Decision No.	Date	Content	Approval Rate
01	36/2025/QĐ-CCR.HĐQT	23/01/2025	Decision: Commendation for individuals and collectives proposed for higher-level recognition.	100%

02	49/2025/QĐ-CCR.HĐQT	04/02/2025	Decision: Approval of the 2025 Internal Audit and Supervision Plan.	100%
03	99/2025/QĐ-CCR.HĐQT	07/3/2025	Decision: Assignment of the Company's managerial staff for a business trip to Japan.	100%
04	102/2025/QĐ-CCR.HĐQT	12/3/2025	Decision: Reception and work arrangement for personnel from units under the Board of Directors' management.	100%
05	134/2025/QĐ-CCR.HĐQT	26/3/2025	Decision: Dismissal from the position of Head of Internal Audit.	100%
06	144/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Approval of the proposed 2025 Business and Investment Development Plan of the Company.	100%
07	145/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Assignment of the 2025 Business Plan, Investment Plan, and BSC-KPI targets to the authorized representatives of Cam Ranh Port at Cam Ranh Port Maritime Services JSC (CMS).	100%
08	146/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Adjustment of the organizational structure of Cam Ranh Port Joint Stock Company.	100%
09	147/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Approval of the actual salary fund for employees and the Executive Board in 2024.	100%
10	149/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Approval of the adjustment to the 2025 Internal Audit and Supervision Plan.	100%
11	150/2025/QĐ-CCR.HĐQT	28/3/2025	Decision: Approval of the 2025 Labor Utilization Plan and the Planned Salary Fund for Employees and the Executive Board of Cam Ranh Port Joint Stock Company.	100%
12	163/2025/QĐ-CCR.HĐQT	08/4/2025	Decision: Establishment of the General Affairs Department under the Board of Directors.	100%
13	164/2025/QĐ-CCR.HĐQT	08/4/2025	Decision: Appointment of the Head of the General Affairs Department.	100%
14	171/2025/QĐ-CCR.HĐQT	09/4/2025	Decision: Establishment of the Service – Trade – Logistics Center.	100%
15	178/2025/QĐ-CCR.HĐQT	09/4/2025	Decision: Establishment of the Technical – Investment Department.	100%
16	190/2025/QĐ-CCR.HĐQT	14/4/2025	Decision: Approval of the Green Port Development Plan for the 2025–2030 period of Cam Ranh Port Joint Stock Company.	100%
17	253/2025/QĐ-CCR.HĐQT	28/4/2025	Decision: Appointment of the Capital Representative of Cam Ranh Port at Cam Ranh Port Marine Services Joint Stock Company.	100%
18	256/2025/QĐ-CCR.HĐQT	29/4/2025	Decision: Promulgation of the Organizational, Management, and Operational Regulations of Cam Ranh Port Joint Stock Company.	100%
19	327/2025/QĐ-CCR.HĐQT	11/6/2025	Decision: Periodic salary increase for Company executives. (Chairman of BoD)	100%
20	328/2025/QĐ-CCR.HĐQT	11/6/2025	Decision: Periodic salary increase for Company executives. (General Director)	100%
21	331/2025/QĐ-CCR.HĐQT	12/6/2025	Decision: Regarding the assignment of duties to the members of the Board of Directors of Cam Ranh Port Joint Stock Company	100%
22	399/2025/QĐ-CCR.HĐQT	15/7/2025	Decision: Regarding the change of the legal representative of Cam Ranh Port Joint Stock	100%

			Company	
23	528/2025/QĐ-CCR.HĐQT	29/8/2025	Decision: Regarding the promulgation of the Human Resources Management Regulations of Cam Ranh Port Joint Stock Company	100%
24	623/2025/QĐ-CCR.HĐQT	15/10/2025	Decision: Regarding the promulgation of the Regulations on Emulation and Commendation of Cam Ranh Port Joint Stock Company	100%
25	626/2025/QĐ-CCR.HĐQT	15/10/2025	Decision: Regarding the promulgation of the Internal Expenditure Regulations of Cam Ranh Port Joint Stock Company	100%
26	644/2025/QĐ-CCR.HĐQT	30/10/2025	Decision: Regarding the Approval of the Digital Transformation Plan for the period 2025-2030 of Cam Ranh Port Joint Stock Company	100%
27	668/2025/QĐ-CCR.HĐQT	07/11/2025	Decision: Regarding the approval of the personnel plan for Cam Ranh Port Joint Stock Company for the periods 2021-2026 and 2026-2031.	100%
28	669/2025/QĐ-CCR.HĐQT	07/11/2025	Decision: Regarding the promulgation of the Regulations on the management of investment and procurement activities of Cam Ranh Port Joint Stock Company.	100%
29	670/2025/QĐ-CCR.HĐQT	07/11/2025	Decision: Regarding the issuance of the Contractor Selection Regulations of Cam Ranh Port Joint Stock Company	100%
30	769/2025/QĐ-CCR.HĐQT	22/12/2025	Decision: Regarding the promulgation of the Construction Regulations and the issuance of internal regulations of Cam Ranh Port Joint Stock Company.	100%
31	770/2025/QĐ-CCR.HĐQT	22/12/2025	Decision: Regarding the approval of the Internal Audit, Inspection, and Monitoring Plan for 2026 of Cam Ranh Port Joint Stock Company.	100%

III. Board of Supervisors

1. Information about members of Board of Supervisors (BOS):

- Board of Supervisors for the 2020 - 2025 term (prior to June 12, 2025):

No.	Member of the Board of Supervisors	Position	The date becoming to be the member of the BOS	The date ceasing to be the member of the BOS
01	Nguyen Thi Hien	Head	21/4/2023	12/6/2025
02	Tran Thi Thanh Thuy	Member	23/4/2021	12/6/2025
03	Bui Thi Ngoc Luong	Member	15/4/2024	12/6/2025

- Board of Supervisors for the 2025 - 2030 term (effective from June 12, 2025):

No.	Member of the Board of Supervisors	Position	The date becoming to be the member of the BOS	The date ceasing to be the member of the BOS
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01	Hoang Viet	Head	12/6/2025	
02	Tran Thi Thanh Thuy	Member	12/6/2025	
03	Bui Thi Ngoc Luong	Member	12/6/2025	

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
01	Mr. Hoang Viet	03/05	60%	Has been a member since June 12, 2025
02	Mrs. Nguyen Thi Hien	02/05	40%	Dismissed as a member on June 12, 2025
03	Tran Thi Thanh Thuy	05/05	100%	
04	Bui Thi Ngoc Luong	05/05	100%	

On June 12, 2025, the General Meeting of Shareholders elected the Supervisory Board for the 2025–2030 term of Cam Ranh Port Joint Stock Company. Immediately after the General Meeting, the Supervisory Board convened to elect the Head of the Supervisory Board for the 2025–2030 term.

3. Supervising Board of Directors, Executive Board and shareholders by Board of Supervisors

The Board of Supervisors performs its functions and duties as stipulated in the Company Charter; establishes a 2025 annual periodic inspection and supervision plan and conducts inspections and supervision according to the established plan.

- Reviewed and supervised the business performance results for 2024; assessed the fulfillment of responsibilities by the Board of Directors and the Executive Board based on the resolutions adopted by the 2024 General Meeting of Shareholders; appraised the separate and consolidated financial statements; and examined the implementation and use of the salary fund and the bonus–welfare fund for 2024.

- Monitored the Company’s business operations and financial status during the quarter of I, II, III in 2025 reporting period.

- Supervise the preparations and organization of the Annual General Meeting of Shareholders held on June 12, 2025.

- Oversee the issuance of resolutions by the General Meeting of Shareholders and the Board of Directors. All resolutions are issued within the appropriate authority, based on compliance with the Company Charter, resolutions of the General Meeting of Shareholders, and relevant legal regulations.

- The Board of Supervisors regularly accesses documents and resolutions of the

Board of Directors; documents, reports, and materials of the Executive Board to stay informed about the Company's operational status. The Board of Supervisors closely coordinates with the Board of Directors and the General Director's Board to conduct inspections and supervise the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors in management and business operations.

- The Board of Supervisors attended all periodic meetings of the Board of Directors and was fully informed in collecting BOD' written opinions regarding the Company's operations. Through this, the Board of Supervisors effectively performed its supervisory role, as well as promptly contributed opinions and proposed necessary revisions to the Board of Directors and the General Director to enhance management and operational efficiency.

- The Board of Directors in general and each member of the Board of Directors in particular have effectively performed their roles and responsibilities in directing, supervising, and promptly expediting the activities of the Executive Board in accordance with prescribed authority and responsibilities. The Board of Directors held a meeting in the second quarter on June 28, 2025, and collecting BOD' opinions to issue resolutions, implementing Resolution No. 01/2025/NQ-CCR.DHĐCĐ dated June 12, 2025, of the General Meeting of Shareholders, while promptly addressed the General Director's proposals through 18 resolutions and 31 decisions in the areas of business, investment in basic construction projects, investment in equipment and vehicles, organization, personnel, labor, and salaries, in accordance with the authority stipulated in the Company's Charter, Internal Governance Regulations, and relevant legal regulations. In 2025, the Board of Directors issued 3 new regulations and amended 4 internal governance regulations within its authority based on the General Director's proposals.

- The Executive Board has organized and implemented the Company's production and business activities in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, adhering to the direction of the Board of Directors, the Company Charter, and legal regulations. In 2025, the Executive Board developed and revised 9 regulations and 12 SOPs in the areas of business, exploitation, finance, investment, etc., to improve and enhance the efficiency of business operations; and implemented investment projects according to schedule, meeting production and business requirements. The Company has publicly and transparently disclosed information in accordance with legal regulations..

- Regarding shareholders: In 2025, the Board of Supervisors did not receive any requests or complaints from shareholders or shareholder groups.

4. The coordination among the Board of Supervisors, the Executive Board, Board of Directors and other managers:

- The activities of the Board of Directors, the Board of Supervisors, and the Executive Board are carried out in accordance with the Enterprise Law, the Company's Charter, and the Company's internal regulatory documents. The relationship between

the Board of Directors, the Board of Supervisors, and the Executive Board is collaborative and based on their respective functions and duties.

- The Board of Supervisors proactively discussed and agreed with the Board of Directors on the content and plans for inspection and supervision of management and administration; closely coordinated with the Executive Board and other managers of affiliated units in the implementation of inspection and supervision to effectively fulfill the duties and roles of the Board of Supervisors as prescribed by the Enterprise Law and the Company's Charter.

- The Board of Directors provided the Board of Supervisors with all Resolutions and Decisions of the BOD. The Executive Board facilitated the Board of Supervisors in collecting information and documents related to production and business activities. The opinions and recommendations of the Board of Supervisors were always fully and promptly addressed by the Board of Directors and the Executive Board.

The Board of Directors, the Board of Supervisors, and the Executive Board always maintain close coordination in corporate management and administration to ensure operations comply with legal regulations, the Company's Charter, and achieve the highest efficiency, safeguarding shareholder interests.

5. Other activities of the Board of Supervisors: None.

IV. Executive Board

No.	Member of the Executive Board	Date of Birth	Qualification	Date of appointment/ dismissal of members of the Executive Board
01	Mr. Nguyen Van Thang	27/4/1968	Mechanical Engineer, Civil Engineer	Date of Appointment: September 1, 2022 (According to Decision No. 27/QĐ-CCR.HĐQT dated September 1, 2022, and Decision No. 30/QĐ-CCR.HĐQT dated August 31, 2023, issued by the BOD)
02	Mr. Trinh Thanh Tung	31/10/1975	Bachelor of Economics, Bachelor of Economic Law	Date of Appointment: February 21, 2024 (According to Decision No. 09/2024/QĐ-CCR.HĐQT dated February 21, 2024, issued by the BOD)

V. Chief Accountant/Person in charge of accounting

No.	Full Name	Date of Birth	Qualification	Date of appointment/ dismissal
	Ms. Ho Nguyen Tu Anh	28/11/1983	Bachelor of Accounting	Person in charge of accounting May 1, 2025

01				(According to Decision No. 257/QĐ-CCR dated May 1, 2025, issued by the General Director)
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VI. Training courses on corporate governance

Corporate governance training courses that members of the Board of Directors, the Board of Supervisors, the General Director, other managers, and Person in charge of Corporate Governance have participated in according to corporate governance regulations.

In 2025, Cam Ranh Port organized 22 training courses with 424 training sessions for members of the Board of Directors, the Board of Supervisors, the General Director, Person in charge of Corporate Governance, other managers, and all employees. Through these training courses, leaders, managers, and employees enhanced their expertise in: internal training, application of AI in the workplace, risk identification and control, critical thinking, corporate culture, Tax policy, Digital Marketing, Human Resources, Operations...

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company:

No	Name of organization/ individual	Securities Trading Account (if any)	Position at the company (if any)	ID*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Vietnam Maritime Corporation			No. 0100104595 issued by the Hanoi Authority for Planning & Investment on 18/08/2020		Year 2015			Parent Company
2	Camranh Port Marine Services Joint Stock Company			No. 4201128688, initially issued by the Department of Planning and Investment of Khanh Hoa Province on November 9, 2009, and amended for the third time on July 13, 2016.		Year 2015			Subsidiary
3	Pham Huu Tan	059C016202	Chairman of BOD	No. 064065000077, issued on 02/04/2021 by PDAMSO	123 Le Hong Phong, Loc Thinh, Cam Ranh, Khanh Hoa	12/06/2020	12/06/2025	End of term	Chairman of the BOD

4	Do Hung Duong	034C001500	Chairman of BOD	No. 030068014277, issued on 10/7/2021 by PDAMSO	Room 604, Building A1, Alley 229 Pho Vong Street, Tuong Mai Ward, Hanoi	12/6/2025			Chairman of the BOD
5	Nguyen Van Thang	005C412379	Member of the BOD, General Director	No. 030068019295, issued on 05/10/2022 by PDAMSO	Hoa Phuoc, Bac Cam Ranh, Khanh Hoa Province	21/04/2023			Member of the BOD, General Director
6	Nguyen Thi Yen		Member of the BOD	No: 013176957, issued on 09/05/2013 by Hanoi Police Department	House No. 134 Vuong Thua Vu, Khuong Trung Ward, Hanoi	23/04/2021			Member of the BOD
7	Nguyen Van Tai		Member of the BOD	No. 011789837, issued on 11/06/2008 by Hanoi Police Department	Pham Van Dong Street, Co Nhue 1, Bac Tu Liem, Hanoi	25/06/2015			Member of the BOD
8	Nguyen Thi Minh Ngoc		Independent Member of the BOD	No. 037173000681, issued on 19/11/2020 by PDAMSO	P112-H3, Khuong Dinh, Hanoi	21/04/2022	12/06/2025	End of term	Independent Member of the BOD
9	Luu Van Dung		Independent Member of the BOD	No. 049079019519 issued on 20/6/2021 by PDAMSO	23 Le Ninh Street, An Hai Ward, Da Nang City	12/06/2025			Independent Member of the BOD
10	Nguyen Thi Hien		Head of the Board of Supervisors	No. 34168006951 issued on 07/10/2022 by PDAMSO	R6 Royal City, 72A Nguyen Trai, Thanh Xuan District, Hanoi	21/04/2023	12/06/2025	End of term	Head of the BOS
11	Hoang Viet		Head of the Board of Supervisors	No. 1082003020 issued on 02/8/2022 by PDAMSO	Apartment 704, CT2 Building, Skylight Condominium, Hoa Binh 6 Alley, Bach Mai Ward, Hanoi	12/06/2025			Head of the BOS
12	Tran Thi Thanh Thuy		Member of the BOS	No. 031177008786, issued on December 27, 2021, by PDAMSO	No. 116C2, Alley 158, Ngoc Ha Street, Ngoc Ha Ward, Ba Dinh District, Hanoi	23/04/2021			Member of the BOS
13	Bui Thi Ngoc Luong		Board of the BOS	No. 031180008686, issued on April 14, 2021, by PDAMSO	No. 55, Lane 342 Khuong Dinh, Khuong Dinh Ward, Hanoi	15/04/2024			Member of the BOS

14	Trinh Thanh Tung	005C388050	Deputy General Director	No. 031075017124, issued on June 28, 2021, by PDAMSO	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	21/02/2024		Deputy General Director
15	Ho Nguyen Tu Anh	005C412382	Authorized Person for Information Disclosure, Person in charge of Accounting	No. 056183010122, issued on November 30, 2023, by PDAMSO	231A/18 Le Hong Phong, Loc An, Cam Ranh, Khanh Hoa Province	01/05/2024		Authorized Person for Information Disclosure, Person in charge of Accounting
16	Trinh Thi Phuc Hanh	033C613206	Person in charge of Corporate Governance	No. 031169012538, issued on June 28, 2021, by PDAMSO	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa	29/05/2023		Person in charge of Corporate Governance
17	Nguyen Chau Sinh	033C613218	Head of the Internal Audit Committee	No. 052064011897, issued on May 9, 2021, by PDAMSO	No. 549, 3/4 Street, Cam Linh, Khanh Hoa Province	01/01/2022	01/4/2025	Head of the Internal Audit Committee
18	Pham Uyen Thao		Staff of the Internal Audit Committee	No. 056195012639 issued on 20/12/2022 by PDAMSO	No. 226 Hung Vuong Street, Nghia Loc Residential Group, Bac Cam Ranh Ward, Khanh Hoa	12/3/2025		Staff of the Internal Audit Committee

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization/individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution No. or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction
01	Branch of Viet Nam Ocean Shipping Agency Corporation - Nha Trang Maritime Agency	Entity under common control of Vietnam Maritime Corporation		107 Nguyen Thi Dinh, Nam Nha Trang, Khanh Hoa Province	Year 2025	Resolution No. 43/2025/NQ-CCR.HĐQT, dated 23/01/2025	Approving the transaction contract with the affiliated party, Branch of Viet Nam Ocean Shipping Agency Corporation - Nha Trang Maritime Agency (entity under common control of Vietnam Maritime Corporation); including maritime services and other related services for maritime agency operations;
02	Camranh Port Marine Services Joint Stock Company (CMS Company)	Subsidiary		No. 29 Nguyen Trong Ky,	Year 2025	Resolution No. 42/2025/NQ-CCR.HĐQT,	Approval of related-party transactions with Cam Ranh Port Maritime Services Joint

No.	Name of organization/individual	Relationship with the Company	ID*, date of issue, place of issue	Address	Time	Resolution No. or Decision No. approved by GMS/BOD	Content, quantity, total value of transaction
				Cam Linh Ward, Khanh Hoa Province		dated 23/01/2025	Stock Company (a subsidiary), including: Office space rental, water supply, crane services, transportation services, operational equipment and vehicles, factory space rental...
03	Shipping/ Marine transport companies	Entities under common control of Vietnam Maritime Corporation			Year 2025	Resolution No. 41/2025/NQ-CCR.HĐQT, dated 23/01/2025	Approving contracts and transactions with related parties, specifically shipping companies (entities under common control of Vietnam Maritime Corporation), including: Contracts for transportation services and maritime agency.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of BOD, the BOS, General Director, other managers have been founding members or members of BOD, or CEO in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of BOD, BOS, General Director and other managers as a member of BOD, CEO: None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of the BOD, members of the BOS, General Director and other managers: None

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons.

No.	Full name	Securities trading account (if any)	Position at the company (if any)	ID*, Date of Issue, Place of Issue			Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
				Number	Date of issue	Place of issue				
1	2	3	4	5			6	7	8	9
I	Affiliated persons of internal persons as Member of the BOD									

1	Pham Huu Tan	059C016202	Chairman of the BOD	064065000077	02/04/2021	PDAMS O	123 Le Hong Phong - Loc Thinh Residential Group - Cam Ranh - Khanh Hoa	52,600	0.21%	Dismissed on June 12, 2025
1 1	Huynh Thi Kim Tu		No	079168017079	02/04/2021	PDAMS O	123 Le Hong Phong, Loc Thinh Residential Group, Cam Ranh Ward, Khanh Hoa Province	-	-	Wife
1 2	Pham Chi Uy		No	056093008584	09/08/2021	PDAMS O	124 Le Hong Phong, Loc Thinh Residential Group, Cam Ranh Ward, Khanh Hoa Province	-	-	Biological child
1 3	Vu Thi Thanh Thuy		No	072194010094	06/11/2023	PDAMS O	Thu Duc, Ho Chi Minh City	-	-	Daughter-in-law
1 4	Pham Thi Trang		No	052155006617	08/10/2021	PDAMS O	Thu Duc, Ho Chi Minh City	-	-	Older sister
1 5	Pham Xuan Tan		No	052061009171	12/11/2021	PDAMS O	Cam Ranh, Khanh Hoa	-	-	Older brother
1 6	Nguyen Thi Bich Oanh		No	052175017418	12/11/2021	PDAMS O	Cam Ranh, Khanh Hoa	-	-	Sister-in-law
1 7	Pham Huu Tan		No	052062008689	27/12/2021	PDAMS O	Pleiku, Gia Lai	-	-	Brother
1 8	Pham Thi Thuy Ai		No	056165004409	11/08/2021	PDAMS O	Pleiku, Gia Lai	-	-	Sister-in-law
1 9	Pham Huu Tuan		No	064063003984	29/09/2022	PDAMS O	Thu Dau Mot, Ho Chi Minh	-	-	Brother
1 10	Pham Thi Phien		No				NewJerseys, USA	-	-	Sister, Settle in Abroad
1 11	Ho Quang Quynh		No				NewJerseys, USA	-	-	Brother-in-law, Settle in Abroad
1 12	Pham Thi Diem		No				Washington DC, USA	-	-	Sister, Settle in Abroad
1 13	Pham Thi Kim Phung		No	056172005880	09/05/2021	PDAMS O	Cam Linh, Khanh Hoa	-	-	Sister
1 14	Pham Thi Hong Thuy		No				Florida, USA	-	-	Sister, Settle in Abroad

1 4										
2	Do Hung Duong	034C0 01500	Chairman of the BOD	0300680 14277	10/7/2021	PDAMS O	Room 604, A1 Building, Alley 229 Pho Vong, Tuong Mai Ward, Hanoi	7,571,460	30,90%	Appointed on June 12, 2025 Ownership representation of VIMC: 7,571,460 (30.9% charter capital)
2 1	Do Xuan Huu			0300420 01561	29/4/2021	PDAMS O	Gia Loc Commune, Hai Phong City			Father
2 2	Nguyen Thi Loi			0301450 02005	29/4/2021	PDAMS O	Gia Loc Commune, Hai Phong City			Mother
2 3	Vu Thi Vinh			0311480 01826	28/9/2018	PDAMS O	Hai An, Hai Phong			Mother-in-law
2 4	Nguyen Thi Thu Hien			0311710 08275	14/4/2021	PDAMS O	Room 604, A1 Building, Alley 229 Pho Vong Street, Tuong Mai Ward, Hanoi			Wife
2 5	Do Duy Phuong			0310990 07143	27/12/2017	PDAMS O	Room 604, A1 Building, Alley 229 Pho Vong Street, Tuong Mai Ward, Hanoi			Child
2 6	Do Thuy Ha			0313020 05031	5/01/2018	PDAMS O	Room 604, A1 Building, Alley 229 Pho Vong Street, Tuong Mai Ward, Hanoi			Child
2 7	Do Thanh Hai			0300690 00318	29/4/2021	PDAMS O	Tan Hung, Hai Phong			Brother
2 8	Do Thi Anh			0301730 05978	02/5/2022	PDAMS O	Gia Loc Commune, Hai Phong City			Sister
2 9	Nguyen Thi Minh Khuyen			0301810 18437	08/4/2021	PDAMS O	Tan Hung, Hai Phong			Sister-in-law
2 10	Nguyen Duc Hoa			0310730 02854	08/5/2021	PDAMS O	Hai An, Hai Phong			Brother-in-law

3	Nguyen Van Thang	005C4 12379	Member of the BOD, General Director	0300680 19295	05/10/2022	PDAMS O	Hoa Phuoc Hamlet, Bac Cam Ranh Ward, Khanh Hoa Province	6,130,777	25.02%	Ownership representation of VIMC: 6,125,777 (25% charter capital) Personal ownership: 5,000 shares
31	Nguyen Van Banh		No	0560360 01578	25/09/2022	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Father
32	Tran Thi Ha		No	0301400 03515	25/09/2022	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Mother
33	Huynh Thi Le Duyen		No	0541680 02741	14/04/2023	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Wife
34	Nguyen Thi Nhu Quynh		No	0561910 14070	07/05/2023	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Biological Child
35	Nguyen Huynh Duc		No	0560940 13561	22/11/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Biological Child
36	Nguyen Huynh Tai		No	0560960 12718	22/11/2021	PDAMS O	Phu Thuan Ward, Ho Chi Minh City	-	-	Biological Child
37	Nguyen Van Dong		No	03006 30112 69	28/6/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Biological Brother
38	Nguyen Van Khanh		No	019070 012179	05/07/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Younger sibling
39	Nguyen Thi Thu Hoa		No	019173 004875	09/05/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Younger sibling
310	Nguyen Thi Mai		No	052167 007458	28/06/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Sister-in-law
311	Tran Thi Le Hang		No	056175 005292	05/07/2021	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Sister-in-law
312	Dao Trong Thanh		No	034064 013261	12/08/2022	PDAMS O	Bac Cam Ranh, Khanh Hoa	-	-	Brother-in-law
313	Nguyen Dieu Hong		No	0541960 04832	28/09/2021	PDAMS O	Nha Trang, Khanh Hoa Province	-	-	Daughter-in-law
314	Vietnam Maritime Corporation (VIMC)		No	1001045 95	18/08/2020	Hanoi Authority for Planning & Investment	Ocean Park Building, No. 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi	19,823,015	80.90%	Capital representative

4	Nguyen Thi Yen		Member of the BOD	031177011606	04/05/2021	PDAMS O	House No. 134 Vuong Thua Vu, Khuong Dinh Ward, Hanoi	6,125,777	25.00%	Ownership representation of VIMC: 6,125,777 (25% charter capital)
4 1	Nguyen Kim Thiep		No	031049000222	21/11/2022	PDAMS O	G44A, Sao Do, Anh Dung, Duong Kinh, Hai Phong City	-	-	Father
4 2	Duong Thi Tam		No	033149000122	28/08/2022	PDAMS O	G44A, Sao Do, Anh Dung, Duong Kinh, Hai Phong City	-	-	Mother
4 3	Tran Thi Nga		No	001146005290	04/09/2021	PDAMS O	No. 134 Vuong Thua Vu, Khuong Trung Ward, Hanoi	-	-	Mother-in-law
4 4	Nguyen Toan Thang		No	001075041628	16/09/2021	PDAMS O	No. 134 Vuong Thua Vu, Khuong Trung Ward, Hanoi	-	-	Husband
4 5	Nguyen Minh Quang		No	001205017450	18/04/2021	PDAMS O	No. 134 Vuong Thua Vu, Khuong Trung Ward, Hanoi	-	-	Biological child
4 6	Nguyen Thi Thu An		No	001307016499	22/11/2021	PDAMS O	No. 134 Vuong Thua Vu, Khuong Trung Ward, Hanoi	-	-	Biological child
4 7	Nguyen Kim Phuong		No	030951430	02/10/2009	Hai Phong Police Department	G44A, Sao Do, Anh Dung, Duong Kinh, Hai Phong City	-	-	Older brother
4 8	Nguyen Thi Thuy Thu		No	031182021419	16/09/2021	PDAMS O	No. 8/75/132 An Da, Gia Vien, Hai Phong City	-	-	Younger sibling
4 9	Nguyen Khanh Hang		No	031182006463	15/09/2023	PDAMS O	G44A, Sao Do, Duong Kinh, Hai Phong City	-	-	Sister-in-law
4 10	Nguyen Trong Thang		No	031082021827	16/09/2021	PDAMS O	No. 8/75/132 An Da, Gia Vien, Hai Phong City	-	-	Brother-in-law

4 . 1 1	Vietnam Maritime Corporatio n (VIMC)		Capital representati ve	0100104 595	18/08/2020	Hanoi Authorit y for Planning & Investm ent	Ocean Park Building, No. 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi	19,823, 015	80.90%	Head of Human Resource s Organizat ion; Capital represent ative
4 . 1 2	Hai Phong Port Joint Stock Company		Capital representati ve				8A Tran Phu, May To Ward, Ngo Quyen District, Hai Phong City	-	-	Member of the Board of Directors
5	Nguyen Van Tai		Member of the BOD	0010690 11119	08/05/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	3,497,1 02	14.27%	
5 . 1	Nguyen Hoang Son		No	0010380 19661	30/05/2022	PDAMS O	Tam Canh Hamlet, Ha Bang Commune, Hanoi	-	-	Father
5 . 2	Nguyen Thi Toan		No	0011330 04404	09/07/2021	PDAMS O	-	-	-	Mother
5 . 3	Luong Thi Dam		No	0351480 06857	04/10/2022	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Mother- in-law
5 . 4	Ngo Thi Hong Gam		No	0371740 01795	22/11/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Wife
5 . 5	Nguyen Manh Tien		No	0010970 31003	09/08/2012	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Biologica l Child
5 . 6	Nguyen Duy Phuong		No	0012020 08064	08/05/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Biologica l Child
5 . 7	Nguyen Duc Binh		No	0010580 37095	02/05/2022	PDAMS O	Tam Canh Hamlet, Ha Bang Commune, Hanoi	-	-	Biologica l brother
5 . 8	Nguyen Phu Xuan		No	0010580 01668	10/05/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Biologica l brother
5 . 9	Nguyen Xuan Sinh		No	0010650 43044	04/09/2021	PDAMS O	Dong Cam Hamlet, Thach That	-	-	Biologica l brother

							Commune, Hanoi			
5 . 1 0	Nguyen Xuan Duc		No	0010710 02750	25/04/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Biologica l sister
5 . 1 1	Nguyen Thi Toan		No	0011740 05174	10/05/2024	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Biologica l sister
5 . 1 2	Nguyen Thanh Binh		No	0220720 00032	04/05/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Brother- in-law
5 . 1 3	Nguyen Thi Hue		No	0011560 11223	10/07/2021	PDAMS O	Tam Canh Hamlet, Ha Bang Commune, Hanoi	-	-	Sister-in- law
5 . 1 4	Nguyen Thi Bay		No	0011621 2921	23/04/2021	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Sister-in- law
5 . 1 5	Nguyen Thi Bich		No	0011710 07948	24/07/2021	PDAMS O	Dong Cam Hamlet, Thach That Commune, Hanoi	-	-	Sister-in- law
5 . 1 6	Nguyen Thi Hoi		No	0301790 00138	08/14/2022	PDAMS O	Hoang 17 Residential Group, Nghia Do Ward, Hanoi	-	-	Sister-in- law
5 . 1 7	Phu Xuan Constructio n and Consultant Joint Stock Company			0101185 572	03/25/2020	Hanoi Authorit y for Planning & Investm ent	106 Hoang 6A Alley, Pham Van Dong Street, Co Nhue 1 Ward, Bac Tu Liem District, Hanoi	3,497,1 02	14.27%	Capital Represent ative
6	Luu Van Dung			0490790 19519	28/06/2021	PDAMS O	No. 23 Le Ninh Street, An Hai Ward, Da Nang City			Appointe d as an independ ent member as of June 12, 2025.
6 . 1	Luu Nhi			0490320 01504	28/06/2021		Dien Ban Tay Commune, Quang Nam Province			Father
6 . 2	Nguyen Thi Tu			0491370 04291	28/06/2021		Dien Ban Tay Commune,			Mother

							Quang Nam Province			
6 3	Luu Minh Hai			0490570 00672	30/03/2021		Dien Ban Tay Commune, Quang Nam Province			Brother
6 4	Luu Van Hao			0490610 00840	22/04/2021		Dien Ban Tay Commune, Quang Nam Province			Brother
6 5	Luu Thi Nam			0491680 00379	22/12/2021		Dien Ban Tay Commune, Quang Nam Province			Sister
6 6	Luu Van Khoa			0490730 04444	19/01/2022		Dien Ban Tay Commune, Quang Nam Province			Brother
6 7	Luu Van Trung			0490780 19435	18/01/2022		Dien Ban Tay Commune, Quang Nam Province			Brother
6 8	Tran Thi Thanh Lich			0481890 03224	11/07/2022		No. 23 Le Ninh Street, An Hai Ward, Da Nang			Wife
6 9	Luu Quang Minh			0482140 05556	12/11/2024		No. 23 Le Ninh Street, An Hai Ward, Da Nang			Child
6 10	Luu Ngoc Diep Chi			0483180 03801	07/11/2024		No. 23 Le Ninh Street, An Hai Ward, Da Nang			Child
6 11	Tran Bon			0490540 05129	28/06/2021		Thang An Commune, Quang Nam Province			Father-in-law
6 12	Tran Thi Ngoc Bich			0481540 04158	28/06/2021		Thang An Commune, Quang Nam Province			Mother-in-law
7	Nguyen Thi Minh Ngoc		Independe nt Member of the BOD	0371730 00681	11/19/2020	PDAMS O	P112-H3, Kim Giang Ward, Thanh Xuan District, Hanoi City	0	0.00%	Dismis sed on June 12, 2025
7 1	Nguyen Ngoc Truong		No	0370440 00905	05/01/2021	PDAMS O	P112-H3, Khuong Dinh, Hanoi	-	-	Father
7 2	Nguyen Thi Minh Tu		No	0371480 01118	07/01/2019	PDAMS O	P112-H3, Khuong Dinh, Hanoi	-	-	Mother

7 · 3	Nguyen Thi Phuong Mai		No	0011780 20613	07/01/2019	PDAMS O	P112-H3, Khuong Dinh, Hanoi	-	-	Sibling
7 · 4	Nguyen Quang Anh		No	0310730 08609	11/13/2020	PDAMS O	674 Truong Cong Dinh, Vung Tau City	-	-	Husband
7 · 5	Nguyen Ngoc Phuong Trinh		No	B916880 6	07/21/2014	PDAMS O	P112-H3, Khuong Dinh, Hanoi	-	-	Child
7 · 6	Nguyen Ngoc Uyen Phuong		No	001304 024702	07/01/2019	PDAMS O	P112-H3, Khuong Dinh, Hanoi	-	-	Child
1 · 1	Affiliated persons of internal persons as Members of the BOS									
1 · 1	Hoang Viet		Head of the BOS	1082003 020	02/08/2022	PDAMS O	Apartment 704, CT2 Building, Skylight Condominium, Hoa Binh 6 Alley, Minh Khai Ward, Hanoi			Appointed as of June 12, 2025
1 · 1	Nguyen Lan Ngoc			0011870 14465	22/11/2021	PDAMS O	Apartment 704, CT2 Building, Skylight Condominium, Hoa Binh 6 Alley, Minh Khai Ward, Hanoi			Wife
1 · 2	Hoang Chau Anh			0013160 04841	08/09/2024	PDAMS O	Apartment 704, CT2 Building, Skylight Condominium, Hoa Binh 6 Alley, Minh Khai Ward, Hanoi			Child
1 · 3	Hoang Tue Anh					PDAMS O	Apartment 704, CT2 Building, Skylight Condominium, Hoa Binh 6 Alley, Minh Khai Ward, Hanoi			Child
1 · 4	Le Thi Thu Hanh			0381530 04905	04/04/2021	PDAMS O	No. 28, Alley 78/3, Duy Tan Street, Cau Giay Ward, Hanoi			Mother

1 5	Hoang Nam			0010870 15486	08/02/2022	PDAMS O	No. 28, Alley 78/3, Duy Tan Street, Cau Giay Ward, Hanoi			Brother
1 6	Nguyen Ha My			0011940 21987	26/06/2022	PDAMS O	No. 28, Alley 78/3, Duy Tan Street, Cau Giay Ward, Hanoi			Sister-in-law
1 7	Nguyen Van Sinh			0010570 08679	23/06/2021	PDAMS O	No. 10, Alley 164, Hong Mai Street, Bach Mai Ward, Hanoi			Father-in-law
1 8	Nguyen Thi Ngoc Loan			0011580 03392	07/10/2021	PDAMS O	No. 10, Alley 164, Hong Mai Street, Bach Mai Ward, Hanoi			Mother-in-law
2	Nguyen Thi Hien		Head of the BOS	0341680 06951	07/10/2022	PDAMS O	R6 Royal City, 72A Nguyen Trai, Thanh Xuan, Hanoi	0	0.00%	Dismissed on June 12, 2025
2 1	Le Phan Linh		Chairman of the VIMC's Trade Union	0380640 28125	18/12/2021	PDAMS O	R6 Royal City, 72A Nguyen Trai, Thanh Xuan, Hanoi	-	-	Husband
2 2	Le Huy Hoang		No	0310940 09939	16/04/2021	PDAMS O	R6 Royal City, 72A Nguyen Trai, Thanh Xuan, Hanoi	-	-	Biological child
2 3	Truong Thuy Mai		No	0011940 04564	25/07/2021	PDAMS O	R6 Royal City, 72A Nguyen Trai, Thanh Xuan, Hanoi	-	-	Daughter-in-law
2 4	Nguyen Thi Thanh		No	0341420 06374	18/10/2022	PDAMS O	No. 23 Dai Hoc Dan Lap Street, Le Chan, Hai Phong	-	-	Biological mother
2 5	Nguyen Thi Thu		No	0341650 20409	11/08/2021	PDAMS O	458 Cho Hang, Le Chan, Hai Phong	-	-	Biological sister
2 6	Hoang Cao Hoa		No	0340560 03870	21/12/2021	PDAMS O	458 Cho Hang, Le Chan, Hai Phong	-	-	Brother-in-law
2 7	Nguyen Anh Tuan		No	0340700 10713	24/02/2023	PDAMS O	Park Str 16 -52072 Aachen Germany.	-	-	Younger sibling

2 8	Do Thi Hong Thanh		No	0011740 34037	24/02/2023	PDAMS O	Park Str 16 -52072 Aachen Germany.	-	-	Sister-in- law
2 9	Nguyen Thi Dung		No	0341740 06550	23/11/2021	PDAMS O	No. 261 Cho Hang, Le Chan, Hai Phong City	-	-	Younger sibling
2 1 0	Nguyen Trong Tuan		No	0310620 12651	22/12/2021	PDAMS O	No. 261 Cho Hang, Le Chan, Hai Phong City	-	-	Brother- in-law
2 1 1	Nguyen Duc Cuong		No	0340810 01838	10/05/2021	PDAMS O	No. 23 Dai Hoc Dan Lap Street, Le Chan, Hai Phong	-	-	Younger sibling
2 1 2	Pham Thi Hong Nhung		No	0341900 09129	05/05/2021	PDAMS O	No. 23 Dai Hoc Dan Lap Street, Le Chan, Hai Phong	-	-	Sister-in- law
2 1 3	Le Phan Hop		No	1700094 83	04/02/2015	Thanh Hoa Police Departm ent	50/175 Phuong Luu, Ngo Quyen, Hai Phong City			Father-in- law
2 1 4	Vu Thi Luan		No	1706198 64	01/11/1993	Thanh Hoa Police Departm ent	R6 Royal City, 72A Nguyen Trai Street, Thanh Xuan Ward, Hanoi	-	-	Mother- in-law
3	Tran Thi Thanh Thuy		Member of the BOS	0311770 08786	27/12/2021	PDAMS O	No. 3/23/267 Hoang Hoa Tham Street, Ba Dinh District, Hanoi	0	0.00%	
3 1	Tran Quang Tan		No	0310470 06240	20/08/2021	PDAMS O	No. 15, Alley 77 Du Hang, Le Chan, Hai Phong City	-	-	Biologica l father
3 2	Nguyen Vu Thang		No	0010720 15624	27/12/2021	PDAMS O	No. 3/23/267 Hoang Hoa Tham Street, Ngoc Ha, Hanoi	-	-	Husband
3 3	Nguyen Vu Tung Lam		No	0012050 03558	27/12/2021	PDAMS O	3 Hinkler Street, Braybrook, Australia	-	-	Biologica l child
3 4	Nguyen Vu Tran Quang		No	0012080 63979	23/11/2022	PDAMS O	No. 3/23/267 Hoang Hoa Tham Street,	-	-	Biologica l child (Minor)

							Ngoc Ha, Hanoi			
3 5	Tran Quang Tuan		No	0310720 01625	25/05/2023	PDAMS O	House number 15, lane 77 Du Hang, Le Chan, Hai Phong City	-	-	Biologica l brother
3 6	Tran Thi Thanh Tam		No	0311740 00523	23/08/2021	PDAMS O	House number 436 To Hieu, Le Chan, Hai Phong City	-	-	Biologica l sister
3 7	Nguyen Chi Thanh		No	0310740 17930	31/08/2021	PDAMS O	House number 28/422 To Hieu, Le Chan, Hai Phong City	-	-	Brother- in-law
4	Bui Thi Ngoc Luong		Member of the BOS	0311800 08686	14/04/2021	PDAMS O	No. 55, Alley 342, Khuong Dinh, Khuong Dinh, Hanoi	0	0.00%	
4 1	Thai Hai Nguyen		No	0107900 2980	29/07/2022	PDAMS O	No. 55, Alley 342, Khuong Dinh, Khuong Dinh, Hanoi	-	-	Husband
4 2	Thai Hai Long		No	0120701 1852	06/07/2022	PDAMS O	No. 55, Alley 342, Khuong Dinh, Khuong Dinh, Hanoi	-	-	Biologica l child
4 3	Thai Ha Minh		No				No. 55, Alley 342, Khuong Dinh, Khuong Dinh, Hanoi	-	-	Biologica l child (Minor)
4 4	Bui Duc Do		No	0310550 01539	11/08/2021	PDAMS O	41/125 Du Hang, Le Chan, Hai Phong City	-	-	Biologica l Father
4 5	Nguyen Thi Minh Nguyet		No	0311590 02020	11/08/2021	PDAMS O	41/125 Du Hang, Le Chan, Hai Phong City	-	-	Biologica l Mother
4 6	Bui Ba Khiem		No	0310810 20220	22/11/2022	PDAMS O	41/125 Du Hang, Le Chan, Hai Phong City	-	-	Sibling
4 7	Nguyen Thi Thu Huyen		No	0361800 15773	23/11/2022	PDAMS O	41/125 Du Hang, Le Chan, Hai Phong City	-	-	Sister-in- Law
4 8	Thai Van Con		No	0400410 04452	04/08/2022	PDAMS O	No. 55, Alley 342, Khuong	-	-	Father-in- law

							Dinh, Khuong Dinh, Hanoi			
I	Affiliated persons of internal persons as Member of the Executive Board									
I										
1	Nguyen Van Thang	005C4 12379	General Director	0300680 19295	05/10/2022	PDAMS O	Hoa Phuoc Hamlet, Cam Nghia Commune, Cam Ranh City, Khanh Hoa Province	6,130,7 77	25,02%	Ownersh ip represent ation of VIMC: 6,125,777 (25% charter capital) Personal ownershi p: 5,000 shares (as stated in I.2)
2	Trinh Thanh Tung	005C3 88050	Deputy General Director	0310750 17124	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	5,000	0.02%	
2 1	Phan Duy Quynh Loan		No	0561800 03102	06/06/2022	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Wife
2 2	Trinh Phan Thanh Quynh		No	0563070 05324	05/02/2022	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Biologica l child
2 3	Trinh Thanh Phong		No				48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Biologica l child
2 4	Trinh An But		No	0520370 02149	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Biologica l father
2 5	Doan Thi Binh		No	0331440 05264	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Biologica l mother

2 6	Trinh Thi Phuc Hanh	033C6 13260	Person in charge of Corporate Governance	0311690 12538	28/06/2021	PDAMS O	Pham Van Dong, Thuan Thanh, Cam Linh, Khanh Hoa	10,900	0.045%	Biological sister
2 7	Trinh Thi Thanh Thao		No	0561810 04302	13/05/2023	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	-	-	Biological brother
2 8	Phan Duy Minh		No	0520490 03110	06/09/2023	PDAMS O	A2.09.03 Safira Apartment, 454 Vo Chi Cong, Long Truong, Thu Duc City, HCM	-	-	Father-in-law
2 9	Ho Van Sang		Director of the Technical Center	0400680 35878	10/05/2021	PDAMS O	48 Le Hong Phong, Loc Thanh Residential Area, Cam Ranh, Khanh Hoa	5,000	0.02%	Brother-in-law
2 10	Pham Le Khoa		No	0510860 10254	14/06/2022	PDAMS O	A2.09.03 Safira Apartment, 454 Vo Chi Cong, Long Truong, Thu Duc City, HCM	-	-	Brother-in-law
I V Affiliated persons of internal persons as Person in charge of Accounting										
1	Ho Nguyen Tu Anh	005C4 12382	6,10	0561830 10122	30/11/2023	PDAMS O	231A/18 Le Hong Phong, Loc An, Cam Ranh, Khanh Hoa	2,000	0.008%	Person in charge of Accounting
1 1	Ho Xuan Thuy		No	0560560 00102	26/03/2021	PDAMS O	Thuan Phat, Cam Linh, Khanh Hoa	-	-	Father
1 2	Nguyen Thi Bach Hac		No	0521620 04788	30/06/2022	PDAMS O	Thuan Phat, Cam Linh, Khanh Hoa	-	-	Mother
1 3	Doan Tat Hiep		No	0170760 10155	07/11/2021	PDAMS O	No. 25, Alley 262, Thanh Binh Street, Group 11, Ha Dong Ward, Hanoi	-	-	Husband
1 4	Doan Ngoc Minh Thi		No	0563100 06287	10/06/2024	PDAMS O	231A/18 Le Hong Phong, Loc An, Cam Ranh, Khanh Hoa	-	-	Biological child
1 5	Doan Ngoc Minh Thu		No	0563100 02341	06/06/2024	PDAMS O	231A/18 Le Hong Phong, Loc	-	-	Biological child

							An, Cam Ranh, Khanh Hoa			
1 6	Doan Ngoc Anh Tho		No				231A/18 Le Hong Phong, Loc An, Cam Ranh, Khanh Hoa	-	-	Biological child (Minor)
1 7	Ho Nguyen Minh Hieu		No	056185000067	12/08/2022	PDAMS O	Ho Van Hue, Ward 9, Phu Nhuan District, HCMC	-	-	Sibling
1 8	Ho Duy Long		No	056092012075	21/10/2022	PDAMS O	Thuan Phat, Cam Linh, Khanh Hoa	-	-	Sibling
1 9	Ho Duc Ho		No	056092000116	01/04/2021	PDAMS O	Thuan Phat, Cam Linh, Khanh Hoa	-	-	Sibling
1 0	Pham Thi Nhung		No	034146000901	21/04/2021	PDAMS O	Group 11, Ha Dong, Hanoi	-	-	Mother-in-law
1 1	Doan Tat Hoi		No	034077005522	29/03/2017	PDAMS O	Group 11, Ha Dong, Hanoi	-	-	Brother-in-law
1 2	Doan Tat Hieu		No	001080032858	21/04/2021	PDAMS O	Group 11, Ha Dong, Hanoi	-	-	Sister-in-law
V Affiliated persons of internal persons as Person in charge of Corporate Governance										
1	Trinh Thi Phuc Hanh	033C613260	Person in charge of Corporate Governance	031169012538	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	10.900	0,045%	
1 1	Ho Van Sang		Director of the Technical Center	040068035878	05/10/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	5,000	0.20%	Husband
1 2	Ho Thi Thu Giang		No	056196001951	06/05/2023	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	-	-	Biological child
1 3	Ho Trung Hieu		No	056202006405	05/10/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	-	-	Biological child
1 4	Trinh An But		No	052037002149	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	-	-	Biological Father

1 5	Doan Thi Binh		No	0331440 05264	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	-	-	Biologica l Mother
1 6	Trinh Thanh Tung		Deputy General Director	0310750 17124	28/06/2021	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	5,000	0.20%	Biologica l Sibling
1 7	Trinh Thi Thanh Thao		No	0561810 04302	13/05/2023	PDAMS O	A2.09.03 Safira Apartment, 454 Vo Chi Cong, Phu Huu Ward, Thu Duc City, HCMC	-	-	Biologica l Sibling
1 8	Phan Duy Quynh Loan		No	0561800 03102	06/06/2022	PDAMS O	48 Le Hong Phong, Loc Thanh, Cam Ranh, Khanh Hoa Province	-	-	Sister-in- Law
1 9	Pham Le Khoa		No	0510860 10254	14/06/2022	PDAMS O	A2.09.03 Safira Apartment, 454 Vo Chi Cong, Phu Huu Ward, Thu Duc City, HCMC	-	-	Brother- in-Law
1 10	Nguyen Trung Nam		No	0560930 08906	12/01/2022	PDAMS O	205 Le Hong Phong, Loc An, Cam Ranh, Khanh Hoa	-	-	Son-in- Law
V I	Affiliated persons of internal persons as Member of the Internal Audit Committee.									
1	Nguyen Chau Sinh	033C6 13218	Head of the Internal Audit Committee	0520640 11897	04/03/2024	PDAMS O	No. 549, 3/4 Street, Cam Linh Ward, Khanh Hoa Province	4,500	0.02%	
1 1	Nguyen Thi Len		No	0541670 08556	27/08/2022	PDAMS O	No. 549, 3/4 Street, Cam Linh Ward, Khanh Hoa Province	-	-	Wife
1 2	Dang Thi Huong		No	0561370 03309	10/05/2021	PDAMS O	Cam Linh Ward, Khanh Hoa Province	-	-	Biologica l Mother
1 3	Nguyen Thi Chau Ngoc		Administrat ive Staff	0561920 01082	22/04/2021	PDAMS O	Cam Ranh Ward, Khanh Hoa Province	2,000	0.01%	Biologica l Child
1 4	Nguyen Chau Trung		Technical staff.	0560950 13190	05/12/2021	PDAMS O	Cam Linh Ward, Khanh Hoa Province	-	-	Biologica l Child

1 5	Dao Tien Tien		No	0560920 00897	22/04/2021	PDAMS O	Cam Ranh Ward, Khanh Hoa Province	-	-	Son-in- law
1 6	Nguyen Chau Cong		No	0520710 10743	06/05/2021	PDAMS O	Cam Linh Ward, Khanh Hoa Province	3,500	0.014%	Biologica 1 Sibling
1 7	Nguyen Thi Thu Thanh		No	0520670 04899	28/06/2021	PDAMS O	Cam Linh WardKhan h Hoa Province	-	-	Biologica 1 Sibling
1 8	Nguyen Chau Phong		No	0520640 11897	09/05/2021	PDAMS O	Ba Ngoi Ward, Khanh Hoa Province	-	-	Biologica 1 Sibling
2	Le Uyen Thao		Internal Audit Staff	0561950 12639	20/12/2022	PDAMS O	No. 226 Hung Vuong Street, Nghia Loc Residential Group, Bac Cam Ranh Ward, Khanh Hoa Province			Appointe d as of March 12, 2025
2 1	Le Van Si			0560690 08926	14/08/2021	PDAMS O	No. 226 Hung Vuong Street, Nghia Loc Residential Group, Bac Cam Ranh Ward, Khanh Hoa Province			Father
2 2	Tran Thi Viet Thuy			0561690 04639	28/06/2021	PDAMS O	No. 226 Hung Vuong Street, Nghia Loc Residential Group, Bac Cam Ranh Ward, Khanh Hoa Province			Mother
2 3	Le Nguyen Thao			0563030 05837	20/12/2022	PDAMS O	No. 226 Hung Vuong Street, Nghia Loc Residential Group, Bac Cam Ranh Ward, Khanh Hoa Province			Sibling
2 4	Le Cong Nhut Dinh			0800960 10057	22/07/2021	PDAMS O	Hung Long Commune, Ho Chi Minh City			Husband
2 5	Le Thanh Cong			0790660 41440	10/08/2021	PDAMS O	Hung Long Commune,			Father-in- law

							Ho Chi Minh City			
2 · 6	Nguyen Thi Tam			0801660 01443	06/04/2021	PDAMS O	Hung Long Commune, Ho Chi Minh City			Mother-in-law

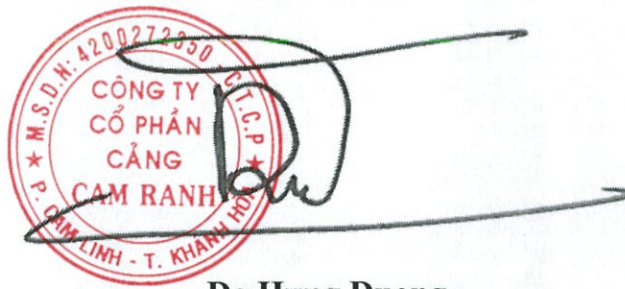
2. Transactions of internal persons and affiliated persons with shares of the Company: No

IX. Other significant issues: None.

Recipient: 

- As above;
- BOD;
- BOS
- Executive Board;
- Archived: Office, Person in charge of Corporate Governance

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



Do Hung Duong

