

No. 209 CBTT-CCR

Khánh Hòa, April 13, 2026

NOTICE OF PERSONNEL CHANGES

To: - State Securities Commission
- Hanoi Stock Exchange

Based on Decision No. 208/2026/QĐ - CCR.HDQT of the Board of Directors of Cam Ranh Port Joint Stock Company, we respectfully announce the following personnel changes within the Company:

1. Appointment case :

No.	Full Name	Previous position before appointment	Appointed to a position	Term of appointment	Effective date
01	Mr. Nghiem Manh Ha	The representative of Cam Ranh Port's capital stake in Cam Ranh Port Maritime Services Joint Stock Company (CMS), Chairman of the Board of Directors of the Company (CMS)	Deputy General Director of the company	5 years	April 13, 2026

2. Cases of dismissal/resignation:

No.	Full Name	No longer holding the position	Reason for dismissal	Effective date

This information was published on the company website on April 13, 2026. On the website: www.camranhport.vn, Link: <https://camranhport.vn/Quanhecodong.html>

***Attached documents:**

- Decision No. 208/2026/QĐ - CCR.HDQT regarding the appointment of the Deputy General Director of Cam Ranh Port Joint Stock Company .

AUTHORIZED PERSON TO DISCLOSE INFORMATION


Ho Nguyen Tu Anh

No.: 208/2026/QĐ-CCR.HĐQT

Khanh Hoa, April 13, 2026

DECISION
Regarding the appointment of the Deputy General Director of
Cam Ranh Port Joint Stock Company

BOARD OF DIRECTORS
CAM RANH PORT JOINT STOCK COMPANY

Based on the Enterprise Law, the Law amending and supplementing a number of articles of the Enterprise Law, and the guiding documents for its implementation;

Based on the Charter of Cam Ranh Port Joint Stock Company, approved by the General Meeting of Shareholders on April 15, 2024;

Based on the Minutes of the Meeting of the Standing Committee of the Cam Ranh Port Party Committee No. 10/BB-TVĐU, dated March 20, 2026, regarding personnel matters of the Company,

Based on Resolution No. 162/2026/NQ-CCR.HĐQT dated March 27, 2026, of the Board of Directors regarding the unanimous appointment of the Deputy General Director of Cam Ranh Port Joint Stock Company;

Considering job requirements and individual capabilities;

As requested by the Company's General Director,

DECISION:

Article 1. Mr. Nghiem Manh Ha, born on April 25, 1977, the representative of Cam Ranh Port's capital stake in Cam Ranh Port Services Joint Stock Company (CMS), and Chairman of the Board of Directors of CMS, is appointed for a fixed term as Deputy General Director of Cam Ranh Port Joint Stock Company. Mr. Nghiem Manh Ha's appointment is for a term of 5 years.

Article 2. Mr. Nghiem Manh Ha shall perform his duties as assigned by the General Director of Cam Ranh Port Joint Stock Company and shall be responsible to the Board of Directors and the General Director of the Company for the results of the assigned or delegated tasks.

Nghiem Manh Ha 's salary is paid according to the Company's Salary Regulations; other payments are made in accordance with current State regulations and the Company's internal regulations.

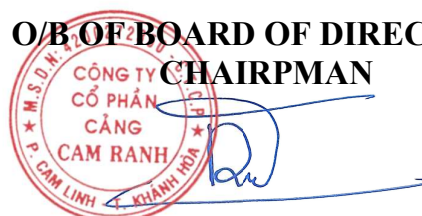
Article 3. This Decision shall take effect from the date of signing.

The following individuals are responsible for implementing this Decision: the Board of Management, Heads of departments, centers, and affiliated units, and Mr. Nghiem Manh Ha./.

Recipient:

- As per Article 3;
- BOD member;
- VIMC (replace the report);
- Standing Committee (report);
- BOS;
- Archived: Documents, Administration, C.G Officer.

**O/B OF BOARD OF DIRECTORS
CHAIRPMAN**



Do Hung Duong

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Khanh Hoa, April 13, 2026

CIRRICULLUM VITAE

Big:

- The State Securities Commission;
- The Stock Exchange.

1/Full name: Nghiem Manh Ha

2/Gender: Male

3/Date of birth: 25/04/1977

4/ Place of birth: Tuyen Lam Commune, Quang Tri Province

5/ ID card No. (or Passport No.):

6/ Nationality: Vietnam

7/ Ethnic: Kinh

8. Permanent residence:

9. Telephone number:

10/ Email:

11/Organisation's name subject to information disclosure rules: Cam Ranh Port Joint Stock Company

12/ Current position in an organization subject to information disclosure: Deputy General Director of the Company

13/ Positions in other companies: Chairman of the Board of Directors of Cam Ranh Port Marine Services Joint Stock Company

14/ Number of ownership shares 5,000 accounting for 0.02% of charter capital, of which:

+ Owning on behalf of (the State/strategic investor/other organization): No

+ Owning by individual: 5,000 shares.

15/ Other owning commitments (if any): Yes

16/ List of affiliated persons of declarant:

[illegible]

[illegible]

[illegible]

[illegible]

17/ Related interest with public company, public fund (if any): No

18/ Interest in conflict with public company, public fund (if any): No

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)

A handwritten signature in blue ink, consisting of a large, stylized 'N' followed by a horizontal line.

Nghiem Manh Ha