

**ANNUAL REPORT**  
**PORT OF HAI PHONG JOINT STOCK COMPANY**  
*(Documents for information disclosure)*  
**Reporting Year: 2025**

**I. General Information**

**1. Overview**

- Trading Name: PORT OF HAI PHONG JOINT STOCK COMPANY
- Business Registration Certificate Number: 0200236845
- Charter Capital: VND 3.269.600.000.000
- Equity Capital: VND 3.269.600.00000000
- Address: 8A Tran Phu Street, Ngo Quyen Ward, Hai Phong City, Vietnam
- Telephone: (+84)225.3859.945
- Số fax: (+84)225.3552.049
- Website: [www.haiphongport.com.vn](http://www.haiphongport.com.vn)
- Stock Code: PHP
- Formation and Development Process:

Port of Hai Phong was constructed by the French starting in 1874 and was transferred to the revolutionary government in 1955 after Hai Phong was completely liberated.

On March 21, 1956, Minister of Transport and Post (now the Ministry of Transport) Mr. Nguyen Tran signed Decree No. 17/ND regarding the placement of Port of Hai Phong under the jurisdiction of the inland water transport sector for management and oversight.

On June 25, 1965, the Vietnam Maritime Administration issued Decision No. 162/QD regarding the stipulation of the functions, duties, and scope of operations of Port of Hai Phong.

From the 1960s, Port of Hai Phong began to be reconstructed and renovated according to upgrade planning design assisted by the Soviet Union. By 1982, the port's renovation and construction were basically completed with 11 wharves totaling approximately 1,750 meters in length in the main port area, capable of accommodating 10,000 DWT vessels for cargo handling. From 1960 to 1985, Port of Hai Phong also formed the Vat Cach Port area, Doan Xa Port area, and Chua Ve Terminal.

On March 11, 1993, the Minister of Transport issued Decision No. 376QD/TCCB-LD to re-establish Port of Hai Phong as a State-owned Enterprise. On October 12, 2007, the Ministry of Transport promulgated Decision No. 3088/QD-BGTVT, converting Hai Phong

Port into a one-member limited liability company model (Port of Hai Phong One Member Limited Liability Company) as a subsidiary of Vietnam National Shipping Lines.

In June 2008, Port of Hai Phong officially transitioned its operational model to a 100% State-owned One Member Limited Liability Company under Decision No. 3088/QD-BGTVT dated October 12, 2007, of the Ministry of Transport. On February 4, 2013, the Prime Minister issued Decision No. 276/QD-TTg approving the Restructuring Project of Vietnam Maritime Corporation for the 2012-2015 period. On March 15, 2013, the Members' Council of Vietnam Maritime Corporation issued Decision No. 103/QD-HHVN approving the list of units under Vietnam National Shipping Lines to be equitized, including Port of Hai Phong One Member Limited Liability Company. On April 8, 2014, Vietnam Maritime Corporation issued Decision No. 118/QD-HHVN approving the plan and transforming Port of Hai Phong One Member Limited Liability Company into a joint stock company.

On July 1, 2014, Port of Hai Phong was granted the 5th amended Business Registration Certificate by the Hai Phong City Department of Planning and Investment, completing the transformation from Port of Hai Phong One Member Limited Liability Company to a Joint Stock Company. On August 12, 2015, Port of Hai Phong Joint Stock Company began listing on the Hanoi Stock Exchange (HNX) with the stock code: PHP. On September 6, 2022, the shares of Port of Hai Phong Joint Stock Company officially transferred to trading on the UPCOM exchange.

## 2. Business Lines and Operational Areas

### 2.1 Business Lines

No.	Business Line	Business Code
1	Cargo handling	5224
2	Rail freight transportation	4912
3	Road freight transportation	4933
4	Inland waterway freight transportation	5022
5	Real estate business, land use rights of owners, users, or leased properties Details: Warehouse and office leasing	6810
6	Other transportation support services Details: Ship charter brokerage; shipping agency services; sea freight forwarding agency services; freight forwarding, tallying, cargo lifting on/off services; customs brokerage services	5229
7	Other remaining business support services not elsewhere classified Details: Import-export services (excluding export services, import rights, and distribution rights for goods listed in the prohibited categories for foreign investors and foreign-invested enterprises, such as tobacco and cigars, books, newspapers and magazines, recorded media, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined oil, rice, cane sugar, and beet sugar)	8299
8	Warehousing and storage	5210

9	Repair of other equipment Details: Container repair	3319
10	Industrial cleaning and specialized cleaning services Details: Container cleaning services	8129
11	Primary vocational training Details: Vocational training	8531
12	Intermediate-level vocational training Details: Secondary professional education	8532
13	Hospital and medical station operations	8610
14	Direct support services for water transport Details: Tugging and ship assist services	5222
15	Machinery and equipment repair	3312
16	Construction of other civil engineering projects Details: Docks, piers, yards (excluding the construction of projects and services specified in Annex I.A20-A21 of Decree No. 31/2021/ND-CP on restricted market access industries for foreign investors)	4299
17	Restaurants and mobile food service activities	5610
18	Providing food services under non-regular contracts with customers	5621
19	Beverage service activities (excluding bars)	5630
20	Motor vehicle rental	7710
21	Rental of machinery, equipment, and other tangible goods without operators Details: Rental of cargo handling machinery and lifting equipment.	7730
22	Temporary labor supply (excluding temporary labor supply for enterprises engaged in labor export and overseas employment services under contract)	7820
23	Technical inspection and analysis Details: Container inspection (including physical and chemical testing and other analyses for containers; excluding judicial administrative services, inspection and certification services for transportation vehicles, technical safety, and environmental protection certification services, technical labor safety inspection services... as specified in Annex I.A5 and I.A22 of Decree No. 31/2021/ND-CP on restricted market access industries for foreign investors)	7120

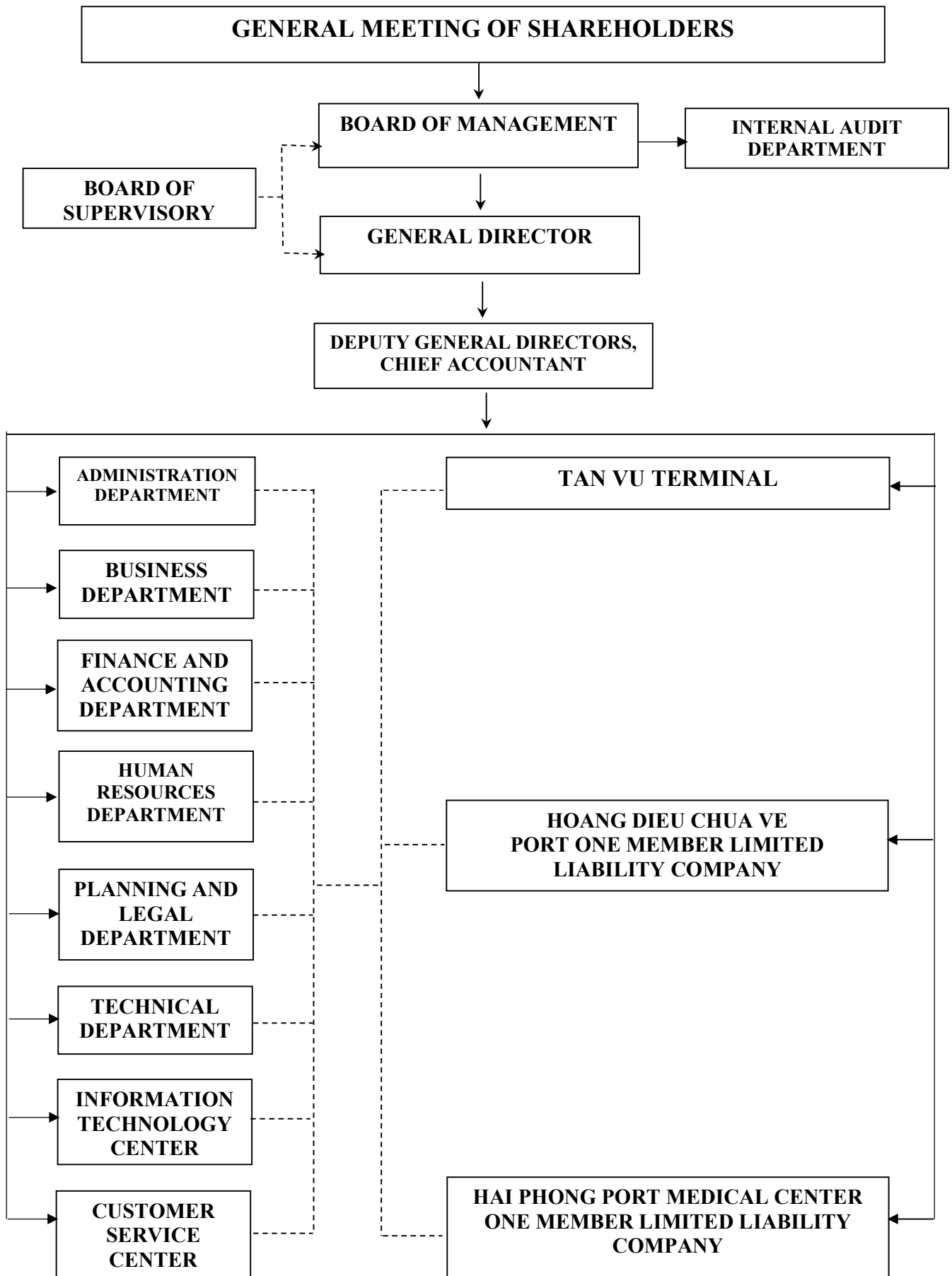
## 2.2 Operational area: Hai Phong City, Vietnam

## 3. Information on Governance Model, Business Organization, and Management Apparatus

### 3.1 Governance Model

Port of Hai Phong Joint Stock Company (Port of Hai Phong) has a governance model as stipulated in Point a, Clause 1, Article 137 of the 2020 Enterprise Law, with the General Meeting of Shareholders, the Board of Management, the Supervisory Board, and the General Director.

### 3.2 Management Structure



### 3.3 Subsidiaries and affiliated units

#### 3.3.1 Subsidiaries

No.	Name	Address	Main Business Activities	Actual Contributed Capital by Port of Hai Phong JSC (VND)	Ownership as of December 31, 2025(%)
1	Hoang Dieu Chua Ve Port One Member Limited Liability Company	No. 05 Chua Ve Street, Ngo Quyen Ward, Hai Phong City, Vietnam	Cargo handling	306,000,000,000	100
2	Hai Phong Port Training and Technical services Joint Stock Company	No. 5 Cu Chinh Lan Street, Hong Bang Ward, Hai Phong City, Vietnam	Maintenance and repair of machinery and equipment	31,500,000,000	90
3	Hai Phong Port Medical Center One Member Limited Liability Company	No. 23 Luong Khanh Thien Street, Cau Dat Ward, Hai Phong City, Vietnam	Operations of polyclinics, specialized clinics, and dental clinics Details: Providing general and specialized medical examination and treatment services for enterprises and the public; inpatient and outpatient care; occupational health check-ups and certification issuance; emergency medical response services at workplaces and residential areas	15,000,000,000	100
4	Dinh Vu Port Investment and Development Joint Stock Company	Dinh Vu Port, Dong Hai Ward, Hai Phong City, Vietnam	Other transportation support service Details: Freight forwarding, customs brokerage; cargo lifting services; cargo tallying services; packaging services related to transportation; ship charter brokerage;	204,000,000,000	51

			logistics services; shipping agency services (including ship supply services); maritime transport agency services; multimodal transportation services (excluding air transportation and general aviation business)		
5	Haiphong Port Tugboat and Transport Joint Stock Company	No.15 Le Hong Phong, Hải An Ward, Hai Phong City, Vietnam	Direct support services for water transport. Details: Vessel rescue operations; towing and berthing assistance; ship and boat salvage; maritime rescue and emergency response services	32,400,000,000	60,278

### 3.3.2. Joint Ventures and Associates

No.	Name	Address	Main Business Activities	Actual Contributed Capital by Port of Hai Phong JSC	Beneficial Interest as of December 31, 2025 (%)	Voting Ratio as of December 31, 2025 (%)
1	Hai Phong Port TIL International Terminal Company Limited	Don Luong Quarter, Cat Hai Special Economic Zone, Hai Phong City, Vietnam	Direct support services for water transport. Details: Port operation management; support services related to coastal and deep-sea transport (excluding maritime pilotage services)	990,093,997,089	51	50
2	SITC - Dinh Vu Logistics Co., Ltd.	Dinh Vu Port, Dong Hai Ward, Hai Phong City, Vietnam	Warehousing and storage. Details: Container yard services, including container storage within ports and	Indirect via Dinh Vu Port Investment and Development Joint Stock Company: VND	24.99	50

			inland areas, loading/unloading cargo, container maintenance and preparation for shipment - Storage services	128,672,013,800		
3	HPH Logistics Joint Stock Company	Lot CN 2.6A, MP Dinh Vu Industrial Park, Dong Hai Ward, Hai Phong City, Vietnam	Other transportation support services. Details: Container lifting services; multimodal transport services; customs brokerage; shipping agency services; maritime transport agency services	VND 11,596,000,000	38.81	38.81
4	Dong Do- Port of Hai Phong Container Transport JSC	No. 21 Vo Thi Sau, Ngo Quyen Ward, Hai Phong City, Vietnam	Road freight transportation	VND 6,300,000,000	32.24	32.24
5	Saigon Port Logistics Joint Stock Company	No. 79 Doan Nhu Hai, Xom Chieu Ward, Ho Chi Minh City, Vietnam	Employment consultancy, agency, and brokerage services Details: Employment consultancy, agency, and brokerage services	VND 3,000,000,000	20	20
6	Hai Phong Maritime Investment and Trading Joint Stock Company	No. 13 Nguyen Trai Street, Ngo Quyen Ward, Hai Phong City, Vietnam	Other civil engineering construction. Details: Infrastructure construction for industrial parks; infrastructure construction for new urban areas, entertainment complexes, and	VND 23,500,000,000	27.61	27.61

			commercial zones;			
7	Hai Phong Port Service Development and Investment Joint Stock Company	No. 3 Le Thanh Tong, Ngo Quyen Ward, Hai Phong City, Vietnam	Real estate business, land use rights of owners, users, or leased properties Details: Leasing office spaces and conference halls	VND 31,440,000,000	30.52	30.52
8	Vinalines Dong Bac Joint Stock Company	No. 01 Cai Lan Street, Bai Chay Ward, Ha Long City, Quang Ninh Province	Other transportation support services (excluding air transportation support services)	VND 5,000,000,000	25	25
9	KM Cargo Services Hai Phong Co., Ltd.	Lot KB2.3 and KB3.3, MP Dinh Vu Industrial Park, Dong Hai Ward, Hai Phong City, Vietnam	Warehousing and storage	VND 12,528,000,000	36	36
10	Smart Logistics Services (Hai Phong) Co., Ltd.	Lot CN2A, Hai Phong International Gateway Port Industrial Park, Cat Hai Special Economic Zone, Hai Phong City, Vietnam	Warehousing and storage Details: Container yard services, including container storage within ports and inland areas, loading/unloading cargo, container maintenance and preparation for shipment, Storage services (CPC 742)	VND 174,076,000,000	28.75	37.5

#### 4. Development Orientation

##### 4.1 Key Objectives of the Company

- Providing professional and high-quality services, asserting the company's position on the international seaport economic map.



- Continuing to seize investment opportunities to drive growth and expand the scope of operations.

- Strengthening the application of digital technology, automation, and solutions for green and smart port development.

- Developing to be worthy of the position and stature of a key port—the most civilized and modern in the Northern region.

#### **4.2 Development Goals for the 2024-2029 Period**

- Achieving breakthrough and comprehensive growth.

- Preserving and growing capital; attracting investment from strategic investors, with a priority on partners whose businesses benefit from port operation services.

- Maintaining the leading position as the top seaport enterprise in the Northern region, achieving a significant scale in market share and revenue, and maximizing profits.

##### ***Key Strategies***

- Stay informed on port development planning within the region and the strategic directions of Vietnam Maritime Corporation, formulating long-term port development solutions and business strategies. Continue exploring potential collaborations, joint ventures, and partnerships with major clients to ensure the efficient utilization of the Port of Hai Phong’s existing infrastructure.

- Optimize internal resources to enhance service quality and cost management, thereby improving competitiveness.

- Continue in-depth investment while leveraging all available advantages and opportunities to expand port development, enhancing service quality and business capacity.

#### **4.3 Sustainable Development Goals (Environment, Society, and Community) and Key Short- and Medium-Term Programs**

Port of Hai Phong is committed to promoting the green port transition in accordance with international standards to maintain regional and global competitiveness, to closely adhere to the Government’s Green Energy Transition Action Program to develop concrete solutions and transition roadmaps.

Tasks and Solutions Being Implemented:

##### ***a. 2024-2025 Phase***

- To develop and promulgate a Green Port Development Project and an implementation plan for a green port development roadmap.

- To disseminate and enhance awareness and capacity for the implementation of green port criteria across all affiliated units, subsidiaries and branches.

- To intensify inspection, examination, and supervision to ensure compliance with legal regulations on environmental protection, economical and efficient energy use, and climate change response in port investment, construction, and operation; to strictly handle

violations.

- To research and propose amendments and supplements to regulations related to port planning, investment, construction, and operation management to align with green port criteria.

- To research and promptly request competent authorities to support Port of Hai Phong and member enterprises in resolving difficulties and obstacles in the green port development process.

- To research, apply, and transfer clean, low-carbon, and environmentally friendly technologies in port operation to reduce emissions, use energy economically and efficiently, and protect the environment as a basis for applying the green port model.

- To strengthen international cooperation with countries and non-governmental organizations to learn from best practices and seek international assistance in green port development.

***b. 2025-2030 Phase***

- To develop and promulgate technical standards on green port criteria throughout the system of enterprises and member units under the Port of Hai Phong Party Committee; initially on a voluntary basis at enterprises and member units under Port of Hai Phong Party Committee.

- To develop and promulgate mechanisms and policies and review, amend, and supplement regulations related to port planning, investment, construction, and operation management to align with green port criteria.

- To continue disseminating, propagating, and training to enhance awareness and capacity for the implementation of green port criteria; to promote the application and transfer of clean, low-carbon, and environmentally friendly technologies in port operation.

- To evaluate the results of the voluntary application of green port criteria at seaports; to propose the development and promulgation of regulations on mandatory application of green port criteria for the system of enterprises and member units under Port of Hai Phong.

***c. Period after 2030***

To implement the mandatory application of green port criteria in port planning, investment, construction, and operations at Port of Hai Phong Party Committee

***d. Digital Technology Application and Innovative Business Solutions***

- To continue researching and gradually transitioning and replacing diesel-powered port equipment with grid electricity or environmentally friendly fuels such as LNG and Hydrogen.

- Propose the adoption of electric-powered vehicles for internal cargo transportation within the port.

- To continue upgrading and implementing investment projects to provide shore power for vessels operating at the Port of Hai Phong's terminals.

- To gradually replace halogen lighting systems with LED technology.

- To research and apply artificial intelligence (AI) and FlexTerm technology software to review and optimize operational and customer service processes, enhance business

efficiency and service quality, and minimize greenhouse gas emissions. To explore and prepare carbon credit purchase options to comply with emission quotas.

***e. Communication Efforts***

To enhance knowledge and information for management levels and employees at the enterprise to establish green port development as a core, ongoing responsibility requiring serious leadership and execution.

- To encourage transport service providers and shipping lines working with Port of Hai Phong to adopt port IT solutions and transition to environmentally friendly transportation technologies to reduce greenhouse gas emissions.

**5. Risks**

***5.1 Market/Port Operations***

The transportation market remains volatile, particularly in maritime container shipping sector, with major global shipping lines continuing to compete over market share and freight rates.

International political instability, which creates uncertainties in international trade, will also lead to uncertainties in the international market (including the port sector), which, if prolonged, will adversely affect growth, inflation, employment, and other aspects of the macroeconomy.

***5.2 Legal Environment and Economic Policy***

In the current global landscape, fluctuations in international politics undeniably trigger a chain reaction in national economic policies. Economic sectors particularly susceptible to these policy shifts include energy and transportation—and seaport operations are no exception. This necessitates that enterprises be proactive, flexible, and astute in gathering information, ensuring thorough preparation, and effectively adapting to evolving circumstances.

**II. Business Performance in 2025**

**1. Business Operations**

***a. Business Performance Results of Port of Hai Phong Joint Stock Company***

- Actual throughput: 23.3 million tons, achieving 83.4% of the plan (27.92 million tons), equivalent to 98.8% compared to the same period in 2024 (23.57 million tons).

Of which, container cargo reached 1,240,700 TEUs, achieving 85.8% of the annual plan (1,446,000 TEUs), and equivalent to 97.4% compared to the same period in 2024 (1,273,200 TEUs).

- Actual revenue: VND 2,315.33 billion, equivalent to 102.04% of the annual plan (VND 2,269.0 billion), increase of 33.8% compared to the same period in 2024 (VND 1,729.86 billion).

- Actual profit: VND 1,173.24 billion, increase of 21.27% of the annual plan (VND 967.5 billion), increase of 58.96% compared to the same period in 2024 (VND 738.08 billion).

***b. Consolidated Business Performance of Port of Hai Phong***

- Actual throughput: 42.7 million tons, attaining 86.2% of the plan (49.5 million tons), achieving 106.9% compared to the same period in 2024 (39.90 million tons).

- Actual revenue: VND 2,942.93 billion, representing 80.6% of the annual plan (VND 3,650 billion), and equivalent to 98.16% compared to the same period in 2024 (VND 2,997.98 billion).

- Actual Profit: VND 1,257.2 billion, reaching 92.92% of the annual plan (VND 1,353 billion), and equivalent to 104.8% compared to the same period in 2024 (VND 1,199.84 billion).

**2. Organization and Human Resources**

***2.1 List of the Executive Board***

***2.1.1 Mr. Nguyen Tuong Anh***

- Position: General Director cum Member of the Board of Management, Port of Hai Phong

- Gender: Male

- Date of Birth: April 7, 1974

- Nationality: Vietnamese

- ID/Passport Number:

Date of Issue:

Place of Issue: Department of Administrative Management for Social Order

- Hometown: Le Thanh Nghi Ward, Hai Phong City, Vietnam

- Current Residence:

- Education Level: 12/12

- Professional Qualifications: Engineer in Maritime Transport Economics, Master's Degree in Economics

- Work Experience:

Period	Position
06/1994 - 09/1995	Operations Staff of Hai Phong Port Container Enterprise
10/1995 - 06/2001	Documentation Officer of Agency Department of Mitsui OSK Lines, Vietfracht Transportation and Chartering Company - Hai Phong Branch
07/2001 - 09/2002	Specialist of Business Department, Port of Hai Phong.
10/2002 - 01/2007	Deputy Head of Agency and Shipping Brokerage Department,

	- Port of Hai Phong.
02/2007 - 03/2010	Deputy Director of Chua Ve Construction Enterprise, Port of Hai Phong.
04/2010 - 06/2010	Member of the Standing Committee of the Party Committee, Deputy Director of Chua Ve Construction Enterprise, Port of Hai Phong
07/2010 - 03/2012	Deputy Secretary of the Party Cell, Deputy Manager of Business Department, Port of Hai Phong
04/2012 - 03/2015	Secretary of the Party Cell, Manager of Business Department, Port of Hai Phong
07/2012 – 01/2020	Member of the Board of Management of Dong Do - Hai Phong Port Container Lines Joint Stock Company, Port of Hai Phong
04/2015 - 07/2015	Secretary of the Party Committee, Director of Tan Vu Terminal, Hai Phong Port Joint Stock Company
07/2015 - 07/2016	Member of the Standing Committee of the Party Committee of Port of Hai Phong; Secretary of the Party Committee, Director of Tan Vu Terminal, Hai Phong Port Joint Stock Company
08/2016 - 09/2016	Member of the Standing Committee of the Party Committee, Deputy General Director of Port of Hai Phong; Secretary of the Party Committee, Director of Tan Vu Terminal, Hai Phong Port Joint Stock Company
10/2016 - 10/2016	Member of the Standing Committee of the Party Committee, Deputy General Director of Port of Hai Phong
11/2016 - 07/2017	Member of the Standing Committee of the Party Committee, Deputy General Director of Port of Hai Phong; Director of Chua Ve Terminal, Port of Hai Phong
11/2016 - 04/2021	Vice Chairman of the Board of Management of HPH Logistics Joint Stock Company
08/2017 - 05/2024	Member of the Standing Committee of the Party Committee, Deputy General Director of Port of Hai Phong
08/2017 - 06/2019	Member of the Standing Committee of the Party Committee, Member of the Board of Management, Deputy General Director of Port of Hai Phong
07/2019 - 01/2020	Member of the Standing Committee of the Party Committee, Member of the Board of Management, General Director of Port of Hai Phong Joint Stock Company
02/2020 - 07/2020	Deputy Secretary of the Party Committee, Member of the Board of Management, General Director of Port of Hai Phong Joint Stock Company
07/2020 - present	Vice Chairman of the Board of Management of HPH Logistics Joint Stock Company

- Positions held at other organizations in 2025: Representative of VIMC's capital at Port of Hai Phong, representing 18% of charter capital (VIMC is a major shareholder of Port of Hai Phong).

- Number of Port of Hai Phong shares held as of December 31, 2025:

+ Directly owned: less than 0.01% of charter capital.

+ Authorized by Vietnam Maritime Corporation - JSC (VIMC) to represent VIMC's contributed capital at Port of Hai Phong: representing 18% of charter capital.

### 2.1.2 Mr. Chu Minh Hoang

- Position: Deputy General Director of Port of Hai Phong
- Gender: Male
- Date of Birth: February 8, 1974
- Nationality: Vietnamese
- Ethnicity: Kinh
- ID Card/Passport No.:

Date of Issue:

Place of Issue: Police Department of Administrative Management of Social Order

- Hometown: Hung Yen Province, Vietnam
- Current Residence:
- Education Level: 12/12
- Professional Qualifications: Material Handling Engineering
- Work Experience:

Period	Position
10/1995 - 12/1997	Technical Staff - Technical and Material Department - Waterway Transport and Repair Enterprise, Port of Hai Phong
12/1997 - 09/1999	Technical Staff - Planning, Technical, and Material Department - Waterway Transport and Repair Enterprise, Port of Hai Phong
09/1999 - 12/2002	Specialist - Science and Technology Department - Port of Hai Phong
01/2003 - 02/2004	Specialist - Technical and Material Department, Port of Hai Phong
03/2004 - 01/2005	Deputy Manager - Investment and Technology Innovation Department - Port of Hai Phong
01/2005- 08/2006	Deputy Manager - Technology Department - Port of Hai Phong
09/2004 - 06/2006	Assigned by the Hai Phong City Party Committee to attend a full-time political university class at the Ho Chi Minh National Academy of Politics, as a potential cadre of the city
08/2006 - 07/2007	Technical Deputy Director, Le Thanh Tong Construction Enterprise - Port of Hai Phong
07/2007 - 12/2008	Deputy Manager - Labor Safety Department - Port of Hai Phong
01/2009 - 06/2013	Manager - Labor Safety Department - Hai Phong Port One Member Limited Liability Company
07/2013 - 06/2014	Chief of Office - Hai Phong Port One Member Limited Liability Company
07/2014 - 07/2020	Chief of Office - Port of Hai Phong Joint Stock Company
04/2015 - 07/2025	Member of the Board of Management - Dinh Vu Port Investment and Development Joint Stock Company

2013 - 06/2019	Member of the Board of Management - Hai Phong Maritime Investment and Trading Joint Stock Company
06/2019 - present	Chairman of the Board of Management - Hai Phong Maritime Investment and Trading Joint Stock Company
07/2020 - present	Deputy General Director - Port of Hai Phong Joint Stock Company

- Positions held at other organizations in 2025:

+ At Dinh Vu Port Investment and Development Joint Stock Company - a subsidiary of Port of Hai Phong:

(i) Representative of Port of Hai Phong' capital, representing 12.5% of charter capital.

(Mr. Chu Minh Hoang ceased to hold the position of Capital Representative from April 16, 2025)

(ii) Member of the Board of Management (Mr Chu Minh Hoang ceased to participate in the Board of Management from July 9, 2025)

+ At Hai Phong Maritime Investment and Trading Joint Stock Company (a joint venture and affiliate of Port of Hai Phong):

(i) Representative of Port of Hai Phong's capital, representing 22% of charter capital.

(ii) Chairman of the Board of Management.

- Number of Port of Hai Phong shares held as of December 31, 2025: None.

### 2.1.3 Mr. Ha Vu Hao

- Position: Deputy General Director of Port of Hai Phong

- Gender: Male

- Date of Birth: October 7, 1977

- Nationality: Vietnamese

- Ethnicity: Kinh

- ID/Passport Number:

- Date of Issue:

- Place of Issue: Police Department of Administrative Management on Social Order

- Hometown: Chi Linh Ward, Hai Phong City, Vietnam

- Current Residence:

- Educational Background: 12/12

- Professional Qualifications: Master of Engineering, Bachelor of English

- Work Experience:

Period	Position
12/2001 - 04/2002	Technical Staff - Hanvico Hai Phong Company
05/2002 - 04/2004	Technical Staff - Hoang Dieu Construction Enterprise - Port of Hai Phong
05/2004 - 06/2007	Technical Staff - Project Management Unit (ODA), Port of Hai Phong
07/2007 - 11/2008	Technical Specialist - Technology Department - Port of Hai Phong
12/2008 - 06/2014	Deputy Director - Tan Cang Construction Enterprise - Port of Hai Phong One Member Limited Liability Company
07/2014 - 01/2016	Deputy Director - Tan Vu Terminal - Port of Hai Phong Joint Stock Company
01/2016 - 12/2017	Manager - Technology Department - Port of Hai Phong Joint Stock Company
12/2017 - 08/2020	Manager - Engineering Department - Port of Hai Phong Joint Stock Company
08/2020 - 07/2021	Member of the Standing Committee of the Party Committee, Deputy General Director cum Manager of Engineering Department, Port of Hai Phong Joint Stock Company
07/2021 - present	Member of the Standing Committee of the Party Committee - Port of Hai Phong Joint Stock Company
20/12/2024 - present	Member of the Members' Council of Haiphong Port TIL International Terminal Company Limited
11/2024 - 12/2024	Member of the Members' Council of Smart Logistics Service (Hai Phong) Company Limited
12/2024 - present	Chairman of the Members' Council of Smart Logistics Service (Hai Phong) Company Limited

- Positions held at other organizations in 2025:

+ At Haiphong Port TIL International Terminal Company Limited - HTIT is an enterprise in which Port of Hai Phong holds 51% of charter capital:

- (i) Representative of Port of Hai Phong's capital, representing 12% of charter capital.
- (ii) Member of the Members' Council.

+ At Smart Logistics Service (Hai Phong) Company Limited - a joint venture and affiliate of Port of Hai Phong:

- (i) Representative of Port of Hai Phong's capital, representing 20% of charter capital.
- (ii) Chairman of the Members' Council.

- Number of Port of Hai Phong shares held as of December 31, 2025: less than 0.01% of charter capital.



*2.1.4 Mr. Ngo Trung Hieu*

*(Resigned from the position of Deputy General Director from January 10, 2025)*

- Position: Deputy General Director of Port of Hai Phong

- Gender: Male

- Date of Birth: August 15, 1981

- Nationality: Vietnamese

- Ethnicity: Kinh

- ID Card/Passport No.:

Date of Issue:

Place of Issue: Police Department of Administrative Management of Social Order

- Hometown: Van Khe, Ha Dong, Ha Noi City, Vietnam

- Current Residence:

- Education Level: 12/12

- Professional Qualifications: Engineer of Lifting and Handling Machinery; Bachelor of Economic Law

- Work Experience:

<b>Period</b>	<b>Position</b>
10/2004 - 04/2005	Technical Staff - Le Thanh Tong Construction Enterprise - Port of Hai Phong
05/2005 - 07/2008	Technical Staff - Technology Department -Port of Hai Phong
08/2008 - 06/2014	Deputy Manager - Technology Department - Port of Hai Phong One Member Limited Liability Company
07/2014 - 01/2016	Deputy Manager - Technology Department - Port of Hai Phong Joint Stock Company
02/2016 - 08/2016	Deputy Director - Tan Vu Terminal - Port of Hai Phong Joint Stock Company
09/2016 - 07/2017	Deputy Director - Tan Vu Terminal - Port of Hai Phong Joint Stock Company
08/2017 - 07/2020	Director - Tan Vu Terminal - Port of Hai Phong Joint Stock Company
07/2020 - 07/2021	Member of the Standing Committee of the Party Committee, Deputy General Director - Port of Hai Phong Joint Stock Company cum Director, Tan Vu Terminal.
08/2021 - 01/2025	Deputy General Director - Port of Hai Phong Joint Stock Company
07/2020 - present	Member of the Standing Committee of the Party Committee - Port of Hai Phong Joint Stock Company
10/2021 - present	Vice Chairman of Members' Council at KM Cargo Services Hai Phong Co., Ltd.
20/12/2024 - present	Member of the Members' Council of Haiphong Port TIL International Terminal Company Limited

- Positions held at other organizations in 2025:

+ At KM Cargo Services Hai Phong Co., Ltd. - a joint venture and affiliate of Port of Hai Phong:

(i) Representative of Port of Hai Phong's capital, representing 36% of charter capital.

(ii) Vice Chairman of Members' Council.

+ At Haiphong Port TIL International Terminal Company Limited - HTIT is an enterprise in which Port of Hai Phong holds 51% of charter capital:

(i) Representative of Port of Hai Phong's capital, representing 12% of charter capital.

(ii) Member of Members' Council, Chief Executive Officer.

- Number of Port of Hai Phong shares held as of December 31, 2025: less than 0.01% of charter capital.

#### 2.1.5 Ms. Dao Thi Thu Ha

- Position: Chief Accountant

- Gender: Female

- Date of Birth: December 4, 1977

- Nationality: Vietnamese

- Ethnicity: Kinh

- ID Card/Passport:

Date of Issue:

Place of Issue: Police Department of Administrative Management of Social Order Police

- Hometown: Thuy Nguyen Ward, Hai Phong City, Vietnam

- Current Residence:

- Education Level: 12/12

- Professional Qualifications: Master of Economic Management, Bachelor of Economics (Finance and Banking), Bachelor of International Relations (Economic Relations), Bachelor of English, Certified Accountant (Ministry of Finance)

- Work Experience:

Period	Position
01/2000 - 10/2003	Secretary, General Director's Office - FPT Technology Investment and Development Joint Stock Company
11/2003 - 10/2005	Accounting Staff, Finance and Accounting Department, Hoang Dieu Construction Enterprise, Port of Hai Phong

Period	Position
11/2005 - 11/2007	Specialist - Project Management Unit (ODA) of Port of Hai Phong
12/2007 - 07/2009	Chief Accountant - Hai Phong Maritime Investment and Trading Joint Stock Company
08/2009 - 12/2010	Acting Chief Accountant - ODA Project Management Unit of Port of Hai Phong
01/2011 - 3/2016	Chief Accountant - ODA Project Management Unit of Port of Hai Phong
4/2016 - 06/2019	Member of the Supervisory Board, Port of Hai Phong Joint Stock Company, Chief Accountant - ODA Project Management Unit of Port of Hai Phong
06/2019 - 03/2024	Head of the Supervisory Board, Port of Hai Phong Joint Stock Company, Chief Accountant - ODA Project Management Unit of Port of Hai Phong
04/2024 - present	Chief Accountant of Port of Hai Phong Joint Stock Company, Chief Accountant - ODA Project Management Unit of Port of Hai Phong
09/2018 - present	Member of the Supervisory Board of Sai Gon Port Logistics JSC
12/2024 - present	Member of the Members' Council of Haiphong Port TIL International Terminal Company Limited

- Positions held at other organizations in 2025:

+ At Haiphong Port TIL International Terminal Company Limited - HTIT is an enterprise in which Port of Hai Phong holds 51% of charter capital:

- (i) Representative of Port of Hai Phong's capital, representing 12% of charter capital.
- (ii) Member of the Members' Council.

+ At Sai Gon Port Logistics JSC - a joint venture and affiliate of Port of Hai Phong::

- (i) Representative of Port of Hai Phong's capital, representing 5% of charter capital
- (ii) Member of the Supervisory Board.

- Number of Port of Hai Phong shares held as of December 31, 2025: None

## 2.2 Changes in the Executive Board

- As of January 10, 2025, Mr Ngo Trung Hieu ceased to hold the position of Deputy General Director of Port of Hai Phong.

## 2.3 Number of Employees and Labor Policies

- The total number of employees as of December 31, 2025, was 1,247 employees, a decrease of 160 employees compared to the same period in 2024 (as of December 31, 2024: 1,407 employees).

- Implementation of Labor Policies: Port of Hai Phong implements labor policies according to the regulations, internal rules, and provisions established by the company, in compliance with the provisions of the Law and the actual business operations of the company, ensuring alignment with labor costs and promoting and encouraging employees.

### 3. Investment Situation and Project Implementation

#### 3.1 Investment Projects

In 2025, in addition to implementing in-depth investment projects to enhance operational capacity, Hai Phong Port has focused all its resources on accelerating the construction of progress of Container Berths No. 3 and 4 in the Lach Huyen area to ensure the set schedule.

The realized volume of investment projects at Hai Phong Port in 2025 is:

*Unit: Million VND*

No.	Investment Projects	2025 Plan	2025 Realization	2025 Disbursement	Realization / Plan (%)	Disbursement / Plan (%)
1	Infrastructure Investment	110,401	43,619	19,055	39.51	17.26
2	Equipment Procurement Investment	128,990	27,581	24,339	21.38	18.87
3	Information Technology	8,017	4,808	4,670	59.97	58.25
4	Port Expansion Investment Projects	3,045,451	2,256,219	2,904,715	74.08	95.38
	<b>Total</b>	<b>3,292,859</b>	<b>2,332,227</b>	<b>2,952,780</b>	<b>70.83</b>	<b>89.67</b>

In general, the company's projects were executed on schedule, ensuring stable business operations.

#### 3.2 Subsidiaries and Affiliated Companies

The business performance (key indicators) of subsidiaries and affiliated companies is presented in Appendix 01 attached to the Annual Report.

### 4. Financial Status

According to the audited 2025 Financial Statements of Port of Hai Phong Joint Stock Company, which are attached to this report.

#### 4.1 Financial Status

Indicator	2024	2025	2024/2023 Ratio (%)
Total Asset Value	7,316,051,724,951	8,916,642,386,605	121.88
Net Revenue	1.373.821.942.986	1,732,726,458,836	126.12
Profit from Business Operations	730,384,626,600	863,210,793,007	118.19
Other Profits	7,693,080,471	310,024,389,852	4,029.91
Profit Before Tax	738,077,707,071	1,173,235,182,859	158.96
Profit After Tax	642,427,050,347	979,629,760,627	152.49

#### 4.2 Capital Utilization Efficiency

Contents	2024 (31/12/2024)	2025 (31/12/2025)
Owner's Equity	5,445,804,832,890	6,157,731,593,517
Total Assets	7,316,051,724,951	8,916,642,386,605
Profit Before Tax	642,427,050,347	979,629,760,627
Profit After Tax/Owner's Equity (ROE)	11.80%	15.91%
Profit After Tax/Total Assets (ROA)	8.78%	10.99%

#### 4.3 Financial Indicators

No.	Indicator	2024 (31/12/2024)	2025 (31/12/2025)
<b>1</b>	<b>Liquidity Ratios</b>		
	Current Ratio	1.04	1.43
	Quick Ratio	0.97	1.36
<b>2</b>	<b>Capital Structure Ratios</b>		
	Debt/Total Assets Ratio	0.26	0.31
	Debt/Equity Ratio	0.34	0.45
<b>3</b>	<b>Operational Efficiency Ratios</b>		
	Inventory Turnover Ratio	10.10	10.8
	Total Asset Turnover Ratio	0.19	0.21
<b>4</b>	<b>Profitability Ratios</b>		
	Profit After Tax/Net Revenue	0.57	0.47
	Profit After Tax/Owner's Equity	0.16	0.12
	Profit After Tax/Total Assets	0.11	0.09
	Operating Profit/Net Revenue	0.53	0.50
<b>5</b>	<b>Capital Preservation Ratio</b>	<b>1.13</b>	<b>1.09</b>

## 5. Shareholder Structure and Changes in Owner's Investment Capital

*(As of December 31, 2025, when Hai Phong Port finalized the shareholder list for corporate governance purposes)*

### 5.1 Shares

- Total outstanding shares: 326.960.000 cổ phần.
- + Freely transferable shares: 326.260.000
- + Restricted transferable shares: 700.000
- Types of outstanding shares: Common shares.

### 5.2 Shareholder Structure

No.	Shareholder		Number of shares	Ratio (%)
1	Domestic	Individual	14,173,438	4.335
		Organization	312,647,420	95.623
2	Foreign	Individual	16,542	0.005
		Organization	122,600	0.037
3	Ownership Ratio	Major	302,641,377	92.562
		Minor	24,318,623	7.438

#### *\* List of Foreign Shareholders*

NO.	NATIONALITY	FULL NAME	CONTACT ADDRESS	NUMBER OF SHARES	INDIVIDUAL /ORGANIZATION
1	France	ALEXANDRE ROBERT IDARECI			INDIVIDUAL
2	Korea (the Republic of)	BAEK SEUNG CHUL			INDIVIDUAL
3	Taiwan (Province of China)	CHEN, LU- CHUAN			INDIVIDUAL
4	Taiwan (Province of China)	CHUNG, TSAI- CHEN			INDIVIDUAL
5	Germany	FLORIAN BENNY DAVID WEISS			INDIVIDUAL

6	Taiwan (Province of China)	HUANG, SHAN - SHAN			INDIVIDUAL
7	Japan	IWAMASA TAKASHI			INDIVIDUAL
8	Japan	IZUMI JUNJI			INDIVIDUAL
9	Korea (the Republic of)	JEONG CHEOL			INDIVIDUAL
10	Japan	KATO TAKANORI			INDIVIDUAL
11	Korea (the Republic of)	KIM DAEWOO			INDIVIDUAL
12	Korea (the Republic of)	KIM JOONYOUNG			INDIVIDUAL
13	Japan	KUWABARA YOSHIHIRO			INDIVIDUAL
14	Taiwan (Province of China)	LEE, YI - HSUAN			INDIVIDUAL
15	Turkey	LEYAL ERKURTOGLU SAVAS			INDIVIDUAL
16	Taiwan (Province of China)	LIN, TZU - HSIANG			INDIVIDUAL

17	Taiwan (Province of China)	LIU, XIN - RU			INDIVIDUAL
18	China	LIU, ZHENCHUN			INDIVIDUAL
19	Taiwan (Province of China)	LUO, CHENG - ZONG			INDIVIDUAL
20	Japan	MIYATA SATOSHI			INDIVIDUAL
21	Taiwan (Province of China)	PANG CHIA LI			INDIVIDUAL
22	China	PIAO, WEN			INDIVIDUAL
23	Australia	Ringhoff Raymond August			INDIVIDUAL
24	Korea (the Republic of)	SIM SEUNGWOOK			INDIVIDUAL
25	Thailand	Teerawit Leepoolsapya			INDIVIDUAL
26	Canada	Tripp Anthony Hugh Bohdan			INDIVIDUAL
27	Taiwan (Province of China)	WANG, PO - CHIAO			INDIVIDUAL



28	China	XIANG, CHUNCHONG			INDIVIDUAL
29	Taiwan (Province of China)	YEH, I - CHUN			INDIVIDUAL
30	Singapore	AGGREGATE VALUE FUND VCC			ORGANIZATION
31	Thailand	FINANSIA SYRUS SECURITIES PUBLIC COMPANY LIMITED			ORGANIZATION
32	Thailand	KRUNGTHAI XSPRING SECURITIES COMPANY LIMITED			ORGANIZATION
33	Korea (the Republic of)	NH Investment & Securities Co., Ltd.			ORGANIZATION

### **5.3 Changes in Owner's Investment Capital**

None

### **5.4 Treasury Stock Transactions**

None

## **6. Report on the Company's Environmental and Social Impact**

### **6.1 Environmental Impact**

In 2025, Hai Phong Port implemented various measures to comply with the requirements of the Law on Environmental Protection, specifically:

- Periodic monitoring and supervision of environmental quality and wastewater;
- Collection of hazardous waste;
- Operating domestic wastewater treatment systems in accordance with technical standards;

- Full compliance with Environmental Impact Assessment (EIA) requirements for investment and repair projects prior to implementation;
- Submission of environmental protection reports to the competent regulatory authorities;
- Ensuring no environmental incidents occurred and no grievances or petitions were received from individuals or organizations.

## **6.2 Management of Raw Materials**

- Total amount of raw materials used to produce and package the organization's main products and services in the year: Not applicable.
- Report on the percentage of recycled materials used to produce the organization's main products and services: Not applicable.

## **6.3 Energy Consumption**

- In 2025, the volume of diesel fuel used for business operations at Hai Phong Port was approximately 1.96 million liters. Thanks to production rationalization, yard reorganization, and the efficient allocation of handling equipment during production shifts, the amount of diesel fuel saved compared to the 2025 quota was approximately 68,852 liters, equivalent to VND 1.147 billion.

- Implemented Solutions:
  - + Continuing to enhance yard planning and optimize operational arrangements during production shifts; extending the travel paths for electric Rubber-Tired Gantry (eRTG) cranes to reduce the operational range of diesel-powered RTGs.
  - + Strengthening the management and supervision of fuel usage; implementing fuel dispensing for vehicles and equipment via smart magnetic cards.
  - + Continuing to review the technical condition of diesel-powered vehicles and equipment, and proposing the liquidation (where applicable) of old, fuel-inefficient, and unproductive assets.
  - + Conducting semi-annual inspections, evaluations, and adjustments of fuel consumption quotas for vehicles and equipment to closely align with actual business operations.

## **6.4 Water consumption**

Water supply source and costs:

- Water supply source: Hai Phong Water Supply Joint Stock Company
- Total water used in 2025: 48,119 m<sup>3</sup> (equal to 85.68% of the 2024 consumption of 56,164 m<sup>3</sup>). This volume was used for both domestic and business purposes.

- Total cost of water usage in 2025: VND 1,215,964,048 (excluding VAT), reaching to 89.3% compared to the same period in 2024 (VND 1,360,903,474).

- Percentage and total volume of recycled and reused water: None.

In 2025, Port of Hai Phong assigned the specialized department to monitor and supervise the monthly water usage, compare it with the same period and monthly throughput, and issue warnings and reminders to units when sudden increases in water consumption occurred, so that the units can check, find the cause, and promptly detect any damage or leaks in the water pipes (if any) and rectify them in a timely manner to avoid losses.

## **6.5 Compliance with Environmental Protection Laws**

### *6.5.1 Number of Penalties for Violations of Environmental Laws and Regulations:*

None

### *6.5.2 Total Fines Imposed for Violations of Environmental Laws and Regulations:*

None

Environmental Indicators Assessment: All monitored environmental parameters, including wastewater, surface water, and air quality, remained within the permissible limits set by applicable standards and regulations.

## **6.6 Labor-Related Policies**

### *6.6.1 Number of Employees, Average Salary for Employees*

<b>Expenditure</b>	<b>Unit</b>	<b>2024</b>	<b>2025</b>
Average Number of Employees	Persons	1,407	1,247
Total Salary Fund Paid	VND	281,036,000,000	400,000,000,000
Average Income per Person/Month	VND/person/month	25,340,000	29,956,210
Average Salary per Person/Month	VND/person/month	22,567,875	26,730,821

### *6.6.2 Labor Policies to Ensure Health, Safety, and Welfare of Employees*

- Implement regulations on labor safety, cargo handling procedures, fully equip labor protection equipment according to regulations and standards, and create reasonable and effective working conditions for employees.

- Arrange and use labor in accordance with the law, all employees are signed labor contracts by Port of Hai Phong, ensuring regimes and benefits as prescribed: social insurance, health insurance, unemployment insurance. Employees have periodic health checks as prescribed, are fully entitled to insurance-related regimes such as leave, sickness,

maternity, death, and strengthen propaganda and training on occupational safety and health to raise awareness for employees to have a sense of self-protection and prevent occupational accidents.

- Occupational Safety and Health and employee support activities have been effectively maintained and ensured.

#### *6.6.3 Employee Training Activities*

In 2025, Hai Phong Port implemented professional training and development programs for its employees to enhance human resource quality and meet production and business requirements.

Notably, compared to previous years, the Port placed a significant emphasis on training related to information technology applications, Artificial Intelligence (AI), and digital transformation.

Training formats were diverse and flexible, ensuring educational quality without disrupting production and business operations

#### **6.7 Report on Community Responsibility**

As one of the major enterprises in the city, Port of Hai Phong prioritizes social responsibility and community engagement. The company actively supports local community activities, contributing through direct and indirect initiatives. Additionally, as a maritime enterprise, Port of Hai Phong places special emphasis on environmental protection policies and financial commitments.

### **III. Report and Evaluation by the Executive Board**

#### **1. Business Performance Assessment**

##### **1.1 General Business Overview**

In 2025, despite numerous difficulties and challenges, through the determination and unity of our entire workforce, Hai Phong Port achieved the following positive results:

- Maintaining growth in throughput and operational efficiency amidst increasingly intense competition.
- Successfully implementing organizational restructuring and investing in port infrastructure development.
- Driving innovation and digital transformation within business and production operations.
- Ensuring job security, increasing incomes, and enhancing employee welfare.

## 1.2 Key Operational Achievements

- Upgrading Container Terminals No. 3 and 4 at Hai Phong International Gateway Port to accommodate vessels up to 165,000 DWT: Licensed by competent authorities in August 2025.

- Reviewing, adjusting, and re-issuing internal regulations of Hai Phong Port to ensure compliance with management requirements and legal regulations.

- Lean restructuring and efficient labor utilization:

- + Port-wide labor review and evaluation: Port of Hai Phong completed labor quality assessments for Chua Ve Port Branch and Hoang Dieu Port One Member Ltd. from April 1 to April 22, 2025. In July 2025, labor quality assessments were successfully completed for Tan Vu Port Branch and the Office Block.

- + Lean labor streamlining across the Port: Reduced headcount by 412 employees.

- Digital Transformation:

- + Completed migrating customer data to CRM and integrating CRM with operational software.

- + Implementing contracts for general cargo software and digitizing operational processes at Chua Ve Port – Hoang Dieu Chua Ve Port One Member Ltd.

- Promoting Innovation and Digital Transformation through Kaizen tools: 315 initiatives/Kaizens are expected to be recorded in 2025.

- Developing a "Customer-Centric" corporate culture: Conducting monthly Net Promoter Score (NPS) surveys and annual evaluations across five factors (cargo safety, service pricing, service quality, service attitude, and recommendation willingness). Average NPS scores reached over 90.0%, with individual component scores exceeding 80%.

## 2. Financial situation

### 2.1 Asset structure as of December 31, 2025

No.	Asset structure	Năm 2025
1	Short-term Assets/Total Assets	16,72%
2	Long-term Assets/Total Assets	83,28%

### 2.2 Liquidity Ratios as of December 31, 2025

No.	Liquidity Ratio	Năm 2025
1	Current Ratio	1,43
2	Quick Ratio	1,36

### 2.3 Capital structure as of December 31, 2025

No.	Contents	31/12/2025
I	Short-term Assets	1.490.836.367.850
II	Long-term Assets	7.425.806.018.755
<b>III</b>	<b>TOTAL ASSETS</b>	<b>8.916.642.386.605</b>
IV	Liabilities	2.758.910.793.088
V	Owner's Equity	6.157.731.593.517
<b>VI</b>	<b>TOTAL CAPITAL</b>	<b>8.916.642.386.605</b>

### 2.4 Other Financial Indicators as of December 31, 2025

No.	Indicator	Năm 2025
1	<b>Capital Structure</b>	
	- Liabilities/Total Capital	0,31
	- Equity/Total Capital	0,69
2	<b>Profit ratio</b>	
	- Profit after tax/ Total Assets	10,99%
	- Profit after tax /Net revenue	56,54%
	- Profit after tax /Owner's equity	15,91%

### 2.5 Liabilities

Port of Hai Phong has successfully met its contractual payment obligations, with no overdue liabilities.

## 3. Organizational Structure, Policy, and Management Enhancements

In 2025, Hai Phong Port implemented a comprehensive restructuring of its management and operational apparatus, aiming for a lean, efficient model and the optimization of business activities. Specifically:

- In March 2025, the Port restructured the Hai Phong Port Operations and Engineering Training One Member Limited Company and converted it into Hai Phong Port Training and Technical services Joint Stock Company. At the time of conversion, the unit absorbed the workforce from Hai Phong Port's Repair Center, along with the entire stevedoring force from the Chua Ve Port and Tan Vu Port Terminal. Starting from July 1, the unit continued to integrate the stevedoring workforce from Hoang Dieu Port One Member LLC – a subsidiary of Hai Phong Port. This formed a new entity specializing in equipment repair services, maintenance standby, container cleaning and inspection, manual stevedoring, and human resource training for the Hai Phong Port ecosystem.

- In July 2025, the merger of Hoang Dieu Port One Member Limited Liability Company and the Chua Ve Port Terminal was implemented, with the post-merger entity operating under the new name: Hoang Dieu Chua Ve Port One Member Limited Liability Company. The merged unit operates across three areas: Hoang Dieu Port, Chua Ve Port,

and transshipment zones, maintaining operations for both domestic container and non-container cargo. The strategic focus is placed on developing the handling of non-container cargo with high stevedoring tariffs to optimize revenue and profit.

#### **4. Future Development Plans**

- Port of Hai Phong Port has developed a development strategy for the 2021-2025 period, with a vision to 2030. This strategy incorporates business plans based on the aforementioned analyses, market dynamics, economic growth forecasts, regional economic development, industry strategies, the direction of the parent company – Vietnam Maritime Corporation - JSC, and Hai Phong Port's internal strengths.

- Continuing the implementation of restructuring efforts to ensure a lean and efficient organization.

- Promoting research and cooperation to expand the scope of operations; with a specific focus on developing support sectors for core business activities carried out by member units. This aims to create a value chain within the Port of Hai Phong ecosystem to enhance overall competitiveness.

#### **5. Explanation of the Executive Board Regarding Audit Opinions**

Port of Hai Phong has issued written explanations regarding the fluctuations in business results in the Reviewed Interim Financial Statements and the Audited Annual Financial Statements.

In the 2025 Financial Statements, the auditors no longer issued a qualified opinion as they did in the 2024 Financial Statements.

Port of Hai Phong has fulfilled all reporting and information disclosure requirements with the State Securities Commission (SSC) and the Hanoi Stock Exchange (HNX) in compliance with applicable legal regulations.

#### **6. Assessment Report on the Company's Environmental and Social Responsibilities**

Port of Hai Phong has strictly adhered to environmental hygiene regulations.

Port of Hai Phong ensures compliance with labor, wage, and occupational safety and health regulations. The Trade Union organization operates actively and effectively.

Regarding social welfare activities, gratitude initiatives, and mutual assistance, employees maintain contributions to social activity funds to support social activities within and outside the city.

### **IV. Evaluation of the Board of Management on the Operations of Port of Hai Phong**

#### **1. Evaluation of the Board of Management on the Operational Aspects of Port of Hai Phong**

In 2025, Port of Hai Phong focused on implementing several key tasks:

- Continued review of the entire workforce to ensure rational and efficient labor allocation.
- Strict control of revenue and expenditure sources; cost reduction.
- Continued enhancement of service quality, fostering strong and sustainable relationships with traditional customers, actively seeking new customers, and expanding markets. Strengthening customer engagement through joint venture collaborations to enhance the company's competitiveness and operational capacity.
- Emphasis on labor quality, focusing on training and attracting high-quality human resources, meeting job requirements, and proficiently utilizing modern equipment.
- Harmonious coordination of investment project schedules according to their direct impact on the company's business operations.
- Focused acceleration of the completion of Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City.
- Ensured employment, income, benefits, and policies for employees. Strict compliance with tax payment obligations as prescribed.
- Ensured compliance with current legal regulations on public companies.
- In addition to business operations, the company effectively carried out social welfare activities, participated in sponsorships and support for charitable programs. Organized sightseeing and travel for employees.

## **2. Evaluation of the Board of Management on the Operations of the Executive Board**

The Board of Management assessed that in 2025, the commodity market continued to experience significant fluctuations due to the impact of international economic policies and political conditions.

Exercising its assigned rights and obligations, the Board of Management regularly monitored the implementation of Resolutions and issues assigned to the General Director, requested the General Director to report periodically and unexpectedly on achieved results and encountered difficulties. In accordance with company regulations and the Executive Board's request, the Board of Management participated in Executive Board meetings to gather information, exchange directly, and jointly resolve difficulties in management activities.

Evaluating the Executive Board's performance in 2025, the Board of Management observed:

- First, the Executive Board has implemented numerous proactive and effective solutions regarding customer policies.



- Second, the Executive Board has effectively leveraged various information technology solutions in terminal operations and management.

- Third, the Executive Board has actively achieved the goals of strengthening engagement between the company and its customers through the collaborative establishment of joint ventures.

- Fourth, the Executive Board has been proactive and effective in investment management and cost optimization.

- Fifth, the Executive Board has been decisive in executing restructuring schemes and transforming the operating models of member units toward a dynamic, proactive, and efficient model.

Regarding other management areas, the Board of Management assessed that the Executive Board had basically completed the tasks and directives of the Board of Management.

### **3. Plans and Orientations of the Board of Management**

To maintain its position and brand as the leading port in the region and achieve the set objectives, the Board of Directors of Hai Phong Port determines the necessity of continuing the synchronized implementation of solutions across all operational aspects, with a primary focus on the following key areas:

- Researching and formulating a long-term corporate development and business strategy.

- Exploring opportunities for cooperation, joint ventures, partnerships, and logistics activities with customers to jointly and effectively leverage Hai Phong Port's existing infrastructure.

- Effectively leveraging internal capacity to enhance service quality and optimize production costs to ensure competitiveness.

- Drawing lessons from experience to further implement the restructuring and reorganization of the organizational models of member units.

To implement the above content, the Board of Management deems it necessary to focus on developing detailed solutions and regularly evaluating and adjusting them to suit the aim of enhancing management, operational, and competitive capabilities in the following aspects: (1) Market, (2) Partnerships and Collaborations for business development; (3) Investment activities; (4) Management and operational work; (5) Human resource development work; (6) Financial work; (7) Information technology; (8) Governance and risk management system; (9) Innovation and development of corporate culture.

## V. Corporate Governance

### 1. Board of Management

#### 1.1 Membership and Structure of the Board of Management

No.	Member of the Board of Management	Position as of 01/01/2025	Position as of Report Date	Start Date as Member of the Board of Management	End Date as Member of the Board of Management
1.	Mr. Pham Hong Minh	Chairman of the Board of Management	Chairman of the Board of Management	26/06/2019	
2.	Mr. Nguyen Tuong Anh	General Director Board of Management	General Director Board of Management	26/06/2019	
3.	Ms. Trinh Thi Ngoc Bien	Board of Management	None	15/04/2024	29/4/2025
4.	Mr. Ly Quang Thai	None	Board of Management	29/4/2025	
5.	Ms. Nguyen Thi Yen	Board of Management	Board of Management	15/04/2024	
6.	Mr. Le Dong	Board of Management	Board of Management	15/04/2024	
7.	Mr. Vu Duc Bien	Independent Board of Management	Independent Board of Management	15/04/2024	
8.	Mr. Do Vu Linh	Independent Board of Management	None	15/04/2024	29/4/2025
9.	Ms. Le Thi Ngoc Dung	None	Independent Board of Management	29/4/2025	

**\* Number and Ownership Ratio of PHP Stock Held by members of the Board of Management from January 01, 2025 to before April 29, 2025 (the time of the Annual General Meeting of Shareholders of Port of Hai Phong):**

No.	Member of the Board of Management	Position	Number of Shares Held			
			Representing VIMC's Capital Contribution		Individual	
			Number of Shares	Ratio %	Number of Shares	Ratio %
1	Mr. Pham Hong Minh	Chairman of the Board of Management		20.56		0.003
2	Mr. Nguyen Tuong Anh	General Director Member of the Board of Management		18		0.001
3	Ms. Trinh Thi Ngoc Bien	Member of the Board of Management		0		0
4	Ms. Nguyen Thi Yen	Member of the Board of Management		18		0
5	Mr. Le Dong	Member of the Board of Management		18		0
6	Mr. Vu Duc Bien	Independent Member of the Board of Management		0		0
7	Mr. Do Vu Linh	Independent Member of the Board of Management		0		0

**\* Number and Ownership Ratio of PHP Stock Held by members of the Board of Management from April 29, 2025 to December 31, 2025:**

No.	Member of the Board of Management	Position	Number of Shares Held			
			Representing VIMC's Capital Contribution		Individual	
			Number of Shares	Ratio %	Number of Shares	Ratio %
1	Mr. Pham Hong Minh	Chairman of the Board of Management		20.56		0.003
2	Mr. Nguyen Tuong Anh	General Director Member of the Board of Management		18		0.001
3	Mr. Ly Quang Thai	Member of the Board of Management		18		0
4	Ms. Nguyen Thi Yen	Member of the Board of Management		18		0
5	Mr. Le Dong	Member of the Board of Management		18		0
6	Mr. Vu Duc Bien	Independent Member of the Board of Management		0		0
7	Ms. Le Thi Ngoc Dung	Independent Member of the Board of Management		0		0

**Note:**

- On December 13, 2024, Vietnam Maritime Corporation (VIMC) issued a notice regarding the change in VIMC's capital representative at Port of Hai Phong from Ms. Trinh Thi Ngoc Bien to Mr. Ly Quang Thai.

- Effective from April 29, 2025, Ms. Trinh Thi Ngoc Bien ceased to be a Member of the Board of Management of Port of Hai Phong.

- Effective from April 29, 2025, Mr. Ly Quang Thai was appointed as a Member of the Board of Management of Port of Hai Phong.

**\* Number of Member of the Board of Management Positions and Management Positions Held by Each Board Member in Other Companies**

No.	Member of the Board of Management	Current Position	Positions Held at Other Entities
1	Mr. Pham Hong Minh	Chairman of the Board of Management	<ul style="list-style-type: none"> <li>- Representative of VIMC's capital contribution (major shareholder of Port of Hai Phong) at Port of Hai Phong, representing 20.56% of charter capital.</li> <li>- Representative of Port of Hai Phong's capital contribution, Chairman of the Members' Council at Hoang Dieu Port Co., Ltd. (a subsidiary of Port of Hai Phong), representing 40% of charter capital.</li> <li>- Mr. Pham Hong Minh is a member of the University Council at Vietnam Maritime University</li> </ul>
2	Mr. Nguyen Tuong Anh	General Director, Member of the Board of Management	<ul style="list-style-type: none"> <li>- Representative of VIMC's capital contribution (major shareholder of Port of Hai Phong) at Port of Hai Phong, representing 18% of charter capital.</li> </ul>
3	Mr. Ly Quang Thai	Member of the Board of Management	<ul style="list-style-type: none"> <li>- Head of the Investment Department of VIMC (major shareholder of Port of Hai Phong) -- Representative of VIMC's capital contribution at Port of Hai Phong, representing 18% of charter capital</li> <li>- Representative of VIMC's capital contribution, Member of the Board of Management at Sai Gon Port JSC.</li> </ul>

4	Ms. Nguyen Thi Yen	Member of the Board of Management	<ul style="list-style-type: none"> <li>- Head of Human Resources at VIMC (major shareholder of Port of Hai Phong)</li> <li>- Representative of VIMC's capital contribution at Port of Hai Phong, representing 18% of charter capital.</li> <li>- Representative of VIMC's capital contribution, Member of the Board of Management at Cam Ranh Port JSC.</li> </ul>
5	Mr. Le Dong	Member of the Board of Management	<ul style="list-style-type: none"> <li>- Director of IT Center at VIMC (major shareholder of Port of Hai Phong))</li> <li>- Representative of VIMC's capital contribution at Port of Hai Phong, representing 18% of charter capital.</li> <li>- Representative of VIMC's capital contribution, Member of the Board of Management at VIMC Container Transport JSC</li> </ul>
6	Mr. Vu Duc Bien	Independent Member of the Board of Management	<ul style="list-style-type: none"> <li>- Chairman of the Board of Management of Flyone Investment Corporation Joint Stock Company</li> <li>- Chairman of the Board of Management of Travel One Joint Stock Company</li> <li>- Chairman of the Board of Management of Flyone Aviation Solutions Joint Stock Company</li> <li>- Chairman of the Board of Management of Elite 24 Joint Stock Company</li> <li>- Member of the Board of Management of Carhub Joint Stock Company</li> <li>- Member of the Board of Management of FAS Vietnam Cargo Joint Stock Company</li> </ul>
7	Ms. Le Thi Ngoc Dung	Independent Member of the Board of Management	The Deputy General Director at the enterprise

8	Ms. Trinh Thi Ngoc Bien	Former Member of the Board of Management	<ul style="list-style-type: none"> <li>- Head of Market Development Deat VIMC (major shareholder of Port of Hai Phong))</li> <li>- Representative of VIMC's capital contribution, Board Member at SP-SSA International Container Services Joint Venture Company.</li> <li>- Representative of VIMC's capital contribution, Board Member at Saigon Port.</li> <li>- Representative of Cai Lan Port Investment JSC's capital contribution, Chairman of the Members' Council at Cai Lan International Container Terminal Co., Ltd.</li> <li>- Representative of Port of Hai Phong's capital contribution, Vice Chairman of the Members' Council at Haiphong Port TIL International Terminal Company Limited (HTIT), representing 15% of charter capital (HTIT is an enterprise in which Port of Hai Phong holds 51% of charter capital).</li> </ul>
9	Mr Do Vu Linh	Fomer Independent Member of the Board of Management	<ul style="list-style-type: none"> <li>- Chief Accountant at Cai Lan International Container Terminal Co., Ltd.</li> <li>- Head of Finance &amp; Accounting Department at Cai Lan Port Investment JSC</li> </ul>

### **1.2 Subcommittees of the Board of Management**

Currently, the Company's Board of Management has one assisting Subcommittee, which is the Hai Phong Port Research and Development Subcommittee (Subcommittee). In 2024, the Subcommittee supported the Board of Management in directing the implementation of investment in Berths 3 and 4 of the Lach Huyen project and the relocation plan of Hoang Dieu Port, ensuring progress as required.

### 1.3 Activities of the Board of Management

#### 1.3.1 Meetings of the Board of Management

STT	Member of the Board of Management	Number of Meetings Attended	Attendance Rate	Reason for Absence
<b>Before April 29, 2025</b>				
1	Mr. Pham Hong Minh	01/01	100%	
2	Mr. Nguyen Tuong Anh	01/01	100%	
3	Ms. Trinh Thi Ngoc Bien	01/01	100%	
4	Ms. Nguyen Thi Yen	01/01	100%	
5	Mr. Le Dong	01/01	100%	
6	Mr. Vu Duc Bien	01/01	100%	
7	Mr. Do Vu Linh	01/01	100%	
<b>From April 29, 2025</b>				
1	Mr. Pham Hong Minh	03/03	100%	
2	Mr. Nguyen Tuong Anh	03/03	100%	
3	Mr. Ly Quang Thai	02/03	66,7%	Absent due to business trip
4	Ms. Nguyen Thi Yen	03/03	100%	
5	Mr. Le Dong	02/03	66,7%	Absent due to business trip
6	Mr. Vu Duc Bien	02/03	66,7%	Absent due to business trip
7	Ms. Le Thi Ngoc Dung	03/03	100%	

#### 1.3.2 Contents of Meetings of the Board of Management

No.	Date of Meetings of the Board of Management	Document No.	Signing date	Contents
1	27/3/2025	63/NQ-CHP	28/3/2025	<ul style="list-style-type: none"> <li>- Expected business results for the first quarter of 2025, business plan for the second quarter of 2025</li> <li>- Voting contents at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong</li> <li>- Board of Management' 2025 Action Plan</li> </ul>
2	23/6/2025	110/NQ-CHP	24/6/2025	<ul style="list-style-type: none"> <li>- Expected production and business results for the second quarter of 2025, the first 6 months of 2025 and business plan for the third quarter of 2025</li> <li>- Expected results of implementing BSC-KPI and KRI indicators in the first 6 months of 2025</li> <li>- Plan to merge Hoang Dieu Port and Chua</li> </ul>



No.	Date of Meetings of the Board of Management	Document No.	Signing date	Contents
				<p>Ve Terminal</p> <ul style="list-style-type: none"> <li>- Policy to reappoint Deputy General Director of Port of Hai Phong</li> <li>- Human resources work at Hai Phong Port Tuagboat and Transport Joint Stock Company</li> </ul>
3	29/9/2025	160/NQ-CHP	30/9/2025	<ul style="list-style-type: none"> <li>- Estimated business results for Q3/2025 and the first 9 months of 2025; the business plan for Q4/2025 and the implementation of other key tasks.</li> <li>- Strategic directions.</li> <li>- Comprehensive restructuring plan for Port of Hai Phong.</li> <li>- Business plan for Hoang Dieu Chua Ve Port One-Member Limited Liability Company for the last 6 months of 2025.</li> <li>- Personnel matters regarding secondment.</li> </ul>
4	25/12/2025	191/NQ-CHP	26/12/2025	<ul style="list-style-type: none"> <li>- Estimated business results for 2025; results of the implementation of BSC-KPI and KRI indicators for 2025; and the business plan for 2026.</li> <li>- Labor utilization plan at Dinh Vu Port Investment and Development Joint Stock Company.</li> <li>- Realized salary fund for 2025 of subordinate units.</li> <li>- Strategic investment directions.</li> </ul>

### 1.3.3 Resolutions of the Board of Management

No.	Number of documents	Date signed	Content	Passage Rate
1	01/NQ-CHP	01/02/2025	Regarding the approval of the adjustment of the construction drawing design and estimate for the Weak Soil Treatment section of the Yard item - in the Construction Drawing Design Document and Estimate "Package TV18: Preparing construction drawing design and estimate for the remaining construction items (other than the EC package) and office interior equipment items" under the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach	100%

			Huyen Port Area), Hai Phong City	
2	02/NQ-CHP	01/09/2025	On approving the adjustment of the value of the work volume and supplementing the value of the volume arising out of the work items of the EC Package Contract (second time) under the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	100%
3	03/NQ-CHP	10/01/2025	On signing a contract to provide cargo handling services in 2025 between Port of Hai Phong Joint Stock Company and VIMC Hai Phong Warehouse Company	100%
4	04/NQ-CHP	10/01/2025	On approval of construction contract appendix Package XL02: Construction and installation of internal road and yard works, operator building, worker room, workshop and workshop crane, gate and fence, fire protection system and infrastructure and auxiliary works of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city (Contract Appendix No. 03)	100%
5	05/NQ-CHP	13/01/2025	Regarding the liquidation of construction contract No. 14.07/HĐTCXD dated July 14, 2023, Implementation process, implementation plan and designation of the implementing unit for package TC 01: Construction of the project "Renovation of cargo yard - Tan Vu Terminal" Belonging to the project: Renovation of cargo yard - Tan Vu Terminal	71,42%
6	06/NQ-CHP	13/01/2025	On signing the Contract for providing loading, unloading, delivery of goods, and container repair services in 2025 between Port of Hai Phong Joint Stock Company and Hoang Dieu Port One Member Co., Ltd.	83,33%
7	07/NQ-CHP	13/01/2025	On approving the investment policy to purchase 02 container handling cranes (QC) at Tan Vu Terminal	71,42%
8	08/NQ-CHP	16/01/2025	On approval of Contract Appendix No. 01 PC Package: Purchase of goods, equipment, internal database software and construction of information technology infrastructure under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
9	09/NQ-CHP	17/01/2025	On signing contracts between Port of Hai Phong Joint Stock Company and companies with capital contributions in 2025	100%
10	10/NQ-CHP	20/01/2025	Regarding the approval of the appendix to the contract	100%

			for design and construction of the EC Package: Survey of the entire project; design and construction of the Berth, dredging, embankment behind the berth, leveling, and road in step 1 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City (Contract Appendix No. 07)	
11	11/NQ-CHP	20/01/2025	Regarding the approval of the adjustment of the construction drawing design for replacing the cement reinforced stone layer with M200 concrete for the Road item behind Berth No. 3 for the EC Package under the Investment Project for the Construction of Container Berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	100%
12	12/NQ-CHP	24/01/2025	On personnel work at Port of Hai Phong Joint Stock Company	100%
13	13/NQ-CHP	23/01/2025	On the announcement of the 4th Quarter 2024 Financial Report of Port of Hai Phong Joint Stock Company	100%
14	14/NQ-CHP	24/01/2025	On approving the content and publishing the 2024 Management Report of Port of Hai Phong Joint Stock Company	100%
15	15/NQ-CHP	24/01/2025	Regarding the establishment of the Project Settlement Audit Team to complete the Project of purchasing 01 fire truck at Tan Vu Terminal	85,71%
16	16/NQ-CHP	24/01/2025	Regarding the approval of additional volume and Contract Appendix No. 01 "Package PTV04: Security service for 08 RTG equipment at Terminals No. 3 and No. 4 Lach Huyen" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
17	17/NQ-CHP	02/04/2025	Regarding the 2024 Operation Report and the 2025 Internal Audit Plan of the Internal Audit Department - Port of Hai Phong Joint Stock Company	71,42%
18	18/NQ-CHP	02/04/2025	On approving the business plan for the first quarter of 2025	71,42%
19	19/NQ-CHP	05/02/2025	On the policy of personnel work of Port of Hai Phong Joint Stock Company	100%
20	20/NQ-CHP	05/02/2025	On the results of the recruitment exam for key positions for the Joint Venture Company at Lach Huyen Area	57,14%
21	21A/NQ-CHP	06/02/2025	Regarding the approval of additional and adjusted design of construction drawings and estimates for the	100%

			item: Fire Prevention and Fighting System Package XL02 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	
22	21B/NQ-CHP	10/02/2025	On the approval of Contract Appendix No. 05 of Package XL02 of the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	100%
23	22/NQ-CHP	10/02/2025	Regarding the approval of the appendix to the contract for design and construction of the EC Package: Survey of the entire project; design and construction of the Berth, dredging, embankment behind the berth, leveling, and road in step 1 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City (Contract Appendix No. 08 )	100%
24	23/NQ-CHP	10/02/2025	On approval of construction contract appendix Package XL02: Construction and installation of internal road and yard works, operator buliding, worker room, workshop and workshop crane, gate and fence, fire protection system and infrastructure and auxiliary works of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city (Contract Appendix No. 04)	100%
25	24/NQ-CHP	12/02/2025	On promulgating the Regulations on investment management and contractor selection in investment work of Port of Hai Phong Joint Stock Company	85,71%
26	25/NQ-CHP	February 13, 2025	On signing the contract in 2025 between Port of Hai Phong Joint Stock Company and Dinh Vu Port Investment and Development Joint Stock Company	100%
27	26/NQ-CHP	13/02/2025	On the policy of reorganizing Port of Hai Phong Technical Training One Member Co., Ltd.	85,71%
28	27/NQ-CHP	13/02/2025	On the policy of merging Hoang Dieu Port and Chua Ve Port	85,71%
29	28/NQ-CHP	13/02/2025	Regarding the approval of the Bidding Document for the item of Procurement of 03 automatic crane frames for loading and unloading containers at Tan Vu Terminal	57,14%
30	29/NQ-CHP	17/02/2025	On the establishment of the Internal Audit Team at Chua Ve Terminal - Port of Hai Phong Joint Stock	71,42%

			Company	
31	30/NQ-CHP	17/02/2025	On the implementation of tasks in the restructuring task of Port of Hai Phong Technical Training One Member Co., Ltd.	100%
32	31/NQ-CHP	18/02/2025	About the plan to convert business type at Port of Hai Phong Technical Training One Member Co., Ltd.	100%
33	32/NQ-CHP	19/02/2025	Regarding the approval of tasks, estimates and plans for selecting contractors to prepare and review estimates of costs incurred in the category of Moving 04 Tukul pedestal cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port	71,42%
34	33/NQ-CHP	19/02/2025	On approval of investment capital settlement for the completed project of investing in the automatic system for checking imported and exported containers through the gate at Tan Vu Terminal	71,42%
35	34/NQ-CHP	20/02/2025	On the announcement of the 2024 Financial Report Audited by Port of Hai Phong Joint Stock Company	100%
36	35/NQ-CHP	19/02/2025	On approving the Task, cost estimate; Bidding package estimate and Implementation plan for renting containers as offices and warehouses to serve the supervision and trial operation of Lach Huyen Terminal 3 and 4 project under the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Terminal Area), Hai Phong city	85,71%
37	36/NQ-CHP	21/02/2025	On approving the results of contractor selection and contract content Package PTV06: Renting containers for office and warehouse purposes to serve the implementation of supervision and trial operation of Lach Huyen Terminal 3 and 4 project under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	85,71%
38	37/NQ-CHP	24/02/2025	Regarding the establishment of the Appraisal Team for the Investment Project to purchase 02 container handling cranes (QC) at Tan Vu Terminal	85,71%
39	38/NQ-CHP	24/02/2025	Regarding the approval of the project settlement for the completion of the project to purchase 01 fire truck at Tan Vu Terminal	100%
40	39/NQ-CHP	25/02/2025	On personnel work at Port of Hai Phong Joint Stock Company	100%
41	40/NQ-CHP	26/02/2025	On personnel work at Port of Hai Phong Technical Services and Training Joint Stock Company	100%

42	41/NQ-CHP	27/02/2025	On promulgating the Appendix "Regulations on Management of the Activities of the Representative of the Capital of Port of Hai Phong Joint Stock Company at Enterprises with Capital Contribution"	85,71%
43	42/NQ-CHP	03/3/2025	Regarding the plan to organize the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company	100%
44	43/NQ-CHP	06/3/2025	On approving the feasibility study report of the project "Upgrading Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin"	100%
45	44/NQ-CHP	07/3/2025	On approving the Task, cost estimate; Bidding package estimate and Implementation plan of environmental protection works serving the operation of phase 1 at Lach Huyen Terminal 3 and 4 Project under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Terminal area), Hai Phong City	85,71%
46	45/NQ-CHP	10/3/2025	Regarding the Establishment of the Organizing Committee for the 2025 Annual General Meeting	100%
47	46/NQ-CHP	11/3/2025	On approving the content of the contract for leasing and exploiting seaport infrastructure formed from the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city between Port of Hai Phong Joint Stock Company and the Joint Venture Company in Lach Huyen area	100%
48	47/NQ-CHP	10/3/2025	On approving the investment policy to purchase 10 tractors and semi-trailers at Tan Vu Terminal	100%
49	48/NQ-CHP	12/3/2025	On approving the content and publishing the 2024 Annual Report of Port of Hai Phong Joint Stock Company	100%
50	50/NQ-CHP	14/3/2025	Regarding the approval of the bid package estimate, the implementation plan of the project management consultant contractor and the preparation and review of the construction drawing design documents and estimates of the Hai Phong maritime channel upgrade project from the upstream of Nam Hai Dinh Vu Port to the upstream of Dinh Vu Port and the expansion of the existing turning basin	71,43%
51	51/NQ-CHP	14/3/2025	On the approval of Contract Appendix No. 06 of Package XL02 of the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach	100%

			Huyen Port Area), Hai Phong City	
52	54/NQ-CHP	14/3/2025	On approving the Task, non-consulting cost estimate; Bidding package estimate and Implementation plan for Vehicle and equipment insurance at the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	85,71%
53	55/NQ-CHP	18/3/2025	On the approval of the contractor selection results and contract content "Package PTV07: Insurance of vehicles and equipment at Lach Huyen Terminal 3 and 4 project" under the Investment Project to build container terminals No. 3 and No. 4 at Hai Phong International Gateway Port (at Lach Huyen Terminal area), Hai Phong city	85,71%
54	56/NQ-CHP	18/3/2025	Regarding the plan to increase charter capital for Hai Phong Port TIL International Terminal Company Limited	85,71%
55	57/NQ-CHP	18/3/2025	Regarding the policy of mortgaging the capital contribution of Hai Phong Port TIL International Terminal Company Limited	85,71%
56	58/NQ-CHP	19/3/2025	About the plan and roadmap for evaluating the quality of labor throughout the Company	
57	59/NQ-CHP	24/3/2025	Regarding the termination of the MNR Center, Unloading team at branches and plans for staff work and labor arrangement	85,71%
58	60/NQ-CHP	27/3/2025	On the organization of the 2025 Annual General Meeting of Shareholders	100%
59	61/NQ-CHP	27/3/2025	On approving the results of contractor selection and contract content of the Package: Environmental protection works serving the exploitation of phase 1 at Lach Huyen Berth 3 and 4 project under the Investment Project to build Container Berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Berth area), Hai Phong city	85,71%
60	62/NQ-CHP	27/3/2025	On the signing of the 2025 contract between Port of Hai Phong Joint Stock Company and Vietnam Maritime Transport Joint Stock Company	100%
61	63/NQ-CHP	28/3/2025	The meeting of the Board of Management of the Company on March 27, 2025, includes the following contents: -Expected business results for the first quarter of 2025, business plan for the second quarter of 2025 - Voting contents at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong	100%

			- Board of Management' 2025 Action Plan	
62	64/NQ-CHP	31/3/2025	Acceptance to sign Soft Launch Letter	100%
63	65/NQ-CHP	31/3/2025	On approving the Mortgage Contract of the capital contribution of Port of Hai Phong Joint Stock Company at Hai Phong Port TIL International Terminal Company Limited	83,33%
64	66/NQ-CHP	31/3/2025	On approving the Debt Transfer Contract between Port of Hai Phong Joint Stock Company and Hai Phong Port TIL International Terminal Company Limited	83,33%
65	67/NQ-CHP	31/3/2025	On amending and supplementing the "Table of delegation of authority between the Board of Management and the General Director" at Port of Hai Phong Joint Stock Company	71,42%
66	68/NQ-CHP	31/3/2025	Regarding the approval of additional volume and Contract Appendix No. 02 "Package PTV04: Security service for 08 RTG equipment at Terminals No. 3 and No. 4 Lach Huyen" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
67	69/NQ-CHP	01/4/2025	Regarding the recruitment results for the position of Human Resources Director at Hai Phong Port TIL International Terminal Company Limited	85,71%
68	71/NQ-CHP	04/4/2025	On the results of the assessment of the implementation of BSC-KPI indicators in 2024 by the representatives of Port of Hai Phong's capital at enterprises with contributed capital	71,42%
69	72/NQ-CHP	04/4/2025	Regarding the settlement of capital of Port of Hai Phong Joint Stock Company at Port of Hai Phong Technical Services and Training Joint Stock Company	85,71%
70	73/NQ-CHP	09/4/2025	Regarding the lease of office building at Lot 15 Le Hong Phong Street, Dang Lam Ward, Hai An District, Hai Phong City	71,43%
71	74/NQ-CHP	09/4/2025	On signing the Service Provision Contract for 2025 between Port of Hai Phong Joint Stock Company and Port of Hai Phong Technical Services and Training Joint Stock Company	85,71%
72	75/NQ-CHP	11/4/2025	Regarding the personnel policy for Mr. Nguyen Vu Ha - Head of Legal Planning Department	100%
73	76/NQ-CHP	16/4/2025	On personnel work at Dinh Vu Port Investment and Development Joint Stock Company	100%
74	77/NQ-CHP	18/4/2025	On approving the results of contractor selection for the Procurement of 03 automatic crane frames for container handling at Tan Vu Terminal	71,42%



75	78/NQ-CHP	18/4/2025	On approving the Business Plan for the Second Quarter of 2025	85,71%
76	79/NQ-CHP	18/4/2025	Regarding the appointment of a representative of the capital of Port of Hai Phong Joint Stock Company at VIMC Logistics Vietnam Joint Stock Company	85,71%
77	80/NQ-CHP	22/4/2025	Regarding the establishment of the Project Appraisal Team for the purchase of 10 tractor trucks and semi-trailers at Tan Vu Terminal	85,71%
78	80A/NQ-CHP	20/4/2025	Regarding the assignment to the General Director to decide on the completion of asset items after the investment in the construction investment project of Container Terminals No. 3 and No. 4 belonging to Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city, put into operation and handover	100%
79	81/NQ-CHP	23/4/2025	On the announcement of the Financial Report for the first quarter of 2025 of Port of Hai Phong Joint Stock Company	85,71%
80	82/NQ-CHP	26/4/2025	Regarding the discussion documents at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company	85,71%
81	83/NQ-CHP	28/4/2025	On the consolidation of regulations on management and use of the Reward and Welfare Fund of Port of Hai Phong Joint Stock Company	85,71%
82	84/NQ-CHP	12/5/2025	On the approval of the design documents of construction drawings and estimates (construction design implemented after basic design) of the project "Upgrading Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin"	85,71%
83	85/NQ-CHP	14/5/2025	On approving the BSC-KPI and KRI targets for 2025 of Port of Hai Phong Joint Stock Company	100%
84	86/NQ-CHP	14/5/2025	On approving the investment policy of solar power system to provide electricity for offices and factories at Tan Vu Terminal	85,71%
85	87/NQ-CHP	15/5/2025	On approving the 2025 BSC-KPI targets assigned to the Representative of Port of Hai Phong's capital share at enterprises with controlling capital contribution	85,71%
86	88/NQ-CHP	15/5/2025	On approving the 2025 Business Production Plan	100%
87	89/NQ-CHP	19/5/2025	On approving the Implementation Plan of the Project "Upgrading Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin"	71,42%
88	90/NQ-CHP	20/5/2025	Regarding the approval of the Bidding Documents for Package XL01: Construction of dredging to upgrade	71,42%

			Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin under the Project to upgrade Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin.	
89	91/NQ-CHP	20/5/2025	On the implementation of the Company Manager Reward Fund	100%
90	92/NQ-CHP	20/5/2025	On the division of the Welfare Reward Fund set aside in 2025	100%
91	93/NQ-CHP	20/5/2025	On amending and supplementing the Code of Conduct at Port of Hai Phong Joint Stock Company	100%
92	93B/NQ-CHP	23/5/2025	On the approval of Contract Appendix No. 01 "Package PTV06: Container rental for office and warehouse purposes to serve the supervision and trial operation of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	100%
93	94/NQ-CHP	26/5/2025	On approving the Task, cost estimate; Bidding package estimate and Implementation plan for the recovery of signal buoy No. 24, Lach Huyen - Hai Phong maritime channel section under the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
94	95/NQ-CHP	26/5/2025	Regarding the approval of the adjustment of the Cost Estimate and the Estimate of the Acceptance Package for the energization of the 22kV underground cable line supplying power to Terminals No. 3 and No. 4 of Lach Huyen in the period of 2023 - 2025 under the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
95	96/NQ-CHP	27/5/2025	On the establishment of an Appraisal Team to select an Auditing Unit for the Semi-Annual Financial Report and the 2025 Financial Report of Port of Hai Phong Joint Stock Company	100%
96	97/NQ-CHP	26/5/2025	On approving the adjustment of capital sources to implement the Oil Spill Response Plan for the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port area), Hai Phong city	100%
97	98/NQ-CHP	03/6/2025	On the consolidation of the Board of Supervisors of	100%

			Port of Hai Phong Technical Services and Training Joint Stock Company	
98	99/NQ-CHP	04/6/2025	On signing the Forklift Rental Contract in 2025 between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company	100%
99	100/NQ-CHP	11/6/2025	On approving the Task, cost estimate for consulting; Bidding package estimate and Implementation plan for Appraisal of black sand material price after construction of the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
100	101/NQ-CHP	18/6/2025	On approving the addition and adjustment of the budget for the item: Fire Prevention and Fighting System of the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City	100%
101	102/NQ-CHP	19/6/2025	About current equipment rental Managed and used by Chua Ve Terminal	71,42%
102	103/NQ-CHP	20/6/2025	On approval of contractor selection results Package XL01: Dredging construction to upgrade Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin under the Project to upgrade Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin	71,42%
103	104/NQ-CHP	23/6/2025	On approving the audit cost estimate and implementation plan for selecting the unit to review the semi-annual financial statements and audit the 2025 financial statements of Port of Hai Phong Joint Stock Company	85,71%
104	105/NQ-CHP	23/6/2025	On approving the results of contractor selection and contract content "Package TV47: Appraisal of black sand material price after construction" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
105	106/NQ-CHP	23/6/2025	On approving the Adjustment of the design of the construction drawings of the Public Toilet item under Package TV18 during the construction of Package XL02 under the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong	100%

			International Gateway Port (at Lach Huyen Port Area), Hai Phong City	
106	107/NQ-CHP	23/6/2025	On the signing of the principal contract on cooperation in port exploitation between Port of Hai Phong Joint Stock Company and a subsidiary of Port of Hai Phong (the merged company between Hoang Dieu Port and Chua Ve Terminal)	71,42%
107	108/NQ-CHP	23/6/2025	About human resources at Hai Phong Port Tuagboat and Transport Joint Stock Company	100%
108	109/NQ-CHP	24/6/2025	On the consolidation of the Working Group assisting the Steering Committee for equitization of Port of Hai Phong One Member Co., Ltd.	85,71%
109	110/NQ-CHP	24/6/2025	The meeting of the Board of Management of the Company on June 23, 2025, includes the following contents: - Expected production and business results for the second quarter of 2025, the first 6 months of 2025 and business plan for the third quarter of 2025 - Expected results of implementing BSC-KPI and KRI indicators in the first 6 months of 2025 - Plan to merge Hoang Dieu Port and Chua Ve Terminal - Policy to reappoint Deputy General Director of Port of Hai Phong - Human resources work at Hai Phong Port Tuagboat and Transport Joint Stock Company	100%
110	111/NQ-CHP	24/6/2025	On the approval of the draft Charter of the new Unit (Unit after the merger of Hoang Dieu Port and Chua Ve Port)	85,71%
111	112/NQ-CHP	25/6/2025	On approving the content of the lease contract for ships HC43, HC44, HC45	57,14%
112	113/NQ-CHP	30/6/2025	On approving the results of selecting the unit to review the semi-annual financial statements and audit the 2025 financial statements of Port of Hai Phong Joint Stock Company	85,71%
113	114/NQ-CHP	30/6/2025	On approving the Task, cost estimate; Bidding package estimate and Implementation plan for Supply and installation of ship monitoring equipment for the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city	100%
114	115/NQ-CHP	30/6/2025	Regarding the approval of the Technical Economic Report of the project to purchase 02 container handling cranes (QC) at Tan Vu Terminal	100%

115	116/NQ-CHP	01/7/2025	Regarding the transformation of Hoang Dieu Port One-Member Limited Liability Company into Hoang Dieu Chua Ve Port One-Member Limited Liability Company	100%
116	117/NQ-CHP	07/7/2025	Approval of the Consultancy Assignment and Cost Estimate; Package Estimate and Implementation Plan for the Fabrication and installation of anti-storm tie-downs for RTG cranes under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
117	118/NQ-CHP	07/7/2025	Approval of the adjustment to the shop drawings and cost estimates for the Container Yard item – Package EC under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
118	119/NQ-CHP	08/7/2025	Regarding personnel matters at Hoang Dieu Chua Ve Port One-Member Limited Liability Company	100%
119	120/NQ-CHP	14/7/2025	Policy on the re-appointment of the Deputy General Director of Port of Hai Phong	100%
120	121/NQ-CHP	15/7/2025	Establishment of an Internal Audit Team for the audit of: “Maintenance and repair of vehicles, machinery, equipment, and tools directly serving business; and the maintenance and repair of infrastructure” at Port of Hai Phong	100%
121	122/NQ-CHP	15/7/2025	Approval of the Consultancy Assignment and Cost Estimate; Package Estimate and Implementation Plan for preparing Environmental Permit dossiers – Phase 2 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
122	123/NQ-CHP	15/7/2025	Approval of the Valuation Results and Starting Price for the auction of post-construction black sand materials under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
123	124/NQ-CHP	15/7/2025	Execution of the Lease Agreement for Information Technology equipment and container inspection/repair software	100%
124	125/NQ-CHP	15/7/2025	Approval of the Economic-Technical Report for the Project to procure 10 tractors and semi-trailers at Tan Vu Terminal	100%

125	126/NQ-CHP	17/7/2025	Approval of the Package Estimate and Package Price for the Construction of the power supply system - Phase 2 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
126	127/NQ-CHP	17/7/2025	Approval of the investment policy for the power supply system for Tukan cranes at Berth No. 4 and 5 area – Tan Vu Terminal	100%
127	128/NQ-CHP	18/7/2025	Regarding personnel matters at Port of Hai Phong	100%
128	129/NQ-CHP	21/7/2025	Approval of the contractor selection results and contract contents for “Package TB07: Supply and installation of vessel berthing monitoring equipment” under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
129	130/NQ-CHP	21/7/2025	Approval of the contractor selection results and contract contents for “Package TB05: Fabrication and installation of anti-storm tie-downs for RTG cranes at Berths 3 and 4 of Lach Huyen Port” under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
130	131/NQ-CHP	21/7/2025	Re-appointment of the Deputy General Director of Port of Hai Phong	100%
131	132/NQ-CHP	22/7/2025	Asset transfer and approval of the Economic Contract for the sale of goods between Port of Hai Phong and Hoang Dieu Chua Ve Port One-Member LLC	100%
132	133/NQ-CHP	25/7/2025	Approval of the selection results for the auction organizer for post-construction black sand materials under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
133	134/NQ-CHP	25/7/2025	Approval of the Package Estimate and Price for the procurement of 02 specialized fire trucks under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
134	135/NQ-CHP	25/7/2025	Execution of the contract between Port of Hai Phong and Hoang Dieu Chua Ve Port One-Member LLC	100%
135	136/NQ-CHP	28/7/2025	Publication of the Q2/2025 Financial Statements of Port of Hai Phong	100%
136	137/NQ-CHP	29/7/2025	Approval and publication of the H1/2025 Corporate	100%

			Governance Report of Port of Hai Phong	
137	138/NQ-CHP	29/7/2025	Issuance of the Personnel Management Regulations of Port of Hai Phong	100%
138	139/NQ-CHP	29/7/2025	Approval of the estimate for replacing the cement-stabilized stone layer with M200 concrete for the Road and Yard behind Berth 3 - Package EC under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
139	140/NQ-CHP	29/7/2025	Approval of Contract Addendum No. 09 for Package EC: Project-wide survey; design and construction of wharves, dredging, revetments, backfilling, roads and yards under Step 1 of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
140	141/NQ-CHP	07/8/2025	Approval of the evaluation results of consultation dossiers for the Package: Procurement of 02 specialized fire trucks under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
141	142/NQ-CHP	11/8/2025	Approval of contractor selection results and contract contents for “Package TV48: Preparation of environmental permit dossiers - Phase 2” under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
142	143/NQ-CHP	14/8/2025	Execution of the 2025 Contract Addendum between Port of Hai Phong and VIMC Dinh Vu Port JSC	66,67%
143	144/NQ-CHP	15/8/2025	Approval of the auction results for post-construction black sand and the content of the Asset Sale Contract for said materials under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
144	145/NQ-CHP	19/8/2025	Approval of shop drawing adjustments and estimates for: Wastewater collection and treatment system; Domestic water supply and Firefighting systems - under shop drawing dossiers and estimates of Package TV18 during the construction of Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%

145	146/NQ-CHP	20/8/2025	Approval of Contract Addendum No. 07 for Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
146	147/NQ-CHP	20/8/2025	Approval of evaluation results of consultation dossiers for Package XL03: Construction of power supply system Phase 2 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
147	148/NQ-CHP	22/8/2025	Approval of the Q3/2025 Business Plan	100%
148	149/NQ-CHP	26/8/2025	Publication of the reviewed H1/2025 Interim Financial Statements of Port of Hai Phong	71,43%
149	150/NQ-CHP	25/8/2025	Approval of the Package Estimate, Package Price, and Implementation Plan for the Project to procure 10 tractors and semi-trailers at Tan Vu Terminal (Estimate and Price sections)	100%
150	151/NQ-CHP	27/8/2025	Approval of the procurement contract for the Package: 02 specialized fire trucks under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
151	152/NQ-CHP	03/9/2025	Approval of the contract for Package XL03: Construction of power supply system Phase 2 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
152	153/NQ-CHP	03/9/2025	Approval of Contract Addendum No. 10 for Package EC: Project-wide survey; design and construction of wharves, dredging, revetments, backfilling, roads and yards under Step 1 of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
153	154/NQ-CHP	09/9/2025	Regarding the payment of 2024 dividends	100%
154	155/NQ-CHP	15/9/2025	Approval of New and Adjusted Cost Norms for Package EC: Project-wide survey; design and construction of wharves, dredging, revetments, backfilling, roads and yards under Step 1 of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
155	156/NQ-CHP	22/9/2025	Establishment of the Final Settlement Audit Team for	100%



			the Project to procure tractors and semi-trailers at Tan Vu Terminal	
156	157/NQ-CHP	22/9/2025	Supplementary investment into the charter capital of Hai Phong Port Technical Service and Training JSC	100%
157	158/NQ-CHP	25/9/2025	Regarding the approval of Addendum No. 01 to Contract No. 3554/2025/HDMB-TSDG/CHP-HK dated August 18, 2025, signed between Port of Hai Phong (Investor) and Hoang Kim Construction and Trading Joint Stock Company, concerning the implementation of the contract for: Purchase and sale of auctioned post-construction black sand materials under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city.	100%
158	159/NQ-CHP	30/9/2025	Approval of supplementary package price and contract addendum for Package TV42: Construction supervision for remaining items under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
159	160/NQ-CHP	30/9/2025	The meeting of the Company's Board of Management dated September 29, 2025, comprised the following contents: - Estimated business results for Q3/2025 and the first 9 months of 2025; the business plan for Q4/2025 and the implementation of other key tasks. - Strategic directions. - Comprehensive restructuring plan for Port of Hai Phong. - Business plan for Hoang Dieu Chua Ve Port One-Member Limited Liability Company for the last 6 months of 2025. - Personnel matters regarding secondment.	100%
160	161/NQ-CHP	02/10/2025	Regarding the approval of the procurement process for 04 container gantry cranes (including 02 units under the project to procure 02 container gantry cranes (QC) at Tan Vu Terminal; 02 units under the project to renovate Wharf No. 1 and invest in 02 container gantry cranes (STS) at Dinh Vu Port Investment and Development Joint Stock Company) and the project to procure 10 tractors and semi-trailers at Tan Vu Terminal	85,71%
161	162/NQ-CHP	03/10/2025	Establishment of Expert Teams and adjustment of work scope for the Appraisal Team	100%

162	163/NQ-CHP	08/10/2025	Regarding the approval of Addendum No. 02 to Package TB06 “Change of contract information; Adjustment of contract implementation period” and Addendum No. 04 to Package TV33 “Adjustment of contract implementation period” under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
163	164/NQ-CHP	10/10/2025	Approval of Addendum No. 02 for Package PTV06: Lease of containers for offices/warehouses for supervision and trial operation under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
164	165/NQ-CHP	10/10/2025	Approval of the Implementation Plan for the procurement of 10 tractors and semi-trailers at Tan Vu Terminal	100%
165	166/NQ-CHP	10/10/2025	Approval of the Package Estimate, Price, and Plan for procuring 04 gantry cranes (including 02 units under the project to procure 02 container gantry cranes (QC) at Tan Vu Terminal; 02 units under the project to renovate Wharf No. 1 and invest in 02 container gantry cranes (STS) at Dinh Vu Port Investment and Development Joint Stock Company)	85,71%
166	167/NQ-CHP	13/10/2025	Establishment of an Internal Audit Team at Hai Phong Port Medical Center One-Member LLC	85,71%
167	168/NQ-CHP	21/10/2025	Approval of project final settlement for the procurement of tractors and semi-trailers at Tan Vu Terminal	100%
168	169/NQ-CHP	28/10/2025	Approval of Contract Addendum No. 08 for Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
169	170/NQ-CHP	29/10/2025	Publication of the Q3/2025 Financial Statements of Port of Hai Phong	100%
170	171/NQ-CHP	31/10/2025	Approval of contractor selection and contents of the contract for Package TB01: Procurement of 10 tractors and semi-trailers for the Project to procure 10 tractors and semi-trailers at Tan Vu Terminal	71,43%
171	172/NQ-CHP	31/10/2025	Approval of adjustments to Contract TB01 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%

172	173/NQ-CHP	03/11/2025	Approval of incurred costs and Addendum No. 02 for the relocation of 04 Tukan cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port	100%
173	174/NQ-CHP	05/11/2025	Approval of the completion time extension for Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
174	175/NQ-CHP	10/11/2025	Establishment of an Appraisal Team for the General Cargo Port Operation Software investment project at Port of Hai Phong	100%
175	176/NQ-CHP	11/11/2025	Approval of the lease agreement for 02 specialized fire trucks between Port of Hai Phong and Haiphong Port TIL International Terminal Company Limited	85,71%
176	177/NQ-CHP	11/11/2025	Approval of the Q4/2025 Business Plan	100%
177	178/NQ-CHP	12/11/2025	Policy on the appointment of the Deputy General Director of Dinh Vu Port Investment and Development JSC	100%
178	179/NQ-CHP	12/11/2025	Approval of Assignment and Cost Estimate; Package Estimate and Plan for Aluminum cladding of the main gate under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
179	180/NQ-CHP	17/11/2025	Liquidation and sale of inventoried materials	100%
180	181/NQ-CHP	18/11/2025	Approval of the plan for capital transfer at Saigon Port Logistics JSC	57,14%
181	182/NQ-CHP	19/11/2025	Approval of shop drawings and estimates for auxiliary works at the Inspection Yard under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
182	183/NQ-CHP	21/11/2025	Approval of the investment policy for the General Cargo Port Operation Software	85,71%
183	184/NQ-CHP	27/11/2025	Approval of contractor selection and contract for Package XL04: Aluminum cladding of the main gate under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
184	185/NQ-CHP	28/11/2025	Approval of selection criteria for investors to receive invitations for the transfer of capital from Port of Hai Phong at Saigon Port Logistics JSC	85,71%

185	186/NQ-CHP	09/12/2025	Final settlement of Contract No. 3582/2024/CHP-MIFU dated October 10 <sup>th</sup> 2024 for Package TB03: Procurement of 50 tractors and semi-trailers under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
186	187/NQ-CHP	10/12/2025	Regarding the approval of compensation costs for the container incident involving Flat Rack container CAXU5783941, imported via the vessel MAERSK NARVIK, which overturned during transfer from the quay to the yard during shift 18/24 on October 6, 2025, at the Tan Vu Terminal	85,71%
187	188/NQ-CHP	17/12/2025	Regarding the approval of the adjusted estimate for “Package PTV 02: Construction of Unexploded Ordnance (UXO) clearance” under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
188	189/NQ-CHP	17/12/2025	Regarding the approval of adjustments to shop drawings and cost estimates for various items, including: Supplementary anti-storm details (anti-overturning anchors) for the Barge Berth item; Adjustment of container sleepers on the bridge buffer for the Revetment behind berth item; Conversion of concrete covers to steel covers for technology trenches within the yard; Adjustment of surface drainage ditch covers for road-crossing sections; and Supplementing fixed belt details for fence posts on the yard under the Fencing item (items belonging to the Design section of Package EC) under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
189	190/NQ-CHP	17/12/2025	Approval of Addendum No. 01 to Contract No. 116/2025/CHP-PX dated June 20 <sup>th</sup> 2025 for Package XL01	71,43%
190	191/NQ-CHP	26/12/2025	The meeting of the Company's Board of Management dated December 25, 2025, comprised the following contents: - Estimated business results for 2025; results of the implementation of BSC-KPI and KRI indicators for 2025; and the business plan for 2026. - Labor utilization plan at Dinh Vu Port Investment and Development Joint Stock Company.	100%

			- Realized salary fund for 2025 of subordinate units. - Strategic investment directions.	
191	192/NQ-CHP	30/12/2025	Execution of the 2026 Medical Service Framework Agreement	100%
192	193/NQ-CHP	30/12/2025	Execution of the 2026 Agreement between Port of Hai Phong and VOSA Hai Phong	100%
193	194/NQ-CHP	31/12/2025	Regarding the approval of Addendum No. 10 to Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city.	100%
194	195/NQ-CHP	31/12/2025	Execution of the 2026 Agreement between Port of Hai Phong and VIMC Dinh Vu Port JSC	83,33%
195	196/NQ-CHP	31/12/2025	Execution of the 2026 Agreement between Port of Hai Phong and HPH Logistics JSC	85,71
196	197/NQ-CHP	31/12/2025	Issuance of Regulations on management and administration according to SMART principles at Port of Hai Phong	71,43%
197	198/NQ-CHP	19/12/2025	Approval of the Package Cost Estimate and Implementation Plan for the Item: Auxiliary Works in the Inspection Yard Area under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%
198	199/NQ-CHP	24/12/2025	Approval of the Contractor Selection Results and Contract Contents for Package XL05: Construction of Auxiliary Works in the Inspection Yard Area under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong city	100%

#### *1.3.4 Activities of the Board of Management and Each Member of the Board of Management*

The Board of Management regularly informs the General Director of the Resolutions and content of the Board meetings.

The Board of Management frequently inspects and urges the implementation of Resolutions and issues authorized to the General Director, requiring periodic and ad-hoc reports on achievements as well as challenges faced.

The Board of Management actively participates in the meetings of the Executive Board to gather information, engage in direct discussions, and collaboratively address operational difficulties.

In compliance with the Charter of the Port of Hai Phong, in addition to physical meetings, the Board of Management has conducted written consultations with members to

expedite discussions and issue directives to the Executive Board. These written consultation documents and related materials are retained by the company as the legal basis for the inspection and evaluation of the Board of Management's operational effectiveness.

Beyond the regular/extraordinary meetings of the Board of Management, members also engage in information exchange via email to discuss and contribute opinions on matters within their authority. This form of communication is both frequent and active. The Secretary to the Board of Management compiles the members' contributions and proposals, reports them to the Chairman of the Board of Management, and maintains them in the Board of Management's office.

Based on their assigned responsibilities and the need to acquire information on the Port of Hai Phong's business operations, the members of the Board of Management actively and proactively participate in specialized meetings and working sessions of the Executive Board. This enables them to provide positive and effective input into the Port of Hai Phong's governance and management.

#### ***1.4 Activities of Independent Members of the Board of Management***

In 2025, the independent members of the Board of Management actively and proactively exchanged information with the Board of Management and the Executive Board to provide sound and effective recommendations and proposals.

The areas of responsibility assigned to the Independent Members of the Board of Management are as follows:

*Independent Member of the Board of Management, Mr. Vu Duc Bien:*

- Expansion investment and development strategies to enhance the company's operational efficiency.
- Methods for connecting and maintaining effective and professional linkages between the enterprise and its customers.
- Investment and capital contribution activities of Hai Phong Port, and the operational performance of companies in which Hai Phong Port holds equity.
- Development of advanced corporate governance models and sustainable development.
- Brand building and corporate culture development.

*Independent Member of the Board of Management, Mr. Le Thi Ngoc Dung:*

- Market development, marketing, and customer care activities.
- Synergetic marketing by leveraging the VIMC ecosystem.
- Communications for core production and business activities (in conjunction with expansion investment in the Lach Huyen area).

- Service development, non-stevedoring revenue, and logistics activities.

Based on the overall business results and operational aspects of Port of Hai Phong, and specifically the governance of the Board of Management, the independent members have made the following assessments of the Board of Management's activities in 2025:

*Regarding the matters discussed by the Board of Directors:* This is a regular and fundamental activity based on the rights and responsibilities specified in the company's charter, the company's regulations, and current laws.

*On the Matters Discussed by the the Board of Management:* Conducted regularly and fundamentally in accordance with the authority and responsibilities prescribed in the Company's Charter, its Regulations, and prevailing laws.

*On the Issuance of Resolutions and Decisions by the Board of Management:* The approval of discussion items is carried out through direct voting at meetings or by soliciting written opinions. The voting process adheres to the principle of majority rule and other requirements outlined in the Company's Charter and Regulations. The opinions of the Board of Management members are compiled into Minutes, which serve as the basis for the Chairman of the Board of Management to sign and issue Resolutions and directives, which are retained by the Secretary to the Board of Management for ease of reference. The Resolutions and directives of the Board of Management are communicated to the Supervisory Board and the Executive Board. The issuance of these directives complies with company regulations, prevailing laws, and ensures timeliness.

*On the Implementation of Resolutions of the General Meeting of Shareholders:* Based on the Resolutions of the Annual General Meeting of Shareholders, the Board of Management has directed and supervised the Executive Board's implementation through planning, inspection, and evaluation. The Board of Management's directives are considered to be closely aligned with the plans approved by the General Meeting of Shareholders.

*On the Activities of the Board of Management and its Members:* The activities of the Board of Management as a whole and of each individual member are governed by the Company's Charter, its Regulations, and prevailing laws. There have been no instances of exceeding or abusing authority in the performance of duties. The Board of Management has discussed and reached consensus on the assignment of responsibilities among members, enabling them to leverage their managerial strengths in each respective area.

*On the Remuneration, Operating Expenses, and Other Benefits of the Board of Management and its Members; and the Income of the General Director, Deputy General Directors, and Chief Accountant:* The remuneration, salaries, and other benefits of the Board of Management members and the Executive Board are governed and monitored based on Port of Hai Phong's Financial Management and Salary Regulations. In general, this aspect is conducted transparently and strictly. This information is reflected in the Financial Statements in accordance with regulations.

*On the Supervisory Activities of the Board of Management over the Executive Board:* The Board of Management supervises the Executive Board's activities by requiring the Executive Board to submit written reports or provide direct reports at meetings, and this supervision is comprehensive across all company operations. In general, the supervisory activities are conducted within the proper authority and effectively.

*On the Activities of the Support Subcommittees:* The Subcommittees have fulfilled their assigned responsibilities and authorities in providing advisory support to the Board of Management.

## **2. Board of Supervisors**

### **2.1 Members and Structure of the Board of Supervisors**

- Number of members: 03 (including 01 Head and 02 Members)

<b>No.</b>	<b>Member of the Board of Supervisors</b>	<b>Position</b>	<b>Start/End Date as a Member of the Board of Supervisors</b>	<b>Professional Qualifications</b>	<b>Note</b>
1	Ms. Tran Thi Thanh Hai	Head of the Board of Supervisors	15/4/2024	Bachelor of Economics - Major in Accounting	
2	Ms. Nguyen Thi Hang	Member of the Board of Supervisors	15/4/2024	Bachelor of Economics - Major in Banking and Finance, Master of Accounting	
3	Mr. Nguyen Tuan Anh	Member of the Board of Supervisors	29/4/2025	Bachelor of Banking and Finance, MA in Entrepreneurship in Applied Technology	
4	Mr. Dong Xuan Khanh	Former Member of the Board of Supervisors	15/4/2024	BA in Chinese Studies, MA in International Relations	Effective from April 29, 2025, Mr. Dong Xuan Khanh ceased to be a member of the Supervisory Board



**\* Ownership of PHP Securities by Member of the Board of Supervisors from January 1, 2025, to April 29, 2025 (before the Annual General Meeting of Shareholders of Port of Hai Phong):**

STT	Member of the Board of Supervisors	Position	Shares Owned	
			Number of shares	Ownership Ratio
1	Ms. Tran Thi Thanh Hai	Head of the Supervisory Board		0 %
2	Ms. Nguyen Thi Hang	Member of the Supervisory Board		0%
3	Mr. Dong Xuan Khanh	Member of the Supervisory Board		0%

**\* Ownership of PHP Securities by Supervisory Board Members from April 29, 2025, to December 31, 2025**

STT	Member of the Board of Supervisors	Position	Shares Owned	
			Number of shares	Ownership Ratio
1	Ms. Tran Thi Thanh Hai	Head of the Supervisory Board		0 %
2	Ms. Nguyen Thi Hang	Member of the Supervisory Board		0%
3	Mr. Nguyen Tuan Anh	Member of the Supervisory Board		0%

## 2.2 Activities of the Supervisory Board

### 2.2.1 Meetings of the Supervisory Board

No.	Member of the Board of Supervisors	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Non-Attendance
<b>Before April 29, 2025</b>					
1	Ms. Tran Thi Thanh Hai	02/02	100%	100%	
2	Ms. Nguyen Thi Hang	02/02	100%	100%	
3	Mr. Dong Xuan Khanh	02/02	100%	100%	

<b>From April 29, 2025</b>					
1	Ms. Tran Thi Thanh Hai	03/03	100%	100%	
2	Ms. Nguyen Thi Hang	03/03	100%	100%	
3	Mr. Nguyen Tuan Anh	03/03	100%	100%	

In 2025, the Board of Supervisors held five (05) meetings. Additionally, the Supervisory Board regularly communicated and discussed matters related to the activities of the Board of Supervisors and the Company through the Zalo application and email. The Board of Supervisors adhered strictly to legal regulations, the Company's Charter, the Board of Supervisors's operating regulations, and its 2025 activity plan.

Apart from discussions at meetings, the Supervisory Board also regularly reviewed the Board of Management's opinion request forms and provided timely feedback to ensure that the resolutions, decisions, and implementations of the Board of Management and the General Director complied with legal regulations and internal rules, thereby mitigating risks and enhancing the Company's operational efficiency.

#### *2.2.2 Board of Supervisors's Oversight of the Board of Management, Executive Board, and Shareholders*

The Board of Supervisors has exercised its powers and duties in supervising the Board of Management, the Executive Board and other duties as prescribed by current laws, the Company's Charter and the Company's internal regulations. In particular, the Board of Supervisors focuses on the following main activities:

- Compliance Monitoring: Supervising the implementation of Resolutions of the General Meeting of Shareholders/the Board of Management; monitoring the legality of decisions made by the Board of Management and the Executive Board.
- Governance and Risk: Evaluating the internal control system and risk management across all operational aspects (finance, investment, expenses, etc.); reviewing related-party transactions.
- Financial Reports: Appraising business performance reports and the 2024 audited Financial Statements.
- Consultation and Coordination: Attending meetings of the Board of Management, providing opinions and critical feedback on governance and administration matters as requested by the General Director.

#### *2.2.3 Coordination Between the Board of Supervisors and the Board of Management, Executive Board, and Other Management Personnel*

The Board of Supervisors has consistently maintained close coordination with the Board of Management and the Executive Board based on a spirit of responsibility.

Thanks to the creation of favorable conditions and the timely provision of information, the Board of Supervisors has effectively fulfilled its oversight role. Advisory opinions and recommendations regarding governance, finance, and internal control from the Supervisory Board have been acknowledged, accepted, and appropriately adjusted by management levels, contributing to the enhancement of the Company's overall operational efficiency.

The Company's Board of Supervisors has closely coordinated with the Board of Management and the General Director in performing its assigned functions and duties. The Board of Management and the General Director have facilitated the Board of Supervisors's tasks by providing full information and documents related to the Company's activities; the Supervisory Board is invited to attend all meetings of the Board of Management, the Company's briefing meetings, and other relevant sessions.

The summary reports and comments of the Board of Supervisors on the inspection and supervision of management and operation activities, capital management and use, solvency, internal control, accounting records and preparation of periodic financial reports at the Company are all sent to the Board of Management and the Executive Board. The recommendations of the Board of Supervisors are basically accepted and adjusted by the Board of Management and the Executive Board.

In general, the coordination between the Board of Supervisors, the Board of Management, the Executive Board and other management staff is serious and close.

#### *2.2.4 Other activities of the Board of Supervisors*

**Regular Activities:** The Board of Supervisors organized meetings to reach a consensus on contents in accordance with its functions and duties. Furthermore, the Board of Supervisors consistently followed up and provided timely feedback on request-for-opinion forms from the Board of Management, ensuring that all management decisions and directives comply with the law and internal regulations, thereby contributing to risk mitigation and the optimization of the Company's operational efficiency.

**Other Supervisory Activities:** Monitoring the implementation of recommendations made by the Board of Supervisors; monitoring the implementation of recommendations and conclusions from inspections, examinations, and audits by Ministries, sectors, and major shareholders; examining the reasonableness, legality, honesty, and level of prudence in managing and operating business activities; and ensuring the systematicness, consistency, and appropriateness of accounting work, statistics, and the preparation of financial statements.

### **3. Transactions, Remuneration, and Benefits of the Board of Management and the Board of Supervisors**

#### *3.1 Remuneration and Benefits of the Board of Management and the Board of Supervisors*

*a. Remuneration, Operational Expenses, and Other Benefits of the Board of Management and Each Member of the Board of Management*

In accordance with the resolution approved at the 2025 Annual General Meeting of Shareholders, Port of Hai Phong has disbursed salaries and remuneration to the Member of the Board of Management as follows:

- Executive member of the Board of Management (Chairman of the Board of Management) receive salaries from the salary fund allocated for executive management at Port of Hai Phong.

- Non-executive members of the Board of Management are entitled to a monthly remuneration of VND 30,000,000. Total remuneration fund paid by Port of Hai Phong to non-executive members of the Board of Management: VND 2,160,000,000.

The results of remuneration and salary payments for members of the Board of Management (based on the Audited 2025 Financial Statements) are as follows:

No.	Member of the Board of Management	Position	Remuneration (VND)	Salary (VND)
1	Mr. Pham Hong Minh	Chairman of the Board of Management		2,550,239,492
2	Mr. Nguyen Tuong Anh	Member of the Board of Management	360,000,000	
		General Director		2,464,409,255
3	Mr. Ly Quang Thai	Member of the Board of Management	240,000,000	
4	Ms. Nguyen Thi Yen	Member of the Board of Management	360,000,000	
5	Mr. Le Dong	Member of the Board of Management	360,000,000	
6	Mr. Vu Duc Bien	Independent Member of the Board of Management	360,000,000	
7	Ms. Le Thi Ngoc Dung	Independent Member of the Board of Management	240,000,000	
8	Ms. Trinh Thi Ngoc Bien	Former Member of the Board of Management	120,000,000	
9	Mr. Do Vu Linh	Former Independent Member of the Board of Management	120,000,000	

In addition to salary income, members of the Board of Management are entitled to other benefits as per the regulations of Port of Hai Phong.

*b. Remuneration, Operational Expenses, and Other Benefits of the Board of Supervisors and Each Member of the Board of Supervisors*

In accordance with the resolution approved at the 2025 Annual General Meeting of Shareholders, Port of Hai Phong has disbursed salaries and remuneration to the Member of the Board of Supervisors as follows:

- Executive member of the Board of Supervisors (Head of the Board of Supervisors) receive salaries from the salary fund allocated for executive management at Port of Hai Phong.

- Non-executive members of the Board of Supervisors are entitled to a monthly remuneration of VND 15,000,000. Total remuneration fund paid by Port of Hai Phong to non-executive members of the Board of Supervisors: VND 360,000,000.

The results of remuneration and salary payments for members of the Board of Supervisors (based on the Audited 2025 Financial Statements) are as follows:

No.	Member of the Board of Supervisors	Position	Remuneration (VND)	Salary (VND)
1	Ms. Tran Thi Thanh Hai	Head of the Board of Supervisors		1,424,157,608
2	Ms. Nguyen Thi Hang	Member of the Board of Supervisors	180,000,000	
3	Mr. Nguyen Tuan Anh	Member of the Board of Supervisors	120,000,000	
4	Mr. Dong Xuan Khanh	Former Member of the Board of Supervisors	60,000,000	

In addition to salary income, members of the Member of the Board of Supervisors are entitled to other benefits as per the regulations of Port of Hai Phong.

**3.2 Internal Shareholder Transactions**

Transactions involving internal shareholders are presented in Appendix 05 attached to this report.

**3.3 Contracts or Transactions with Internal Shareholders**

Contracts and transactions involving Insiders/Related Parties of Insiders are presented in Appendix 02 attached to this report.

**3.4 Compliance with Corporate Governance Regulations**

In general, the corporate governance of Port of Hai Phong complies with the Law on Enterprises, the Charter, internal regulations of Port of Hai Phong, and applicable laws.

### **3.5 Other Considerations**

*3.5.1 Giao dịch giữa công ty với người có liên quan của công ty; hoặc giữa công ty với cổ đông lớn, người nội bộ, người có liên quan của người nội bộ*

List of transactions is presented in Appendix 02 attached to the Annual Report.

*3.5.2 Transactions between Insider of the Listed Company and Related Parties of Insiders with Subsidiaries or Companies Controlled by the Listed Company*

List of transactions is presented in Appendix 03 attached to the Annual Report.

*3.5.3 Transactions between the company and companies in which members of the Board of Management, members of the Supervisory Board, or the General Director have been and are founding members or members of the Board of Directors, or executive Directors (General Directors) within the past three (03) years (as of the reporting date)*

List of transactions is presented in Appendix 04 attached to the Annual Report.

*3.5.4 Other transactions*

List of transactions is presented in Appendix 04 attached to the Annual Report.

*3.5.5 Other contents*

- Port of Hai Phong experienced changes in the members of the Board of Management, Supervisory Board, Executive Board, and the Internal Audit Board. Concurrently, the Company implemented the re-appointment process for the positions of General Director and Deputy General Directors in accordance with regulations.

- Port of Hai Phong has adjusted the information on the Business Registration Certificate regarding the company's head office address.

- Port of Hai Phong has amended the Company's Charter of Organization and Operation, the Company's Internal Regulations on Corporate Governance and the Board of Management' Operating Regulations after being approved by the General Meeting of Shareholders.

- Port of Hai Phong has signed a contract leasing seaport infrastructure formed from the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port area), Hai Phong city with Hai Phong Port TIL International Terminal Company Limited, a subsidiary of Port of Hai Phong Joint Stock Company (with Port of Hai Phong holding 51% of charter capital).

- Port of Hai Phong implemented a plan to transform Hai Phong Port Vocational Training One-Member Limited Liability Company (a subsidiary wholly owned by Port of Hai Phong) into a joint-stock company (Hai Phong Port Technical Service and Training Joint Stock Company) in March 2025. Simultaneously, Port of Hai Phong participated in the purchase of additionally issued shares to maintain its ownership ratio in Hai Phong Port Technical Service and Training Joint Stock Company.

- In July 2025, Port of Hai Phong completed the establishment of Hoang Dieu Port One-Member Limited Liability Company into Hoang Dieu Chua Ve Port One-Member Limited Liability Company, in order to streamline its organization, consolidate management, and enhance operational efficiency.

- Port of Hai Phong registered to purchase additionally distributed shares in the public offering to existing shareholders at a 1:1 ratio of Hai Phong Port Tugboat and Transport Joint Stock Company (a subsidiary in which Port of Hai Phong holds 60% of charter capital), which was completed in June 2025. Upon the conclusion of the offering, the ownership ratio of Port of Hai Phong in this enterprise changed from 60% to 60.278% of the charter capital.

- Port of Hai Phong continued to select UHY Auditing and Consulting Company Limited to perform the review of the Interim Financial Statements and the audit of the 2025 Annual Financial Statements of the Company.

- Port of Hai Phong approved the plan to transfer its investment capital in Saigon Port Logistics JSC through a private placement conducted on a block-sale basis to fewer than 100 investors, with price competition among participating investors.

- Port of Hai Phong submitted reports to the State Securities Commission, the Hanoi Stock Exchange, and the Vietnam Maritime Corporation (Major Shareholder) regarding its compliance with public company conditions in accordance with new legal regulations in April 2025.

## **VI. Financial Statement**

### **1. Auditor's Opinion**

- Independent Auditor's Opinion on the Financial Statements: Unmodified Opinion

### **2. Financial Report Content**

The 2025 financial statements (separate and consolidated), the auditor's opinion on the financial statements, and related explanations are attached to the 2025 Annual Report of Port of Hai Phong.

**Recipients:**

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange;
- Board of Management;
- Supervisory Board;
- Executive Board;
- Filing: Company Office, Secretary to the Board of Management..

**PORT OF HAI PHONG JOINT STOCK COMPANY  
GENERAL DIRECTOR**

**Nguyen Tuong Anh**