

CHAPTER 1:

REPORT OF BOARD OF DIRECTORS

I - BOARD OF DIRECTORS' ACTIVITIES

1. Board of Directors 's Members

The 2022 Annual General Meeting of Shareholders on April 14, 2022 of VIP Green Port Joint Stock Company elected the Company's Board of Directors for the term 2022-2027 including 5 members. All members of the Board of Directors elected Mr. Bui Minh Hung to hold the position of Chairman of the Board of Directors of the Company for the term 2022-2027.

The Board of Directors for the term 2022-2027 includes 5 members as follows:

1. Mr Bui Minh Hung - Chairman of the BOD
2. Mr Cap Trong Cuong - Member of the BOD
3. Mr Chang, Yen – I - Member of the BOD
4. Mr Ta Cong Thong - Member of the BOD
5. Mr Nguyen Viet Trung - Member of the BOD

2. Meetings of the Board of Directors

In 2023, the BOD held several regular meetings and meetings through emails to make important decisions to improve business efficiency, to ensure compliance with the orientation of the Resolution of the General Meeting of Shareholders of the Company.

In 2023, the Board of Directors of the Company had important meetings and approved the following resolutions:

| SEQ | Resolution No | Date | Content |
|-----|-----------------|------------|---|
| 1 | 01/2023/NQ-HDQT | 03/03/2023 | 1/ Approving reports on business results in 2022 and business plan in 2023 at the 2023 Annual General Meeting of Shareholders. 2/ Approving the content of the proposals for the Annual General Meeting of Shareholders year 2023 of VIP Green Port Joint Stock Company |
| 2 | 02/2023/NQ-HDQT | 13/03/2023 | Pay cash dividend of the year 2022 (2 nd payment) to shareholders, details are as follows: - Exercise ratio: 30% par value (1 share gets 3,000 VND) - Last registration date to exercise the right to receive dividends: 28/03/2023 - Exercise time: 07/04/2023 |
| 3 | 03/2023/NQ-HDQT | 16/03/2023 | 1/ Approving the dismissal of Mr. Cap Trong Cuong from the position of Director of VIP Green Port Joint Stock Company from 16/03/2023. 2/ Appointing Mr. Ta Cong Thong – born on September 27, 1985, bachelor of international business, currently Deputy Director of VIP Green Port Joint Stock Company – to hold the |



| | | | |
|---|-----------------|------------|--|
| | | | position of Director of VIP Green Port Joint Stock Company since 16/03/2023. 3/ Mr. Cap Trong Cuong is responsible for handing over all related work, documents, documents and legal papers to Mr. Ta Cong Thong to take over in accordance with current laws and the Company's Charter. |
| 4 | 04/2023/NQ-HĐQT | 16/05/2023 | Approving the advance of the first dividend of 2023 in cash to shareholders, specifically as follows - Exercise ratio: 10% par value (1 share gets 1000 VND) - Last registration date to exercise the right to receive dividends: 30/05/2023 - Exercise time: 14/06/2023 |
| 5 | 05/2023/NQ-HĐQT | 29/06/2023 | 1/ According to the resolution of Annual General Meeting of Shareholders No. 01/2023/NQ-DHDCD dated March 3 rd , 2023, the Board of Directors were authorized to elect the independent auditor from the listed 4 CPA firms. After duly consideration, it was selecting PWC Vietnam Ltd. Co. to review semi-annual financial statement and audit annual financial statements 2023 for VIP Greenport Joint Stock Company. 2/ Assign the company's director to complete the necessary procedures in accordance with regulations. |
| 6 | 06/2023/NQ-HĐQT | 29/12/2023 | 1/ Approving the signing and implementing contracts and transactions of the company with related parties in 2024. 1.1. Objects to sign and perform the contract: Companies in the Viconship group and other related parties of the Company as prescribed in the Charter, the Law on Securities and the Law on Enterprise according to the list of related parties of the Company at different time. 1.2. For one transaction or group of transactions with the related persons having mutual relationship and value of below 30% (thirty per cent) of total asset value as recorded in the Company's latest financial statements against the time entering into the transactions with such related persons. 2/ Authorize the Director to negotiate, sign and perform contracts and transactions with related parties in accordance with the company's charter and legal regulations |

3. Results of implementation of the Resolution of the General Meeting of Shareholders

| TT | Contents | Result |
|----|----------|--------|
|----|----------|--------|

| | | |
|---|---|--|
| 1 | Business plan in 2022 | Exceeding completed according to report |
| 2 | Dividends rate in 2022: Cash dividends: 40% of charter capital, | The first installment in 2022 has been advanced in cash at the rate of 10%/share according to charter capital; payment date is 20/10/2022 with the amount of VND 63,250,000,000. Paid the second installment in 2022 in cash at the rate of 30%/share according to charter capital; payment date is 07/04/2023 with the amount of 189,750,000,000 VND |
| 3 | Dividends rate in 2023: expecting not less than 20% of charter capital. | Advance cash dividend to shareholders at the rate of 10%/share according to charter capital; payment date is 14/06/2023 with the amount of VND 63,250,000,000 |
| 4 | Selection of auditors for 2023 | Receiving authorization of the General Meeting of Shareholders, the BOD has selected PwC Vietnam Limited Company as the auditor for 2023. |

4. Supervisory activities of the BOD for the Director and Executives.

The Board of Directors supervises the executive activities of the Director and other executives, ensures that the Company's production and business activities are safe, in accordance with the provisions of the law and the direction of the resolution was approved by the General Meeting of Shareholders of the Company.

The Board of Directors always stood side by side with Executives, promptly made appropriate and flexible decisions to maintain the market and ensure efficient business operations.

With the efforts of the Board of Directors, Executives and employee, in 2023 the company exceeded business plan set out by the General Meeting of Shareholders.

II - REMUNERATION FOR BOD, BOM AND THE INSPECTION COMMITTEE IN 2023

1. BOD and Inspection committee members agreed to not receive remuneration 2023.
2. Bonus for the BOD, Inspection committee, Secretary: Bonus for the BOD, Inspection committee, Secretary in 2022 has been approved by the 2023 Annual General Meeting of Shareholders, paid in 2023 is: 2,731,635,638 VND.
Salaries and bonuses paid for the BOM in 2023 are: 5,818,471,457 VND

CHAPTER II:

REPORT ON BUSINESS RESULT IN 2023 AND PLANS FOR 2024

I. Plan and performance in 2023:

1. Revenue, Profit and Throughput targets:

| Item | Plan according to AGMS | Performance | % completed the plan | 2022 | % completed 2023/ 2022 |
|---------------------------------|------------------------|-------------|----------------------|-------|------------------------|
| Revenue (VND billion) | 713 | 895.5 | 125.6% | 817.5 | 109.5% |
| Profit before tax (VND billion) | 210 | 307.4 | 146.4% | 312.4 | 98.4% |
| Throughput (teus): | 662.5 | 784.2 | 118.4% | 736 | 106.5% |

2. Labor and wage index:

- Total labor force at the time of 31/12/2023: 194 people
- Total salary (including bonus, health insurance, social insurance, etc): VND 55.1 billion.
- Average salary: VND 15.7 million /month.

3. Employee training performed in 2023:

| SEQ | Item | Attendants | Cost (VND) |
|-----|--|------------|---------------|
| 1 | Regular training (occupational safety, Fire fight and prevention, etc) | 105 | 20,200,000 |
| 2 | Professional training | 1 | 1,000,000 |
| 3 | Vocational training | 10 | Self-training |
| 4 | Overseas training | 0 | 0 |

4. Management:

- To strictly follow the promulgated processes and regulations: labor, salary and safety.
- All employees in the company strictly comply with labor regulations, labor protection and occupational safety and health regulations when participating in production.
- Good implementation, application of software, IT in production.
- Deploying the new plan, increasing the use of electric RTG, greatly contributing to saving fuel, increasing the storage efficiency of the yard & the efficiency of electric RTG vehicle operation.

5. Initiative: 15 initiatives equivalent 166.7%

II. Plan for 2024:

1. Revenue, Profit and Throughput targets:



- Revenue (VND billion): 774
- Profit before tax (VND billion): 240
- Throughput (teus): 696,000

2. Labor and wage index:

- Average total labor (people): 200
- Total salary (billion dong): 59

3. Training target in 2024:

| SEQ | Item | Attendants | Cost (VND) |
|-----|--|------------|-------------|
| 1 | Regular training (occupational safety, Fire fight and prevention, etc) | 100 | 20,000,000 |
| 2 | Professional training | 3 | 6,000,000 |
| 3 | Vocational training | 6 | 0 |
| 4 | Overseas training | 2 | 100,000,000 |

4. Initiative: 09 initiatives

CHAPTER III:

REPORT ON INVESTMENT IN 2023 AND PLANS FOR 2024

I. Investment in 2023:

- 01 RTG vehicle (Kalma) will be put into operation on January 1, 2023
- Stop planning to buy 01 STS 14 row due to having enough operational capacity.

II. Expected investment in 2024:

- Invest in 02 new RTG cranes.
- Invest in shore power system.
- Invest in smart - gate, Bravo accounting software system.

Best regards!

Hai Phong, March 2024

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Bui Minh Hung