

**CHAN MAY PORT
JOINT STOCK
COMPANY**

No.: 33/TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hue, April 15, 2025

PROPOSAL

Regarding the Election of Members to the Board of Directors and Supervisory Board of Chan May Port Joint Stock Company for the 2025-2030 Term

Submitted to: The 2025 Annual General Meeting of Shareholders..

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Chan May Port Joint Stock Company;

Considering the Company's actual operational situation.

In accordance with the Enterprise Law and the Company's Charter, the 2020-2025 term of the Board of Directors (BOD) and Supervisory Board (BoS) of Chan May Port Joint Stock Company will conclude on the date of the 2025 Annual General Meeting of Shareholders. To ensure the continuous operation of the Company, the General Meeting of Shareholders of Chan May Port Joint Stock Company will proceed with the election of the BOD and BoS for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders. Chan May Port Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposed personnel plan for the Board of Directors and Supervisory Board for the 2025-2030 term as follows:

1. Structure and Number of BOD and BoS Members for the 2025-2030 Term:

Number of Board of Directors members: 03 members.

Number of Supervisory Board members: 03 members.

2. Personnel Structure for BOD and BoS Members for the 2025-2030 Term:

Chan May Port Joint Stock Company has a total charter capital of VND 324,054,150,000, corresponding to 32,405,415 shares. Of this, Vietnam Shipbuilding Industry Corporation holds 32,044,425 shares, accounting for 98.89% of the Company's capital. Based on current legal regulations and the Company's Charter, all BOD and BoS members are nominated by Vietnam Shipbuilding Industry Corporation. Therefore, the specific list of personnel will be officially introduced after the nomination decision from Vietnam Shipbuilding Industry Corporation is received.



We respectfully propose that the General Meeting of Shareholders review and approve this.

(This proposal replaces Proposal No. 26/TTr-HĐQT dated April 15, 2025)

Recipients:

- As above;
- BoD, BoS, Executive Board;
- Records:
- +Document Control
- Administration;

On behalf of

THE BOARD OF DIRECTORS

CHAIRMAN



Bà Hoa Duong



**REPORT
ON BUSINESS RESULTS FOR THE PERIOD OF 2020-2025
AND BUSINESS PLAN FOR THE PERIOD OF 2026-2030**

(This report attached to the Proposal No. /TTr-HĐQT dated , 2025 on the approval of the business plan for the 2026-2030 term)

Chan May Port Joint Stock Company conducts an assessment of the production and business performance for the 2020-2025 term and the production and business plan for the 2026-2030 term with the following specific report content:

GENERAL INFORMATION

- Trading name: CHAN MAY PORT JOINT STOCK COMPANY
- Head office address: Binh An village - Loc Vinh Commune - Phu Loc District - Hue City - Vietnam
- Office in Hue: 3rd floor - 130 Nguyen Hue Street - Hue City
- Website: www.chanmayport.com.vn
- Main business services: loading and unloading of bulk cargo and general cargo, loading and unloading of containers, Berth services, warehouse services, tourist boats, towing services, fuel supply, electricity supply, fresh water, shipping agency, repair services and other services.

Chan May Port Joint Stock Company is currently operating two berths with a total berth length of up to 771m, capable of receiving cargo ships of 50,000DWT, container ships of 45,000DWT and cruise ships of 225,282GRT. With this berth capacity, Berth No. 1 and Berth No. 2 are meeting the needs of customers relatively well. Chan May Port is a natural deep-water seaport capable of receiving large-tonnage ships and has the potential to develop into a modern seaport. The port is currently an important link in the logistics service chain in the Central region and the East-West Economic Corridor, acting as a main gateway to the East Sea for the entire region. The volume of goods passing through the port has always had a high growth rate in recent years. In addition, Chan May Port is the top priority destination of the world's largest and most luxurious cruise lines.



PART I

BUSINESS RESULTS OF PERIOD 2020-2025

I. General situation

1. The world economics situation and Vietnam's seaport industry

The period 2020-2025 has seen many fluctuations that have a global impact with conflicts between geopolitical forces in the world and the outbreak of the Covid 19 pandemic that paralyzed the world for 2 years (2020-2021) leading to economic recession. The above fluctuations have greatly affected the operations of the seaport industry and international shipping.

The total volume of goods (bulk and general cargo) through Vietnam's seaports in 2020 reached 397,484,863 tons. Meanwhile, in 2021, 2022, 2023, the throughput reached 362,166,913 tons, 368,677,894 tons and 366,966,764 tons respectively, all of which were not equal to the output in 2020. Total container throughput increased steadily in the 2020-2022 period; in 2023 it reached 19,097,165 TEUs, decreasing 0.7% compared to 2022; in 2024 it reached 24,658,440 TEUs. “This situation shows that the resilience of the economy in general and the seaport business sector in particular has not fully recovered from the consequences of the pandemic and the impact of many major remedial measures in the past year on the market, banking, real estate, and development management in general.” (VPA’s data)

Regarding the structure of cargo throughput, Groups 2&3 in the Central region occupied only 15% of total productivity, while Group 4 in the South occupied upto 58%, Group 1 in the North occupied 25% and Group 5 in the Mekong Delta occupied 2% of total productivity. Regarding the structure of container cargo, Groups 2&3 in the Central region occupied 4.5%, Group 4 in the South accounts for 72.3%, Group 1 in the North occupied 22.8% and Group 5 in the Mekong Delta accounts for only 0.4%. (VPA’s data)

The Covid 19 Pandemic has caused the international cruises industry to stop operating for nearly 3 years (2020-2022). After nearly 3 years of interruption, cruise tourism has now fully recovered with the forecast of the number of cruises and tourists coming to Vietnam increasing steadily in the coming years.

2. Situation of seaports in Chan May Area and neighboring areas

Chan May Port is located in the coastal area of Thua Thien Hue Province, belonging to Group 2 of seaports (from Thanh Hoa to Thua Thien Hue), next to seaports like Hon La Port (Quang Binh), Cua Viet Port (Quang Tri), Da Nang Port (Da Nang), Hao Hung Port (Berth No. 3 - Chan May Port) and Thuan An Port (Thua Thien Hue), Chu Lai Port and Ky Ha Port (Quang

Nam)... and in the near future there will be 2 major ports Lien Chieu Port (Da Nang) and My Thuy Port (Quang Tri). Of which, Da Nang Port has the largest throughput and container volume (In 2024, the throughput will reach about 14 million tons and the container volume will reach 755,000 TEUs).

Cargoes passing through Chan May Port and neighbors have similar characteristics, mostly bulk cargo (wood chips, coal, clinker, silica sand, etc.), general cargo serving the production and development needs of industrial parks and some transit cargoes from Laos (coal, ore, agricultural products, etc.). The largest volume of container is concentrated through Da Nang Port thanks to the abundant cargo in the rear area, the modern scale and the long history of this Port. The trend of ports in this area is to diversify services, expand the scope of operations to multimodal transport, maritime services, transportation agencies, warehousing business, logistics services. Ports that are being invested in such as Lien Chieu and My Thuy are large-scale, international in scope, with modern investment in technological infrastructure and building competitiveness with many synchronous solutions.

Despite being affected by the Covid 19 epidemic, the volume of bulk cargo and general cargo through Chan May port in 2020-2024 still increased steadily (average growth rate reached 22.8%). In particular, some traditional goods decreased sharply, but the addition of new cargo sources from Laos such as coal and ore helped the total volume of cargo through the port grow well.

- Events marking the development process of Chan May Port Joint Stock Company in the period of 2020-2024 are as follows:

+ In July 2021, the Company completed the construction of Berth No. 2 and announced its operation, contributing to reducing the load on Berth No. 1 and improving the capacity of Berths.

+ In September 2022, the Company put Container services into operation with the goal of diversifying services and developing in line with the trend of the world's seaport industry.

+ The cruise ship has been suspended for nearly 3 years due to the Covid 19 pandemic and will resume operations from October 2022.

II. Production and business results for the period of 2020-2025

Although the world economy still faces many challenges and risks, goods passing through Chan May Port area have grown strongly in volume thanks to market demand and the reasonable organization and management of existing port infrastructure conditions, equipment and human resources. Bulk cargo and other cargo handling services are being exploited extremely effectively, especially the output in 2024 increased by 36.2% over the same period in 2023. The total throughput in the 5 years 2020-2024 reached 18,347,623 tons and the

total revenue reached 1,106.3 billion VND (service revenue reached 1,097.2 billion VND). The total number of ships calling at the Port reached 2,313 calls, of which 1,683 calls were domestic ships and 630 were international ships.

Chan May Port Joint Stock Company has moved to the reinvestment phase in the 2020-2025 term. Therefore, although the number of ships and the volume of goods have increased steadily over the years, due to the high investment costs in the construction of Berth 2 and cargo handling equipment, profits have been negative in 2022 and 2023. Production and business results have fluctuated strongly in terms of profit targets; in which pre-tax profit reached 15,954 million VND in 2020; gradually decreased to 2,175 in 2021 million VND ; decreased sharply to negative 9,362 million VND and negative 7,388 million VND in 2022-2023; increased sharply with pre-tax profit reaching 28,491 million VND in 2024. The company has performed business effectively in 2024 and is an encouraging result for all employees and leaders of the Company when it made a profit again after 2 consecutive years of loss.

Container loading and unloading service has been put into operation since September 2022 through Berth 2 with increasingly improved service quality. After 02 years of implementation, Chan May Port has achieved certain results in attracting shipping lines and businesses transporting goods by container, although the economic efficiency is not significant, the effect has spread. Most shipping lines, import-export enterprises, and logistics units know that Chan May Port has container cargo services. The Port has successfully cooperated with 07 container shipping lines, including 04 international lines (RCL, CMA-CGM, SITC, Voyager Logistics) and 03 domestic lines (Hai An, Gemadept, Thilogi). Container loading and unloading is carried out safely and service quality is increasingly improved. The results are reflected in 150 ships calling at the port, marking growth compared to the previous period. In terms of cargo volume, the Port has handled 15,769 TEUs, equivalent to 236,535 tons, of which domestic cargo accounted for 41.32% and import and export cargo accounted for 58.68%. Total revenue reached 20,158 million VND and has been growing steadily over the years.

1. Ship arrivals and cargo throughput

1.1. Number of ship arrivals

The number of ships arriving at Chan May port has increased steadily over the years, especially rapidly since 2021 thanks to the operation of Berth 2. Of which, domestic transport ships currently account for over 70% and international transport ships account for nearly 30%. According to transport functions, bulk cargo ships and other cargo ships currently account for a large

proportion (85%) while container ships and passenger ships only account for 9% and 6% respectively.

Unit: Ship call

No.	Arrival	Year									
		2020	Percentage	2021	Percentage	2022	Percentage	2023	Percentage	2024	Percentage
	Total	258	100%	353	100%	412	100%	614	100%	701	100%
I	Classification by transport type	258	100%	353	100%	412	100%	614	100%	701	100%
1	Domestics Vessel	165	64%	250	71%	297	72%	482	79%	501	71%
2	International Vessel	93	36%	103	29%	115	28%	132	21%	200	29%
II	Classification by transport function	258	100%	353	100%	412	100%	614	100%	701	100%
1	Bulk Vessel	244	95%	353	100%	402	97,5%	507	82%	595	85%
2	Container Vessel	-		-		6	1,5%	83	14%	66	9%
3	Cruise ship	14	5%	-		4	1%	24	4%	40	6%

The company is currently actively carrying out dredging projects in front of the Berth, preparing necessary conditions according to regulations to increase the size of receiving ships to 70,000 DWT and adding the function of receiving cruise ships to Berth 2. The projects aim to improve the operating capacity of Berth 1 and Berth 2, increase the number of ships calling at the port and at the same time promote further increase in cargo throughput through the port.

1.2. Throughput volume

For bulk and general cargo, the total throughput through Chan May Port in the past term has tended to increase steadily (average growth rate of 22.8%) with the largest proportion being wood chips (in 2023 alone, wood chip output decreased sharply). Although affected by the Covid 19 pandemic, additional sources of cargo from Laos such as coal and ore have helped ensure growth in output. The proportion of cargo passing through the Port changes based on the market. In 2024, cargo passing through Chan May Port will be reduced in types and increase in quantity. Some cargoes will no longer be imported or exported through the Port such as titanium and palm oil; meanwhile, the Port will focus on increasing the volume of loading and unloading of wood chips, coal, sand and ore.

By method of passage, bulk cargo and other cargo through Chan May port have uneven proportions, mainly domestic and export cargo, accounting for 49%

and 44% respectively; while transit cargo accounts for only 5% and imported cargo is 2%. For containers, international cargo has a larger proportion than domestic cargo, accounting for 69% compared to 31%.

Unit: Ton

No	Volume	Year 2020	Percentage	Year 2021	Percentage	Year 2022	Percentage	Year 2023	Percentage	Year 2024	Percentage
I	Container (TEU)	-		-		666	100%	7.385	100%	8.395	100%
1.	International Cargo	-		-		556	83%	5.128	69%	6.612	79%
2.	Domestics Cargo	-		-		110	17%	2.257	31%	1.783	21%
II	Bulks & others (Tons)										
1.	Classification by Berth	2.408.118	100%	3.119.098	100%	3.469.639	100%	3.956.537	100%	5.394.231	100%
1.1	Berth No.1	-		-		2.730.177	79%	2.426.588	61%	3.422.271	63%
1.2	Berth No.1	-		-		739.462	21%	1.529.949	39%	1.971.960	37%
2.	Classification by cargo type	2.408.118	100%	3.119.098	100%	3.469.639	100%	3.956.537	100%	5.394.231	100%
2.1	Woodchip	1.130.247	47%	1.587.564	51%	1.473.922	42%	1.028.616	26,0%	2.038.000	38%
2.2	Coal	438.068	18%	630.419	20%	926.095	27%	1.576.916	39,9%	1.892.461	35%
2.3	Clinker	556.422	23%	414.266	13%	264.375	8%	273.873	6,9%	361.496	7%
2.4	Asphalt	22.132	0,9%	15.201	0,5%	23.197	0,7%	26.943	0,7%	36.114	0,7%
2.5	Titan	11.417	0,5%	25.132	0,8%	42.108	1%	11.285	0,3%	-	-
2.6	Silica sand	187.410	8%	274.419	9%	567.986	16%	755.780	19,1%	601.097	11%
2.7	Cooking oil	4.978	0,2%	7.477	0,2%	4.982	0,1%	4.983	0,1%	-	-
2.8	Casava	-		85.647	3%	59.449	2%	-		-	-
2.9	Bauxite Ore	-		-		-		174.601	4%	293.573	5%
2.10	Others	57.444	2%	78.973	3%	107.525	3%	103.540	3%	171.490	3%
3.	Classification by throughput method	2.408.118	100%	3.119.098	100%	3.469.639	100%	3.956.537	100%	5.394.231	100%
3.1	Exported cargo	1.761.425	73%	2.158.784	69%	2.062.686	59%	1.386.761	35%	2.382.972	44%
3.2	Imported cargo	86.517	4%	31.049	1%	26.823	0,8%	124.284	3%	81.798	2%
3.3	Domestic cargo	528.736	22%	929.265	30%	1.380.130	40%	2.270.891	57%	2.635.888	49%
3.4	Cargo in transit	-	-	-	-	-	-	174.601	4%	293.573	5%

2. Business results and financial situation

The Company achieved negative profits in 2022 and 2023 mainly due to the initial period of putting Terminal 2 into operation, depreciation costs, bank

loan interest as well as initial costs for container handling services. Output needs a growth roadmap, so revenue is not enough to cover costs. Moreover, the characteristics of the seaport industry are very high investment and reinvestment costs, long capital recovery period. Therefore, the first years of exploitation are often low in efficiency and will stabilize growth in the following period. Entering 2024, the Company overcame difficulties and challenges, while taking advantage of existing advantages to achieve highly effective business results. Highly efficient economic services contributing to the Company's profit results include wood chip handling services, coal handling services, cruise ship services, and value-added services at the yard. Berth services, towing services and fuel supply services have grown strongly and steadily.

Unit: Million VND

No.	ITEMS	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
I.	Total Revenue	139.137	168.621	184.205	229.583	384.742
1	Service Revenue	137.164	166.939	182.472	227.424	383.208
1.1	Bulk and Other Revenue	110.876	142.476	143.289	150.926	223.620
1.2	Container Ship Revenue	-	-	956	8.185	11.289
1.3	Cruise Ship Revenue	7.082	-	481	9.827	19.876
1.4	Other Services Revenue	19.206	24.463	37.746	58.486	128.423
2	Financial Revenue	1.948	1.667	1.730	2.136	1.533
3	Other Income	25	15	3	23	1
II.	Total Expenses	123.183	166.446	193.567	236.971	353.280
1	Commercial and Service Expenses	94.180	128.817	143.215	181.986	293.151
2	Business Management Expenses	28.966	29.411	32.322	35.957	45.930
3	Financial Expenses	7	8.218	18.028	18.993	14.099
4	Other Expenses	30	0	2	35	100
III.	Profit					
1	Profit Before Tax	15.954	2.175	(9.362)	(-7.388)	28.491
2	Profit After Tax	13.710	1.852	(9.362)	(-7.396)	25.560

** Capital, assets and finance situation in the period of 2020-2024*

Unit: Million VND

ITEMS	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
A. ASSETS					
Current assets	110.722	126.360	114.877	102.138	148.191
Long-term assets	578.962	596.599	582.914	569.051	545.201
Total asset value	689.684	722.959	697.792	671.189	693.392
Asset turnover	0,20	0,231	0,26	0,34	0,56
B. LIABILITIES					
Total liabilities	329.144	370.163	355.840	336.634	333.276
+ Short-term debt	75.249	26.114	91.222	89.688	110.057
+ Long-term debt	253.894	244.049	264.618	246.946	223.219
Owner's equity	360.540	352.796	341.952	334.556	360.116
Total capital	689.684	722.959	697.792	671.189	693.392
Equity ratio/Total capital	52,28%	48.80%	49,00%	49,85%	51,94%

3. Organizational structure and labor situation

3.1. Company organizational structure

Chan May Port Joint Stock Company operates in the form of a joint stock company with a governance model consisting of the General Meeting of Shareholders, the Board of Directors, the Board of General Directors and the Board of Supervisors with functional departments including: Control Department, Business Department, Container Department, Organization-Labor and Salary Department, Technical Department, Finance-Accounting Department, Administration Department, Service Supply Enterprise, Mechanical Enterprise, Loading and Unloading Enterprise, Security Team, Maintenance Team and Water Team.

3.2. Company labor situation

The development of Chan May Port in recent years is thanks to the contributions of all employees of the Company, capable, enthusiastic and united managers with the common goal of building an increasingly stable and strong company. The average labor growth rate during the term reached 4.5%/year and focused on increasing the direct labor force. By the end of 2024, the Company had 346 employees, including 9 managers and leaders and 63 female workers. The direct labor force at the Port currently accounts for a large proportion (74.6%), mainly technical workers. Meanwhile, indirect labor accounts for 7.5% of the total labor force and auxiliary labor is 4.9%. Labor with university

degrees or higher accounts for more than 32.1%, college and intermediate degrees account for 20.2%, elementary level accounts for 34.1% and unskilled labor is 13.6%. Thereby, it shows that the labor force at the Company is of high quality, well-trained and the direct labor force is the main one. In addition, the workforce at the Port is mature, experienced in professional expertise and highly disciplined.

** Labor structure in 2024*

No.	Classification Criteria	Unit	Labor number	Percentage
I	By gender	Person	346	100%
1.	Male		283	81,7%
2.	Female		63	18,3%
II	By function		346	100%
1	Managing labor		45	13,0%
	+ Senior managers		9	2,6%
	+ Middle managers		36	10,4%
2	Indirect labor		26	7,5%
3	Direct labor		258	74,6%
4	Extra labor		17	4,9%
III	By professional level		346	100%
1	University Degree and higher		111	32,1%
2	College Degree		26	7,5%
3	Intermediate Degree		44	12,7%
4	Elementary Degree		118	34,1%
5	General level		47	13,6%

4. Investment project implementation status

The Company has fully implemented investment procedures, completed construction of a number of projects and items in a timely manner to serve production and business activities in the period of 2020-2024, specifically as follows:

- The infrastructure investment project to serve the expansion of the warehouse at Berth No. 1 was completed in June 2020.

- The detailed planning 1/500 of Berth No. 1 - Chan May Port has been approved by the Provincial Economic and Industrial Zone Management Board. Completed updating the current status database and planning project and GISHUE database.

- The 2,500m² warehouse project was invested and completed and put into use in August 2023.
- Completed construction and put into use the Yard Upgrade item (Yard serving container handling).
- Investing in container management software: complete software installation, technology transfer and put into use in 2023.
- Complete installation of the Warehouse Fence system at Berth No. 1, 7000m² Warehouse Fence ensuring aesthetics, correct model and cargo protection function.
- Complete the item of Periodic repair of 02 tugboats Chan May 01 and Chan May 02 in 2023.
- Purchase of materials and equipment for production and business: Crane steel cables, Purchase of Gottwald HMK 170E crane loading cables, Purchase of 1300H ship support cushions, Item of upgrading the electric cable drum at the head of the Gottwald HMK 170E crane
- Prepare documents to add the function of receiving tourist ships and inspect the upgrade of Berth No. 2 to receive cargo ships with a tonnage of up to 70,000 tons: procedures are in progress.
- Construction project of Berth No. 02 - Chan May Port (Completion stage): has submitted to the Ministry of Transport for approval of the design of the construction drawings of the completion stage.
- + Environmental impact assessment: the consulting unit is preparing an environmental impact assessment report, preparing a dossier to apply for a dumping permit, and allocating the sea area for dumping dredged material at Berth No. 2.
- + Adjusting the Investment Certificate (Project completion time: Quarter IV, 2026).
- Dredging to adjust the channel and turning basin of the inner Berth (120m): Preparing an environmental impact assessment report at Berth No. 1, preparing a dossier to apply for a dumping permit, and allocating the sea area for dumping dredged material.
- Maintenance dredging of the berthing area at Berth No. 1 - Chan May Port: To carry out dredging, it is necessary to re-implement the environmental dossier (re-establish the environmental impact assessment report, prepare a dossier to hand over the sea area, and dossier to dump dredged material). It is expected that the environmental dossier will be completed in the first quarter of 2025, and construction will begin in the second quarter of 2025 and maintenance dredging will be completed in the third quarter of 2025.

- Establishment of a general cargo and bulk cargo transfer anchorage area for ships with a capacity of up to 200,000 DWT in Chan May Bay: On July 23, 2024, the Vietnam Maritime Administration issued Decision No.1051/QD-CHHVN on the announcement of the opening of a transfer area in Chan May to receive Vietnamese and foreign ships entering, leaving, anchoring and transferring.

- Repair of Berth 1 in 2022: completion of the project in 2024.

- Repair of Berth 1 in 2023: construction started on May 16, 2024 and is under construction.

- Industrial wastewater treatment system of Berth No. 1: completed in 2024 and is under trial operation.

- Installation of fire protection system for the expanded warehouse of Berth No. 1 - Chan May Port: Fire protection design has been approved by the Fire Prevention and Rescue Police Department No.87/TD-PCCC dated October 4, 2024, expected to be completed in the second quarter of 2025.

- Item of purchasing 10-ton forklifts: acceptance and handover for use in December 2024.

- Completion of additional function items for Berth No. 1 to receive container ships: Vietnam Maritime Administration issued Decision No. 1549/QD-CHHVN dated October 15, 2024 supplementing Decision No. 949/QD-CHHVN dated November 16, 2005 with the content that the seaward Berth line is allowed to receive container ships with a tonnage of up to 45,000DWT with a maximum water level of $\leq 10.0\text{m}$.

** Investment project disbursement amount in the period of 2020-2025*

Year	Unit	Realized amount	Disbursed amount	Remarks
2020	Million VND	60.389	60.887	
2021	Million VND	14.707	14.707	
2022	Million VND	12.781	56.455	
2023	Million VND	26.382	25.340	
2024	Million VND	21.812	21.533	
Total:		136.071	178.922	

5. Results of other tasks

5.1. Regarding the implementation of the regime for employees

The Company always fully pays social insurance, health insurance and unemployment insurance according to regulations with a total amount of 37,768 million VND in the 5 years 2020-2024; organizes the purchase of combined

human insurance and health care insurance for all employees. At the same time, completes procedures and settles payment of regimes for employees, specifically:

- + Sickness, maternity and recuperation regimes for 343 cases with an amount of 831 million VND.
- + Retirement regime for 6 cases;
- + Work accident regime for 5 cases, of which 2 cases receive a one-time subsidy with an amount of 88.4 million VND and 3 cases receive monthly subsidies;
- + Funeral regime for 2 cases with an amount of 29.8 million VND;
- + One-time death benefit for 1 case, amount of 174.5 million VND;
- + Monthly death benefit for 1 case, amount: 2.7 million VND/month;

In addition, the company will pay a total of 3,415 million VND in kind compensation to 243 workers in dangerous, arduous, and toxic jobs.

The average income of workers in 2024 will reach 17.08 million VND/person/month;

5.2. Financial work, administrative organization

Regarding annual regular work, the Company fully and in accordance with regulations on asset inventory, independent auditing, issuance of Financial Reports and Management Accounting Reports, Quarterly Financial Reports, Semi-annual Financial Reports, Annual Financial Reports. The Company focuses on monitoring and debt collection for overdue customers, ensuring cash flow for the unit.

Complete the dossier and successfully organize the annual Labor Conference, the Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders. Complete the annual Seaport Security dossier, the additional dossier for assessing the ANCB of the anchorage and transshipment area. Organize periodic health check-ups for all employees,...

5.3. Security and order and load control

The Company always focuses on maintaining the inspection, supervision and handling of violations related to security and order at the port. The work of ensuring security and order at the Port has been implemented synchronously and effectively, contributing to creating a safe and stable working environment for activities at the Port. The security and order management work is regularly monitored by the Security Team, combined with patrolling and monitoring through the camera system.

- Vehicles entering and exiting to load goods are divided and coordinated reasonably to avoid traffic congestion. Carry out the procedure for signing the

Seaport Security commitment according to the regulations of the Vietnam Maritime Administration.

- Regarding fire prevention and fighting, the Company has performed fire prevention and fighting well, regularly inspected fire prevention and fighting equipment, and promptly proposed and recommended issues that did not ensure fire prevention and fighting safety. Organized and participated in drills and training on fire prevention and fighting and rescue, and so far there have been no incidents or accidents related to fire or explosion.

The load control work at Chan May Port has been well performed, ensuring 100% control of cargo handling vehicles at the Port. There have been no cases of load violations within the port area.

PART II

BUSINESS PLAN FOR THE PERIOD OF 2026 - 2030

I. Business objectives for the period of 2026 - 2030

1. Objectives

The general objective of developing Chan May Port is to strive to always be in the group of type I seaports, playing a key role in the Vietnamese seaport system, a gateway for international maritime trade, and an important link in the logistics supply chain of Vietnam. At the same time, take advantage of all resources and geographical advantages to develop Chan May Port into a modern general seaport in the region, a driving force for socio-economic development for Thua Thien Hue province and neighboring areas. The production and business plan for the period 2026-2030 is built with the following specific goals:

- Ensure to achieve the targets of the 2026-2030 plan, including achieving profitable business results according to the revenue and profit plan.

- Focus on and further improve the efficiency of the main services being deployed. Improve the quality of bulk and general cargo handling services to meet customer expectations, develop container services to grow steadily over the years.

- Invest in completing Berth 2 and a warehouse system to meet the requirements of necessary infrastructure for bulk and container cargo sources.

- Successfully upgrade the receiving capacity of Berths 1&2 to 70,000 DWT.

- Put into operation the 200,000 DWT transshipment anchorage area in Chan May Bay.

- Invest in necessary items on the basis of implementing the approved 1/500 planning.

- Ensure jobs, income, welfare, and stable lives for all employees of the Company while ensuring labor productivity.

*** Business target in the period of 2026 - 2030**

Items	Productivity		Service Revenue (Million VND)	Profit before tax (Million VND)
	Bulks, Others (Ton)	Container (TEU)		
Year 2026	6.000.000	11.650	401.000	11.755
Year 2027	6.350.000	12.260	416.000	16.298
Year 2028	6.700.000	12.870	430.000	24.172
Year 2029	7.100.000	13.480	445.000	33.012
Year 2030	7.500.000	14.090	456.000	38.447

2. Opportunities and challenges in the period of 2026-2030

Opportunities and challenges in the operation of the Port in the period of 2026-2030 are identified as follows:

2.1. Opportunities

- Chan May Port is located at a convenient gateway of the East-West Economic Corridor, helping to shorten the distance of road transport and synchronous traffic infrastructure. Transit goods such as coal, ore, agricultural products, etc. exported from Laos to other countries via Vietnamese seaports are expected to continue to increase sharply. From 2027 onwards, when the infrastructure at the Lao border gate to Vietnam is upgraded and customs clearance procedures are improved, transit goods through the Central region seaports are expected to increase dramatically.

- In 2024, some sources of wood chips, MDF plywood, etc. from Quang Tri province have shifted to Chan May port because the ports near the source of raw materials do not meet the port infrastructure conditions. This source of goods is forecast to continue to increase steadily in 2025 and 2026.

- The Government's approval of Thua Thien Hue province to establish a centrally-governed city from 2025 will be a strong driving force to promote the growth of import and export of goods as well as develop the logistics industry in Thua Thien Hue through many large projects to develop urban infrastructure and develop services and industry in the following years.

- After more than two years of implementation, Resolution 18/2022/NQ-HDND on piloting a number of policies to support shipping lines opening

container shipping routes and entities with containerized goods to and from Chan May port, Thua Thien Hue province of the People's Council of Thua Thien Hue Province has helped reduce the financial burden on businesses, strengthen the confidence of investors, and promote a favorable cooperation and business environment. The resolution will continue to be implemented in 2025 to support cargo owners and ship owners, strengthen coordination between local authorities, ports, shipping lines and enterprises, facilitate trade activities; affirm the role of Chan May Port in the regional logistics network. 5. This is

- Kim Long Motor Hue Joint Stock Company is a key economic project, established in Chan May Economic Zone, Thua Thien Hue province. Kim Long Motor Hue with a production scale of about 500 vehicles/month (phase 1) and increasing to a capacity of 108,800 vehicles/year in the next phase has exported the first batch of finished cars through Chan May port in early December 2024. In addition, shipments of equipment and assembly lines to set up the factory (next phase) are being considered for import through Chan May Port. This is considered a great opportunity for Chan May Port when Kim Long Motor's products are being manufactured in large quantities in the coming time.

- The Chan May breakwater phase 1 with a length of 450m completed and put into operation since 2020 has helped shield Berth No. 1, limiting the impact of vibration on ships when there are big waves and strong winds. In fact, the breakwater has contributed to reducing the time of stopping cargo handling due to weather. At the end of 2022, the breakwater phase 2 was started and is expected to be completed in early 2026. The completed breakwater project will create the most effective operating conditions for Berth No. 1 and Berth No. 2.

- The 200,000DWT transshipment area in Chan May Bay has been announced by the Vietnam Maritime Administration to be put into operation with a transshipment area of 1,000m in diameter, receiving bulk cargo ships with a tonnage of up to 200,000 tons. This is a business cooperation between Chan May Port Joint Stock Company and Vinalift Trading and Transport Services Joint Stock Company to receive large international bulk cargo ships and goods destined for transit through the system of Berth No. 1 and Berth No. 2 - Chan May Port.

2.2. Challenges

- Chan May Port is still lacking in warehouse infrastructure and loading and unloading equipment due to the difficult financial situation. The equipment has been in operation for over 20 years, the remaining quality is only about 40% to 50%, the frequency of continuous cargo handling and no spare equipment leads to frequent damage and incidents. This situation is a major limitation

contributing to the reduction of loading and unloading productivity and the overall operating efficiency of the Port.

- The depth in front of Berth 1 is currently silted and Berth 2 has not reached the design depth to receive ships with the maximum allowable tonnage. Meanwhile, licensing procedures and dredging work for the water area in front of Berth No. 1 and Berth No. 2 take time to implement and complete. This situation has greatly affected the efficiency of port exploitation when the trend of ship sizes used for international maritime transport is getting larger.

- Hao Hung Port has been operating since 2021, currently continuously investing and improving service quality, increasing direct competitiveness in the Chan May area. In addition, flexibility in business operations and pricing mechanisms are key factors helping Hao Hung Hue Port improve its competitiveness and attract customers.

- My Thuy Port project (in Hai Lang - Quang Tri) is being urgently constructed and is expected to complete the first berth in 2025, which is forecast to lead to the risk of Chan May Port losing its existing cargo source from the Quang Tri area (silica sand, sand, wood chips, ...), coal, ore from Laos and sand, wood chips

No.	Equipments	Unit	Quantity	Capacity	Remarks
1	Gottwald Mobile Shore Cranes	Piece	01	63 Tons	
2	Multi-purpose Cranes	Piece	02	45 Tons	
3	Tyre Cranes	Piece	01	27.5 Tons	
4	Crawler Cranes	Piece	05	60 - 100 Tons	90T crane of client
5	Container Grabbers	Piece	02	45 Tons	Rental equipment
6	Wheel Loaders	Piece	02	1- 3m ³	
7	Forklifts	Piece	04	3-5-10 Tons	
8	Electronic Scales	Set	04	80 – 100 Tons	
9	Grabs	Piece	07	3 – 8 m ³	
10	Dump Trucks	Piece	02	10 m ³	
11	Transformer Stations	Station	02		
12	Generators	Piece	02	100-250KVA	
13	Vacuum Cleaners	Piece	01		

No.	Equipments	Unit	Quantity	Capacity	Remarks
14	Watering Trucks	Piece	02		
15	16-29 Seat Shuttle Buses	Piece	02		

*** Tugboats**

No.	Tugboat	Unit	Quantity	Capacity
1	Chan May 01	Piece	01	1,006 HP
2	Chan May 02	Piece	01	1,800 HP

*** Storage, warehouse**

No.	Item	Quantity	Acreage (m ²)	Remarks
I	Warehouse			
1	Warehouse 1	01	1,980	
2	Warehouse 2	01	7,000	
3	Warehouse 3	01	2,239.6	Bonded Warehouse
II	Storage			
1	Port yard	01	92,000	

2. Loading and unloading capacity

With the current technical infrastructure, specialized equipment and human resources, the loading and unloading productivity at the Port for each type of cargo is as follows:

- + Bagged cargo: 1,000 tons/working gang/day;
- + Bulk cargo: 3,000 - 4,000 tons/crane/day (for wood chips, the capacity reaches 7,000 tons GMT/conveyor/day);
- + General cargo: 500 - 1,000 tons/working gang/day;
- + Container cargo 30 moves/2 cranes/hour.

III. Competition situation

With the current dense port density, the competition for Chan May Port is becoming increasingly fierce. Customers have the opportunity to consider choosing the port with the best supply service, low cost and other preferential policies. Customers have the basis to request a reduction in loading and unloading rates, request priority in cargo handling, arrange ship schedules and

improve service quality... Ports in the neighboring area that are highly competitive with Chan May Port currently include Hao Hung Hue Port, Da Nang Port, Thuan An Port, Chu Lai Port, Hon La Port, Cua Viet Port.

1. Hao Hung Port

Berth No. 03 - Chan May Berth Area with an area of 12 hectares, a total investment of more than 846 billion VND, a Berth length of 270m invested by Hao Hung Hue Company Limited has been completed and put into operation in mid-2021. This is a general port, providing port and logistics services to ensure that ships and water transport vehicles with a capacity of up to 50,000 DWT can enter and unload goods, creating great competition in the seaport sector. The operation of Berth No. 03 increases the supply and demand of Berths in the Chan May area, creating competition with Chan May Port, which is inevitable in the market rules. In 2022, the volume of wood chips and cassava chips through Berth No. 1 and Berth No. 2 of the Company will begin to shift to loading and unloading at the above-mentioned Berth 3.

Hao Hung Hue Port is currently constantly investing and improving service quality, increasing its direct competitiveness in the Chan May area.

2. Da Nang Port

With a history of more than 120 years of construction and development, Da Nang Port has been proving its important position in economic development in the region as well as affirming its stature as the largest seaport in Central Vietnam. Located in Da Nang Bay and sheltered by a 450m long breakwater, Da Nang Port is very convenient for ships to dock and handle goods all year round. The port can receive cargo ships up to 50,000 DWT, container ships 2,500 TEU, passenger ships up to 151,300 GRT, 335 m long. The port has a fairly good road traffic system connecting all routes; in particular, Da Nang Port is identified as the main gateway of the East-West Economic Corridor (EWEC).

With such an extremely favorable location, Da Nang Port is considered the most modern and important seaport in Central Vietnam. Da Nang Port is oriented to develop according to two main pillars. First, the Port focuses on improving port exploitation services, serving container ships, passenger ships, and large-tonnage specialized ships. Second, investing in developing logistics services to strengthen the connection of the Port with the rear area.

3. Thuan An Port, Cua Viet Port, Hon La Port

Thuan An Port, Cua Viet Port, Hon La Port are small-scale seaports with limited draft and Berth length, only able to receive small ships up to 3,000 DWT; however, due to its location with convenient trade and traffic connections, in

addition, Thuan An area has been licensed to connect to the transit area in the past and is a direct competitor to neighboring markets, especially markets on the East-West Economic Corridor, so these ports contribute to the competitive situation for Chan May.

4. My Thuy Port (Quang Tri)

My Thuy Port has a modern, large-scale planning, capable of receiving large container ships of 100,000 DWT, bulk cargo ships of 100,000 DWT and general cargo ships (50,000 DWT), its location near the Lao border makes this port a transit point for goods for export routes to the world, convenient for the development of road logistics routes from Laos through Vietnam and out to sea, making this port an important transit point, especially in export activities from Laos and other inland areas. It is expected that the My Thuy Port Phase 1 project will be put into operation in 2025.

5. Lien Chieu Port (Da Nang)

In December 2022, the Lien Chieu Port project broke ground and is expected to complete the initial 2 berths in December 2025 with the capacity to receive ships of up to 100,000 tons, as well as container ships with a capacity of up to 8,000 TEU. Lien Chieu Port is the largest in the Central region, one of the 3 largest seaports in Vietnam and will be an important transit point for international shipping routes passing through Vietnam. The port logistics area is large and complete with an area of 95 hectares. Lien Chieu Port was built to solve the problem of overloading at Tien Sa Port and ports in the region, aiming to develop Da Nang as an international logistics center. Goods passing through Lien Chieu port include goods from industrial parks of Da Nang city, neighboring areas and also goods from Laos.

II. BUSINESS PLAN FOR THE PERIOD OF 2026-2030

1. Throughput plan

Although the market situation still has many challenges, under favorable conditions for the exploitation of 2 berths, the cargo output through the Port in 2024 achieved a growth of 36.3% over the same period, the number of ships increased by 14.2%. In the period of 2026-2030, the Company builds a plan with targets for stable growth in bulk cargo output, and expected slight increase in container cargo output. At the output level of up to 7.5 million tons of bulk cargo and other general cargo, the Berth has almost fully exploited its capacity. To achieve the set plan, the Company continues to develop plans to improve unloading productivity such as adding unloading equipment, researching the use of conveyor systems for coal, ore, etc. The division of functions and coordination of goods for the terminals are carefully calculated and flexibly

adapted to the actual exploitation to optimize exploitation capacity and minimize costs incurred for customers.

Planned Cargo productivity of period 2026-2030 as follows:

No.	Volume of cargo	Plan 2026	Plan 2027	Plan 2028	Plan 2029	Plan 2030
I	Bulk + Other (Tons)					
1.	Divided in Berth (Tons)	6,000,000	6,350,000	6,700,000	7,100,000	7,500,000
1.1	Berth 1	3,000,000	3,175,000	3,350,000	3,550,000	3,750,000
1.2	Berth 2	3,000,000	3,175,000	3,350,000	3,550,000	3,750,000
2.	Divided in Cargoes (Tons)	6,000,000	6,350,000	6,700,000	7,100,000	7,500,000
2.1	Wood Chips	1,813,100	1,849,400	1,886,400	1,887,100	1,921,300
2.2	Coal	2,661,900	2,881,200	3,124,500	3,200,000	3,300,000
2.3	Clinker	264,400	264,400	264,400	264,400	264,400
2.4	Asphalt	26,500	26,500	26,500	26,500	26,500
2.5	Titanium	-				
2.6	White Sand	600,000	600,000	600,000	600,000	650,000
2.7	Palm Oil	-	-	-	-	-
2.8	Cassava chips	-	-	-	-	-
2.9	Bauxite Ore	480,800	552,400	599,100	900,000	1,100,000
2.10	Other cargo	153,300	176,100	199,100	222,000	237,800
II	Container cargo (TEU)	11,650	12,260	12,870	13,480	14,090
1.	Import and export cargo	10,350	10,860	11,370	11,880	12,390
2.	Domestic cargo	1,300	1,400	1,500	1,600	1,700

II. BUSINESS PLAN FOR THE PERIOD OF 2026-2030

1. Throughput plan

The full complement of functions for the two berths at the Port (Berth 1 receives container ships up to 45,000 DWT and in the near future, Berth 2 receives passenger ships) helps goods move back and forth between the two berths and the output becomes balanced from 2026 onwards. After completing the dredging of the water area in front of the berth and completing the investment in phase 2, Berth 2 will set up a conveyor system to handle wood chips and some other goods. Conversely, Berth 1 can receive container ships when the berth is empty. This flexible shift helps reduce the interruption time of loading and unloading goods, creating a competitive advantage for the Port, improving the capacity of berths and loading and unloading productivity.

** Plan to exploit main Cargoes:*

- Woodchips: Wood chip customers are currently mainly concentrated in Chan May Economic Zone and some customers in Phong Dien district (Thua Thien Hue) and Hai Lang district (Quang Tri). Wood chip output in the following years is forecast to be difficult to grow or decrease slightly compared to 2024, due to the possibility of having to share the Phong Dien and Hai Lang markets with My Thuy Port.

- Coal: Coal through Chan May Port currently includes domestic coal and coal imported from Laos, serving national energy needs. Coal cargo will continue to increase steadily in 2025 and the following years to serve thermal power projects and maintain a large proportion in the structure of cargo handled at the Port. The increase in coal cargo will lead to an increase in storage demand at the Port area.

- Clinker: Clinker is the main raw material for cement production, clinker cargo through Chan May Port is sourced from factories in the province. The trend of clinker goods in recent years has decreased (output is 50% of 2020-2021) because this raw material source is prioritized for production. The plan for the period 2025-2030 forecasts that the output will remain at the same scale of 264,400 tons.

- Silica sand: white sand output will grow well in 2022-2023, decrease slightly in 2024 and is expected to reach stable output in the period 2026-2030 due to the possibility of sharing this commodity with My Thuy port.

- Asphalt: Although the proportion is quite low, bitumen goods are stored in the warehouse at Chan May, so the amount of imported goods through the Port is quite regular, bringing a stable source of revenue for the Port.

- Ore: are a new transit item recently. Ore (aluminum bauxite ore) are currently exploited from Lao mines and transported to Chan May for storage in bonded warehouses for export to other countries. The output of this cargo is expected to increase in the period 2026-2030, growing by 8.5%-15% in the years 2025-2028 and growing strongly in 2029 (50%) and 2030 (22%).

- Other general cargoes including equipment, cashew nut shells, pellets, concrete piles, raw soil, agricultural products, etc. will grow by an average of 12.8% per year.

** Container cargo exploitation plan*

The Company has completed the procedures for adding the function of receiving container ships for Berth. 1, announced under Decision 1549/QĐ-CHHVN dated October 15, 2024 of the Vietnam Maritime Administration to

promote investment efficiency and improve the port's throughput capacity. In addition, the Company has consulted a consulting unit on the plan to rent 100-ton equipment to serve container cargo, bulk cargo, and other cargo. According to the consulting report, the necessary additional equipment is a 100T multi-purpose crane for loading and unloading containers in rows 12-13 or higher, with a capacity of 15-20 moves/hour combined with loading and unloading of bulk cargo and other cargo to ensure high productivity and increase ship clearance speed.

The planned container output for the period 2026-2030 is expected to grow by an average of 5%/year and reach 14,090 TEUs by 2030. To achieve the above plan, the Company will actively persuade shipping lines to continue signing contracts for container cargo exploitation in the coming years, work with shipping agents, other shipping lines and businesses in the area to be able to open more container shipping routes. Conduct searches for potential customers in Quang Tri, Quang Binh and Laos; work with Sun Paper customers in Laos on research on cooperation in investing in warehouses serving bulk cargo and containers of Sun Paper in the coming time. Research and supplement necessary equipment to handle special, oversized, and overloaded container cargo. In addition, develop service prices for container cargo to ensure competitiveness, business efficiency, and compliance with state regulations, preferential policies for shipping lines and businesses in each period. Propose Hue City authorities to extend support policies for container exploitation services.

2. Revenue and profit plan

2.1. Revenue plan

Revenue of services for the period 2026-2030 is built on the basis of planned cargo output and development trends of other services. Detailed revenue for the period 2026-2030 is as follows:

Unit: Million VND

No.	Service Revenue	Plan 2026	Plan 2027	Plan 2028	Plan 2029	Plan 2030
I.	Revenue by Terminal	401,000	416,000	430,000	445,000	456,000
1.	Berth 1	268,900	276,650	284,650	292,850	298,500
2.	Berth 2	132,100	139,350	145,350	152,150	157,500
II.	Revenue by Commodity	401,000	416,000	430,000	445,000	456,000
1.	& Services	90,000	91,800	93,600	93,600	95,300
2.	Wood Chips	89,400	96,700	103,400	106,000	108,900
3	Coal	9,300	9,300	9,300	9,300	9,300

No.	Service Revenue	Plan 2026	Plan 2027	Plan 2028	Plan 2029	Plan 2030
4	Clinker	1,400	1,400	1,400	1,400	1,400
5	Asphalt	15,300	15,300	15,300	15,300	16,500
6	White Sand	21,900	24,600	26,300	35,500	39,000
7	Ore Cargo	6,500	7,500	8,000	8,400	8,500
	Other Goods					
8	Other Services	21,000	21,000	21,000	21,000	21,000
9	Cruise Ships	14,000	14,000	14,000	14,000	14,000
10	Warehousing	53,800	54,300	56,300	57,700	58,000
11	Petroleum	13,242	14,082	14,517	15,046	15,469
12	Other Services	48,000	48,000	48,000	48,000	48,000
13	Value-added Services at Terminal	17,158	18,018	18,883	19,754	20,631

- Revenue from cargo handling services is forecast to be stable for most items. In particular, transit coal and ore cargo from Laos is expected to grow steadily due to large reserves and high export demand for this source of goods. .

- Cruise ship services: the cruise tourism industry has recovered after the Covid pandemic and is operating again at Chan May. It is expected that each year the Port will welcome about 50 cruise ships with 150,000 tourists and crew members and earn about 21,000 million VND in revenue.

- Warehouse rental services are expected to stabilize at 14,000 million VND/year in the period 2025-2030 with the yard area increasing by about 1 hectare and the warehouse area remaining unchanged.

- Revenue from supplying petroleum will increase slightly during this period, reaching VND 53,800 million in 2026 and gradually increase to VND 58,000 million in 2027.

- Value-added services at the yard are expected to achieve stable revenue of VND 48,000 million/year.

- Container loading and unloading services have revenue increasing steadily over the years, with an average growth rate of nearly 5%/year.

- Other services ensure stable revenue and increase over time.

2.2 Profit plan

Based on the production and revenue plan as mentioned above, the Company has calculated costs, balanced finances and produced the following business results:

Unit: Million VND

No.	Profit	Plan 2026	Plan 2027	Plan 2028	Plan 2029	Plan 2030
1.	Profit before tax	11,755	16,298	24,172	33,012	38,447
1.1	Berth 1	6,553	9,594	12,078	14,938	16,914
1.2	Berth 2	5,202	6,704	12,094	18,074	21,533
2.	Profit after tax	9,404	13,038	19,338	26,410	30,757
2.1	Berth 1	5,242	7,675	9,663	11,950	13,531
2.2	Berth 2	4,162	5,363	9,675	14,459	17,226

-The port's handling equipment is currently in short supply and does not meet the capacity requirements for handling bulk and container cargo. Referring to the consulting project on the plan to add 100-ton equipment to operate at Terminal 1 and after adjusting the calculation to suit the current situation, the estimated crane rental cost allocated to Terminal 1 in the years 2026-2030 is 16 billion VND per year. At the same time, the volume of goods will shift from Berth 1 to Berth 2 and reach a balance between the two wharves by 2026. Revenue will shift according to output, leading to an increase in economic efficiency at Berth 2 and a decrease at Berth 1. At the same time, the Company will continue to borrow about VND 70 billion to serve the investment in the completion phase of Berth 2, resulting in interest expenses and being allocated to Berth 2. The depreciation cost of Berth 2 will increase by VND 6.5 billion/year after the acceptance of the approach bridge and dredging project (from 2026). (Business results for the period 2026-2030 are attached)

III. Investment plan for the term 2026-2030

In order to achieve the production and business plan output targets for the term 2026-2030, the Company plans to invest in projects expected to be implemented with a total disbursement amount of VND 788,000 million. Specific projects/items are as follows:

Unit: Million VND

No.	Project/Item	Disbursing Amount
I	Transitional Project	
1	Investment in construction of Berth 2 - Completion phase	388,000
2	Repair and maintenance of Berth 1	30,000
3	Periodic inspection and safety assessment of seaport infrastructure of Berth 1	2,000
4	Construction of bonded warehouses	20,000

No.	Project/Item	Disbursing Amount
5	Construction of 02 warehouses of 5,000m ²	60,000
6	Expansion of warehouse adjacent to 7,000m ² warehouse	10,000
7	Dredging and maintenance of Berth 1	15,000
8	Provision for procurement of materials, repair of equipment, upgrading of technical infrastructure and construction works serving production and business	63,000
9.	Investment in construction of 60m extension of Berth 1	200,000
	TOTAL	788,000

IV. Labor, salary and training plan

Based on the actual number of existing workers and considering the labor needs of some really necessary job positions in the situation of increasing goods output and increasing warehouse area, the labor plan is built for the term 2026-2030 as follows:

No.	Item	Unit	Plan 2026	Plan 2027	Plan 2028	Plan 2029	Plan 2030
1	Number of employees	Person	362	377	392	407	422
2	Difference of employees Number	Person	+15	+15	+15	+15	+15
3	Average salary	VND million /person/month	15,76	15,57	15,40	15,34	15,09
4	Number of training sessions	Person	540	315	594	345	653
5	Training costs	Million VND	435	390	479	420	526

Regarding salary work, the planned targets for average salary and average income of employees are set based on revenue and profit results of the years; at the same time, ensuring salary, income and life of employees. Average salary is about 15.41 Million VND/person/month. Regarding training, the Company always focuses on training and improving professional qualifications. Employees regularly participate in courses, training courses and professional development to meet job requirements, be flexible and adapt well in the current volatile business environment. Training courses include periodic training courses according to regulations on fire prevention and fighting, occupational safety and hygiene and professional training courses.

V. Financial Planning

Based on the revenue and output plan, investment plan and current financial capacity, the Company has developed a business performance plan for the period 2026-2030 (Financial plan attached).

In the period 2026-2030, the Company will proactively balance and use working capital, advance capital, and loans to ensure the implementation of necessary investment items and maintain payment capacity, stabilize production and business.

Preserve and promote state capital. Ensure the ability to pay debts according to regulations. Actively seek joint venture partners to implement investment items according to the plan.

Research to strengthen joint venture partners, other capital partners to improve financial capacity and enhance competitiveness.

VI. SOLUTIONS TO SUCCESSFULLY IMPLEMENT THE PLAN OF 2026-2030 TERM

In order to successfully implement the 2026-2030 term plan, the Company has identified a number of solutions to successfully achieve the targets on output, revenue and profit, specifically as follows:

1. Production management solutions

Focus on improving both loading and unloading technology and management and operation technology to ensure increased loading and unloading productivity in conditions where the Berth is close to reaching maximum capacity. Regarding loading and unloading technology, the Company will research and call for investment cooperation to soon put into use a conveyor system for loading and unloading coal, ore, etc. to achieve optimal productivity, improving the current low productivity situation when using shore cranes and ship cranes. Regarding management technology, research on arranging ship schedules, receiving ship registrations more scientifically, not leaving idle time at the Berth causing waste, adjusting reasonable exploitation plans, improving comprehensive service quality, reducing redundant operations in production to increase loading and unloading productivity, reducing ship waiting time, ensuring regulations on environmental safety and hygiene. Research on applying software and information technology in port exploitation management. Speed

up the progress of investment projects on infrastructure facilities, add new means and equipment, upgrade the means and equipment in use to meet the growth of goods through the Port, develop and exploit the position of a deep-water port optimally. In the financial constraints, increase loading and unloading equipment by renting or cooperating with businesses to increase loading and unloading productivity for items such as coal, sand, clinker, equipment, etc.

2. Market solutions

The Company has focused on marketing in recent years, but needs to continue to improve in order to build Chan May Port into one of the leading seaport brands in the Central region. Specific activities are as follows:

- Continue to improve the seaport service price list and adjust it to match the annual market price, publicly post it on the Company's website to facilitate easy access for all customers.

- Strengthen promotion and research on policies for each customer group. Recommend relevant provincial agencies to have smooth connection in procedures during import and export, customs clearance of goods, support customers in handling procedures related to port authorities, customs, etc. - Regarding communication, upgrade the company's website, update and promptly convey information on service provision capacity and loading and unloading capacity of Chan May Port. Build and expand forms of customer access, promotion, and provision of necessary information to potential customers (forms of mass media such as television, newspapers, placing advertising billboards in key areas and potential markets, through agents, maritime brokers, etc. Through investment promotion conferences, customer conferences to promote the company's image and capacity to potential customers; access to goods sources in Laos, and promote this abundant potential market.

3. Financial management solutions

- In addition to focusing on finding new sources of goods and increasing revenue, the Company will focus on maintaining good exploitation of services and products with high economic efficiency and high profit margin.

- Increase efficiency in financial management, debt management, speed up payment processes, strengthen debt collection measures, implement well the Debt Management Process and assign specific responsibilities in debt management of the Company company.

4. Labor productivity management solutions

Enhance the spirit of solidarity, promote the good traditions of the Company, perfect and improve the management system to ensure discipline, increase the strength and effectiveness of management work.

- Develop a salary and bonus policy linked to business performance and the level of work completion of each individual to stimulate production and business, improve labor productivity, encourage talent development, and strictly handle weak and undisciplined workers according to the provisions of law and the Company's Labor Regulations.

- Limit the signing of labor contracts that are not urgent, increase the use of labor in the form of outsourcing and seasonal labor to take advantage of idle

labor, and spend on training and human resource development. Organize training and foster necessary professional skills for the Company's employees to ensure consistency in both quantity and quality to ensure successful implementation of production and business goals. Low cost.

Planned output of Bulk cargo, container cargo and other cargo through Chan May Port in the period of 2026-2030 will continue to increase, especially coal and ore transit cargo from Laos and cargo from projects operating in Chan May Economic Zone, in the province as well as neighboring areas. Although the world situation is still volatile, many risks are still hidden, the Company will utilize all existing resources, take advantage of natural advantages and development opportunities.

