

## ANNUAL REPORT

### PORT OF HAI PHONG JOINT STOCK COMPANY

*(Documents for information disclosure)*

**Reporting Year: 2024**

#### **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 3.269.600.000.000
- Address: 8A Tran Phu Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City
- Telephone: 0225.3859.945
- Số fax: 0225.3.652.192
- 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.

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 4, 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.

At the time of transitioning to a Joint Stock Company, Port of Hai Phong Joint Stock Company (Port of Hai Phong) had 06 affiliated units. In February 2016, Port of Hai Phong Joint Stock Company (Port of Hai Phong) converted the model of some affiliated units into one member limited liability companies owned by Port of Hai Phong, including Hoang Dieu Port One Member Limited Liability Company, Port of Hai Phong Medical Center One Member Limited Liability Company, and Hai Phong Port Operations and Engineering Training One Member Limited Company. As of now, Port of Hai Phong has 02 affiliated units, which are Tan Vu Terminal and Chua Ve Terminal.

Based on the business situation and the company's development orientation, Port of Hai Phong has reorganized the functional departments in the period of 2014-2019, the number of functional departments of Port of Hai Phong has also changed, from 10 professional departments to 6 departments and 02 centers as at present.

Regarding the company's long-term development orientation, on October 9, 2019, Deputy Prime Minister Mr. Trinh Dinh Dung signed Decision No. 1323/QD-TTg approving the investment policy for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port - Port of Hai Phong. The project was launched in 2021 and is expected to be accomplished by 2025.

## 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

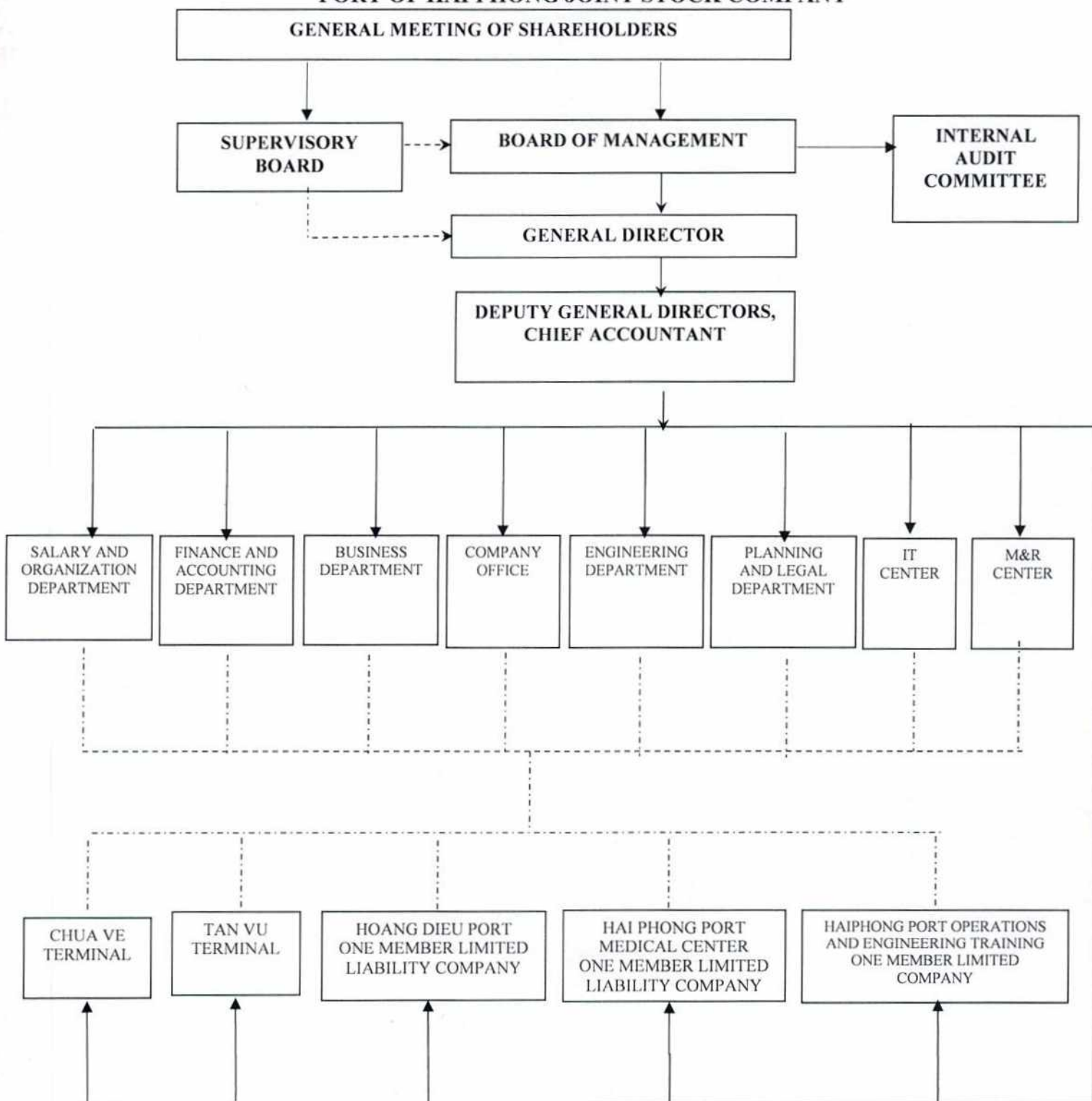
### 3. Information on Governance Model, Business Organization, and Management Apparatus

### 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

#### ORGANIZATION CHART PORT OF HAI PHONG JOINT STOCK COMPANY





### 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 31/12/2024 (%)
1	Hoang Dieu Port One Member Limited Liability Company	No. 3 Le Thanh Tong Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City	Cargo handling	96.362.000.000	100
2	Hai Phong Port Operations and Engineering Training One Member Limited Company	No. 5 Cu Chinh Lan Street, Minh Khai Ward, Hong Bang District, Hai Phong City	Primary vocational training  Details: Including operational training for crane, gantry crane, ship crane, pedestal crane, rubber-tyred gantry (RTG) crane, quay crane (QC), ship-to-shore (STS) crane operation; bulldozers, forklift, 10 ton forklift, small crane, and trucks	1.000.000.000	100
3	Hai Phong Port Medical Center One Member Limited Liability Company	No. 23 Luong Khanh Thien Street, Cau Dat Ward, Ngo Quyen District, Hai Phong City	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	Dong Hai 2 Ward, Hai An	Other transportation	204.000.000.000	51

	Development Joint Stock Company	District, Hai Phong City	support service Details: Freight forwarding, customs brokerage; cargo lifting services; cargo tallying services; packaging services related to transportation; ship charter brokerage; logistics services; shipping agency services (including ship supply services); maritime transport agency services; multimodal transportation services (excluding air transportation and general aviation business)		
5	Hai Phong Port Tug and Transport Joint Stock Company	No. 4 Ly Tu Trong Street, Minh Khai Ward, Hong Bang District, Hai Phong City	Direct support services for water transport. Details: Vessel rescue operations; towing and berthing assistance; ship and boat salvage; maritime rescue and emergency response services	16.200.000.000	60
6	Haiphong Port TIL International Terminal Company Limited	Don Luong Quarter, Cat Hai Town, Cat Hai District, Hai Phong City	Direct support services for water transport. Details: Port operation management; support services related to coastal and deep-sea transport (excluding maritime pilotage services)	2.500.000.000	51

### 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 <sup>st</sup> 2024 (%)	Voting Ratio as of December 31 <sup>st</sup> 2024 (%)
1	SITC - Dinh	Dinh Vu	Warehousing and	Indirect via	24,99	50



	Vu Logistics Co., Ltd.	Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City	storage. Details: Container yard services, including container storage within ports and inland areas, loading/unloading cargo, container maintenance and preparation for shipment - Storage services	Dinh Vu Port Investment and Development Joint Stock Company: VND 128,672,013,800		
2	HPH Logistics Joint Stock Company	CN 2.6A Lot, Dinh Vu Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City2, quận Hải An, thành phố Hải Phòng	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
3	Dong Do - Hai Phong Port Container Lines Joint Stock Company	No. 21 Vo Thi Sau Street, May To Ward, Ngo Quyen District, Hai Phong City	Road freight transportation	VND 6,300,000,000	32,24	32,24
4	Saigon Port Logistics Joint Stock Company	No. 79 Doan Nhu Hai Street, Ward 13, District 4, Ho Chi Minh City	Employment consultancy, agency, and brokerage services Details: Employment consultancy, agency, and brokerage services	VND 3,000,000,000	20	20

5	Hai Phong Maritime Investment and Trading Joint Stock Company	No. 16 Hoang Dieu Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City	Other civil engineering construction. Details: Infrastructure construction for industrial parks; infrastructure construction for new urban areas, entertainment complexes, and commercial zones;	VND 23,500,000,000	27,61	27,61
6	Hai Phong Port Service Development and Investment Joint Stock Company	No. 3 Le Thanh Tong Street, Gia Vien Ward, Ngo Quyen District, Hai Phong City	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
7	Vinalines Dong Bac Joint Stock Company	No. 1 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
8	KM Cargo Services Hai Phong Co., Ltd.	KB2.3 and KB3.3 Lots, MP Dinh Vu Industrial Park, Dong Hai 2 Ward, Hai An District, Hai Phong City	Warehousing and storage	USD 540,000	36	36
9	Smart Logistics Services (Hai Phong) Co., Ltd.	CN2A Lot, Hai Phong International Gateway Port Industrial Park, Cat Hai Town, Cat Hai	Warehousing and storage Details: Container yard services, including container storage within ports and inland areas,	VND 174,076,000,000	28,75	37,5



		District, Hai Phong City	loading/unloading cargo, container maintenance and preparation for shipment, Storage services (CPC 742)			
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#### 4. Development Orientation

##### 4.1 Key Objectives of the Company

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

- Maintain the position as the leading seaport enterprise in Northern Vietnam, with a significant market share, revenue scale, and profit maximization.

- Ensure stable growth in key indicators such as throughput volume, revenue, and especially profit, optimizing results amidst the city's construction of bridges over the Cam River, relocation of Hoang Dieu Port, and timely completion of two new berths at Lach Huyen. The focus will be on the following core objectives:

+ Successfully implement the relocation of Hoang Dieu Port, ensuring execution of established plans, including business strategies (relocation of goods and customers), asset and equipment allocation, and labor restructuring.

+ Execute restructuring initiatives to enhance efficiency and streamline operations.

+ Accelerate the investment progress the Investment and Construction Project of Container Berths No. 3 and 4 and put into operation in Phase 1 - Quarter 1/2025.

- Preserve and develop capital while attracting investments from strategic partners, prioritizing enterprises benefiting from port operation services.

##### *Key Strategies*

To maintain its leading position and brand as the dominant port in the region and achieve the set objectives, Port of Hai Phong will implement a comprehensive strategy across all operational aspects, with a focus on three key areas:

- 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***

Port of Hai Phong is continuing to report to competent authorities to gradually relocate Hoang Dieu Port as per Hai Phong City's planning, in compliance with city regulations while ensuring the company's best interests.

The auditor's qualified opinion in Port of Hai Phong's financial statements regarding the handling plan for assets at Wharves 4 and 5 and the Container Yard at Chua Ve Terminal has persisted for many years. Port of Hai Phong regularly reports to competent state management agencies, seeking approval for asset resolution. However, due to legal obstacles, state management agencies are still in the process of reviewing this issue. Port of Hai Phong continues to closely monitor this matter to address the auditor's qualified opinion.

**II. Business Performance in 2024**

**1. Business Operations**

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

- Actual throughput: 23.57 million tons, achieving 100.3% of the plan and a decrease of 1.0% compared to the same period in 2023. Of which, container throughput reached 1,273,214 TEUs, achieving 96.8% of the plan and a decrease of 3% compared to the same period in 2023.

- Actual revenue: VND 1,729.86 billion, equivalent to 113.14% of the plan and an increase of 11.46% compared to 2023. Of which, operating revenue amounted to VND 1,373.82 billion, reaching 100.65% of the plan and growing by 9.53% year-over-year.

- Actual profit: VND 738.077 billion, achieving 139.26% of the plan and an increase of 20.67% compared to the same period in 2023.

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

- Actual throughput: 39.9 million tons, attaining 109.3% of the plan and growing by 5.1% year-over-year. Of this, container throughput reached 1,846,300 TEUs, achieving 96.4% of the plan and increasing by 2.3% compared to 2023.

- Actual revenue: VND 2,997.98 billion, equaling 129.78% of the plan and increasing by 19.23% year-over-year.

- Actual Profit: VND 1,119.85 billion, achieving 142.84% of the plan and rising by 31.08% compared to 2023.

## 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: Tran Phu Ward, Hai Duong City, Hai Duong Province

- 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 Saigon Port Logistics Joint Stock Company
08/2017 - present	Vice Chairman of the Board of Management of HPH Logistics Joint Stock Company
08/2017 - 06/2019	Member of the Standing Committee of the Party Committee, 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, Deputy General Director of Port of Hai Phong
02/2020 - 07/2020	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
07/2020 - present	Deputy Secretary of the Party Committee, Member of the Board of Management, General Director of Port of Hai Phong Joint Stock Company

- Positions held at other organizations in 2024:

+ 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).

+ At HPH Logistics Joint Stock Company (a joint venture and affiliate of Port of Hai Phong):

(i) Representative of Port of Hai Phong's capital with a 22% stake (*Mr. Nguyen Tuong Anh ceased to be the Capital Representative from May 15, 2024*).

(ii) Vice Chairman of the Board of Directors of HPH Logistics JSC (*Mr. Nguyen Tuong Anh ceased to participate in the Board of Directors from May 17, 2024*)

- Number of Port of Hai Phong shares held as of December 31, 2024:

+ 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: Dong Cac Commune, Dong Hung District, Thai Binh Province

- 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 - present	Member of the Board of Directors - Dinh Vu Port Investment and Development Joint Stock Company
2013 - 06/2019	Member of the Board of Directors - Hai Phong Maritime Investment and Trading Joint Stock Company
06/2019 - present	Chairman of the Board of Directors - Hai Phong Maritime Investment and Trading Joint Stock Company
07/2020 - present	Deputy General Director - Port of Hai Phong Joint Stock Company
06/2023 - present	Member of the Board of Management of Dinh Vu Port Investment and Development Joint Stock Company

- Positions held at other organizations in 2024:

+ 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.

(ii) Member of the Board of Management.

+ 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, 2024: 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: Co Thanh Commune, Chi Linh District, Hai Duong Province

- Current Residence: No. 7 - Vinh Luu, Dong Hai 1 Ward, Hai An District, Hai Phong City

- 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 - 03/12/2024	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 2024:

+ At Haiphong Port TIL International Terminal Company Limited (a subsidiary of Port of Hai Phong):

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

(ii) Member of the Members' Council, Deputy General Director.

+ 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, 2024: less than 0.01% of charter capital.

#### 2.1.4 Mr. Ngo Trung Hieu

- 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 Tay

- Current Residence:

- Education Level: 12/12

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

- Work Experience:

Period	Position
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 - Pert 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 – present	Member of the Standing Committee of the Party Committee, Deputy General Director - 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 2024:

+ 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 (a subsidiary of Port of Hai Phong):

(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, 2024: less than 0.01% of charter capital.

#### 2.1.6 Ms. Tran Thi Thanh Hai

- Position: Chief Accountant (*Ms. Tran Thi Thanh Hai ceased to hold the position of Chief Accountant as of April 15, 2024*)

- Gender: Female

- Date of Birth: December 27, 1970

- Nationality: Vietnamese

- Ethnicity: Kinh

- ID/Passport Number:

Date of Issue:

Place of Issue: Department of Administrative Management on Social Order

- Hometown: Binh Minh Commune, Nam Truc District, Nam Dinh Province

- Current Residence:

- Educational Background: 12/12

- Professional Qualifications: Bachelor's Degree in Economics - Major in Accounting

- Work Experience:

Period	Position
08/1993 - 01/1998	Staff - Finance and Accounting Department - Waterway Transport and Stevedoring Enterprise - Port of Hai Phong
02/1998 - 06/1999	Auditor - Internal Audit Department - Port of Hai Phong
07/1999 - 04/2002	Deputy Manager of Finance and Accounting Department - Waterway Transport and Stevedoring Enterprise - Port of Hai Phong
05/2002 - 12/2002	Manager of Finance and Accounting Department - Mechanical Repair Enterprise - Port of Hai Phong
01/2003 - 03/2005	General Accounting Specialist – Finance and Accounting Department - Port of Hai Phong
04/2005 - 06/2008	Deputy Manager of Finance and Accounting Department - Port of Hai Phong
04/2008 - present	Head of the Supervisory Board – Dong Do - Hai Phong Port Container Lines Joint Stock Company - Port of Hai Phong



07/2008 - 11/2013	Deputy Manager of Finance and Accounting Department - Port of Hai Phong One Member Limited Liability Company
06/2013 - present	Head of the Supervisory Board – Dinh Vu Port Investment and Development Joint Stock Company
12/2013 - 16/06/2014	Member of the Members’ Council, Manager of Finance and Accounting Department - Port of Hai Phong One Member Limited Liability Company
17/06/2014 - 30/06/2014	Member of the Members’ Council, Chief Accountant - Port of Hai Phong One Member Limited Liability Company
07/2014 - 06/2018	Member of the Board of Management, Chief Accountant - Port of Hai Phong Joint Stock Company
07/2014 - 04/2024	Chief Accountant - Port of Hai Phong Joint Stock Company
15/04/2024 - present	Head of the Supervisory Board - Port of Hai Phong Joint Stock Company

- Positions held at other organizations in 2024:

+ Head of the Supervisory Board, Dinh Vu Port Investment and Development Joint Stock Company (a subsidiary of Port of Hai Phong).

+ At Dong Do - Hai Phong Port Container Lines Joint Stock Company (a joint venture/affiliate of Port of Hai Phong):

(i) Representative of Port of Hai Phong’s capital, representing 9.74% of charter capital.

(ii) Head of the Supervisory Board.

- Number of Port of Hai Phong shares held as of December 31, 2024: None.

#### 2.1.7 Ms. Dao Thi Thu Ha

- Position: Chief Accountant (*Appointed as Chief Accountant on April 15, 2024*)

- 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 Son Commune, Thuy Nguyen District, Hai Phong City

- Current Residence:

- Education Level: 12/12

- Professional Qualifications: Master of Economics, Bachelor of International Relations, Bachelor of Economics

- 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
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
01/2010 - 3/2016	Chief Accountant - ODA Project Management Unit of Port of Hai Phong
4/2016 - 06/2019	Chief Accountant - ODA Project Management Unit of Port of Hai Phong, Member of the Supervisory Board, Port of Hai Phong Joint Stock Company
06/2019 - 03/2024	Chief Accountant - ODA Project Management Unit of Port of Hai Phong, Head of the Supervisory Board, Port of Hai Phong Joint Stock Company
04/2024 - present	Chief Accountant - ODA Project Management Unit of Port of Hai Phong, Chief Accountant of Port of Hai Phong Joint Stock Company
30/6/2022 - present	Member of the Supervisory Board of Sai Gon Port Logistics JSC
20/12/2024 - present	Member of the Members' Council of Haiphong Port TIL International Terminal Company Limited

- Positions held at other organizations in 2024:

+ At Haiphong Port TIL International Terminal Company Limited (a subsidiary of Port of Hai Phong):

- (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/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, 2024: None.



## 2.2 Changes in the Executive Board

- As of April 15, 2024, Ms. Tran Thi Thanh Hai ceased to hold the position of Chief Accountant of Port of Hai Phong

- As of April 15, 2024, Ms. Dao Thi Thu Ha assumed the position of Chief Accountant of Port of Hai Phong.

## 2.3 Number of Employees and Labor Policies

- The total number of employees as of December 31, 2024, was 1,407, a decrease of 30 employees compared to the same period in 2023 (as of December 31, 2023: 1,437 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 2024, in addition to deploying in-depth investment projects to enhance operational capacity, Port of Hai Phong concentrated all resources on accelerating the construction progress of Container Berths No. 3 and 4 in the Lach Huyen area, ensuring the Phase 1 Operation of the project according to the planned schedule.

The total investment implemented by Port of Hai Phong in 2024 was VND 1,161.855 billion, reaching 45.36% of the 2024 plan (VND 2,561.498 billion), specifically:

*Unit: Million VND*

No.	Investment Projects	2024 Plan	Implemented in 2024	Implementation /Plan (%)
1	Infrastructure Investment	43.951	6.510	14,81
2	Equipment Procurement Investment	52.863	37.414	70,78
3	Information Technology	14.684	9.587	65,29
4	Port Expansion Investment Projects	2.450.000	1.108.344	45,24
	<b>Total</b>	<b>2.561.498</b>	<b>1.161.855</b>	<b>45,36</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 2024 Financial Statements of Port of Hai Phong Joint Stock Company, which are attached to this report.

##### 4.1 Financial Status

Indicator	2023	2024	2024/2023 Ratio (%)
Total Asset Value	6.079.565.815.322	7.316.051.724.951	120,34%
Net Revenue	1.254.275.621.506	1.373.821.942.986	109,53%
Profit from Business Operations	608.633.243.449	730.384.626.600	120,00%
Other Profits	3.038.739.664	7.693.080.471	253,17%
Profit Before Tax	611.671.983.113	738.077.707.071	120,67%
Profit After Tax	524.665.978.303	642.427.050.347	122,44%

##### 4.2 Capital Utilization Efficiency

Contents	2023 (31/12/2023)	2024 (31/12/2024)
Owner's Equity	4.990.500.782.543	5.445.804.832.890
Total Assets	6.079.565.815.322	7.316.051.724.951
Profit Before Tax	524.665.978.303	642.427.050.347
Profit After Tax/Owner's Equity (ROE)	10,51%	11,80%
Profit After Tax/Total Assets (ROA)	8,92%	9,59%

##### 4.3 Financial Indicators

No.	Indicator	2023 (31/12/2023)	2024 (31/12/2024)
<b>1</b>	<b>Liquidity Ratios</b>		
	Current Ratio	2,89	1,04
	Quick Ratio	2,76	0,97
<b>2</b>	<b>Capital Structure Ratios</b>		
	Debt/Total Assets Ratio	0,18	0,26
	Debt/Equity Ratio	0,22	0,34
<b>3</b>	<b>Operational Efficiency Ratios</b>		
	Inventory Turnover Ratio		
	Total Asset Turnover Ratio		
<b>4</b>	<b>Profitability Ratios</b>		



	Profit After Tax/Net Revenue	0,42	0,47
	Profit After Tax/Owner's Equity	0,11	0,12
	Profit After Tax/Total Assets	0,09	0,09
	Operating Profit/Net Revenue	0,49	0,53
<b>5</b>	<b>Capital Preservation Ratio</b>	1,53	1,67

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

(As of 10/06/2024, when Port of Hai Phong finalized the list of shareholders entitled to receive cash dividends for 2023)

### 5.1 Shares

- Total outstanding shares: 326.960.000 shares.
- + Freely transferable shares: 324.991.100
- + Restricted transferable shares: 1.968.900
- Types of outstanding shares: Common shares.

As of 31/12/2024, the number of freely transferable and restricted transfer shares changed as follows:

- + Freely transferable shares: 325.260.000
- + Restricted transfer shares: 700.000

### 5.2 Shareholder Structure

No.	Shareholder		Number of shares	Ratio (%)
1	Domestic	Individual	14.878.221	4,55
		Organization	310.323.320	94,91
2	Foreign	Individual	82.259	0,03
		Organization	1.676.200	0,51
3	Ownership Ratio	Major	302.641.377	92,56
		Minor	24.318.623	7,44

#### \* List of Foreign Shareholders

NO.	NATIONALITY	FULL NAME	CONTACT ADDRESS	NUMBER OF SHARES	INDIVIDUAL /ORGANIZATION
1	France	ALEXANDRE ROBERT IDARECI	Plaza Mont Kiara B-5-8 in Mont Kiara, Kuala Lumpur 50480, Malaysia	300	INDIVIDUAL
2	Taiwan	CHEN CHIA PEI	Park 7, 3407, VinHome Central Park, 720A Dien Bien Phu St., Ward 22, Binh Thanh Dist., HCMC	2500	INDIVIDUAL
3	Taiwan	CHEN, LU-	No. 14, Xingyun st. ,	1700	INDIVIDUAL

		CHUAN	Neihu dist. , Taipei city 114 , Taiwan (R.O.C.)		
4	Taiwan	CHIEN, CHUN - CHE	1F., No.37, Ln.57, Dazhi St., Zhongshan Dist., Taipei City 104, Taiwan (R.O.C.)	300	INDIVIDUAL
5	Germany	FLORIAN BENNY DAVID WEISS	PH48F Jalan Sultan Ahmad Shah, Georgetown, Penang 10050, Malaysia	100	INDIVIDUAL
6	Taiwan	HUANG, SHAN - SHAN	25F.-9, No.6, Ln.28, Longan Rd., Xizhi Dist., New Taipei City 221, Taiwan (R.O.C.)	200	INDIVIDUAL
7	Japan	IWAMASA TAKASHI	5-10-17, Imazu, Iwakuni-shi, Yamaguchi-ken, 740-0017, Japan	200	INDIVIDUAL
8	Republic of Korea	JEUNG YUN HO	Số 11, Nam Thanh Ba ,xã Đỗ Sơn, huyện Thanh Ba , tỉnh Phú Thọ	300	INDIVIDUAL
9	Japan	KATO TAKANORI	36 Kamimizunocyo Setoshi Aichi, Japan	100	INDIVIDUAL
10	Republic of Korea	KIM KYUNGSOO	C304OT11, Central 3, Vinhomes Central Park, 208 Nguyen Huu Canh Street, Ward 22, Binh Thanh District, HCM City	1000	INDIVIDUAL
11	Republic of Korea	KIM MINSUNG	16-02, A1, Hoàng Anh Gia Lai, Phường Thảo Điền, Quận 2, TP. Hồ Chí Minh	100	INDIVIDUAL
12	Japan	KUWABARA YOSHIHIRO	649 Kim Mã, phường Ngọc Khánh, Quận Ba Đình, Hà Nội, Việt Nam	800	INDIVIDUAL
13	Taiwan	LEE, YI - HSUAN	No.96, Dingbao, Jinning Township, Kinmen County892, Taiwan, R.O.C, 210542291	700	INDIVIDUAL
14	Turkey	LEYAL ERKURTOGLU SAVAS	21-23 Nguyễn Thị Minh Khai, Somerset Chancellor Court, phường Bến Nghé, quận 1, HCM	1000	INDIVIDUAL
15	China	Li Minghua	Lan Xing Wan Xiang Cheng, 22A-2401,	17000	INDIVIDUAL



			No.98 Qingdao Zhong Lu, Jingqu, Weihai, Shandong, 264205, China		
16	Taiwan	LIN, CHUNG- SHENG	3F., No. 26-47, Xinchang St., Xiaogang Dist., Kaohsiung City 812, Taiwan (R.O.C.)	800	INDIVIDUAL
17	Taiwan	LIN, TZU - HSIANG	5F., No.33, Raohe St., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)	1000	INDIVIDUAL
18	Taiwan	LIU, XIN - RU	No.110, Xing an Rd., Xinshe Dist., Taichung City 426, Taiwan (R.O.C.)	300	INDIVIDUAL
19	Taiwan	LIU, YUN - CHUAN	No.110, Xing an Rd., Xinshe Dist., Taichung City 426, Taiwan (R.O.C.)	1000	INDIVIDUAL
20	China	LU, FEIYANG	Room 1104, Building 3, Lane 398, Dapu Road, Shanghai	400	INDIVIDUAL
21	Taiwan	LUO, CHENG - ZONG	No.40, Kunnan St., Xinshe Dist., Taichung City 426, Taiwan (R.O.C.)	400	INDIVIDUAL
22	Japan	MIYATA SATOSHI	5-16-2, NAKAGAWA, TSUZUKIKU, YOKOHAMA CITY, KANAGAWA, JAPAN	800	INDIVIDUAL
23	Taiwan	PANG CHIA LI	Rm.14, 2F., No.389, Xiyuan Rd., Xindian Dist., New Taipei City 231, Taiwan (R.O.C.)	30	INDIVIDUAL
24	Thailand	PECHAKONJAK CHANAT	Cụm CN Đại Quang - xã Đại Quang - huyện Đại Lộc - tỉnh Quảng Nam	200	INDIVIDUAL
25	Australia	Ringhoff Raymond August	93 Liverpool Street, Liverpool NSW 2170 Australia	101	INDIVIDUAL
26	Japan	Shoichiro Tanaka	101-1 kokusaiji, Fukaya city, Saitama-Pre, Japan	328	INDIVIDUAL
27	China	TANG YE	Building 44, Shenjiang Haocheng,	50000	INDIVIDUAL

			Lane 855, Yangsilu, Pudong New District, Shanghai, China		
28	Japan	TANI MAKOTO	3-10-5 Noda Takatsuki-city, Osaka, 569-0013, Japan	400	INDIVIDUAL
29	Taiwan	WANG, PO - CHIAO	6F.-2, No. 89, Chunyang St., Sanmin Dist., Kaohsiung City 807 , Taiwan (R.O.C.)	100	INDIVIDUAL
30	Taiwan	YEH, I - CHUN	No.13, Ln.15, Longmen St., Longtan Dist., Taoyuan City 325, Taiwan (R.O.C.)	100	INDIVIDUAL
31	Singapore	AGGREGATE VALUE FUND VCC	1 Kim Seng Promenade, # 13-05 Great World City, Singapore (237994)	115000	ORGANIZATION
32	St Kitts and Nevis	AMERICA LLC	PO Box F43031, Freeport, Bahamas	1551200	ORGANIZATION
33	Thailand	FINANSIA SYRUS SECURITIES PUBLIC COMPANY LIMITED	9,12,14,15,17 FLOOR, ALMA LINK BUILDING, PLOENCHIT ROAD, LUMPINI, PATUWAN, BANGKOK 10330, THAILAND	300	ORGANIZATION
34	Thailand	KRUNGTHAI XSPRING SECURITIES COMPANY LIMITED	16TH FLOOR, LIBERTY SQUARE BUILDING, 287 SILOM ROAD, BANGRAK, BANGKOK 10500, THAILAND	9600	ORGANIZATION
35	Republic of Korea	NH Investment & Securities Co., Ltd.	60, Yeoui-Daero, Yeongdeungpogu, Seoul, Korea	100	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



Following the directive of the Vietnam Maritime Administration in document No. 2699/CHHVN-KHCNMT dated June 19, 2024, Port of Hai Phong participated in a survey and reported the results to the State management agency. According to the reported results, Port of Hai Phong fully complies with the provisions of the law on environmental protection, such as preparing environmental impact assessment reports, environmental permits, periodic environmental monitoring, etc.

Additionally, in the report, Port of Hai Phong also proposed mechanisms and policies to promote green transformation and reduce greenhouse gas emissions in the maritime sector to fulfill Vietnam's commitments at COP 26, specifically as follows: (1) Support loan policies for implementing green port development projects to minimize greenhouse gas emissions, (2) Reduce administrative procedures for importing equipment and provide tax incentives for imported equipment and vehicles.

### 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

No.	Item	Implemented in 2024 (Billion VND)	Implemented in 2023 (Billion VND)	2024/ 2023 year-on-year comparison (%)
1	- Fuel costs	41,942	46,449	90,3
2	- Electricity costs	23,581	22,196	106,2

#### Assessment:

- Fuel costs in 2024 decreased compared to 2023 due to the following main reasons:
  - + The average fuel price in 2024 decreased by 8% compared to 2023.
  - + Through negotiations and contracts with suppliers, diesel fuel consumption for business operations at the terminals was reduced by VND 300/liter compared to the state-published price.
  - + The Terminals optimized yard planning, streamlined operation process, and allocated equipment efficiently during shifts, thus saving diesel fuel for business operations.
- Electricity costs in 2024 increased compared to 2023 due to increased throughput.

### 6.4 Water consumption

Water supply source and costs:

- Water supply source: Hai Phong Water Supply Joint Stock Company

- Total water used in 2024: 56.164 m<sup>3</sup> (equal to 70% of the 2023 consumption of 80.665 m<sup>3</sup>). This volume was used for both domestic and business purposes.
- Total cost of water usage in 2024: VND 1.360.903.474, excluding VAT.
- Percentage and total volume of recycled and reused water: None.

In 2024, 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>2023</b>	<b>2024</b>
Average Number of Employees	Persons	1.437	1.407
Total Salary Fund Paid	VND	379.560.000.000	381.036.000.000
Average Income per Person/Month	VND/person/month	24.147.000	25.340.000
Average Salary per Person/Month	VND/person/month	22.011.000	22.568.000

#### *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.



Deploy the plan to respond to the 2024 Occupational Safety and Health (OSH) Action Month with the theme "Strengthening occupational safety and health at the workplace and in the supply chain" effectively.

Organize activities to visit, support economic encouragement, and cultural and artistic activities for employees.

### 6.6.3 Employee Training Activities

In 2024, Port of Hai Phong deployed professional training and development for staff and employees to improve the quality of labor resources to meet business requirements, as follows:

No.	Training Course	Number of Classes	Number of trainees	Remark
1	E-learning online training organized by VIMC	06	454	
2	Political theory development, military training, security	04	53	
3	Management and professional skills development courses including:			
	- Indirect business sectors	25	257	
	- Foreign training (Apec-Belgium, Germany)	02	04	
	- Practical training at international ports in the South and Lach Huyen area	01	15	
	- On-the-job training at VIMC's specialized business departments	01	03	
4	Internal training in production and business fields	24	1274	
5	Annual vocational skill enhancement training	9	105	
6	Direct operational training (QC operators, RTG operators, tally)	03	99	
7	Hoang Dieu Port provides workforce training in the following areas: QC crane operation, RTG crane operation, transport vehicle driving, tallying, bay checking.	15	450	
<b>Total</b>		<b>86</b>	<b>2714</b>	

### 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 2024, Vietnam's economy demonstrated clear signs of recovery, with GDP growth improving each quarter. Global market demand gradually rebounded as inflation began to decline. Vietnam's export turnover increased, with a continued trade surplus. Additionally, the Government introduced various policies and solutions to address difficulties and obstacles, prioritizing promoting economic growth.

However, in 2024, Vietnam's economy still faced some major risks and challenges from the international environment, consumer demand and private investment were still low compared to potential... The global supply chain continued to restructure towards shifting production activities to friendly countries or closer to consumer markets and home markets to manage risks and reduce operating costs. Notably, many unstable factors stemming from the geopolitical situation in the world such as the Russia-Ukraine war and recently the Israel-Hamas conflict and showing signs of spreading to neighboring countries in the Middle East region, the impact from the US presidential election (Vietnam's major export market),... have negatively affected the global supply chain, including the Vietnamese market.

In the Hai Phong region, competition among ports intensified, particularly with Nam Dinh Vu Port gaining a competitive edge following the dredging of the Ha Nam Channel to a depth of -8.5m. This posed a significant challenge to regional ports, as shipping lines aimed to optimize loading capacity and operational costs. Additionally, Korean shipping lines restructured routes to increase pricing and efficiency, leading to a reduction in the number of scheduled calls. Furthermore, Super Typhoon Yagi in 2024 significantly disrupted import-export operations, delaying shipments and increasing logistics costs. This directly affected short-term import and export turnover, causing seaports and businesses to face many difficulties in restoring business operations.

In 2024, the business operations of Port of Hai Phong faced many challenges from the world's geopolitical situation, from the impacts of Super Typhoon Yagi, and especially from the fierce competition between ports in the Hai Phong area when Nam Dinh Vu Port, with the completion of the channel depth to -8.5m, can accommodate large tonnage ships up to over 40,000DWT. In addition, the implementation of land acquisition activities in the Hoang Dieu area for the construction of Nguyen Trai Bridge and the acceleration of the Mai Chai Bridge connection process by Hai Phong City have significantly affected the overall business performance of Port of Hai Phong. These developments have caused concern among the port's customers, including both long-standing and new clients, regarding cargo handling at the port. Meanwhile, competing ports in the region have been actively restructuring and repurposing their facilities in anticipation of attracting cargo traffic following the relocation of operations from Hoang Dieu.

Although affected by the above adverse factors that directly affect business efficiency, Port of Hai Phong successfully met and exceeded some business performance targets in 2024.

### ***1.2 Key Operational Achievements***

- Successfully organized events celebrating the 95th anniversary of Port of Hai Phong, including container and non-container customer appreciation event.



- Signed a joint venture agreement with TIL/GTL to operate container berths No. 3 and No. 4 at the Hai Phong International Gateway Port (Lach Huyen Terminal) and completed joint venture incorporation procedures.

- Signed an agreement with SITC to establish a depot joint venture at Deep C III and completed joint venture incorporation procedures.

- Completed the organization and rearrangement of the business system; established the Customer Service Center.

- Officially issued the Regulation on the delegation of authority between the Board of Management and the General Director, the Regulation on the delegation of authority between the General Director and the Deputy General Directors, departments/subordinate units.

- Promoted digital transformation and practice thrift in all fields, focusing on promoting initiatives and applying new technologies. In 2024, Port of Hai Phong had 370 innovative ideas recorded and applied.

## 2. Financial situation

### 2.1 Asset structure as of December 31, 2024

No.	Asset structure	2024
1	Short-term Assets/Total Assets	0,197
2	Long-term Assets/Total Assets	0,803

### 2.2 Liquidity Ratios as of December 31, 2024

No.	Liquidity Ratio	2024
1	Current Ratio	1,04
2	Quick Ratio	0,97

### 2.3 Capital structure as of December 31, 2024

No.	Contents	31/12/2024
I	Short-term Assets	1.439.190.419.743
II	Long-term Assets	5.876.861.305.208
<b>III</b>	<b>TOTAL ASSETS</b>	<b>7.316.051.724.951</b>
IV	Liabilities	1.870.246.892.061
V	Owner's Equity	5.445.804.832.890
<b>VI</b>	<b>TOTAL CAPITAL</b>	<b>7.316.051.724.951</b>

## 2.4 Other Financial Indicators as of December 31, 2024

No.	Indicator	2024
	<b>Capital Structure</b>	
1	- Liabilities/Total Capital	0,26
	- Equity/Total Capital	0,74
	<b>Profit ratio</b>	
2	- Profit after tax/ Total Assets	0,09
	- Profit after tax /Net revenue	0,47
	- Profit after tax /Owner's equity	0,12

## 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

- The company has strengthened corporate governance, modernized management, and operations based on advanced governance standards.

- Accelerated the adoption of Industry 4.0 technologies and digital transformation in management and operations.

- Supplemented internal regulatory systems based on principles of decentralization and delegation, enhancing the autonomy of departments and ensuring seamless workflow.

- Continued the application of the ECRS principle in standardizing and improving operational procedures to optimize costs.

- Further implemented Lean tools to: (i) reduce inventory costs, direct costs (operation/maintenance/procurement), and administrative expenses; (ii) minimize container shifting rates in storage yards.

- Maintained the implementation of the 5S methodology at direct business and production units.

- Developed a 9-box talent management model, including: (i) evaluation of high-quality human resources; (ii) training and career development planning; (iii) annual assessment and selection process.

- Leveraged the advantages of the 3Ps salary structure tool to ensure workforce readiness in response to labor shifts.

- Continued to standardize Standard Operating Procedures (SOPs) in port operations.

## 4. Future Development Plans

Port of Hai Phong has formulated a development strategy for the period 2021-2025, with a vision towards 2030. This strategy encompasses business plans based on thorough analysis and assessment of market dynamics, projected economic growth, regional



economic development, sectoral development strategies, the parent company Vietnam Maritime Corporation - JSC, and the inherent strengths of Port of Hai Phong.

Accelerated implementation of the relocation of production and business operations from the Hoang Dieu Port area to the Units under Hai Phong Port and within the system of Vietnam Maritime Corporation - JSC. Concurrently, expedite the completion of port construction in the Lach Huyen area to capitalize on opportunities and enhance competitiveness with other ports.

Implementation of a restructuring program to ensure streamlining and efficiency.

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

Port of Hai Phong has issued written explanations for the fluctuations in business performance in the semi-annual reviewed financial statements, and written explanations for the qualified opinion in the audited annual financial statements.

Port of Hai Phong has duly reported and disclosed information to the State Securities Commission and the Hanoi Stock Exchange in accordance with 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 2024, 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 2024, 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 2024, the Board of Management observed:

Firstly, the Executive Board has proactively adapted to market trends, adjusting marketing strategies to maximize customer satisfaction while ensuring safe and efficient operation.

Secondly, the Executive Board developed short-term solutions and researched long-term strategies to professionalize operational methods within the company, particularly focusing on the application of information technology in production activities to enhance efficiency and labor productivity, as well as to align with societal development trends.

Thirdly, the Executive Board actively and successfully achieved the goals of strengthening company-customer relationships through joint venture collaborations.

Fourthly, the Executive Board proactively implemented numerous effective solutions in investment and cost reduction.

Fifthly, the Executive Board was decisive in implementing restructuring projects and transforming the operational models of the company's member units towards a dynamic, proactive, and efficient operational 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 a leading port in the region, and to achieve the set objectives, the Board of Management of Port of Hai Phong recognizes the need to continue implementing synchronous solutions across all operational aspects of the company, with a focus on directing the following core content:

- Continued research and development of a long-term business development strategy.
- Continued research into the potential for cooperation, joint ventures, and logistics activities with customers to jointly and effectively utilize the existing infrastructure of Port of Hai Phong.
- Maximizing internal resources to enhance service quality and reduce operational costs, ensuring competitiveness.
- Focus on restructuring and reorganizing 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.	Board Member	Position as of 01/01/2024	Position as of Report Date	Start Date as Board Member	End Date as Board Member	Remark
1.	Mr. Pham Hong Minh	Chairman of the Board	Chairman of the Board	26/06/2019		
2.	Mr. Nguyen Tuong Anh	General Director	General Director, Board Member	26/06/2019		
3.	Ms. Trinh Thi Ngoc Bien	\\	Board Member	15/04/2024		
4.	Ms. Nguyen Thi Yen	\\	Board Member	15/04/2024		
5.	Mr. Le Dong	\\	Board Member	15/04/2024		
6.	Mr. Vu Duc Bien	\\	Independent Board Member	15/04/2024		
7.	Mr. Do Vu Linh	\\	Independent Board Member	15/04/2024		
8.	Mr. Luong Dinh Minh	Board Member	\\	26/6/2019	15/04/2024	
9.	Mr. Nguyen Van Dung	Board Member	\\	29/6/2018	15/04/2024	
10.	Ms. Do Thi Thanh Thuy	Board	\\	29/6/2018	15/04/2024	

		Member			
11.	Mr. Dinh Van Thach	Independent Board Member	/	29/4/2021	15/04/2024
12.	Mr. Nguyen Canh Binh	Independent Board Member	/	28/4/2022	15/04/2024

**\* Number and Ownership Ratio of PHP Stock Held by Board Members from January 01<sup>st</sup> 2024 to before April 15<sup>th</sup> 2024 (the time of the Annual General Meeting of Shareholders of Port of Hai Phong):**

STT	Board Member	Current 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		20,56		0,003
2	Mr. Nguyen Tuong Anh	General Director, Board Member		18		0,001
3	Mr. Nguyen Van Dung	Board Member		18		0
4	Mr. Luong Dinh Minh	Board Member		18		0
5	Ms. Do Thi Thanh Thuy	Board Member		18		0
6	Mr. Dinh Van Thach	Independent Board Member		0		0
7	Mr. Nguyen Canh Binh	Independent Board Member		0		0

**\* Number and Percentage of PHP Securities Owned by Board Members (From January 01<sup>st</sup> 2024 to before April 15<sup>th</sup> 2024):**

No.	Board Member	Current Position	Number of Shares Owned			
			Representing VIMC's Capital Contribution		Individual	
			Number of Shares	Ratio %	Number of Shares	Ratio %
1	Mr. Pham Hong Minh	Chairman of the Board		20,56		0,003



2	Mr. Nguyen Tuong Anh	General Director, Board Member	18	0,001
3	Ms. Trinh Thi Ngoc Bien	Board Member	18	0
4	Ms. Nguyen Thi Yen	Board Member	18	0
5	Mr. Le Dong	Board Member	18	0
6	Mr. Vu Duc Bien	Independent Board Member	0	0
7	Mr. Do Vu Linh	Independent Board Member	0	0

*\* Number and Percentage of PHP Securities Owned by Board Members as of December 31<sup>st</sup> 2024:*

No.	Board Member	Current Position	Number of Shares Owned			
			Representing VIMC's Capital Contribution		Individual	
			Number of Shares	Ratio %	Number of Shares	Ratio %
1	Mr. Pham Hong Minh	Chairman of the Board		20,56		0,003
2	Mr. Nguyen Tuong Anh	General Director, Board Member		18		0,001
3	Ms. Trinh Thi Ngoc Bien	Board Member		0		0
4	Ms. Nguyen Thi Yen	Board Member		18		0
5	Mr. Le Dong	Board Member		18		0
6	Mr. Vu Duc Bien	Independent Board Member		0		0
7	Mr. Do Vu Linh	Independent Board Member		0		0

*Reason: On December 13<sup>th</sup> 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.*

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

No.	Board member	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> </ul>
2	Mr. Nguyen Tuong Anh	General Director, Board Member	<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> <li>- Representative of Port of Hai Phong's capital contribution at HPH Logistics (a joint venture of Port of Hai Phong), representing 22% of charter capital (<i>Mr. Nguyen Tuong Anh ceased to be a representative from May 15, 2024</i>).</li> <li>- Vice Chairman of the Board at HPH Logistics (<i>Mr. Nguyen Tuong Anh ceased to be a board member from May 17, 2024</i>).</li> </ul>
3	Ms. Trinh Thi Ngoc Bien	Board Member	<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 (<i>Ms. Trinh Thi Ngoc Bien ceased to be a representative from December 13, 2024</i>).</li> <li>- Head of Market Development Deat VIMC.</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</li> </ul>



			<p>Investment JSC's capital contribution, Chairman of the Members' Council at Cai Lan International Container Terminal Co., Ltd.</p> <p>- Representative of Port of Hai Phong's capital contribution, Vice Chairman of the Members' Council at Haiphong Port TIL International Terminal Company Limited, representing 15% of charter capital (a subsidiary of Port of Hai Phong).</p>
4	Ms. Nguyen Thi Yen	Board Member	<p>- Head of Human Resources at VIMC (major shareholder of Port of Hai Phong), Representative of VIMC's capital contribution at Port of Hai Phong, representing 18% of charter capital.</p> <p>- Representative of VIMC's capital contribution, Board Member at Cam Ranh Port JSC.</p>
5	Mr. Le Dong	Board Member	<p>- Representative of VIMC's capital contribution (major shareholder of Port of Hai Phong) at Port of Hai Phong, representing 18% of charter capital.</p> <p>- Director of IT Center at VIMC.</p> <p>- Representative of VIMC's capital contribution, Board Member at VIMC Container Transport JSC.</p>
6	Mr. Vu Duc Bien	Independent Board Member	Chairman of Flyone Investment Corporation.
7	Mr. Do Vu Linh	Independent Board Member	<p>- Chief Accountant at Cai Lan International Container Terminal Co., Ltd.</p> <p>- Head of Finance &amp; Accounting Department at Cai Lan Port Investment JSC</p>
8	Mr. Nguyen Van Dung	Former Board Member	<p>- Representative of Port of Hai Phong's capital contribution, Chairman of the Board at Hai Phong Port Tug and Transport Joint Stock Company (a subsidiary of Port of Hai Phong).</p> <p>- Former Representative of VIMC's capital contribution (major</p>

			shareholder of Port of Hai Phong) at Port of Hai Phong, representing 18% of charter capital.
9	Mr. Luong Dinh Minh	Former Board Member	<ul style="list-style-type: none"> <li>- Head of the Supervisory Board at VIMC.</li> <li>- Head of the Supervisory Board at Da Nang Port JSC.</li> <li>- Former 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>
10	Ms. Do Thi Thanh Thuy	Former Board Member	<ul style="list-style-type: none"> <li>- Head of Internal Audit at VIMC.</li> <li>- Representative of VIMC's capital contribution, Board Member at Saigon Port JSC.</li> <li>- Former 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>
11	Mr. Dinh Van Thach	Former Independent Board Member	Head of Project Management at BRG Group JSC.
12	Mr. Nguyen Canh Binh	Former Independent Board Member	<ul style="list-style-type: none"> <li>- Chairman of the Board at Alpha Books Joint Stock Company.</li> <li>- Director of ABG Leadership Institute.</li> <li>- Chairman of the Board of Directors at Reading Station.</li> <li>- Deputy General Director of Asia Pacific Economic Research Center (VAPEC).</li> <li>- Director of Vietnam Intellectual Cooperation Center (VICC).</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



No.	Board Member	Number of Meetings Attended	Attendance Rate	Reason for Absence
<b>Before April 15, 2024</b>				
1	Pham Hong Minh	2/2	100%	
2	Nguyen Tuong Anh	2/2	100%	
3	Nguyen Van Dung	2/2	100%	
4	Luong Dinh Minh	2/2	100%	
5	Do Thi Thanh Thuy	2/2	100%	
6	Dinh Van Thach	2/2	100%	
7	Nguyen Canh Binh	1/2	50%	Absent due to business trip
<b>From April 15, 2024</b>				
1	Pham Hong Minh	5/5	100%	
2	Nguyen Tuong Anh	5/5	100%	
3	Trinh Thi Ngoc Bien	5/5	100%	
4	Nguyen Thi Yen	4/5	80%	Absent due to health conditions
5	Le Dong	5/5	100%	
6	Vu Duc Bien	4/5	80%	Absent due to business trip
7	Do Vu Linh	4/5	80%	Absent due to business trip

### 1.3.2 The Board of Management's Resolutions

No.	Document No.	Signing date	Contents	Approval rate
<b>Before April 15<sup>th</sup> 2024</b>				
1	01/NQ-CHP	02/01/2024	Regarding the signing of contracts between Port of Hai Phong Joint Stock Company and its member companies and joint-stock companies with contributed capital in 2024	100%
2	02/NQ-CHP	04/01/2024	Regarding the signing of a warehouse lease agreement at Tan Vu Terminal	100%
3	03/NQ-CHP	04/01/2024	Approval of the policy to upgrade the PLCSEM software	100%
4	04/NQ-CHP	04/01/2024	Regarding the signing of 2024 contracts between Port of Hai Phong Joint Stock Company and its subsidiaries and affiliated companies of Vietnam Maritime Corporation	100%
5	05/NQ-CHP	05/01/2024	Approval of the detailed design adjustment for storm anchoring of STS cranes at container berths No. 3 and No. 4 - Maritime Works Component - EC Package of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
6	06/NQ-CHP	12/01/2024	Regarding personnel matters at Port of Hai Phong Technical Services One Member Limited Liability Company	100%

7	07/NQ-CHP	22/01/2024	Regarding the signing of cargo handling service contract for 2024 between Port of Hai Phong Joint Stock Company and VIMC Hai Phong Warehousing Company	100%
8	08/NQ-CHP	22/01/2024	Request for written opinions of the General Meeting of Shareholders of Hai Phong Port Joint Stock Company in 2024	100%
9	09/NQ-CHP	22/01/2024	Regarding personnel matters at Hai Phong Port Operations and Engineering Training One Member Limited Company	100%
10	10/NQ-CHP	26/01/2024	Disclosure of the Q4 2023 financial report of Port of Hai Phong Joint Stock Company	100%
11	11/NQ-CHP	29/01/2024	Approval of the content and disclosure of the 2023 Corporate Governance Report of Port of Hai Phong Joint Stock Company	100%
12	12/NQ-CHP	29/01/2024	Signing of a framework agreement for medical service provision in 2024	100%
13	13/NQ-CHP	02/02/2024	Signing of a contract for cargo handling, delivery, and container repair services for 2024 between Port of Hai Phong Joint Stock Company and Hoang Dieu Terminal One Member Limited Liability Company	100%
14	14/NQ-CHP	02/02/2024	Approval of the training and professional development plan, and workforce training for the relocation of Hoang Dieu Terminal and Lach Huyen Project for employees of Port of Hai Phong Joint Stock Company in 2024	100%
15	15/NQ-CHP	05/02/2024	Approval of the preliminary business plan for Q1 2024	100%
16	16/NQ-CHP	05/02/2024	Approval of the adjusted construction drawing design and additional cost estimates for the "Maintenance Dredging of the Water area in front of Berths 1 and 2 - Tan Vu Terminal" project	100%
17	17/NQ-CHP	06/02/2024	Annual Report on 2023 Activities and 2024 Internal Audit Plan of the Internal Audit Committee of Port of Hai Phong Joint Stock Company	100%
18	18/NQ-CHP	06/02/2024	Approval of the contractor selection result and draft contract for the procurement of two 45-ton Reachstackers as part of the procurement project of 2 reachstackers at Tan Vu Terminal	100%
19	19/NQ-CHP	15/02/2024	Assignment and task allocation for personnel from Vietnam Maritime Corporation - JSC.	100%
20	20/NQ-CHP	15/02/2024	Plan for Annual General Meeting of Shareholders in 2024 of Port of Hai Phong Joint Stock Company	100%
21	21/NQ-CHP	19/02/2024	Approval of the implementation plan for the	85,71%



			maintenance dredging project of the water area in front of Berths 3, 4, and 5 - Tan Vu Terminal.	
22	22/NQ-CHP	19/02/2024	Establishment of the Organizing Committee to support the 2024 Annual General Meeting of Shareholders.	100%
23	23/NQ-CHP	20/02/2024	Approval of the investment policy for the construction project of RTG block CF, DF running lanes - Tan Vu Terminal	85,71%
24	24/NQ-CHP	22/02/2024	Establishment of the Appraisal Team for the repair of the joint connection between the boom girder and quay girder of gantry crane QC11 at Tan Vu Terminal.	85,71%
25	25/NQ-CHP	28/02/2024	Disclosure of the audited financial statements for 2023 of Port of Hai Phong Joint Stock Company.	100%
26	26/NQ-CHP	29/02/2024	Documents for soliciting written opinions from the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company in 2024	100%
27	27/NQ-CHP	29/02/2024	Contractor selection process for the remaining packages of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
28	28/NQ-CHP	04/3/2024	Approval of the 2024 plan for practicing thrift and combating waste at Port of Hai Phong Joint Stock Company	100%
29	29/NQ-CHP	06/3/2024	Regarding the change of plan to seek opinions from the General Meeting of Shareholders of Port of Hai Phong Joint Stock Company in writing in 2024	100%
30	30/NQ-CHP	11/3/2024	Establishment of the Internal Audit Team at Tan Vu Terminal - Port of Hai Phong Joint Stock Company	100%
31	31/NQ-CHP	14/3/2024	Organization of the 2024 Annual General Meeting of Shareholders	100%
32	32/NQ-CHP	15/3/2024	Approval of the content and disclosure of the 2023 Annual Report of Port of Hai Phong Joint Stock Company	100%
33	33/NQ-CHP	15/3/2024	Approval of the policy to supplement equipment and software to enhance backup capability and incident response for the company's software system	85,71%
34	34/NQ-CHP	15/3/2024	Establishment of an appraisal team for periodic maintenance and repair of vessels HC43, HC44, and HC45	85,71%
35	35/NQ-CHP	18/3/2024	Board of Management's meeting on 18/03/2024, including: - Business performance for the first two months	100%

			of 2024, estimated business plan for Q1/2024, market situation, and solutions to enhance competitiveness. - Issues related to compensation, site clearance, and relocation of Hoang Dieu Port. - Documentation for the 2024 Annual General Meeting of Shareholders.	
36	36/NQ-CHP	19/3/2024	Approval of the bidding results and sales contract for the cut-off pile lot under the EC package (Lot No. 1) of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port	100%
37	37/NQ-CHP	20/3/2024	Signing of the 2024 contract between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company	100%
38	38/NQ-CHP	26/3/2024	Signing of the 2024 Transport Service Contract and Container Operation Cooperation Contract between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company	100%
39	39/NQ-CHP	26/3/2024	Approval of the plan, cost estimate, and selection method for the contractor responsible for repairing the joint connection between the water beam (boom beam) and the shore beam of QC11 at Tan Vu Terminal	85,71%
40	40/NQ-CHP	29/3/2024	Approval of the 2024 BSC-KPI targets for Port of Hai Phong Joint Stock Company	100%
41	41/NQ-CHP	01/4/2024	Policy on transferring investment capital at Saigon Port Logistics Joint Stock Company	100%
42	42/NQ-CHP	08/4/2024	Policy on reappointing the Deputy General Director of Dinh Vu Port Investment and Development Joint Stock Company	100%
43	43/NQ-CHP	08/4/2024	Approval of cost estimates, contractor selection process, and bidding documents for periodic maintenance and repair of vessels HC43, HC44, and HC45	85,71%
44	44/NQ-CHP	11/4/2024	Reappointment of the Deputy General Director of Dinh Vu Port Investment and Development Joint Stock Company	100%
45	45/NQ-CHP	12/4/2024	Board of Management's meeting on 12/04/2024, including: - Business results for Q1/2024 and business plan for Q2/2024. - Matters related to the 2024 General Meeting of Shareholders. - Disclosure of the Q1/2024 financial statements.	100%
46	46/NQ-CHP	12/4/2024	Personnel affairs at Port of Hai Phong Joint	100%



			Stock Company	
47	50/NQ-CHP	12/4/2024	Approval of the Outline, cost estimates of consultancy work, bidding package estimates, implementation plan, and contractor selection results for reassessing the investment effectiveness of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,43%
48	51/NQ-CHP	12/4/2024	Approval of the Regulation on the implementation of workplace democracy at Port of Hai Phong Joint Stock Company	85,71%
49	52/NQ-CHP	12/4/2024	Amendment and issuance of the Regulation on the transfer of shares and capital contributions of Port of Hai Phong Joint Stock Company in other enterprises	100%
50	54/NQ-CHP	12/4/2024	Evaluation of the 2023 BSC-KPI performance of representatives of Port of Hai Phong's capital in invested enterprises	57,14%
<b>From April 15<sup>th</sup> 2024</b>				
51	01/NQ-CHP	15/4/2024	First meeting of the Board of Management of Port of Hai Phong Joint Stock Company for the 2024 - 2029 term	100%
52	02/NQ-CHP	15/4/2024	Personnel affairs at Port of Hai Phong Joint Stock Company	100%
53	03/NQ-CHP	22/4/2024	Personnel affairs at Hai Phong Port Investment and Development Services Joint Stock Company	100%
54	04/NQ-CHP	22/4/2024	Procedure for receiving documents and seeking opinions from the Board of Management.	100%
55	06/NQ-CHP	24/4/2024	Reassessment of the investment effectiveness of the project under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
56	08/NQ-CHP	02/5/2024	Approval of the contractor selection results for repairing the joint connection between the water beam (boom beam) and the shore beam of QC11 at Tan Vu Terminal.	100%
57	09/NQ-CHP	03/5/2024	Signing of the freshwater supply contract between Port of Hai Phong and Hoang Dieu Port One-Member Limited Liability Company, as well as Hai Phong Port Tug and Transport Joint Stock Company	100%
58	10/NQ-CHP	06/5/2024	Signing of the framework agreement between Port of Hai Phong Joint Stock Company and Hai Phong Port Operations and Engineering Training One Member Limited Company	100%

59	11/NQ-CHP	06/5/2024	Signing of the 2024 container repair contract between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company.	100%
60	12/NQ-CHP	06/5/2024	Board of Management's meeting on 03/05/2024, including: - Estimated business performance for April 2024, first four months of 2024, and business plan for May 2024. - Application of information technology in office management, document/task reception, classification, processing, tracking, and evaluation. - Policy and capital contribution plan with SITC Logistics (HK) Co., Ltd. and SITC-Dinh Vu Logistics Co., Ltd. to establish a joint venture for warehousing and logistics services in Cat Hai District, Hai Phong City. - Assignment of tasks to Board members representing VIMC's capital, implementing conclusion notice No. 247/TB-HHVN dated 25/04/2024 of VIMC. - Personnel affairs at Port of Hai Phong - Emergency recruitment of additional labor	100%
61	13/NQ-CHP	08/5/2024	Establishment of appraisal teams	100%
62	14/NQ-CHP	13/5/2024	Policy on reappointing the Chief Accountant of Hai Phong Port Medical Center One-Member Limited Liability Company	100%
63	15/NQ-CHP	14/5/2024	Approval of the 2024 business plan	100%
64	16/NQ-CHP	14/5/2024	Personnel affairs at HPH Logistics Joint Stock Company	100%
65	17/NQ-CHP	15/5/2024	Approval of the bidding package estimate, implementation plan, and request for proposal for the procurement of software and applications for container management and operations (TOS) under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
66	18/NQ-CHP	15/5/2024	Approval of the policy to reduce charter capital of Hoang Dieu Port One-Member Limited Liability Company to facilitate the relocation of 4 Tukan to Port of Hai Phong Joint Stock Company	100%
67	19/NQ-CHP	17/5/2024	Establishment of the Internal Audit Team at the Business Department of Port of Hai Phong Joint Stock Company	100%
68	20/NQ-CHP	20/5/2024	Establishment of an expert team to research and	100%



			apply the Shared Services Center (SSC) and Center of Excellence (CoE) models at Port of Hai Phong Joint Stock Company	
69	21/NQ-CHP	22/5/2024	Approval of tasks, cost estimates of consultancy work; bidding package estimates, and implementation plans for consulting services related to the port opening announcement procedures for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
70	22/NQ-CHP	22/5/2024	Leasing of a 25-ton capacity TCM forklift (E102) between Port of Hai Phong Joint Stock Company and Hoang Dieu Port One-Member Limited Liability Company.	100%
71	23/NQ-CHP	22/5/2024	Signing of the 2024 forklift rental contract between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company	100%
72	24/NQ-CHP	22/5/2024	Approval of the bidding package estimates, implementation plan, shortlist, and request for proposals for procurement of goods, equipment, internal database software, and IT infrastructure construction under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
73	25/NQ-CHP	24/5/2024	Distribution of after-tax profits <sup>1</sup> for 2023	100%
74	26/NQ-CHP	27/5/2024	Establishment of an operational deployment task force for container terminals No. 3 and No. 4 at the Lach Huyen area	100%
75	27/NQ-CHP	28/5/2024	Payment of 2023 dividends	100%
76	28/NQ-CHP	30/5/2024	Issuance of the Financial Management Regulation for Port of Hai Phong Joint Stock Company	100%
77	29/NQ-CHP	05/6/2024	Signing of the 2024 cooperation agreement between Port of Hai Phong Joint Stock Company and Dinh Vu Port Investment and Development Joint Stock Company	100%
78	30/NQ-CHP	05/6/2024	Establishment of an appraisal team to select an auditing firm for the semi-annual and annual financial statements of 2024 for Port of Hai Phong Joint Stock Company	57,14%
79	31/NQ-CHP	05/6/2024	Policy on the appointment of the Deputy Director of Tan Vu Terminal	100%
80	32/NQ-CHP	05/6/2024	Approval of the investment capital settlement for the completed project on purchasing server systems and backup data storage equipment	100%

81	33/NQ-CHP	06/6/2024	Personnel affairs at Hai Phong Port Medical Center One-Member Limited Liability Company	100%
82	34/NQ-CHP	10/6/2024	Signing of the 2024 cooperation agreement between Port of Hai Phong Joint Stock Company and VIMC Dinh Vu Port Joint Stock Company	100%
83	35/NQ-CHP	12/6/2024	Amendment and supplementation of the Regulation on support for employees retiring early or terminating labor contracts at Port of Hai Phong Joint Stock Company	100%
84	36/NQ-CHP	17/6/2024	Approval of the 2024 BSC-KPI targets assigned to representatives of Port of Hai Phong's capital at enterprises with controlling capital contribution	100%
85	37/NQ-CHP	21/6/2024	Approval of the audit cost estimate and implementation plan for selecting an auditing firm for the semi-annual and annual financial statements of 2024 for Port of Hai Phong Joint Stock Company	100%
86	38/NQ-CHP	21/6/2024	Supplementation of the contractor selection process for the remaining packages under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
87	39/NQ-CHP	24/6/2024	Approval of the investment policy for installing additional emergency transmission equipment from the automatic fire alarm system at Headquarters 8A, M&R center, and Tan Vu and Chua Ve Terminals to the Data Management Center of the Fire Prevention and Rescue Police Department of Hai Phong City, along with a 12-month operational service	100%
88	40/NQ-CHP	27/6/2024	Approval of the selection results for the auditing firm for the semi-annual and annual financial statements of 2024 for Port of Hai Phong Joint Stock Company	100%
89	41/NQ-CHP	28/6/2024	Approval of contractor selection results and contract details for Package TB06: Procurement of software and applications for container management and operations (TOS) under Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
90	42/NQ-CHP	28/6/2024	Adjustment of stock type information	100%
91	43/NQ-CHP	28/6/2024	Approval of the contractor selection result for	100%



			Package TV33: Supervision consulting for Package TB06 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
92	44/NQ-CHP	28/6/2024	Approval of the contractor selection result for Package TV35: Supervision consulting for Package PC under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
93	45/NQ-CHP	28/6/2024	Approval of construction drawing design and cost estimation (post-basic design implementation) for the following items: Remaining construction works (excluding EC package), office furniture, and power supply system of the project under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
94	46/NQ-CHP	28/6/2024	Amendment and supplementation of the "Authorization between the Board of Management and the General Director" at Port of Hai Phong Joint Stock Company	85,71%
95	47/NQ-CHP	04/7/2024	Appointment of the Deputy Director of Tan Vu Terminal	100%
96	48/NQ-CHP	08/7/2024	Policy on re-appointment of personnel	100%
97	50/NQ-CHP	10/7/2024	Establishment of the verification team for the final settlement of the completed project: Procurement of 02 container forklifts at Tan Vu Terminal	100%
98	51/NQ-CHP	10/7/2024	Change of function of the CFS warehouse at Tan Vu Terminal	100%
99	52/NQ-CHP	11/7/2024	Approval of the investment policy for installing monitoring equipment to accommodate vessels with greater tonnage than the design at Chua Ve Terminal and Tan Vu Terminal	100%
100	54/NQ-CHP	12/7/2024	Approval of construction drawing design and cost estimation for the Fire Protection System under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
101	55/NQ-CHP	12/7/2024	Approval of the evaluation results of the consulting proposal for Package XL02: Construction and installation of internal road infrastructure, operation house, worker dormitory, workshop and gantry crane	100%

			workshop, gate and fence, fire protection system, and other infrastructure and auxiliary works under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
102	56/NQ-CHP	12/7/2024	Approval of tasks, cost estimation for consulting services, bidding package estimation, and implementation plan for consulting services to prepare the environmental permit application - Phase 1 of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
103	57/NQ-CHP	15/7/2024	Approval of the construction contract for Package XL.02: Construction and installation of internal road infrastructure, operation house, worker dormitory, workshop and gantry crane workshop, gate and fence, fire protection system, and other infrastructure and auxiliary works under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
104	58/NQ-CHP	19/7/2024	Approval of the contractor selection result and contract content for "Package TV38: Consulting on procedures for port opening announcement" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
105	59/NQ-CHP	19/7/2024	Approval of the review and supplementation of leadership and managerial position planning for the 2021-2026 and 2026-2031 periods at affiliated party committees under the Party Committee of Port of Hai Phong	100%
106	60/NQ-CHP	22/7/2024	Establishment of the Internal Audit Team at the Company's Headquarters - Port of Hai Phong Joint Stock Company	85,71%
107	61/NQ-CHP	22/7/2024	Policy on transferring investment capital at VIMC Logistics Joint Stock Company	85,71%
108	62/NQ-CHP	23/7/2024	Approval of the policy and capital contribution plan to establish a joint venture company for warehouse and logistics services business in Cat Hai District, Hai Phong City	71,42%
109	63/NQ-CHP	23/7/2024	Announcement of the Quarter 2, 2024 financial report of Hai Phong Port Joint Stock Company	100%
110	64/NQ-CHP	24/7/2024	Approval of tasks, cost estimation for	85,71%



			consulting services, bidding package estimation, and implementation plan for environmental monitoring and supervision during the construction phase - Phase 2 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
111	65/NQ-CHP	26/7/2024	Approval of contractor selection results and contract details for the PC Package: procurement of goods, equipment, internal database software, and IT infrastructure construction under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
112	66/NQ-CHP	29/7/2024	Extension of the term of office for the representative of Hai Phong Port Joint Stock Company's capital at Hai Phong Maritime Investment and Trade Joint Stock Company	100%
113	67/NQ-CHP	29/7/2024	Approval and disclosure of the corporate governance report for the first half of 2024 of Hai Phong Port Joint Stock Company	100%
114	68/NQ-CHP	31/7/2024	Extension of the term of office for the representative of Port of Hai Phong's capital at Hoang Dieu Port One Member Limited Liability Company	85,71%
115	69/NQ-CHP	31/7/2024	Reappointment of officials	100%
116	70/NQ-CHP	01/8/2024	Investment capital transfer plan at Maritime Commercial Joint Stock Bank	85,71%
117	71/NQ-CHP	08/8/2024	Signing of the 2024 contract between Port of Hai Phong Joint Stock Company and VIMC Container Transport Joint Stock Company	100%
118	72/NQ-CHP	08/8/2024	Approval of the final settlement of the project for purchasing two container forklifts at Tan Vu Terminal	100%
119	73/NQ-CHP	12/8/2024	Acceptance of donated assets: "Automated container inspection system at Tan Vu Terminal" (Check points No. 1 and No. 3)	85,71%
120	74/NQ-CHP	14/8/2024	Approval of the plan and cost estimate for relocating four Tukan cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port	85,71%
121	75/NQ-CHP	15/8/2024	Approval of the contractor selection plan for relocating four Tukan pedestal cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port	85,71%
122	76/NQ-CHP	14/8/2024	Approval of the cost estimate (construction design implemented after the basic design) for	85,71%

			the power supply system of the Investment Project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
123	77/NQ-CHP	15/8/2024	Signing of a framework agreement between Port of Hai Phong Joint Stock Company and Hai Phong Port Operations and Engineering Training One Member Limited Company	85,71%
124	78/NQ-CHP	15/8/2024	Approval of the evaluation results of consulting bid documents for Package TV42: Construction supervision consultancy for the remaining construction items of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
125	80/NQ-CHP	19/8/2024	Termination of the construction investment project "Renovation of Operation Office No. 8A Tran Phu"	100%
126	81/NQ-CHP	20/8/2024	Announcement of the reviewed semi-annual financial report for 2024 of Port of Hai Phong Joint Stock Company	100%
127	82/NQ-CHP	28/8/2024	Approval of the Q3 2024 Business Plan	85,71%
128	83/NQ-CHP	29/8/2024	Approval of contractor selection results and contract details for "Package TV40: Environmental monitoring and supervision consultancy during construction - Phase 2" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
129	84/NQ-CHP	29/8/2024	Approval of the bid package estimate and bid package price for "Package XL01: Construction of the power supply system" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
130	85/NQ-CHP	30/8/2024	Approval of the Evaluation Results of Consultation Documents for Package XL01: Construction of the Power Supply System under Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
131	86/NQ-CHP	30/8/2024	Approval of the Package Price and Contract for Package TV42: Supervision Consultancy for the Remaining Construction Items of the Project	85,71%



			under the Investment Project for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
132	87/NQ-CHP	04/9/2024	Approval of the Adjustment of Work Volume Value and Additional Arising Work Volume Value (First Adjustment) for Package EC under the Investment Project for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
133	88/NQ-CHP	13/9/2024	Adjustment of Investment Policy for the Investment and Construction Project of the "Office Building at Lot 15, Le Hong Phong Street, Dang Lam Ward, Hai An District, Hai Phong City."	85,71%
134	89/NQ-CHP	16/9/2024	Approval of the Non-Consulting Cost Estimate; Package Estimate and Implementation Plan for Construction Insurance during the Execution of the Remaining Project Items under the Investment Project for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
135	90/NQ-CHP	16/9/2024	Meeting on 09/09/2024 of the Board of Management regarding the restructuring of the business system, customer service, and the establishment of the Customer Service Center	100%
136	91/NQ-CHP	19/9/2024	Approval of the Contract for Package XL01: Construction of the Power Supply System under the Investment Project for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
137	92/NQ-CHP	23/9/2024	Appointment of the Representative for Port of Hai Phong's Capital at Smart Logistics Service Co., Ltd. (Hai Phong)	100%
138	93/NQ-CHP	23/9/2024	Reappointment of Personnel	100%
139	94/NQ-CHP	23/9/2024	Personnel Affairs at the Legal and Planning Department and Internal Audit Committee	100%
140	95/NQ-CHP	27/9/2024	Approval of the Contract Annex for Design and Construction Package EC: Surveying the Entire Project; Design and Construction of the Wharf, Dredging, Backfill, Yard and Roads under Phase 1 of the Investment Project for Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen	100%

			Terminal), Hai Phong City (Contract Annex No. 04).	
141	96/NQ-CHP	30/9/2024	Update on Package Price, Adjustment of Technical Criteria, and Approval of the Evaluation Results of Consultation Participation Dossier for Package TB03: Procurement of 50 trucks and Semi-Trailers under the Investment Project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
142	97/NQ-CHP	01/10/2024	Reappointment of the Corporate Governance Officer.	85,71%
143	98/NQ-CHP	02/10/2024	Approval of the Task Assignment, Cost Estimate; Package Estimate and Implementation Plan for the Survey to Establish Depth Contour and Obstacle Detection in Front of Berth 3 under the Investment Project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
144	99/NQ-CHP	02/10/2024	Approval of the Contractor Selection Results and Contract Contents for the "Survey to Establish Depth Contour and Obstacle Detection in Front of Berth 3" under the Investment Project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	57,14%
145	100/NQ-CHP	07/10/2024	Establishment of the Internal Audit Team at Hai Phong Port Tug and Transport Joint Stock Company	100%
146	101/NQ-CHP	10/10/2024	Approval of the Contract for Package TB03: Procurement of 50 trucks and Semi-Trailers under the Investment Project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
147	102/NQ-CHP	11/10/2024	Personnel Affairs at the Company Office, including: - Assignment and Appointment of Personnel; - Policy on the Appointment Process for 01 Deputy Chief of Office.	
			Approval of the Cost Estimate for the Activities of the State Inspection Council for Acceptance of Construction Works (for projects inspected	85,71%



			by the State Inspection Council) under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
			Plan for Mitigation and Repair of Damages to Equipment and Facilities due to the Impact of Typhoon No. 3 (Typhoon Yagi) at Tan Vu Terminal	71,42%
148	103/NQ-CHP	14/10/2024	Approval of the Adjustment to the Contractor Selection Plan and Approval of the Online Bidding Documents (E-HSMT) for the Package of Relocating Four Tukan Cranes under the Scope of Relocating Four Tukan Pedestal Cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port	85,71%
149	104/NQ-CHP	15/10/2024	Approval of the evaluation results of the consultation bid dossier for Package TB02: Procurement of 02 RSD and 01 empty container handler under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
150	105/NQ-CHP	16/10/2024	Disclosure of the Q3 2024 financial report of Port of Hai Phong Joint Stock Company	71,42%
151	106/NQ-CHP	17/10/2024	Meeting of the Board of Management on 28/10/2024, including following contents: - Business results for Q3/2024, first 9 months of 2024, and business plan for Q4/2024. - Green port development project for the period 2024-2030 at Port of Hai Phong Joint Stock Company. - Execution of Contract No. 01/CHP-L&D/2023 for the purchase of 05 trucks and specialized semi-trailers. - Approval of the review and supplementation of the planning for leadership positions for the periods 2021-2026 and 2026-2031 at affiliated party committees of Port of Hai Phong Party Committee. - Business restructuring, customer care system reorganization, and establishment of the Customer Service Center at Port of Hai Phong Joint Stock Company. - Restructuring plan for Hai Phong Port Tug and Transport Joint Stock Company to ensure efficient business operations after the relocation of Hoang Dieu Port and in the next phase.	71,42%

152	107/NQ-CHP	23/10/2024	Appointment of the Deputy Chief of Office - Port of Hai Phong Joint Stock Company	71,42%
153	108/NQ-CHP	30/10/2024	Supplementation of subcontractors for the construction of Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
154	109/NQ-CHP	31/10/2024	Approval of the task outline, consultancy cost estimation, bidding package estimate, and implementation plan for the Oil Spill Response Plan under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
155	110/NQ-CHP	01/11/2024	Approval of the selection results of the contractor and the contract content for "Package TV39: Consultancy for the preparation of the environmental permit application - Phase 1" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
156	111/NQ-CHP	04/11/2024	Results of contract negotiation for Package TB02: Procurement of 02 RSD forklifts and 01 empty container handler under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
157	112/NQ-CHP	04/11/2024	Supplementation of subcontractors for the construction of Package XL02 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
158	113/NQ-CHP	06/11/2024	Plan for lending one slewing ring bearing set to Hoang Dieu Port One-Member Limited Liability Company for repair and replacement of Tukan crane 04.	71,42%
159	114/NQ-CHP	08/11/2024	Approval of the selection results of the contractor and the contract content for Package TB02: Procurement of 02 RSD forklifts and 01 empty container handler under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%



160	115/NQ-CHP	10/11/2024	Regarding the signing of agreements related to leasing premises for the investment project to establish a joint venture company for warehouse and logistics services in Cat Hai District, Hai Phong City	83,33%
161	116/NQ-CHP	08/11/2024	Regarding personnel work at the Joint Venture Company in Lach Huyen Area	85,71%
162	117/NQ-CHP	10/11/2024	Approval of tasks, cost estimates; bid package estimates and implementation plan for installing D100 electronic water meters at Berths No. 3 and No. 4 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
163	118/NQ-CHP	11/11/2024	Regarding personnel work at the Customer Service Center - Port of Hai Phong Joint Stock Company	100%
164	119/NQ-CHP	13/11/2024	Approval of contractor selection results and contract content for "Package PTV03: Construction insurance during the execution of the remaining project components" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
165	120/NQ-CHP	14/11/2024	Approval of adjustments to the construction drawing design and cost estimates for the internal road in the main gate area - EC package under the investment project for the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
166	121/NQ-CHP	15/11/2024	Regarding the personnel planning of Port of Hai Phong Joint Stock Company for the periods 2021-2026 and 2026-2031	85,71%
167	122/NQ-CHP	15/11/2024	Approval of the investment capital transfer plan at VIMC Logistics Joint Stock Company	100%
168	123/NQ-CHP	15/11/2024	Approval of tasks, cost estimates; bid package estimates and implementation plan for security services to guard 08 RTGs at Berths No. 3 and No. 4 of Lach Huyen under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
169	124/NQ-CHP	19/11/2024	Approval of the construction drawing design and cost estimate for the additional item of technology trench on the yard under the	85,71%

			Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
170	125/NQ-CHP	22/11/2024	Approval of the annex to the design and construction contract for the EC package: Surveying the entire project; designing and constructing the wharf, dredging, back embankment, land reclamation, and yard and roads in phase 1 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City (Contract Annex No. 05)	85,71%
171	126/NQ-CHP	22/11/2024	Approval of contractor selection results and contract content for "Package: Installing D100 electronic water meters at Berths No. 3 and No. 4" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
172	127/NQ-CHP	28/11/2024	Appointment of the capital representative of Port of Hai Phong Joint Stock Company at the Lach Huyen Area Joint Venture Company	100%
173	128/NQ-CHP	28/11/2024	Issuance of the procedure for the termination of labor contracts at Port of Hai Phong Joint Stock Company	85,71%
174	129/NQ-CHP	29/11/2024	Approval of contractor selection results and contract content for "Package TV43: Oil spill response planning" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
175	130/NQ-CHP	29/11/2024	Approval of contractor selection results and contract content for "Package PTV04: Security services to guard 08 RTG equipment at Berths No. 3 and No. 4 of Lach Huyen" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	57,14%
176	131/NQ-CHP	30/11/2024	Appointment of representatives to participate in the Board of Management and Supervisory Board at Hai Phong Investment and Maritime Trade Joint Stock Company for the 2024 - 2029 term	85,71%
177	132/NQ-CHP	30/11/2024	Amendment and supplementation of internal spending regulations of Port of Hai Phong Joint	85,71%



			Stock Company	
178	133/NQ-CHP	04/12/2024	Approval of tasks, cost estimates; bid package estimates and implementation plan for surveying and mapping cadastral plots at a scale of 1/2000 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
179	134/NQ-CHP	04/12/2024	Approval of the Task, Cost Estimate; Bidding Package Estimate and Implementation Plan for Acceptance and Energization of the 22 kV Underground Cable Supplying Electricity to Berths No. 3 and No. 4 in Lach Huyen for the 2023-2025 Phase, under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	57,14%
180	135/NQ-CHP	05/12/2024	Approval of Adjustments to the Detailed Design and Cost Estimate for the Information Technology System under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	85,71%
181	136/NQ-CHP	05/12/2024	Regarding personnel matters at the Lach Huyen Joint Venture Company	85.71%
182	137/NQ-CHP	05/12/2024	Approval of the Selection Results of Contractors and Contract Content for "Package TV44A: Surveying and Mapping for the 1/2000-scale Cadastral Extract" under Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
183	138/NQ-CHP	05/12/2024	Approval of the Selection Results of Contractors and Contract Content for "Package TV44B: Inspection and Acceptance of the Cadastral Extract" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
184	139/NQ-CHP	06/12/2024	Selection results for Key Positions at the Lach Huyen Joint Venture Company	85,71%
185	140/NQ-CHP	06/12/2024	Regarding personnel matters at the Customer Service Center - Port of Hai Phong Joint Stock Company	85,71%
186	141/NQ-CHP	09/12/2024	Approval of the Investment Proposal Report for the Project "Upgrading the Hai Phong Navigational Channel from the Upstream of	71,42%

			Nam Hai Dinh Vu Port to the Upstream of Dinh Vu Port and Expanding the Existing Turning Basin."	
187	142/NQ-CHP	09/12/2024	Extension of the Contract for Leasing the E102 Forklift between Port of Hai Phong Joint Stock Company and Hoang Dieu Port One-Member Limited Liability Company	71,42%
188	143/NQ-CHP	09/12/2024	Approval of the Selection Results of Contractors and Contract Content for "Package PTV05: Acceptance and Energization of the 22 kV Underground Cable Supplying Electricity to Berths No. 3 and No. 4 in Lach Huyen for the 2023-2025 Phase" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	71,42%
189	144/NQ-CHP	10/12/2024	Approval of the Task, Cost Estimate; Bidding Package Estimate and Implementation Plan for Customs Clearance and Goods Inspection Services for Package TB01 under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	83,33%
190	145/NQ-CHP	10/12/2024	Approval of the Technical-Economic Report and Implementation Plan for the Procurement of 03 automatic crane frames for Container Handling at Tan Vu Terminal.	85,71%
191	146/NQ-CHP	10/12/2024	Approval of the Contract Appendix for the Construction Package XL02: Execution and Installation of Internal Yard Roads, Operation Buildings, Workers' Dormitory, Workshops and Overhead Cranes, Gate and Fence, Fire Protection System, and Infrastructure and Auxiliary Items under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City (Contract Appendix No. 01).	85,71%
192	147/NQ-CHP	10/12/2024	Approval of the Selection Results of Contractors and Draft Contract for the Package of Relocating 04 Tukan Cranes under the Project of Relocating 04 Tukan Gantry Cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port.	71,42%
193	148/NQ-CHP	13/12/2024	Approval of the Selection Results of Contractors and Contract Content for "Package TV45: Customs Clearance and Goods	100%



			Inspection Services for Package TB01" under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
194	150/NQ-CHP	16/12/2024	Amendment and Supplement to the Information Disclosure Regulation of Port of Hai Phong Joint Stock Company	71,42%
195	151/NQ-CHP	16/12/2024	Signing of the Framework Agreement for Medical Services for the Year 2025	85,71%
196	152/NQ-CHP	16/12/2024	Amendment and Supplement to the Regulations on emulation movement rewards at Port of Hai Phong Joint Stock Company	85,71%
197	154/NQ-CHP	17/12/2024	Adjustment of the 2024 Business Plan of Hoang Dieu Port One-Member Limited Liability Company.	71,42%
198	155/NQ-CHP	17/12/2024	Plan for Reducing the Charter Capital of Hoang Dieu Port One-Member Limited Liability Company.	85,71%
199	156/NQ-CHP	17/12/2024	Regarding personnel affairs at the Business Department - Port of Hai Phong Joint Stock Company	57,14%
200	157/NQ-CHP	17/12/2024	Regarding the amendment and supplementation of the External Reward Regulation of Port of Hai Phong Joint Stock Company	71,42%
201	158/NQ-CHP	20/12/2024	Meeting of the Board of Management on 23/12/2024, including the following contents: - Estimated business performance in 2024, business plan for 2025, and the implementation results of BSC-KPI targets in 2024 of the Company - Progress of the construction of May Chai and Nguyen Trai bridges affecting the business operations of Hoang Dieu Port - Authority to decide on the signing of the lease operation contract between Port of Hai Phong Joint Stock Company and the joint venture company in Lach Huyen area - Policy on reappointment procedures for the General Director position of Port of Hai Phong Joint Stock Company - Other matters	85,71%
202	159/NQ-CHP	20/12/2024	Approval of Contract Appendix No. 02 "Package TV18: Preparation of construction drawing design and cost estimates for remaining construction items (excluding EC package) and office furniture items" of the Investment and Construction Project of Container Berths No. 3	71,42%

			and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	
203	160/NQ-CHP	25/12/2024	Regarding the change of product and equipment codes of Aruba, Synology, and Ares brands under the PC Package of the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
204	161/NQ-CHP	26/12/2024	Approval of the finalization of investment capital for the completed project of upgrading and replacing Wi-Fi network equipment and VMC machines installed on lifting equipment at Tan Vu Terminal	100%
205	162/NQ-CHP	26/12/2024	Issuance of regulations on the transfer, liquidation of materials, spare parts, handling tools, and fixed assets at Port of Hai Phong Joint Stock Company	100%
206	163/NQ-CHP	26/12/2024	Approval of the construction contract appendix for Package XL02: Construction and installation of internal road infrastructure, operation house, worker's dormitory, factory and gantry crane workshop, gate and fence system, fire protection system, and other auxiliary infrastructure items under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City (Contract Appendix No. 02)	85,71%
207	164/NQ-CHP	27/12/2024	Approval of the supplementary construction drawing design and cost estimates for the Fence and Traffic Road behind port for Phase 1 operation under the Investment Project for the construction of Container Terminals No. 3 and No. 4 at Hai Phong International Gateway Port (Lach Huyen terminal area), Hai Phong City	71,42%
208	165/NQ-CHP	30/12/2024	Approval of the adjustment of construction drawing design and cost estimates for the stormwater drainage system - EC Package under the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City	100%
209	166/NQ-CHP	30/12/2024	Continuation of asset depreciation for berths No. 4 and No. 5 at Chua Ve Terminal	100%
210	167/NQ-CHP	30/12/2024	Issuance of the Shareholder Information Management Regulations of Port of Hai Phong Joint Stock Company	100%



211	168/NQ-CHP	27/12/2024	Signing of the 2025 contract	85,71%
212	169/NQ-CHP	31/12/2024	Establishment of the Appraisal Team for tasks related to the project of upgrading the Hai Phong navigational channel from upstream of Nam Hai Dinh Vu Port to upstream of Dinh Vu Port and expanding the existing turning basin	100%
213	170/NQ-CHP	31/12/2024	First meeting of the Board of Management of Port of Hai Phong Joint Stock Company for the 2024 - 2029 term	100%
214	171/NQ-CHP	31/12/2024	Personnel affairs at Port of Hai Phong Joint Stock Company	100%

### 1.3.3 Activities of the Board of Management and Each Board Member

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 Board Members

In 2024, 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.

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 2024:



*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 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. Supervisory Board

### 2.1 Members and Structure of the Supervisory Board

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

No.	Supervisory Board Member	Position	Start/End Date as a Supervisory Board Member	Professional Qualifications
<b>Before April 15<sup>th</sup> 2024</b>				
1	Dao Thi Thu Ha	Head	26/6/2019 15/4/2024	Master of Economic Management, Bachelor of Economics (Finance and Banking), Bachelor of International Relations (Economic Relations), Bachelor of English, Certified Accountant (Ministry of Finance)
2	Nguyen Thi Hang	Member	26/6/2019	Bachelor of Economics (Finance and Banking)
3	Dong Xuan Khanh	Member	29/4/2021	Bachelor of Chinese Studies, Master of International Relations
<b>From April 15<sup>th</sup> 2024</b>				
1	Tran Thi Thanh Hai	Head	15/4/2024	Bachelor of Economics (Accounting)
2	Nguyen Thi Hang	Member	15/4/2024	Bachelor of Economics (Finance and Banking)
3	Dong Xuan Khanh	Member	15/4/2024	Bachelor of Chinese Studies, Master of International Relations

**\* Ownership of PHP Securities by Supervisory Board Members from January 1, 2024, to April 15, 2024 (before the Annual General Meeting of Shareholders of Port of Hai Phong):**

No.	Supervisory Board Member	Position	Shares Owned	
			Number of shares	Ownership Ratio
1	Ms. Dao Thi Thu Ha	Head	0	0 %
2	Ms. Nguyen Thi Hang	Member	0	0%
3	Mr. Dong Xuan Khanh	Member	0	0%
<b>Total:</b>			<b>0</b>	

**\* Ownership of PHP Securities by Supervisory Board Members from April 15, 2024, to December 31, 2024:**

No.	Supervisory Board Member	Position	Shares Owned as of December 31, 2024	
			Number of shares	Ownership Ratio
1	Ms. Tran Thi Thanh Hai	Head	0	0 %
2	Ms. Nguyen Thi Hang	Member	0	0%
3	Mr. Dong Xuan Khanh	Member	0	0%
	<b>Total:</b>		<b>0</b>	

**2.2 Activities of the Supervisory Board**

**2.2.1 Meetings of the Supervisory Board**

No.	Supervisory Board Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Non-Attendance
<b>Before April 15, 2024</b>					
1	Dao Thi Thu Ha	2	100%	100%	
2	Nguyen Thi Hang	2	100%	100%	
3	Dong Xuan Khanh	2	100%	100%	
<b>From April 15, 2024</b>					
1	Trần Thị Thanh Hải	5	100%	100%	
2	Nguyen Thi Hang	5	100%	100%	
3	Dong Xuan Khanh	5	100%	100%	

In 2024, the Supervisory Board held seven (07) meetings. Additionally, the Supervisory Board regularly communicated and discussed matters related to the activities of the Supervisory Board and the Company through the Zalo application and email. The Supervisory Board adhered strictly to legal regulations, the Company's Charter, the Supervisory Board's operating regulations, and its 2024 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 Supervisory Board's Oversight of the Board of Management, Executive Board, and Shareholders**

The Head of the Supervisory Board works full-time, while two members work on a part-time basis. The Supervisory Board has exercised its rights and duties in supervising the Board of Management, the Executive Board, and other functions in accordance with the prevailing laws, the Company's Charter, and internal regulations. The key areas of focus include:

- Supervising the implementation of the General Meeting of Shareholders' Resolutions; monitoring the Board of Management and the Company's General Director in



fulfilling their rights, obligations, and responsibilities as stipulated in the Charter, internal regulations, and prevailing laws; overseeing the Board of Management's execution of directives from the General Meeting of Shareholders; and monitoring the Company's General Director in implementing the Board of Management's directives, aiming to evaluate and provide appropriate recommendations;

- Attending meetings of the Board of Management; supervising and providing comments on matters within the Board of Management's authority that the General Director seeks opinions on;

- Verifying the validity and legality of decisions issued by the Board of Management, the General Director, and other members of the Executive Board; examining the reasonableness, legality, integrity, and prudence in business management and operations; and assessing the systematic consistency, and adequacy of accounting, statistics, and financial reporting (quarterly);

- Conducting assessments to ensure the completeness, legality, and transparency of the 2023 Financial Statements, the 2024 semi-annual financial statements, quarterly financial reports for 2024, and other reports from the Board of Management and the General Director, as required.

- Conducting inspections, supervision, and evaluations of the effectiveness and efficiency of the internal control and risk management systems in the Company's business operations, related to the Company's governance, finance, business activities, investment, cost management, and payroll organization. In 2024, the Supervisory Board conducted four quarterly periodic inspections.

- Monitoring the implementation of the Supervisory Board's recommendations; and overseeing the implementation of inspection, examination, and audit conclusions from relevant Ministries, agencies, and authorized units.

- Reviewing contracts and transactions with related parties under the Board of Management's approval authority.

- Examining accounting, investment, and other management documents of the Company related to matters submitted to the Company's Board of Management for approval.

- Supervising the preparation and organization of the Company's 2024 Annual General Meeting of Shareholders.

- Providing advisory opinions and evaluations as requested by the Company's Board of Management and General Director on matters related to governance and management.

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

The Company's Supervisory Board 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 provided favorable conditions for the Supervisory Board to carry out its tasks, such as: providing complete information and documents related to the Company's operations; and ensuring that the Supervisory Board is invited to attend all meetings of the Board of Management, the Company's executive meetings, and other relevant meetings.



Summary reports and contributions from the Supervisory Board regarding inspection and supervision of management and operational activities, capital management and utilization, solvency, internal control, accounting records, and periodic financial statements have been submitted to the Board of Management and the Executive Board. The recommendations of the Supervisory Board have generally been accepted and implemented by the Board of Management and the Executive Board.

In general, the coordination between the Supervisory Board, the Board of Management, the Executive Board, and other management personnel has been conducted seriously and closely.

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

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

##### ***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 2024 Annual General Meeting of Shareholders, Port of Hai Phong has disbursed salaries and remuneration to the Board of Management as follows:

- Total remuneration fund paid by Port of Hai Phong to non-executive members of the Board of Management: VND 1.370.000.000.

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

- In 2024, Port of Hai Phong had changes in the Board of Management members at the Annual General Meeting of Shareholders on April 15, 2024.

+ Before April 15, 2024, Port of Hai Phong had two executive members of the Board of Management, including the Chairman of the Board and one other executive board member.

The total salary Port of Hai Phong paid to 02 executive members of the Board of Management from January 1, 2024, to April 14, 2024, was: VND 977.550.000, of which:

(i) Chairman of the Company's Board of Management: VND 594.790.000

(ii) Executive Board Member: VND 382.760.000

+ After April 15, 2024, Port of Hai Phong has 01 executive Board of Management member, i.e. the Chairman of the Board of Management.

The total salary Port of Hai Phong paid to the Chairman of the Board of Management from April 15, 2024, to December 31, 2024, was: VND 1.444.105.011.

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

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

In accordance with the resolution approved at the 2024 Annual General Meeting of Shareholders, Port of Hai Phong has disbursed salaries and remuneration to the Supervisory Board as follows:



- Total remuneration fund paid by Port of Hai Phong to non-executive members of the Supervisory Board: VND 240.000.000.

- The executive member of the Supervisory Board (Chief of the Supervisory Board) receives a salary from the salary fund allocated for executive management at Port of Hai Phong.

- In 2024, there were changes in the Supervisory Board members at the Annual General Meeting of Shareholders on April 15, 2024.

+ From January 1, 2024, to April 15, 2024: The Chief of the Supervisory Board was Ms. Dao Thi Thu Ha.

The total salary Port of Hai Phong paid to the Head of the Supervisory Board from January 1, 2024, to April 14, 2024, was: VND 334.915.000.

+ From April 15, 2024, to present: The Chief of the Supervisory Board is Ms. Tran Thi Thanh Hai.

The total salary Port of Hai Phong paid to the Head of the Supervisory Board from April 15, 2024, to December 31, 2024, was: VND 813.365.000.

In addition to salary income, members of the Supervisory Board 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 Transactions between the Company and Related Parties; or between the Company and Major Shareholders, Insiders, and Related Parties of Insiders**

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

- Vietnam Maritime Corporation - JSC (a major shareholder holding 92.56% of the charter capital of Port of Hai Phong) changed its representative for the state-owned capital at Port of Hai Phong and introduced candidates for the Board of Management and Supervisory Board for the 2024-2029 term.

- The 2024 Annual General Meeting of Shareholders approved the policy of leasing and operating port infrastructure formed from the Investment and Construction Project of Container Berths No. 3 and 4 of Hai Phong International Gateway Port (Lach Huyen Terminal), Hai Phong City and a number of other assets of Port of Hai Phong.

- Port of Hai Phong selected UHY Auditing and Consulting Company Limited to conduct the semi-annual Financial Statement review and the 2024 annual Financial Statement audit of the company.

- Port of Hai Phong has adjusted its business lines and amended the content of its Charter following approval from the General Meeting of Shareholders.

- Port of Hai Phong carried out procedures to adjust the type of securities for shareholders holding restricted transferable shares who met the eligibility requirements for adjustment in 2024.

- Port of Hai Phong plans to reduce the charter capital of Hoang Dieu Port One-Member Limited Liability Company (a subsidiary of Port of Hai Phong) to facilitate the transfer of four Tukan cranes to Port of Hai Phong JSC.

- Port of Hai Phong intends to divest all of its investments in Saigon Port Logistics JSC and VIMC Logistics JSC and complete the transfer of contributed capital at Maritime Commercial Joint Stock Bank.

- Port of Hai Phong participated in contributing capital to establish two Joint Ventures with the participation of foreign investors under the limited liability company model, and appointed members of the Board of Directors and the Executive Board of the company to participate in the Members' Council of the Joint Ventures.

## VI. Financial Statement

### 1. Auditor's Opinion

- Qualified opinion.



## 2. Financial Report Content

The 2024 financial statements (separate and consolidated), the auditor's opinion on the financial statements, and related explanations are attached to the 2024 Annual Report of Port of Hai Phong.

**Recipients:** *How*

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

PORT OF HAI PHONG  
JOINT STOCK COMPANY  
GENERAL DIRECTOR



Nguyễn Tuong Anh

