



**REPORT OF THE BOARD OF MANAGEMENT AND THE
EXECUTIVE BOARD ON THE 2025 BUSINESS OPERATIONS
RESULTS AND THE 2026 BUSINESS OPERATIONS PLAN**

PART A

**GOVERNANCE ACTIVITIES OF THE BOARD OF MANAGEMENT IN 2025, AND
BUSINESS OPERATIONS RESULTS FOR 2026**

I. Governance Activities of the Board of Management

1. Matters Discussed by the Board of Management in 2025

In 2025, the Board of Management of Port of Hai Phong Joint Stock Company (Port of Hai Phong) held Board meetings to discuss the following matters:

No.	Meeting Date	Board of Management Revisions	Date Signed	Content
1	March 27, 2025	Resolution No. 63/NQ- CHP	March 28, 2025	-Projected business results for Q1 2025, business plan for Q2 2025 - Matters to be voted on at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong - 2025 Action Plan of the Board of Management
2	June 23, 2025	Resolution No. 110/NQ- CHP	June 24, 2025	- Projected business results for the second quarter of 2025, the first half of 2025, and the business plan for the third quarter of 2025 - Projected performance against BSC-KPI and KRI targets for the first six months of 2025 - Proposal for the merger of Hoang Dieu Port and Chua Ve Port - Proposal to reappoint the Deputy General Director of Port of Hai Phong - Human resources complaints at Port of Hai Phong Towing and Transportation Joint Stock Company

3	September 29, 2025	160/NQ- CHP	September 30, 2025	<ul style="list-style-type: none"> - Projected business results for Q3 2025, the first nine months of 2025, and the business plan for Q4 2025, as well as the implementation of other key tasks - Strategic development direction - Comprehensive restructuring plan for Port of Hai Phong - Business plan of Hoang Dieu Chua Ve Port One-Member Limited Liability Company for the last six months of 2025 - Seconded personnel management
4	December 25, 2025	191/NQ- CHP	December 26, 2025	<ul style="list-style-type: none"> - Projected 2025 business results, achievement of 2025 BSC-KPI and KRI targets, and 2026 business plan - Labor utilization plan at Dinh Vu Port Investment and Development Joint Stock Company - 2025 wage fund implementation for subordinate units - Strategic investment direction

In addition to in-person or online meetings, the Board of Management of Port of Hai Phong reviews matters pertaining to the Company's daily operations, business governance, and matters as proposed by the General Director and the Board's supporting departments through written consultations with members.

2. Summary of the Board of Management's Resolution Issuance in 2025

In 2025, the Board of Management of Port of Hai Phong issued 198 resolutions regarding production and business operations, investment activities, human resources management, and corporate innovation to implement the plan assigned by the General Meeting of Shareholders and to direct the General Director to implement in accordance with legal regulations and the Company's Charter. The list of Resolutions and Decisions issued by the Board of Management in 2025 is compiled by Port of Hai Phong in the 2025 Corporate Governance Report, the 2025 Annual Report, and disclosed in accordance with regulations.

3. Results of the Implementation of the 2025 General Meeting of Shareholders' Resolutions

No.	Content	Result
1	Election of members of the Board of Management and the Audit Committee of Port of Hai Phong Joint Stock Company for the 2024-2029 Term	Completed
2	Allocation of post-tax profit and dividend payment for 2024	Completed

3	Selection of the audit firm to audit and review the 2025 Financial Statements	Upon authorization from the General Meeting of Shareholders, the Board of Management selected UHY Audit and Consulting Co., Ltd.
4	Amendments and supplements to the Charter of Port of Hai Phong Joint Stock Company, the Internal Regulations on Corporate Governance of Port of Hai Phong Joint Stock Company, and the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company	Completed
5	2025 Business Results	In Section B of the Report
6	-Progress on the implementation of the “Investment Project for the Construction of Container Terminals No. 3 and No. 4 at the Hai Phong International Gateway Port (at the Lach Huyen Port Area), Hai Phong City” -Implementation of the lease of port infrastructure developed from the Investment Project for the Construction of Container Terminals No. 3 and No. 4 at the Hai Phong International Gateway Port (at the Lach Huyen Port Area), Hai Phong City, and other assets of Port of Hai Phong	Separate report available
7	Salary and remuneration fund for the Board of Management and the Supervisory Board for the year 2025	Separate Proposal

4. Activities of the Board of Management and each Board Member in 2025

4.1. Activities of the Board of Management

The Board of Management communicates its resolutions and Board meeting outcomes to the Company's General Director; regularly monitors and oversees the implementation of resolutions and delegated matters, requiring the General Director to provide both regular and ad hoc reports on achievements and challenges; and participates in Executive Board meetings to gather information, engage in direct discussions, and jointly address challenges in the Company's operational management.

In accordance with the provisions of the Company's Charter, in addition to in-person meetings, the Board of Management sought written information from members to promptly discuss and issue directives to the Executive Board. The documents seeking input and related materials are retained by the Company as a legal basis for the inspection and evaluation of the Board of Management's operational effectiveness.

4.2. Activities of Individual Board Members

No.	Board Member	Number of Board Meetings Attended	Meeting Attendance Rate	Reason for Absence
Before April 29, 2025				
1	Mr. Pham Hong Minh	01/01	100%	
2	Mr. Nguyen Tuong Anh	01/01	100%	
3	Ms. Trinh Thi Ngoc Bien	01/01	100%	
4	Ms. Nguyen Thi Yen	01/01	100%	
5	Mr. Le Dong	01/01	100%	
6	Mr. Vu Duc Bien	01/01	100%	
7	Mr. Do Vu Linh	01/01	100%	
From April 29, 2025				
1	Mr. Pham Hong Minh	03/03	100%	
2	Mr. Nguyen Tuong Anh	03/03	100%	
3	Mr. Ly Quang Thai	02/03	66.7%	On business trip
4	Ms. Nguyen Thi Yen	03/03	100%	
5	Mr. Le Dong	02/03	66.7%	On business trip
6	Mr. Vu Duc Bien	02/03	66.7%	On business trip
7	Ms. Le Thi Ngoc Dung	03/03	100%	

In addition to regular and extraordinary Board of Management meetings, Board members also exchanged information via email to discuss and provide input on matters within their authority. This form of communication was frequent and productive. Comments and proposals from members are compiled by the Company Secretariat, reported to the Chairman of the Board of Management, and retained at the Board of Management's office.

Based on their assigned responsibilities and the need to stay informed about the production and business operations of Port of Hai Phong, Board members actively and proactively participated in meetings and specialized working sessions organized by the Executive Board. As a result, they provided constructive and effective input regarding the management and operations of Port of Hai Phong.

5. Remuneration, operating expenses, and other benefits of the Board of Management and each member of the Board of Management; Income of the General Director, Deputy General Director, and Chief Accountant for 2025

5.1. Remuneration, Operating Expenses, and Other Benefits of the Board of Management and each Board Member

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, Port of Hai Phong paid salaries and remuneration to the members of the Company's Board of Management as follows:

Full-time Board members (holding the title of Chairman of the Board of Management) receive salaries from the Port of Hai Phong full-time management salary fund.

Part-time Board members receive a monthly remuneration of VND 30,000,000. The total remuneration fund paid by Port of Hai Phong to part-time Board members amounts to VND 2,160,000,000.

The remuneration and salary paid to the Company's Board of Management members (*per the audited 2025 Financial Statements*) were as follows:

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

In addition to monetary compensation, members of the Board of Management are entitled to other benefits in accordance with the regulations of Port of Hai Phong.

5.2. Salaries and Other Benefits of the General Director, Deputy General Director, and Chief Accountant

The General Director, Deputy General Director, and Chief Accountant receive

salaries from the Port of Hai Phong's dedicated management salary fund (*per the audited 2025 Financial Statements*), specifically as follows:

No.	Position	Headcount	Total Annual Salary for 2025 (VND)	Notes
1	General Director	01	2,464,409,255	
2	Deputy General Director	03	3,740,237,998	01 Deputy General Director seconded to HTIT (Hai Phong International Terminal) as of January 10, 2025
3	Chief Accountant	01	1,691,156,955	

6. The Board of Management's Oversight of the General Director and Executive Board in 2025

The Board of Management of Port of Hai Phong regularly oversaw the General Director's management of the Company, specifically as follows:

- Business operations, production, and market expansion were continuously maintained; urgent investment projects were prioritized for implementation to ensure business operations; and potential future investment projects were studied, discussed, and subject to expert consultation to ensure effective investment decisions based on sound capital allocation.

- Closely monitored the investment processes of projects to ensure investments were carried out in accordance with the Company's development strategy and legal regulations, particularly the timely completion of the two berth investment projects in the Lach Huyen area.

- Strictly controlled revenue and expenditure; implemented cost-saving measures to reduce expenses and enhance operational efficiency; invested in modernizing equipment to foster stable, long-term development; expanded services to increase port operational capacity and improve service quality.

- Directed the expansion of services to enhance competitiveness and meet customer requirements; innovated cargo handling technology, increased labour productivity, and improved business efficiency.

- Directed the accelerated adoption of digital systems in port operations and customer service.

- Directed the General Director to promptly implement cooperation plans with customers and develop logistics services to strengthen the Company's position while generating additional revenue.

- Directed the General Director to fulfil the Company's information disclosure obligations in accordance with applicable regulations.

- Regularly monitored the implementation of resolutions and tasks assigned by the Board of Management to the General Director and required the General Director to provide periodic and ad hoc reports on achievements as well as challenges encountered.

- In accordance with Company regulations and at the request of the Executive Board, the Board of Management participated in Executive Board meetings to gather information, engage in direct discussions, and collaboratively resolve challenges in the Company's operational management.

7. Activities of the Support Subcommittee in 2025

The Company's Board of Management has one support subcommittee, known as the Port of Hai Phong Research and Development Sub-committee (the Sub-committee). In 2025, the Sub-committee accompanied the Board of Management in overseeing the implementation of the investment project for Berths 3 and 4 at Lach Huyen and the Phase 3 expansion of Hoang Dieu Port to ensure progress in accordance with requirements.

8. Transactions between Hai Phong Port, its subsidiaries, and companies in which Hai Phong Port holds more than 50% of the charter capital, with members of the Board of Directors and their related persons; and transactions between Hai Phong Port and companies in which members of the Board of Directors have been founders or managers within the three (03) years preceding the transaction date in 2025

Hai Phong Port has disclosed these transactions in the 2025 Corporate Governance Report in accordance with regulations on corporate governance applicable to public companies. This report was published on Hai Phong Port's official website on January 29, 2026, and duly submitted to the State Securities Commission of Vietnam and the Hanoi Stock Exchange in compliance with applicable regulations.

9. Future Plans

9.1. The Company's Core Strategic Objectives

- Port of Hai Phong has developed a development strategy for the 2025-2030 period, which includes business plans based on the aforementioned analysis and assessment, market trends, growth forecasts, and the industry's development strategy, the parent company—Vietnam Maritime Corporation (VIMC)—and Port of Hai Phong's internal strengths.

- Continue improving restructuring efforts to ensure streamlined and efficient operations.

- Expand research and investment cooperation in the Bach Dang Industrial Zone, Lach Huyen area, and Nam Do Son area to expand the scope of operations; pay special attention to developing support sectors for core production and business activities carried out by member units to form a value chain within the Port of Hai Phong ecosystem, thereby enhancing competitiveness.

9.2. Strategic solutions

To consolidate its position as the leading port in the region and achieve the set objectives, Port of Hai Phong will continue to implement comprehensive solutions across all aspects of the Company's operations, focusing on the following three key solution groups:

- Gather information on port development plans in the region and the strategic directions of Vietnam Maritime Corporation to plan long-term business strategies and solutions for the Port's development. Continue exploring opportunities for cooperation, joint ventures, and partnerships with major clients to ensure the effective utilization of Port of Hai Phong's existing infrastructure.

- Effectively leverage Port of Hai Phong's internal capabilities to improve service quality and manage costs efficiently, thereby increasing competitiveness in service provision.

- Continue to invest deeply and simultaneously leverage all advantages and opportunities to expand and develop the Port, thereby enhancing service quality and production and business capacity.

II. 2025 BUSINESS OPERATIONS RESULTS AND REPORT ON THE ACTIVITIES OF THE EXECUTIVE BOARD

1. Market Overview

2025 continues to be a challenging year for the logistics and international trade markets. Although international trade has recovered from the pandemic, the economic landscape remains highly uncertain due to slow economic growth in several major economies, inflationary pressures, and prolonged geopolitical risks. For most of 2025, demand for maritime transport and logistics reflects a slowing trend on major routes such as North America–Europe, but remains high on Asian routes. Trade agreements and efforts to stabilize tariffs—especially the temporary tariff suspensions between the United States and China—have helped alleviate tariff pressures during certain periods, thereby stimulating international goods supply and logistics activity. However, demand remains volatile depending on regional economic developments, putting pressure on the planning of global shipping lines. Freight rates throughout the year tend to adjust gradually in response to supply and demand, requiring shipping lines to adopt flexible service strategies and route networks amid intensifying competition.

Against this backdrop, Vietnam's import-export activities in 2025 achieved very positive results, with total import-export turnover reaching approximately \$930.05 billion—the highest level to date and a significant increase compared to the previous year. Exports rose by about 17%, while imports increased by nearly 19.4%. This reflects the strong recovery of domestic trade and the growing competitive strength of Vietnamese enterprises in the international market, particularly in the processed industrial goods, electronics, and high-tech sectors. The trade balance in 2025 continues

to show a trade surplus, contributes to macroeconomic stability, strengthens the country's foreign exchange reserves, and enhances Vietnam's position in the global supply chain.

In the Hai Phong region, the port system continues to serve as the northern region's international maritime gateway, with aggregate throughput of 115.27 million tons, with the Lach Huyen deep-water port area emerging as the primary growth center. The commissioning of container terminals in 2025 (HTIT Port and HHIT port commenced operations in April 2025) helped container throughput in the Lach Huyen area exceed 2.3 million TEUs, while also attracting additional direct mainline service routes to Europe and the Americas. However, the rapid increase in capacity has accelerated intra-regional competition, placing downward pressure on port service rates, which impacted operational efficiency and profit margins. This requires port companies to focus on optimizing operations, improving service quality, and strengthening supply chain integration to ensure sustainable development in the coming period.

2. Business Operations Results

In 2025, Port of Hai Phong implemented a restructuring of its management and operations structure, aiming for a leaner, more efficient, and optimised business organisation, specifically:

- In March 2025, the restructuring of Port of Hai Phong Technical and Vocational Training One-Member Co., Ltd. into Port of Hai Phong Technical Services and Training Joint Stock Company was implemented. Under this plan, the Company took over the Repair Centre along with the entire stevedoring workforce at Chua Ve and Tan Vu Ports, and from 1 July took over the stevedoring workforce at Hoang Dieu Port, forming a new entity specialising in: equipment repair, on-call repair services, container cleaning and surveying, manual stevedoring, and workforce training for units within the Port of Hai Phong ecosystem.

- In July 2025 (15 July): the merger of Hoang Dieu Port One-Member Co., Ltd. and Chua Ve Port Branch took effect under the new name Hoang Dieu Chua Ve Port One-Member Co., Ltd. The newly merged entity operates across all three areas: Hoang Dieu Port, Chua Ve Port, and the transshipment zone, continuing to handle both domestic container cargo and non-container cargo. The focus will be on growing non-container cargo handling with competitive tariff rates to optimise revenue and profitability.

- In April 2025, the deep-water port at Lach Huyen commenced operations under a joint venture with MSC (currently the world's largest shipping line), which drove growth in container throughput, enabling Port of Hai Phong to maintain its leading position in Northern Vietnam and becoming the first port system in the North to surpass the 2 million TEU/year milestone.

2.1. Consolidated Business Performance Indicators of Port of Hai Phong

INDICATOR	Unit Period	2024	Target 2025	Actual 2025	Comparison (%)	
					Actual 2025 / Plan 2024	Actual 2025 / Plan 2025
TOTAL PRODUCTION	1,000 T	39,902	49,500	42,672	106.9%	86.21%
<i>Container volume</i>	<i>1,000 TEUs</i>	<i>1,846.30</i>	<i>2,393.00</i>	<i>2,072.72</i>	<i>112.36%</i>	<i>86.62%</i>
TOTAL REVENUE	VND	2,997,979	3,650,000	2,942,930	98.2%	80.60%
PROFIT	VND	1,199,845	1,353,000	1,257,174	104.8%	92.9%

- **Volume:** actual volume increased by 6.9% compared to the same period in 2024, with container volume increasing by 12.3% year-on-year. However, compared to the 2025 annual plan, actual volume reached only 86.21% of the target, while actual container volume reached 86.6% of the target. The main reasons are: A decline in non-container cargo volume at Hoang Dieu Port due to the inability to accommodate large-sized vessels, and a sharp drop in container volume at Dinh Vu Port, which significantly impacted the overall actual volume of the entire port.

- **Revenue:** In 2025, consolidated revenue of Port of Hai Phong reached 98.2% of the same period in 2024 and 80.6% of the full-year 2025 plan.

The decline in revenue compared to the same period in 2024 is due to the fact that in 2024, Port of Hai Phong recognized revenue of VND 22.35 billion from the divestment of Port of Hai Phong's stake in Vietnam Maritime Commercial Joint Stock Bank. Additionally, the core operating revenue of both Hoang Dieu Port and Dinh Vu Port declined sharply compared with the same period due to reduced throughput.

Compared to the plan, actual revenue in 2025 reached only 80.62% of the target. This was because, when developing the 2025 business plan, the inclusion of HTIT's revenue in the consolidated revenue had been planned by Port of Hai Phong and approved by VIMC. However, pursuant to the 2025 Financial Statements, HTIT's actual business results were recorded solely as an investment in an associated company.

- **Profit:** In 2025, consolidated profit increased by 4.8% compared to the same period in 2024 and reached 92.9% of the 2025 plan. Compared to the 2025 plan, the consolidated profit shortfall was largely due to the decline in revenue, as analyzed above.

2.2. Business Performance Indicators of the Parent Company

2.2.1. Results of Business Performance Indicators:

Indicator	Unit	2024 actual	Target 2025	2025	Comparison (%)	
					Actual 2025 / Plan 2024	Actual 2025 / Plan 2025
Total output	Thousand tons	23,567	27,920	23,290	98.82%	83.42%
<i>Container volume</i>	<i>1,000 TEUs</i>	<i>1,273.2</i>	<i>1,446.0</i>	<i>1,240.7</i>	<i>97.45%</i>	<i>85.80%</i>
Total Revenue	VND	1,729,862	2,269,000	2,315,334	133.8%	102.0%
Net Profit	VND	738,077	967,500	1,173,235	159.0%	121.3%

- **Volume:** In 2025, the Parent Company's volume reached 98.8% of the same period in 2024 and 83.4% of the 2025 plan, with container volume at 97.4% of the same period and 85.8% of the plan. Actual container volume decreased by 2.6% compared to the same period, mainly because as of July 15, 2025, the Chua Ve Port Branch officially discontinued operations to merge with Hoang Dieu Port to form a wholly-owned limited liability company, therefore, container throughput from the second half of July through the end of 2025 (approximately 164,000 TEU) was not included in the Parent Company's figures. If this container volume were included as per the plan, the parent company's actual container throughput would be estimated at 1,386,000 TEU, an increase of 8.9% compared to the same period last year.

- **Revenue:** In 2025, the Parent Company's revenue increased by 33.8% compared to the same period in 2024. Compared to the 2025 plan, the Parent Company's revenue increased by 2.0%. This positive growth was mainly driven by increased non-container cargo volumes at the Tan Vu and Chua Ve Port areas, along with increases in cargo handling fee revenue. In 2025, the Parent Company also recorded additional revenue from the lease of port infrastructure at Berths 3 and 4 at Lach Huyen, and the revaluation surplus on assets contributed to Hoang Dieu Chua Ve Port and the joint venture operating Berths 3 and 4 at Lach Huyen.

- **Profit:** In 2025, the Parent Company's profit increased by 59.0% compared to the same period in 2024 and by 21.3% compared to the plan. Of this, profit from operations reached over 657.96 billion VND, up 62.3% year-on-year, achieving 107.0% of the 2025 plan (614.92 billion VND) and was 8.7% below the VIMC-assigned target (VND 605.3 billion). This result stems not only from strong revenue growth but also from the effective implementation of cost-saving measures, improved business efficiency and enhanced cost control in production and business operations.

(Details of business results are provided in Table 01)

2.2.2. Results of Investment Plan Implementation

Port of Hai Phong focused on completing key projects to meet the timely needs of production, specifically:

- Implementing in-depth investment projects to enhance operational capacity: Strictly following the approved plan. (Procurement of spare crane frames; Project to procure STS gantry cranes; Project to procure 5-7-seat passenger vehicles; Project to procure tractor-trailer trucks; Investment in a solar power system at the Tan Vu Port Branch).

- Construction project for Berths 3 and 4 at Lach Huyen: Phase 1 to be completed and handed over in April 2025. Phase 2 to be completed and handed over in September 2025. Full handover expected in April 2026.

- Project to upgrade and dredge the Dinh Vu channel to -8.5m: The contract has been signed and implementation has begun; However, delays in the dredging of the Viconship channel have impacted the completion of the Port of Hai Phong channel.

- Information Technology: Implementing projects to procure additional container seal identification modules; the project to develop a RoRo Vehicle Yard Management Software; the project to procure equipment and develop software for container inspection and repair (M&R); Project to install automatic container seal machines at the Tan Vu Port Branch; Project to develop a Mobile App for Electronic Port Services; Project to procure centralized data storage equipment; Investment in upgrading the port operations management system. Concurrently, the IT investment packages in the Lach Huyen area were completed and handed over on schedule.

* The realized volume of investment projects of the Parent Company in 2025 reached VND 2,332.227 billion, achieving 70.82% of the 2025 annual plan, specifically:

Unit: Million VND

No.	Investment Project	Plan 2025	Realized Value 2025	Realized /Plan (%)
1	Infrastructure investment	110,401	43,619	39.51%
2	Equipment procurement	128,990	27,581	21.38%
3	Information Technology	8,017	4,808	59.97%
4	Port Expansion	3,045,451	2,256,219	74.08%
	Total	3,292,859	2,332,227	70.82%

(Details of investment plan results are provided in Table 02)

2.2.3. Other Key Tasks

- Upgrade Container Berths 3 and 4 at the Hai Phong International Gateway Port to accommodate vessels with a deadweight tonnage of up to 165,000 DWT: Approval from the competent authorities is expected in August 2025.

- Reviewed, revised, and reissued Port of Hai Phong's internal regulations to align with management requirements and legal provisions.

- Streamlining workforce and optimizing personnel deployment:

- + Review and evaluate the workforce across the entire port: Port of Hai Phong completed the workforce quality assessment for the Chua Ve Port Branch and Hoang Dieu Port Co., Ltd. from April 1, 2025, to April 22, 2025; In July 2025, the labor quality assessment at the Tan Vu Port Branch and the Administrative Division was completed.

- + Streamlining the workforce across the Port: reducing the workforce by 412 employees.

- Digital Transformation

- + Completed the upload of customer data to the CRM system and integrated the CRM with the operational management software.

- + Execute contracts for comprehensive software development and digitalise operations at the Chua Ve Port area – Hoang Dieu Chua Ve Port One-Member Limited Liability Company.

- Port of Hai Phong promoted innovation and digital transformation using Kaizen tools: 315 Kaizen initiatives were recorded in 2025.

- Port of Hai Phong developed a "Customer-Centric" corporate culture: monthly surveys were conducted to evaluate the Net Promoter Score (NPS) for the five factors (cargo safety, service cost, service quality, service attitude, and willingness to recommend the service), with an average NPS exceeding 90.0% and component NPS scores above 80%.

2.2.4. Use of the Retirement Support Fund

Pursuant to the Resolution of the 2017 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company approving the use of the Retirement Support Fund for Employees in the amount of 24,581,000,000 VND and the issuance of Regulation No. 2197/QC-CHP dated July 31, 2017, Regulation No. 3997/QC-CHP dated December 25, 2017, Regulation No. 2844/QC-CHP dated August 30, 2023, Regulation No. 1884/QC-CHP dated June 14, 2024, regarding support for employees retiring early or terminating their employment contracts at Port of Hai Phong Joint Stock Company.

Pursuant to Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 15, 2024, of the 2024 Annual General Shareholders' Meeting, Port of Hai Phong Joint Stock Company approved a labor support fund of 5,000,000,000 VND. At the 2025 Annual General Shareholders' Meeting, the support fund was further increased by VND 15,000,000,000.

In 2025, Port of Hai Phong Joint Stock Company amended and issued Regulation

No. 2036/QC-CHP on May 21, 2025, regarding support for employees retiring early and terminating their employment contracts at Port of Hai Phong Joint Stock Company.

Results for 2025: The number of employees who retired early or had their employment contracts terminated were 72, and the amount paid was 14,781,142,250 VND

The remaining fund balance as of December 31, 2025, is: 8,698,796,500 VND

2.2.5. Labor Management

a. Labor and Income Situation

Indicator	Unit	2024	2025
Total number of employees	Persons	1,407	993
Total wage fund	VND	381,036,000,000	400.000.000.000
Average monthly income per person	VND/person/month	25,340,000	36.901.000
Average monthly salary per person	VND/person/month	22,568,000	33.568.000

b. Ensuring occupational health, safety, and welfare of workers

- Implementing occupational safety regulations and cargo handling procedures; fully providing personal protective equipment in accordance with established procedures and standards; creating reasonable and efficient working conditions for workers.

- Deploy and utilize labor in accordance with legal regulations; all workers are employed under labor contracts signed by Port of Hai Phong, ensuring compliance with statutory obligations: social insurance, health insurance, and unemployment insurance. Workers undergo regular health checkups as required and are entitled to all benefits, including annual leave, sick leave, maternity leave, and other employee benefits. The Port strengthens awareness campaigns and training on occupational safety and health to enhance employees' awareness and enable them to proactively protect themselves and prevent workplace accidents.

- Effectively implement the action plan for the 2025 Occupational Safety and Health (OSH) Week with the theme "Strengthening Occupational Safety and Health at the Workplace and in the Supply Chain."

- Organised visits, provided financial assistance, and hosted cultural and recreational activities for employees.

c. Employee Training Activities

In 2025, Port of Hai Phong implemented professional training and skill development programs for managers and employees to improve the quality of the workforce and meet the requirements of production and business operations, as follows:

No.	Training Category	Number of Classes	Number of Trainees
1	Online E-learning Courses Organized by VIMC	02	313
2	Fire safety training, first aid training, and emergency response	03	46
3	Professional and technical courses, including:		
	Domestic training in port and business operations	22	1,964
	Overseas training (APEC - Belgium, Germany)	01	01
5	In-house training in port and business operations	24	881
6	Annual vocational skill assessment training	7	60
7	Training for direct operational workers (QC quay cranes, RTG rubber-tyred gantry cranes, and GN mobile harbour cranes)	18	1,219
8	International cooperation sending delegations abroad	15	37
Total		92	4,521

2.2.6. Dividend Payment:

Port of Hai Phong plans to pay a 2025 dividend of 6% of charter capital.

2.3. Relocation of Hoang Dieu Port

To carry out the relocation of Hoang Dieu Port, in 2025, after receiving compensation costs including land acquisition and clearance costs plus equipment relocation costs, Port of Hai Phong and Hoang Dieu Port coordinated the handover of all infrastructure of Hoang Dieu Port to the People's Committee of Ngo Quyen Ward, while simultaneously conducting the liquidation and relocation of a portion of equipment and vehicles, including the relocation of 4 Tukan cranes from the berths to Chua Ve Port (2 units) and Lach Huyen Port (2 units). Port of Hai Phong conducted inventory, liquidation, and disposal of unused assets. Currently, the remaining facilities — including berths 4–9, the rear cargo yard, and the Operations Office — are leased for continued operation.

2.4. Progress on finalizing the management and operation plan for Berths 4 and 5, the Chua Ve Port container yard, and the allocation of other costs to the equipment procurement package

Based on the content presented at the 2025 Annual General Meeting of Shareholders, the Board of Management reports an update on the progress of the tasks, specifically as follows:

On April 4, 2025, the Government issued Decree No. 84/2025/ND-CP regulating the management, use, and disposal of maritime infrastructure assets. Accordingly, Clause 7 of Article 18 of Decree No. 84/2025/ND-CP (regulating the form of dispose of maritime infrastructure assets, specifically: Other forms of disposal as prescribed by law or by a decision of the Prime Minister.”

Port of Hai Phong has reported to and received support from the Ministry of Construction to apply Clause 7 of Decree No. 84/2025/ND-CP and request the Prime Minister's approval for the transfer of management and operation rights of Berth No. 5 to Port of Hai Phong, in the same manner as the previously approved transfer of Berth No. 4. Accordingly, Port of Hai Phong has recognized an increase in the carrying value of Berth No. 5 at Chua Ve Port in the Company's books.

Currently, the Ministry of Construction is still in the process of conducting internal consultations and seeking opinions from relevant ministries before officially reporting to the Prime Minister.

The Board of Management will continue to direct relevant parties to report to the competent state agencies to expedite approval of the management and operation plan for Berths 4 and 5, the Chua Ve Port container yard, and the allocation of other costs for the equipment package, as well as to finalise the settlement of state capital at Port of Hai Phong; while also reporting on the progress and results to keep shareholders informed and allow them to oversee the process.

2.5. Restructuring of Subsidiary Units

In 2025, Port of Hai Phong implemented a restructuring of its management and operations structure, aiming for a leaner, more efficient organisation and the management of the Company's production and business operations, specifically:

- In March 2025, the restructuring of Port of Hai Phong Technical and Vocational Training Company Limited into Port of Hai Phong Technical Services and Training Joint Stock Company was implemented. Under this plan, the new company took over the Repair Centre along with the cargo handling workforce at Chua Ve and Tan Vu Ports, and from 1 July took over the cargo handling workforce at Hoang Dieu Port, specialising in: equipment repair, on-site repair services, container cleaning and inspection, manual cargo handling, and workforce training for units within the Port of Hai Phong ecosystem.

- On 15 July 2025, the merger of Hoang Dieu Port One-Member Co., Ltd. and the Chua Ve Port Branch took effect under the new name Hoang Dieu Chua Ve Port One-Member Co., Ltd. The newly merged entity operates across all three areas: Hoang Dieu Port, Chua Ve Port, and the transshipment zone, continuing to handle both domestic container cargo and non-container cargo.

- A joint venture with MSC (currently the world's largest shipping line) officially launched the deep-water port at Lach Huyen in April 2025, driving significant growth in container throughput at Port of Hai Phong and making it the first port system in

Northern Vietnam to surpass the 2 million TEU/year milestone.

2.6. Financial Investments Outside the Enterprise

In 2025, Port of Hai Phong made additional capital contributions to the following enterprises:

No.	Company Name	Amount (VND)
1	Port of Hai Phong TIL International Port Co., Ltd.	990,093,997,089
2	Smart Logistics Service Co., Ltd. (Hai Phong)	51,141,200,000
3	Port of Hai Phong Towing and Transportation Joint Stock Company	16,200,000,000
4	Port of Hai Phong Technical Services and Training Joint Stock Company	31,500,000,000
5	Hoang Dieu Chua Ve Port One Member Limited Liability Company	209,638,000,000

Most companies with equity investments from Port of Hai Phong in 2025 were profitable and are expected to pay dividends as planned. Two companies with equity investments—Port of Hai Phong Medical Center Limited Liability Company and Hai Phong Maritime Investment and Trade Joint Stock Company—were profitable in 2025, reduced their accumulated losses, and reduced the provision for impairment at Port of Hai Phong.

PART B 2026 BUSINESS OPERATIONS PLAN

I. Market Overview

1. General Situation

At the beginning of 2026, the global trade and maritime transport landscape continues to face complex fluctuations under the dual impact of geopolitics and the wave of trade protectionism. The epicenter of instability lies in the Middle East, where direct clashes between Israel and Iran have pushed tensions in the Strait of Hormuz to an alarming level. As the critical route for transporting approximately 20% of international oil supply, instability in the Strait of Hormuz has not only caused crude oil prices and insurance costs to skyrocket but has also forced shipping companies to reroute through the Cape of Good Hope. Given that rerouting extends transit times and significantly disrupts logistics along the Asia-Europe route, this directly pressures the international shipping system amid risks of supply chain disruption. Overall, the geopolitical situation represents a landmark shift in US trade policy.

The removal of retaliatory tariffs and the application of Section 122 of the 1974 Trade Act to impose an additional 10% tariff on imported goods—a presidential authority that does not require congressional approval—has sparked strong reactions. Notably, the repeal of the old retaliatory tariffs combined with this new unilateral tariff creates a relative advantage for Chinese businesses, helping them reduce their burden compared to the previous period. Conversely, Vietnam and partners such as the EU, UK, and Japan have lost their advantage as the preferential tariff framework they had painstakingly negotiated is now overshadowed by the additional tariffs. Such sudden changes not only erode trade confidence but also force nations to strive to maintain previous commitments in a highly volatile and uncertain environment.

In Vietnam, the economy is expected to continue growing steadily in 2026, thanks to economic stimulus policies and the gradual recovery of the export sector. However, Vietnam also faces numerous challenges from an unstable global economic environment. All these factors could slow down Vietnam's export growth.

In the Hai Phong region, competition among ports in the area is becoming increasingly intense. Nam Dinh Vu Port is progressing with its Phase 3 construction project, enhancing its capacity to handle up to 2 million TEUs with seven berths, and is seeking approval to deepen the channel to -9.5m. Although both Viconship and Port of Hai Phong have received decisions to deepen the channel to -8.5m, Viconship's slow implementation has impacted Port of Hai Phong's progress, with completion now expected in the first quarter of 2026. The full operation of the deep-water berths 3-4 and 5-6 at Lach Huyen will also impact existing service routes currently operating in the Dinh Vu area, leading to a partial shift of market share toward the deep-water port area.

2. Port of Hai Phong

2.1. Favorable Factors

- 2026 marks the beginning of Vietnam's economic acceleration and breakthrough phase, ushering in a new era to fulfil the aspiration of becoming a developed, high-income nation by 2045. The government issued Resolution No. 01/NQ-CP on January 8, 2026, clearly setting the GDP growth target for 2026 at 10% or higher, while establishing quarterly growth milestones and specific targets for each industry and sector. In the first two months of 2026, the foreign-invested enterprise (FDI) sector continues to play a leading role in Vietnam's import-export activities. The total import-export turnover of this sector reached approximately 117.1 billion USD, an increase of 35.9% compared to the same period in 2025, reflecting a strong recovery of international trade activities based in Vietnam. In the export structure, FDI enterprises accounted for about 78.8% of the total value, mainly from electronics, technology, and equipment assembly companies such as Samsung, LG, Foxconn, and many companies in the electronics component supply chain. On the import side, this sector also accounted for about 71.7% of total value, with main items including electronic components, transportation and equipment and raw materials for production. The significant share of the FDI sector in trade activities indicates that Vietnam remains a

key manufacturing and assembly hub in the global supply chain, particularly in electronics, technology equipment, and industrial products.

- The application of additional tariffs and the removal of retaliatory tariffs help reduce cost pressures when accessing the US market, thereby improving profit margins and enhancing price competitiveness in the short term.

- Port of Hai Phong's rich history, experienced management team, skilled workforce with deep expertise in port operations and administration, and its modern, integrated infrastructure, equipment, and information technology systems have given Port of Hai Phong a distinct competitive edge over other ports in the region.

- The completion and commissioning of Berths 3 and 4 at Lach Huyen in 2025, along with obtaining permits to increase the port's capacity to accommodate vessels with a deadweight tonnage (DWT) of up to 200,000, as well as the expansion of capacity at Dinh Vu Port and Tan Vu Port to accommodate vessels up to 55,000 DWT, will give Port of Hai Phong a competitive edge in accommodating large vessels as required by shipping lines.

2.2. Some Challenges

- Geopolitical tensions in the Middle East and the Red Sea region are having a significant impact on the international maritime shipping market. The conflict has left more than 10% of the global container fleet stranded in the Strait of Hormuz, with many oil tankers damaged and insurers forced to cover vessels passing through the area. This is causing congestion in the Strait of Hormuz—a route through which more than 20% of the world's oil is transported. This could disrupt global vessel schedules, potentially leading to long-term delays or schedule changes. Additionally, rising shipping risk premiums and insurance costs in the Middle East could increase international maritime transport costs, raising logistics expenses for goods imported and exported through Vietnam's port system.

- The Hoang Dieu area is expected to be fully reclaimed by the end of the second quarter of 2026, reducing the operational capacity of Hoang Dieu Chua Ve Port and causing a decline in cargo throughput. In particular, Decree No. 34/2025/ND-CP creates difficulties for the port in accommodating large vessels.

- The unresolved plan for the disposal of assets at Berths 4 and 5 of the Chua Ve Port Branch also hinders Port of Hai Phong's ability to repair, upgrade, and inspect facilities to accommodate large vessels at Chua Ve.

- Given the intense competition in the Hai Phong region, the trend of declining freight rates is expected to continue, while rising fuel costs due to geopolitical conflicts are impacting the Port's revenue from operations. Additionally, financial revenue is also affected by: (1) The disbursement of capital investment for Berths 3 and 4 at Lach Huyen will significantly reduce revenue from bank deposit interest. (2) Starting in 2026, Port of Hai Phong will incur additional interest expenses for the entire project.

II. 2026 Business Operations Plan

1. Consolidated Business Plan

1.1. Volume: 57.34 million tons, including 2,960,000 TEUs of containers

1.2. Revenue: 3,495.0 billion VND

1.3. Pre-tax profit: 1,520.0 billion VND

2. Parent Company's Business Plan

2.1. Volume: 23.77 million tons, including 1,280,000 TEUs of containers

2.2. Revenue: 2,425.0 billion VND

2.3. Pre-tax profit: 1,300.0 billion VND

3. 2026 Investment Plan of Port of Hai Phong (Parent Company)

3.1. Investment Plan for Procurement and Capital Construction

Port of Hai Phong will continue to focus on completing key projects while investing in new initiatives to further enhance operational capacity and meet production requirements, specifically:

3.1. Equipment and Infrastructure

3.1.1. Capacity Deepening Investment

+ Upgrading the channel to -8.5m and renovating the turning basin in front of the wharf to 320m in the Dinh Vu area. Upgrading the capacity to receive large-tonnage vessels in the Tan Vu and Dinh Vu areas to 55,000 DWT, and in Chua Ve to 30,000 DWT (reduced load).

+ Study investment in dredging works to regularly maintain a stable navigation channel depth and attract additional shipping lines/increase vessel sizes at Tan Vu, Dinh Vu, and Chua Ve.

+ Procure and put into operation 10 specialized tractor-trailers at Tan Vu Port. Continue to invest in transferring 2 STS gantry cranes at Tan Vu Port; invest in 2 reach stackers to replace old ones to increase operational capacity at Tan Vu Port; invest in electric vehicles at Tan Vu Port and 7-18-seat passenger vehicles at the office.

3.1.2. Port Expansion Investment:

+ Research and propose the construction and operation of a general/container port and logistics services, warehouses, yards, and port logistics facilities at the Bach Dang Industrial Zone.

+ Survey and develop an investment plan for a 20-hectare depot area in Xuan Cau – Lach Huyen.

+ Research and propose the construction of Dinh Vu 2 General Port (Cat Ba General Port).

+ Collaborate with the Marine Engineering Construction Consulting Joint Stock Company to research and implement investment in Berths 13 and 14 at Lach Huyen and the Nam Do Son area.

Investment project for the construction of Berths 3 and 4 at Lach Huyen: Complete all procedures to hand over the entire project to the joint venture partner

3.2. Information Technology

- Complete documentation for the centralized data storage equipment procurement project.

- Implementation of investment projects: Investment in upgrading the integrated port operations management software at the Tan Vu Port Branch (supplement for 2025); Investment in upgrading HR and business management software (supplement for 2025); Investment in upgrading the container operations management software at the Tan Vu Port Branch; Investment in a human resources management system at the Tan Vu Port Branch; Investment in a Big Data system and data integration hub at Port of Hai Phong; Investment in an IoT connectivity system with on-site production equipment at the Tan Vu Port Branch; Investment in an environmental monitoring system and server room equipment at Port of Hai Phong.

* The projected investment disbursement for the Parent Company's projects in 2026 is expected to reach VND 724,829 billion, specifically:

Unit: Million VND

No.	Investment Project	Implementation Period in 2026
1	Infrastructure Investment	151,746
2	Equipment procurement	350,922
3	Information Technology	109,632
4	Port expansion investment projects	112,529
	Total	724,829

(Detailed investment plan data in Table 02)

3.2. Plan for External Investment Capital

3.2.1. Investment Capital Contribution Plan

No.	Content	Amount (billion VND)	Equivalent (USD)	Notes
1	Capital contribution to Smart Logistics Service Co., Ltd. (Hai Phong)	15.7	600,000	Q2 2026

2	Capital Contribution to TIL International Port Co., Ltd. (Port of Hai Phong)	242		Q1 2026
				Q4 2026: Adjustment of the value of contributed assets following completion of project finalization
3	First capital contribution to establish the port operating entity at Bach Dang Industrial Zone	640		Q3 2026: (Estimated e-commerce Revenue: 4,200 billion; CHP's equity contribution ratio: 51%; Equity Capital: 40%; Capital contribution in multiple phases).

3.2.2. Capital Divestment Plan

- Reduce Port of Hai Phong's ownership stake in Port of Hai Phong Technical Services and Training Joint Stock Company to a minimum of 51%

- Divest 100% of the contributed capital in VIMC Logistics Joint Stock Company and Saigon Port Logistics Joint Stock Company

4. Other targets

- Expected dividend for 2026: 6% of charter capital.

- Implement divestment plans for businesses operating outside the Company's core production and business activities, particularly those considered ineffective, which have been approved in principle by the Board of Management; continue to review and develop divestment plans for underperforming businesses.

5. Items Arising Beyond the Plan

Authorize the Board of Management to decide on project procurement, repairs, maintenance, dredging, and urgent, unforeseen expenses necessary for production and business operations that arise outside the Company's annual plan, as approved by the General Meeting of Shareholders.

6. Strategic solutions

To further enhance production and business efficiency and build up capital reserves to support port development, the Company will continue to innovate and implement the following key measures:

6.1. Business Operations and Port Exploitation

6.1.1 Business Development

- Focus on a “customer-centric” approach; ensure stability and continuously improve service quality to achieve the goal of retaining all existing customers and acquiring new customers in 2026.

- Attract additional customers, cargo sources, and new services to increase cargo volume through the port via specific solutions: Explore marketing opportunities and customer service options; Apply a CRM system for customer management; Implement a customer pipeline management system for tracking and customer care;

- Strengthen communications and promote the Port of Hai Phong brand to drive business operations and expand the market in the port sector.

- Continue to develop and implement service chain marketing plans tailored to specific customer requirements and develop logistics services to increase revenue beyond cargo handling.

- Execute VIMC's marketing strategy to provide customers with comprehensive supply chain solutions, continuously improve service quality, and leverage VIMC's existing ecosystem advantages.

6.1.2. Port Operations

- Research and establish a Centralized Operations Center (Integrated Operation Center) to optimize the utilization of berths and equipment and ensure efficient service management across all ports within the system.

- Develop a strategy for expanding satellite yards and depots to increase the container handling capacity of the system.

- Accelerate the processing of backlog cargo to free up yard space and improve the efficiency of operational infrastructure deployment.

- Optimize port and yard layouts to improve production efficiency, reduce costs, and significantly contribute to meeting the targets of all units.

- Set KPIs for port operations to improve productivity across all operational units within the entire Port of Hai Phong ecosystem.

- Review, improve, and issue standardized operational procedures for the entire system.

- Leverage multi-berth capacity to coordinate vessel scheduling and berth allocation across ports, while prioritising vessel reception for non-containerised cargo.

6.2. Equipment Management and Investment

- Focus on inspecting and assessing the technical condition of equipment and infrastructure to develop repair and maintenance plans aligned with the production and business plan.

- Closely monitor technical standards and material inventory levels. Proactively plan by increasing supervision and executing repair procedures, avoiding reactive measures and preventing further damage that could increase costs and disrupt production.

- Regarding information technology: Focus on completing key IT investment projects, particularly the IT package under the investment project for the construction of Container Terminals 3 and 4 at Lach Huyen. Maximise the effectiveness of existing IT

projects. Improve processes and apply IT solutions to enhance service quality and customer service standards.

6.3. Organizational and Personnel Activities

- Focus on studying restructuring plans for the organisational structure of the Company's Head Office and Tan Vu Port Branch; reorganise the business and customer service systems to meet the requirements of a more effective, efficient, and lean management structure at Port of Hai Phong Joint Stock Company in line with the Company's strategic development direction.

- Conduct a comprehensive review of personnel across the entire Company in accordance with the restructuring strategy; ensure the quality, structure, continuity, and adaptability of the workforce to meet the requirements of the Company's new development phase.

- Improve recruitment processes to secure a qualified workforce that meets the Company's operational requirements.

- Review, update, and reissue the Port's internal regulatory document system to align with the new model.

- Continue working with competent authorities to finalize the management and operation plan for Berths 4 and 5 at Chua Ve Port.

- Innovation and Creativity: Plan to comprehensively and effectively implement Lean and Kaizen principles in operations and management.

- Plan the divestment of equity in underperforming joint-venture companies (Saigon Log, VIMC Log).

6.4. Labor Efficiency and Cost Management

- Organize operations rationally to increase labor productivity. Implement effective cost management across all areas, with a focus on promoting innovation, adopting new technologies, streamlining production, rational planning of cargo handling, and studying adjustments to technical standards, fuel standards, reducing capital expenditures in infrastructure investment, equipment procurement, and material purchases through competitive bidding, and saving on office supplies, electricity, and water costs, etc.

- Manage risks across all areas of the Company's operations.

- Prioritise the use of services and resources within the Port of Hai Phong ecosystem; outsource only where member companies lack the capacity or their prices exceed market rates.

6.5. Cooperation with State Agencies and Partners

- Strengthen cooperation with state management agencies to support the Port in its production and business operations and port development.

- Expand cooperation between Port of Hai Phong and member units of Vietnam Maritime Corporation. Seek investment and cooperation opportunities to develop port

terminals and depots in the Northern region, in line with the Company's business strategy. Coordinate the development of logistics services to improve service quality and increase revenue.

- Establish joint ventures and partnerships with shipping lines and with port, warehouse, and transportation companies under Vietnam Maritime Corporation (VIMC) to increase cargo throughput at Port of Hai Phong in a manner that balances the interests of all parties, and progressively implement business cooperation plans with VIMC-affiliated companies in connection with the relocation of Hoang Dieu Port.

6.6. Compliance with Public Company Conditions

In Q1/2026, Hai Phong Port reported to the State Securities Commission of Vietnam, the Hanoi Stock Exchange, its major shareholder—Vietnam Maritime Corporation (VIMC) – JSC—and all shareholders that the Company had not yet met the conditions of a public company (specifically the shareholder structure requirement) in accordance with Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities. This issue arose due to changes in legal regulations. Hai Phong Port will continue to coordinate with its major shareholder to promptly identify appropriate solutions, ensuring the interests of all shareholders while avoiding any adverse impact on the Company's business operations and development orientation.

Dear Shareholders and Distinguished Guests!

The Board of Management and all employees of Port of Hai Phong Joint Stock Company will continue to strive, maintain unity, and focus on improving operational efficiency in order to meet the expectations of our shareholders. We will implement innovative solutions in management and operations, while enhancing transparency, improving working processes, and optimizing resources to ensure the sustainable development of the Company. We firmly believe that, with unity and determination, the Company will achieve outstanding results in 2026 and the years to come

Respectfully submitted to the General Meeting of Shareholders.

Recipient :

- General Meeting of Shareholders;
- Board of Management, Supervisory Board;
- Filing: Secretary to the Board of Management.

**ON BEHALF OF THE BOARD OF MANAGEMENT
CHAIRMAN**

(Signed)

Pham Hong Minh

REPORT ON PRODUCTION AND BUSINESS RESULTS 2025 & 2026 PROPOSED PLAN

No.	TARGET	Unit of measurement	IMPLEMENTED 2024	THE YEAR 2025		2026 PLAN	Comparison (%)		
				PLAN	IMPLEMENTATION		Actual -2025/ Plan 2025	Actual-2025/ Actual-2024	Plan-2026/ Actual-2025
	* PARENT COMPANY								
I.	Total Output	1,000 billion	23.566	27.920	23.290	23.770	83,4	98,8	102,1
1	Export	"	8.460	10.160	8.464	10.670	83,3	100,0	126,1
2	Import	"	8.810	12.110	10.215	10.540	84,4	115,9	103,2
3	Domestic	"	6.296	5.650	4.611	2.560	81,6	73,2	55,5
*)	Main items:								
	+ Container cargo	1,000 billion	22.450	25.420	22.132	22.770	87,1	98,6	102,9
	+ Container cargo	1,000 TEU	1.273,2	1.446,0	1.240,667	1.280,0	85,8	97,4	103,2
	+ Machinery, equipment	1,000 billion	22	45	79	15	175,6	365,7	19,0
	+ Iron and steel, scrap iron	"	627	600	662	285	110,3	105,6	43,1
	+ Fertilizer	"			8				
	+ Car	The	73.883	75.595	70.393	75.000	93,1	95,3	106,5
	+ Other items	1,000 billion	464	1.035	417	700	40,3	89,8	167,9
	Non-containerized cargo	1,000 billion	1.113	1.680	1.158	1.000	68,9	104,1	86,4
II	TOTAL REVENUE	Million VND	1.729.862	2.269.000	2.315.334	2.425.000	102,0	133,8	104,7
1	- Core business revenue	"	1.373.821	1.856.720	1.732.726	2.212.130	93,3	126,1	127,7
	+ Loading and unloading of goods	"	1.160.337	1.389.610	1.339.567	1.384.580	96,4	115,4	103,4
	+ Warehousing and yard storage	"	73.030	84.590	95.746	69.450	113,2	131,1	72,5
	+ Tying and untying the rope	"	1.030	1.410	986	420	69,9	95,7	42,6
	+/- Weighing goods	"	2.816	3.620	2.372	1.110	65,5	84,2	46,8
	+ Wharves	"	23.000	29.180	25.437	23.610	87,2	110,6	92,8
	+ Other services	"	113.608	141.590	66.816	56.830	47,2	58,8	85,1
	+ Revenue from leasing infrastructure	"		206.720	201.802	676.130	97,6		335,0
2	- Financial income	"	346.884	181.000	245.104	174.870	135,4	70,7	71,3
	+ Exchange rate difference	"	29.381		16.416			55,9	
	+ Bank deposit interest	"	32.690	3.000	20.114	15.000	670,5	61,5	74,6
	+ Dividend income	"	262.460	178.000	208.437	159.870	117,1	79,4	76,7
	+ Gain on sale of securities	"	22.353						
	+ Other	"			137				
3	- Other income	"	9.157	231.280	337.504	38.000	145,9	3.685,7	11,3
	+ Proceeds from sale of liquidated	"			93				
	+ Collect electricity fees for rental	"	1.322		4.125			312,0	
	+ Compensation	"	77						
	+ Judgment enforcement	"	3.998		218				
	+ Penalty for late performance of t	"	265						

No.	TARGET	Unit of measurement	IMPLEMENTED 2024	THE YEAR 2025		2026 PLAN	Comparison (%)		
				PLAN	IMPLEMENTATION		Actual -2025/ Plan 2025	Actual-2025/ Actual-2024	Plan-2026/ Actual-2025
	+ Other	"	3.495	231.280	333.068	38.000	144,0		
III	TOTAL COST	Million VND	991.785	1.301.500	1.142.099	1.125.000	87,8	115,2	98,5
1	Production and business costs	"	968.369	1.241.800	1.074.933	1.035.000	86,6	111,0	96,3
	+ Direct wages	"	381.070	385.440	399.997	310.000	103,8	105,0	77,5
	+ Social Insurance, Trade Union Fee, Unemployment Insurance,	"	35.842	35.742	26.752	23.728	74,8	74,6	88,7
	+ Fuel	"	41.943	56.415	41.765	38.390	74,0	99,6	91,9
	+ Materials	"	97.629	105.000	79.097	47.000	75,3	81,0	59,4
	+ Machinery and equipment repair	"	28.324	41.206	39.286	30.780	95,3	138,7	78,3
	+ Infrastructure repair	"	25.134	71.079	29.188	57.904	41,1	116,1	198,4
	+ Electrical system repair	"	1.157	5.000	492	2.000	9,8	42,5	406,5
	+ IT equipment repair	"	457	1.200	273	1.100	22,8	59,7	402,9
	+ Electricity	"	23.579	29.354	23.576	30.010	80,3	100,0	127,3
	+ Water	"	1.364	1.580	1.271	935	80,4	93,2	73,6
	+ Depreciation	"	155.101	231.625	196.171	246.000	84,7	126,5	125,4
	+ Other	"	176.769	278.159	237.065	247.153	85,2	134,1	104,3
2	Financial expenses	"	21.952	59.700	39.687	90.000	66,5	180,8	226,8
	+ Exchange rate difference	"	12.356	20.000	18.033		90,2	145,9	
	+ Bank loan interest			33.200	17.493	85.000	52,7		485,9
	+ ODA loan interest	"	7.105	6.500	6.326	4.000	97,3	89,0	63,2
	+ Provision for diminution in value of long-term investments	"	2.491		(2.165)	1.000			
3	Other expenses	"	1.464		27.479			1.877,0	
	+ Fine	"	393					-	
	+ Other	"	1.071		27.479				
IV	PROFIT BEFORE TAX	Million VND	738.077	967.500	1.173.235	1.300.000	121,3	159,0	110,8
	<i>Of which: Operating profit</i>	<i>Million VND</i>	<i>405.452</i>	<i>614.920</i>	<i>657.793</i>	<i>1.177.130</i>	<i>107,0</i>	<i>162,2</i>	<i>179,0</i>

**REPORT ON THE IMPLEMENTATION OF INFRASTRUCTURE CONSTRUCTION INVESTMENT PROJECTS,
VEHICLES, EQUIPMENT, INFORMATION TECHNOLOGY, AND EXPANSION INVESTMENT FOR 2025
AND THE 2026 PLAN**

(Unit: million VND)

PM	Project name	Total amount investment	2025 Results			2026 Investment Plan	
			2025 Investment Plan (disbursement assignment)	Realized value	Disbursement value	Realized value	Disbursement value
	HAI PHONG PORT - PARENT COMPANY		3,292.859	2,332.227	2,952.780	724.829	1,001.235
A	Transitional project from the previous year					380.459	656.865
I	Capital construction investment project		110.401	43.619	19.055	49.246	51.726
1	Renovation of the drainage system at Tan Vu Port branch	14.474	14.500				
2	Renovation of the storage yard at Tan Vu Port branch	14.851	14.851	12.902	13.001		
3	Investment in an office building at Lot 15, Le Hong Phong Street (Dang Lam, Hai An, Hai Phong)	6.354	1.500	1.545	2.843		2.134
4	Construction Investment Project for "RTG Runways at Blocks CF and DF - Tan Vu Port Branch"	4.860	250	0	231		
5	Renovating and upgrading the shipping channel to -8.5 m	60.000	60.000	22.094	0	36.212	36.212
7	Renovation of roads and front yards behind Berth 3 (Blocks AE and AF) - Tan Vu Port Branch (Internal roads)	9.500	9.500	346	0	9.154	9.500
6	Renovation of the yard adjacent to Gate 2, the mechanical team building, and the rear yard behind Berth 3 of Tan Vu Port Branch (Inspection Yard)	9.688	9.800	5.808	2.056	3.880	3.880
8	Investment in a solar power system to provide electricity for offices and workshops at Tan Vu Port Branch (2025 Supplement)			924	924		
II	Equipment procurement project	543.709	128.990	27.581	24.339	203.192	214.980
1	Tractor units and semi-trailers at Tan Vu Port Branch (05 units)	14.200			8.538		
2	Fire truck at Tan Vu Port Branch (01 unit)	3.309		22	22		
3	Spreader frame of QC crane (02 units)		10.200	9.623	1.925	66	8.005
4	Spare lifting frame for Tukan crane (01 unit)		6.500	5.112	1.022	-	3.849
5	Diesel tractor units and semi-trailers at Tan Vu Port Branch (10 units)	28.000	8.400	7.722	7.730	18.126	18.126
6	QC gantry cranes at Tan Vu Port Branch (02 units)	493.000	98.600	8	8	185.000	185.000
7	5-7 seater car at the Company Office	5.200	5.200	5.094	5.094		
8	Photocopier		90				
III	Information technology project		8.017	4.808	4.670	15.492	15.630
1	Equipping automated container gate inspection systems at Tan Vu Port Branch	10.000		46	46		
2	Upgrading and replacing Wi-Fi network equipment and industrial computers installed on lifting equipment at Tan Vu Port Branch	5.800		24	24		
3	Developing additional IT application functions to digitalize procurement procedures for equipment and tools on the technical supplies and maintenance management software at Hai Phong Port Joint Stock Company	491		3	3		
4	Equipping an IP camera system installed at the Company's office area	800		4	4		
5	Procuring and installing information display screens for production operations at Tan Vu Port Branch	112		112	112		
6	Developing a Mobile App for Electronic Port (ePort) services at Hai Phong Port	2.561	2.375	1.208	1.208	25	25
7	Procuring equipment and developing software for container inspection and repair at Hai Phong Port Joint Stock Company	2.500	19	1.761	1.761		
8	Developing car park operation management software	850	6	581	581		
9	Equipping automatic seal dispensers at Tan Vu Branch	1.090	7	670	670		
10	Equipping additional equipment and software to enhance redundancy and incident response for the company's software systems	1.225	7	7	7		

PM	Project name	Total amount investment	2025 Results			2026 Investment Plan	
			2025 Investment Plan (disbursement assignment)	Realized value	Disbursement value	Realized value	Disbursement value
11	Procuring a dynamic QR Code online payment connection module		2	2	2		
12	Procuring an additional seal number recognition module for the automated gate system for inbound and outbound containers at Tan Vu Port Branch	112	1	120	120		
13	Procuring centralized data storage equipment	5.600	5.600	132	132	5.467	5.467
14	Investing in upgrading the general port operation management software at Chua Ve Port Branch (Supplement for 2025)	10.000				10.000	10.000
15	Adding Webapp functions for customer information surveys on the Hai Phong Port website for touch screens (Supplement for 2025)	138		138			138
IV	Expansion investment projects	6.946.087	3.045.451	2.256.219	2.904.715	112.529	374.529
1	Construction investment project for container berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City (Infrastructure + Equipment)	6.946.087	2.934.978	2.190.000	2.838.496	70.000	332.000
2	Investment and construction project for container berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City (Information technology)		110.473	66.219	66.219	42.529	42.529
B	The project will start construction in 2026.					344.370	344.370
I	Capital construction investment project					102.500	102.500
1	Renovation of roads and yards behind Berth 3 (Blocks AA, AB, AC, AD) - Tan Vu Port Branch	20.000				20.000	20.000
2	Renovation of the yard behind Berth 4 (blocks BM, BN) - Tan Vu Port Branch	10.000				10.000	10.000
3	Renovation of the yard behind Berth 6, Tan Vu Port Branch	30.000				20.000	20.000
4	Investment in a solar power system for the Office at 8A Tran Phu, Ngo Quyen, Hai Phong.	1.000				1.000	1.000
5	Supply and installation of shore power system at Tan Vu Port Branch	80.000				23.000	23.000
6	Project to expand the yard between the Mechanized Unit Building and the Crane Unit Building of Tan Vu Port Branch.	9.000				9.000	9.000
7	Project for expanding the storage yard behind Berth 7, Tan Vu Port Branch	19.500				19.500	19.500
II	Equipment procurement project					147.730	147.730
1	45-ton Reachstacker (02 units)	34.000				34.000	34.000
2	18-seater Transit Premium (at VPCT)	1.200				1.200	1.200
3	7-seater Toyota Fortuner cars at the Company Office and Tan Vu Port Branch (02 units)	2.700				2.700	2.700
4	Electric cars for guest shuttle service at Tan Vu CNC (02 units)	630				630	630
5	Canon camera (at Company Office)	100				100	100
6	Water-based fire fighting system (at Headquarters 8A)	500				500	500
7	QC gantry cranes at Tan Vu Port Branch (02 units)	493.000				98.600	98.600
8	Upgrading and refurbishment of RTG cranes	10.000				10.000	10.000
III	Information technology project					94.140	94.140
1	Investment in servers and HR and payroll management software	7.000				7.000	7.000
2	Investment in upgrading container operation management software at Hai Phong Port	170.000				51.000	51.000
3	Investment in a server pair at Tan Vu Port Branch	4.500				4.500	4.500
4	Investment in Big Data system and data integration bus at Hai Phong Port	25.000				25.000	25.000
5	Investment in an IoT connectivity system for field equipment at Tan Vu Port Branch	6000				6.000	6.000
6	Investment in environmental monitoring system and server room equipment at Hai Phong Port	500				500	500
7	Additional installation of 04 PTZ camera poles for 04 container condition checking points (Checking Point) No. 1, 2, 3, 4 at Tan Vu Port Branch (2026 Supplement)	140				140	140

2026 FINANCIAL INVESTMENT PLAN

(Unit: Billion VND)

PM	Project name	2025 Results			2026 Implementation Plan		Note (Project Implementation Status / Justification for Project Investment Necessity)
		2025 Investment Plan	Actual value	Compare Implementation/Plan (%)	2026 Investment Plan	Plan progress	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Total	1.509,20	1.298,57		897,70		
1	Capital contribution to Smart Logistics Service Co., Ltd. (Hai Phong)	65,60	51,14	77,96%	15,70	Quarter 2/2026	Implement according to the project schedule.
2	Capital contribution to TIL Hai Phong International Port Company Limited	1.213,40	990,09	81,60%	242,00	Quarter 1/2026	Execute according to the handover schedule with the partner.
3	Capital contribution to Hai Phong Port Technical and Training Services Joint Stock Company	4,00	31,50	787,50%			Adjusting the charter capital to suit the scale of the entity.
4	Charter capital increase at Hai Phong Port Tugboat and Transport Joint Stock Company	16,20	16,20	100,00%			
5	Capital increase for Hoang Dieu Port (merger of Hoang Dieu Port – Chua Ve Port)	210,00	209,64	99,83%			
6	Capital contribution to establish a port operating entity at Bach Dang Industrial Park				640,00	Quarter 3/2026	The total investment is estimated at 4,200 billion. Hai Phong Port contributes 51%; Equity: 40%. Capital contribution in multiple stages based on actual requirements