



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

**PART A**

**GOVERNANCE ACTIVITIES OF THE BOARD OF MANAGERMENTS PRINT 2025,  
BUSINESS OPERATIONS RESULTS FOR 2026**

**I. Government Activities of the Board of Management**

**1. Matters Discussed by the Board of Management in 2025**

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

<b>No.</b>	<b>Meeting Date</b>	<b>Board of Managements Revisions</b>	<b>Date Signed</b>	<b>Content</b>
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 Old of Port of Hai Phong - 2025 Action Share 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 van of 2025 - Projected results for the expression of 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"> <li>- 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</li> <li>- Strategic channel</li> <li>- Comprehensive restructuring plan for Port of Hai Phong</li> <li>- Business plan of Hoang Dieu Chua Ve Port One-Member Limited Liability Company for the last six months of 2025</li> <li>- Seconded personnel management</li> </ul>
4	December 25, 2025	191/NQ- CHP	December 26, 2025	<ul style="list-style-type: none"> <li>- Projected 2025 business results, achievement of 2025 BSC-KPI and KRI targets, and 2026 business plan</li> <li>- Labor utilization plan at Dinh Vu Port Investment and Development Joint Stock Company</li> <li>- 2025 wage fund implementation for subordinate units</li> <li>- Strategic investment channel</li> </ul>

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 Managements of Port of Hai Phong issued 199 resolutions regarding production and business operations, investment activities, human resources management, and corporate innovation to implement the plan assigned by the General Shareholders' Meeting and to direct the General Director to implement the dance in according with legal regulation and the Company's Articles of Association. The list of Resolutions and Decisions issued by the Board of Managements 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 Shareholders' Meeting Resolutions**

<b>No.</b>	<b>Content</b>	<b>Result</b>
1	Election of members of the Board of Managements and the Audit Committee of Port of Hai Phong Joint Stock Company for the 2024-2029 Term	Completed
2	Law of post-tax profit and communication of cross for 2024	Completed

3	Selection of template audit firm to audit and review the 2025 Financial Statements	Upon author from the General Shareholders' Meeting, the Board of Managements has selected UHY Audit and Consulting Co., Ltd.
4	Amendments and options to the Articles of Association of Port of Hai Phong Joint Stock Company, the internal Editors on Corporate Governance of Port of Hai Phong Joint Stock Company, and the Difficult Editors 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 and operation 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 Tàì), Hai Phong City, and satisfying other assets of Port of Hai Phong	Separate report available
7	Salary and remuneration fund for the Board of Managements and the Ocean Ethnic for the year 2025	Separate Proposal

#### **4. Activities of the Board of Management and each Board giving in 2025**

##### ***4.1. Activities of the Board of Management***

The Board of Managements communicates its resolutions and the content of Board meetings to the Company's General Director; regularly monitors and oversees the implementation of resolutions and matters delegated by the Board to the General Director, and requires the General Director to provide both regular and ad hoc reports on achievements and challenges encountered; The Board of Managements participates in Executive Committee 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 Haiphong Port Charter, in addition to in-person meetings, the Board of Management sought written information from members to quickly 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 Managements' operational effectiveness.

## 4.2. Activities of Texas Board Members

No.	Board Member	Number of Board Meetings Attended	Meeting Attendance Rate	Reason for Absence
<b>Before 4 29, 2025</b>				
1	Mr. Pham Hong Minh	01/01	100%	
2	Mr. Nguyen Tuong Anh	01/01	100%	
3	Ms. Trinh Thi Ngoc Bien	01/01	100%	
4	Ms. Nguyen Thi Yen	01/01	100%	
5	Mr. Le Dong	01/01	100%	
6	Mr. Vu Duc Bien	01/01	100%	
7	Mr. Do Vu Linh	01/01	100%	
<b>From 4 29, 2025</b>				
1	Mr. Pham Hong Minh	03/03	100%	
2	Mr. Nguyen Tuong Anh	03/03	100%	
3	Mr. Ly Quang Thai	02/03	66.7%	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 ad hoc Board of Managements meetings, Board members also exchange information via email to discuss and provide input on matters within their authority. This form of communication is frequent and productive. Comments and proposals from members are compiled by the Company Secretariat, reported to the Chairman of the Board of Managements, and retained at the Board of Managements' 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 provide 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 Managements and each member of the Board of Managements; Income of the CEO, Deputy CEO, and Chief Accountant for 2025**

### **5.1. Remuneration, normal expenses, and North responses of the Board of Management and each Board member**

In according with the Resolution of the General Shareholders Meeting reward at the 2025 annual meeting, Port of Hai Phong has paid salaries and remuneration to the

members of the company's Board of Managements as follows:

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

Non-executive Board members receive a monthly allowance of VND 30,000,000. The total allowance fund paid by Port of Hai Phong to non-executive Board members amounts to VND 2,160,000,000.

The results of remuneration and salary payments to the company's Board of Managements members ( according to the audited 2025 Financial Statements ) are as follows:

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

In addition to money income, members of the Board of Management games 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 Haiphong Port's dedicated management nam power ( as per the audited 2025 Financial Report ), specifically as follows:

No.	Position	Headcount	Total Annual Salary for 2025 (VND)	Notes
1	CEO	01	2,464,409,255	
2	Quiet General Director	03	3,740,237,998	01 Deputy General Director psychological to HTIT name of January 10, 2025
3	Chief listen	01	1,691,156,955	

## **6. The Board of Managements' Oversight of the Chief Executive Officer and Executive Management in 2025**

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

- Business operations production, and market expansion continue to maintained; urgent investment projects are prioritized for implementation to ensure business operations; and potential future investment projects are studied, discussed, and subject to expert consultation to ensure effective investment based on capital restructuring.

- Closely monitor the investment processes of projects to ensure investments are carried out in accordance with the company's development strategy and legal regulations, particularly hurriedly the completion of the two port bridge investment projects in the Lach Huyen area.

- Strictly control revenue and expenditure; implement cost-saving measures to reduce expenses and enhance operational efficiency; invest in modernizing equipment to foster stable, long-term development; expand admissions to increase port operational capacity and improve service quality.

- Direct the expansion of services to enhance competitiveness and meet customer requirements; innovate cargo handling technology, increase labour productivity, and improve business efficiency.

- Direct time to accelerate the adoption of digital System in port operations and customer service.

- Direct the General Director to promptly implement cooperation plans with customers 11. ... logistics admissions to strengthen the company's dealer with eu while generating additional revenue for the company.

- Direct the Chief Executive Officer to fulfil the Company's information disclosure obligations in accordance with applicable regulations.

- Regularly monitor the implementation of resolutions and tasks assigned by the Board of Management to the CEO and express the CEO to provide periodic and ad study reports on achievements as well as challenges encountered.

- In according with company regulation and at the purchase of the Executive Board, the Board of Managements participates 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**

Currently, the Company's Board of Management template award subcommittee known as the Port of Hai Phong Research and Development Sub-committee (the Subcommittee). In 2025, the Subcommittee accompanied the Board of Management in overseeing the implementation of the investment project for Berths 3 and 4 at Lach Huyen and the pepper III for Hoang Dieu Port to ensure progress in accordance with requirements.

## **8. Port of Hai Phong, not subsidiaries, and companies in which Port of Hai Phong holds a controlling stake of 50% or more of the charter capital, with members of the Board of Managements and their related parties; transactions between Port of Hai Phong and a company in which a Board of Managements member is a founding member or a business manager within the three years immediately preceding the transaction in 2025**

Haiphong Port has disclosed information regarding these transactions in the 2025 Corporate Government Report in according with regulation on business governance for publicly traded companies. This report has been published on Haiphong Port's official website and submitted to the State Securities Commission and the Hanoi Stock Exchange in compliance with applicable regulations.

## **9. Future Plans**

### **9.1. The Company's Not Education 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, together growth forecasts, grid together development the industry's development strategy, the parent company—Vietnam Maritime Corporation (JSC)—and Port of Hai Phong's internal strengths.

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

- Intensify research and investment cooperation in the Bach Dang, Lach Huyen, and Nam Do Son Industrial Zones 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 and brand name the leading port in the nucleus and achievement the set objectives, Port of Hai Phong Will continue to implement comprehensive soups 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 tax long-term business devices 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 Haiphong Port's existing infrastructure.

- Effectively leverage Port of Hai Phong's internal capabilities to increased 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 MANAGEMENT BOARD**

### **1. Item Types**

2025 continues to be a challenging year for the logistics and international trade markets. Although international trade Head from the pandemic, the 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 forecast logistics activity. However, demand remains volatile depending on regional economic developments, putting pressure on the planning of global shipping lines. Freight rates at two times of the year tend to adjust gradually to supply and demand, requiring shipping lines to adopt machine service devices 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 Price level to date and a administrative increase compared to the previous year. 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 throughput reaching 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 and HHIT shares began operations in April 2025) helped container throughput in the Lach Huyen area exceed

2.3 million TEUs, while also attracting additional direct mother-ship 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 implements 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 developing the handling of non-container cargo with higher loading/unloading rates to optimise revenue and profits.

- 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), old driven 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 (%)	
					2025/ FY2025	TH2025/ KH2025
<b>TOTAL PRODUCTION</b>	<b>1,000 T</b>	<b>39,902</b>	<b>49,500</b>	<b>42,672</b>	<b>106.9%</b>	<b>86.21%</b>
<i>Call old tile</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>
<b>TOTAL REVENUE</b>	<b>VND</b>	<b>2,997,979</b>	<b>3,650,000</b>	<b>2,942,930</b>	<b>98.2%</b>	<b>80.60%</b>
<b>PROFIT</b>	<b>VND</b>	<b>1,199,845</b>	<b>1,353,000</b>	<b>1,257,174</b>	<b>104.8%</b>	<b>92.9%</b>

- **Volume:** actual volume declined by 6.9% compared to the original 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 associate age vessels, and a sharp drop in container volume at Dinh Vu Port, which significantly impacted the overall actual volume of the entire port.

- **Law: Print 2025, the complaint 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 original period is due to the fact person in 2024, Port of Hai Phong dock revenue of 22.35 billion VND from the investment 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 Port's revenue in the consolidated revenue was established by Port of Hai Phong and approved by VIMC. However, gradually to the 2025 Financial Statements, HTIT Port'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 consolidation profit she large due to the abandon in revenue, name angry by the main Reasons analyzed above.

## **2.2. Business Performance Indicators of the Parent Company**

### **2.2.1. Results of Je Business Performance Indicators:**

Indicator	Unit	2024 actual	Target 2025	2025	Comparison (%)	
					FY2025/ FY2024	TH2025/ 2025 Share
<b>Total school</b>	<b>Thousand tons</b>	<b>23,567</b>	<b>27,920</b>	<b>23,290</b>	<b>98.82%</b>	<b>83.42%</b>
<i>Call old Containers</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>
<b>Total Revenue</b>	<b>VND</b>	<b>1,729,862</b>	<b>2,269,000</b>	<b>2,315,334</b>	<b>133.8%</b>	<b>102.0%</b>
<b>Net Profit</b>	<b>VND</b>	<b>738,077</b>	<b>967,500</b>	<b>1,173,235</b>	<b>159.0%</b>	<b>121.3%</b>

- **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 Xu 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 additions to Handling fees. Print 2025, the Parent Company dock administrative revenue from the HTML of Berths 3 and 4 at Lach Huyen; the r transplantation revaluation of 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 less the VIMC-assigned III by 8.7% (605.3 billion VND). This result stems not only from strong revenue growth but also from the effective implementation of cost-saving measures, FREE business efficiency and enhanced cost control in production and business operations.

*(Details of business results games provided in Table 01)*

### **2.2.2. Results of Investment Share 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 MS gantry cranes; Project to roasted 5-7 seat aircraft 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 March 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.

- 3.2. Information Technology: Implementing projects to procure additional lead 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 lead-sealing machines at the Tan Vu Port Branch; Project to develop a Mobile App for Electronic Port Services; Project to procure centralized data organization equipment; Investment in upgrading the high port operations management software. Concurrently, electric investment files in the Lach Huyen area and handed them over on schedule.

\* The disbursement volume for the parent company's investment projects in 2025 reached 2,952.78 billion VND, achieving 89.7% of the 2025 annual plan, specifically:

*Unit: Million VND*

No.	Investment Project	Plan 2025	Implementation Disbursement 2025	Implementation/Plan (%)
1	Infrastructure investment	110,401	19,055	17.3%
2	Equipment price	128,990	24,339	18.9%
3	Information Technology	8,017	4,670	58.3%
4	Port Expansion investment files	3,045,451	2,904,715	95.4%
	<b>Total</b>	<b>3,292,859</b>	<b>2,952,780</b>	<b>89.7%</b>

*(Details of investment expression results gradually to Table 02)*

### **2.2.3. Other Je Tasks**

- Upgrade Container Berths 3 and 4 at the Haiphong 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.

- Review, revise, and reissue Haiphong Port's internal regulations to align with management requirements and legal provisions.

- Streamlining workforce supplement and Intelligence personnel deploy:

- + Review and evaluate the workforce across the entire port: Haiphong Port 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 Will was completed.

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

- Listening Transformation

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

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

- Promote innovation and digital transformation using Kaizen tools: 315 initiatives/Kaizen were recorded in 2025.

- Develop a "Customer-Centric" corporate culture: Conduct monthly surveys and 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 opening 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 and terminated their employment contracts at Port of Hai Phong Joint Stock Company.

Pursuant to Resolution No. 01/2024/NQ-DHĐCĐ 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 terminated their employment beer in according with the tu were 72, and the amount paid was 14,781,142,250 VND

But The calculated www name of December 31, 2025, is: 8,698,796,500 VND

### 2.2.5. Labor Editor

#### a. Labor and Income Situation

Indicator	Unit	2024	2025
effectively number of workers	Persons	1,407	1,247
Total nam	VND	381,036,000,000	400,000,000,000
effectively Monday income per person	VND/person/month	25,340,000	29,956,000
effectively Monday rain per person	VND/person/month	22,568,000	26,730,000

#### b. Labor facility aim at required the health, safety, and soldiers of workers

- Implementing occupational program regulation 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 invitations and rewards: social Insurance, health Insurance, and unemployment insurance. Workers undergo regular health checkups as required and are fully found by relevant laser ideas, including leave sick leave maternity leave and human 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 III for the 2025 Traditional Safety and Health (OSH) Action screen with the theme Strengthening the Use of Traditional 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 will implement professional training and skill development programs for teacher and employees to increased the pad of the workforce and meet the requirements of production and business operations, as follows:

No.	Training Miss	Number of Classes	Number of Trainees
1	Online E-learning Miss Organized by VIMC	02	313
2	mental theory training, Persons training, Hospital	03	46
3	The professional support course on business and photos include:		

	But Indirect o in school and business operations	22	1,964
	But Overseas training (APEC - Belgium, Germany.	01	01
5	In-house training in school and business payments	24	881
6	Annual vocational skill prescription training	7	60
7	Training for direct operational workers (QC, RTG, and GN crane operators)	18	1,219
8	International cooperation sending delegations abroad	15	37
<b>Total</b>		<b>92</b>	<b>4,521</b>

### **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, Hoang Dieu Port has 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). Conducted template audit, liquidation and HTML of unused assets. Currently, satisfying city over shipped re-leased for operation, including berths 4–9, the rear cargo yard, and the Operations Office.

### **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 package**

Based on the content presented at the 2025 Annual General Meeting of Shareholders, the Board of Managements 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 family, use, and vehicle of maritime infrastructure assets. Accordingly, Clause 7 of Article 18 of Medicine No. 84/2025/ND-CP (regulating the form of dispose of Maritime Express assets restaurants: Other form of dispose name prescription by law or by a decision of the Prime Minister.”

Port of Hai Phong has reported and received approval from the Ministry of Construction for the III to apply Compile 7 of Decree No. 84/2025/ND-CP to report to the Prime Minister for approval to transfer the management and operations of Berth No. 5 to Port of Hai Phong, similar to the transfer of Berth No. 4, Port of Hai Phong has

recorded an increase in the value of Berth No. 5 at Chua Ve Port within the company's books.

Currently, the Ministry of Construction is still in the project of carrying out internal bowls and Seeking glasses from important ministries and human reception Official reporting to the Prime Minister.

The Board of Management will continue to direct important o 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, name well name to finalise the settlement of state capital at Port of Hai Phong; while also reporting on the progress and results of expression to keep Yeah informed and allow them to oversee the process.

## **2.5. Restructuring of Subsidiary Units**

In 2025, Port of Hai Phong implements the restructuring of its management and operations structure, aiming for a leaner, more efficient organization 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 since Port of Hai Phong Plastic Services and Training Joint Stock Company was implemented. Under this plan, the Technical and Vocational Training Company Will take tat the Repair Center along with the office cargo handling workforce at Chua Ve and Tan Vu Ports, and from 1 July took over the cargo handling workforce at Hoang Dieu Port) wearing a acknowledge Excellent in attach the following requests: equipment repair, on-site repair deposits, container cleaning and inspection, manual cargo handling, and workforce training for 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 2026, driving significant growth in container throughput at Port of Hai Phong and making me the first port system in Northern Vietnam to surpass the 2 million TEU/year milestone.

## **2.6. Direct Financial Economic and Capital Contribution Leaders**

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. (Haiphong)	51,141,200,000
3	Port of Hai Phong Towing and Transportation Joint Stock Company	16,200,000,000
4	Port of Hai Phong Plastic Services and Training Joint Stock Company	31,500,000,000

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 savings, and reduced the provision for losses at Port of Hai Phong.

## **PART B**

### **2026 BUSINESS OPERATIONS PLAN**

#### **I. Item Types**

##### **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 a template Alarm level. As the forecastline for Seeds transportation engineering for 20% of international 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 rerouting Extend transit times and thousands adjustments logistics bad along the Asia-Europe route, direct adjust system on the international vehicles System amid the risk of template hide supply period. Overall geopolitical 8 is a landmark Shift in US trade policy.

The removal of retaliatory tariffs and the application of Section 122 of the 1974 Trade fast to impose template 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 inadvertent tariff creates a relative advantage for Chinese businesses, helping them reduce their burden compared to the previous period. Conversely, Vietnam and partners special name the EU

the UK and Japan have lost their advantage as the Preferential Room they had painstakingly Diagram door shipped overshadowed by the additional tariffs. Given sudden change that three erodes trade confidence but also forces 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. Male Dinh Vu Port electric infrastructure Brother with the Phase 3 construction project, enhancing its capacity to handle up to 2 million TEUs with seven berths built in Van, and is clan Seeking approval to upgrade the room 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 era to enough 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 syndromes and specific targets for each industry and sector. Print 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, pitcher a strong Recovery of international school use based in Vietnam. In the export structure, FDI enterprises accounted for about 78.8% of the total value, mainly from electronics, technology, and equipment casing escheats 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 loan of retail tariffs help reduce cost pressures when accessing the US market, thereby improving profit margins and enhancing price competitiveness in the short term.

- Haiphong Port, with its rich history and a management team along with a skilled workforce possessing high professional expertise in port administration, operations, and management; as well as modern, integrated infrastructure, equipment, and information technology, has given Haiphong Port a 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 springweight tonnage (DWT) of up to 200,000, name well as Expansion the capacity of Dinh Vu Port – and Tan Vu Port 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 fatal left more charcoal 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 http than 20% of the world's oil is transported. This could disrupt global vessel schedules, potentially leading to long-term front or schedule Changes. Additionally, declined shipping injured and laser costs in the Middle East could raise international maritime transport materials, CH treating logistics costs 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, pressure the operational capacity of Hoang Dieu Chua Ve Port and causing a decline in cargo throughput. Print particular, Medicine 34/2025/ND-CP creates difficulties for the port in accommodating large vessels.

- The unresolved plan for the disposal of assets at Bridges 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 the war 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 Operation Share**

### **1. Consolidated Business Share**

*1.1. Volume:* 57.34 million matters, including 2,960,000 TEUs of tile

*1.2. Law:* 3,495.0 billion VND

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

### **2. Parent Company's Business Share**

*2.1. Volume:* 23.77 million matters, including 1,280,000 TEUs of tile

2.2. *Regulation*: 2,425.0 billion VND

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

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

#### **3.1. Investment Share 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. obesity in-depth investment**

+ Upgrading the channel to -8.5m and renovating the turning basin in front of the wharf to 320m in the Dinh Vu area. Cleaning and 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 the investment in dredging official to regularly Produce xx maintenance to recovered a stable room Touch and sign additional shipping lines/increase building sizes at Tan Vu, Dinh Vu, and Chua Ve.

+ Procure and put into operation 10 specialized tractor-trailers at Tan Vu Port. Continue to investor in transferring 2 MS gantry cranes at Tan Vu Port; investor in 2 RS elevators to replace old one to increased 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. obesity 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.

But Investment project for the assistants of Berths 3 and 4 in Creek District: Complete all procedures to hand over the entire project to the joint venture partner

##### **3.2. Information Technology**

- Document the project to roasted centralized data organization equipment.

- Implementation of investment projects: Investment in upgrading the integrated port operations business MS at the Pagoda Draw Port Family (Supplement for 2025); Investment in people and human resources and nam business MS (Supplement for 2025); Investment in upgrading the container operations management software at the Tan Vu Port Branch; Investment in a pair of people at the New 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 price	350,922
3	Information System	109,632
4	Port expansion investment files	112,529
	<b>Total</b>	<b>724,829</b>

*(Detailed investment III data in Table 02)*

### 3.2. Share for investment capital stairs the summit

#### 3.2.1. Investment Capital Contribution Share

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 products following the completion of the project settlement

3	First capital contribution to establish the port operating entity at Bi Spread 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).
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### **3.2.2. Capital Floor Share**

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

- 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%

- Invest 100% of the Capital Crypto in VIMC Logistics Joint Stock Company and Saigon Port Logistics Joint Stock Company

### **4. Other targets**

- Expected coin for 2026: 6.

- 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 Managements; continue to review and develop divestment plans for underperforming businesses.

### **5. Matters convulsive stairs the III**

Authorize the Board of Management to use on project church department purchases, 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 Shareholders' Meeting.

### **6. Strategic solutions**

To further enhance production and business efficiency and strengthen capital accumulation to support port development investments, 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: Opportunity marketing and customer service option; Apply printer small for customer management; Opportunity 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 admissions to increase revenue Beyond cargo handling.

- Opportunity and execute VIMC's marketing strategy to provide representatives With comprehensive supply chain solutions, improve. improve service pad, and leverage VIMC's existing advantages.

### **6.1.2. Fire**

- Research and establish a Centralized Operations Center (Integrated Operation Center) to luck the installation of berths and equipment and ensure authorized 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 em yard space and improvethe energy of operational infrastructure deploying.

- Share and arrangement hospital and yard layouts appropriate to improve. improve production efficiency, reduce costs, and significantly contribute to meeting the targets of all units.

- Opportunity KPIs for port operations to increase buffalo across All operational units within the entire Haiphong Port ecosystem.

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

- Leverage the advantage of the number of berths to enable ports to coordinate and share building schedules, while consuming on building reception operations particularly For non-containerized cargo.

### **6.2. Plastic Editor 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 program disadvantages by pre and increased human supervisor and Marketing to Children attack repair procedures, dodge reactive measures and rare further damage person could increase costs and disrupts 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. Enhance the operational energy of existing IT projects. Improve processes and apply IT solutions to enhance service quality and

customer service standards.

### **6.3. Editor 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.

- Opportunity a review and congestion of personnel business across the entire Company in accordance with the restructuring strategy; ensure the quality, structure, continuity, and support of the workforce to time the requirements of the Company's new development phase.

- Render recruitment and hired regions to secure a open workforce person meets the Company's business operations model.

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

- Programming working with important acid human to secure a final one on the management and operation plan for Berths 4 and 5 at Chua Ve Port.

- end and creativity Option: Programming to delete and effectively implement Lean and Kaizen principles in operations and management.

- Programming drinking the investment of equity in satisfying under energetic joint-venture companies. (Saigon Log, VIMC Log).

### **6.4. Labor Deception and Effective Cost Editor**

- Organization school rationally to increase labor pregnant. Test effective cost management across all areas, with a focus on promoting innovation, adopting new technologies, Streamlining production, radio planning cargo driving, 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.

- Test risk business across All varieties of the Company's operations.

- Maximise the use of services and resources within the Port of Hai Phong ecosystem; outsource only if businesses within the Port of Hai Phong ecosystem lack the capacity to provide services or offer services at prices higher than the market rate.

### **6.5. Cooperate with acid human and Banana**

- 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 North CD varieties bite with the Company's business Strategy. Coordinate the expression of logistics admissions to increased service pad 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.

*Dear Shareholders and Distinguished Guests!*

*The Board of Management and all employees of Hai Phong Port 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 BOARD OF MANAGERMENTS  
CHAIRMAN**

**Pham Hong Minh**

## REPORT ON PRODUCTION AND BUSINESS RESULTS 2025 &amp; 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
	<b>* PARENT COMPANY</b>								
<b>I.</b>	<b>Total Output</b>	<b>1,000 billion</b>	<b>23.566</b>	<b>27.920</b>	<b>23.290</b>	<b>23.770</b>	<b>83,4</b>	<b>98,8</b>	<b>102,1</b>
<b>1</b>	Export	"	8.460	10.160	8.464	10.670	83,3	100,0	126,1
<b>2</b>	Import	"	8.810	12.110	10.215	10.540	84,4	115,9	103,2
<b>3</b>	Domestic	"	6.296	5.650	4.611	2.560	81,6	73,2	55,5
<b>*)</b>	<b>Main items:</b>								
	+ 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
<b>II</b>	<b>TOTAL REVENUE</b>	<b>Million VND</b>	<b>1.729.862</b>	<b>2.269.000</b>	<b>2.315.334</b>	<b>2.425.000</b>	<b>102,0</b>	<b>133,8</b>	<b>104,7</b>
<b>1</b>	<b>- Core business revenue</b>	<b>"</b>	<b>1.373.821</b>	<b>1.856.720</b>	<b>1.732.726</b>	<b>2.212.130</b>	<b>93,3</b>	<b>126,1</b>	<b>127,7</b>
	+ 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
<b>2</b>	<b>- Financial income</b>	<b>"</b>	<b>346.884</b>	<b>181.000</b>	<b>245.104</b>	<b>174.870</b>	<b>135,4</b>	<b>70,7</b>	<b>71,3</b>
	+ 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				
<b>3</b>	<b>- Other income</b>	<b>"</b>	<b>9.157</b>	<b>231.280</b>	<b>337.504</b>	<b>38.000</b>	<b>145,9</b>	<b>3.685,7</b>	<b>11,3</b>
	+ 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		
<b>III</b>	<b>TOTAL COST</b>	<b>Million VND</b>	<b>991.785</b>	<b>1.301.500</b>	<b>1.142.099</b>	<b>1.125.000</b>	<b>87,8</b>	<b>115,2</b>	<b>98,5</b>
<b>1</b>	<b>Production and business costs</b>	"	<b>968.369</b>	<b>1.241.800</b>	<b>1.074.933</b>	<b>1.035.000</b>	<b>86,6</b>	<b>111,0</b>	<b>96,3</b>
	+ 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
<b>2</b>	<b>Financial expenses</b>	"	<b>21.952</b>	<b>59.700</b>	<b>39.687</b>	<b>90.000</b>	<b>66,5</b>	<b>180,8</b>	<b>226,8</b>
	+ 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			
<b>3</b>	<b>Other expenses</b>	"	<b>1.464</b>		<b>27.479</b>			1.877,0	
	+ Fine	"	393					-	
	+ Other	"	1.071		27.479				
<b>IV</b>	<b>PROFIT BEFORE TAX</b>	<b>Million VND</b>	<b>738.077</b>	<b>967.500</b>	<b>1.173.235</b>	<b>1.300.000</b>	<b>121,3</b>	<b>159,0</b>	<b>110,8</b>
	<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
	<b>HAI PHONG PORT - PARENT COMPANY</b>		<b>3,292.859</b>	<b>2,332.227</b>	<b>2,952.780</b>	<b>724.829</b>	<b>1,001.235</b>
<b>A</b>	<b>Transitional project from the previous year</b>					<b>380.459</b>	<b>656.865</b>
<b>I</b>	<b>Capital construction investment project</b>		<b>110.401</b>	<b>43.619</b>	<b>19.055</b>	<b>49.246</b>	<b>51.726</b>
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		
<b>II</b>	<b>Equipment procurement project</b>	<b>543.709</b>	<b>128.990</b>	<b>27.581</b>	<b>24.339</b>	<b>203.192</b>	<b>214.980</b>
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				
<b>III</b>	<b>Information technology project</b>		<b>8.017</b>	<b>4.808</b>	<b>4.670</b>	<b>15.492</b>	<b>15.630</b>
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
<b>IV</b>	<b>Expansion investment projects</b>	<b>6.946.087</b>	<b>3.045.451</b>	<b>2.256.219</b>	<b>2.904.715</b>	<b>112.529</b>	<b>374.529</b>
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>B</b>	<b>The project will start construction in 2026.</b>					<b>344.370</b>	<b>344.370</b>
<b>I</b>	<b>Capital construction investment project</b>					<b>102.500</b>	<b>102.500</b>
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
<b>II</b>	<b>Equipment procurement project</b>					<b>147.730</b>	<b>147.730</b>
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
<b>III</b>	<b>Information technology project</b>					<b>94.140</b>	<b>94.140</b>
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)
	<b>Total</b>	<b>1.509,20</b>	<b>1.298,57</b>		<b>897,70</b>		
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