



REPORT

**ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF
MANAGEMENT AND EVALUATION OF THE BOARD OF MANAGEMENT'S
ACTIVITIES IN 2025**

To: The General Meeting of Shareholders of Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and subsequent amendments and supplements;

Pursuant to the Charter on the Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1940/QĐ-CHP dated May 13, 2025, on the assignment of duties to members of the Board of Management;

I, Vu Duc Bien - Independent Member of the Board of Management of Port of Hai Phong Joint Stock Company, respectfully report to the General Meeting of Shareholders on my personal performance and the evaluation of the Board of Management's activities of Port of Hai Phong Joint Stock Company in 2025 as follows:

I. Activities of independent members of the Board of Management

In 2025, the Board of Management of Port of Hai Phong Joint Stock Company had 02 independent members during the following periods:

- Period from January 1, 2025 to April 29, 2025: Mr. Vu Duc Bien and Mr. Do Vu Linh.

- Period from April 29, 2025 to December 31, 2025: Mr. Vu Duc Bien and Ms. Le Thi Ngoc Dung.

In 2025, in my capacity as an independent member, I have actively and proactively exchanged information with the Board of Management and the Executive Board to provide reasonable and effective recommendations and proposals. Specifically, the activities carried out were as follows:

Fully attend all meetings and thoroughly study the contents of written consultations from the Board of Management to grasp information and contribute opinions aimed at enhancing operational efficiency and supervising the compliance of the Executive Board.

Proactively organize discussions and exchanges with the General Director, members of the Executive Board, and specialized departments. Specifically, based on the assignment of duties by the Board of Management, I have focused on monitoring, supervising, and proposing solutions to strengthen direction in the following areas:

- Investment strategies for expansion and development, and improving the Company's operational efficiency.

- Methods for effectively and professionally connecting and maintaining links between the enterprise and customers.

- Investment and capital contribution activities of Port of Hai Phong and the operational efficiency of enterprises with capital contributions from Port of Hai Phong.

- Development of advanced governance models; sustainable development.

- Building brand and corporate culture.

II. Evaluation by the Independent Member of the Board of Management on the activities of the Board of Management

Based on the business performance results and the governance work of the Board of Management, I have several evaluations regarding the activities of the Board of Management of Port of Hai Phong in 2025 as follows:

- Regarding the contents discussed by the Board of Management: These are regular and fundamental activities based on the powers and responsibilities stipulated in the Company's Charter, internal regulations, and current laws.

- Regarding the issuance of Resolutions and Decisions of the Board of Management: The approval of contents strictly complies with the majority principle. Meeting minutes are fully prepared to serve as a basis for the timely and lawful issuance of directive documents and are transparently communicated to the Supervisory Board and the Executive Board.

Regarding the implementation of the General Meeting of Shareholders' Resolution: The Board of Management has closely directed and supervised the implementation by the Executive Board through plan assignment, inspection, and evaluation. The directives closely follow the plan approved by the General Meeting of Shareholders.

- Regarding the activities of the Board of Management and its members: There were no acts of exceeding or abusing authority. The clear assignment of tasks enables each member to leverage their management strengths in each area.

- Regarding remuneration, expenses, and benefits: Remuneration of the Board of Management and remuneration of the Executive Board are implemented transparently and strictly, in compliance with financial management and salary

regulations, and are truthfully reflected in the Financial Statements.

- Regarding supervisory activities over the Executive Board: Carried out comprehensively through periodic/extraordinary reports, within the scope of authority, and achieving high practical effectiveness.

- Regarding the activities of the support subcommittees: They have properly fulfilled their assigned responsibilities and authorities in providing advisory support to the Board of Management.

Respectfully submitted to the General Meeting of Shareholders.

Recipients:

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

**INDEPENDENT MEMBER
BOARD OF MANAGEMENT**

(Signed)

Vu Duc Bien



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Port of Hai Phong Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and subsequent amendments and supplements;

Pursuant to the Charter on Organization and Operation of Port of Hai Phong Joint Stock Company;

Pursuant to Decision No. 1940/QD-CHP dated May 13, 2025, on the assignment of duties to members of the Board of Management;

I, Le Thi Ngoc Dung - Independent Member of the Board of Management (BOM) of Port of Hai Phong Joint Stock Company, respectfully report to the General Meeting of Shareholders on my personal activities and the evaluation of the BOM's activities of Port of Hai Phong Joint Stock Company in 2025 as follows:

I. Activities of Independent Members of the Board of Management

In 2025, the BOM of Port of Hai Phong Joint Stock Company had 02 independent members during the following periods:

- Period from January 1, 2025, to April 29, 2025: Mr. Vu Duc Bien and Mr. Do Vu Linh.
- Period from April 29, 2025, to December 31, 2025: Mr. Vu Duc Bien and Ms. Le Thi Ngoc Dung.

Since being elected as an Independent Member of the BOM (from April 29, 2025), I have actively and proactively coordinated with the BOM and the Executive Board to provide reasonable and effective recommendations and proposals. Specifically:

1. Fully attended BOM meetings and studied contents for written opinions to closely monitor the company's situation, providing counter-arguments and independent opinions to improve governance efficiency and supervise the activities of the Board of Management.

2. Actively worked with the Executive Board and relevant departments. Based on the assigned scope of work, I focused on monitoring, supervising, and proposing solutions to enhance efficiency in the following areas:

- Market development, marketing, and customer care activities.
- General marketing based on leveraging VIMC's ecosystem.
- Communication for core business activities (associated with expansion investment in the Lach Huyen area).
- Development of services, non-stevedoring revenue, and logistics activities.

II. Assessment by the Independent Member of the Board of Management on the Board's activities

Based on the process of participating in governance and supervision from April 2025 until the end of the year, I have the following assessments regarding the activities of the Board of Management (BOM) of Port of Hai Phong in 2025:

- Regarding the contents discussed by the BOM: Discussion activities were maintained regularly and openly, strictly adhering to the powers and responsibilities stipulated in the Charter and the law.

- Regarding the issuance of Board Resolutions and Decisions: Voting methods (in-person and via written opinion) were conducted democratically, complying with the majority principle. The Board's directing documents were issued promptly, archived carefully, and fully notified to the Executive Board and the Supervisory Board for coordinated implementation.

- Regarding the implementation of the General Meeting of Shareholders' Resolutions: The Board of Management has successfully fulfilled its role in directing, assigning plans, and regularly supervising the Executive Board's implementation to ensure that the objectives set by the General Meeting of Shareholders are implemented in accordance with the established orientation.

- Regarding the activities of the Board of Management and its members: All Board members have strictly complied with the Charter and the law, without abusing or exceeding their authority. The assignment of specific tasks to each member has maximized the professional strengths of each individual, contributing to the overall development of the Port.

- Regarding remuneration, expenses, and benefits: Operating expenses, remuneration of the Board of Management, and remuneration of the Executive Board have been implemented in accordance with regulations, transparently, and clearly reflected in the Financial Statements.

- Regarding the supervision of the Executive Board: The Board of Management has performed comprehensive supervision, regularly requiring the

Executive Board to report on progress, ensuring that business and production activities remain on a safe and effective trajectory.

- Regarding the activities of the support Sub-committees: The Sub-committees have successfully fulfilled their role in providing in-depth advisory, effectively supporting the decisions of the Board of Management.

Respectfully submitted to the General Meeting of Shareholders./.

Recipients:

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

**INDEPENDENT MEMBER
OF THE BOARD OF MANAGEMENT**

(Signed)

Le Thi Ngoc Dung