



DRAFT

**REPORT
ON THE ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF
MANAGEMENT AND ASSESSMENT OF THE ACTIVITIES OF THE BOARD
OF MANAGEMENT IN 2024**

To: The General Shareholders' Meeting of Port of Haiphong Joint Stock Company

Pursuant to the Enterprise Law No. 59/2020/QH14, approved by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Pursuant to the Charter on Organization and Operations of Port of Haiphong Joint Stock Company;

The independent members of the Board of Management respectfully report to the The General Shareholders' Meeting on the activities of the independent members of the Board of Management and evaluate the operations of the Board of Management of Port of Haiphong Joint Stock Company in 2024 as follows:

I. Activities of the Independent Members of the Board of Management

The Board of Management of Port of Haiphong Joint Stock Company (Port of Haiphong) has 02 independent members, including:

- From Jan 01, 2024 to April 14, 2024: Mr. Nguyễn Cảnh Bình and Mr. Đinh Văn Thạch.

- From April 15, 2024 to December 31, 2024: Mr. Vũ Đức Biên and Mr. Đỗ Vũ Linh.

In 2024, the independent members of the Board of Management have actively and proactively exchanged information with the Board of Management and the Executive Board to provide reasonable and effective recommendations and proposals. The independent members of the Board of Management performed their duties through two basic approaches:

- Participating in meetings, studying written requests for opinions from the Board of Management to gather information, exchange ideas, and offer proposals or opinions

regarding the company's operations in order to improve effectiveness and monitor the compliance of the Executive Board.

- Proactively proposing the organization of discussions and exchanges between members and the CEO, other members of the Executive Board, departments, and relevant units on the areas assigned for supervision.

II. Assessment of Independent Members of the Board of Management on the Activities of the Board of Management

In 2024, the independent members of the Board of Management actively and proactively exchanged information with the Board of Management and the Executive Board to provide reasonable and effective recommendations and proposals.

Based on the results of business activities of Port of Haiphong in general and the governance of the Board of Management in particular, the independent members of the Board of Management provide the following assessment of the activities of the Port of Haiphong Board of Management in 2023:

Regarding the topics discussed by the Board of Management: This is a regular and fundamental activity based on the powers and responsibilities stipulated in the company's Charter, the company's regulations, and current law.

Regarding the issuance of Resolutions and Decisions by the Board of Management: The approval of discussion topics is carried out through direct voting in meetings or by written opinion. Voting on resolutions complies with the majority principle and other requirements stipulated in the Charter and the company's regulations. The opinions of Board members are summarized into meeting minutes, which serve as the basis for the Chairman of the Board to sign and issue Resolutions and directives, which are then kept by the company's Secretariat for easy reference. All Resolutions and directives of the Board are notified to the Supervisory Board and the Executive Board. The issuance of directives ensures compliance with company regulations, current law, and timeliness.

Regarding the implementation of the General Shareholders' Meeting Resolutions: Based on the Resolutions of the Annual General Shareholders' Meeting, the Board of Management has directed and monitored the Executive Board's implementation through plan assignments, inspections, and evaluations. The directions from the Board are closely aligned with the plans approved by the General Shareholders' Meeting.

Regarding the operations of the Board of Management and its members: The operations of the Board of Management, in general, and each Board member, are regulated

by the company's Charter, the company's regulations, and current laws. There has been no abuse of power or misconduct during the execution of duties. The Board has discussed and agreed on task distribution among members to ensure that each member can leverage their management strengths in their assigned fields.

Regarding remuneration, operational costs, and other benefits for the Board of Management and its members; the salary of the General Director, Deputy General Director, and Chief Accountant: The remuneration, salaries, and other benefits for the members of the Board of Management and the Executive Board are regulated and supervised based on Port of Haiphong's financial management and salary regulations. Generally, this has been carried out transparently and seriously. This information is reflected in the financial statements in accordance with regulations.

Regarding the Board of Management's supervision of the Executive Board: The Board supervises the Executive Board's activities by requiring the Executive Board to report in writing or present directly at meetings. This is comprehensively carried out across the company's activities. Overall, the supervision is carried out effectively and within the Board's authority.

Regarding the activities of the Subcommittee: The subcommittee has fulfilled its responsibilities and powers by providing advice to the Board of Management effectively.

Respectfully submitted to the General Shareholders' Meeting./.

Recipients:

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

INDEPENDENT MEMBERS OF THE BOARD OF MANAGEMENT

Vu Duc Bien

Do Vu Linh