



**DRAFT**

**REPORT OF THE SUPERVISORY BOARD  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Respectfully to: the General Meeting of Shareholders of Port of Haiphong JSC**

Pursuant to the Law on Enterprises dated June 17<sup>th</sup>, 2020; the Charter on Organization and Operation of Port of Haiphong Joint Stock Company; the Operating Regulations of the Supervisory Board of the Company;

Pursuant to the Separate Financial Statements and the Consolidated Financial Statements for the year 2024 of Port of Haiphong Joint Stock Company, audited by UHY Auditing and Consulting Company Limited;

The Supervisory Board of Port of Haiphong Joint Stock Company (SB) respectfully reports to the General Meeting of Shareholders (GMS) on the activities, the results of inspection and supervision of the operation of Port of Haiphong Joint Stock Company (Port of Haiphong/Company), the Board of Management (BOM), and the Executive Board (EB) in 2024, and the task implementation plan of the SB for 2025, as follows:

**SECTION I: ACTIVITIES OF THE SUPERVISORY BOARD IN 2024**

**1. Member or Board of Supervisory**

<b>Seq</b>	<b>Name</b>	<b>Position</b>	<b>Date of recent appointment</b>
1	Tran Thi Thanh Hai	Head of SB	April 15, 2024
2	Nguyen Thi Hang	Member of SB	April 15, 2024
3	Dong Xuan Khanh	Member of SB	April 15, 2024

**2. BS's main activities**

The Supervisory Board (SB) monitors the activities of the Board of Management (BOM), the General Director (GD), and review the production, business, and investment activities of Port of Haiphong. The key activities carried out are as follows:

- Monitoring the implementation of Resolution No. 01/2024/NQ-ĐHĐCĐ dated April 15<sup>th</sup>, 2024, of the General Meeting of Shareholders of Port of Haiphong;

- Monitoring compliance with the General Meeting of Shareholders' resolutions, adherence to the Company's Charter, state laws, and internal regulations of Port of Haiphong regarding the activities of the Board of Management and the management and administration of the General Director.

- Appraising the separate and consolidated semi-annual and annual financial statements for 2024, which have been audited, to assess the accuracy and reasonableness of financial data; evaluating compliance with accounting standards, accounting regimes, and relevant legal policies.

- Providing feedback to the Board of Management and the General Director on issues related to the operations of the Company and its affiliated units, contributing to enhancing the effectiveness of internal control, risk management, and reasonable cost control.

### **3. Performance evaluation of the members of the Supervisory Board**

With a sense of responsibility and demonstrating objective independence, the Supervisory Board (SB) has provided candid feedback to the Board of Management and the Executive Board (EB) upon detecting errors or potentially risky activities.

- The members of the SB have operated in compliance with legal regulations, the Company's Charter, and the Company's SB regulations.

- Each member has completed their assigned monitoring, review, and evaluation tasks diligently and honestly. During the performance of their duties, SB members regularly communicated, coordinated, and supported other members to achieve objective and effective results.

- In 2024, the SB did not receive any requests on review from shareholders.

- The SB thoroughly, carefully, and prudently reviewed the requests for opinions from the BOM and EB to provide necessary and timely recommendations, meeting the Company's overall work progress. These recommendations focused primarily on production and business (P&B) operations, investment, management, and administration, ensuring that the BOD's resolutions and decisions were legally sound for implementation. This demonstrates the high sense of responsibility of the SB members for the benefit of shareholders, employees, and the State.

### **4. Salaries, Remuneration, and Operating Expenses of the Supervisory Board in 2024**

- The Head of the Supervisory Board operates on a full-time basis: receiving salary according to the Port of Haiphong's salary regime.

- The non-full-time members of the Supervisory Board: receive remuneration as per the Resolution of the 2024 Annual General Meeting of Shareholders.

- Operating expenses of the Supervisory Board: Comply with the regulations and internal expenditure rules of Port of Haiphong.

## **SECTION II. SUPERVISION RESULTS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AND THE EXECUTIVE BOARD IN 2024**

### **1. Results of Supervising the Activities of the Board of Directors**

On March 29, 2024, the Board of Directors of Port of Haiphong issued Resolution No. 40/NQ-HĐQT on the approval of the BSC-KPI targets for 2024 of Port of Haiphong and the operating plan for 2024 of the Board of Directors. The Resolution outlined key tasks related to market, customer, finance, internal processes, and digital transformation, etc. Throughout the year, the Board of Directors directed the implementation of the Resolution to complete the established program, specifically:

- The Board of Directors organized 7 face-to-face meetings and numerous online meetings, and issued 380 written requests for opinions to implement the plan assigned by the General Meeting of Shareholders and directed the General Director to implement the Resolutions in accordance with legal regulations and the Company's Charter.

- The Board of Directors' meetings met the required conditions, and the Board members participated in the meetings in compliance with regulations. At the meetings and through written exchanges, Board members provided constructive feedback or rebuttals on matters within the Board's authority and responsibility to propose orientations and policies consistent with the Company's overall development and the fluctuations of objective factors. For meeting content (or requests for opinions) in which a Board member had a conflict of interest, they did not participate in voting (or providing opinions) to ensure independence and avoid conflicts of interest.

- Based on the content of the meetings and through written requests for opinions, the Board of Directors issued 214 Resolutions related to production and business operations, investment, personnel organization, and enterprise innovation to implement the plan assigned by the General Meeting of Shareholders. The Resolutions and Decisions of the Board of Directors were issued within their authority, in accordance with legal regulations, the Company's Charter, and the Operating Regulations of the Board of Directors.

- The Board of Directors regularly directed and supervised the implementation of resolutions and tasks assigned to the Executive Board; closely monitored the implementation of investment projects; directed the General Director to propose solutions to enhance competitiveness, meet customer needs effectively, maintain and expand market share, and overcome difficulties to achieve the set goals. The risk management and supervision activities of the Board of Directors were enhanced through the activities of the Internal Audit Department.

## **2. Results of Supervising the Activities of the Executive Board**

Under the direction of the Board of Directors, in 2024, the Executive Board seriously implemented the Resolutions of the Board of Directors to achieve the goals assigned by the General Meeting of Shareholders, specifically:

- Accelerated the implementation of market solutions, organized production operations ensuring basic productivity, labor safety, and focused on improving service quality and managing all aspects of work effectively. Particularly, the management of cost items was efficiently organized, exceeding the set plan. Revenue and profit targets of the parent company and consolidated results both grew compared to the set plan.

- Investment projects were implemented according to schedule, and bidding packages for the investment project of berths 3 and 4 at Lach Huyen Port were urgently constructed with the goal of commissioning the project in the first quarter of 2025.

- Security at the Port were maintained. The income and living standards of the Company's employees were ensured and stable

- Ensured that contracts and transactions with related parties were conducted in compliance with legal regulations. Port of Haiphong disclosed these transactions in the 2024 Corporate Governance Report, as required for public companies. This report was published on Port of Haiphong's website and submitted to the State Securities Commission and the Hanoi Stock Exchange in accordance with regulations.

- Ensured that information disclosure was carried out in compliance with the regulations of the State Securities Commission.

- In 2024, Port of Haiphong achieved most of its annual KPI targets as outlined in Resolution No. 40/NQ-HĐQT dated March 29<sup>th</sup>, 2024. However, the container throughput and parent company market share targets reached only 96.8% of the annual plan.

## **3. The coordination between the Board of Management (BOM), the Executive Board (EB), and the Supervisory Board (SB)**

- The Supervisory Board (SB) has closely coordinated with the Board of Management (BOM) and the Executive Board (EB) in performing its assigned functions and duties. The BOD and EB have created favorable conditions for the SB to carry out its tasks. The SB has been provided with information and documents related to the Company's operations and has been invited to attend all meetings of the BOM and other relevant meetings.

- Most of the timely feedback provided by the SB on the activities of the BOD and EB has been acknowledged and adjusted during the implementation process.

- The close coordination between the BOM, EB, and SB contributes to enhancing the effectiveness of internal control and risk management within the Company.

### SECTION III. IMPLEMENTATION RESULTS OF THE GENERAL MEETING OF SHAREHOLDERS' RESOLUTION FOR 2024

#### 1. Results of Implementing Business Plan Targets

The Supervisory Board (SB) agrees with the report of the Board of Management (BOM) and the Executive Board (EB) on Port of Haiphong's production and business situation in 2024 with the following targets:

##### *\*Parent Company Business Performance Indicators*

Seq	Indicator	Unit	Plan	2024 Performance	2023 Performance	Compare Per/Plan (%)	Compare 2024/2023 (%)
1	Volume, include:	Ton	23,495,000	23,566,000	23,811,000	100.30%	98.97%
	- Container	TEUS	1,315,100	1,273,214	1,312,397	96.81%	97.01%
2	Revenue, include:	Million Dong	1,529,000	1,729,863	1,551,977	113.14%	111.46%
	- Revenue from Port operation	- as above -		1,373,822	1,254,276		109.53%
3	Revenue before tax, include:	Million Dong	530,000	738,078	611,672	139.26%	120.67%
	- Revenue from Port operation	- as above -		405,453	323,112		125.48%

##### *\*Consolidated Business Performance Indicators*

Seq	Indicator	Unit	Plan	2024 Performance	2023 Performance	Compare Per/Plan (%)	Compare 2024/2023 (%)
1	Volume, include:	Ton	36,520,000	39,902,000	37,971,000	109.26%	105.09%
	- Container	TEUS	1,915,000	1,846,338	1,805,440	96.41%	102.27%
2	Revenue	Million Dong	2,310,000	2,997,981	2,514,413	129.78%	119.23%
3	Revenue before tax	Million Dong	840,000	1,199,846	915,353	142.84%	131.08%

##### *\*Performance Review:*

In 2024, Port of Haiphong's production and business operations faced numerous challenges from the global political situation, the impact of Typhoon Yagi, and especially intense competition among ports in the Hai Phong area. The completion of the channel dredging to a depth of -8.5m at Nam Dinh Vu Port, enabling it to accommodate large vessels with a tonnage of over 40,000 DWT, significantly intensified this competition.

Additionally, the Hai Phong city's implementation of land acquisition activities in the Hoang Dieu area for the Nguyen Trai bridge construction and the accelerated progress of the May Chai bridge joining had a considerable impact on Port of Haiphong's overall production and business efficiency. These events caused uncertainty among Port of Haiphong's customers,

affecting their decision to bring cargo to the port. Meanwhile, competing ports in the region intensified their restructuring and repurposing efforts to attract cargo away from Port of Haiphong during the Hoang Dieu area's relocation.

In 2024, the parent company's throughput target was not achieved and was lower than the same period in 2023, while the consolidated throughput target saw only a slight increase. However, both the parent company and consolidated revenue and profit targets were exceeded. This was primarily due to Port of Haiphong's significant revenue in 2024, along with the recognition of compensation from the city for the relocation of Hoang Dieu Port (219.2 billion VND), profits from the divestment at Vietnam Maritime Commercial Joint Stock Bank (22.3 billion VND), and asset liquidation at Dinh Vu Port (24.8 billion VND). Furthermore, the company implemented increasingly efficient operational organization measures, including the application of information technology and effective cost control.

- The income and living standards of all Port of Haiphong employees were ensured and stable.

- The company fulfilled its tax obligations in accordance with legal regulations.

## **2. Investment, Procurement, and Basic Construction**

In 2024, the Company continued the completion of carry-over projects from 2023 and implemented several key investment tasks to promptly meet production service requirements and continue the expansion investment at Lach Huyen Port. The results of the investment activities in 2024 are as follows:

*Unit: Million dong.*

<b>Investment project</b>	<b>Unit</b>	<b>Y2024 plan</b>	<b>Y2024 actual</b>	<b>Y2024 Implement</b>	<b>Compare Iml/plan (%)</b>
- Facility investment	Mn.VND	43,951	4,902	19,753	44.94%
- Equipment investment	Mn.VND	52,863	28,165	37,460	70.86%
- Technology	Mn.VND	14,684	9,601	11,394	77.59%
- Terminal expansion investment	Mn.VND	2,450,000	1,058,587	2,001,825	81.71%
<b>Total</b>		<b>2,561,498</b>	<b>1,101,255</b>	<b>2,070,432</b>	<b>80.83%</b>

Specific projects are detailed in the Board of Management's report presented at the General Meeting.

### **\*Implementation Assessment:**

- The implementation process of investment projects and constructions complies with legal regulations.

- Some in-depth projects aimed at enhancing operational capacity at subsidiaries and units did not meet the planned schedule. This was due to the need for thorough reviews of certain projects to align with the business situation and the investment plan for Berths no 3 and 4 at Lach Huyen Terminal.

- The port expansion project, including the investment and construction of Berths no 3 and 4 at Lach Huyen Terminal, experienced delays compared to the initial plan. This was attributed to the weak capacity of contractors, leading to missed implementation deadlines, market

material shortages, and some subjective factors in project supervision and management. However, the Board of Management has set targets to ensure the project's commissioning by the first quarter of 2025. The total investment project volume of the parent company in 2024 was 2,070.432 billion VND, achieving 80.83% of the 2024 plan (2,561.5 billion VND).

### **3. Equity investment in External Enterprises:**

- In 2024, the Company initiated a project to contribute capital to establish a joint venture company for warehouse and logistics services in Cat Hai District, Hai Phong City. It is expected that the joint venture company, named SITC Logistics Service (Hai Phong) Co., Ltd., will commence operations in January 2025, with a charter capital of 20,000,000 USD (of which Port of Haiphong contributes 4,000,000 USD, equivalent to 20% of the charter capital; SITC Logistics (HK) Co., Ltd. contributes 12,800,000 USD, equivalent to 64% of the charter capital; and SITC Dinh Vu Co., Ltd. contributes 3,200,000 USD, equivalent to 16% of the charter capital).

Port of Haiphong has made the first capital contribution with the value of 1,400,000 USD. The capital contribution value was adjusted due to the capital contribution ratio in the joint venture, to ensure the effectiveness of the capital investment.

- The capital contribution to increase capital in Hai Phong Port Tug and Transport Joint Stock Company and the capital contribution to the joint venture operating in the Lach Huyen area were not implemented in 2024 due to the operating schedules of these companies.

### **4. Capital Divestment Activities**

The Company completed the capital divestment at MSB, with a profit of 22.3 billion VND. The capital divestment at SPL and VIMC Logistics was not implemented in 2024.

### **5. Distribution of After-Tax Profit in 2023**

Port of Haiphong completed the distribution and accounting of funds in accordance with the Resolution of the General Meeting of Shareholders.

### **6. Salary and Remuneration Fund for 2024**

The planned salary fund for full-time Board of Management and Supervisory Board members was 3,500.6 million VND, while the actual amount was 3,639 million VND, representing 104% of the plan. The salary fund increased due to higher-than-planned profits, and the recognition of objective factors affecting profits during the year, resulting in an average salary increase compared to the plan.

The planned total remuneration for non-full-time managers was 1,440 million VND, while the actual amount was 1,610 million VND, representing 111.8% of the plan.

### **7. Selection of Audit Firm for Financial Statements**

The Board of Management issued Resolution No. 40/NQ-CHP dated June 27<sup>th</sup>, 2024, approving UHY Auditing and Consulting Company Limited as the independent audit firm to review and audit the Separate Financial Statements and the Consolidated Financial Statements for 2024 of Hai Phong Port. The selection of the audit firm was in accordance with the criteria approved by the General Meeting of Shareholders. Hai Phong Port complied with information disclosure regulations.

UHY Auditing and Consulting Company Limited conducted the semi-annual financial statement review and the annual financial statement audit of Hai Phong Port in accordance with the terms agreed upon by both parties.

## SECTION IV. FINANCIAL STATEMENT APPRAISAL RESULTS

### 1. General Comments on the Financial Statements

- The Separate and Consolidated Financial Statements for 2024 of the Company were audited in accordance with legal regulations, the Charter, and the Resolution of the 2024 Annual General Meeting of Shareholders. UHY Auditing and Consulting Company Limited was selected to audit the 2024 Annual Financial Statements of the Company.

- The Separate and Consolidated Financial Statements for 2024 were prepared based on the selection of appropriate accounting policies, reflecting fully, truthfully, and in accordance with the Company's production and business situation, and complying with Vietnamese accounting standards, accounting regimes, and relevant legal regulations.

- Auditor's Opinion:

The auditor issued a qualified opinion regarding the recognition of "Tangible Fixed Assets" and "Long-term Loans and Finance Leases" on the balance sheet, related to assets at wharves 04 and 05 and the container yard at Chua Ve Terminal, and the approval documents for the final settlement of state capital value at the time of equitization, which are awaiting official approval decisions from competent authorities as stated on pages 04 and 05 of the Audit Report.

Except for the effects of the matter mentioned in the "Basis for Qualified Opinion" section, the Separate and Consolidated Financial Statements present fairly and reasonably, in all material respects, the separate and consolidated financial position of Port of Haiphong Joint Stock Company as of December 31<sup>st</sup>, 2024, as well as its separate and consolidated financial performance and its separate and consolidated cash flows for the year then ended, in accordance with Vietnamese accounting standards, accounting regimes, and relevant legal regulations related to the preparation and presentation of the Separate and Consolidated Financial Statements.

- Supervisory Board's Opinion: The auditor's opinion is well-founded and consistent with current Vietnamese accounting laws and standards.

However, the depreciation of fixed assets at wharves 4 and 5 and the container yard at Chua Ve Terminal without approval from competent authorities poses a potential risk, as these assets are not yet owned by Port of Haiphong. A corresponding expense is necessary when using these two wharves for production and business activities, as they generate revenue. However, attention should also be paid to the amount temporarily collected by the Ministry of Finance Inspectorate in 2019 upon official approval from competent authorities.

Furthermore, the Board of Management and the Executive Board of Port of Haiphong need to have more proactive solutions to get the Management and Operation Plan for wharves 4 and 5 at Chua Ve Terminal approved, as a basis for the independent auditor to remove the qualified opinion on the Financial Statements.

### 2. Key Indicators of Assets, Liabilities, and Basic Financial Ratios in 2024

Based on the audited Separate and Consolidated Financial Statements for 2024, the Supervisory Board has prepared the following summary table of assets and liabilities:

*Unit: Dong*

Seq	Figure	Mother company		Consolidate	
		At Dec 31, 2024	At Jan 01, 2024	At Dec 31, 2024	At Jan 01, 2024
A	Assets	7,316,051,724,951	6,079,565,815,322	8,493,639,469,322	7,078,981,776,488
I	Short term assets	1,439,190,419,743	1,660,986,633,819	3,094,005,768,117	3,080,149,353,524

Seq	Figure	Mother company		Consolidate	
		At Dec 31, 2024	At Jan 01, 2024	At Dec 31, 2024	At Jan 01, 2024
II	Long term assets	5,876,861,305,208	4,418,579,181,503	5,399,633,701,205	3,998,832,422,964
<b>B</b>	<b>Source of Capital</b>	<b>7,316,051,724,951</b>	<b>6,079,565,815,322</b>	<b>8,493,639,469,322</b>	<b>7,078,981,776,488</b>
<b>I</b>	<b>Payable Debt</b>	<b>1,870,246,892,061</b>	<b>1,089,065,032,779</b>	<b>2,132,846,126,218</b>	<b>1,343,392,680,436</b>
1	Short term Debt	1,388,931,418,118	574,338,297,451	1,638,304,670,115	819,416,783,580
2	Long term Debt	481,315,473,943	514,726,735,328	494,541,456,103	523,975,896,856
<b>I</b>	<b>Owner's Capital</b>	<b>5,445,804,832,890</b>	<b>4,990,500,782,543</b>	<b>6,360,793,343,104</b>	<b>5,735,589,096,052</b>
1	Owner's Equity	3,269,600,000,000	3,269,600,000,000	3,269,600,000,000	3,269,600,000,000
2	Other Capital of Owners' Equity	,	,	52,543,979,727	63,049,858,714
3	Asset Revaluation Surplus	,	,	(613,301,691,109)	(613,301,691,109)
4	Development Investment Fund	1,520,310,342,937	1,153,754,634,684	1,803,205,604,913	1,423,444,017,672
5	Retained Earnings	655,894,489,953	567,146,147,859	1,043,583,234,828	844,224,801,999
6	Minority Interests	,	,	805,162,214,745	748,572,108,776

*\* Some basic financial figures in 2024*

Figure	Unit	Mother company		Consolidation	
		Y2024	Y2023	Y2024	Y2023
<b>Capital Financing Ratios</b>					
Owner's Equity / Total Capital	%	74.44	82.09	74.89	81.02
Owner's Equity / Long-Term Assets	%	92.67	112.94	117.80	143.43
Owner's Equity / Fixed Assets	%	342.23	297.67	348.27	290.37
<b>Liquidity Ratios</b>					



Figure	Unit	Mother company		Consolidation	
		Y2024	Y2023	Y2024	Y2023
Short-Term Solvency / Current Liquidity	Time	1.04	2.89	1.89	3.76
Overall Solvency	Time	3.91	5.58	3.98	5.27
<b>Profitability Ratios</b>					
Net Profit After Tax / Operating Revenue	%	46.76	41.83	37.57	34.57
Net Profit After Tax / Total Revenue	%	37.14	33.81	32.53	29.64
Net Profit After Tax / Total Assets (Return on Assets - ROA)	%	9.59	8.92	12.52	10.89
Net Profit After Tax / Owner's Equity (Return on Equity - ROE)	%	12.31	10.89	16.12	13.41
Net Profit After Tax / Owner's Equity (based on Charter Capital)	%	19.65	16.05	29.82	22.80

Generally, the Company's financial situation is sound, shareholders' equity continues to be preserved and developed, and high liquidity ensures the full fulfillment of obligations to the State budget and the payment of debts to suppliers and lenders. The Company's fixed assets are mostly formed from equity capital. Good management and recovery of receivables contribute to ensuring business efficiency. The distribution of profits and payment of dividends in 2024 were carried out in accordance with the resolutions of the General Meeting of Shareholders and the Company's regulations.

The separate and consolidated financial statements both show an increase in after-tax profit in 2024 compared to 2023, and both the parent company and subsidiaries have implemented more effective cost management measures.

### 3. Cash Flow of Port of Haiphong

- Cash and cash equivalents as of December 31, 2024, were 80.8 billion VND, compared to 487.3 billion VND in the same period last year. Net cash flow in 2024 was positive 257 billion VND (positive 405 billion VND in 2023). This includes:

+Net cash flow from operating activities was positive 934.2 billion VND (positive 396.2 billion VND in 2023), mainly due to increased profit from business operations.

+Net cash flow from investing activities in 2024 was negative 522 billion VND (negative 643.9 billion VND in 2023) due to cash outflows for purchasing and constructing fixed assets and other long-term assets.

+Net cash flow from financing activities in 2024 was negative 155 billion VND (negative 157 billion VND in 2023) due to reduced repayment of loan principal.

- As of December 31<sup>st</sup>, 2024, Port of Haiphong had term deposits with maturities of over 3 months and under 12 months amounting to 290 billion VND, and held-to-maturity investments of 70 billion VND, compared to 30 billion VND and 766 billion VND respectively in the same period last year, due to disbursements for investment projects during the year.

## **SECTION V. OTHER MATTERS**

### **1. Transactions between Port of Haiphong, subsidiaries, other companies where the Company holds controlling interest (over 50% of charter capital), and members of the Board of Directors, General Director, and their related parties**

In 2024, transactions between the Company and members of the Board of Management, the Executive Board, the Supervisory Board, and their related parties mainly involved salary and remuneration payments. Details of the total income of the Board of Management members, the Executive Board members, and the Supervisory Board members are presented in item 27 - enterprise management expenses and balances with related parties, page 51 of the audited Separate Financial Statements for 2024.

Transactions with subsidiaries are presented in item 34.3 - Transactions with Related Parties on pages 52 and 53 of the audited Separate Financial Statements for 2024.

### **2. Transactions between Port of Haiphong and companies where a member of the Board of Management was a founder or held a management position within the last 03 years prior to the transaction**

In 2024, there were no transactions between Port of Haiphong and companies where a member of the Board of Directors was a founding member or held a management position within the last 3 years prior to the transaction.

## **SECTION VI. PROPOSALS**

The Supervisory Board proposes that the Board of Management continue to direct the Executive Board to implement the following tasks:

- Continue to divest capital from non-core businesses and inefficient long-term investments to focus capital on expanding and deepening investment in existing branches and operating units.
- Closely adhere to the Company's development strategy and annual production and business plan, continue to review and evaluate to innovate and streamline the organizational structure towards lean, efficient, effective, and impactful operations. The organizational structure should aim for a modern management model that prioritizes customer centricity, encourages creativity, enhances flexibility, and enables rapid decision-making to promptly respond to market fluctuations (Promote decentralization, delegation of authority, and enhance autonomy and accountability at all levels within the organization).
- Review and evaluate labor quality according to the required standards and conditions of job titles, based on criteria of competence, work efficiency, and the level of meeting job requirements in the new era. Develop training plans to improve skills, qualifications, and rejuvenate the workforce.
- Ensure consensus in the process of streamlining the organizational structure. Conduct thorough ideological work for officers and employees during the streamlining process. Develop regulations and documents on policies for employees during the restructuring.
- Continue to strongly promote scientific and technological activities, innovation, and digital transformation in all management and administration operations, operational exploitation, and business to improve labor productivity, manage and control costs effectively, and optimize resources.
- Continue to review, amend, supplement, and issue internal regulations and rules in accordance with current laws and the Company's specific characteristics to ensure compliance, consistency, and efficiency in implementation.

- Coordinate with enterprises within the Vietnam National Shipping Lines system and relevant functional agencies to increase overall strength and provide a complete service chain for customers.
- Continue to work with management agencies to definitively resolve the operation plan for wharves 4 and 5 at Chua Ve Port.

## **SECTION VII. THE SUPERVISORY BOARD'S ACTIVITIES IN 2025**

- Perform inspection and supervision of management and administration activities according to the functions and duties stipulated by the Law on Enterprises and the Company's Charter.
- Supervise compliance with legal regulations, the Charter on Organization and Operation, the implementation of Regulations, Resolutions, and Decisions of the General Meeting of Shareholders and the Company's Board of Management.
- Appraise financial statements and evaluate the efficiency of production and business operations.
- Carry out coordination activities with the Board of Management and the Executive Board as they arise in practice.

The above is the report on the activities of the Supervisory Board in 2024 and the orientation of the Supervisory Board's activities in 2025.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Wishing all Delegates and Shareholders good health and peace.

Wishing the General Meeting great success!

***Recipients:***

- As above;
- Board of Management, Supervisory Board
- Archived: Secretary to the Board of Management.

**ON BEHALF OF SUPERVISORY BOARD  
HEAD OF SUPERVISORY BOARD**

**Tran Thi Thanh Hai**