

No.: 3274/BC-CHP

Hai Phong, 29 July 2025

CORPORATE GOVERNANCE REPORT

(First 6 months 2025)

Respectfully to:

- State Securities Commission
- Hanoi Stock Exchange

Listed company name: Port of Hai Phong Joint Stock Company

Head office address: No. 8A Tran Phu, Ngo Quyen ward, Hai Phong city, Vietnam

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Charter capital: 3,269,600,000,000 VND (Three thousand two hundred sixty nine billion, six hundred million VND).

Stock code: PHP

Governance model: General Meeting of Shareholders, Board of Management, Supervisory Board and General Director

Regarding the implementation of internal audit functions: The Internal Audit Department was established on June 28, 2021 and officially operated from July 1, 2021.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders:

| STT | Resolution/Decision Number | Day | Content |
|-----|---------------------------------|----------------|--|
| 1 | Resolution No. 01/2025/NQ-DHĐCĐ | April 29, 2025 | <ul style="list-style-type: none">- Report of the Board of Management and Executive Board on 2024 Business Results and 2025 Business Plan- Report on the activities of the independent members of the Board of Management and assessment of the activities of the Board of Management in 2024- Report on the implementation of the "Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City" in 2024 and implementation plan in 2025- Audited financial statements for 2024 |

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| | | | <ul style="list-style-type: none"> - Distribution of after-tax profits and dividend payment in 2024 - Salary and remuneration fund implemented in 2024 and plan for 2025 of the Board of Management and Board of Supervisors - Report of the Board of Supervisors at the 2025 Annual General Meeting of Shareholders - Select one of the following auditing units to audit and review the 2025 Financial Statements - Amending and supplementing the Charter of organization and operation of Port of Hai Phong Joint Stock Company - Amending and supplementing the internal regulations on corporate governance of Port of Hai Phong Joint Stock Company - Amending and supplementing the Operating Regulations of the Board of Management of Port of Hai Phong Joint Stock Company - Replace members of the Board of Management and Board of Supervisors of Port of Hai Phong Joint Stock Company - Election of members of the Board of Management and Supervisory Board of Port of Hai Phong Joint Stock Company for the 2024-2029 term |
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II. Board of Management

1. Information about Board of Management members

| STT | Board Member | Position | Start/End Date | |
|------------------------------|-------------------------|---|--------------------------|----------------|
| | | | Independent Board Member | |
| | | | Day appoint | Day dismissal |
| Before April 29, 2025 | | | | |
| 1 | Mr. Pham Hong Minh | Chairman of the Board | April 15, 2024 | |
| 2 | Mr. Nguyen Tuong Anh | Board Member, General Director | April 15, 2024 | |
| 3 | Ms. Trinh Thi Ngoc Bien | Board Member | April 15, 2024 | April 29, 2025 |
| 4 | Mrs. Nguyen Thi Yen | Board Member | April 15, 2024 | |
| 5 | Mr. Le Dong | Board Member | April 15, 2024 | |
| 6 | Mr. Vu Duc Bien | Independent Member of Board of Management | April 15, 2024 | |
| 7 | Mr. Do Vu Linh | Independent Member of Board of Management | April 15, 2024 | April 29, 2025 |
| From 29/4/2025 | | | | |
| 1 | Mr. Pham Hong Minh | Chairman of the Board | April 15, 2024 | |
| 2 | Mr. Nguyen Tuong Anh | Board Member, General Director | April 15, 2024 | |
| 3 | Mr. Lee Quang Thai | Board Member | April 29, 2025 | |
| 4 | Mrs. Nguyen Thi Yen | Board Member | April 15, 2024 | |

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| 5 | Mr. Le Dong | Board Member | April 15, 2024 | |
| 6 | Mr. Vu Duc Bien | Independent Member of Board of Management | April 15, 2024 | |
| 7 | Ms. Le Thi Ngoc Dung | Independent Member of Board of Management | April 29, 2025 | |

2. Board of Management Meetings

| STT | Board Member | Number of Board of Management meetings attended | Meeting attendance rate | Reason for not attending the meeting |
|------------------------------|-------------------------|---|-------------------------|--------------------------------------|
| Before April 29, 2024 | | | | |
| 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 | Mrs. Nguyen Thi Yen | 01/01 | 100% | |
| 5 | Mr. Le Dong | 01/01 | 100% | |
| 6 | Mr. Vu Duc Bien | 01/01 | 100% | |
| 7 | Mr. Do Vu Linh | 01/01 | 100% | |
| From 29/4/2025 | | | | |
| 1 | Mr. Pham Hong Minh | 01/01 | 100% | |
| 2 | Mr. Nguyen Tuong Anh | 01/01 | 100% | |
| 3 | Mr. Ly Quang Thai | 0 | 0 | On business trip |
| 4 | Mrs. Nguyen Thi Yen | 01/01 | 100% | |
| 5 | Mr. Le Dong | 0 | 0 | On business trip |
| 6 | Mr. Vu Duc Bien | 01/01 | 100% | |
| 7 | Ms. Le Thi Ngoc Dung | 01/01 | 100% | |

3. Supervisory activities of the Board of Management over the Executive Board

The Board of Management of Port of Hai Phong Joint Stock Company (the Company) regularly informs the General Director of the Company of the Resolutions and contents of the Board of Management' meetings. In the first 6 months of 2025, the Board of Management issued 114 Resolutions, related to production and business issues, investment work, human resource organization work and business innovation work to implement the plan assigned by the General Meeting of Shareholders and direct the General Director to implement the Resolutions in accordance with the provisions of law and the Company's Charter.

The Board of Management regularly checks the implementation of the Resolution and issues authorized by the Board of Management to the General Director, and requests the General Director to periodically and suddenly report on the results achieved as well as the difficulties encountered.

According to the Company's regulations and the request of the Executive Board, the Board of Management attends the Executive Board's meetings to grasp information, exchange directly and jointly resolve difficulties in the Company's production operations.

4. Activities of subcommittees under the Board of Management

Currently, the Company's Board of Management has a Subcommittee to assist them, the Port of Hai Phong Development Research Subcommittee (Subcommittee). In the first 6 months of 2025, the Subcommittee has supported the Board of Management in directing the implementation of the investment project of Lach Huyen Berth No. 3, 4 and the project to relocate Hoang Dieu Port to ensure progress as required.

5. Resolutions of the Board of Management

| STT | Number of documents | Date signed | Content | Passage Rate |
|-----|---------------------|-------------|---|--------------|
| 1 | 01/NQ-CHP | 01/02/2025 | Regarding the approval of the adjustment of the construction drawing design and estimate for the Weak Soil Treatment section of the Yard item - in the Construction Drawing Design Document and Estimate "Package TV18: Preparing construction drawing design and estimate for the remaining construction items (other than the EC package) and office interior equipment items" under the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 2 | 02/NQ-CHP | 01/09/2025 | On approving the adjustment of the value of the work volume and supplementing the value of the volume arising out of the work items of the EC Package Contract (second time) under the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 3 | 03/NQ-CHP | 10/01/2025 | On signing a contract to provide cargo handling services in 2025 between Port of Hai Phong Joint Stock Company and VIMC Hai Phong Warehouse Company | 100% |
| 4 | 04/NQ-CHP | 10/01/2025 | On approval of construction contract appendix Package XL02: Construction and installation of internal road and yard works, operator building, worker room, workshop and workshop crane, gate and fence, fire protection system and infrastructure and auxiliary works of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city (Contract Appendix No. 03) | 100% |
| 5 | 05/NQ-CHP | 13/01/2025 | Regarding the liquidation of construction contract No. 14.07/HĐTCXD dated July 14, 2023, | 71.42% |

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| | | | Implementation process, implementation plan and designation of the implementing unit for package TC 01: Construction of the project "Renovation of cargo yard - Tan Vu Terminal" Belonging to the project: Renovation of cargo yard - Tan Vu Terminal | |
| 6 | 06/NQ-CHP | 13/01/2025 | On signing the Contract for providing loading, unloading, delivery of goods, and container repair services in 2025 between Port of Hai Phong Joint Stock Company and Hoang Dieu Port One Member Co., Ltd. | 83.33% |
| 7 | 07/NQ-CHP | 13/01/2025 | On approving the investment policy to purchase 02 container handling cranes (QC) at Tan Vu Terminal | 71.42% |
| 8 | 08/NQ-CHP | 16/01/2025 | On approval of Contract Appendix No. 01 PC Package: Purchase of goods, equipment, internal database software and construction of information technology infrastructure under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 9 | 09/NQ-CHP | 17/01/2025 | On signing contracts between Port of Hai Phong Joint Stock Company and companies with capital contributions in 2025 | 100% |
| 10 | 10/NQ-CHP | 20/01/2025 | Regarding the approval of the appendix to the contract for design and construction of the EC Package: Survey of the entire project; design and construction of the Berth, dredging, embankment behind the berth, leveling, and road in step 1 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City (Contract Appendix No. 07) | 100% |
| 11 | 11/NQ-CHP | 20/01/2025 | Regarding the approval of the adjustment of the construction drawing design for replacing the cement reinforced stone layer with M200 concrete for the Road item behind Berth No. 3 for the EC Package under the Investment Project for the Construction of Container Berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 12 | 12/NQ-CHP | 24/01/2025 | On personnel work at Port of Hai Phong Joint Stock Company | 100% |
| 13 | 13/NQ-CHP | 23/01/2025 | On the announcement of the 4th Quarter 2024 Financial Report of Port of Hai Phong Joint Stock Company | 100% |

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| 14 | 14/NQ-CHP | 24/01/2025 | On approving the content and publishing the 2024 Management Report of Port of Hai Phong Joint Stock Company | 100% |
| 15 | 15/NQ-CHP | 24/01/2025 | Regarding the establishment of the Project Settlement Audit Team to complete the Project of purchasing 01 fire truck at Tan Vu Terminal | 85.71% |
| 16 | 16/NQ-CHP | 24/01/2025 | Regarding the approval of additional volume and Contract Appendix No. 01 "Package PTV04: Security service for 08 RTG equipment at Terminals No. 3 and No. 4 Lach Huyen" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 17 | 17/NQ-CHP | 02/04/2025 | Regarding the 2024 Operation Report and the 2025 Internal Audit Plan of the Internal Audit Department - Port of Hai Phong Joint Stock Company | 71.42% |
| 18 | 18/NQ-CHP | 02/04/2025 | On approving the business plan for the first quarter of 2025 | 71.42% |
| 19 | 19/NQ-CHP | 05/02/2025 | On the policy of personnel work of Port of Hai Phong Joint Stock Company | 100% |
| 20 | 20/NQ-CHP | 05/02/2025 | On the results of the recruitment exam for key positions for the Joint Venture Company at Lach Huyen Area | 57.14% |
| 21 | 21A/NQ-CHP | 06/02/2025 | Regarding the approval of additional and adjusted design of construction drawings and estimates for the item: Fire Prevention and Fighting System Package XL02 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 22 | 21B/NQ-CHP | 10/02/2025 | On the approval of Contract Appendix No. 05 of Package XL02 of the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 23 | 22/NQ-CHP | 10/02/2025 | Regarding the approval of the appendix to the contract for design and construction of the EC Package: Survey of the entire project; design and construction of the Berth, dredging, embankment behind the berth, leveling, and road in step 1 of the Investment Project for Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |

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| | | | (Contract Appendix No. 08) | |
| 24 | 23/NQ-CHP | 10/02/2025 | On approval of construction contract appendix Package XL02: Construction and installation of internal road and yard works, operator buliding, worker room, workshop and workshop crane, gate and fence, fire protection system and infrastructure and auxiliary works of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city (Contract Appendix No. 04) | 100% |
| 25 | 24/NQ-CHP | 12/02/2025 | On promulgating the Regulations on investment management and contractor selection in investment work of Port of Hai Phong Joint Stock Company | 85.71% |
| 26 | 25/NQ-CHP | February 13, 2025 | On signing the contract in 2025 between Port of Hai Phong Joint Stock Company and Dinh Vu Port Investment and Development Joint Stock Company | 100% |
| 27 | 26/NQ-CHP | February 13, 2025 | On the policy of reorganizing Port of Hai Phong Technical Training One Member Co., Ltd. | 85.71% |
| 28 | 27/NQ-CHP | February 13, 2025 | On the policy of merging Hoang Dieu Port and Chua Ve Port | 85.71% |
| 29 | 28/NQ-CHP | February 13, 2025 | Regarding the approval of the Bidding Document for the item of Procurement of 03 automatic crane frames for loading and unloading containers at Tan Vu Terminal | 57.14% |
| 30 | 29/NQ-CHP | February 17, 2025 | On the establishment of the Internal Audit Team at Chua Ve Terminal - Port of Hai Phong Joint Stock Company | 71.42% |
| 31 | 30/NQ-CHP | February 17, 2025 | On the implementation of tasks in the restructuring task of Port of Hai Phong Technical Training One Member Co., Ltd. | 100% |
| 32 | 31/NQ-CHP | February 18, 2025 | About the plan to convert business type at Port of Hai Phong Technical Training One Member Co., Ltd. | 100% |
| 33 | 32/NQ-CHP | February 19, 2025 | Regarding the approval of tasks, estimates and plans for selecting contractors to prepare and review estimates of costs incurred in the category of Moving 04 Tukul pedestal cranes from Hoang Dieu Port to Chua Ve Terminal and Lach Huyen Port | 71.42% |
| 34 | 33/NQ-CHP | February 19, 2025 | On approval of investment capital settlement for the completed project of investing in the automatic system for checking imported and exported containers through the gate at Tan Vu Terminal | 71.42% |

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| 35 | 34/NQ-CHP | 20/02/2025 | On the announcement of the 2024 Financial Report Audited by Port of Hai Phong Joint Stock Company | 100% |
| 36 | 35/NQ-CHP | February 19, 2025 | On approving the Task, cost estimate; Bidding package estimate and Implementation plan for renting containers as offices and warehouses to serve the supervision and trial operation of Lach Huyen Terminal 3 and 4 project under the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Terminal Area), Hai Phong city | 85.71% |
| 37 | 36/NQ-CHP | 21/02/2025 | On approving the results of contractor selection and contract content Package PTV06: Renting containers for office and warehouse purposes to serve the implementation of supervision and trial operation of Lach Huyen Terminal 3 and 4 project under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 85.71% |
| 38 | 37/NQ-CHP | February 24, 2025 | Regarding the establishment of the Appraisal Team for the Investment Project to purchase 02 container handling cranes (QC) at Tan Vu Terminal | 85.71% |
| 39 | 38/NQ-CHP | February 24, 2025 | Regarding the approval of the project settlement for the completion of the project to purchase 01 fire truck at Tan Vu Terminal | 100% |
| 40 | 39/NQ-CHP | February 25, 2025 | On personnel work at Port of Hai Phong Joint Stock Company | 100% |
| 41 | 40/NQ-CHP | February 26, 2025 | On personnel work at Port of Hai Phong Technical Services and Training Joint Stock Company | 100% |
| 42 | 41/NQ-CHP | February 27, 2025 | On promulgating the Appendix "Regulations on Management of the Activities of the Representative of the Capital of Port of Hai Phong Joint Stock Company at Enterprises with Capital Contribution" | 85.71% |
| 43 | 42/NQ-CHP | 03/03/2025 | Regarding the plan to organize the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company | 100% |
| 44 | 43/NQ-CHP | 06/03/2025 | On approving the feasibility study report of the project "Upgrading Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin" | 85.71% |

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| 45 | 44/NQ-CHP | 07/03/2025 | On approving the Task, cost estimate; Bidding package estimate and Implementation plan of environmental protection works serving the operation of phase 1 at Lach Huyen Terminal 3 and 4 Project under the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Terminal area), Hai Phong City | 85.71% |
| 46 | 45/NQ-CHP | 10/3/2025 | 2025 Annual General Meeting of Shareholders | 100% |
| 47 | 46/NQ-CHP | 11/3/2025 | On approving the content of the contract for leasing and exploiting seaport infrastructure formed from the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city between Port of Hai Phong Joint Stock Company and the Joint Venture Company in Lach Huyen area | 100% |
| 48 | 47/NQ-CHP | 10/3/2025 | On approving the investment policy to purchase 10 tractors and semi-trailers at Tan Vu Terminal | 100% |
| 49 | 48/NQ-CHP | 12/3/2025 | On approving the content and publishing the 2024 Annual Report of Port of Hai Phong Joint Stock Company | 100% |
| 50 | 50/NQ-CHP | March 14, 2025 | Regarding the approval of the bid package estimate, the implementation plan of the project management consultant contractor and the preparation and review of the construction drawing design documents and estimates of the Hai Phong maritime channel upgrade project from the upstream of Nam Hai Dinh Vu Port to the upstream of Dinh Vu Port and the expansion of the existing turning basin | 71.43% |
| 51 | 51/NQ-CHP | March 14, 2025 | On the approval of Contract Appendix No. 06 of Package XL02 of the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 52 | 54/NQ-CHP | March 14, 2025 | On approving the Task, non-consulting cost estimate; Bidding package estimate and Implementation plan for Vehicle and equipment insurance at the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 85.71% |

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| 53 | 55/NQ-CHP | March 18, 2025 | On the approval of the contractor selection results and contract content "Package PTV07: Insurance of vehicles and equipment at Lach Huyen Terminal 3 and 4 project" under the Investment Project to build container terminals No. 3 and No. 4 at Hai Phong International Gateway Port (at Lach Huyen Terminal area), Hai Phong city | 85.71% |
| 54 | 56/NQ-CHP | March 18, 2025 | Regarding the plan to increase charter capital for Hai Phong Port TIL International Terminal Company Limited | 85.71% |
| 55 | 57/NQ-CHP | March 18, 2025 | Regarding the policy of mortgaging the capital contribution of Hai Phong Port TIL International Terminal Company Limited | 85.71% |
| 56 | 58/NQ-CHP | March 19, 2025 | About the plan and roadmap for evaluating the quality of labor throughout the Company | |
| 57 | 59/NQ-CHP | 3/24/2025 | Regarding the termination of the MNR Center, Unloading team at branches and plans for staff work and labor arrangement | 85.71% |
| 58 | 60/NQ-CHP | March 27, 2025 | On the organization of the 2025 Annual General Meeting of Shareholders | 100% |
| 59 | 61/NQ-CHP | March 27, 2025 | On approving the results of contractor selection and contract content of the Package: Environmental protection works serving the exploitation of phase 1 at Lach Huyen Berth 3 and 4 project under the Investment Project to build Container Berths No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Berth area), Hai Phong city | 85.71% |
| 60 | 62/NQ-CHP | March 27, 2025 | On the signing of the 2025 contract between Port of Hai Phong Joint Stock Company and Vietnam Maritime Transport Joint Stock Company | 100% |
| 61 | 63/NQ-CHP | March 28, 2025 | The meeting of the Board of Management of the Company on March 27, 2025 , includes the following contents: -Expected business results for the first quarter of 2025, business plan for the second quarter of 2025 - Voting contents at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong - Board of Management' 2025 Action Plan | 100% |
| 62 | 64/NQ-CHP | March 31, 2025 | Acceptance to sign Soft Launch Letter | 100% |
| 63 | 65/NQ-CHP | March 31, 2025 | On approving the Mortgage Contract of the capital contribution of Port of Hai Phong | 83.33% |

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| | | | Joint Stock Company at Hai Phong Port TIL International Terminal Company Limited | |
| 64 | 66/NQ-CHP | March 31, 2025 | On approving the Debt Transfer Contract between Port of Hai Phong Joint Stock Company and Hai Phong Port TIL International Terminal Company Limited | 83.33% |
| 65 | 67/NQ-CHP | March 31, 2025 | On amending and supplementing the "Table of delegation of authority between the Board of Management and the General Director" at Port of Hai Phong Joint Stock Company | 71.42% |
| 66 | 68/NQ-CHP | March 31, 2025 | Regarding the approval of additional volume and Contract Appendix No. 02 "Package PTV04: Security service for 08 RTG equipment at Terminals No. 3 and No. 4 Lach Huyen" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 67 | 69/NQ-CHP | April 1, 2025 | Regarding the recruitment results for the position of Human Resources Director at Hai Phong Port TIL International Terminal Company Limited | 85.71% |
| 68 | 71/NQ-CHP | 04/04/2025 | On the results of the assessment of the implementation of BSC-KPI indicators in 2024 by the representatives of Port of Hai Phong's capital at enterprises with contributed capital | 71.42% |
| 69 | 72/NQ-CHP | 04/04/2025 | Regarding the settlement of capital of Port of Hai Phong Joint Stock Company at Port of Hai Phong Technical Services and Training Joint Stock Company | 85.71% |
| 70 | 73/NQ-CHP | 04/09/2025 | Regarding the lease of office building at Lot 15 Le Hong Phong Street, Dang Lam Ward, Hai An District, Hai Phong City | 71.43% |
| 71 | 74/NQ-CHP | 04/09/2025 | On signing the Service Provision Contract for 2025 between Port of Hai Phong Joint Stock Company and Port of Hai Phong Technical Services and Training Joint Stock Company | 85.71% |
| 72 | 75/NQ-CHP | 11/4/2025 | Regarding the personnel policy for Mr. Nguyen Vu Ha - Head of Legal Planning Department | 100% |
| 73 | 76/NQ-CHP | April 16, 2025 | On personnel work at Dinh Vu Port Investment and Development Joint Stock Company | 100% |
| 74 | 77/NQ-CHP | April 18, 2025 | On approving the results of contractor selection for the Procurement of 03 automatic crane frames for container handling at Tan Vu Terminal | 71.42% |

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| 75 | 78/NQ-CHP | April 18, 2025 | On approving the Business Plan for the Second Quarter of 2025 | 85.71% |
| 76 | 79/NQ-CHP | April 18, 2025 | Regarding the appointment of a representative of the capital of Port of Hai Phong Joint Stock Company at VIMC Logistics Vietnam Joint Stock Company | 85.71% |
| 77 | 80/NQ-CHP | April 22, 2025 | Regarding the establishment of the Project Appraisal Team for the purchase of 10 tractor trucks and semi-trailers at Tan Vu Terminal | 85.71% |
| 78 | 80A/NQ-CHP | April 20, 2025 | Regarding the assignment to the General Director to decide on the completion of asset items after the investment in the construction investment project of Container Terminals No. 3 and No. 4 belonging to Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city, put into operation and handover | 100% |
| 79 | 81/NQ-CHP | April 23, 2025 | On the announcement of the Financial Report for the first quarter of 2025 of Port of Hai Phong Joint Stock Company | |
| 80 | 82/NQ-CHP | April 26, 2025 | Regarding the discussion documents at the 2025 Annual General Meeting of Shareholders of Port of Hai Phong Joint Stock Company | 85.71% |
| 81 | 83/NQ-CHP | April 28, 2025 | On the consolidation of regulations on management and use of the Reward and Welfare Fund of Port of Hai Phong Joint Stock Company | 85.71% |
| 82 | 84/NQ-CHP | 12/5/2025 | On the approval of the design documents of construction drawings and estimates (construction design implemented after basic design) of the project "Upgrading Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin" | 85.71% |
| 83 | 85/NQ-CHP | 5/14/2025 | On approving the BSC-KPI and KRI targets for 2025 of Port of Hai Phong Joint Stock Company | 100% |
| 84 | 86/NQ-CHP | 5/14/2025 | On approving the investment policy of solar power system to provide electricity for offices and factories at Tan Vu Terminal | 85.71% |
| 85 | 87/NQ-CHP | 5/15/2025 | On approving the 2025 BSC-KPI targets assigned to the Representative of Port of Hai Phong's capital share at enterprises with controlling capital contribution | 85.71% |

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| 86 | 88/NQ-CHP | 5/15/2025 | On approving the 2025 Business Production Plan | 100% |
| 87 | 89/NQ-CHP | 5/19/2025 | On approving the Implementation Plan of the Project "Upgrading Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expanding the existing turning basin" | 71.42% |
| 88 | 90/NQ-CHP | 5/20/2025 | Regarding the approval of the Bidding Documents for Package XL01: Construction of dredging to upgrade Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin under the Project to upgrade Hai Phong maritime channel from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin. | 71.42% |
| 89 | 91/NQ-CHP | 5/20/2025 | On the implementation of the Company Manager Reward Fund | 100% |
| 90 | 92/NQ-CHP | 5/20/2025 | On the division of the Welfare Reward Fund set aside in 2025 | 100% |
| 91 | 93/NQ-CHP | 5/20/2025 | On amending and supplementing the Code of Conduct at Port of Hai Phong Joint Stock Company | 100% |
| 92 | 93B/NQ-CHP | 5/23/2025 | On the approval of Contract Appendix No. 01 "Package PTV06: Container rental for office and warehouse purposes to serve the supervision and trial operation of the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 93 | 94/NQ-CHP | 5/26/2025 | On approving the Task, cost estimate; Bidding package estimate and Implementation plan for the recovery of signal buoy No. 24, Lach Huyen - Hai Phong maritime channel section under the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 94 | 95/NQ-CHP | 5/26/2025 | Regarding the approval of the adjustment of the Cost Estimate and the Estimate of the Acceptance Package for the energization of the 22kV underground cable line supplying power to Terminals No. 3 and No. 4 of Lach Huyen in the period of 2023 - 2025 under the Investment Project for the construction | 100% |

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| | | | of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | |
| 95 | 96/NQ-CHP | 5/27/2025 | On the establishment of an Appraisal Team to select an Auditing Unit for the Semi-Annual Financial Report and the 2025 Financial Report of Port of Hai Phong Joint Stock Company | 100% |
| 96 | 97/NQ-CHP | 5/26/2025 | On approving the adjustment of capital sources to implement the Oil Spill Response Plan for the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port area), Hai Phong city | 100% |
| 97 | 98/NQ-CHP | 06/03/2025 | On the consolidation of the Board of Supervisors of Port of Hai Phong Technical Services and Training Joint Stock Company | 100% |
| 98 | 99/NQ-CHP | 04/06/2025 | On signing the Forklift Rental Contract in 2025 between Port of Hai Phong Joint Stock Company and HPH Logistics Joint Stock Company | 100% |
| 99 | 100/NQ-CHP | 11/6/2025 | On approving the Task, cost estimate for consulting; Bidding package estimate and Implementation plan for Appraisal of black sand material price after construction of the Investment Project for construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 100 | 101/NQ-CHP | June 18, 2025 | On approving the addition and adjustment of the budget for the item: Fire Prevention and Fighting System of the Investment Project for the construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 101 | 102/NQ-CHP | June 19, 2025 | About current equipment rental Managed and used by Chua Ve Terminal | 71.42% |
| 102 | 103/NQ-CHP | June 20, 2025 | On approval of contractor selection results Package XL01: Dredging construction to upgrade Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin under the Project to upgrade Hai Phong waterway from upstream of Nam Hai Dinh Vu port to upstream of Dinh Vu port and expand the existing turning basin | 71.42% |

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|-----|------------|---------------|---|--------|
| 103 | 104/NQ-CHP | June 23, 2025 | On approving the audit cost estimate and implementation plan for selecting the unit to review the semi-annual financial statements and audit the 2025 financial statements of Port of Hai Phong Joint Stock Company | 85.71% |
| 104 | 105/NQ-CHP | June 23, 2025 | On approving the results of contractor selection and contract content "Package TV47: Appraisal of black sand material price after construction" Investment project to build container terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 105 | 106/NQ-CHP | June 23, 2025 | On approving the Adjustment of the design of the construction drawings of the Public Toilet item under Package TV18 during the construction of Package XL02 under the Investment Project for the Construction of Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port Area), Hai Phong City | 100% |
| 106 | 107/NQ-CHP | June 23, 2025 | On the signing of the principle contract on cooperation in port exploitation between Port of Hai Phong Joint Stock Company and a subsidiary of Port of Hai Phong (the merged company between Hoang Dieu Port and Chua Ve Terminal) | 71.42% |
| 107 | 108/NQ-CHP | June 23, 2025 | About human resources at Hai Phong Port Tuagboat and Transport Joint Stock Company | 100% |
| 108 | 109/NQ-CHP | June 24, 2025 | On the consolidation of the Working Group assisting the Steering Committee for equitization of Port of Hai Phong One Member Co., Ltd. | 85.71% |
| 109 | 110/NQ-CHP | June 24, 2025 | The meeting of the Board of Management of the Company on June 23, 2025, includes the following contents: - Expected production and business results for the second quarter of 2025, the first 6 months of 2025 and business plan for the third quarter of 2025 - Expected results of implementing BSC-KPI and KRI indicators in the first 6 months of 2025 - Plan to merge Hoang Dieu Port and Chua Ve Terminal - Policy to reappoint Deputy General Director of Port of Hai Phong - Human resources work at Hai Phong Port Tuagboat and Transport Joint Stock Company | 100% |

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|-----|------------|---------------|---|--------|
| 110 | 111/NQ-CHP | June 24, 2025 | On the approval of the draft Charter of the new Unit (Unit after the merger of Hoang Dieu Port and Chua Ve Port) | 85.71% |
| 111 | 112/NQ-CHP | June 25, 2025 | On approving the content of the lease contract for ships HC43, HC44, HC45 | 57.14% |
| 112 | 113/NQ-CHP | June 30, 2025 | On approving the results of selecting the unit to review the semi-annual financial statements and audit the 2025 financial statements of Port of Hai Phong Joint Stock Company | 85.71% |
| 113 | 114/NQ-CHP | June 30, 2025 | On approving the Task, cost estimate; Bidding package estimate and Implementation plan for Supply and installation of ship monitoring equipment for the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen port area), Hai Phong city | 100% |
| 114 | 115/NQ-CHP | June 30, 2025 | Regarding the approval of the Technical Economic Report of the project to purchase 02 container handling cranes (QC) at Tan Vu Terminal | 100% |

III. Board of Supervisors

1. Information about Board of Supervisors members

| STT | Member Board of Supervisors | Position | Date of starting/no longer being a member of the Board of Supervisors | Professional qualifications |
|------------------------------|-----------------------------|--------------|---|---|
| Before April 29, 2025 | | | | |
| 1 | Tran Thi Thanh Hai | Head | April 15, 2024 | Bachelor of Economics - Major in Accounting |
| 2 | Nguyen Thi Hang | Board Member | April 15, 2024 | Bachelor of Economics - Major in Banking and Finance |
| 3 | Dong Xuan Khanh | Board Member | April 15, 2024 April 29, 2025 | BA in Chinese Studies, MA in International Relations |
| From April 29, 2025 | | | | |
| 1 | Tran Thi Thanh Hai | Head | April 15, 2024 | Bachelor of Economics - Major in Accounting |
| 2 | Nguyen Thi Hang | Board Member | April 15, 2024 | Bachelor of Economics - Major in Banking and Finance |
| 3 | Nguyen Tuan Anh | Board Member | April 29, 2025 | Bachelor of Banking and Finance, MA in Entrepreneurship in Applied Technology |

2. Board of Supervisors Meetings

| STT | Member Board of Supervisors | Number of meetings attended | Meeting attendance rate | Voting ratio | Reason for not attending the meeting |
|------------------------------|--------------------------------|--------------------------------------|-------------------------------|-----------------|--|
| Before April 29, 2025 | | | | | |
| 1 | Tran Thi Thanh Hai | 02/02 | 100% | 100% | |
| 2 | Nguyen Thi Hang | 02/02 | 100% | 100% | |
| 3 | Dong Xuan Khanh | 02/02 | 100% | 100% | |
| 1 | Tran Thi Thanh Hai | 01/01 | 100% | 100% | |
| 2 | Nguyen Thi Hang | 01/01 | 100% | 100% | |
| 3 | Nguyen Tuan Anh | 01/01 | 100% | 100% | |

3. Supervisory activities of the Board of Supervisors over the Board of Management, Executive Board and shareholders

The Board of Supervisors has exercised its powers and duties in supervising the Board of Management, the Executive Board and other duties as prescribed by current laws, the Company's Charter and the Company's internal regulations. In particular, the Board of Supervisors focuses on the following main activities:

- Monitor the implementation of the Resolution of the General Meeting of Shareholders, the contents assigned by the General Meeting of Shareholders to the Board of Management to deploy and implement;
- Participate in Board of Management meetings; monitor and give opinions on matters under the Board of Management' authority for consideration as requested by the General Director;
- Control the validity and legality in issuing decisions of the Board of Management, General Director and other members of the Executive Board;
- Review the Company's 2024 audited business performance report and financial statements;
- Review contracts and transactions with related parties under the approval authority of the Board of Management;
- Review accounting documents, investment documents and other management documents of the Company related to the contents for approval by the Company's Board of Management;
- Supervise the preparation and organization of the Company's 2025 Annual General Meeting of Shareholders;
- Monitor the implementation of resolutions and decisions of the Board of Management and decisions of the General Director;
- Consulting and giving opinions at the request of the Board of Management and General Director of the Company on matters related to governance and management.

4. Coordination of activities between the Board of Supervisors and the activities of the Board of Management, the Executive Board and other management staff

The Board of Supervisors of the Company has closely coordinated with the Board of Management and the General Director in performing the assigned functions and tasks. The Board of Management and the General Director have created favorable conditions for the Board of Supervisors to perform their tasks such as: providing full information and documents related to the Company's operations; The Board of Supervisors is invited to attend all meetings of the Board of Management, the Company's briefings and other meetings.

The summary reports and comments of the Board of Supervisors on the inspection and supervision of management and operation activities, capital management and use, solvency, internal control, accounting records and preparation of periodic financial reports at the Company are all sent to the Board of Management and the Executive Board. The recommendations of the Board of Supervisors are basically accepted and adjusted by the Board of Management and the Executive Board.

In general, the coordination between the Board of Supervisors, the Board of Management, the Executive Board and other management staff is serious and close.

5. Other activities of the Board of Supervisors

In the first 6 months of 2025, the Board of Supervisors held 03 meetings to discuss and agree on the following main contents: reviewing the 2024 audited financial statements, discussing and unifying the content of the S Board of Supervisors' Report to be submitted to the 2025 Annual General Meeting of Shareholders and approving the inspection/review program for business and production activities in the first 6 months of 2025.

In addition to the discussion contents at the meeting, the Company's Supervisory Board regularly reviews the Board of Management' opinion ballots and provides timely feedback to ensure that the resolutions, decisions, and implementation activities of the Board of Management and the General Director comply with legal regulations and internal regulations, contributing to minimizing risks and enhancing the effectiveness of the Company's operations.

IV. General Director and Deputy General Directors

| STT | Information member | Date of birth | Professional qualifications | Day appoint | Day dismissal |
|------------|---------------------------|----------------------|---|--------------------|----------------------|
| 1 | Nguyen Tuong Anh | April 7, 1974 | Marine Transport Economics Engineer, Master of Economics | February 27, 2025 | |
| 2 | Chu Minh Hoang | February 8, 1974 | Loading and unloading engineer | July 22, 2020 | |
| 3 | Ha Vu Hao | October 7, 1977 | Master of Engineering, Machinery Engineer, Bachelor of English, Bachelor of Business Administration | July 22, 2020 | |

| | | | | | |
|---|----------------|-----------------|--|---------------|--------------|
| 4 | Ngo Trung Hieu | August 15, 1981 | Loading and unloading engineer, Bachelor of Laws | July 22, 2020 | Jan 10, 2025 |
|---|----------------|-----------------|--|---------------|--------------|

V. Chief Accountant

| Full name | Date of birth | Level Expertise | Day appoint |
|----------------|------------------|---|----------------|
| Dao Thi Thu Ha | December 4, 1977 | Master of Economic Management, Bachelor of Economics majoring in Banking and Finance, Bachelor of International Relations majoring in International Economic Relations, Bachelor of English, Certificate of Accountant from the Ministry of Finance | April 15, 2024 |

VI. Training on corporate governance

Attended by members of the Board of Management, members of the Supervisory Board, General Director, other managers and the Person in charge of corporate governance, and the Company Secretary in the first 6 months of 2025:

| STT | Course content | Subjects participated |
|-----|-----------------------------|---|
| 1 | AI Knowledge Training Class | Member of Board of Management/Supervisory Board/Executive Board, Person in charge of corporate governance, Company Secretary, Internal Audit Board of the Company |
| 2 | E-Learning Online Training | Company Internal Audit Department |

VII. List of related persons of the public company and transactions of related persons of the company with the Company itself

1. List of related persons of the company

Detailed list in Appendix 01 attached to the Management Report.

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders

List of transactions in Appendix 02 attached to the Management Report.

3. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies

List of transactions in Appendix 03 attached to the Management Report.

4. Transactions between the company and other entities

List of transactions in Appendix 04 attached to the Management Report.

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders

List of insiders and related persons of insiders in Appendix 05 attached to the Management Report

2. Transactions of insiders and related persons on shares of listed companies: None

IX. Other matters to note

- Port of Hai Phong has changed the members of the Board of Management, Board of Supervisors, Board of Management, and added members to the company's Internal Audit Board.

- Port of Hai Phong has changed the Share Ownership Certificate Form issued by Port of Hai Phong.

- Port of Hai Phong has adjusted the information on the Business Registration Certificate regarding the company's head office address.

- Port of Hai Phong has amended the Company's Charter of Organization and Operation, the Company's Internal Regulations on Corporate Governance and the Board of Management' Operating Regulations after being approved by the General Meeting of Shareholders.

- Port of Hai Phong has signed a contract leasing seaport infrastructure formed from the Investment Project to build Container Terminals No. 3 and No. 4 of Hai Phong International Gateway Port (at Lach Huyen Port area), Hai Phong city with Hai Phong Port TIL International Terminal Company Limited, a subsidiary of Port of Hai Phong Joint Stock Company (with Port of Hai Phong holding 51% of charter capital).

- Port of Hai Phong Technical Training One Member Co., Ltd. (a subsidiary owned by Port of Hai Phong) will convert its operating model to a Joint Stock Company in March 2025.

- Port of Hai Phong has reported to the State Securities Commission, Hanoi Stock Exchange and Vietnam National Shipping Lines - JSC (major shareholder) on the conditions of a public company according to new legal regulations in April 2025.

- Port of Hai Phong registered to purchase additional shares distributed in the public offering of securities to existing shareholders at a ratio of 1:1 of Hai Phong Port Tuagboat and Transport Joint Stock Company (a subsidiary in which Port of Hai Phong holds 60% of charter capital) and completed in June 2025.

Respectfully./.

Recipient: *Hon*

- As above;
- Filing: Administration Dept.,
Company Secretariat.

ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN



Pham Hong Minh

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