

ANNUAL REPORT FOR THE YEAR 2024

To: Hanoi Stock Exchange

I. GENERAL INFORMATION

1. Overview Information

- Business Name: Vietnam Maritime Corporation - JSC
- International Business Name in English: Vietnam Maritime Corporation
- Business Registration Certificate No.: 0100104595
- Charter Capital: 12,005,880,000,000 VND (In words: Twelve trillion, five hundred and eighty-eight billion Vietnamese dong)
- Owner's Investment Capital: 12,005,880,000,000 VND
- Headquarters Address: Ocean Park Building, 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi City.
- Telephone: (84) 24 35770825
- Email: info@vimc.co
- Website: vimc.co
- Stock Code: MVN
- Formation and Development Process:
Important milestones since establishment:
 - + The Vietnam Maritime Corporation was established in 1995 according to Decision No. 250/TTg dated April 29, 1995, by the Prime Minister.
 - + On September 29, 2006, the Prime Minister issued Decision No. 216/2006/QD-TTg approving the project to convert the Vietnam Maritime Corporation to an organizational and operational model of a parent company and subsidiary, and Decision No. 217/2006/QD-TTg on the establishment of the Parent Company - Vietnam Maritime Corporation.

+ On June 25, 2010, the Prime Minister issued Decision No. 985/QĐ-TTg converting the Parent Company - Vietnam Maritime Corporation into a one-member limited liability company owned by the State.

+ On June 20, 2018, the Prime Minister issued Decision No. 751/QĐ-TTg approving the equitization plan of the parent company - Vietnam Maritime Corporation.

+ On September 5, 2018, the Corporation conducted its initial public offering (IPO) at the Hanoi Stock Exchange and completed the sale of shares in October 2018.

+ On October 8, 2018, the Corporation's shares began trading on the Upcom with the stock code MVN.

+ On August 18, 2020, the Corporation officially transitioned to operate under the joint-stock company model and became a public company.

2. Industry and Business Area

2.1 Business Industry

- Coastal and ocean freight transport, inland waterway transport, road transport, and related transportation support services.

- Operation of seaports and inland waterway ports.

- Agency activities, freight forwarding, logistics; warehousing and storage of goods.

2.2 Business Area

The headquarters of Vietnam Maritime Corporation - JSC is located at Ocean Park Building, No. 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi City.

The main business areas of the Corporation are in the following regions:

- Northern Region: Hanoi, Hai Phong, Quang Ninh.

- Central Region: Nghe Tinh, Da Nang, Binh Dinh, Khanh Hoa.

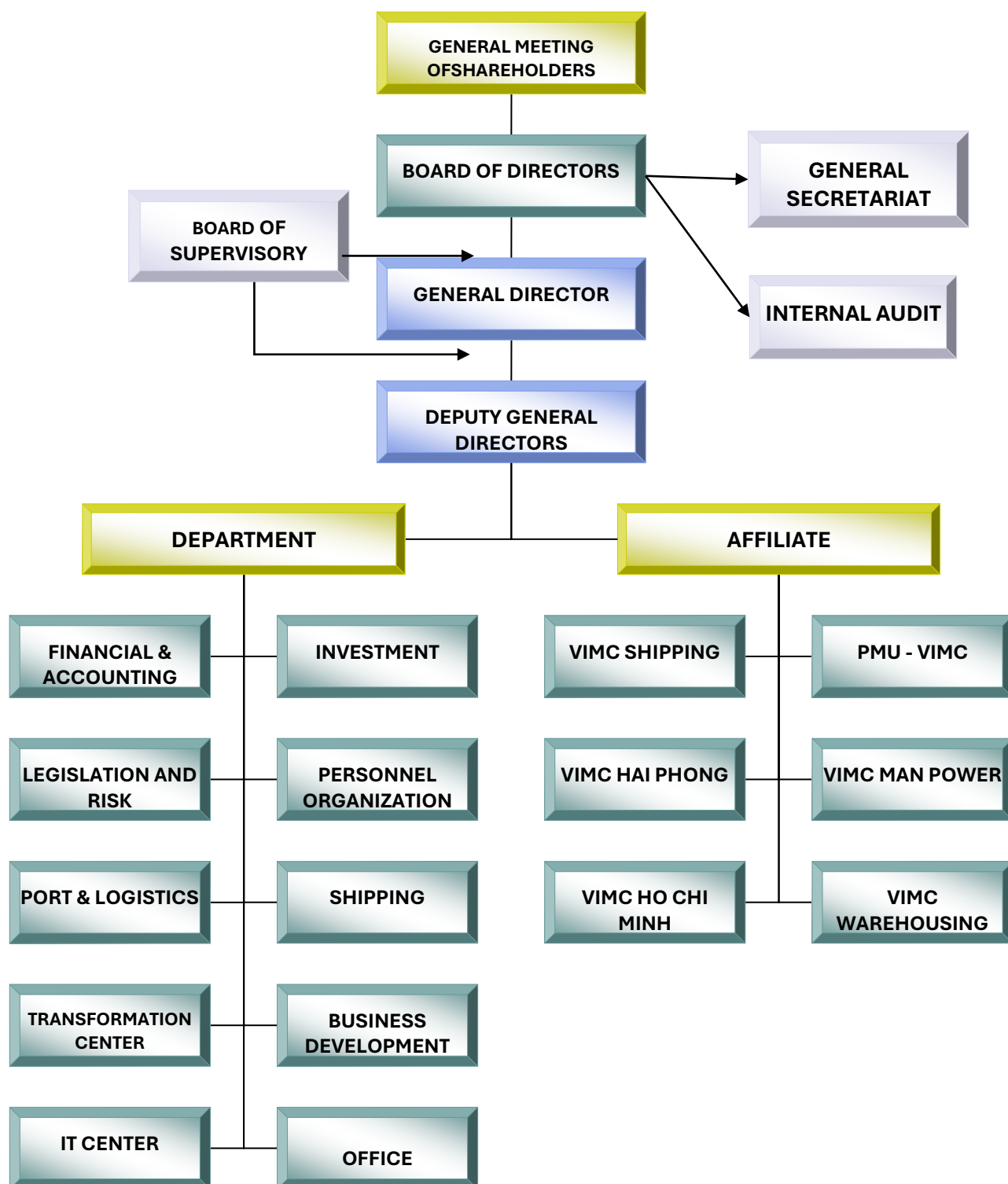
- Southern Region: Ho Chi Minh City, Can Tho, Hau Giang, Ba Ria - Vung Tau.

3. Information on Governance Model, Business Organization, and Management Structure

3.1 Governance Model

Vietnam Maritime Corporation - JSC operates under the model of: Shareholders' General Meeting (SGM), Board of Directors (BOD), Supervisory Board (SB), and General Director (GD).

3.2 Management Structure



3.3 Subsidiaries and Affiliates

Vietnam Maritime Corporation - Joint Stock Company currently has 33 member enterprises (18 subsidiaries, 13 associaeds, and 02 other investments).

Detailed information about the subsidiaries and affiliates is provided in Appendix 01 attached to this Report.

4. Development Orientation

Based on Resolution No. 36-NQ/TW dated October 22, 2018, on the Strategy for Sustainable Development of Vietnam's Marine Economy to 2030, with a vision to 2045; Resolution No. 01/NQ-CP dated January 6, 2023, from the Government on core tasks and solutions to implement the socio-economic development plan, state budget estimates, and improve the business environment to enhance national competitiveness in 2023, VIMC continues to innovate its operational methods, proactively adapt, and take more decisive and effective actions in line with the Government's operational theme of "Solidarity, Discipline, Flexible Mindset, Innovative, Timely and Effective," with the goal of continuing to implement the contents of the Dai Lai Action Declaration and enforcing the principle of "1 system, 2 centers, 3 strategies" in a synchronized manner based on institutionalizing and applying digital technology.

VIMC has established major goals, medium and long-term development strategies, as well as sustainable development objectives, including:

4.1 Major Goals of VIMC

- Business operations: Develop an integrated ecosystem, connecting VIMC as a leading unit in providing integrated logistics service chains in Vietnam based on maximizing exploitation.

4.2 Medium and Long-Term Development Strategy

Develop integrated logistics service products based on digital technology with three pillars: a shipping fleet, coastal port infrastructure, warehouses, and a maritime service network. Specifically:

- Maritime transport: develop a new generation of specialized vessels with modern technical features, environmentally friendly, and transition the fleet structure towards increasing the cargo capacity of container ships.

- Coastal ports: invest in-depth development of existing ports, complete key and urgent projects regarding infrastructure, vehicles, and equipment to enhance scale advantages; concentrate resources and mobilize investments through joint ventures, partnerships, and collaborations with major partners to build new deep-water ports and international transshipment ports.

- Maritime services: invest in the development of warehouse infrastructure, inland container depots (ICD), depots, etc., to establish large logistics centers in key economic areas.

4.3 Sustainable Development Goals (Environment, Society, and Community)

In addition to growth and development objectives, VIMC is always concerned about environmental protection and community and social benefits, specifically:

- Aiming to build green coastal ports, green warehouses, green maritime transport, and green office spaces at VIMC and member enterprises.
- Maintain and enhance social welfare activities and community responsibility. Ensure jobs and income for laborers.

Businesses belonging to VIMC prioritize and focus on objectives within their operational fields.

*** *Shipping:***

- Comply with the standards set by the International Maritime Organization (IMO) as regulated in the Ballast Water Management and Sediments Convention 2004 (BMW2004), which requires ships to be equipped with a ballast water management system, use maritime fuel with a sulfur content below the permissible limit, etc.

- Operating ships must adhere to the regulations regarding the Energy Efficiency Existing Ship Index (EEXI) and the Carbon Intensity Indicator (CII) as specified in the MARPOL Convention of the IMO (effective from January 1, 2023).

- Comply with regulations protecting the rights of workers who are seafarers as stipulated in the Maritime Labor Convention (MLC) 2006.

*** *Port and Logistics:***

- Aim to build a green port and green warehouse model.
- Preserve the marine environment.

5. Risks

VIMC is a company operating in the fields of maritime transportation, port exploitation, and marine services, thus facing potential risks that may impact its business operations as well as the achievement of VIMC's objectives.

To comprehensively monitor business operations effectively, risk management has become an active tool to help minimize incidents and risks that may occur in VIMC's activities. In 2024, VIMC has based its objectives, production and business activity plans, as well as management operations to establish a risk identification table for the year and develop solutions for risk mitigation, prevention, and handling measures in the event of risk occurrence.

Thanks to VIMC's enterprise risk management system consisting of three lines of defense and effective risk management practices, there were no incidents causing significant damage at VIMC in 2024. All risks that occurred were those that had already been identified and for which mitigation and prevention solutions had been established, with no new risks arising. Throughout the year, VIMC managed 120 types of risks in carrying out its professional duties. Most risks were well-controlled, adhering to the risk management process issued by VIMC's

General Director. A total of 19 risks occurred in 7 VIMC units out of the 120 types of risks managed by VIMC, accounting for 15.8%.

II. SITUATION OF ACTIVITIES IN 2024

1. Situation of production and business activities in 2024

1.1 Results of production and business activities

No	Indicator	Unit	Implemented 2023	Plan for 2024	Implemented 2024	Comparision	
						Implemented 2024/2023	Implemented 2024/Plan for 2024
I	CONSOLIDATED						
1	Cargo volume through the port	Mill tons	114,7	123,7	145,3	127%	117%
2	Shipping volume	Mill tons	20,8	15,8	19,4	93%	122%
3	Revenue	Bill Dong	13.964	13.447	19.375	139%	144%
4	Profit before tax	Bill Dong	2.126	2.736	3.153	148%	115%
II	PARENT COMPANY						
1	Shipping volume	Mill tons	5,6	3,8	3,8	55%	100%
2	Revenue	Bill Dong	2.067	2.414	3.156	153%	126%
3	Profit before tax	Bill Dong	357	‘935	1.353	379%	145%

1.2 Implementation Status Compared to the Plan

In 2024, the global situation continues to be complex and unpredictable; strategic competition is intense; conflicts are escalating in many regions; prices of oil, basic goods, and freight costs are highly volatile; the economy and trade are recovering slowly and are fragile; global demand and investment have declined; and exchange rates and interest rates are subject to unpredictable fluctuations. With the decisive direction of the Board of Directors and the Executive Board, along with the solidarity of the entire system, VIMC has made a determined and persistent effort to implement key tasks and solutions to achieve the set goals.

The Annual General Meeting of Shareholders of VIMC, held on April 16, 2024, assigned the following targets for the parent company:

- Total revenue: 2,414 billion VND
- Pre-tax profit: 935 billion VND

According to the audited financial report for 2024:

*** Parent company data:**

- Revenue: 3,156 billion VND (153% of 2023; 126% of 2024 plan)
- Pre-tax profit: 1,353 billion VND (379% of 2023; 145% of 2024 plan)

*** Consolidated data:**

- Cargo throughput at ports: 145.3 million tons (114.7% of 2023; 123.7% of 2024 plan)
- Maritime transport volume: 19.4 million tons (93% of 2023; 122% of 2024 plan)
- Consolidated revenue: 19,375 billion VND (139% of 2023; 144% of 2024 plan)
- Consolidated profit: 3,153 billion VND (148% of 2023; 115% of 2024 plan)

2. Organization and Personnel

2.1 List of the Executive Board

No	Full name	Date of Birth	Position	Position at another company in 2023	Education	Shareholding	
						Number*	Percentage
1	Nguyen Canh Tinh	01/6/1975	Member of the Board of Directors, General Director		Master of Finance; Bachelor of Economics	2.700	0.00022%
2	Pham Anh Tuan	24/02/1973	Deputy General Director	Chairman of the Board of Directors at Hau Giang Maritime Services Limited Liability Company	Engineer in Offshore Engineering - Oil and Gas	7.000	0.00058%
3	Le Quang Trung	19/11/1970	General Director	Chairman of the Members' Council at Cai Mep International	Doctor of Economics; Master of Economic Management; Marine	5.900	0.00049%

No	Full name	Date of Birth	Position	Position at another company in 2023	Education	Shareholding	
						Number*	Percentage
				Port; Chairman of the Board of Directors at Can Tho Port Joint Stock Company	Navigation Engineer; Bachelor of Economics		
4	Nguyen Ngoc Anh	26/11/1969	General Director	Chairman of the Board of Directors at Vinaship Maritime Transport JSC; Chairman of the Board of Directors at VIMC Container Lines JSC	Master of Engineering	0	0%

** (According to the list of shareholders finalized by VSDC on June 26, 2024)*

2.2 Changes in the Executive Board: none

2.3 Number of staff and employees. Summary of policies and changes in policies regarding employees

Number of staff and employees:

The total average number of staff and employees in 2024 for the Parent Company - Corporation is 765 people.

Policies and changes in policies regarding employees:

- Strengthening the personnel for the General Meeting of Shareholders for the units (appointing, reappointing representatives and participating in the Board of Directors (29 staff); appointing members to the Supervisory Board (14 staff); executing procedures for the appointment and reappointment, providing opinions on the appointments and reappointments of staff at the units for 12 staff; managing appointments and reappointments, providing opinions on the appointments and reappointments of staff at the units for 12 staff; receiving, transferring, and seconding 15 staff at the Corporation's Office.

- Recruitment activities: Actively implementing innovative activities for the recruitment process: utilizing applicant management software tools, artificial

intelligence...; seeking and approaching candidates through multiple channels, on social media platforms, through professional groups, etc.; utilizing various modern recruitment screening tools such as PI, IQ, EQ tests, etc., to find the most potential candidates; in addition to technical skills, also focusing on soft skills of candidates during recruitment to ensure quick adaptability such as teamwork ability, communication skills, and corporate culture of the Corporation.

- Continue implementing the Internship Program of the Corporation for important professional fields as a foundation to seek, approach, and gather young and potential talents, creating a human resource pool for the Corporation while also building a positive reputation for the Corporation in training and developing human resources, promoting and advertising the Corporation's image, contributing to changes within the Corporation, generating new energy, and enhancing work performance in the Corporation's departments.

- Staff transfer program: The Corporation is implementing a program to exchange and transfer training personnel from member companies to the Corporation for work. In 2024, 16 staff members from various units have been transferred for training at the Corporation's Management Divisions. The minimum training transfer period is 06 months. Through this process, personnel from the member companies can learn and acquire knowledge and experiences, enriching their experiences from the Corporation, thereby enhancing their capabilities and work efficiency. At the same time, the Corporation also gains a better understanding of the operations, culture, challenges, and difficulties faced by the member companies. Notably, the mutual sharing and training between the Corporation and the enterprises contribute to building a continuous learning environment and culture, enhancing the connection between the Corporation and the enterprises as well as among the enterprises themselves.

3. Investment situation, project implementation situation

3.1 Major investments

In 2024, VIMC will continue to invest and implement key projects of significant importance, contributing to enhancing the operational capacity and competitiveness of the enterprises within the Corporation, as well as elevating the strategic position regarding the port infrastructure capacity of the Corporation.

The investment project for the construction of container terminals No. 3 and No. 4 at Hai Phong International Gateway Port (located in Lach Huyen Port area, Hai Phong City)

This project involves the construction of 2 container terminals with a total length of 750 meters, capable of receiving vessels with a deadweight tonnage of up to 100,000 DWT and constructing 1 barge terminal for vessels with a capacity of

100 - 160 Teus, meeting a throughput of approximately 1.1 million Teus per year. The total investment for the project is 6,950 billion VND. The project is expected to be completed and put into operation in the first quarter of 2025, with the entire project completed in 2025.

The investment project for the construction and upgrading of Terminal No. 1 at Quy Nhon Port

This project expands the total length of the terminal to 480 meters after upgrading, ensuring the simultaneous reception of 2 general cargo ships and 30,000 DWT fully loaded container ships. The total investment for the project is 550 billion VND. All investment and upgrading items have been completed, and it has been put into trial operation since August 2023, with official use starting from January 2024.

Project of Construction Investment for the Back Area of Wharves 4 and 5 at Tien Sa Port, Da Nang

The project includes additional construction items such as the back embankment, banks, and land filling. The total investment for the construction of the back area of wharves 4 and 5 is 380 billion VND. The project was put into operation on June 12, 2024, and is currently undergoing final settlement.

In addition, VIMC is continuing to study investments in key projects, such as the Construction Investment Project for Lien Chieu Port, Da Nang, and the development of logistics service centers and ICD in key economic areas.

Ninh Giang Inland Waterway Port Project, Hai Duong Province

The project has a total investment of 1,496 billion VND, with a scale of 27.07 hectares and a capacity of 3 million tons per year. The project provides logistics services, loading and unloading, multimodal transportation, warehousing, and equipment maintenance, serving industrial parks and clusters in the region. In 2024, VIMC was granted investment approval by the Hai Duong Provincial People's Committee and approved the investor for the Ninh Giang inland waterway port project.

Cai Mep International Transshipment Port Project, Ho Chi Minh City

Upon completion, the project will be capable of accommodating mother ships with a deadweight tonnage of up to 250,000 DWT, with a total length of the main wharf of approximately 7.2 km. The designed capacity will reach up to 16.9 million TEUs per year for container handling. The total investment expected for the project is 113 trillion VND. The project has been approved for investment by the Prime Minister.

3.2 Subsidiaries and Associated Companies

As of December 31, 2024, the value of long-term financial investments of the Parent Company - Vietnam Maritime Corporation is 10,102,336.78 million VND (according to the audited separate financial statements), which includes 18 direct subsidiaries, 13 associated companies, and covers 3 sectors: maritime transport, seaports, and maritime services.

The capital investment by the Corporation in these enterprises complies with legal regulations. According to the business valuation data, some capital contributions to companies with negative equity (such as Bisco, CPI, CMIT, etc.) are currently recorded as 0 VND.

(Detailed information on the operations and finances of subsidiaries and associated companies can be found in Appendix No. 01 attached to this Report).

4. Financial Situation

4.1 Financial Situation

Unit: Million dong

Indicator	Consolidated Financial Statements		
	Year 2024	Year 2023	Comparision 2024/2023 (%)
Total Assets	30.424.971	27.535.429	110
Net Revenue	16.961.248	12.815.019	132
Profit from Business Activities	1.796.420	1.780.364	101
Other Profit	1.356.229	345.650	392
Profit before tax	3.152.649	2.126.014	148
Profit After tax	2.629.829	1.701.819	155
Dividend payout Ratio	-	-	-

4.2. Key financial indicators

Indicator	Unit	Consolidated Financial Statments	
		31/12/2024	31/12/2023
1. Liquidity Ratios			
+ Current Ratio	times	1,64	1,61

Indicator	Unit	Consolidated Financial Statments	
		31/12/2024	31/12/2023
+ Quick Ratio	times	1,58	1,55
2. Solvency Ratio			
+ Liabilities / Total Assets	%	43	44
+ Liabilities / Equity	%	75	79
3. Activities Ratios			
+ Inventory Turnover	times	28,92	19,20
+ Total Asset Turnover	times	0,59	0,47
4. Profitability Ratios			
- Net profit margin	%	16	13
- Return on Equity	%	15	11
- Return on Assets	%	9	6
- Operating profit Margin	%	11	14

5. Shareholder structure, changes in the owner's investment capital

5.1 Shares

Total number of outstanding shares, freely transferable, and transfer-restricted

No	Type of Shares Outstanding	Total Shares	Number of Shares	
			Freely transferable	Restricted transferable (*)
1	Common Shares	1.200.588.000	1.200.559.100	28.900

(*) Restricted transfer shares are: Shares that employees purchase under preferential conditions in exchange for a long-term commitment to work for VIMC when VIMC undergoes equitization: they cannot be transferred during the time the shareholder is committed to working for VIMC (starting from the date VIMC is granted the first Business Registration Certificate).

5.2 Shareholder Structure

No	Shareholder	Total Shares Held	Ownership Percentage	Total Shareholders
I	Major Shareholders	1.194.213.300	99,4690%	1
1	State Shareholder (Commission for the Management of State Capital)	1.194.213.300	99,4690%	1

	at Enterprises)			
II	Institutional Shareholders	1.194.713.400	99.5108%	03
1	Dosmetic Institutional Shareholders	1.194.713.400	99.5107%	03
2	Foreign Institutional Shareholders	0	0	0
III	Individual Shareholders	5.874.600	0.4892%	806
1	Dosmetic Institutional Shareholders	5.869.400	0.4888%	802
2	Foreign Institutional Shareholders	5.200	0.0004%	04
	TOTAL (II+III)	1.200.588.000	100%	
* (According to the list of shareholders finalized by VSDC on June 26, 2024)				

5.3 Changes in owner investment capital: No changes

5.4 Treasury stock transactions: No transactions

5.5 Other securities: None

6. Report on environmental and social impact

6.1 Environmental impact

VIMC strictly adheres to the emission regulations set by the International Maritime Organization. Specifically:

- 100% of the fleet uses fuel oil (FO) with sulfur content below 0.5% since January 2020.

- Installed ballast water treatment systems for 47 ships operating on international routes in accordance with the Ballast Water Management Convention (BMW 2004) of the IMO.

- In absolute compliance with the IMO's Greenhouse Gas Reduction Strategy, VIMC's fleet has implemented the installation of power limitation devices for 42 ships as required by classification society to ensure energy efficiency.

- Compliance with the carbon intensity index rating assessment regulations for emissions from ships. In 2024, as a result of retiring old vessels and companies' efforts to implement all measures, from optimizing operational routes to utilizing energy-saving equipment, the CII index ranking has improved significantly, specifically: 22 out of 43 ships achieved a C rating, with no ships rated E.

6.2 Management of Raw Material Sources

VIMC has implemented measures to manage raw material sources to minimize negative environmental impacts, including:

- Optimizing the production process: Utilizing modern technology and optimized production processes to reduce the amount of raw materials required.
- Integrating recycled materials: Encouraging the use of recycled materials to decrease the consumption of natural raw materials.

Energy Consumption: VIMC has undertaken energy-saving measures to reduce negative environmental impacts, including:

- Investing in energy-efficient technology: Replacing all incandescent bulbs on ships with LED lights, installing smart air conditioning systems, and using other energy-saving devices.
- Strengthening staff training: Organizing training courses on energy conservation and energy management to enhance employee awareness and skills.

Water Consumption: VIMC has adopted measures to reduce water consumption to mitigate impacts on water resources, including:

- Utilizing water-saving devices: Investing in water-saving equipment and technologies such as low-flow toilets and water recycling systems. Some ships have been equipped with seawater desalination units.
- Optimizing water usage processes: Implementing effective water management practices and establishing work procedures to reduce water consumption in production activities.

6.3 Energy Consumption

VIMC has implemented energy-saving measures to reduce negative environmental impacts, including:

- Solutions that apply advanced science and technology to reduce fuel and energy consumption:
 - + Utilizing new generation hull coating products that create a smooth surface while extending anti-fouling duration, thereby reducing water resistance on the hull and increasing the propeller's thrust efficiency.
 - + Installing ECO-CAP propeller covers to reduce resistance caused by turbulent flow at the stern (resulting in a fuel consumption reduction of 2-4%).
 - + Installing auxiliary propellers to enhance the propeller's thrust efficiency and reduce fuel consumption.
- Solutions in management and operation scheduling of the vessels:
 - + Choosing optimal operating modes for the vessel in terms of rotation and engine capacity to reduce fuel consumption;
 - + Developing optimal voyage routes for the vessels and focusing on operational measures to reduce waiting times at anchor, increasing cargo loading capacity at ports, and loading zones...

- + Strengthening the inspection and cleaning of the hull and propeller to reduce the vessel's drag, decrease fuel consumption, and increase speed. Enhancing the maintenance and upkeep of the vessels to ensure all equipment operates efficiently.

- + Shipping companies collaborating with ports to add more shore power supply stations to be used in order to reduce fuel consumption for onboard generators during loading operations.

Enhancing Employee Training: Organize training courses on energy savings and energy management to raise awareness and skills of staff and crew.

6.4 Water Consumption (the water consumption level of business operations)

VIMC has implemented measures to reduce water consumption to minimize the impact on water resources, including:

- Using water-saving devices: investing in water-saving equipment and technology such as low-flow toilets and water recycling systems.

- Optimizing water usage processes: implementing effective water management measures and establishing workflows to reduce water consumption in production activities.

- a. Water supply sources and water usage:

- Freshwater supplied to the fleet is purchased when the ships arrive at ports; some ships are equipped with equipment to desalinate seawater for use.

- The amount of freshwater used is negligible, primarily for the hygiene needs of workers during business operations.

- b. The percentage and total amount of recycled and reused water: Insignificant.

6.5 Compliance with Environmental Protection Laws

- a. Number of fines for non-compliance with environmental laws and regulations: None.

- b. Total amount fined for non-compliance with environmental laws and regulations: None.

VIMC is committed to complying with all regulations and laws related to environmental protection. VIMC continuously monitors and updates the latest regulations.

6.6 Policies Related to Employees

With the efforts and dedication of the leadership team and staff, the Vietnam Maritime Corporation has achieved certain results and accomplishments, contributing to the completion of several planning targets for the year 2024. Recognizing, motivating, and encouraging the spirit and responsibility of

employees, the Corporation's leadership always pays attention to coordinating with union organizations at all levels to care for the lives of employees and proactively address policies for staff and workers.

- The average number of employees in 2024 for the parent company - Corporation: 765 people.

- The average salary in 2023 for the parent company - Corporation: 25.2 million VND/person/month.

In 2024, VIMC has launched a series of programs and activities aimed at reorganizing, structuring, and strengthening the development of potential staff and rejuvenating the workforce for VIMC's development strategy in the new phase; specifically: (1) By implementing policies to encourage older employees, who may have limited learning and adaptability, to voluntarily resign, creating opportunities for VIMC to recruit young, capable personnel with innovative thinking, the ability to learn quickly, and to grasp new scientific technologies and knowledge; (2) Implementing a training exchange and transfer program for personnel from member companies to the Corporation; (3) Improving the effectiveness of recruitment efforts, increasing brand recognition of the company, and accessing quality candidate pools that VIMC has developed.

6.7 Report on Responsibility to the Local Community

VIMC always emphasizes practical and effective activities that contribute to social responsibility towards the community. As a state-owned corporation, fulfilling both business production duties and political responsibilities, VIMC has led initiatives to encourage businesses and units to engage in social responsibility towards society and the community in social welfare activities.

Some meaningful activities that VIMC has undertaken in 2024 include:

- Providing 2 billion VND to build houses of compassion for those affected by Typhoon No. 3 in Cao Bang;

- Providing 2 billion VND to construct a dialysis unit at Than Uyen District Medical Center in Lai Chau;

- Providing 80 million VND to visit and restore the martyrs' cemetery and to give Mid-Autumn Festival gifts at centers for caring for war veterans and individuals with meritorious services to the nation;

- Contributing 500 million VND to support the Phan Van Tri historical site in Giồng Trôm District, Ben Tre;

- Organizing the “Celebrating the Mid-Autumn Festival - Moonlit Night Festival” and presenting many meaningful gifts to children in Ky Son District, Nghe An Province.

6.8 Report related to green capital market activities according to the guidance of the State Securities Commission: None.

III. REPORT AND ASSESSMENT OF THE MANAGEMENT BOARD

1. Evaluation of Business Production Activities

1.1 Overall Analysis

In 2024, the global situation continues to be complex and unpredictable; strategic competition is intense; conflicts are escalating in many regions; oil prices, basic goods, and transportation costs are highly volatile; economic and trade recovery is slow and lacks solidity; global demand and investment are declining; exchange rates and interest rates are fluctuating unpredictably. In this context, VIMC is determined to innovate and exceed the assigned targets and tasks. Specifically:

In 2024, the parent company's revenue reached 3,156 billion VND, 126% of the plan, and 153% compared to 2023. Pre-tax profit attained 1,353 billion VND, 145% of the assigned plan.

Consolidated revenue reached 19,375 billion VND (139% compared to 2023).

Consolidated pre-tax profit reached 3,153 billion VND (148% compared to 2023).

*** *Shipping:***

- Maritime transport volume: reached approximately 20 million tons, exceeding the 2024 plan by 22%. VIMC has thoroughly implemented the restructuring of its fleet. Although the fleet's capacity has decreased, by intensifying various forms of chartering, actively implementing COA contracts, the maritime transport volume has been compensated for and greatly exceeds the targets set at the beginning of the year. In 2024, VIMC Lines will continue to strengthen and expand operations and develop service routes connecting Malaysia, Singapore, and Indonesia.

*** *Port Operation:***

- The total volume of VIMC seaports increased by 17% compared to the plan. Among this, container volume reached 6.2 million TEUs, equating to 127% year-on-year and 119% compared to the 2024 plan. The growth of the seaport sector has performed well and is higher than the average growth rate of the country because VIMC has aggressively and synchronously implemented solutions aimed at maintaining and growing market share; capitalizing on opportunities from congestion at regional ports while enhancing market efforts and customer care, the seaport sector has developed an additional 10 new container service routes. Notably, there are major service routes connecting VIMC's seaport system directly

with ports in Europe and the USA. Currently, the system of ports has received and provided services to all the shipping companies in the top 10 worldwide. Furthermore, VIMC has established a comprehensive strategic partnership with several leading global maritime partners.

1.2 Achievements of VIMC

**** Market Development and International Cooperation:***

In the context of an unpredictable market and increasingly fierce competition from private sector entities, VIMC has decisively directed efforts towards maintaining market stability and customer market share. Resources have been prioritized for market development, fostering innovation in research, and implementing new services, including non-traditional services, to enhance business efficiency and sustain and grow cargo market share.

The following are notable results:

- VIMC's port system has developed an additional 10 new container service routes to the ports of Hai Phong, Da Nang, Quy Nhon, CMIT, and SSIT, including routes that connect Vietnam directly to ports in Europe. In 2024, VIMC's seaport throughput increased by 26% compared to the same period last year (exceeding the national average growth rate). Notably, the port system has received and provided services to all shipping lines within the top 10 globally and has established strategic cooperative relationships with leading maritime partners.

- The research and monitoring of domestic and international maritime market trends have been continuously conducted on a daily and weekly basis to timely instruct business units to apply responsive measures, ensuring operational efficiency and building appropriate fleet development plans.

- Foreign affairs and international cooperation are being strengthened through various forms of joint ventures and partnerships based on compliance with laws and international practices. VIMC actively participates in forums and conferences, enhancing its role in domestic and international organizations and associations of which VIMC is a member, such as the Southeast Asia and Asia shipowners' associations, continuously contributing to the consolidation and elevation of VIMC's image and position in the region and globally. VIMC actively joins business delegations accompanying state leaders, government officials, and committees, and engages in business networking activities in countries where VIMC has partners and customers, thus promoting and expanding multilateral diplomatic activities. Successfully organizing the signing of many cooperation agreements with major prestigious partners, including significant agreements with the world's leading container shipping company MSC for two key projects of VIMC.

**** Restructuring efforts***

- Completion of the thorough restructuring of CICT port.
- Implementation of restructuring the fleet, disposing of ships according to plan, while vigorously directing the resolution of institutional difficulties and obstacles to promote investment activities in fleet development at private enterprises.

**** Corporate governance:***

- The core values that VIMC consistently pursues throughout its development process are Discipline, Dedication, Creativity, Unity, and Integrity. These values not only help VIMC build an effective working environment but also serve as the foundation for maintaining strong development in long-term strategies.- - With the principle of "Putting People at the Center," VIMC continuously innovates and improves recruitment and training processes to enhance the attraction of external talent and improve the quality of its human resources. The project to build a program for talented leaders and outstanding experts has been completed.

- VIMC continues to focus on building and standardizing processes directly related to customers and operations: service chain development processes, port delivery processes, and container operation processes.

- There is a constant push for Kaizen activities and innovation: VIMC has achieved a total of 3,300 initiatives since the start of the program, of which 2,300 initiatives have been practically implemented, bringing an estimated profit value of nearly 52 billion VND in 2024.

In 2024, VIMC is ranked among the top 10 in the Sao Vang Dat Viet awards, which not only demonstrates its efforts to enhance maritime transport capacity and develop port infrastructure but also affirms the company's strong commitment to sustainable development and contributions to the national economy.

****Recruitment***

VIMC has officially launched 02 recruitment channels on the VIMC Website and LinkedIn. After implementing the LinkedIn platform, VIMC has posted job openings for 09 positions, with a total number of views on the job postings reaching 2,930. In total, nearly 200 CVs have been submitted. Among them, the proportion of foreign candidates is 41.8%, mainly applying for senior positions; the proportion of Vietnamese candidates is 58.2%, mainly applying for...

**** Talent Management Operations***

Completed the proposal for establishing a program for talented leaders and outstanding experts.

In 2024, a pilot project for talent and an outstanding leadership program was implemented:

- (i) Personnel from the potential talent management project list were trained by having VIMC appoint them to serve as members of the Board of Directors and Supervisory Board at member enterprises; independent members of the Board of Directors at units during the 2024 Annual General Meeting.
- (ii) Successfully transferred 16 staff members from member units (Hai Phong Port, Saigon Port, Da Nang Port, Quy Nhon Port, Vosco, Vinaship, VIMC Shipping) to work at VIMC's Specialized Professional Departments (CB&DVHH, VTB, PTTT, TCKT, TCNS) over 6 months from May 6, 2024, to November 6, 2024.
- (iii) Conducted a pilot training program for talented leaders through the rotation of potential personnel.
- (iv) Executed recruitment and headhunting for high-quality personnel on the international recruitment platform LinkedIn and through Navigos Search to identify external talent with business acumen and creativity for interview selection and assignment to leadership positions within member enterprises, specialized departments of the Corporation (General Director of Vimadeco, Deputy Head of PTTT, Transformation Center, key positions in the Lach Huyen joint venture).

**** Staff Training and Development***

Regarding the improvement of leadership and management skills: A Leadership training course was organized in the Northern and Southern regions with 100 participants from member companies.

Regarding internal training: The VIMC office has organized dozens of internal training sessions at the department level and 10 vertical internal training courses for all member companies, with scales of over 100 participants; member companies have conducted 125 internal training courses with a total of 6,974 participants.

**** Digital Transformation and Information Technology***

At the parent company VIMC: Upgrading the electronic office system, integrating intelligent BI reporting. Implementing the VIMC knowledge base system and a modern centralized human resource management software system.

At member units: Implementing a Customer Relationship Management (CRM) system in 15 units, applying an electronic port (e-Port) system and automatic gate (Auto Gate) in the seaport sector, implementing electronic delivery orders (eDo) and an automatic fuel control system in the maritime transport sector, and applying warehouse management software systems at logistics companies.

2. Financial Situation

2.1 Asset Situation

Based on the audited financial report for the year 2024, the asset situation of VIMC is summarized as follows:

Unit: Million dong

Indicator	Consolidated Financial Statments	
	31/12/2024	01/01/2023
I. Current Assets	13.250.276	11.963.613
1. Cash and Cash Equivalents	3.255.012	2.771.448
2. Short-term Financial Investments	5.138.580	5.276.990
3. Short-term Receivables	3.607.375	2.733.306
4. Inventory	485.064	493.412
5. Others current Assets	764.244	688.456
II. Non-current Assets	17.174.694	15.571.815
1. Long-term Receivables	1.506.052	1.123.241
2. Fixed Assets	9.100.520	9.019.043
3. Investment Property	417.002	456.095
4. Long-term work in Progress	3.528.272	2.514.340
5. Long-term financial Investments	2.220.497	2.029.159
6. Other Non -current Assets	402.349	429.936
Total Assets	30.424.971	27.535.428

As of December 31, 2024:

- Total assets of the Parent Company are VND 14,412,915 million, an increase of VND 635,299 million compared to the beginning of the year. Of which, short-term assets are VND 2,222,671 million, accounting for 15% of total assets (decreased by VND 288,685 million), long-term assets are VND 12,190,243 million, accounting for 85% of total assets (increased by VND 923,983 million).

- Total consolidated assets are VND 30,424,971 million, an increase of VND 2,887,506 million compared to the beginning of the year. Of which, short-term assets are VND 13,250,276 million, accounting for 44% of total assets (an increase of VND 1,284,900 million), long-term assets are VND 17,174,694 million, accounting for 56% of total assets (an increase of VND 1,602,606 million).

2.2 Liabilities situation

Based on the audited 2024 Financial Statement, VIMC's asset situation is summarized as follows:

Unit: Million dong

Indicator	Consolidated Financial Statments	
	31/12/2024	01/01/2024
Liabilities	13.008.273	12.169.113
Including:		
1. Short-term Liabilities	8.099.991	7.417.296
Including:		
- Short-term Payables to Supplier	1.698.030	1.172.565
- Short-term Accrued Expenses	2.313.842	2.238.687
- Other Short-term Payables	1.542.820	1.414.230
- Short-term Borrowings and Financial Lease Liabilities	1.280.674	1.496.331
2. Long-term Liabilities	4.908.282	4.751.818

As of December 31, 2024:

- The Parent Company's liabilities are VND 1,011,422 million (a decrease of VND 620,063 million compared to the beginning of the year), including:

+ Short-term debt is VND 832,935 million (accounting for 82.35% of total liabilities), a decrease of VND 636,992 million (of which: payables to sellers decreased by VND 43,242 million, short-term payable expenses decreased by VND 17,922 million, other short-term payables decreased by VND 391,327 million, short-term financial leasing debt decreased by VND 240,671 million)

+ Long-term debt is VND 178,487 million, an increase of VND 16,928 million due to increased long-term deposits and deposits.

- The Corporation's consolidated liabilities are VND 13,008,273 million (an increase of VND 839,160 million compared to the beginning of the year), including:

+ Short-term debt is VND 8,099,991 million (accounting for 62.26% of liabilities), an increase of VND 682,695 million (of which: payables to sellers increased by VND 525,465 million, short-term payable expenses increased by VND 75,155 million, other short-term payables increased by VND 128,590 million, short-term financial leasing debt decreased by VND 215,657 million)

+ Long-term debt is VND 4,908,282 million, an increase of VND 156,464 million due to an increase in long-term debt.

3. Improvements in organizational structure, policies, and management

- Regarding recruitment: VIMC officially launched 02 recruitment channels on VIMC Website and LinkedIn. After the implementation of LinkedIn, VIMC posted 09 recruitment positions, with a total of 2930 views of recruitment announcements on LinkedIn. The total number of applications was nearly 200 CVs. Of which, the proportion of foreign candidates was 41.8%, mainly applying for

senior positions; The proportion of Vietnamese candidates was 58.2%, mainly applying for management positions. Conduct recruitment, headhunt high-quality human resources on the international recruitment site LinkedIn and through Navigos Search to introduce, discover and search for external human resources with business thinking, creativity in implementation to interview and select positions as Leaders of TVEs, CMNV Boards of the Corporation

- Talent management: Complete the Project to build a program for talented leaders and excellent experts. In 2024, piloted the implementation of the talent project and the excellent leader program. Personnel in the group of potential personnel of the talent management project are trained through VIMC: implementing potential personnel rotation; sending to participate as NDDPV, members of the Board of Supervisors at TVEs; independent members of the Board of Directors at the unit during the 2024 Shareholders' Meeting; transferring staff from member units to work at VIMC's Professional Departments.

- Training and development of staff: Conducting training to improve leadership and management skills: Leadership training course - Leadership and management skills in the Northern and Southern regions with 100 trainees from member enterprises. At the VIMC office, dozens of internal training sessions at the department level and 10 internal vertical training courses were organized for all member enterprises with a scale of more than 100 trainees; at member enterprises, 125 internal training courses were organized with a total of 6,974 trainees attending.

4. Future development plan

Developing integrated logistics service products on a digital technology platform with 3 pillars: maritime transport fleet, seaport infrastructure system, warehouses and maritime service network. Specifically:

- Maritime transport: developing a new generation, specialized fleet with modern technical features, environmentally friendly, shifting the fleet structure towards increasing the tonnage of container ships.

- Seaports: investing in in-depth development of existing ports, completing key and urgent projects on infrastructure, facilities and equipment to increase advantages in scale; concentrating resources and mobilizing resources through joint ventures, associations, investment cooperation with major partners to invest in the construction of new deep-water seaports, international transit ports.

- Maritime services: investing in the development of warehouse infrastructure, ICDs, depots, ... to form large logistics centers in key economic regions.

5. Explanation of the Board of Directors on the auditor's opinion

In the separate financial statements for the accounting period from January 1 to December 31, 2024, the auditor only raised issues that need to be emphasized, did not give an exception opinion, and accepted the financial statements in full

In the consolidated financial statements for the accounting period from January 1 to December 31, 2024, the auditor gave an exception opinion. Vietnam National Shipping Lines made an explanation in Official Dispatch No. 241/HHVN-TCKT dated March 6, 2025.

6. Assessment report related to VIMC's environmental and social responsibility

6.1 Assessment related to environmental indicators (water consumption, energy, emissions, ...)

VIMC constantly strives to reduce negative impacts on the environment through the management of raw materials, energy and water saving, as well as compliance with legal regulations related to environmental protection. We are committed to continuing to improve and develop environmental protection measures in the future.

6.2 Assessment related to labor issues

In 2024, with the strong direction of the Standing Committee, the Board of Directors and the Executive Board, and the consensus of the entire political system, VIMC has determinedly and persistently implemented key tasks and implementation solutions to achieve the set goals. Specifically:

- Implementing the restructuring, arranging and perfecting the personnel and rejuvenating the staff for the development strategy of VIMC in the new period, the Corporation has a policy of encouraging employees with high age, limited learning and changing ability, and willingness to quit their jobs to create opportunities for the Corporation to recruit young, capable personnel, with innovative thinking, quick learning ability, grasping scientific and technological methods and new knowledge. The Corporation has developed a Support Plan for voluntary employees according to 02 groups of subjects: (1) requesting to terminate the labor contract or (2) requesting to quit their jobs and waiting for retirement age according to the provisions of law, approved by the Standing Committee and the Board of Directors of the Corporation. The Corporation organizes a dialogue between the General Director and the Trade Union Representatives of the Corporation's agencies and CMNV Departments to agree on the goals and specific steps to implement the plan. The Corporation has resolved all benefits according to the law and ensured support policies for employees who voluntarily quit their jobs according to the approved Plan to help them feel secure financially after leaving

their jobs. - Continue to innovate thinking in management and operation, innovate in performing tasks, and make breakthroughs in action with the goal of exceeding growth plans. Salary and bonus policies are continuously improved to create leverage, promote increased productivity and labor efficiency, and increase profits for the enterprise.

6.3 Assessment related to corporate responsibility towards local communities

VIMC's businesses with headquarters, factories, warehouses, and ports in localities are always responsible to localities and communities through activities responding to gratitude, fully contributing to local social welfare, taxes, fees, and charges according to state and local regulations.

IV. BOARD OF DIRECTORS' ASSESSMENT OF VIMC'S PERFORMANCE

1. Board of Directors' assessment of all aspects of the Corporation's operations, including assessments related to environmental and social responsibilities

1.1 Business activities

At the Annual General Meeting of Shareholders of VIMC held on April 16, 2024, the Parent Company's targets were assigned as follows:

- Revenue: VND 2,415 billion
- Profit before tax: VND 935 billion

In 2024, the Corporation exceeded the assigned production and business plan targets. According to the data in the audited Financial Statement, in 2024, the Parent Company's revenue was VND 3,156.6 billion, an increase of 30.7% compared to the assigned plan. Pre-tax profit reached VND 1,353.5 billion, up 44.8% compared to the plan. With the efforts of member enterprises, VIMC's consolidated revenue was VND 16,261.7 billion, up 20.9% compared to the plan, pre-tax profit was VND 3,152.6 billion, up 15.2% compared to the plan.

1.2 Corporate governance

Along with the innovation of the operating model, VIMC has innovated advanced and modern governance methods. VIMC's development strategy is advised by international experts Roland Berger with the best governance solutions according to international practices such as: strong decentralization; centralized and flexible business management, customer-centric; continuous improvement (Kaizen); recruitment and appointment mechanism through competitive, public and transparent exams; attractive salary and bonus policies, attracting talent; Strong application of information technology...

1.3 Business development

- VIMC's port system has developed 10 new container service routes, including transport routes directly connecting Vietnam with ports in Europe; has received and provided services to all shipping lines in the top 10 in the world.

- Completed signing of an agreement to establish a port operation joint venture with TIL/MSK to operate 02 container terminals No. 3 and 4 of the Lach Huyen International Gateway Port Project, Hai Phong; signed an agreement to establish a joint venture to invest and build the Can Gio International Transit Port project.

- Promote the development of new services and non-traditional services. In 2024, revenue from non-traditional activities will reach VND 3,187 billion.

1.4 Investment and divestment

- Divestment: Implementing the 2024 divestment plan approved by the General Meeting of Shareholders, VIMC has immediately implemented the procedures to divest capital from enterprises. The results achieved in 2024 are as follows:

- + Completed divestment of all capital at Hai Au Shipping Joint Stock Company;

- + Implemented divestment but not successful: Saigon Maritime Joint Stock Company (due to low offering rate, not attracting interested investors).

- + Completed approval of divestment plan, carrying out procedures for offering: Vietnam Container Exploitation Company Limited, Transport and Trading Services Joint Stock Company.

- + Conducting valuation, approving divestment plan: Vinalines Nha Trang Joint Stock Company; High-tech Cargo Transport Company Limited.

- Plan to increase capital, reduce VIMC's ownership ratio in enterprises with contributed capital

- + Completed: increasing charter capital, reducing ownership ratio at Vitranschart to 43.32%; Completed increasing charter capital of Vinaship.

- + Implementing the plan to offer to strategic investors to increase charter capital of Can Tho Port, reducing the ownership ratio of the Corporation to 65% of charter capital.

- Investment and development work: With the strategy of investing in developing deep-water ports, international transit ports, investing in developing the fleet, in 2024, VIMC will focus all resources on implementing investment and development projects to expand the system of seaport infrastructure, logistics, investing in purchasing ships to gradually improve exploitation capacity, expand service provision to customers.

+ Some key investment projects of VIMC include: Investment project to build Wharf 3, 4 Lach Huyen Port (expected to be completed and put into operation in the first quarter of 2025; has completed the signing of cooperation with TIL/MSK for exploitation); Investment in upgrading and expanding Wharf No. 1 Quy Nhon Port (completed in December 2023); Proposal to invest in 2 starting wharves of Lien Chieu Port (negotiating with partners to become a joint venture investor of the overall project, including investing in 02 starting wharves to serve the purpose of converting functions, relocating goods at Tien Sa Port and investing in the following wharves in the future); Proposal to invest in Can Gio International Transit Port Project (after completing and submitting additional proposal documents to the Ministry of Planning and Investment, on December 6, 2024, the Ministry of Planning and Investment has had an Appraisal Report submitted to the Prime Minister for approval of the project investment policy (2nd submission)). + Regarding investment in fleet development: In 2024, VIMC and its member companies sold and liquidated 5 old and inefficient ships. At the same time, they invested in 3 ships at Vosco, Vinaship, and Inlaco Saigon to gradually rejuvenate the fleet and improve its operational capacity. Currently, VIMC and its member companies are continuing to focus on resolving difficulties and obstacles, ensuring the progress of project implementation to achieve the 2024 plan.

1.5 Restructuring of finance, capital and assets

VIMC continues to restructure loans at VDB. In 2024, implementing Decree No. 78/2023/ND-CP dated November 7, 2023 of the Government on amending and supplementing a number of articles of Decree No. 32/2017/ND-CP dated March 31, 2017 of the Government on State investment credit, the parent company VIMC will have its penalty interest of about VND 377.7 billion erased; the Corporation's member enterprises will have their penalty interest of about VND 1,639 billion erased.

1.6. Human resource development

Complete the development of the project from the Program to develop talented leaders and excellent experts of VIMC; Focus on promoting personnel training activities in various forms between direct and online with 125 training courses, a total of 6,974 participants.

2. Evaluation of the Board of Directors on the activities of the Board of Directors of the Corporation

The coordination of activities between the Board of Directors and the General Director of the Corporation is carried out in accordance with the

provisions of the Charter of the Corporation and the Internal Regulations on corporate governance, ensuring smooth and highly effective operations.

Based on the Party's guidelines and policies, the State's policies and laws, resolutions, directives, decisions and conclusions of superiors. Based on the Action Plan of the Board of Directors of VIMC in 2024, the Board of Directors has assigned and directed the implementation of specific action plans to the Deputy General Directors and professional departments to complete the assigned tasks and targets.

In 2024, the General Director and the Board of Directors have:

- Proactively and enthusiastically implemented the tasks and targets assigned by the General Meeting of Shareholders. During the management process, they always demonstrated a high sense of responsibility, overcame difficulties to develop, expand the market, find jobs, increase revenue and profit for VIMC.

- Strictly comply with the provisions of the law related to corporate governance and business tasks of VIMC; properly implement the regulations in the Corporation's Charter, the direction in the Resolution of the Board of Directors;

receive and implement necessary solutions in corporate governance according to the direction of the Board of Directors and the proposals of the Board of Supervisors.

- Manage, use and invest the Corporation's assets in compliance with the provisions of the law and the Corporation's regulations.

- Ensure the regimes according to state regulations; working environment conditions, implementation of the Collective Labor Agreement, other regimes for employees.

- Focus all resources to comprehensively implement the Dai Lai Action Statement, deploy the construction and innovation of the management system, the development model of VIMC, ensure the implementation of the principle of "1 SYSTEM, 2 CENTERS, 3 STRATEGIES" with the promotion of the Kaizen VIMC program, applied at the level of member enterprises, in which the operational goals are determined including:

- + Comprehensive innovation and re-structuring of management, production and business activities in a modern and professional direction on the basis of taking customers as the center and taking human development as the center;

- + Promote market development, innovate business methods, build a culture of listening and understanding customers;

- + Strongly develop integrated logistics chain services based on the ecosystem of seaports, sea transport and logistics;

+ Deploy specific solutions and measures to manage enterprises, manage costs, improve production and business efficiency through digital transformation and application of information technology in the three fields of sea transport, seaports and maritime services;

3. Plans and orientations of the Board of Directors

In 2024, the Board of Directors of VIMC will continue to innovate its operating methods, proactively adapt, and take more drastic and effective actions in the spirit of the Government's management theme of "Solidarity, discipline, proactiveness, speeding up innovation, sustainable efficiency". The Board of Directors has agreed to issue the Board of Directors' action plan for 2024 with the goal of continuing to implement the contents of the Dai Lai Action Statement and synchronously implementing the principle of "1 SYSTEM, 2 CENTERS, 3 STRATEGIES" on the basis of institutionalization and application of digital technology. Specifically as follows:

3.1. Finance and development investment

- Complete the 2024 targets approved by the General Meeting of Shareholders.
 - Complete the Action Program to implement the 2021-2030 development strategy, vision 2035.
 - Complete and implement the Action Program to build high-quality human resources.
 - Complete the restructuring of joint venture ports, Saigon Port, CPI, ... Restructuring and financial control for inefficient enterprises.
- Focus on completing key investment projects, deep-water ports on schedule.

3.2. Customers

Direct the design of chain marketing for VIMC Lines and agricultural products at the overall level of the Corporation.

3.3. Internal processes

- Promote the completion of standardization of SOPs and monitor the implementation of announced SOPs.
- Continue to direct the development of the One System resource management and exploitation system on a centralized and digitalized data platform: Standardize processes directly related to exploitation, customers, resource management (human and material resources) in a streamlined, flexible, easy-to-control, easy-to-allocate direction.

3.4. Learning and development

- Promote and deploy Kaizen tools in management at the leadership level of SMEs.

- Complete the detailed plan to implement the 2021-2030 development strategy, vision 2035.
- Implement the program for talented leaders and excellent experts.

V. CORPORATE MANAGEMENT

1. Board of Directors

1.1 Members and structure of the Board of Directors

In 2024, the Board of Directors of the Corporation will not have any changes in its membership structure. The Board of Directors has 05 members, including the Chairman of the Board of Directors, a member of the Board of Directors who is also the General Director and 03 members of the Board of Directors (elected/appointed at the first General Meeting of Shareholders on August 13, 2020, term 2020-2025).

No	Full name	DOB	Position	Position at Another Company in 2024	Education	Shareholding	
						Number	Percentage
1	Le Anh Son	15/3/1971	Chairman of BOD		Master of Monetary, Banking and Finance; Master of Industrial Development and Project Appraisal; Bachelor of Economics and Financial Management; Bachelor of Foreign Languages	1.700	0.00014%
2	Nguyen Canh Tinh	01/6/1975	Member of BOD, General Director		Master of Finance; Bachelor of Economics	2.700	0.00022%

No	Full name	DOB	Position	Position at Another Company in 2024	Education	Shareholding	
						Number	Percentage
3	Nguyen Dinh Chung	06/8/1965	Member of BOD	Chairman of BOD of Da Nang Port	Doctor of Engineering; Master of Economics; Engineer in Maritime Transport Economics	1.000	0.00008%
4	Do Hung Duong	14/10/1968	Member of BOD	Chairman of BOD of Quy Nhon Port	Engineer in Marine Navigation	2.400	0.00020%
5	Do Tien Duc	01/11/1971	Member of BOD	Chủ tịch Chairman of BOD at Vietnam Ocean Shipping Agency JSC	Bachelor of Law	0	0%

1.2 Subcommittees under the Board of Directors

Vietnam National Shipping Lines - JSC has not established subcommittees under the Board of Directors.

1.3. Activities of the Board of Directors

The Board of Directors operates on the principle of collective, majority decision, exercising rights and obligations according to the Enterprise Law, VIMC Charter, Internal Management Regulations, Regulations on Organization and Operation of the Board of Directors and relevant legal documents.

The Board of Directors has fulfilled its functions, rights and obligations according to the provisions of the Enterprise Law, VIMC Charter, Internal Management Regulations, Regulations on Operation of the Board of Directors and other relevant regulations; performed well the supervision of the management of the Board of Directors. The Board of Directors has worked with a high sense of

responsibility and transparency in the management of public companies, performed its role properly and proposed many solutions, making correct and timely decisions. The Board of Directors coordinates with the VIMC Supervisory Board to strengthen the implementation of the functions of supervision, management and direction in implementing the objectives set by the General Meeting of Shareholders, in compliance with the provisions of law and the Charter of VIMC.

The Board of Directors creates favorable conditions for the Supervisory Board to perform its duties, provides full information and documents related to the activities of the Board of Directors, invites the Supervisory Board to attend all meetings of the Board of Directors and other necessary meetings. The timely contributions of the Supervisory Board to the activities of VIMC and the Board of Directors are recorded, adjusted and implemented immediately during the process of issuing Resolutions, Decisions and implementation.

The Board of Directors meets, exchanges, discusses work and participates in briefings with the Executive Board, meetings with businesses, chairs/co-chairs a number of important meetings and conferences related to VIMC's business and management activities to promptly grasp, direct flexibly and appropriately. During the year, the Board of Directors held 04 meetings, with 100% participation of Board members. In addition to meetings, the Board of Directors collects written opinions from members to unify and issue resolutions and decisions approving contents under its authority. The number of resolutions and decisions issued by the Board of Directors in 2024 is 213 resolutions and 82 decisions.

a. Activities of independent Board members. Activities of subcommittees in the Board of Directors: None.

b. List of Board members with corporate governance training certificates: None.

2. Board of Supervisors

2.1 Members and structure of the Board of Supervisors

In 2024, the Board of Supervisors of the Corporation will not have any changes in the structure of the Board of Supervisors. The Board of Supervisors consists of 03 people, including the Head of the Board of Supervisors and 02 members of the Board of Supervisors (elected at the first General Meeting of Shareholders on August 13, 2020, term 2020-2025).

List of members of the Board of Supervisors of the Corporation:

No	Full name	DOB	Position	Position at Another Company in 2024	Education	Shareholding	
						Number	Percentage
1	Lương Đình Minh	01/01/1971	Head of the Board of Supervisors	Member of the Board of Directors at Hai Phong Port Joint Stock Company	Bachelor of Economics; Bachelor of Foreign Languages	2.000	0,00017%
2	Phan Thị Nhi Hà	08/3/1972	Supervisor	Head of the Supervisory Board: Da Nang Port Joint Stock Company; Khuyen Luong Port Joint Stock Company; Vinalines Dong Do Ship Repair Company Limited	Bachelor of Economics	1.200	0,00010%
3	Phạm Cao Nhue	11/10/1977	Supervisor	Member of the Supervisory Board: Nam Can Port Joint Stock Company; VIMC Dinh Vu Port Joint Stock Company	Bachelor of Accounting	0	0%

2.2 Activities of the Supervisory Board

In carrying out the tasks assigned by the General Meeting of Shareholders, in 2024, the Supervisory Board supervised the activities of the Board of Directors, the Executive Board and inspected the production and business activities of the Corporation. In the process of performing the tasks of inspection and supervision, the Supervisory Board always ensured honesty and prudence, professional ethics,

and did not hinder the production and business activities of the Corporation as well as at the inspected member units. The Supervisory Board seriously implemented the contents of the 2024 Operation Plan of the Supervisory Board approved by the General Meeting of Shareholders, closely following the Resolution of the General Meeting of Shareholders, the operation plan and the actual situation, properly performing the responsibilities and powers as prescribed by the Law on Enterprises and the Charter of VIMC. Maintained good working relationships and coordinated with the Board of Directors, the General Director and the Executive Board. Fully implemented monitoring reports and other reports when requested. The members of the Supervisory Board work with a high sense of responsibility, according to the principles of independence, prudence, always for the benefit of shareholders and the Corporation. In 2024, the Supervisory Board held 09 (nine) meetings, meeting at least once per quarter, ensuring compliance with the provisions of the VIMC Charter with a meeting attendance rate as well as 100% approval voting rate.

2.2.1 Supervisory activities of the Board of Supervisors with the Board of Directors

VIMC's Board of Directors with 05 members, of which 01 member is concurrently the General Director and 04 full-time members, from the beginning of the term on August 13, 2020 to the end of 2024, there has been no change in the composition of the Board of Directors. The Board of Directors has operated in accordance with the functions, tasks and powers prescribed in the Law on Enterprises, the Charter, internal regulations on corporate governance of VIMC and current legal regulations. In 2024, VIMC held 02 general meetings of shareholders, including (1) the 2024 annual general meeting of shareholders held on April 16, 2024, the General meeting of shareholders issued Resolution No. 229/NQ-DHĐCĐ dated April 16, 2024. (2) The extraordinary General Meeting of Shareholders held on July 22, 2024 issued Resolution No. 380/NQ-DHĐCĐ dated July 22, 2024.

The Board of Supervisors has properly performed its duties in supervising the management activities of the Board of Directors, through participating in meetings of the Board of Directors; reviewing Resolutions, Decisions, and Regulations issued by the Board of Directors.

Continuing to promote the achieved results in 2023 according to Resolution No. 11/NQ-HHVN and determined to comprehensively innovate activities to realize the vision by 2030 - VIMC rises to the number one position in the Vietnamese maritime industry and leaves its mark on the international maritime map, from the beginning of 2024, the Board of Directors of VIMC met and issued Resolution No. 10/NQ-HHVN dated January 10, 2024 on the 2024 Action Program

of the Board of Directors of Vietnam Maritime Corporation with the goal of: Continuing to implement the contents of the Dai Lai Action Statement and implementing the principle of "1 SYSTEM, 2 CENTERS, 3 STRATEGIES" to specify tasks, continue to innovate operating methods, proactively adapt, act more decisively and effectively in the spirit of the Government's operating theme "Discipline, responsibility; Proactively and promptly time; Accelerating innovation; Sustainable efficiency" as a guideline to deploy direction and organize implementation throughout the year 2024.

In 2024, the Board of Directors closely followed the production and business plan approved by the 2024 General Meeting of Shareholders, directing the Executive Board to implement. The Board of Directors was organized to operate in a specialized manner, make collective decisions, and assign tasks to members of the Board of Directors according to each field of operation. The Board of Directors closely monitored the Executive Board's operations based on the results of implementing the targets and progress set out in Resolution No. 229/NQ-DHĐCĐ dated April 16, 2024 of the General Meeting of Shareholders and Resolution No. 10/NQ-HHVN of the Board of Directors of VIMC in particular, specifically in 4 areas of operation: Financial work; Customer work; Internal processes and Learning and Development, periodically organize a review of the situation and set out directions for the next period to ensure the completion of the set planning targets.

Along with the innovation of the operating model, VIMC has innovated advanced and modern management methods, strongly decentralized; business management is both focused and flexible, customer-centric; continuous improvement (Kaizen); recruitment and appointment mechanism through competitive, public, transparent examinations; attractive salary and bonus policies, attracting talents; strong application of information technology. VIMC's management model is implemented throughout according to the 123 principle:

1 SYSTEM: Building an effective, flexible business system, adapting to change, with unified standards and regulations applied to all businesses of the Corporation.

2 CENTERS: (1) Customer-centric; (2) People-centric. This is a cross-cutting task to form a common culture of the entire Corporation.

3 STRATEGIES: (1) Building and developing deep-water ports; (2) Building and developing a container fleet and transportation/logistics services on a digital technology platform; (3) Building an effective resource management system.

In 2024, VIMC's Board of Directors proactively adapted to changes in the business environment and maximized its potential. To improve operational

efficiency, VIMC set a key goal of promoting market/market share development, focusing on building foundations in infrastructure, technology, and human resources to develop new markets/customers; proactively following market developments to ensure operational efficiency in terms of revenue and profit; promoting investment and development, especially focusing resources on key projects in seaport infrastructure, logistics, and ship investment projects; Strongly innovate in corporate governance, apply advanced and modern governance principles according to international practices; strongly apply information technology; develop high-quality human resources; strengthen the connection between VIMC's member enterprises to build a comprehensive service chain, proactively integrate and form joint ventures based on the Development Strategy for the period 2021-2030, vision to 2035; Production and business plan, investment and restructuring project of VIMC for the period 2021-2025.

In 2024, the Board of Directors held 05 meetings and many consultations, worked with the Board of Directors/Directors of the Corporation at the member enterprises. The Board of Directors received 219 submissions from the Executive Board, issued 210 Resolutions and 85 Decisions mainly focusing on debt restructuring and capacity building at 02 joint venture ports SSIT, CICT; Restructuring Saigon Port associated with the exploitation activities of joint venture ports in the direction of container and bulk cargo exploitation; Restructuring and financial control of inefficient enterprises; investment in projects of Lach Huyen Wharf 3, 4 at Hai Phong Port, Wharf No. 1 at Quy Nhon Port, speeding up procedures for implementing deep-water port projects in Can Gio, Lien Chieu; amending and enhancing the effectiveness of internal regulations; personnel work; purchase, liquidate assets, and other matters for the Board of Directors at units with VIMC's capital contribution to vote at the General Meeting of Shareholders.

In 2024, in general, the members of the Board of Directors proactively performed their duties and completed their assigned tasks well, fully participated and voted on issues within their authority, each member of the Board of Directors coordinated well in the leadership, direction, and operation of the Corporation, creating high consensus and unity within the Board of Directors for decisions on policies, strategies, orientations, and important tasks of the Corporation.

2.2.2. Supervisory activities of the Board of Supervisors with the Board of Management

The Board of Management consists of 04 members, including 01 General Director and 03 Deputy General Directors. The Board of Management promptly issued Decision No. 02/QD-HHVN dated January 2, 2024 on the assignment of

tasks between the General Director and Deputy General Directors (01 Deputy General Director in charge of internal affairs and investment; 01 Deputy General Director in charge of management, exploitation of maritime transport and legal fields, risk management; 01 Deputy General Director in charge of market development and brand development communication). The Board of Supervisors supervises the Board of Management through supervising the Board of Management in organizing the implementation of the Resolutions and decisions issued by the Board of Directors. The Board of Supervisors regularly supervises the Executive Board, specifically by participating in meetings organized by the Executive Board and meetings of the Executive Board with member units. The Executive Board promptly proposed measures to remove difficulties and bottlenecks in production and business activities, striving to complete the assigned plan. The Executive Board has seriously implemented the Resolutions/Decisions of the Board of Directors and directed relevant departments to fully and promptly implement them. The Executive Board has complied with the direction of the Board of Directors, internal regulations and rules, the Corporation's Charter and current legal regulations.

2.2.3 Activities of the Supervisory Board towards shareholders

VIMC has done a good job of disclosing information to shareholders as well as to partners and interested parties fully, promptly, and in accordance with the provisions of the Securities Law No. 54/2019/QH14, Circular No. 96/2020/TT-BTC dated November 16, 2020 on guidance on information disclosure on the stock market and other relevant documents.

The Supervisory Board has not received any petitions or recommendations from shareholders regarding the general operations of the Corporation.

3. Transactions, remuneration and benefits of the Board of Directors, the Executive Board and the Supervisory Board

3.1. Salary, bonus, remuneration and other benefits of each member of the Board of Directors, Board of Supervisors, General Director and other managers

Salary, bonus, remuneration and other benefits of the Board of Directors, Board of Supervisors, General Director and other managers are implemented in accordance with the provisions of the VIMC Charter and the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, and internal regulations of VIMC.

No	Full name	Position	Total salary and income in 2024
1	Le Anh Son	Chairman of BOD	1,636,113,506
2	Nguyen Canh Tinh	Member of BOD, General Director	1,627,289,353
3	Do Tien Duc	Member of BOD	1,305,366,516
4	Nguyen Dinh Chung	Member of BOD	1,303,244,516
5	Do Hung Duong	Member of BOD	1,266,520,968
6	Nguyen Ngoc Anh	Deputy Director	1,201,769,519
7	Pham Anh Tuan	Deputy Director	1,234,966,487
8	Le Quang Trung	Deputy Director	1,230,466,487
9	Luong Dinh Minh	Head of Supervisors	1,195,023,753
10	Phan Thi Nhi Ha	Member of Supervisors	843,122,955
11	Pham Cao Nhue	Member of Supervisors	815,501,190
Total			13,659,385,250

3.2 Insider stock transactions: In 2024, there will be no insider stock transactions.

3.3 Contracts or transactions with insiders

Details in Appendix 03, Appendix 04 (attached to this Report).

3.4 Assessment of implementation of corporate governance regulations

In 2024, all activities of VIMC will be implemented in compliance with the provisions of the law on corporate governance. VIMC has also researched and gradually applied governance practices according to the Corporate Governance Principles according to best practices for public companies in Vietnam, and at the same time referred to the application of modern governance principles according to international practices to improve corporate governance efficiency when switching to operating under the joint stock company model.

VI. FINANCIAL STATEMENTS

1. Auditor's opinion

1.1 Separate financial statements

We draw attention to the following matters disclosed in the Separate Financial Statements:

- At Note 12: The Corporation is monitoring the investment in Quy Nhon Port Joint Stock Company at the item "Investment in subsidiaries" (Code 251) in the Balance Sheet, with a value of VND 415.46 billion. This amount represents the value transferred by the Corporation to Hop Thanh Investment and Mineral Joint Stock Company (Hop Thanh Company) under the terms of the share ownership transfer contract. At 30 December 2024, the parties are still discussing and evaluating the legitimate interests of Hop Thanh Company in the period of its investment in Quy Nhon Port Joint Stock Company.

- At Note 35.3: Under Decree 126/2017/ND-CP, dated 16 November 2017 issued by the Government on the conversion of state-owned enterprises and single-member limited liability companies with 100% state-owned charter capital into joint-stock companies, at the time of official conversion into a joint stock company, the corporation is required to finalize taxes and other payables to the State budget with the tax authority, seek approval from the owner's representative agency for the State capital valuation, finalize proceeds from equitization and pay allowances for redundant employees and equitization costs. The Corporation has completed the finalization of taxes and other payables to the State budget. For the remaining matters, the Corporation has finalized the necessary documents and is submitting them to the competent authorities for approval. As a result, the figures in the attached Separate Financial Statements may be subject to change after receiving official approval from the competent authorities.

Our opinion is not modified in respect of this matter.

1.2 Consolidated Financial Statements

The auditors give the following exception opinions and issues to be emphasized in the Consolidated Financial Statements for the accounting period from January 1 to December 31, 2024:

As of 31 December 2024, the Company recognized assets related to Berths No. 04 and No. 05 and the Chua Ve Port container yard under the item "Tangible Fixed Assets" (code 221) on the Consolidated Statement of Financial Position. These assets had a total historical cost of VND 279.7 billion and a net carrying amount of VND 142.14 billion. The sources of funding for these assets are recorded under "Long-term Borrowings and Finance Lease Liabilities" (code 338) on the Consolidated Statement of Financial Position, with a corresponding value of VND 342.1 billion. These assets belong to Phase II of the Hai Phong Port Renovation and Upgrading Project, which was invested by Ministry of Transport using Japanese ODA loans and the Government's counterpart funding.

At the request of Ministry of Finance, Hai Phong Port has temporarily paid certain amounts related to the aforementioned project into the State Budget, these include: Depreciation of assets related to Berths No. 04 and No. 05 and the Chua Ve Port container yard for the period from 2014 to 31 December 2018, totaling VND 44.8 billion, provisionally accrued interest expenses on loans amounting to VND 149.3 billion.

In accordance with Resolution No. 71/NQ-CHP dated 12 June 2020 of the Board of Directors, Hai Phong Port has suspended depreciation and ceased recognizing interest expenses from 1 January 2020 for assets related to Berths No. 04 and No. 05 and the Chua Ve Port container yard, pending official approval of the management plan for these assets. On 8 June 2023, the Company issued Document No. 1674/CHP-TCKT to Ministry of Transport, proposing the continued assignment of Hai Phong Port to manage and operate Berths No. 04 and No. 05 and the Chua Ve Port container yard, in line with the provisions of Document No. 2313/TTg-KTN dated 25 December 2013 issued by the Prime Minister. On 28 September 2023, Ministry of Transport issued Document No. 10882/BGTVT-TC to Ministry of Finance for consultation on the draft Decree regulating the management, use, and exploitation of maritime infrastructure assets (to replace Decree No. 43/2018/NĐ-CP dated 12 March 2018). In this document, Ministry of Transport proposed adding provisions to the transitional clauses of the Decree to ensure that, if the proposal is approved, it would resolve the management framework for these assets, meaning that Berths No.4 and Berths No.5 at Chua Ve Port would be handed over to Hai Phong Port for management and operation (not for lease). On 24 December 2024, the Government Office issued Notification No. 569/TB-VPCP regarding the conclusions on the feedback and explanations from Government Members concerning the Decree on the management, use, and exploitation of inland waterway infrastructure assets. Accordingly, the Deputy Prime Minister agreed that the Decree should not include provisions for transitional handling of maritime infrastructure assets formed from state capital and assigned Ministry of Transport and Ministry of Finance to urgently report on the handling plan. Upon official approval from the relevant authorities regarding the management and operation plan for Berths No.4 and Berths No.5, the Chua Ve Port container yard, and the equipment package, Hai Phong Port will be responsible for updating the financial report data. On 27 December 2024, pursuant to Resolution No. 168/NQ-CHP, the Board of Directors of Company approved the resumption of depreciation for Berths No.4 and Berths No.5 and the Chua Ve Port container yard, as proposed by the General Director of Hai Phong Port in Report No. 4882/CHP-TCKT dated 25 December 2024.

As of the issuance date of this audit report, there has been no decision from the state management authorities regarding the management framework for Berths No.4 and Berths No.5 and the Chua Ve Port container yard of Hai Phong Port Joint Stock Company.

Basis for Qualified Opinion (Cont'd)

2. Besides, the Ministry of Finance also requested to re-examine the equitization of Hai Phong Port (in the condition that the final settlement documents of the value of State capital at the time of equitization of the Company have not been approved by the relevant authorities). When there is the official approval of the equitization settlement of the competent authority about loans and repayment plans, the consolidated financial statements of Hai Phong Port will be adjusted (if any).

We have not been able to collect the necessary documents to evaluate the impact of all the above issues on the Corporation's consolidated financial statements (attached)

2. At Bien Dong Shipping Company Limite– A subsidiary of the Corporation(“Bien Dong”)

Regarding the difference between the loan principal balance and the loan payable to Shipbuilding Industry One Member Limited Liability Company

As stated in Note 20 and Note 24 of the Notes to the Consolidated Financial Statements, Accounting books and independent confirmation letter that we received regarding the loan and interest expense payable to Vietnam Shipbuilding Finance Company Limited (“VFC”) of the 1730 TEU V22 Container Ship Project have a difference, as at 01 January 2024, at USD 28,667,314.77 and USD 59,208,393.37 respectively, as at 31 December 2024, at USD 28,667,314.77 USD and USD 63,541,824.47. The reason is that Bien Dong has cleared the loan and interest payable to VFC to Bach Dang Shipbuilding Company Limited (“Bach Dang”) according to the handover minutes signed on 5 August 2015 with Bach Dang. By other audit procedures, we were unable to obtain sufficient appropriate audit evidence for the balances at the beginning of the year, the figures arising during the year and the ending balances of these loans and interest expenses.

Therefore, we were unable to determine whether it is necessary to adjust these items and the impact of the above issues (if any) on the accompanying Consolidated Financial Statements (see also Note 20).

Regarding the recognition of the difference between the principal debt and interest payable to credit institutions and the amount the Company assumed with Vietnam Debt and Asset Trading Corporation (DATC)

Before 2017, Bien Dong applied the instructions of Official Letter No. 751/BTC-TCDN dated 17 September 2015, issued by the Ministry of Finance (Official Letter 751) regarding the accounting treatment of the difference between the book value of debt and the assumed debt value with Vietnam Debt and Asset Trading Corporation (DATC). Accordingly, the difference between the amount Bien Dong assumed with DATC and the principal debt and interest payable to credit institutions was recorded as an increase in the State capital at Bien Dong.

From 2018 to 2021, Bien Dong changed to apply the regulations of the Vietnamese Corporate Accounting System, whereby the difference between the amount the Company owed DATC and the value of principal and interest payable to credit institutions was recorded in the Income Statement for the year.

Basis for Qualified Opinion (Cont’d)

From 2022 to 2023, Bien Dong applies the instructions of Circular No.

46/2021/TT-BTC dated 23 June 2021, Official Dispatch No. 751/BTC-TCDN dated September 17, 2015, Official Letter No. 5883/BTC-TCDN dated 8 May 2017, and Official Letter No. 1440/BTC-TCDN dated 8 February 2021, issued by the Ministry of Finance. Accordingly, the difference between the amount of the debt received by the Company and Vietnam Debt and Asset Trading Company Limited (DATC) compared to the value of the debt and interest payable to credit institutions are recorded as an increase in the value of the State capital at Bien Dong.

If Bien Dong consistently applies the regulations of the Vietnamese Corporate Accounting System in recording these amount, then on the Consolidated Statement of Financial Position as at 1 January 2024, the item “Differences upon asset revaluation” (Code 416) decreases and the Item “Undistributed earnings” (Code 421) increases VND 2,104.86 billion and as at 31 December 2024, the Item “Differences upon asset revaluation” (Code 416) decreases and the Item “Undistributed earnings” (Code 421) increases VND 2,166.26 billion accordingly.

Qualified Opinion

In our opinion, except for the effects of the matters described in the Basis for Qualified Opinion paragraph, the Consolidated Financial Statements give a true and fair view, in all material respects, of the consolidated financial position of Vietnam Maritime Corporation – Joint Stock Company as at 31 December 2024, its consolidated operating results and its cash flows for the year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

Emphasis of Matter

We draw attention to the following matters disclosed in the Separate Financial Statements:

- At Note 1.6: The Financial statements of Quy Nhon Port Joint Stock Company are consolidated into the Corporation’s Consolidated Financial Statements. In the Separate Financial Statements of the Corporation, the value of the Investment in this subsidiary is VND 415.46 billion. This amount represents the value transferred by the Corporation to Hop Thanh Investment and Mineral Joint Stock Company (Hop Thanh Company) under the terms of the share ownership transfer contract.

At 31 December 2024, the parties are still discussing and evaluating the legitimate interests of Hop Thanh Company in the period of its investment in Quy Nhon Port Joint Stock Company.

- At Note 2.1: The financial statements of a number of Subsidiaries and Associates consolidated into the Corporation’s Consolidated Financial Statements have some material uncertainties that lead to significant doubt on the Company’s ability to continue as a going concern. The financial statements of these entities are

being prepared and presented on the going concern assumption.

Emphasis of Matter (Cont'd)

- As stated in Note 11 – Financial Investments, Sai Gon Port Joint Stock Company – a subsidiary of the Corporation (Sai Gon Port), is monitoring an investment in the form of assets, specifically a 600-meter-long pier K6, K7, K8, K9, K10 at Nha Rong – Khanh Hoi Port, into Vien Dong Pearl Development Investment Co., Ltd. ("Vien Dong Pearl Company") with the invested capital valued at VND 300,001,000,000 (equivalent to a 5.6% ownership interest). Sai Gon Port has not been able to obtain the financial statements of Vien Dong Pearl Company from 2021 to the present. However, the contributed assets, which are the over 600 meters of piers from K6 to K10 at the Nha Rong – Khanh Hoi area, are still being managed, operated, and utilized by the Company, and Vien Dong Pearl Company has committed to bear all related costs for the management and use of the land in accordance with the agreement dated 31 August 2017, between Ngoc Vien Dong Company and Sai Gon Port. The Board of General Directors of the Corporation assesses that this investment has not impaired in value.

- At Note 17: Long-term assets in progress "The Cai Cui Port Construction Project Phase I" has been implemented since 2002 with the total investment according to the initial estimate of VND 230.3 billion; "The Cai Cui Port Construction Project Phase II" has been implemented since 2009 with the total investment according to the initial estimate of VND 829.8 billion. The investment in 02 projects has taken longer than originally planned and has not been completed yet. Can Tho Port Joint Stock Company - a subsidiary of the Corporation is continuing to invest to complete project items for use in business activities.

- As stated in Note 19 – Taxes and Payables to the State:

+ Port Joint Stock Company - Subsidiary of the Corporation has temporarily calculated the costs payable related to the land rental at Nha Rong - Khanh Hoi Port up to the time the Company signed an agreement with Vien Dong Pearl Urban Development Investment Company Limited ("Vien Dong Pearl") - the investor of Nha Rong - Khanh Hoi Port project according to Investment Policy Decision No. 6815/QĐ-UBND dated 29 December 2016 of the People's Committee of Ho Chi Minh City. At the date of preparation of the Consolidated Financial Statements, Saigon Port Joint Stock Company is continuing to work with the tax authority on the basis for calculating land rent and land tax payment.

+ The Company has temporarily paid land rental and land tax for period from 2015 to 2020 at Tan Thuan 1, Tan Thuan 2 port (Tan Thuan Dong) according to the notice of Ho Chi Minh City Tax Department and District 7 Tax Department - Ho Chi Minh City. At the date of the consolidated financial statements, the Company is continuing to work with Ho Chi Minh City tax authorities and relevant agencies on

the basis of the additional land rental payment.

- As stated in Note 22 – Other Payables: Sai Gon Port Joint Stock Company – a subsidiary of the Corporation, has received advances from the State Budget and Vien Dong Pearl Urban Development Investment Co., Ltd. to fund the investment in the Sai Gon Port – Hiep Phuoc project, which is under the management of Sai Gon Port Hiep Phuoc Joint Stock Company – a subsidiary of Sai Gon Port Joint Stock Company. As of the current date, this project is still under construction (as mentioned in Note 22(4) and 22(5)).

- In Note 22(3) – Other Payables and Note 24(1) – Borrowings and Financial Lease Liabilities, up to now, the Hau Giang Shipyard Project of Hau Giang Marine Services Company Limited has been permanently ceased according to Document No. 403/TTg-KTN dated 29 March 2012 of the Prime Minister. Regarding the fund used to invest in this project, the Company is recording restructuring interest rates based on Resolution No. 107/NQ-CP dated 10 October 2017 of the Government. However, the lenders/capital advance party: Vietnam Shipbuilding Finance Company Limited (VFC), Shipbuilding Industry Corporation (SBIC) have not yet presented debt structure according to the above resolution.

Basis for Qualified Opinion (Cont'd)

- As stated in Note 24 – Borrowings and Financial Lease Liabilities and Note 7 – Receivables from Loans: As of 31 December 2024, the Corporation's consolidated financial statements reflect a receivable from the loan to SP-PSA International Port Co., Ltd. ("SP-PSA") amounting to USD 4,950,000 (at the parent company level – the Corporation) and USD 11,880,000 (at Sai Gon Port JSC). It also reflects a loan to PSA Vietnam Pte., Ltd. ("PSA Vietnam") with the same amount under the shareholder loan agreement dated August 26, 2008, corresponding to the Corporation's 15% ownership and Sai Gon Port JSC's 36% ownership in SP-PSA International Port Co., Ltd. At the time of preparing the consolidated financial statements, the Corporation and Sai Gon Port are still working with the parties involved to finalize and sign the annex to the contract, along with the basis for calculating the receivable and payable interest accordingly.

- As stated in Note 37.3 of the Notes to Financial Statements: Under Decree 126/2017/ND-CP, dated 16 November 2017 issued by the Government on the conversion of state-owned enterprises and single-member limited liability companies with 100% state-owned charter capital into joint-stock companies, at the time of official conversion into a joint stock company, the parent company - the Corporation is required to finalize taxes and other payables to the State budget with the tax authority, seek approval from the owner's representative agency for the State capital capital valuation, finalize proceeds from equitization and pay allowances for redundant employees and equitization costs. The Corporation has completed the

finalization of taxes and other payables to the State budget. For the remaining matters, the Corporation has finalized the necessary documents and is submitting them to the competent authorities for approval. As a result, the figures in the attached Separate Financial Statements may be subject to change after receiving official approval from the competent authorities.

Our opinion is not modified in respect of this matter.

2. Audited financial statements

The separate financial statements and consolidated financial statements for 2024 of VIMC have been audited by UHY Auditing and Consulting Company Limited, and are posted as prescribed on the website of Vietnam Maritime Corporation - JSC at <https://www.vimc.co>

Recipient:

- As above;
- Board of Directors;
- Board of Control;
- Person in charge of CG;
- Save: Office, General Director.L

GENERAL DIRECTOR



Nguyễn Canh Tinh



Appendix No. 01: List of Subsidiaries and Associated Companies
(Attached to Annual Report No. 315/BC-HHVN dated 22/3/2025 of Vietnam Maritime Corporation - JSC)

Unit: Million dong

No	Company name	Address	Main Business Sector	Charter Capital	Actual Capital Contribution	Ownership Percentage	Total Revenue 2024	Net Profit After Tax 2024
I	Subsidiaries							
1	Bien Dong Shipping Limited Company	No. 1, Thuy Khue, Hanoi City	Shipping	124.742	124.742	100,00%	535.734	(5.441)
2	Vietnam ocean shipping JSC	No. 215, Lach Tray Street, Ngo Quyen District, Hai Phong	Shipping	1.400.000	714.000	51,00%	5.576.123	335.255
3	Vinaship Join Stock Company	No. 1, Hoang Van Thu Street, Hong Bang District, Hai Phong City	Shipping	200.000	102.000	51,00%	620.601	65.721
4	VIMC container Lines	No. 1, Dao Duy Anh Street, Phuong Mai Ward, Dong Da District, Hanoi City	Shipping	1.015.000	1.010.534	99,56%	511.216	10.476
5	Hau Giang Maritime Services Limited Liability Company	Dong Phu Commune, Chau Thanh District, Hau Giang Province	Port Operation	91.943	91.943	100,00%	69.849	(24.640)

No	Company name	Address	Main Business Sector	Charter Capital	Actual Capital Contribution	Ownership Percentage	Total Revenue 2024	Net Profit After Tax 2024
6	Can Tho Port JSC	No. 2, Phu Thang Area, Tan Phu Ward, Cai Rang District, Can Tho City	Port Operation	284.800	272.566	99,05%	156.104	3.649
7	Hai Phong Port JSC	No. 8A, Tran Phu Street, May To Ward, Ngo Quyen District, Hai Phong City	Port Operation	3.269.600	3.026.414	92,56%	2.595.479	975.117
8	Cam Ranh Port JSC	No. 29, Nguyen Trong Ky Street, Cam Linh Ward, Cam Ranh City, Khanh Hoa Province	Port Operation	245.018	198.230	80,90%	177.278	16.787
9	Quy Nhon Port JSC	No. 2, Phan Chu Trinh Street, Hai Cang Ward, Quy Nhon City, Binh Dinh Province	Port Operation	404.100	415.459	75,01%	1.157.609	128.188
10	Da Nang Port JSC	No. 26, Bach Dang Street, Thach Thang Ward, Hai Chau District, Da Nang City	Port Operation	990.000	742.500	75,00%	1.452.619	301.338
11	Sai Gon Port JSC	No. 3, Nguyen Tat Thanh Street, Ward 12, District 4, Ho Chi Minh City	Port Operation	2.162.950	1.415.649	65,45%	1.105.568	158.261

No	Company name	Address	Main Business Sector	Charter Capital	Actual Capital Contribution	Ownership Percentage	Total Revenue 2024	Net Profit After Tax 2024
12	Cai Lan Investment JSC	No. 1, Cai Lan, Bai Chay Street, Ha Long City, Quang Ninh Province	Port Operation	365.050	206.550	56,58%	37.099	1.991
13	Transvina High-Tech Transport Limited Liability Company	1st Floor, Ocean Park Building, No. 1 Dao Duy Anh Street, Phuong Mai Ward, Dong Da District, Hanoi City	Port Operation	52.517	22.752	56,00%	19.334	1.713
14	Nghe Tinh Port JSC	No. 10, Truong Thi Street, Truong Thi Ward, Vinh City, Nghe An Province	Port Operation	215.172	109.738	51,00%	208.041	16.919
15	VIMC Nha Trang JSC	No. 34, Tran Phu Street, Vinh Nguyen Ward, Nha Trang City, Khanh Hoa Province	Logistics & Other services	10.236	9.396	91,79%	1.527	(2.922)
16	Vinabridge Vietnam Container Terminal Limited Liability Company	Room 409, Td Business Center Building, No. 20 Le Hong Phong Street, Ngo Quyen	Logistics & Other services	16.421	10.041	60,00%	55.721	(420)
17	VIMC Logistics Vietnam JSC	14th Floor, Ocean Park Building, No. 1 Dao Duy Anh Street, Phuong Mai	Logistics & Other services	142.121	80.616	56,72%	178.829	28.525

No	Company name	Address	Main Business Sector	Charter Capital	Actual Capital Contribution	Ownership Percentage	Total Revenue 2024	Net Profit After Tax 2024
		Ward, Dong Da District, Hanoi City						
18	Vietnam Ocean Shipping Agency JSC (Vosa)	5th Floor, Petroland Building, No. 12 Tan Trao Street, Tan Phu Ward, District 7, Ho Chi Minh City	Logistics & Other services	140.965	59.478	51,05%	1.101.209	21.916
II	Associated Companies							
1	Oriental Trading and Shipping JSC (Ostc)	No. 278, Ton Duc Thang Street, Dong Da District, Hanoi City	Shipping	200.560	105.707	49,00%	166.279	(289.186)
2	Vietnam Transport and Chartering JSC (Vitranschart)	No. 428, Nguyen Tat Thanh Street, District 4, Ho Chi Minh City	Shipping	629.993	298.880	43,32%	496.024	217.871
3	Dong Do Maritime Joint Stock Company	19th Floor, Hoa Binh International Tower, No. 106, Hoang Quoc Viet Street, Cau Giay District, Hanoi City	Shipping	122.445	63.564	48,97%	258.858	17.106

4	Inlaco Saigon International Shipping and Labor Cooperation JSC (Inlaco SaiGon)	No. 36-38, Nguyen Truong To Street, District 4, Ho Chi Minh City	Shipping	88.000	31.680	36,00%	383.814	534.123
5	Transco Transport and Trading Services JSC (Transco)	Room 427-430, 4th Floor, Thanh Dat 1 Building, No. 03 Le Thanh Tong Street, May To Ward, Ngo Quyen District, Hai Phong City	Shipping	86.000	28.125	33,49%	3.345	2.155
6	Nam Can Port JSC	Nam Can Commune, Nam Can District, Ca Mau Province	Port Operation	8.000	3.948	49,35%	3518	(13)
7	Khuyen Luong Port	Group 21, Tran Phu Ward, Hoang Mai District, Hanoi City	Port Operation	40.566	19.877	49,00%	73.292	23.573
8	Cai Mep International Terminal Limited Liability Company	Tan Loc Hamlet, Phuoc Hoa Commune, Tan Thanh District, Ba Ria - Vung Tau Province	Port Operation	1.110.319	401.865	36,00%	1.281.244	87.076
9	SP-PSA International Port Limited Liability Company	Street No. 3, Phu My I Industrial Park, Phu My Town, Tan Thanh District, Ba Ria - Vung Tau	Port Operation	2.161.706	326.393	15,00%	360.008	74.962

10	Saigon Port International Container Services Joint Venture (SSIT)	Phuoc Loc Quarter, Phuoc Hoa Ward, Phu My Town, Ba Ria - Vung Tau Province	Port Operation	1.551.719	308.866	11,07%	921.855	190.425
11	Vietnam Japan International Transport Limited Liability Company (Vijaco)	Chua Ve, Ngo Quyen Street, Dong Hai 1 Ward, Hai An District, Hai Phong City.	Logistics & other services	55.000	27.500	50,00%	201.344	10.662
12	Construction Consultation JSC for Marine Bulding (CMB)	12th Floor, Hancorp Plaza Building, No. 72 Tran Dang Ninh Street, Dich Vong Ward, Cau Giay District, Hanoi City	Logistics & other services	40.040	3.773	49,00%	166.401	25.450
13	Vinalines Dong Do Ship Repair Limited Liability Company	No. 21, Vo Thi Sau Street, May To Ward, Ngo Quyen District, Hai Phong City	Logistics & other services	90.000	41.000	45,55%	0	(22)
III	Other Investments							
1	Hai Phong Maritime Investment and Trading Joint Stock Company	No. 16, Hoang Dieu Street, May To Ward, Ngo Quyen District, Hai Phong City	Logistics & other services	85.098,7	11.000	12,92%		

2	Saigon Maritime Joint Stock Company	No. 422, Nguyen Tat Thanh Street, Ward 18, District 4, Ho Chi Minh City	Logistics & other services	43.095,5	4.374	10,15%		
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Appendix No. 02: List of Resolutions/Decisions of the Board of Directors of Vietnam Maritime Corporation - JSC
(Attached to Annual Report No. 315/BC-HHVN dated 22/3/2025 of Vietnam Maritime Corporation - JSC)

No	Resolution/ Decision No	Date	Content	Approval rate
1	01/NQ-HHVN	01/02/2024	Personnel work at Dong Do Maritime Joint Stock Company	100%
2	02/NQ-HHVN	01/03/2024	Personnel work at Cam Ranh Port Joint Stock Company	100%
3	03/QĐ-HHVN	01/03/2024	Abolishment of the "Interim Regulation on Decentralization by the Board of Directors to the General Director in Managing and Operating the Business Activities of Vietnam Maritime Corporation - JSC and Reporting and Seeking Opinions on Issues Related to the Corporation"	100%
4	07/NQ-HHVN	01/08/2024	Policy on Capital Transfer at Vietnam Container Terminal Limited Liability Company (Vinabridge)	100%
5	08/QĐ-HHVN	01/09/2024	Issuance of the "Amended and Supplemented Regulation on Some Provisions of the Regulation on Centralized Procurement of Goods and Services Issued Together with Decision No. 75/QĐ-HHVN Dated April 4, 2022" and the Consolidated Document "Regulation on Centralized Procurement of Goods and Services"	100%
6	09/QĐ-HHVN	01/09/2024	Issuance of the Regulation on Finalization, Audit, and Approval of Investment Project Capital of Vietnam Maritime Corporation - JSC	100%
7	10/NQ-HHVN	11/01/2024	2024 Action Plan of the Board of Directors of Vietnam Maritime Corporation - JSC	100%
8	13/NQ-HHVN	15/01/2024	Plan to Seek Written Opinions from the Shareholders' Meeting of Hai Phong Port Joint Stock Company	100%
9	14/NQ-HHVN	15/01/2024	Policy on Appointment of Deputy General Director of Cam Ranh Port Joint Stock Company	100%
10	15/NQ-HHVN	15/01/2024	Policy and Plan for Competitive Recruitment of the General Director Position at Saigon Port - Hiep Phuoc Joint Stock Company	100%
11	17/NQ-HHVN	16/01/2024	Reappointment of Personnel at Vietnam Maritime Corporation	100%

No	Resolution/ Decision No	Date	Content	Approval rate
12	21/NQ-HHVN	18/01/2024	Personnel Work at VIMC Hai Phong Branch	100%
13	28/NQ-HHVN	23/01/2024	Policy on Personnel Work at SP-PSA International Port Limited Liability Company	100%
14	29/NQ-HHVN	25/01/2024	Policy on Appointment of Director of Saigon Port Joint Stock Company - Tan Thuan Port Branch	100%
15	30/NQ-HHVN	26/01/2024	Plan to Organize the 2024 Annual General Meeting of Shareholders of Vietnam Maritime Corporation - JSC	100%
16	31/NQ-HHVN	26/01/2024	Approval of the Q4 2023 Financial Report of Vietnam Maritime Corporation - JSC	100%
17	38/NQ-HHVN	02/02/2024	Personnel Work at SP-PSA International Port Limited Liability Company	100%
18	39/NQ-HHVN	02/02/2024	Investment in Capital Contribution to Establish VIMC Container Transport Joint Stock Company	100%
19	40/QĐ-HHVN	02/02/2024	Review and Supplement of Personnel Planning at Vinaship Maritime Transport Joint Stock Company (Period 2021 - 2026 and 2026 - 2031)	100%
20	41/NQ-HHVN	05/02/2024	Appointment of Deputy General Director of Cam Ranh Port Joint Stock Company	100%
21	42/NQ-HHVN	05/02/2024	Adjustment of Personnel Planning at Vietnam Ocean Shipping Agency Joint Stock Company (Period 2021 - 2026)	100%
22	43/NQ-HHVN	05/02/2024	Policy on Adjustment of Business Lines of Saigon Port Joint Stock Company to Ensure Compliance with the Maximum 49% Foreign Ownership Ratio of Charter Capital	100%
23	56/NQ-HHVN	27/02/2024	Policy on Transfer of Investment Capital of Hai Phong Port at Saigon Port Logistics Joint Stock Company	100%
24	64/NQ-HHVN	07/03/2024	Content to be Approved at the 2024 Annual General Meeting of Shareholders of Vietnam Transport and Chartering Joint Stock Company	100%
25	65/NQ-HHVN	08/03/2024	Policy on Personnel Work at VIMC Container Transport Joint Stock Company	97.5%
26	66/NQ-HHVN	11/03/2024	Approval of the Audited 2023 Financial Report of Vietnam Maritime Corporation - JSC	100%

No	Resolution/ Decision No	Date	Content	Approval rate
27	70/NQ-HHVN	13-03-2024	Personnel Work at Can Tho Port Joint Stock Company	100%
28	73/NQ - HHVN	15-03-2024	Personnel work at Can Tho Port Joint Stock Company	100%
29	75/QĐ-HHVN	18-03-2024	Issuance of the Plan for Developing and Issuing Internal Regulations of Vietnam Maritime Corporation in 2024	100%
30	76/NQ-HHVN	20-03-2024	Personnel work at VIMC Container Transport Joint Stock Company	100%
31	79/NQ-HHVN	20-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Vietnam Maritime Transport Joint Stock Company	100%
32	85/NQ-HHVN	22-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Cai Lan Port Investment Joint Stock Company	100%
33	90/NQ-HHVN	22-03-2024	Business plan for 2024 of Cai Mep International Port Limited Liability Company	80%
34	91/NQ-HHVN	22-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Da Nang Port Joint Stock Company	100%
35	92/NQ-HHVN	22-03-2024	Policy on personnel work at Quy Nhon Port Joint Stock Company	100%
36	93/NQ-HHVN	22-03-2024	Policy on personnel work at Saigon Port Joint Stock Company	100%
37	94/NQ-HHVN	22-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Nghe Tinh Port Joint Stock Company	100%
38	96/NQ-HHVN	25-03-2024	Policy on personnel work at Can Tho Port Joint Stock Company	100%
39	98/NQ-HHVN	25-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Can Tho Port Joint Stock Company	100%
40	99/NQ-HHVN	26-03-2024	Policy on personnel work at Da Nang Port, Nghe Tinh Port, and Cam Ranh Port	100%
41	100/NQ-HHVN	26-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Saigon Port Joint Stock Company	100%
42	101/NQ-HHVN	27-03-2024	Policy on personnel work at VIMC Logistics Joint Stock Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
43	102/NQ-HHVN	27-03-2024	Policy on personnel work at Maritime Development Joint Stock Company, Vinalines Nha Trang Joint Stock Company, and Phuong Dong Shipping and Trading Joint Stock Company	100%
44	103/NQ-HHVN	27-03-2024	Personnel work at Saigon Port Joint Stock Company and Can Tho Port Joint Stock Company	100%
45	108/NQ-HHVN	27-03-2024	Policy on increasing charter capital of Can Tho Port Joint Stock Company	100%
46	113/NQ-HHVN	28-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Phuong Dong Shipping and Trading Joint Stock Company	100%
47	114/NQ-HHVN	28-03-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Inlaco Saigon Maritime Transport and International Labor Cooperation Joint Stock Company	100%
48	115/NQ-HHVN	28-03-2024	Personnel work at Quy Nhon Port Joint Stock Company	100%
49	118/NQ-HHVN	30-03-2024	Voting contents at the 2024 Founding General Meeting of Shareholders of VIMC Container Transport Joint Stock Company	100%
50	119/NQ-HHVN	1-4-2024	Policy on personnel work at Cai Lan Port Investment Joint Stock Company	100%
51	120/NQ-HHVN	01/4/2024	Voting contents at the 2023 Annual General Meeting of Shareholders of Transco Transport and Trading Services Joint Stock Company	100%
52	121/NQ-HHVN	01/4/2024	Policy on personnel work at Vietnam Ocean Shipping Agency Joint Stock Company	100%
53	122/NQ-HHVN	01/4/2024	Merger of the Communications Department with the Office of the Corporation and policy on personnel work at the Human Resources and Organization Department of the Corporation	100%
54	124/NQ-HHVN	01/4/2024	Personnel work at Da Nang Port, Nghe Tinh Port, and Cam Ranh Port	100%
55	126/NQ-HHVN	02/4/2024	Personnel work at Cai Lan Port Investment Joint Stock Company	100%
56	127/NQ-HHVN	02/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of CMB Maritime Construction Consulting Joint Stock Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
57	132/NQ-HHVN	02/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Cai Lan Port Investment Joint Stock Company	100%
58	133/NQ-HHVN	02/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Vinalines Nha Trang Joint Stock Company	90%
59	139/NQ-HHVN	03/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Cam Ranh Port Joint Stock Company	100%
60	140/NQ-HHVN	03/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of VIMC Logistics Joint Stock Company	100%
61	147/NQ-HHVN	03/4/2024	Personnel work at VIMC Logistics Joint Stock Company	100%
62	149/NQ-HHVN	03/4/2024	Policy on personnel work at Khuyen Luong Port Joint Stock Company	100%
63	150/NQ-HHVN	03/4/2024	Personnel work at Maritime Development Joint Stock Company, Vinalines Nha Trang Joint Stock Company, and Phuong Dong Shipping and Trading Joint Stock Company	100%
64	157/NQ-HHVN	04/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders and Board of Directors Meeting of Quy Nhon Port Joint Stock Company	100%
65	158/NQ-HHVN	04/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Nam Can Port Joint Stock Company	100%
66	159/NQ-HHVN	04/4/2024	Policy for Hai Phong Port Joint Stock Company to purchase additional shares to ensure the successful offering ratio of Hai Phong Port Towing and Transport Joint Stock Company	100%
67	161/NQ-HHVN	04/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Dong Do Maritime Joint Stock Company	100%
68	162/NQ-HHVN	05/4/2024	Policy on personnel work at Vietnam Maritime Transport Joint Stock Company	100%
69	163/NQ-HHVN	08/4/2024	Personnel work at Vietnam Ocean Shipping Agency Joint Stock Company	100%
70	164/QĐ-HHVN	08/4/2024	Addition and replacement of members of the Liquidation Council for the sale of VIMC	100%

No	Resolution/ Decision No	Date	Content	Approval rate
			Green and Dai Phu ships of VIMC Maritime Transport Company	
71	165/QĐ-HHVN	08/4/2024	Establishment of the Appraisal Council for documents and projects related to the purchase and sale of ships of Vietnam Maritime Corporation - JSC	100%
72	166/NQ-HHVN	08/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Maritime Development Joint Stock Company	100%
73	174/NQ-HHVN	10/4/2024	Policy on personnel work at Dong Do Maritime Joint Stock Company	100%
74	175/NQ-HHVN	10/4/2024	Policy on personnel work at Hai Phong Port Joint Stock Company	100%
75	176/NQ-HHVN	10/4/2024	Policy on personnel work at Vinaship Maritime Transport Joint Stock Company	100%
76	177/NQ-HHVN	10/4/2024	Personnel work at Vietnam Maritime Transport Joint Stock Company	100%
77	178/NQ-HHVN	10/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Vietnam Ocean Shipping Agency Joint Stock Company	100%
78	182/NQ-HHVN	10/4/2024	Policy on personnel work at Phuong Dong Shipping and Trading Joint Stock Company	100%
79	183/NQ-HHVN	10/4/2024	Personnel work at Dong Do Maritime Joint Stock Company	100%
80	184/NQ-HHVN	10/4/2024	Amendment and supplementation of the Charter and Internal Regulations on corporate governance of Dong Do Maritime Joint Stock Company	100%
81	185/NQ-HHVN	10/4/2024	Additional voting contents at the 2024 Annual General Meeting of Shareholders of Vietnam Maritime Transport Joint Stock Company	100%
82	196/NQ-HHVN	11/4/2024	Policy on personnel work at Nam Can Port Joint Stock Company	100%
83	197/NQ-HHVN	11/4/2024	Policy on personnel work at Vietnam Container Terminal Limited Liability Company	100%
84	05/NQ-HHVN - C	12-4-2024	Policy on capital contribution to establish a joint venture company and lease infrastructure of ports formed from the investment project to build Berths No. 3 and 4 of Hai Phong International Gateway Port and other assets of Hai Phong Port	96%
85	198/NQ-HHVN	12/4/2024	Policy on personnel work at Phuong Dong Shipping and Trading Joint Stock Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
86	199/NQ-HHVN	12/4/2024	Policy for Saigon Port Joint Stock Company to invest in equipment and cooperate in operations to serve activities at Saigon Port - Hiep Phuoc	70%
87	200/NQ-HHVN	12/4/2024	Appointment of the Head of the Human Resources and Organization Department of Vietnam Maritime Corporation	100%
88	201/NQ-HHVN	12/4/2024	Personnel work at Hai Phong Port Joint Stock Company	100%
89	206/NQ-HHVN	12/4/2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Hai Phong Port Joint Stock Company	100%
90	208/NQ-HHVN	12/4/2024	Personnel work at Nam Can Port Joint Stock Company and Vietnam Container Terminal Limited Liability Company	100%
91	215/NQ-HHVN	15-4-2024	Personnel work at Khuyen Luong Port Joint Stock Company	100%
92	216/NQ-HHVN	15-4-2024	Personnel work at Vinaship Maritime Transport Joint Stock Company	100%
93	217/NQ-HHVN	15-4-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Saigon Maritime Joint Stock Company	100%
94	218/NQ-HHVN	15-4-2024	Documents for the 2024 Annual General Meeting of Shareholders of Vietnam Maritime Corporation - JSC	100%
95	234/QĐ-HHVN	17/4/2024	Evaluation and classification of personnel at enterprises with capital contribution and directors of development units in 2023	100%
96	235/NQ-HHVN	17-4-2024	Business production and investment development plan for 2024 of the parent company - Vietnam Maritime Corporation - JSC	100%
97	240/NQ-HHVN	22-4-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Vinaship Maritime Transport Joint Stock Company	100%
98	241/NQ-HHVN	23-4-2024	Voting contents at the 2024 Annual General Meeting of Members of Vietnam Container Terminal Limited Liability Company	100%
99	244/NQ-HHVN	25-4-2024	Finalization of the salary and remuneration fund for 2023 and the plan for 2024 of the	100%

No	Resolution/ Decision No	Date	Content	Approval rate
			parent company - Vietnam Maritime Corporation	
100	245/NQ-HHVN	25-4-2024	Personnel planning for the positions of Head and Deputy Head of professional departments and equivalents at the Corporation (Period 2021-2026 and 2026-2031)	100%
101	249/NQ-HHVN	25-4-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of Khuyen Luong Port Joint Stock Company	100%
102	250/NQ-HHVN	25-4-2024	Plan to issue shares to increase charter capital from equity (development investment fund) of Vinaship Maritime Transport Joint Stock Company	100%
103	253/NQ-HHVN	26-4-2024	Approval of the Q1 2024 Financial Report of Vietnam Maritime Corporation - JSC	100%
104	255/NQ-HHVN	26-4-2024	Policy on personnel work at the Maritime Transport Department of the Corporation and VIMC Maritime Transport Company	100%
105	264/NQ-HHVN	4-5-2024	Policy to reduce the charter capital of Hoang Dieu Port One Member Limited Liability Company to relocate 4 Tukan cranes to Hai Phong Port Joint Stock Company	100%
106	265/NQ-HHVN	4-5-2024	Personnel work at the Maritime Transport Department of the Corporation and VIMC Maritime Transport Company	100%
107	266/NQ-HHVN	4-5-2024	Salary increase for management titles and the Supervisory Board of the Corporation in 2024	100%
108	267/NQ-HHVN	4-5-2024	Resolution on termination of the labor contract with Mr. Pham Phi Long, Deputy Head of the General Secretariat of the Corporation	100%
109	272/NQ-HHVN	7-5-2024	Implementation of the Resolution of the 2024 Annual General Meeting of Shareholders of Vietnam Maritime Corporation - JSC	100%
110	276/NQ-HHVN	9-5-2024	Voting contents at the 2024 Annual General Meeting of Members of Vietnam Japan International Transport Limited Liability Company	100%
111	277/NQ-HHVN	10-5-2024	Personnel work at the professional departments of Vietnam Maritime Corporation	100%
112	278/NQ-HHVN	10-5-2024	Policy on personnel work at Dong Hai Shipping One Member Limited Liability	100%

No	Resolution/ Decision No	Date	Content	Approval rate
			Company	
113	279/NQ-HHVN	13-5-2024	Approval for the Deputy General Director of the Corporation to travel abroad for work	100%
114	283/NQ-HHVN	14-05-24	Plan to transfer capital of the Corporation at Vietnam Container Terminal Limited Liability Company	100%
115	284/NQ-HHVN	15-5-2024	Personnel work at Vietnam Ocean Shipping Agency Joint Stock Company	100%
116	286/NQ-HHVN	16-5-2024	Personnel work at SP-PSA International Port Limited Liability Company	100%
117	287/NQ-HHVN	16-5-2024	Financial management regulations of Hai Phong Port Joint Stock Company	100%
118	290/NQ-HHVN	20-5-2024	Policy to sell Tay Son 1 and Tay Son 2 ships of VIMC Maritime Transport Company	100%
119	299/NQ-HHVN	22-5-2024	Annual budget of Saigon Port Joint Venture Company (SSIT)	75%
120	300/NQ-HHVN	22-5-2024	Review and supplement of planning for Deputy General Director and Chief Accountant positions for the period 2021-2026 and 2026-2031	100%
121	302/NQ-HHVN	23-5-2024	Voting contents at the 2024 Annual General Meeting of Shareholders of VIMC Dinh Vu Port Joint Stock Company	100%
122	303/NQ-HHVN	24-5-2024	Personnel work at High-Tech Transport Limited Liability Company	100%
123	305/NQ-HHVN	24/5/2024	Policy to sign loan contracts and mortgage assets for the investment project of 2 mobile cranes at Berth TS5 and 1 QCC crane at Berth TS4 of Tien Sa Port of Da Nang Port Joint Stock Company	100%
124	311/NQ-HHVN	30/5/2024	Policy on personnel work at Cai Lan Port Investment Joint Stock Company	100%
125	320/NQ-HHVN	6-6-2024	Plan to organize the (Extraordinary) General Meeting of Shareholders of Vietnam Maritime Corporation - JSC	100%
126	323/NQ-HHVN	7/6/2024	Update of the Development Strategy for the period 2021-2030, vision to 2035; Business production and investment plan for the 5-year period 2021-2025 of Vietnam Maritime Corporation - JSC	100%
127	324/NQ-HHVN	7/6/2024	Policy and plan for competitive recruitment of the General Director position at Dong Do	100%

No	Resolution/ Decision No	Date	Content	Approval rate
			Maritime Joint Stock Company	
128	328/NQ-HHVN	12/6/2024	Personnel work at Cai Lan Port Investment Joint Stock Company	100%
129	329/QĐ-HHVN	6-12-2024	Issuance of regulations on the functions and tasks of professional departments, the Office of the Corporation, and the Information Technology Center of Vietnam Maritime Corporation - JSC	100%
130	330/QĐ-HHVN	6-12-2024	Value of capital contribution for investment in VIMC Container Transport Joint Stock Company	100%
131	331/NQ-HHVN	6-12-2024	Approval of the policy on allowances and support for Saigon Port employees during organizational restructuring and workforce reorganization	100%
132	333/NQ-HHVN	13-06-2024	Policy to invest in air bubble fenders at Cai Mep International Port Limited Liability Company	100%
133	336/QĐ-HHVN	18-06-2024	Issuance of regulations on decentralized management of organization, personnel, and salaries of Vietnam Maritime Corporation - JSC for dependent units	100%
134	338/NQ-HHVN	20/6/2024	Competitive recruitment for the General Director position at High-Tech Transport Limited Liability Company (Transvina)	100%
135	341/NQ-HHVN	20/6/2024	Lease of premises at No. 11B Vo Thi Sau, May To Ward, Ngo Quyen District, Hai Phong City	100%
136	345/NQ-HHVN	24-06-2024	Approval for the Deputy General Director of the Corporation to travel abroad for work	100%
137	346/NQ-HHVN	24-06-2024	Approval for Mr. Le Quang Trung - Deputy General Director of the Corporation to travel abroad for work	100%
138	351/NQ-HHVN	28/6/2024	Policy to appoint personnel to the position of General Director of Saigon Port - Hiep Phuoc Joint Stock Company	100%
139	352/NQ-HHVN	28/6/2024	Strengthening personnel of the Anti-Terrorism Steering Committee of Vietnam Maritime Corporation - JSC	100%

No	Resolution/ Decision No	Date	Content	Approval rate
140	353/NQ-HHVN	2/7/2024	Policy to reappoint the Head of the Market Development Department of the Corporation	100%
141	358/NQ-HHVN	4/7/2024	Personnel work at Dong Hai Shipping One Member Limited Liability Company	100%
142	359/NQ-HHVN	7-8-2024	Suspension of the sale of Dai Phu ship of VIMC Maritime Transport Company	100%
143	362/NQ-HHVN	11/7/2024	Policy on personnel work at High-Tech Transport Limited Liability Company	100%
144	365/QĐ-HHVN	12/7/2024	Establishment of the Shareholder Eligibility Verification Committee for the 2024 Extraordinary General Meeting of Shareholders of Vietnam Maritime Corporation - JSC	100%
145	367/NQ-HHVN	12/7/2024	Plan to support employees voluntarily terminating labor contracts or waiting for retirement procedures	100%
146	370/NQ-HHVN	15/7/2024	Policy on personnel work at Vietnam Maritime Transport Joint Stock Company	100%
147	371/NQ-HHVN	16/7/2024	Approval of the policy and project to purchase used container handling equipment for Quy Nhon Port Joint Stock Company	100%
148	372/NQ-HHVN	16/7/2024	Payment of dividends for 2023	100%
149	375/NQ-HHVN	19/7/2024	Approval of the project to invest in a lifting table system, conveyor system, and electrical system for cargo handling at Quy Nhon Port Joint Stock Company	100%
150	376/NQ-HHVN	21/7/2024	Approval of contents presented at the Extraordinary General Meeting of Shareholders on July 22, 2024, of Vietnam Maritime Corporation - JSC	100%
151	381/NQ-HHVN	23/7/2024	Implementation of the Resolution of the Extraordinary General Meeting of Shareholders on July 22, 2024, of Vietnam Maritime Corporation - JSC	100%
152	383/NQ-HHVN	24/7/2024	Approval of the Q2 2024 Financial Report of Vietnam Maritime Corporation - JSC	100%
153	384/NQ-HHVN	24/7/2024	Approval of the Draft Financial Management Regulations of Can Tho Port Joint Stock Company	100%
154	385/NQ-HHVN	25/7/2024	Reappointment of the Head of the Market Development Department of the Corporation	100%
155	386/NQ-HHVN	25/7/2024	Personnel work at Dong Do Maritime Joint Stock Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
156	387/NQ-HHVN	26/7/2024	Personnel work at Vietnam Maritime Transport Joint Stock Company	100%
157	391/NQ-HHVN	29/7/2024	Approval for Deputy General Director Nguyen Ngoc Anh to travel to India for work	100%
158	400/NQ-HHVN	6/8/2024	Review and supplement of personnel planning for the period 2021-2026 and 2026-2031 at Da Nang Port Joint Stock Company	100%
159	401/NQ-HHVN	7/8/2024	Approval for Mr. Le Quang Trung, Deputy General Director of the Corporation, to travel abroad for work	100%
160	402/NQ-HHVN	9/8/2024	Policy to contribute capital to establish a joint venture between Vietnam Maritime Corporation - JSC and Aries Energy Corporation Inter S.A.	80%
161	406/NQ-HHVN	26/8/2024	Approval of the Semi-Annual 2024 Financial Report of Vietnam Maritime Corporation - JSC	100%
162	407/NQ-HHVN	26/8/2024	Personnel planning for VIMC Maritime Transport Company (Period 2021-2026 and 2026-2031)	100%
163	408/NQ-HHVN	28/8/2024	Review and supplement of personnel planning at Nghe Tinh Port Joint Stock Company (Period 2021-2026 and 2026-2031)	100%
164	410/NQ-HHVN	28/8/2024	Addition of the project to invest in infrastructure for the 21ha Maritime Service Area under the project to invest in the Maritime Service Area - Hau Giang Port to the 2024 Investment Plan of VIMC Hau Giang	100%
165	411/NQ-HHVN	28/8/2024	Plan to organize activities to celebrate the 30th anniversary of the establishment of Vietnam Maritime Corporation (April 29, 1995 - April 29, 2025)	100%
166	412/NQ-HHVN	29/8/2024	Establishment of the Transformation Center under Vietnam Maritime Corporation - JSC	100%
167	415/QĐ-HHVN	3/9/2024	Policy to reappoint the Deputy General Director of Cai Lan Port Investment Joint Stock Company	100%
168	414/NQ-HHVN	29/8/2024	Policy on personnel work at the Transformation Center of Vietnam Maritime Corporation	100%

No	Resolution/ Decision No	Date	Content	Approval rate
169	419/NQ-HHVN	09-05-24	Plan to purchase debt for financial restructuring at CICT Port	100%
170	420/NQ-HHVN	09-06-24	Opening of a foreign currency account at Citibank - New York to implement debt purchase and financial restructuring at CICT Port	100%
171	421/NQ-HHVN	09-06-24	Approval of the Financial Management Regulations of VIMC Container Transport Joint Stock Company	100%
172	423/NQ-HHVN	09-07-24	Policy to dissolve Hai Phong Maritime Investment and Trading Joint Stock Company	100%
173	424/NQ-HHVN	09-09-24	Review and supplement of personnel planning for the period 2021-2026 and 2026-2031 at Can Tho Port Joint Stock Company	100%
174	426/NQ-HHVN	11/9/2024	Policy on personnel work at VIMC Container Transport Joint Stock Company	100%
175	427/NQ-HHVN	11/9/2024	Establishment of the Interview Council for the position of Director of the Transformation Center of Vietnam Maritime Corporation - JSC	100%
176	428/QĐ-HHVN	09-12-24	Approval of the centralized procurement list "Marine Hull Insurance for 2025 of maritime transport enterprises under Vietnam Maritime Corporation - JSC"	100%
177	429/NQ-HHVN	12/9/2024	Approval of the policy to invest in ships and adjust the 2024 investment plan of Vietnam Maritime Transport Joint Stock Company	100%
178	430/NQ-HHVN	12/9/2024	Authorization to approve the finalization of the completed project "Construction of a new 12,500 DWT dry cargo ship Vinalines Freedom No. 1/KH2006 (Code HL15)"	100%
179	431/NQ-HHVN	13/9/2024	Review and supplement of personnel planning for the period 2021-2026 and 2026-2031 at Vietnam Ocean Shipping Agency Joint Stock Company	100%
180	432/NQ-HHVN	16/9/2024	Appointment of the Director of the VIMC Transformation Center	100%
181	439/NQ-HHVN	22/9/2024	Voting contents at the 2024 Extraordinary General Meeting of Shareholders of Vinaship Maritime Transport Joint Stock Company	100%
182	440/NQ-HHVN	23/9/2024	Approval of the content to change the legal representative in the business registration certificate of Dong Do Maritime Joint Stock Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
183	441/NQ-HHVN	23/9/2024	Personnel work at Cai Lan Port Investment Joint Stock Company	100%
184	444/NQ-HHVN	25/9/2024	Approval for Mr. Le Quang Trung, Deputy General Director of the Corporation, to travel to Sweden and Switzerland for work	100%
185	445/NQ-HHVN	27/9/2024	Policy on personnel work at Nghe Tinh Port Joint Stock Company	100%
186	446/NQ-HHVN	27/9/2024	Personnel work at VIMC Container Transport Joint Stock Company	100%
187	447/NQ-HHVN	27/9/2024	Policy to appoint the Deputy General Director of Vinaship Maritime Transport Joint Stock Company	100%
188	451/NQ-HHVN	2/10/2024	Issuance of regulations on the management and operation of the representative of the capital portion of Vietnam Maritime Corporation - JSC at enterprises with capital contribution	100%
189	454/NQ-HHVN	4/10/2024	Update of the plan to purchase debt for financial restructuring at CICT Port	100%
190	458/NQ-HHVN	10-10-2024	Personnel work at Nghe Tinh Port Joint Stock Company	100%
191	459/NQ-HHVN	10-10-2024	Dissolution of the Container Ship Operations Center under VIMC Maritime Transport Company	100%
192	461/NQ-HHVN	11/10/2024	Approval of the plan to transfer capital of the Corporation at Transco Transport and Trading Services Joint Stock Company	100%
193	465/NQ-HHVN	17/10/2024	Change of members of the Appraisal Council for documents and projects related to the purchase and sale of ships of Vietnam Maritime Corporation - JSC	100%
194	468/QĐ-HHVN	18/10/2024	Establishment of the Liquidation Council for the sale of Tay Son 1 ship of VIMC Maritime Transport Company	100%
195	470/QĐ-HHVN	21/10/2024	Policy on personnel work at VIMC - ARIES Maritime Services Joint Venture Limited Liability Company	100%
196	471/NQ-HHVN	21/10/2024	Policy on personnel work at the Hai Phong Branch of Vietnam Maritime Corporation - JSC	100%

No	Resolution/ Decision No	Date	Content	Approval rate
197	472/NQ-HHVN	21/10/2024	Policy to appoint the Deputy General Director and Chief Accountant of Nghe Tinh Port Joint Stock Company	100%
198	473/NQ-HHVN	23/10/2024	Approval for Mr. Le Quang Trung, Deputy General Director of the Corporation, to travel to the UAE for work	100%
199	475/NQ-HHVN	25/10/2024	Approval of the Q3 2024 Financial Report of Vietnam Maritime Corporation - JSC	100%
200	476/NQ-HHVN	29/10/2024	Review and supplement of personnel planning at Hai Phong Port Joint Stock Company (Period 2021-2026 and 2026-2031)	100%
201	477/NQ-HHVN	29/10/2024	Personnel work at High-Tech Transport Limited Liability Company	100%
202	480/NQ-HHVN	4/11/2024	Personnel work at units with capital contribution of VIMC Container Transport Joint Stock Company	100%
203	483/NQ-HHVN	5/11/2024	Personnel work at the Hai Phong Branch of Vietnam Maritime Corporation - JSC	100%
204	484/NQ-HHVN	5/11/2024	Review and supplement of personnel planning for the period 2021-2026 and 2026-2031 of Hau Giang Maritime Services One Member Limited Liability Company	100%
205	493/NQ-HHVN	11-11-2024	Personnel work at VIMC - ARIES Maritime Services Joint Venture Limited Liability Company and policy on personnel work at SP-PSA International Port Limited Liability Company	100%
206	494/NQ-HHVN	11-11-2024	Approval for Deputy General Director Nguyen Ngoc Anh to travel to Hong Kong, China, for work	100%
207	495/NQ-HHVN	11-11-2024	Handling of financial receivables that are unrecoverable at the Office of Vietnam Maritime Corporation - JSC	100%
208	497/QĐ-HHVN	13/11/2024	Suspension of the sale of Tay Son 1 ship of VIMC Maritime Transport Company	100%
209	498/NQ-HHVN	13/11/2024	Addition of the 2024 ship investment plan and voting contents at the 2024 Extraordinary General Meeting of Shareholders of Vietnam Maritime Transport Joint Stock Company	100%
210	503/NQ-HHVN	15/11/2024	Personnel work at the VIMC Transformation Center	100%

No	Resolution/ Decision No	Date	Content	Approval rate
211	505/NQ-HHVN	18/11/2024	Policy on personnel work at Da Nang Port Joint Stock Company	100%
212	509/NQ-HHVN	19/11/2024	Adjustment of the level of allocation to the Development Investment Fund of Saigon Port Joint Stock Company from 2023 after-tax profit	100%
213	510/NQ-HHVN	21/11/2024	Policy to sell Dai An ship (Vinalines Galaxy) of VIMC Maritime Transport Company	100%
214	511/NQ-HHVN	21/11/2024	Approval for Mr. Le Quang Trung - Deputy General Director of the Corporation to travel abroad for work	100%
215	512/NQ-HHVN	22/11/2024	Personnel work at SP-PSA International Port Limited Liability Company	100%
216	514/NQ-HHVN	25/11/2024	Policy on personnel work at Hai Phong Port Joint Stock Company	100%
217	520/NQ-HHVN	28/11/2024	Establishment of the Liquidation Council for the sale of Dai An ship of VIMC Maritime Transport Company	100%
218	521/QĐ-HHVN	28/11/2024	Policy on personnel work at Dong Hai Shipping One Member Limited Liability Company	100%
219	524/NQ-HHVN	2/12/2024	Policy on personnel work at Cai Mep International Container Terminal Limited Liability Company (CMIT)	100%
220	526/NQ-HHVN	6/12/2024	Personnel work at Da Nang Port Joint Stock Company and Hai Phong Port Joint Stock Company	100%
221	527/NQ-HHVN	12-10-24	Personnel work at Dong Hai Shipping One Member Limited Liability Company	100%
222	528/NQ-HHVN	12-12-2024	Personnel work at Cai Mep International Container Terminal Limited Liability Company	100%
223	538/NQ-HHVN	16/12/2024	Personnel work at Hai Phong Maritime Investment and Trading Joint Stock Company	100%
224	542/NQ-HHVN	18/12/2024	Meeting on December 19, 2024	100%
225	546/NQ-HHVN	20/12/2024	Policy on personnel work at VIMC Logistics Joint Stock Company	100%
226	549/NQ-HHVN	20/12/2024	Policy on personnel work at VIMC Maritime Transport Company	100%

No	Resolution/ Decision No	Date	Content	Approval rate
227	552/NQ-HHVN	20/12/2024	Appointment of the General Director of VIMC Maritime Transport Company	100%
228	556/NQ-HHVN	27/12/2024	Review and supplement of personnel planning for the period 2021-2026 and 2026-2031 of Dong Hai Shipping One Member Limited Liability Company	100%
229	557/NQ-HHVN	27/12/2024	Personnel work at High-Tech Transport Limited Liability Company	100%
230	558/NQ-HHVN	27/12/2024	Business production and investment development plan for 2025 of Vietnam Maritime Corporation - JSC	100%
231	559/NQ-HHVN	27/12/2024	Policy for Saigon Port Joint Stock Company to invest in equipment and cooperate in operations to serve activities at Saigon Port - Hiep Phuoc	100%



Appendix No. 03: Transactions of Vietnam Maritime Corporation - JSC and Related Persons of the Corporation
(Attached to Annual Report No. 315/BC-HHVN dated 22/3/2025 of Vietnam Maritime Corporation - JSC)

Unit: VND

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
1	Sai Gon Port JSC	Subsidiary		No. 3 Nguyen Tat Thanh, Ward 13, District 4, Ho Chi Minh City	2024		Purchase of goods and service	20,043,705,178
					2024		Other income	4,933,610,307
2	Hai Phong Port JSC	Subsidiary		No. 8 Tran Phu, May To Ward, Hai Phong City	2024		Purchase of goods and service	120,296,188
					2024		Sale of goods and services	8,382,738,332
					2024	Resolution No. 01/NQ-CHP dated April 15, 2024	Dividends	121,056,550,800
					31/12/2024		Receivables	485,217,024
3	Da Nang Port JSC	Subsidiary		26 Bach Dang, Thach Thang Ward, Hai Chau District, Da Nang City,	2024		Purchase of goods and service	8,923,566,914
					2024		Sale of goods and	1,246,133,600

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
				Vietnam			services	
					2022	Resolution No. 45/NQ-ĐHĐCĐ dated April 9, 2024	Dividends	103,950,000,000
4	Quy Nhon Port JSC	Subsidiary		No. 2 Phan Chu Trinh, Hai Cang Ward, Quy Nhon City, Binh Dinh Province	2024		Purchase of goods and service	7,964,478,182
					2024		Sale of goods and services	992,647,741
					2024	Resolution No. 107/NQ-BOD dated May 24, 2024	Dividends	36,374,714,400
					31/12/2024		Receivables	312,000,000
5	Cam Ranh Port JSC	Subsidiary		29 Nguyen Trong Ky, Cam Linh Ward, Cam Ranh City, Khanh Hoa	2024	Resolution No. 01/2024/NQ-CCR.DHCD	Dividends	8,920,356,750
					31/12/2024		Receivables	12,810,751,466
6	Nghe Tinh Port JSC	Subsidiary		No. 10 Truong Thi Street,	2024	Resolution No. 01-24/NQ-	Diviidents	6,584,263,200

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
				Vinh City, Nghe An Province		DHĐCĐ dated April 15, 2024		
					Năm 2024		Purchase of goods and services	218,474,570
7	Can Tho Port JSC	Subsidiary		No. 2, Phu Thang Area, Tan Phu Ward, Cai Rang District, Can Tho	Năm 2024		Sale of goods and services	5,091,265,125
					Năm 2024		Purchase of goods and servic	3,332,803,170
					Năm 2024		Loan interes	1,283,287,028
					31/12/2024		Loans	33,585,321,528
					31/12/2024		Receivables	15,061,949,567
8	VIMC Dinh Vu JSC	Subsidiary		Dinh Vu Economic Zone, Cat Hai, Dong Hai 2 Ward, Hai An District, Hai Phong City	2024		Sale of goods and services	3,049,162,211
					2024		c	14,989,407,100
					31/12/2024		Receivables	287,735,430
8	Hau Giang Maritime Service	Subsidiary		Dong Phu Commune,	2024		Sale of goods and	3,615,256,987

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
	Limited Liability Company			Chau Thanh District, Hau Giang Province			services	
					2024		Purchase of goods and services	544,993,116
					2024		Loan interest	396,500,001
					31/12/2024		Loans	6,500,000,000
					31/12/2024		Receivables	11,022,557,947
9	High-Tech Transport Limited Liability Company	Subsidiary		1st Floor, Ocean Park Building, No. 1 Dao Duy Anh, Dong Da District, Hanoi	2024		Sale of goods and services	295,251,219
					31/12/2024		Receivables	81,313,983
10	Vietnam Ocean Shipping JSC	Subsidiary		No. 215 Lach Tray, Dang Giang Ward, Ngo Quyen District, Hai Phong City, Vietnam	2024		Sale of goods and services	173,928,244,129
					2024		Purchase of goods and services	1,040,716,666
					31/12/2024		Receivables	70,704,005,549

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
					31/12/2024		Payables	21,285,058,806
11	Vietnam Shipping JSC	Subsidiary		No. 1 Hoang Van Thu, Minh Khai Ward, Hong Bang District, Hai Phong City	31/12/2024		Receivables	60,000,000
12	Bien Dong Transport Company Limited	Subsidiary		No. 1 Thuy Khue, Tay Ho District, Hanoi City	2024		Sale of goods and services	11,828,993,687
					2024		Purchase of goods and services	116,330,014
					31/12/2024		Payables	3,562,178,094
13	Vietnam Ocean Shipping Agency Joint Stock Company	Subsidiary		5th Floor, No. 12 Tan Trao, Tan Phu Ward, District 7, Ho Chi Minh City	2024		Sale of goods and services	1,493,974,982
					2024		Purchase of goods and services	4,781,114,697
					2024	Resolution No. 31/2024/NQ- TH/BOD dated June 19, 2024	Dividends	23,029,881,600

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
					31/12/2024		Receivables	143,991,871
15	Vietnam Maritime Development JSC	Subsidiary		No. 11 Vo Thi Sau, May To Ward, Ngo Quyen District, Hai Phong City	2024		Sale of goods and services	466,319,292
					2024		Purchase of goods and services	63,297,829
					2024	Resolution No. 74/NQ-PTTH dated June 5, 2024	Dividends	5,232,600,000
					2024		Receivables	2,100,000
14	VIMC Logisitcs JSC	Subsidiary		Room 405, Ocean Park Building, No. 1 Dao Duy Anh, Dong Da District, Hanoi	2024		Sale of goods and services	9,892,280,251
					31/12/2024		Receivables	3,863,076,849
15	Vietnam Container Operation Limited Company	Subsidiary		Room 409, Thuy Duong Trade Center Building, 20A Le Hong Phong, Dong	Năm 2024		Purchase of goods and services	53,477,535

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters/ Contact Address	Transaction Date with the Company	Resolution/Decision No of the General Meeting of Shareholders/Board of Directors	Content/ Quantity	Total transaction value
				Khe Ward, Ngo Quyen District, Hai Phong City				
16	Cai Lan Port Investment JSC	Subsidiary		No. 1 Cai Lan Street, Bai Chay Ward, Ha Long City, Quang Ninh Province	31/12/2024		Receivables	823,841,637
17	Vinalines Nha Trang JSC	Subsidiary		34 Tran Phu, Nha Trang City, Khanh Hoa Province	2024		Sale of goods and services	46,212,877
					31/12/2024		Loans	550,000,000
					31/12/2024		Receivables	111,870,219,202
18	VIMC container Lines JSC	Subsidiary		No. 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi	2024		Sale of goods and services	24,465,188,623
					31/12/2024		Receivables	37,506,338,499
					31/12/2024		Payables	11,152,975,042



Appendix No. 04: Transactions of Vietnam Maritime Corporation - JSC with Other Parties
(Attached to Annual Report No. 315/BC-HHVN dated 22/3/2025 of Vietnam Maritime Corporation - JSC)

Unit: VND

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters / Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the GM of Shareholders/B oard of Directors	Content Quantity	Total Transaction Value
1	Da Nang Port JSC	1. Mr. Nguyen Dinh Chung - Member of the BOD of VIMC, Chairman of the BOD of the Company; 2. Mr. Luong Dinh Minh - Head of the Supervisory Board of VIMC, Head of the Supervisory Board of the		26 Bach Dang, Thach Thang Ward, Hai Chau District, Da Nang City, Vietnam	2024		Purchase of goods and services	8,923,566,914
					2024		Sale of goods and services	1,246,133,600
					2024	Resolution No. 45/NQ- AGM dated April 9, 2024	Dividends	103,950,000,000

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters / Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the GM of Shareholders/B oard of Directors	Content Quantity	Total Transaction Value
		Company						
2	Hau Giang Maritime Service Limited Liability Company	Mr. Pham Anh Tuan - Deputy General Director of VIMC, Chairman of the Members' Council of the Company		Dong Phu Commune, Chau Thanh District, Hau Giang Province	2024		Sale of goods and services	3,615,256,987
					2024		Purchase of goods and services	544,993,116
					Năm 2024		Loans interest	396,500,001
					31/12/2024		Loans	6,500,000,000
					31/12/2024		Payables	11,022,557,947
3	Vietnam Ocean Shipping Agency JSC	Mr. Do Tien Duc - Member of the Board of Directors of VIMC, Chairman of the Board of Directors of the Company		5th Floor, No. 12 Tan Trao, Tan Phu Ward, District 7, Ho Chi Minh City	2024		Sale of goods and services	1,493,974,982
					2024		Purchase of goods and services	4,781,114,697
					2024	Resolution No. 31/2024/NQ- TH/BOD	Dividends	23,029,881,600

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters / Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the GM of Shareholders/B oard of Directors	Content Quantity	Total Transaction Value
						dated June 19, 2024		
					31/12/2024		Receivables	143,991,871
					31/12/2024		Receivables	-
4	Can Tho Port Inestment JSC	Mr. Le Quang Trung - Deputy General Director of VIMC, Chairman of the Board of Directors of the Company		No. 2, Phu Thang Area, Tan Phu Ward, Cai Rang District, Can Tho City	2024		Sale of goods and services	5,091,265,125
					2024		Purchase of goods and services	3,332,803,170
					2024		Loans interest	1,283,287,028
					31/12/2024		Loans	33,585,321,528
					31/12/2024		Payables	15,061,949,567
5	VIMC container Lines	Mr. Nguyen Ngoc Anh - Deputy General Director of VIMC,		No. 1 Dao Duy Anh, Phuong Mai Ward, Dong Da District, Hanoi	2024		Sale of goods and services	24,465,188,623
					2024		Purchase of goods and services	-

No	Organization/ Individual Name	Relationship with the Company	Business Registration Number, Date of Issue, Issuing Authority	Headquarters / Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the GM of Shareholders/B oard of Directors	Content Quantity	Total Transaction Value
		Chairman of the Board of Directors of the Company			31/12/2024		Payables	37,506,338,499
					31/12/2024		Payables	11,152,975,042
6	Vinaship JSC	Mr. Nguyen Ngoc Anh - Deputy General Director of VIMC, Chairman of the Board of Directors of the Company		No. 1 Hoang Van Thu, Minh Khai Ward, Hong Bang District, Hai Phong City	31/12/2024		Receivables	60,000,000