

CHAN MAY PORT JOINT STOCK COMPANY



ANNUAL REPORT

2025

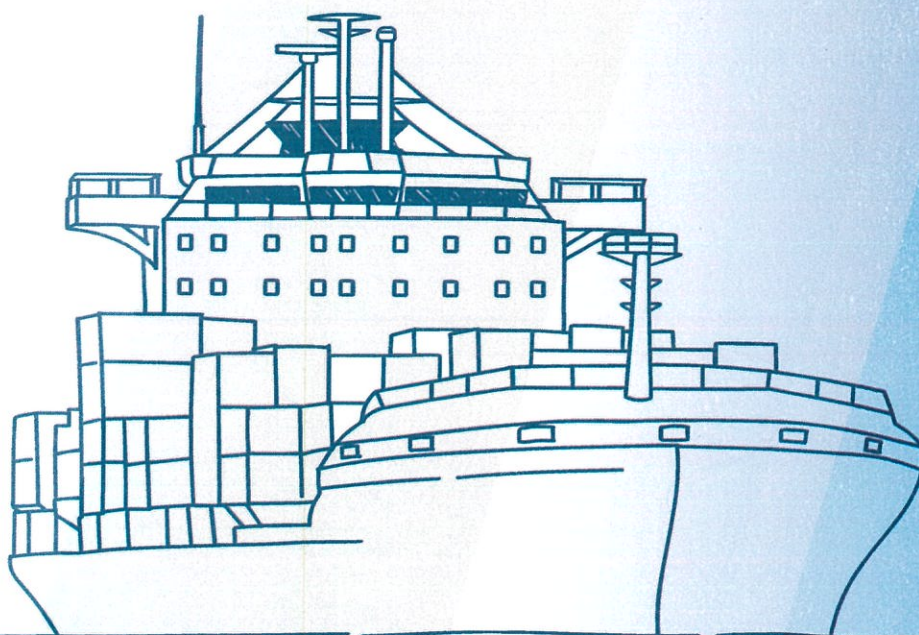
Authorized Information Disclosure Representative

Full Name: Van Tien Le

Position: Assistant General Manager

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Hue, March 2026

Company;

- October 17, 2014: Chan May Port JSC. was established following Decision No. 3932/QĐ-BGTVT by the Ministry of Transport, approving the equitization plan and converting Chan May Port One-Member Limited Company, which is an independently accounting member company of Vinashin, into a joint-stock company;

- June 26, 2015: Chan May Port JSC. commenced operations as a joint-stock company under Business Registration Certificate No. 3300515171, initially issued on November 28, 2007, and amended for the 12th time on July 27, 2025, by the Department of Planning and Investment of Huế City;

- December 1, 2015: The company received its initial securities registration certificate, followed by the second issuance on November 15, 2017;

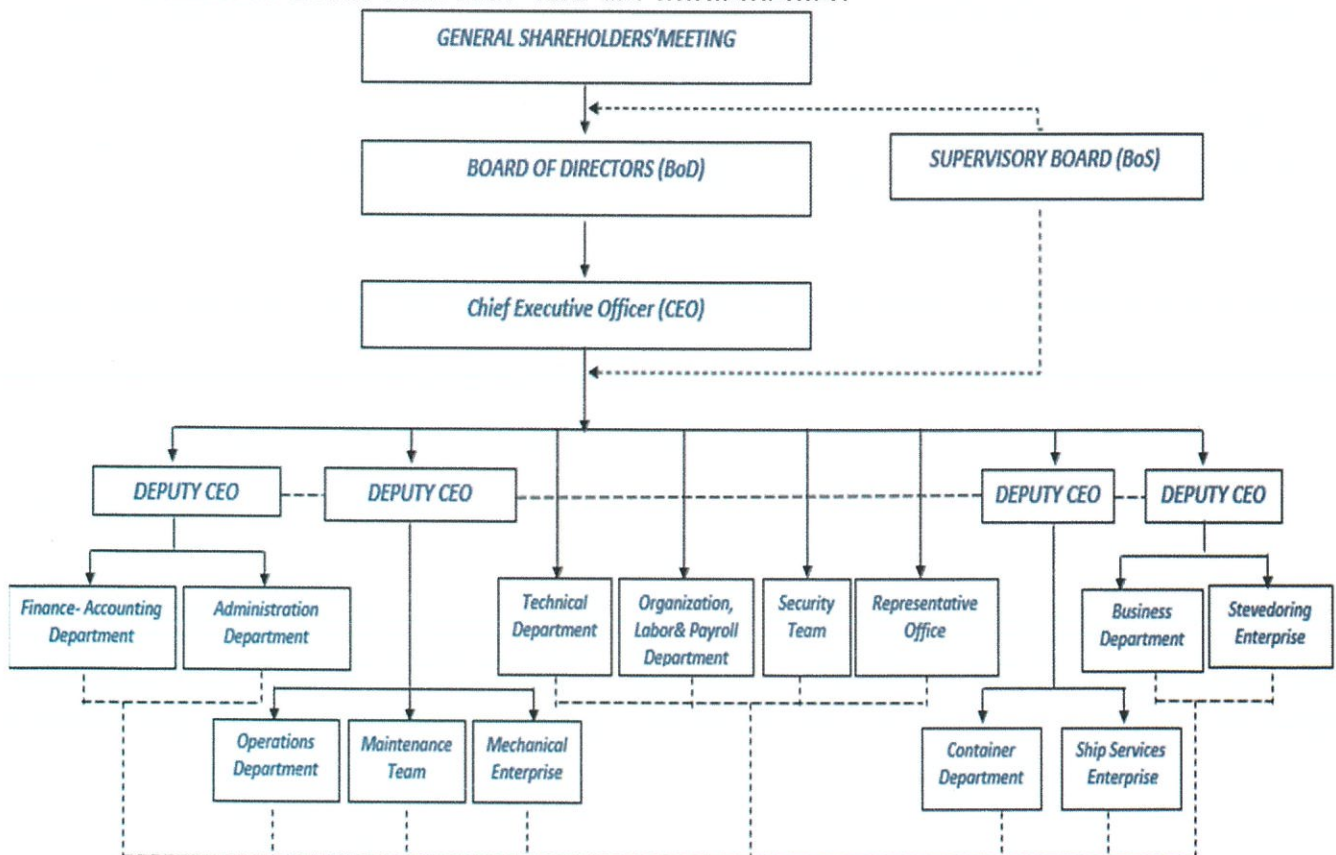
- February 15, 2016: The company's shares were officially listed for trading on the Upcom market of the Hanoi Stock Exchange. Moreover, additional registration of 1,543,115 CMP shares was approved on November 28, 2017;

- Ticker ID: CMP.

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

- Governance model: General Meeting of Shareholders, Board of Directors (BoD), Board of Supervisors (BoS), and Executive Board;

- Internal Audit Function: Not yet implemented



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NGÀNH NGHỀ KINH DOANH

MAIN SERVICES

- ✓ Dịch vụ xếp dỡ hàng tổng hợp
General cargo handling service
- ✓ Dịch vụ xếp dỡ hàng container
Container cargo handling service
- ✓ Dịch vụ giao nhận, kiểm đếm
Delivery & receiving service, tallying
- ✓ Tàu khách du lịch
Cruise ship service
- ✓ Dịch vụ cầu bến
Wharf services
- ✓ Đại lý hàng hải
Shipping agency service
- ✓ Dịch vụ lai dắt
Towage service
- ✓ Dịch vụ sửa chữa
Repairing service
- ✓ Dịch vụ kho bãi
Storage and warehouses service
- ✓ Cung ứng nhiên liệu, điện nước, thực phẩm
Supply service: fuel, electricity, fresh water, food....



CÁC XÍ NGHIỆP TRỰC THUỘC

ENTERPRISES

XÍ NGHIỆP CƠ GIỚI

MECHANICAL ENTERPRISE



XÍ NGHIỆP XẾP DỠ

STEVEDORING ENTERPRISE



XÍ NGHIỆP DỊCH VỤ CUNG ỨNG TÀU BIỂN

SHIP SERVICES BUSINESS ENTERPRISE



Để hoàn thiện dịch vụ và đáp ứng nhu cầu ngày càng cao của quý khách hàng khi đến với Cảng Chân Mây, chúng tôi đã và đang triển khai các dịch vụ Cung ứng Hàng hải: Xăng dầu, dầu nhớt các loại, điện, nước ngọt,... cho tất cả các phương tiện thủy bộ khi đến Cảng.

In order to improve our services and meet customer's needs, we are available to supply all marine services: bunker supplies (IFO, MDO, MGO), fresh water... for all transport means.

Please contact:

Tel: (84) 234.3891841(113)

MỤC TIÊU PHÁT TRIỂN

TARGETS OF DEVELOPMENT

01

**TÀU HÀNG CÓ TRỌNG TẢI ĐẾN 70.000DWT***Cargo Ships up to 70.000DWT*

02

**XÂY DỰNG KHU DEPOT***DEPOT Building*

03

**XÂY DỰNG KHO NGOẠI QUAN/CFS***Bonded warehouse/CFS*

6. Risk

- Risks that may affect the Company's business operations:
 - + Technical risks: Equipment malfunctions, transportation failures, dock issues, etc...;
 - + Force majeure: Epidemics, natural disasters, floods, fires, wars, etc.;
 - + Other objective risks: Policies, monetary issues, competitors, etc.

II. BUSINESS PERFORMANCE

1. Production and Business Activities

- Total bulk cargo throughput reached 4,971,288 tons, achieving 88.8% of the annual plan (5,600,000 tons) and representing a 7.84% decrease compared to 2024 (5,394,231 tons). Container throughput totaled 11,347 TEUs, fulfilling 102.4% of the plan (11,080 TEUs) and increasing by 35.16% year-on-year (2024: 8,395 TEUs).

- The total number of vessel calls amounted to approximately 636, a decrease of 65 calls compared to 2024.

-The Port welcomed 46 cruise vessel calls, serving a total of 131,315 passengers and crew members.

- Total revenue from production, business operations, and financial activities in 2025 reached VND 328.515 billion, equivalent to 85.1% of the annual plan (VND 386.2 billion), reflecting a 14.61% decline compared to 2024 (VND 384.742 billion).

- Profit before tax amounted to VND 29.501 billion, exceeding the annual plan (VND 25.351 billion) by 16.4%.

- Tax contributions totaled approximately VND 14.356 billion, achieving 171.7% of the plan and representing 3.7 times the contribution recorded in 2024 (VND 3.863 billion).

- Performance evaluation against the 2025 annual plan:

No.	Indicator	Unit	2025 Plan	2025 Actual	% of 2025 Plan
1	Total Cargo Throughput	Tons	5,600,000	4,971,281	88.8%
	Container Throughput	TEUs	11,080	11,347	102.4%
2	Revenue from Business Activities	VND million	385,000	326,869	84.9%
3	Profit Before Tax	VND million	25,351	29,474	116.3%
4	Tax Contribution	VND million	8,360	14,356	171.7%
5	Number of Employees	Persons	347	347	100.0%

In 2025, although cargo throughput and revenue targets were not fully achieved, both profit before tax and profit after tax exceeded the annual plan and surpassed the results recorded in 2024. This outcome demonstrates that the Company's business operations have attained improved effectiveness in terms of financial management and corporate governance.

2. Organization and Human Resources

- List of the Board of Directors, Executive Board, and Voting Shareholding Ratios

2.1. Mr. Tien Dat Nguyen

Current Position : Full-time Member of the Board of Directors

Date of Birth : May 12, 1973

Gender : Male

Nationality : Vietnamese

Educational Background : Master's Degree in Economics – Finance

Shares Owned : 0 shares

Representative of Shipbuilding Industry Corporation's Capital at Chan May Port JSC is 12,044,425 shares, accounting for 37.17% of charter capital.

2.2. Mr. Van Toan Huynh

Current Position : CEO, Member of the Board of Directors

Date of Birth : August 15, 1975

Gender : Male

Nationality : Vietnamese

Educational Background : Mechanical Engineering - Mechanical Manufacturing Engineer

Shares Owned : 6,300 shares

Representative of Shipbuilding Industry Corporation's Capital at Chan May Port JSC is 10,000,000 shares, accounting for 30.00% of charter capital.

2.3. Mr. Chi Phai Le

Current Position : Member of the Board of Directors, Deputy CEO

Date of Birth : July 21, 1979

Gender : Male

Nationality : Vietnamese

Educational Background : Bachelor's Degree in Economics – Business Administration & Bachelor's Degree in Finance and Banking

Shares Owned : 2,625 shares
 Representative of Shipbuilding Industry Corporation's Capital at Chan May Port JSC is 10,000,000 shares, accounting for 30.00% of charter capital.

2.4. Ms. Hoang Thi Ho

Current Position : Member of the Board of Directors,
Deputy CEO
 Date of Birth : April 14, 1978
 Gender : Female
 Nationality : Vietnamese
 Educational Background : Master's Degree in Economic
Management
 Shares Owned : 6,615 shares

2.5. Mr. Thanh Cong Nguyen

Current Position : Deputy CEO
 Date of Birth : February 28, 1976
 Gender : Male
 Nationality : Vietnamese
 Educational Background : Marine Transport Economics Engineer
 Shares Owned : 1,890 shares

2.6. Mr. Van Chuong Nguyen

Current Position : Deputy CEO
 Date of Birth : March 2, 1981
 Gender : Male
 Nationality : Vietnamese
 Educational Background : Mechanical Engineering – Cargo
Handling Automation
 Shares Owned : 1,890 shares

2.7. Mr. Khanh Toan Ngo

Current Position : Chief Accountant
 Date of Birth : October 18, 1979
 Gender : Male
 Nationality : Vietnamese
 Educational Background : Bachelor's Degree in Economics –
Accounting
 Shares Owned : 1,995 shares

2.8. Mr. Tuan Anh Phan

Current Position : Head of the Board of Supervisors
 Date of Birth : January 14, 1981
 Gender : Male
 Nationality : Vietnamese
 Educational Background : Bachelor's Degree in Economics – Accounting
 Shares Owned : 1,680 shares

- Changes in the Board of Directors and Executive Management in 2025:

No.	Full Name	Position	Date of Appointment/Date of Dismissal	
			Date of Appointment	Date of Dismissal
I. Board of Directors (BoD)				
1	Tien Dat Nguyen	Chairman of the BoD	31/10/2025	
2	Ba Hoa Duong	Chairman of the BoD		31/10/2025
3	Van Toan Huynh	Member of the BoD	31/10/2025	
4	Van Phong Tran	Member of the BoD		31/10/2025
5	Chi Phai Le	Member of the BoD	31/10/2025	
6	Hoang Thi Ho	Member of the BoD		31/10/2025
II. Executive Board				
1	Van Toan Huynh	CEO	31/10/2025	
2	Chi Phai Le	Deputy CEO	23/09/2025	
3	Thanh Cong Nguyen	Deputy CEO	23/09/2025	
4	Van Chuong Nguyen	Deputy CEO	23/09/2025	
5	Hoang Thi Ho	Deputy CEO	23/09/2025	
6	Khanh Toan Ngo	Chief Accountant	23/09/2025	

- Total Workforce and Employment Policies

+ As of the end of December 2025, the Company's total workforce comprised 353 employees (including management personnel), of whom 65 were

female employees. Employment was maintained at 100%, with all employees fully engaged. The workforce structure is detailed as follows:

No.	Criteria	Number of Employees	Proportion
I	<i>By Educational Qualification</i>	353	
1	University Degree or Higher	112	31,73%
2	College Degree	28	7,93%
3	Intermediate Level	44	12,46%
4	Vocational Training	132	37,39%
5	Unskilled Labor	37	10,48%
II	<i>By Type of Employment Contract</i>	353	
1	Indefinite-Term Contract (including company management)	281	79,6%
2	Fixed-Term Contract (1–3 years)	70	19,83%
3	Short-Term Contract (less than 1 year)	2	0,57%
4	Probationary Contract	0	0%

+ The company places great emphasis on employee training and professional development. Employees are regularly sent to participate in management training programs, professional skill enhancement courses, occupational safety and hygiene training, and other supporting skills programs. These initiatives aim to improve job performance, enhance adaptability to the modern and highly integrated business environment, and particularly strengthen capabilities in the newly developed container operations sector.

+ The Company consistently ensures the full and timely implementation of policies and benefits for employees in compliance with the provisions of the Labor Code and prevailing State regulations. It also guarantees the provision of adequate working equipment for all employees, delivers occupational safety and hygiene training, supplies sufficient personal protective equipment, and maintains other safe working conditions. On an annual basis, the Company organizes periodic comprehensive health examinations for all employees. In particular, employees engaged in hazardous and strenuous occupations undergo comprehensive health check-ups twice per year to safeguard their well-being and provide assurance in the workplace. In 2025, the average monthly income of employees reached VND 18.47 million per person, representing an increase of 8.138% compared to 2024 (VND 17.08 million per person per month).

3. Investment Activities and Project Implementation

In 2025, the Company has been actively implementing and executing investment in a number of projects in strict compliance with applicable procedures and prevailing regulations. The details are as follows:

a. Investment Implementation Status

The 2025 investment plan comprised eight carry-over items from previous years and five new investment items initiated in 2025. Throughout the implementation process, the Company made continuous efforts to overcome challenges and ensure that projects progressed in accordance with the approved schedule. However, due to various objective factors adversely affecting project timelines, actual implementation in 2025 reached only 12.17% of the assigned plan (VND 14,946 million out of VND 122,800 million). Four carry-over items were proposed for temporary suspension in 2025, including:

- + Dredging and adjustment works to expand the access channel and turning basin of the inner berth (120-meter berth);

- + Maintenance dredging of the anchorage area at Berth No. 1 – Chan May Port;

- + Preparation of environmental documentation for Berth No. 1 – Chan May Port;

- + Functional enhancement of Berth No. 2 to accommodate cruise vessels, pending completion of relevant administrative procedures.

The delays in implementation were primarily attributable to procedural constraints. The project with the most significant impact on the 2025 investment plan was the Construction Investment Project for Berth No. 2 – Chan May Port (Completion Phase). The approved implementation plan for 2025 amounted to VND 70,000 million; however, actual implementation reached only VND 12 million, equivalent to 0.02% of the planned target. The shortfall was mainly due to substantial difficulties encountered in resolving investment-related administrative procedures, including adjustment of the Investment Registration Certificate, procedures for allocation of sea areas, and environmental impact assessment (EIA) procedures for Berth No. 2, which required extensive consultation with relevant departments and authorities. Furthermore, as investment activities are closely linked to the Company's production and business operations, although implementation schedules had been established, execution was not carried out in a timely manner due to the need for additional discussions and coordination with customers and competent authorities to ensure operational stability.

The remaining items were largely completed and did not materially affect the overall investment plan.

b. Disbursement Status in 2025

Unit: VND million

No.	Project / Economic– Technical Report (Construction, Procurement, Repair)	Approved Constructio n Investment Project / Economic– Technical Report	Approved 2025 Plan		Estimated 2025 Implementation		Notes
		Total Approved Investment	Implemented	Disbursed	Implemented	Disbursed	
Total(A+B+C+D)		909,272	122,800	124,624	14,946	18,717	
A	Group A Projects						
B	Group B Projects	848,061	70,000	70,000	12	676	
BI	Ongoing Projects	848,061	70,000	70,000	12	676	
B1.1	Investment in Construction of Berth No, 2 – Chan May Port	848,061					
	Phase 1	384,270					
	Completion Phase	463,790	70,000	70,000	12	676	
C	Group C Projects	-	-	-	-	-	
D	Economic– Technical Construction Investment Reports	61,212	52,800	54,624	14,934	18,040	
DI	Ongoing Economic– Technical Reports	30,512	22,100	23,924	4,410	4,410	
D1.1	Dredging for adjustment and expansion of inner berth channel and turning basin (120m berth)	4,160	3,826	3,826	-	-	Suspended
D1.2	Maintenance dredging of anchorage area – Berth No, 1, Chan May Port	8,640	8,640	8,640	-	-	Suspended

No.	Project / Economic- Technical Report (Construction, Procurement, Repair)	Approved Constructio n Investment Project / Economic- Technical Report	Approved 2025 Plan		Estimated 2025 Implementation		Notes
		Total Approved Investment	Implemented	Disbursed	Implemented	Disbursed	
D1.3	Establishment of transshipment anchorage for general and bulk cargo vessels up to 200,000 DWT at Chan May Bay	3,500	-	-	-	-	
D1.4	Installation of Fire Protection System at expanded yard – Berth No, 1, Chan May Port	4,112	1,234	2,878	3,725	3,725	
D1.5	Environmental documentation for Berth No, 1 – Chan May Port (including EIA Report, Sea Dumping Permit, Sea Area Allocation for Dredged Material Disposal, Environmental Fees for Dredged Disposal)	6,200	4,650	4,650	-	-	Suspended
D1.6	Functional upgrade of Berth No, 2 to accommodate cruise vessels		300	300	-	-	Suspended
D1.7	Upgrade and improvement of cable drum system of Gottwald HMK 170E crane	900	450	630	670	670	Completed
D1.8	Procurement of fenders	3,000	3,000	3,000	15	15	Completed

Unit: VND million

No.	Project / Economic- Technical Report (Construction, Procurement, Repair)	Approved Constructio n Investment Project / Economic- Technical Report	Approved 2025 Plan		Estimated 2025 Implementation		Notes
		Total Approved Investment	Implemented	Disbursed	Implemented	Disbursed	
D2	<i>Economic- Technical Reports in 2025</i>	30,700	30,700	30,700	10,524	13,630	-
D2.1	Upgrade of Fire Protection System – Berth No, 1, Chan May Port	5,000	5,000	5,000	249	249	
D2.2	Repair and maintenance of Berth No, 1 in 2025	20,000	20,000	20,000	9,097	11,783	
D2.3	Construction of transformer station at Berth No, 1 serving production and business operations	3,300	3,300	3,300	181	181	
D2.4	Periodic inspection and structural safety assessment of port infrastructure – Berth No, 1, Chan May Port	1,000	1,000	1,000	997	997	
D2.5	Procurement of vacuum truck (street sweeper)	1,400	1,400	1,400	-	420	

3.2. Subsidiaries and Affiliates: None

4. Financial Status

4.1. Financial Performance

Indicator	Unit	2023	2024	2025	Rate 25/24 (%)
Total Assets	VND million	671,189	693,392	688,581	99,31%

Net Revenue	VND million	227,424	383,208	326,868	85,30%
Operating Profit	VND million	(7,388)	28,590	30,009	104,96%
Profit Before Tax	VND million	(7,388)	28,491	29,747	104,41%
Profit After Tax	VND million	(7,396)	25,560	23,818	93,18%

4.2. Key Financial Indicators

Indicator	2023	2024	2025
1. Liquidity Ratios			
+ Current Ratio	1.139	1.346	1.489
+ Quick Ratio	1.069	1.563	1.499
2. Capital Structure Ratios			
+ Debt to Total Assets Ratio	0.502	0.481	0.453
+ Debt to Equity Ratio	1.006	0.925	0.827
3. Operating Efficiency Ratios			
+ Inventory Turnover Ratio (COGS / Avg. Inventory)	43.1	46.5	32.5
+ Total Asset Turnover Ratio (Net Revenue / Total Assets)	0.339	0.553	0.475
4. Profitability Ratios			
+ Net Profit Margin (Net Profit / Net Revenue)	-	0.067	0.073
+ Return on Equity (ROE) (Net Profit / Equity)	-	0.071	0.063
+ Return on Assets (ROA) (Net Profit / Total Assets)	-	0.037	0.035
+ Operating Profit Margin (Operating Profit / Net Revenue)	-	0.075	0.075

5. Shareholding Structure and Changes in Owner's Equity

5.1. Shares

The total number of outstanding shares is 32,405,415, including 360,990 freely transferable common shares. The remaining 32,044,425 shares are subject to transfer restrictions in accordance with the Government's divestment policy.

5.2. Shareholding Structure

No.	Category	Number of Shareholders	Number of Shares	Percentage (%)	Remarks
I	Major Shareholders	1	32,044,425	98.89%	Shipbuilding Industry Corporation (SBIC)
	Minor Shareholders	256	360,990	1.11%	
	Total	257	32,405,415	100%	
II	Institutional Shareholders	4	32,086,425	99.02%	1. Shipbuilding Industry Corporation – Holding 98.89% 2. Hung Dat Transportation JSC. – Holding 0.06% 3. An Long Food JSC. – Holding 0.03% 4. Loc Tu Private Enterprise – Holding 0.03%
	Individual Shareholders	253	318,990	0.98%	
	Total	257	32,405,415	100%	
III	State Shareholders	1	32,044,425	98.89%	Shipbuilding Industry Corporation
	Other Shareholders	256	360,990	1.11%	
	Total	257	32,405,415	100%	
IV	Domestic Shareholders	257	32,405,415	100%	
	Foreign Shareholders	0	0	0.00%	
	Total	257	32,405,415	100%	

5.3. Changes in Owners' Equity Investment

In 2025, the Company distributed dividends totaling VND 4,828,406,835. However, there were no trading transactions involving CMP shares during the year. Accordingly, in 2025, the Company recorded no changes in owners' equity.

5.4. Treasury Share Transactions: None.

5.5. Other Securities: None.

III. REPORT AND EVALUATION BY THE EXECUTIVE BOARD

1. Evaluation of Business Performance

a. In 2025, although the Company did not fully achieve its revenue and total revenue targets as planned, both profit before tax and profit after tax exceeded the approved targets. The specific results are as follows:

No.	Indicator	Actual 2024	Plan 2025	Actual 2025	Ratio (4/2)	Ratio (4/3)
		Unit: VND million				
	1	2	3	4	5	6
1	Total Revenue	384,742	386,200	329,113	85.22%	85.54%
2	Financial Revenue	1,533	1,200	1,931	125.96%	160.92%
3	Other Income	1	0	314		
4	Profit Before Tax	28,491	25,351	29,747	104.41%	117.34%
5	Profit After Tax	25,560	20,281	23,818	93.18%	117.44%

In 2025, the Company's total revenue reached VND 329.113 billion, equivalent to approximately 85.5% of the approved annual target and nearly 15% lower than the level recorded in 2024. However, profit before tax amounted to VND 29.75 billion, exceeding the planned target by more than 17% and increasing by nearly 5% compared to 2024. This result demonstrates the effectiveness of the Company's financial management and cost-saving measures, as profitability improved despite lower revenue compared to the same period;

The scale of total assets, owners' equity, and capital preservation ratio remained at prudent and secure levels amid continued global economic challenges, including geopolitical conflicts, trade tensions, complex political developments, and broader social security concerns.

b. Achievements and Improvements in 2025

- International Cooperation: Despite numerous challenges and intense competition from industry peers, the Company maintained strong collaboration and effective communication with shipping lines, international partners, potential investors, and foreign travel agencies. As a result, the Company's brand value has continued to strengthen and gain broader recognition ;

- External Relations: The Company sustained positive and stable relationships with banking institutions, tax authorities, business partners, and customers;

- Operational Efficiency: Production and business performance showed marked improvement in terms of operational effectiveness and overall efficiency ;

- Financial Position: The Company's financial condition remained sound and stable, providing a solid foundation for continued investment in support of its modernization objectives ;

- Customer Partnership: The Company consistently fostered close and long-term partnerships with customers, built upon principles of sustainability, mutual trust, and enduring cooperation.

2. Financial status

Indicator	2024 Value (VND)	2025 Value (VND)	Rate (%)
a. Asset Status (Unit: VND)			
Short-term Assets	148,190,945,247	171,118,538,289	115,47%
Long-term Assets	545,201,423,127	517,462,120,989	94,91%
Total Assets Value	693,392,368,374	688,580,659,278	99,31%
Asset Turnover Ratio	0.553	0.475	85,89%
b. Liabilities Situation (Unit: VND)			
Short-term Liabilities	110,057,598,962	114,897,470,792	104.40%
Long-term Liabilities	223,218,757,803	196,778,661,440	88.16%
Total Liabilities	333,276,356,765	311,676,132,232	93.52%
Owner's Equity	360,116,011,609	376,904,527,046	104.66%
Total Capital	693,392,368,374	688,580,659,278	99.31%
Equity to Total Capital Ratio	51.94%	54.74%	105.39%

2.1. Assets

As of December 31, 2025, the Company's total assets amounted to VND 688.6 billion, representing a decrease of nearly VND 5 billion compared to the position at the end of 2024. Notably:

- Short-term assets totaled over VND 171.1 billion at year-end, reflecting an increase of nearly VND 23 billion compared to the beginning of the year. Of this amount, cash and cash equivalents increased by more than VND 27.8 billion;

- Long-term assets decreased by nearly VND 27.8 billion compared to the beginning of the year, primarily attributable to a reduction of approximately VND 32.3 billion in fixed assets.

2.2. Capital

The Company's capital structure in 2025 fluctuated in line with changes in total assets, as detailed below:

- Total liabilities amounted to nearly VND 311.7 billion, representing a decrease of more than VND 21.6 billion compared to the beginning of the year. Short-term liabilities increased by approximately VND 5 billion, primarily due to provisions made during the period, while long-term liabilities decreased by more than VND 26.4 billion as a result of principal repayments on outstanding loans;

- Owners' equity reached VND 376.9 billion, an increase of nearly VND 16.8 billion compared to 2024.

Overall, the Company's financial indicators remained at prudent and sound levels, ensuring financial safety and stability.

3. Improvements in Organizational Structure, Policies, and Management

- Throughout the year, the Company's organizational structure remained aligned with its established operational model, ensuring consistency and appropriateness;

- In terms of operational policies, the Company adhered to legal regulations while maintaining flexibility to address emerging business situations, as evidenced by the key performance indicators achieved over the past year.

4. Development Plan for 2026

With the objective of enhancing competitiveness within the seaport industry; further developing container handling services to ensure growth in cargo throughput and revenue; improving productivity and service quality in accordance with customer standards and requirements; and safeguarding employment and income for the Company's existing workforce while ensuring the timely implementation of employee entitlements, Chan May Port Joint Stock Company has formulated its operational plan and key targets for 2026 as follows:

4.1. Key Business Targets for 2026

- Total bulk cargo throughput: 5,200,000 tons.
- Container throughput: 12,500 TEUs.
- Total revenue: VND 351,000 million.
- Profit before tax: VND 30,038 million.
- State budget contribution: VND 10,000 million.
- Total planned investment for 2025: VND 142,080 million.

4.2. Implementation Solutions

In order to successfully implement the 2026 production and business plan, Chan May Port Joint Stock Company will focus on the following key solutions:

- Market Development Solutions: Continue conducting in-depth market research and competitor analysis to enhance competitive capacity. Integrate communication and promotional strategies to attract potential customers. Strengthen joint ventures and strategic partnerships to further develop and expand the logistics system in the area.

- Financial Solutions: Focus on maintaining and maximizing the performance of services and cargo segments that generate high economic efficiency and strong profit margins. Enhance the effectiveness of financial management and receivables control. Implement cost-saving measures to reduce operating and administrative expenses.

- Production and Operational Management Solutions: Prioritize improvements in both cargo-handling technology and management and operational systems to ensure increased handling productivity, particularly as berth capacity is approaching its maximum utilization. Optimize the simultaneous operation of two berths to reduce vessel waiting time and minimize economic losses for cargo owners and ship operators. Develop initiatives to upgrade container-handling equipment to ensure timely and potentially ahead-of-schedule turnaround of container vessels.

- Investment Solutions: Accelerate the progress of infrastructure investment projects and successfully upgrade Berth No. 2 to accommodate vessels of up to 70,000 DWT capacity..

5. Executive Board's Explanation Regarding Audit Opinions

Based on the audited financial statements for 2025, the independent auditing firm has issued an unqualified opinion on the 2025 financial statements of Chan May Port JSC.. Therefore, the Executive Board has no further explanations.

6. Environmental and Social Responsibility Report

6.1. Environmental Indicators

The Company strictly complies with the Law on Environmental Protection and related regulatory requirements. Particular emphasis is placed on the adoption of modern, environmentally friendly technologies, as well as full compliance with regulations governing solid waste, wastewater, and emissions. Industrial hygiene and occupational safety standards are consistently maintained throughout production and operational activities. The Company also encourages research and the application of advanced environmental treatment technologies across all stages of its operations.

- the Company has established designated storage areas for hazardous waste in accordance with prevailing regulations. General waste and hazardous waste are segregated and stored separately in compliance with Government regulations on waste and scrap management, as well as specific ministerial regulations governing hazardous waste. Under no circumstances is hazardous waste allowed to be released into the external environment.

Statistics on solid waste generated (Berth No. 1 and Berth No. 2) in 2025 are as follows:

o.	Category of Solid Waste	Volume in 2025	Receiving Organization / Individual Responsible for Solid Waste Collection and Treatment
1	Municipal solid waste	42.910 tons/year	Hue Urban Environment and Public Works Joint Stock Company
2	Ordinary industrial waste	199.220 tons/year	
3	Hazardous waste generated at Berth No. 1	831 kg/year	An Sinh Trading and Construction Co., Ltd.
4	Hazardous waste generated at Berth No. 2	249 kg/year	

- The Company regularly conducts training programs to enhance employees' awareness and responsibility regarding waste management. In addition, dedicated personnel from the Technical Department are assigned to oversee and manage environmental matters within the Company..

6.2. Workforce-Related Evaluation

- 100% of employees have stable employment, are assigned tasks aligned with their expertise, and receive full insurance benefits in accordance with regulations.

- Salaries are paid in accordance with the Company's payroll policy, ensuring timely and performance-based compensation.

- Employee welfare, benefits, and occupational safety are consistently maintained.

6.3. Corporate Social Responsibility

The Company actively participates in various community initiatives, supporting disadvantaged groups through financial donations to the underprivileged, policy families, charitable funds, disaster relief efforts, and commemorative events such as War Invalids and Martyrs' Day. In 2025, the Company contributed approximately VND 554 million to social and charitable activities.

IV. BOARD OF DIRECTORS' EVALUATION OF COMPANY OPERATIONS

1. Board of Directors' Evaluation of Business Performance

In 2025, the Company's most critical performance indicator-profit with its responsibilities toward employees, the environment, the community, and society at large, exceeded the targets set forth in the annual plan.

- Achieving significant business performance milestones:

No.	Content	Unit	Plan 2025	Actual 2025	Percentage
1	Total Cargo Throughput	Tons	5.600.000	4.971.281	88,8%
2	Revenue from Business Activities	VND Bil.	385.000	326.868	84,9%
3	Total Revenue	VND Bil.	386.200	329.113	85,2%
4	Profit Before Tax	VND Bil.	25.351	29.747	117,3%

- The average employee income increased at a high rate compared to the planned target, while employment and livelihoods for workers were consistently ensured.

- The Company has consistently strived to fulfill its responsibilities to the community and society.

2. Evaluation of the Board of Directors on the Performance of the Executive Board

The Board of Directors' supervision of the Executive Board has been carried out in accordance with the Company's Charter, the Board of Directors' Operating Regulations, the Corporate Governance Regulations, and the Company's Organization and Operations Regulations. The Executive Board has implemented the Company's production and business activities in line with the resolutions of the General Meeting of Shareholders, the directives of the Board of Directors, and in compliance with the Company's Charter and legal regulations..

In close coordination with the Board of Supervisors, acting as the oversight representative of shareholders, the Board of Directors has openly received and considered the feedback and recommendations of the Board of Supervisors in its governance decisions. The Executive Board has promptly assessed market conditions and business operations, reporting to and seeking guidance from the Board of Directors for necessary adjustments and decisions in response to market fluctuations and extraordinary business activities. The Board of Directors has closely monitored business operations, promptly addressing unexpected developments and making decisions on matters beyond the authority of the Executive Board, successfully fulfilling its assigned responsibilities.

Production and business activities, market expansion efforts, and key investment projects have been maintained, with priority given to essential investments to ensure business continuity. Potential future investment projects have been researched, discussed, and evaluated with expert consultation to ensure effective investment decisions based on capital restructuring. The Board of Directors has exercised strict oversight of investment project implementation, ensuring alignment with the Company's development strategy and legal requirements. Regulations and guidelines have been issued to enhance the supervision of the Executive Board's operations, expand service offerings to improve competitiveness, meet customer demands, modernize cargo handling technologies, boost labor productivity, and enhance overall business efficiency.

Accordingly, the results achieved in 2025 reflect strong performance, with profit targets exceeding the approved plan and surpassing the results recorded in 2024.

3. Plans and Strategic Directions of the Board of Directors

The Board of Directors, together with the Executive Board and all employees, will strive to enhance corporate governance and operational efficiency to fulfill the objectives and tasks assigned by the General Meeting of Shareholders for 2026, with the following strategic directions:

- Continue to maintain the Company's production and business operations in a safe, stable, and sustainable manner;
- Preserve and enhance shareholders' capital;
- Ensure that investment activities are implemented efficiently, on schedule, and in alignment with actual needs;
- Further expand market presence and strengthen relationships with customers, particularly international clients;
- Fully comply with all applicable laws and regulations;
- Improve employees' living standards and income, fostering stability, job security, and long-term commitment and dedication to the Company.

Key Business Targets for 2026:

No.	Description	Unit	2025	2026 Plan	Notes
1	Bulk cargo throughput	Metric tons	4,971,281	5,200,000	
2	Container throughput	TEUs	11,347	11,080	
3	Total revenue	VND million	329,113	370,000	
4	Profit before tax	VND million	29,747	23,336	

5	State budget contribution	VND million	14,356	8,360	
6	Number of employees	Persons	347	347	

V. CORPORATE GOVERNANCE

1. Board of Directors

1.1. Members and Structure of the Board of Directors

The Board of Directors of Chan May Port JSC. currently consists of three members, including one Chairman, one Board Member cum CEO Director and one Board Member cum Deputy CEO:

- Mr. Tien Dat Nguyen : Chairman of the Board of Directors;
- Mr. Van Toan Huynh : Board Member cum CEO – Legal Representative of the company;
- Mr. Chi Phai Le : Board Member cum Deputy CEO;

1.2. Subcommittees under the Board of Directors:

As of the end of December 2025, the Secretariat of the Board of Directors consists of the following members:

- + Mr. Trung Chinh Hoang : Head of Secretariat;
- + Mr. Van Tien Le : Member;
- + Mr. Quang Viet Truong : Member;
- + Mr. Van Nhat Nguyen : Member;
- + Ms. Thanh Loan Le Thi : Member.

1.3. Activities of the Board of Directors

In 2025, Chan May Port JSC. held two General Meeting of Shareholders:

a. Annual General Meeting of Shareholders for 2025 held on 30/6/2025

The 2025 Annual General Meeting of Shareholders approved several significant matters, including:

- Report on Production and Business Performance in 2024 and the Business Plan for 2025;
- Audited Financial Statements for 2024;
- Report on the Management, Direction, and Supervision Activities of the Board of Directors in 2024 and the Operational Plan for 2025;
- Supervisory Report for 2024 of the Board of Supervisors;
- Proposal on authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders;

- Proposal on the finalization of the salary and remuneration fund for 2024 of the Board of Directors, the Board of Supervisors, and the Executive Board of Chan May Port Joint Stock Company;

- Proposal on the Investment Plan for 2025.

No.	Resolution Number	Date	Content
1	01/NQ-ĐHĐCĐ	30/6/2025	Resolution of the 2025 Annual General Meeting of Shareholders of Chan May Port JSC.

b) The First Extraordinary General Meeting of Shareholders in 2025 held on 31 October 2025

The First Extraordinary General Meeting of Shareholders in 2025 approved several key matters as follows:

- Election of members of the Board of Directors of Chan May Port Joint Stock Company for the 2025–2030 term;

- Election of members of the Board of Supervisors of Chan May Port Joint Stock Company for the 2025–2030 term;

- Amendments and supplements to the Charter of Chan May Port Joint Stock Company;

- Amendments and supplements to the Internal Corporate Governance Regulations of Chan May Port Joint Stock Company;

- Amendments to the Operating Regulations of the Board of Directors of Chan May Port Joint Stock Company.

No.	Resolution Number	Date	Content
1	02/NQ-ĐHĐCĐ	31/10/2025	Resolution of the The First Extraordinary General Meeting of Shareholders in 2025

In accordance with regulations for large-scale public companies, the Board of Directors has directed the CEO to fully comply with the company's information disclosure obligations as required by law. This has enhanced transparency and openness in corporate governance while enabling shareholders to stay informed about the company's operations.

Based on the outcomes of its meetings, the Board of Directors has issued multiple Resolutions/Decisions as a foundation for the Executive Board to implement business and production activities, including:

No.	Resolution/Decision No.	Date	Content
1	01/NQ-HĐQT	13/01/2025	On the approval of the 2024 salary fund of Chan May Port Joint Stock Company
2	02/QĐ-HĐQT	13/01/2025	On the approval of the 2024 salary fund of Chan May Port Joint Stock Company
3	04/NQ-HĐQT	21/01/2025	On the approval of the Q4/2024 Financial Statements of Chan May Port Joint Stock Company
4	05/NQ-HĐQT	12/02/2025	On the approval of the policy allowing the Executive Board to recruit additional personnel for the Organization – Labor & Salary Department
5	06/NQ-HĐQT	14/02/2025	On the approval of the record date for the list of shareholders to convene the 2025 Annual General Meeting of Shareholders
6	07/NQ-HĐQT	20/02/2025	On the extension of the timeline for organizing the 2025 Annual General Meeting of Shareholders
7	08/NQ-HĐQT	20/02/2025	On the approval of the audited 2024 Financial Statements of Chan May Port Joint Stock Company
8	09/NQ-HĐQT	27/02/2025	On the approval of the adjusted investment policy for the Construction Investment Project of Berth No. 02 – Chan May Port
9	10/NQ-HĐQT	13/03/2025	On the approval of the final settlement for the completed project of the 2,500m ² warehouse under the 2018 production and business support investment plan
10	11/NQ-HĐQT	13/03/2025	On the approval of the policy to repair the 1,980m ² warehouse
11	12/NQ-HĐQT	19/03/2025	On authorizing the Executive Board to implement the resolutions of the Board of Directors
12	13/NQ-HĐQT	19/03/2025	On the issuance of the Regulation on management and use of auxiliary tools of Chan May Port Joint Stock Company
13	14/QĐ-HĐQT	19/03/2025	On the issuance of the Regulation on management and use of auxiliary tools of Chan May Port Joint Stock Company

14	15/NQ-HĐQT	20/03/2025	On the approval of the procurement policy for haulage cables of the Vinalift 02 crane for production purposes
15	17/NQ-HĐQT	09/04/2025	On the approval of the final settlement for the completed project: Construction of a fence for the expanded yard of Berth No. 01
16	18/NQ-HĐQT	09/04/2025	On the approval of the procurement policy for specialized discharge resistor cables for the haulage motor of the Gottwald HMK 170E crane
17	19/QĐ-HĐQT	11/04/2025	On the establishment of the Shareholder Qualification Verification Committee for the 2025 Annual General Meeting of Shareholders
18	27/NQ-HĐQT	16/04/2025	On the approval of the adjusted investment policy for the Construction Investment Project of Berth No. 02 – Chan May Port
19	28/NQ-HĐQT	21/04/2025	On the approval of the Q1/2025 Financial Statements of Chan May Port Joint Stock Company
20	29/NQ-HĐQT	23/04/2025	On the approval of the policy to repair the concrete deck overlay – Berth No. 1, Chan May Port
21	30/NQ-HĐQT	26/04/2025	On the approval of the change in the date for organizing the 2025 Annual General Meeting of Shareholders
22	31/NQ-HĐQT	21/05/2025	On the approval of the final settlement for the completed project: Maintenance and repair of Berth No. 1 – Chan May Port
23	32/NQ-HĐQT	27/05/2025	On the approval of the change in the date for organizing the 2025 Annual General Meeting of Shareholders
24	37/NQ-HĐQT	02/06/2025	On the approval of the policy for mid-term maintenance of the vessel Chan May 02
25	38/NQ-HĐQT	05/06/2025	On the approval of the policy to repair the concrete deck overlay – Berth No. 1, Chan May Port
26	39/QĐ-HĐQT	05/06/2025	On the establishment of the Port Security Committee of Chan May Port Joint Stock Company

27	41/NQ-HĐQT	12/06/2025	On the approval of the final settlement for the completed project: Upgrade of the container storage yard – Chan May Port, under the business plan involving additional equipment
28	42/NQ-HĐQT	16/06/2025	On the approval of the final settlement for the completed project: Repair of beams, deck panels, and pile head encasement in 2023
29	43/NQ-HĐQT	04/07/2025	On the approval of the adjustment for the completed infrastructure investment project serving the expansion of the yard at Berth No. 1 – Chan May Port
30	44/NQ-HĐQT	04/07/2025	On the approval of the policy for periodic inspection and structural safety assessment of Berth No. 1 – Chan May Port
31	45/NQ-HĐQT	04/07/2025	On the approval of the policy for maintenance and repair of Berth No. 1 in 2025
32	46/NQ-HĐQT	04/07/2025	On the approval of the investment policy for the construction and upgrade of the fire prevention and fighting system at Berth No. 1 – Chan May Port
33	47/NQ-HĐQT	10/07/2025	Resolution on the selection of an independent audit firm to audit the semi-annual financial statements and the 2025 annual financial statements
34	48/QĐ-HĐQT	10/07/2025	Decision on the selection of an independent audit firm to audit the semi-annual financial statements and the 2026 annual financial statements
35	49/NQ-HĐQT	16/07/2025	Resolution approving the record date for finalizing the list of shareholders to convene the First Extraordinary General Meeting of Shareholders in 2025
36	50/NQ-HĐQT	20/07/2025	Resolution approving the Q2 2025 financial statements of Chan May Port Joint Stock Company
37	51/NQ-HĐQT	30/07/2025	Resolution approving the policy on construction of the transformer station at Berth No. 01 – CMP
38	52/NQ-HĐQT	05/08/2025	Resolution on the establishment of the Fire Prevention and Rescue Command Committee of Chan May Port Joint Stock Company

39	53/QĐ-HĐQT	05/08/2025	Decision on the establishment of the Firefighting and Rescue Command Committee of Chan May Port Joint Stock Company
40	54/QĐ-HĐQT	21/08/2025	Decision promulgating the Regulations on the operation of the specialized Fire Prevention and Rescue Team of Chan May Port Joint Stock Company
41	55/NQ-HĐQT	22/08/2025	Resolution on the extension of the organization of the Extraordinary General Meeting of Shareholders in 2025
42	55 ^A /NQ-HĐQT	22/08/2025	Resolution approving the financial statements for the first six months of 2025 of Chan May Port Joint Stock Company
43	56/NQ-HĐQT	05/09/2025	Resolution approving the policy on repair of the concrete deck surface of Berth No. 01 – Chan May Port
44	57/NQ-HĐQT	11/09/2025	Resolution on the appointment of the person in charge of corporate governance
45	58/QĐ-HĐQT	11/09/2025	Decision on the appointment of the person in charge of corporate governance
46	59/NQ-HĐQT	23/09/2025	Resolution on personnel matters of Chan May Port Joint Stock Company
47	60/QĐ-HĐQT	23/09/2025	Decision on the reappointment of the Deputy CEO – Ms. Hoang Thi Ho
48	61/QĐ-HĐQT	23/09/2025	Decision on the reappointment of the Deputy CEO – Mr. Chi Phai Le
49	62/QĐ-HĐQT	23/09/2025	Decision on the reappointment of the Deputy CEO – Mr. Thanh Cong Nguyen
50	63/QĐ-HĐQT	23/09/2025	Decision on the reappointment of the Deputy CEO – Mr. Van Chuong Nguyen
51	64/QĐ-HĐQT	23/09/2025	Decision on the reappointment of the Chief Accountant – Mr. Khanh Toan Ngo
52	66/NQ-HĐQT	26/09/2025	Resolution approving the policy for procurement of hoisting cables for the Vinalift 01 crane for production purposes
53	67/NQ-HĐQT	29/09/2025	Resolution approving the investment policy for procurement of a road-sweeping vacuum truck
54	76/NQ-HĐQT	20/10/2025	Resolution on the payment of cash dividends for the year 2024

55	77/NQ-HĐQT	20/10/2025	Resolution approving the Q3/2025 financial statements of Chan May Port Joint Stock Company
56	78/NQ-HĐQT	22/10/2025	Resolution on the salary level of the person in charge of corporate governance
57	79/QĐ-HĐQT	22/10/2025	Decision on the salary level of the person in charge of corporate governance
58	79 ^A /QĐ-HĐQT	22/10/2025	Decision on the establishment of the Shareholder Eligibility Verification Committee for the First Extraordinary General Meeting of Shareholders in 2025
59	80/NQ-HĐQT	31/10/2025	Resolution on the appointment of the CEO and legal representative of Chan May Port Joint Stock Company
60	81/QĐ-HĐQT	11/06/2025	Decision on the appointment of the CEO and legal representative of Chan May Port Joint Stock Company
61	83/NQ-HĐQT	14/11/2025	Resolution approving the adjustment of the investment project for the construction of Berth No. 2 – Chan May Port
62	84/QĐ-HĐQT	14/11/2025	Decision approving the adjustment of the investment project for the construction of Berth No. 2 – Chan May Port
63	86/NQ-HĐQT	18/12/2025	Resolution recognizing the results of annual emulation and commendation for managerial staff and equivalent positions in 2025
64	87/NQ-HĐQT	18/12/2025	Resolution approving the port service tariff for 2026 of Chan May Port Joint Stock Company
65	88/NQ-HĐQT	18/12/2025	Resolution approving the internal regulations of Chan May Port Joint Stock Company
66	89/QĐ-HĐQT	18/12/2025	Decision promulgating the Regulations on Emulation and Commendation of Chan May Port Joint Stock Company
67	90/QĐ-HĐQT	18/12/2025	Decision promulgating the Recruitment and Training Regulations of Chan May Port Joint Stock Company
68	91/QĐ-HĐQT	18/12/2025	Decision promulgating the Regulations on Personnel Management of Chan May Port Joint Stock Company

69	93/QĐ-HĐQT	18/12/2025	Decision on assignment of duties to members of the Board of Directors for the 2025–2030 term
70	94/NQ-HĐQT	18/12/2025	Resolution on evaluation of task performance of Deputy CEOs, Chief Accountant, Head and members of the Board of Supervisors
71	95/QĐ-HĐQT	18/12/2025	Decision on evaluation of task performance of Deputy CEOs, Chief Accountant, Head and members of the Board of Supervisors
72	96/NQ-HĐQT	18/12/2025	Resolution on emulation and commendation for members of the Board of Directors, Board of Supervisors, and Executive Board in 2025
73	97/QĐ-HĐQT	18/12/2025	Decision on emulation and commendation for members of the Board of Directors, Board of Supervisors, and Executive Board in 2025
74	98/NQ-HĐQT	25/12/2025	Resolution on the reappointment of Heads and Deputy Heads of departments of CMP

1.4 Activities of Independent Board Members: None.

1.5. List of Board Members with Corporate Governance Training Certification

Two out of three members of the Company's Board of Directors have been certified for completing the Corporate Governance Training Program for public joint-stock companies, conducted by the Securities Research and Training Center in Da Nang.

No.	Member of the BoD	Corporate Governance Certification
1	Mr. Van Toan Huynh	Certificate of completion for the Corporate Governance training program issued on 09/8/2016
2	Mr. Chi Phai Le	Certificate of completion for the Corporate Governance training program issued on 09/8/2016

2. Board of Supervisors

**2.1. Members and Structure of the Board of Supervisors (BoS):
Comprising three members**

+ Mr. Tuan Anh Phan : Head of Board of Supervisors;

- + Mr. Cong Dinh Nguyen : Member;
- + Mr. Quang Vu Doan : Member.

2.2. Activities of the Board of Supervisors

- The Board of Supervisors for the 2025–2030 term, elected at the 1st Extraordinary General Meeting of Shareholders – 2025, consists of three (03) members, including two full-time members and one non-full-time member representing the Vietnam Shipbuilding Industry Corporation. The remuneration for the non-full-time Board of Supervisors member is VND 2,000,000 per person per month.

- The Board of Supervisors has regularly conducted inspections and supervision of the Company's production and business activities in accordance with the plan approved by the Corporation through its capital representative; reviewed the financial statements and investment activities of projects in compliance with the Law on Enterprises and the Company's Charter. In 2025, the Board of Supervisors held 11 meetings and issued 11 inspection and supervision reports on the Company's operations.

- The Board of Supervisors coordinated with the Finance and Accounting Department and the independent auditing firm to review and confirm the accuracy and consistency of the Company's 2025 Financial Statements prepared by the Executive Board and audited by Chuan Viet Auditing and Consulting Co., Ltd.

- The Board of Supervisors fully attended meetings of the Board of Directors, weekly meetings of the Executive Board, and other relevant meetings in an independent capacity, providing objective opinions to help mitigate operational risks.

- During the year, the Board of Supervisors did not receive any requests from shareholders or groups of shareholders regarding the review of the Company's operations or the management and administration by the Board of Directors and the CEO.

a. Supervisory Duties

Based on the inspection and supervision activities conducted in 2025, the Board of Supervisors assessed that the Board of Directors and the CEO performed their duties in accordance with their assigned functions and responsibilities, fully complying with the Law on Enterprises, the Company's Charter, and the resolutions of the General Meeting of Shareholders. Specifically:

- Supervision of the Board of Directors' Activities:

+During the year, the BOD fulfilled its functions and duties in accordance with the Company's Charter. Its policies provided strategic direction for production and business development in line with the resolutions of the General

Meeting of Shareholders, and it directed the CEO to implement such resolutions. The BOD developed appropriate and effective strategies and management measures, enabling the Company to exceed its planned targets.

+ Based on submitted proposals, the BoD convened 9 meetings and conducted 36 written opinion collections; it issued 52 Resolutions, 23 Decisions, 16 Proposals, and 9 other documents. All documents were prepared in proper order, with full legal grounds in accordance with regulations, and were aligned with the Company's management and operational requirements.

- Supervision of the Executive Board's Activities:

+ The CEO properly performed assigned functions and duties in compliance with internal regulations, the Law on Enterprises, and the Company's Charter; promptly implemented the Decisions and Resolutions of the General Meeting of Shareholders and the Board of Directors; and committed no violations affecting the Company's operational efficiency.

+ Weekly management meetings were regularly organized to promptly address and resolve issues arising in the Company's production and business activities.

- All corporate governance and operational activities were closely directed and supervised by the Board of Directors. The CEO regularly reported to the BOD to obtain timely guidance and direction when necessary.

b. Recommendations of the Board of Supervisors

- Regarding the investment deposit for the construction of Berth No. 2 and the expansion of the yard at Berth No. 1: to date, Phase 1 of the project has been completed and put into operation since 2022; however, the Company has not yet recovered the investment deposit. As of 31 December 2025, the outstanding deposit amounts to VND 10,224,850,000. It is recommended that the Company carry out the necessary procedures to recover this deposit;

- Regarding petroleum trading activities: it is recommended that the Company develop a plan to upgrade and implement an electronic invoicing software system to ensure the issuance of electronic invoices corresponding to each sales transaction, in compliance with Clause 2 and Clause 3, Article 9 of Decree No. 123/2020/ND-CP on the timing of VAT invoice issuance.

3. Transactions, Remuneration, and Benefits of the Board of Directors, Executive Board, and Board of Supervisors

3.1. Salaries, Bonuses, Remuneration, and Other Benefits

- Salaries and bonuses of the members of the Board of Directors and the Head of the Board of Supervisors in 2025 were implemented in accordance with applicable legal regulations. The total salary fund in 2025 for the Board of

Directors, the Executive Board, and the Head of the Board of Supervisors amounted to VND 3,887 million.

- Remuneration of the Board of Directors and the Board of Supervisors in 2025: The total remuneration fund for the Board of Directors and the Board of Supervisors in 2025 was VND 132,000,000, covering four (04) members.

3.2. Transactions of internal shareholders: None.

3.3. Transactions between internal shareholders and the related: None.

3.4. Compliance with corporate governance regulations

The Company has drafted, issued, and implemented the Internal Regulations on Corporate Governance in accordance with the prevailing legal regulations applicable to public companies.

VI. REPORT ON THE COMPANY'S ENVIRONMENTAL AND SOCIAL IMPACT

1. Management of raw materials

1.1. Total volume of raw materials used for manufacturing and packaging of the organization's primary products and services during the year: None.

1.2. Report on the percentage of recycled materials used in the production of the organization's primary products and services: None.

2. Energy Consumption

2.1. Direct and Indirect Energy Consumption

- Total electricity consumption value: VND 4.9 billion;
- Diesel and other fuels: 363,180 liters of diesel and over 9,019 liters of other types of oil.

2.2. Energy Savings Achieved Through Efficiency Initiatives

During the past year, the Company implemented several practical technical initiatives to meet operational demands at the port, such as completing the installation of water spraying systems on grab bucket carriers for yard cleaning, water spraying systems for coal transfer vehicles, and water-spraying systems for the entire internal road network.

2.3. Reports on Energy-Saving Initiatives (providing energy-efficient products and services or utilizing renewable energy); results of these initiatives: None.

3. Water Consumption

3.1. Water Supply Sources and Usage

- Water supply source: Chan May Water Plant;
- Total value of water consumption: VND 1.765 billion.

3.2. Percentage and Total Volume of Recycled and Reused Water: None.

4. Compliance with Environmental Protection Regulations

4.1. Number of Violations and Fines for Non-Compliance with Environmental Laws and Regulations: None.

4.2. Total Amount of Fines for Non-Compliance with Environmental Laws and Regulations: None.

5. Workforce-Related Policies

5.1. Workforce Size and Average Employee Salary

- The Company has a total of 353 employees, including: 7 management executives; 274 employees with indefinite-term contracts; 70 employees with fixed-term contracts (1–3 years); and 2 employees with contracts under 12 months. The Company ensures 100% employment for all employees.

- In 2025, the average monthly income reached VND 18.47 million per person, an increase of 8.1% compared to 2023 (VND 17.08 million per person per month).

5.2. Policies Ensuring Employee Health, Safety, and Welfare

The Company consistently prioritizes employee welfare and promptly settles all statutory benefits. In 2025, total contributions to social insurance, health insurance, unemployment insurance, and related funds amounted to VND 9.848 billion. Payments for sickness, maternity, and convalescence benefits totaled VND 293.75 million, while severance allowances amounted to VND 822.6 million. The Company also implemented the annual confirmation of social insurance contribution periods and publicly disclosed such information in accordance with regulations. As of the reporting date, the Company has no outstanding social insurance liabilities.

The Company purchased combined personal accident insurance for 113 employees with a total premium of VND 15.255 million, and comprehensive health insurance (PVI) for 238 employees with a total premium of VND 447.2 million. During the year, the insurance provider paid a total of VND 237 million under these two insurance programs.

Regarding in-kind allowances for employees working in hazardous or harmful conditions, the Company provided in-kind support to 250 employees, including 173 mandatory cases, with a total value of VND 915 million.

The average employee income reached VND 18.47 million per person per month.

5.3. Employee Training Activities

Professional and technical training has been regularly organized to enhance employees' competencies and support effective job performance. During the year, there were 145 training participations with a total training budget of VND 240 million.

6. Corporate Social Responsibility to the Local Community

The Company actively collaborates with internal unions and organizations to encourage employees to participate in meaningful community activities, fostering solidarity and mutual support. Total contributions to charitable and social activities during the year exceeded VND 554 million.

VII. THE FINANCIAL STATEMENTS

1. Auditor's Opinion

According to the opinion of the Da Nang Branch of Chuan Viet Auditing and Consulting Co., Ltd., the Financial Statements fairly and accurately present, in all material respects, the financial position of Chan May Port Joint Stock Company as of 31 December 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations governing the preparation and presentation of financial statements.

2. The audited financial statements

The audited 2025 Financial Statements of CMP have been disclosed in compliance with regulations on the information systems of the relevant authorities (HNX) and on the Company's official website at the following link: <https://chanmayport.com/quan-he-co-dong/bao-cai-tai-chinh/cbtt-bc-tc-2025>.

Confirmation by
The Legal Representative of Company



TỔNG GIÁM ĐỐC
Huỳnh Văn Toàn



