



**LIST OF DOCUMENTS DISCLOSING INFORMATION ABOUT
ANNUAL GENERAL MEETING OF SHAREHOLDERS
DINH VU PETROLEUM SERVICE PORT JOINT STOCK COMPANY
2025**

TT	Text name
1.	Working regulations of the Congress
2.	Congress Program
3.	Report of the Board of Directors for 2024 and Business Plan for 2025;
4.	Report on Business Performance in 2024 and Business Plan for 2025;
5.	Supervisory Board's Inspection Report for 2024 and Inspection Plan for 2025;
6.	Proposal for Approval of the Audited Financial Statements for 2024
7.	Proposal for Selection of the Auditing Firm for the 2025 Financial Statements
8.	Proposal on Profit Distribution for 2024 and Financial Revenue and Expenditure Plan for 2025;
9.	Proposal on Remuneration and Operational Expenses for Members of the Board of Directors and Supervisory Board in 2025
10.	Record of the 2025 Annual General Meeting of Shareholders
11.	Resolution Annual General Meeting of Shareholders 2025

WORKING REGULATIONS AT THE 2025 ANNUAL SHAREHOLDERS' MEETING

Target:

- Ensure compliance with the provisions of Enterprise Law No. 59/2020/QH14 and relevant legal provisions, according to the principles of publicity, fairness and democracy;
- Facilitate the organization and conduct of the 2025 Annual General Meeting of Shareholders.

The Organizing Committee respectfully presents to the General Meeting of Shareholders the Working Regulations at the General Meeting as follows:

I. ORDER OF THE MEETING

All shareholders attending the General Meeting of Shareholders of Dinh Vu Petroleum Services Port Joint Stock Company must be polite, serious, sit in the correct position or area as prescribed by the Organizing Committee, not talk privately, not use mobile phones during the meeting, all mobile phones must be turned off or set to silent mode.

II. SPEECH AT THE CONGRESS:

1. **Principle** : Shareholders attending the meeting who want to express their opinions must have the consent of the Chairman.
2. **How to speak**: Shareholders speak briefly and focus on the key points that need to be discussed, in accordance with the agenda of the meeting approved by the General Meeting of Shareholders. The Chairman will arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' questions. Shareholders do not repeat previously expressed opinions, the speaking time is not more than 5 minutes/time.

III. VOTING ON ISSUES

Each shareholder is given a **Voting Card (white)** and a **Voting Form (blue)** immediately upon registration as a shareholder to attend the meeting, including:

1. **Voting card** : is a white sheet printed with the shareholder code and number of shares owned, used to be held up when shareholders are asked to vote on issues at the General Meeting.
2. **Voting card**: is a blue sheet printed with specific contents for shareholders to vote on:

- Shareholders vote on the contents of the General Meeting by checking one of the three boxes: "Agree", "Disagree" "No opinion" for all contents in the Voting Form. Issues are approved when the number of shares with voting rights of shareholders attending the meeting reaches the minimum rate as prescribed by Enterprise Law No. 59/2020/QH14.

IV. RESPONSIBILITIES OF THE PRESIDENT:

1. Conduct the meeting in accordance with the provisions of the Enterprise Law and current regulations, agenda content, rules and regulations approved by the General Meeting of Shareholders.

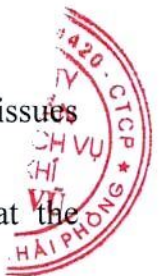
2. Guide the meeting to discuss and vote on issues on the meeting agenda and related issues throughout the meeting.

3. Resolve issues arising during the General Meeting of Shareholders.

V. RESPONSIBILITIES OF THE MEETING SECRETARY:

1. Record fully and honestly the entire content of the meeting and the issues approved or noted by shareholders at the meeting.

2. Drafting Minutes of Meetings and Resolutions on matters passed at the Annual General Meeting of Shareholders.



VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE:

1. Determine the results of shareholders' voting on issues submitted at the meeting.

2. Announce voting results at the Congress.

3. Review and report to the General Meeting of Shareholders for decision on violations of the Regulations related to election/voting issues or complaints about elections/voting.

Above is the entire Working Regulations of the 2025 Annual General Meeting of Shareholders of Dinh Vu Petroleum Service Port Joint Stock Company.

Respectfully submit to the Congress for approval.

ORGANIZING COMMITTEE

**DINH VU PETROLEUM SERVICE PORT
JOINT STOCK COMPANY**

**PROGRAMME
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

1. Time space Grand Meeting : 09:00, April 9 , 2025
2. Land Point : Association school PTSC Dinh Vu Port , Lot CN 2.1 Dinh Vu Industrial Park , Ward Dong Hai II – Hai An District – City Hai Phong street

TT	PROGRAM AND CONTENT	TIME
I	Head custom declare Mac	
1	Welcome shareholders and guests, distribute voting cards and stabilize the organization	08:30-09:00
2	Through the Minutes of shareholder qualification verification.	09:00-09:05
3	State the reason, and introduce the guest.	09:05-09:15
4	Introduction, vote to approve: Presidium, Secretariat.	09:15-09:20
II	Great content festival	
1	Approval of the working regulations of the General Meeting, the content of the meeting.	09:20-09:25
2	Introduction and vote to approve: Ballot Counting Committee.	09:25-09:30
3	Approval of voting rules	09:30-09:35
4	Report on the activities of the Board of Directors in 2024 and the plan for 2025.	09:35-09:45
5	Report on the production and business situation in 2024 and the production and business plan for 2025.	09:45-10:00
6	Submission to approve the audited financial statements in 2024	10:00-10:05
7	Report on the inspection and supervision of the Board of Supervisors in 2024 and the inspection and supervision plan for 2025	10:05-10:10
8	Submission on the distribution of profits in 2024 and the financial plan for 2025	10:10-10:15
9	Submission on the selection of an auditor for the financial statements in 2025	10:15-10:20
10	Submission on remuneration and operating expenses of the Board of Directors and the Board of Supervisors	10:20-10:25
12	The meeting discussed and voted to approve the contents of the report and the submission	10:25-10:55
13	The Ballot Counting Committee collected the ballots	10:55-11:00
14	Break	11:00- 11:15
15	Announcement of voting results	11:15-11:20
III	Congress summary:	

1	Approval of the draft Congress Resolution	11:20-11:25
2	Congress closing remarks	11:25-11:30



BOARD OF DIRECTORS' ANNUAL REPORT
Presented to the Annual General Meeting of Shareholders 2025
Dinh Vu Petroleum Services Port Joint Stock Company
(PTSC Dinh Vu)

Dear shareholders and delegates, on behalf of the Board of Directors, I would like to report on the activities of the Board of Directors of Dinh Vu Petroleum Services Port Joint Stock Company (PTSC Dinh Vu) in 2024 and the Board of Directors' Operation Plan for 2025 as follows:

I. OVERVIEW OF THE BOARD OF DIRECTORS

The Board of Directors of PTSC Dinh Vu currently consists of the following gentlemen (ladies):

- | | |
|----------------------------|--|
| 1. Mr. Nguyen Hai Bang | Chairman of the Board of Directors (full-time) |
| 2. Mr. Nguyen Quang Thuong | Member (concurrent positions) |
| 3. Mr. Nguyen Chi Trung | Member (concurrent positions) |
| 4. Mr. Le Trong Quan | Member (concurrent positions) |
| 5. Mr. Bui Quang Long | Member (concurrent positions) |

At the Annual General Meeting of Shareholders on 28/06/2024, the Company's Board of Directors made personnel changes, specifically:

- Approving the resignation of the following persons from the Board of Directors at their personal request:

1. Mr. Vu Huu An - Member of Board of Directors
2. Mr. Ta Cong Thong - Member of Board of Directors

- Elect additional members of the Company's Board of Directors for the 2024-2029 term for the following men:

1. Mr. Nguyen Duong Kim Khoi - Member of Board of Directors

- The Board of Directors also unanimously elected Mr. Nguyen Chi Trung - Deputy Director of the Company as Deputy Director in charge of company operations.

During the Extraordinary General Meeting of Shareholders on December 27, 2024, the Company's Board of Directors made personnel changes, specifically:

- Approving the resignation of the following persons from the Board of Directors at their personal request:

1. Mr. Nguyen Kim Duong Khoi - Member of Board of Directors
2. Mr. Phan Van Hung - Member of Board of Directors

- Elect additional members of the Company's Board of Directors for the 2024-2029 term for the following men:

- | | |
|-------------------------|-------------------------------|
| 1. Mr. Le Trong Quan | Member (concurrent positions) |
| 2. Mr. Bui Quang Long | Member (concurrent positions) |
| 3. Mr. Nguyen Chi Trung | Member (concurrent positions) |

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

The Board of Directors has developed the strategic direction for the company's development, concretized by instructions, resolutions and assigned tasks to the members of the Board of Directors in the spirit of democracy, promoting collective strength and intelligence. The members of the Board of Directors have supervised, directed and urged the Director/Executive Board of the Company to deploy and organize the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors during the year according to the plan. The Board of Directors operated in compliance with laws, the Company Charter, and corporate governance regulations .

1. Results of the implementation of the tasks assigned by the General Meeting of Shareholders:

Pursuant to Resolution No. 346/NQ- ĐHĐCĐ, 346/NQ-ĐHĐCĐ General Meeting of Shareholders dated 28/06/2024 of the Annual General Meeting of Shareholders, Resolution No. 574/NQ- ĐHĐCĐ ;346/NQ-ĐHĐCĐ General Meeting of Shareholders dated December 27, 2024 of the Extraordinary General Meeting of Shareholders (General Meeting of Shareholders), the Board of Directors has directed the Executive Board to deploy and organize the implementation of the contents approved at the 2024 Annual General Meeting of Shareholders as follows:

1.1 Results of implementing the 2024 production and business plan

The Board of Directors of the Company has supervised and directed the Executive Board (BOD) of PTSC Dinh Vu to perform the following specific tasks:

- Continuously improve service quality and customer care to ensure the retention of traditional shipping lines and seek new customers to maintain and increase cargo throughput through the Port, striving to complete the production and business plans set forth by the 2024 Shareholders' Meeting;

- In the context of many difficulties in 2024 with fierce competition, unpredictable fluctuations in the container shipping market as well as the delay of the oil and gas exploration and exploitation plan in the Gulf of Tonkin, the Board of Directors has directed the Executive Board to seek other sources of goods to maximize the exploitation of the port's capacity, focusing on finding sources of bulk cargo such as steel and equipment.

- Simultaneously implement many solutions, focus on directing the improvement of management, investment in technology and equipment, optimizing processes, and

resolutely implementing management and direction to overcome difficulties, take advantage of opportunities, and promote production and business activities.

- With the determination, efforts of the staff in the company and the support and companionship of strategic shareholders as well as customers, partners... at the end of 2024, PTSC Dinh Vu achieved a number of production and business results as follows:

- Total number of ships passing through the port : 228 ships
- Port throughput : 295,038 TEUS
- Total Net Revenue : 243.93 billion VND

Including:

- Revenue from production and business : 238.33 billion VND
- Financial revenue : 1.38 billion VND
- Other income : 4.23 billion VND
- Profit before tax : 10.44 billion VND
- Profit after tax : 8.35 billion VND
- State budget revenue : 8.95 billion VND

(Amount payable)

1.2 Directing investment implementation:

PTSC Dinh Vu's production and business activities in 2024 encountered many difficulties and are expected to continue to face difficulties in the coming time. Therefore, in order to adapt to the actual situation, the Board of Directors has directed the Executive Board to focus only on a number of urgent new investment projects to improve production and business capacity, while other projects will be delayed or investment will be stopped, specifically:

- Project "Investment in construction of 1250kVA transformer station": Completed and put into operation from the first quarter of 2024.
- Project "Investment in purchasing 01 set of 40-ton automatic shutter frames": Completed, put into operation from the first quarter of 2024.
- Projects: "Investment in export Checking point", "Investment in purchasing 02 trailers", "Investment in purchasing 02 1.8-ton electric forklifts", "Investment in solar power system for office building": Due to many difficulties, after review and evaluation, the Unit requests to transfer the investment in these Projects to 2025.

1.3 Directing the implementation of dividend payment in 2023

- Pursuant to Resolution No. 346/NQ-DHĐCĐ dated 28/06/2024, on November 15, 2024, the Board of Directors issued Decision No. 84/QĐ-PTSCĐV-HĐQT and paid the 2023 cash dividend at a rate of 2%/share in cash (paid on December 27, 2024). The dividend payment process to shareholders has been implemented promptly, ensuring compliance with regulations.

1.4 Results of implementation of other contents in Resolution No. 346/NQ-DHĐCĐ General Meeting of Shareholders dated 28/06/2024 of the General Meeting of Shareholders assigned:

- Signed the Contract and performed the audit of the 2024 Financial Statements with the selected Company, PwC (Vietnam) Company Limited;

- Make payment of remuneration and operating expenses of members of the Board of Directors and Supervisors in compliance with regulations;
- Announce information on the results of the election of members of the Board of Directors approved by the General Meeting of Shareholders in Resolution No. 346/NQ-ĐHĐCĐ dated 28/06/2024 and the results of the election of the Chairman of the Board of Directors, appointment of the Deputy Director in charge of operations on the Company's website, semi-annual and 2024 reports on the Company's governance situation and the Unit's Annual Report according to the Regulations;
- Based on the approval of amendments and supplements to business lines in Resolution No. 346/NQ-ĐHĐCĐ dated 28/06/2024, the Company has completed the registration of amendments and supplements to related business lines and was granted a Certificate of Change of Business Registration Content by the Department of Planning and Investment of Hai Phong City on July 30, 2024, in accordance with current regulations, and published information on the Company's website;
- The Company has also revised and updated relevant provisions in the Charter of Dinh Vu Petroleum Services Port Joint Stock Company and carried out necessary procedures to complete and issue the Company Charter in accordance with current regulations, and published information on the Company's website.

1.5 Results of implementing Resolution No. 574/NQ-ĐHĐCĐ dated December 27, 2024 of the General Meeting of Shareholders assigned:

- Announce information on the results of the election of Board of Directors members approved by the extraordinary General Meeting of Shareholders in Resolution No. 574/NQ-ĐHĐCĐ extraordinary dated December 27, 2024 on the Company's website according to the Regulations;
- Based on the approval of amendments and supplements to business lines in Resolution No. 574/NQ-ĐHĐCĐ extraordinary dated December 27, 2024, the Company has submitted documents related to the registration of amendments and supplements to business lines to the Department of Finance of Hai Phong City (formerly the Department of Planning and Investment) for consideration and approval, ensuring compliance with current regulations, and publishing information on the Company's website;

2. Board of Directors Meetings and Decisions

- During the year, the Board of Directors held 03 Board meetings and 09 written opinions, promptly issued 24 Resolutions and Decisions to orient the plan, direct the implementation and supervise the Executive Board to effectively implement the Resolutions of the Board of Directors, thereby successfully completing the contents of the Resolution of the 2024 General Meeting of Shareholders.
- Meetings and written opinions are chaired by the Chairman of the Board of Directors with fully prepared contents and implemented democratically, with high consensus in discussion and voting. Resolutions and Decisions of the Board of

Directors are all announced according to regulations; copies are sent to the Executive Board and relevant functional Departments/Units for implementation;

- The Board of Directors of the Company has properly and fully implemented the periodic and ad hoc reports as prescribed by the State Securities Commission for public companies.

- Continue to review current regulations to amend, supplement and research to issue new regulations to suit the actual production and business situation of the Unit.

(Details as attached in Appendix 01)

3. Corporate Governance

In 2024, the Board of Directors continued to direct the Company's strategic development orientation for the 2021-2025 period and vision to 2030, focusing on implementing the following contents:

- Increasingly perfecting legal documents, regulations, processes and internal rules to improve the quality of the management system;

- Ensure the policy of Safety, Health, Environment and good quality of operation, strengthen labor discipline, and improve the spiritual and material life of officers, employees and workers, create jobs and stable income for workers, ensure order and security in the Company;

- Financial management, ensuring safe financial indicators, basically completing the plan set by the Annual General Meeting of Shareholders. Synchronously implementing many cost-saving solutions, contributing to reducing financial difficulties.

4. Activities of Board Members, Activities of Subcommittees in the Board of Directors

- The part-time Board of Directors members still maintain the regular meeting regime and reporting regimes in writing, electronic data and other direct. The part-time Board of Directors members are all aware of the operating situation and ensure timely direction and management for the Company's Executive Board.

- During the year, the members of the Board of Directors have successfully completed their delegated responsibilities.

- In addition, the Company Secretary/Internal Administrator performs duties assigned by the Board of Directors and the Chairman of the Board of Directors.

(Details as attached in Appendix 02)

5. Remuneration and other benefits of the Board of Directors in 2024

- For members of the Board of Directors in 2024: For non-professional members of the Board of Directors, the remuneration is 3 million VND/person/month according to the Resolution of the General Meeting of Shareholders approved at the 2024 annual meeting. For full-time members of the Board of Directors, they receive salary

according to the salary and bonus regime according to the Company's current regulations.

- The Board's operating expenses in 2024 were applied based on the Company's financial norms and ensured compliance with current legal regulations .

(Details as attached in Appendix 03)

6. Monitoring the performance of the Director / Executive Board

- The Board of Directors regularly supervises the Director and the Executive Board in implementing the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors, and in complying with the Internal Management Regulations of the Unit. The Director is also a member of the Board of Directors, always ensuring the supervision of the Board of Directors in the Company's operations. At the Board of Directors meetings, the Company Director reports on the Company's operations, reports on the implementation of the Resolutions of the General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors and reports as requested by the Board of Directors.

- The Board of Directors also attends the Company's monthly production management meetings to grasp the situation and provide timely direction to achieve the production and business goals assigned by the General Meeting of Shareholders and the Company's Board of Directors.

- Check the implementation and compliance with the provisions of the Enterprise Law, the Charter and the Company's Governance Regulations.

- The Executive Board has complied with the provisions of the Law, the management hierarchy in the Charter and the Company's internal management regulations, the Resolutions of the General Meeting of Shareholders and the Board of Directors.

7. Shareholder relations and public company performance

- Fully and promptly comply with the provision of information as prescribed for public companies such as: Quarterly/annual financial reports; reports on closing the shareholder list... and other reports as required by the State Securities Commission and Hanoi Stock Exchange.

- Contact and provide information about the Company to shareholders upon request and in compliance with current State regulations and the Company Charter.

- Adjust information according to shareholder requests quickly and promptly.

- The Company has opened the website <http://ptscdinhvu.com.vn> to widely publicize important issues related to the Company or shareholders' rights. Related information is also regularly updated on the Company's website according to regulations.

8. Transactions between the Company and other entities

- Transactions between the Company and the Company in which the Board of Directors, Supervisory Board members, Directors and managers have been and are founding members or Board of Directors, Executive Directors within the past three (03) years (calculated at the time of preparing the report): PTSC Dinh Vu has engaged in economic transactions with companies where Board members currently or formerly hold management positions within the past three years. .

(Details as attached in Appendix 04)

III. ASSESSMENT OF THE BOARD OF DIRECTORS' PERFORMANCE IN 2024

In general, in 2024, the Board of Directors has worked closely with the Executive Board to focus all resources to stabilize and retain existing customers and seek new customers. However, with the unpredictable fluctuations of the container transportation market and fierce competition between ports in the same region, the Company only strives to complete the Revenue - Profit targets set out in the Plan at the 2024 Shareholders' Meeting, retain capital for Shareholders and repay principal periodically, continue to maintain production and business activities, expand the provision of bulk cargo services (focusing on exploiting steel and equipment) , improve trust with customers and employees, basically ensure jobs for employees, specifically:

- Maintain jobs and basic income for employees, implement policies well for employees, maintain environmental sanitation, political security, order and security in the Company.

- Continue to improve legal documents, regulations, processes and internal regulations to improve management efficiency.

- Maintain labor discipline, no serious labor accidents, ensure good management and improve the spiritual and material life of officers, employees and workers.

- The unit has also continued to maintain production and business activities according to the established orientation, trying to maintain traditional production and business activities in difficult times due to the impact of economic recession, supply chain disruption and market instability in recent times.

Besides, the Unit still has the following limitations:

- Market access for foreign container shipping lines has not been as effective as expected due to fierce competition from ports in the region and the rapid shift of container port clusters to Nam Dinh Vu and Lach areas in Cat Hai district.

- The management of payables for some customers is still ineffective, short-term debts are 46,450,608,061 VND, accounting for 62.31% of total payables (down 9.99% compared to 2023), mainly: short-term payables to suppliers, payables to employees, and short-term loans and financial leasing debts... Long-term debts account for 37.69% (down 53.79% compared to 2023) of total payables are loans and debts to Vietnam Joint Stock Commercial Bank for Industry and Trade - Bac Hai Phong Branch and Vietnam Joint Stock Commercial Bank for Foreign Trade - Dong Anh Branch.

Looking at the financial statements as of December 31, 2024, the ability to arrange capital for the above payment is guaranteed, the Company has no bad debts.

In 2024, the Board of Directors also actively performed their duties, supervised, directed and promptly supported the Company's Executive Board in operating the Unit's production and business activities, completing the targets set by the 2024 Annual General Meeting of Shareholders .

IV. ORIENTATION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Characteristics of the situation in 2025

In 2025, the world situation continues to be complicated and there are many unfavorable factors such as: slow recovery of global growth, high risk of inflation, political instability, war conflicts between regions, etc. In particular, the large economy of China is also facing many difficulties and slowing growth, along with the frequent border closure policy between China and Vietnam, in addition, the US announced new tax rates on most imported goods into the US market, with much higher tax rates on products from dozens of countries including Vietnam, escalating the global trade war, threatening to push up inflation and restrain economic growth, risking direct impact on domestic enterprises exporting goods, and the transportation service industry is also seriously affected.

- For the Port base service industry: The Company's infrastructure, loading and unloading equipment after many years of operation are outdated, degraded, and damaged, requiring large resources for maintenance, repair, and investment in upgrading. Fierce competition between Ports in the region owned by private individuals with large-scale, modern, professional investment and extensive experience in Port operation. State regulations related to service prices, seaport business conditions, etc. are increasingly numerous and very difficult to implement, especially for enterprises with State-owned capital.

- For the CFS warehouse exploitation service industry: Customers have increasingly high requirements for warehouse facilities: electric vehicles, standard shelf systems and warehouse environments... along with requirements for other accompanying services, so it is necessary to continuously invest in infrastructure as well as training to improve professional qualifications for personnel in this field.

- For the oil and gas general services and new services: Oil and gas exploration activities in the Northern region have been delayed, in addition, the ship leasing and maritime agency services for PVGAS's floating storage vessel project in Diem Dien, Thai Binh are not stable because the investor is looking for other solutions to ensure business efficiency.

- Participation in projects is the strength of the Corporation and its new member units, but it only stops at small-scale jobs because the unit still lacks qualified and experienced personnel in project management and implementation, and lacks

specialized equipment, so it cannot participate in large-scale jobs to improve productivity and efficiency in providing these services.

2. Operational plan and some key tasks of the Board of Directors in 2025

In 2025, the Board of Directors of the Company shall perform its functions and tasks in directing and operating the Company's strategy according to the Resolution of the General Meeting of Shareholders, carry out scientific and effective corporate governance, develop and supervise the Company's investment and development plans and financial activities, focusing on the following specific activities:

- Effectively carry out health, safety, environmental protection, quality and internal security risk/incident control; closely coordinate in performing tasks of protecting national sovereignty, sea and island security, and search and rescue;
- Perform well the legal and regulatory work including updating, storing, sharing information, using, training and applying. On that basis, ensure that the Unit's activities comply with current regulations; closely coordinate in inspection, investigation (if any), examination, auditing, supervision and control; harmoniously handle disputes, complaints, denunciations or disagreements related to economics and civil affairs (if any);
- Ensure effective implementation, compliance with regulations on finance, accounting, payment and debt collection, taxes, invoices and documents, maintain a stable and healthy financial situation with tightly managed cash flow. Increase the effective use of capital, while preserving and developing shareholders' capital.
- Focus on maximizing all resources to effectively exploit port facilities and expand bulk cargo operations. At the same time, it is necessary to continue to build and perfect appropriate market mechanisms and policies to ensure that they meet the specific requirements of port operations in the Hai Phong area;
- Actively coordinate closely with partners to maintain stability and continuously increase the volume of cargo exploited at ports and CFS warehouses;
- Increase the search and signing of new contracts in the field of oil and gas integrated services, while expanding additional services such as maintenance, repair, provision of technical personnel, logistics and installation to increase the efficiency of production and business activities;
- Strengthen cooperation and raise awareness of coordination between Port Units in PTSC Corporation, Port Units in Hai Phong area with similar functions and equipment.... Develop support plans and share technical processes, spare materials, engineering teams in maintenance and repair of lifting equipment, contributing to ensuring safety, stabilizing port operations and optimizing costs, extending the life of facilities;
- Promote business development and expand markets both domestically and internationally, especially outside the oil and gas sector. Proactively seek opportunities to expand the scope of service provision to potential areas such as offshore renewable

energy. At the same time, strengthen cooperation, build reputation and affirm the position of the business, contributing to enhancing the brand.

- Optimize the efficiency of exploiting the Unit's resources, focus on improving service quality, increasing labor productivity, minimizing waste, optimizing production models and production methods, thereby reducing costs, enhancing competitiveness and optimizing service chain value;
- Strengthen investment, promote key investments in infrastructure, facilities and equipment in core service areas. Prioritize the application of modern technology to improve the level of mechanization and automation in the production process and minimize the impact on the environment.
- Deploying the development of a risk management system, promoting scientific research, improving processes and promoting initiatives in production. Strengthening the application of digital transformation, information technology and computerization in data, information and process management, to improve operational efficiency and optimize resources,
- Develop high-quality human resources, associated with appropriate remuneration policies, improving the material and spiritual life of employees. Implement salary and bonus policies based on capacity, dedication and work efficiency. Apply appropriate training methods and continuously upgrade human resources to meet development requirements;
- Implement well current regulations on regimes, policies on treatment, rewards, and discipline for employees, while ensuring the rights and interests of shareholders. Promote trade union activities, emulation, and promote an active role in the activities of the Unit;
- Effectively implement social security, communication and corporate culture work in accordance with the Unit's production and business activities, closely linked with promoting core service areas and enhancing the Unit's brand;
- Resolutely carry out continuous, medium and long-term restructuring; review, evaluate, adjust and arrange resources, organizational structure and personnel effectively;
- Research and apply green development solutions, reduce greenhouse gas emissions, gradually approach international standards to create competitive advantages in the future. Prioritize the selection of new product and service development options and investment in advanced machinery and equipment, efficient use of fuel, increase renewable energy, reduce pollution and carbon emissions, and use recycled water.

with specific targets as detailed in Appendix 05 .

V. CONCLUSION

In 2024, despite many difficulties, PTSC Dinh Vu Company has made great efforts to complete the targets as set out in the plan approved by the 2024 General Meeting of Shareholders. . Entering 2025, the Board of Directors has identified that the market's difficulties have not decreased as mentioned above, but with the high

determination of the Board of Directors and the Company's management staff, along with the trust and support of all shareholders and customers, the Board of Directors of PTSC Dinh Vu will direct the Executive Board to complete the tasks and economic targets for 2025 approved by the General Meeting of Shareholders.

Above is a summary report on the Board of Directors' performance in 2024 and direction of operations in 2025 .

Respectfully submit to the Congress for consideration and approval!

On behalf of the Board of Directors, I sincerely thank all delegates and shareholders for your attention and support. We wish you health, success, and look forward to a successful meeting.

Thank you very much!

Recipient:

- As above;
- Board of Directors;
- Board of Directors;
- Website : www.ptscdinhvu.com.vn
- Save VT, Company Secretary-01

**TM. BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Hai Bang

**APPENDIX 01: LIST OF RESOLUTIONS,
DECISION OF Board of Directors 2024**

STT	Resolution Number / Decision	Date	Content	Proportion through
1	07/QĐ-PTSCDV-HĐQT	12/01/2024	Decision to approve the 2023 Salary Fund of the Company	100%
2	12/NQ-PTSCDV-HĐQT	06/03/2024	Resolution of the Board of Directors meeting of the Company in the first quarter of 2024	100%
3	13/NQ-PTSCDV-HĐQT	03/03/2024	Resolution on holding the 2024 Annual General Meeting of Shareholders	100%
4	14/QĐ-PTSCDV-HĐQT	07/03/2024	Decision on promulgating the Information Disclosure Regulations	100%
5	15/QĐ-PTSCDV-HĐQT	07/03/2024	Decision on promulgating the Regulation on decentralization of authority	100%
6	21/NQ-PTSCDV-HĐQT	15/04/2024	Resolution on extending the time to hold the 2024 Annual General Meeting of Shareholders	100%
7	28/NQ-PTSCDV-HĐQT	07/05/2024	Resolution on holding the 2024 Annual General Meeting of Shareholders	100%
8	29/NQ-PTSCDV-HĐQT	15/05/2024	Resolution on canceling the list of securities owners at the NDKCC on March 26, 2024 and changing the time of holding the General Meeting of Shareholders	100%
9	36/NQ-PTSCDV-HĐQT	31/05/2024	Resolution on promulgating financial management regulations of Dinh Vu Petroleum Services Port Joint Stock Company	100%
10	43/NQ-PTSCDV-HĐQT	10/06/2024	Resolution on approval of documents submitted to the 2024 Annual General Meeting of Shareholders	100%
11	50/QĐ-PTSCDV-HĐQT	26/06/2024	Decision to approve additional content to amend the Company	100%

			Charter to submit to the General Meeting of Shareholders	
12	60/NQ-PTSCDV-HĐQT	28/06/2024	Resolution of the Board of Directors meeting on 28/06/2024	100%
13	61/NQ-PTSCDV-HĐQT	28/06/2024	Resolution on the election of Chairman of the Board of Directors	100%
14	62/QĐ-PTSCDV	28/06/2024	Decision on personnel work	100%
15	63/NQ-PTSCDV-HĐQT	28/06/2024	Resolution on legal representative	100%
16	65/QĐ-PTSCDV-HĐQT	04/07/2024	Decision on assigning production and business plan for 2024	100%
17	66/QĐ-PTSCDV-HĐQT	09/07/2024	Decision to promulgate the Company Charter in 2024	100%
18	72/NQ-PTSCDV-HĐQT	20/08/2024	Resolution of the Board of Directors for Q2 2024 meeting	100%
19	78/NQ-PTSCDV-HĐQT	12/11/2024	Resolution on holding extraordinary shareholders' meeting 2024	100%
20	84/NQ- PTSCDV-HĐQT	15/11/2024	Resolution on dividend payment in 2023	100%
21	95/NQ- PTSCDV-HĐQT	24/12/2024	Resolution on approving additional amendments and supplements to the 2024 investment plan	100%
22	101/NQ-PTSCDV- HĐQT	31/12/2024	Resolution of the Board of Directors meeting of the Company in the 4th quarter of 2024	100%
23	102/QĐ-PTSCDV- HĐQT	31/12/2024	Decision on approving the issuance of the Declaration, Risk Appetite	100%
24	103/QĐ-PTSCDV- HĐQT	31/12/2024	Decision on approving the 2024 Salary Fund Decision	100%

**APPENDIX 02: TASKS ASSIGNMENT
AND WORKING REGIME OF BOARD MEMBERS IN 2024**

STT	Member	Title	Area of responsibility	Regime work
1	Mr. Nguyen Hai Bang	Chairman of the Board of Directors	<ul style="list-style-type: none"> - Legal representative of the Unit. - In charge of human resources and finance; - On behalf of the Board of Directors, sign Resolutions, Decisions and documents under the authority of the Board of Directors. - Urge Board of Directors members to perform assigned tasks and powers. 	Specialized
2	Mr. Nguyen Chi Trung	Board Member/ Deputy Director in charge of operations	<ul style="list-style-type: none"> - In charge of direct production management of the Company; - Perform the functions and duties of Deputy Director in charge of operations. /Authorization of the Legal Representative of the Unit. 	Member of the Executive Board (Concurrent)
3	Mr. Nguyen Quang Thuong	Board Member	<ul style="list-style-type: none"> - In charge of planning, investment and basic construction. 	Concurrent
4	Mr. Le Trong Quan	Board Member	<ul style="list-style-type: none"> - In charge of trade and market development. 	Concurrent
5	Mr. Bui Quang Long	Board Member	<ul style="list-style-type: none"> - In charge of legal affairs and salary policy, digital transformation work at the Enterprise 	Concurrent

APPENDIX 03: REMUNERATION AND BENEFITS OF Board of Directors 2024

TT	Full name	Title	Number of months worked	Salary (VND)	Allocation (VND)	Remuneration (VND)	Other benefits (VND)	Total (VND)	Note
1	Vu Huu An	Chairman of the Board of Directors	06	312,790,500	37,285,797		80,059,392	430,135,689	Dismissed 06/28/2024
2	Nguyen Hai Bang	Chairman of the Board of Directors	06	303,222,591	44,859,354		51,592,634	399,674,579	Appointed 06/28/2024
		Board Member	06			18,000,000		18,000,000	Dismissed 06/28/2024
		Company Director	06	327,839,644	36,934,045		81,170,385	445,944,074	Dismissed 06/28/2024
3	Nguyen Quang Thuong	Board Member	12		6,666,667	36,000,000		42,666,667	
4	Ta Cong Thong	Board Member	06		6,666,667	18,000,000		24,666,667	Dismissed 06/28/2024
5	Phan Van Hung	Board Member	12		6,666,667	36,000,000		42,666,667	Dismissed 12/27/2024
6	Nguyen Kim Duong Khoi	Board Member	06			18,000,000	0	18,000,000	Appointed 06/28/2024; Dismissed 12/27/2024
7	Trong Cuong Cable	Board Member	-		4,444,444	0		4,444,444	Dismissed April 21, 2023; Disbursed from the 2023 Executive Board Bonus Fund
8	Bui Van Dai	Board Member	-		4,444,444	0		4,444,444	Dismissed April 21, 2023; Disbursed from the 2023 Executive

APPENDIX 04: TRANSACTION REPORT 2024

STT	Organization name /Individual	Relationship with the Company	Time of transaction with the Company	Number of Resolutions/Decisions passed by the General Meeting of Shareholder / Board of Directors	Contract Number	Total transaction value/Contract value (VAT excluded)	Realized value in 2024 (Excluding VAT) (VND)	Note
I	Purchase contract							
1	VIP Green Port Stock Company	- Subsidiary of Viconship - Major shareholder of PTSC Dinh Vu, including: + Mr. Ta Cong Thong, Member of the Board of Directors of PTSC Dinh Vu Company (appointed on April 21, 2023; dismissed on 28/06/2024) is Director of VIP Green Port JSC from March 16, 2023 to August 11, 2024 and Member of the Board of Directors from November 19, 2021 to August 14, 2024; + Mr. Nguyen Kim Duong Khoi, Member of the Board of Directors of PTSC Dinh Vu Company (appointed on 28/06/2024; dismissed on December 27, 2024) is the Director of VIP Green Joint Stock Company from August 12, 2024 to present and Member of the Board of Directors from March 14, 2024 to present.	01/01/2024	32/NQ/PTSCĐ V-HĐQT dated 02/11/ 2023	No. 03/ under Contract No. 01/2021/VGR-PTSC; PLHD No. 03/ under Contract No. 01/2024/VGP-PTSC	According to actual output	739,453,100	Realized value as of December 26, 2024
2	Duyen Hai Petroleum Construction	PTSC Dinh Vu's affiliates, including: + Mr. Vu Huu An, Chairman of the Board of Directors of PTSC Dinh Vu	01/04/2024	Not submitted to the Board of	45 /HĐDV - PVCDH/2024		12,000,000	Realized value from

STT	Organization name /Individual	Relationship with the Company	Time of transaction with the Company	Number of Resolutions/Decisions passed by the General Meeting of Shareholder / Board of Directors	Contract Number	Total transaction value/Contract value (VAT excluded)	Realized value in 2024 (Excluding VAT) (VND)	Note
	Investment Port Joint Stock Company (PVC Duyen Hai)	Company (Resigned 28/06/2024) is a member of the Board of Directors of PVC Duyen Hai Company .		Directors for consideration and approval				April 1, 2024 to June 27, 2024
II	Sales contract							
1	VIP Green Port Joint Stock Company	<p>- Subsidiary of Viconship - Major shareholder of PTSC Dinh Vu, including:</p> <p>+ Mr. Ta Cong Thong, Member of Board of Directors</p> <p>PTSC Dinh Vu Company (appointed April 21, 2023; dismissed 28/06/2024) is Director of VIP Green Port JSC from March 16, 2023 to August 11, 2024 and Member of the Board of Directors from November 19, 2021 to August 14, 2024;</p> <p>+ Mr. Nguyen Kim Duong Khoi, Member of the Board of Directors of PTSC Dinh Vu Company (appointed on 28/06/2024; dismissed on December 27, 2024) is the Director of VIP Green Port Joint Stock Company from August 12, 2024 to present and Member of the Board of</p>	01/01/2024	32/NQ/PTSCĐ V- HĐQT dated 02/11/2023	01/2021/VGR-PTSC ; 01/2024/VGP-PTSC	According to actual output	3,660,380,953	Realized value as of December 26, 2024

STT	Organization name / Individual	Relationship with the Company	Time of transaction with the Company	Number of Resolutions/Decisions passed by the General Meeting of Shareholder / Board of Directors	Contract Number	Total transaction value/Contract value (VAT excluded)	Realized value in 2024 (Excluding VAT) (VND)	Note
		Directors from March 14, 2024 to present.						
2	Vsico Express Northwest Joint Stock Company	- Subsidiary of Vsico Joint Stock Company - Major shareholder of PTSC Dinh Vu, including: + Mr. Le Trong Quan, Member of the Board of Directors of PTSC Dinh Vu Company (appointed on December 27, 2024) is Chairman of the Board of Directors from December 7, 2022	01/01/2024	02/QĐ/PTSCĐ V-HĐQT 10/01/2025	71- 1/HĐ/PTSCĐ V-VEXTB 2024/BDV	According to actual output		Realized value from December 27, 2024

APPENDIX 05 : 2025 production and business plan targets

STT	Basic indicators	Plan	Unit
1	Total net revenue	252.00	Billion VND
2	Profit before tax	11.00	Billion VND
3	Profit after tax	8.96	Billion VND
4	Profit Margin/Capital	2.24	%
5	Plan for implementing investment in construction and equipment (including investment in construction works, investment in equipment and investment preparation projects, investment preparation projects and new construction commencement projects)	38.58	Billion VND

REPORT
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
ON 2024 BUSINESS PERFORMANCE AND 2025 PLAN

PART I
REPORT BUSINESS PERFORMANCE ON 2024

I. GENERAL CONTEXT

- The global economic and political situation continued to face many uncertainties. Geopolitical conflicts led to inflation and disrupted supply chains, driving up production and transportation costs.
- In addition, U.S. trade and foreign policies have increased trade tensions. The rise of new alliances and economic blocs such as BRICS, the energy transition, and AI technology developments have reshaped the global economy and impacted the Asia-Pacific (APEC) region.
- The container port operation market in Hai Phong faced numerous challenges due to oversupply. Shipping lines and cargo owners continuously pressured ports to reduce handling charges and waive associated service fees.

II. BUSINESS PERFORMANCE RESULTS

1. Key Indicators for 2024 Business Operations

Amid the difficulties in port operations and the absence of oil and gas exploration and production activities in the Gulf of Tonkin, PTSC Dinh Vu concentrated all resources and implemented various solutions to meet its assigned targets. Specifically:

- Total Net Revenue : 243,93 billion VNĐ
(after excluding revenue deductions), of which
 - + Port base service revenue : 182,12 billion VNĐ
 - + CFS warehouse service revenue : 7,55 billion VNĐ
 - + Oil & gas integrated services and new services revenue: 48,66 billion VNĐ
 - + Financial revenue : 1,38 billion VNĐ
 - + Other income : 4,23 billion VNĐ
 - Profit before tax : 10,44 billion VNĐ
 - Profit after tax : 8,35 billion VNĐ
 - State budget (Amount payable) : 8,95 billion VNĐ
- (Details in Appendix 01 – Detailed report on business performance results)

2. Evaluation of Business Results

2.1 Revenue

Total Net Revenue in 2024 reached 243,93 billion VND, achieving 102,13% of the annual plan 2024 and 101,77% compared to 2023, of which:

- The main business line container cargo handling continued to face difficulties due to the following reasons:
 - + Global political and economic instability, slow recovery of the Chinese economy, inconsistent border closures, and continued domestic economic challenges leading to sluggish production. Consequently, cargo volumes through Hai Phong ports did not meet expectations.
 - + New port systems in the Dinh Vu/Lach Huyen area, equipped with modern infrastructure, quickly attracted and shifted cargo volume.
 - + Sales/customer care/marketing strategies and equipment investment policies at state-owned ports lacked flexibility and appeal, failing to attract shipping lines.
 - + Increasingly complex government regulations on service pricing and port operation conditions, especially affecting state-owned enterprises.
- Bulk cargo service revenue did not grow due to limited volume, primarily concentrated at the end of the year.

2.2 Profit

Profit before tax in 2024 was 10,44 billion VND, achieving 104,38% of the annual target.

III. PRODUCTION AND BUSINESS ACTIVITIES IN 2024

1. Direct Business Operations

1.1 Port Base Service Operations

- In 2024, the Company successfully ensured the timely arrangement of berths, efficient cargo handling productivity, and proper delivery schedules for both container and general cargo customers. Specifically:
 - + Cargo handling at the wharf generated revenue of VND 76,35 billion (accounting for 41,92% of total port base service revenue in 2024).
 - + Yard operations (lifting, storage, stuffing and unstuffing containers) generated VND 103,91 billion (equivalent to 57,06% of port base service revenue in 2024).
 - + Inspection, cleaning, repair, and preservation of container shells generated VND 0,55 billion (equivalent to 0,31% of port base service revenue in 2024).
 - + Fuel supply and other related services generated VND 1,30 billion (equivalent to 0,71% of port base service revenue in 2024).

1.2 CFS Warehouse Service Operations

- The Company effectively carried out cargo handling and ensured the safety of goods stored in customers' warehouses. Revenue from the CFS warehouse service segment reached VND 7,55 billion, achieving 125,83% of the 2024 target.

1.3 Oil & Gas Integrated Services and New Services Operations

- Revenue from oil & gas integrated services and new services reached VND 48.66 billion, equivalent to 78,10% of the 2024 plan and 81,87% of the 2023 result. The services provided included:

- + Oil & gas integrated services: provision of vessel rental services and maritime agency services.

- + New services: provision of support services for industrial project construction.

- Revenue from these service types did not meet the planned target, mainly due to the lack of oil and gas exploration and production activities in the northern region.

2. Investment activities in construction and equipment purchase:

To suit the actual situation in 2024, the Company focused on a number of urgent new investment projects to improve production and business capacity, specifically:

- Project *"Investment in construction of 1250kVA transformer station"*: Completed and put into use in the first quarter of 2024.

- Project *"Investment in purchasing of 01 40-ton automatic frame"*: Completed and put into use in the first quarter of 2024.

- Projects: *"Checking Point Investment"*, *"Investment in purchasing of 02 tractors - trailers"*, *"Investment in procurement of 02 electric forklifts of 1,8 tons"*, *"Investment in solar power system in office buildings"*: Facing many difficulties, after review and evaluation, the Company has transferred the investment work of this project to 2025.

(Details in Appendix 02 – Report on results of implementation of basic construction investment, equipment purchase in 2024 and expected plan for 2025)

3. Market and Marketing Activities

3.1 For Port Base Services

- With a strategic focus on container cargo handling, the port has concentrated its resources on attracting new shipping lines, particularly those operating feeder vessels with a capacity of $\leq 1,700$ TEUS.

- Reviewed and evaluated current conditions to develop appropriate sales policies and marketing strategies tailored to the Hai Phong area, especially in the context of ongoing competition with privately-invested ports.

- Trained a specialized workforce to conduct market research and implement marketing strategies aimed at diversifying port handling and logistics services.

- Maximized existing advantages to expand business operations, proactively capturing market information to promptly develop risk prevention solutions in production and business activities.

3.2 For CFS Warehouse Services

- After renovation, half of the warehouse area has been fully utilized, and the remaining half is expected to be leased immediately upon completion of upgrades. There remains significant potential for the development of CFS warehouse services, provided timely investment is made.

3.3 For Oil & Gas Integrated Services and New Services

- Due to the distinct nature of this business segment and its geographic distance from offshore wind energy and oil & gas service centers, the unit has not received much support from the Parent Company.

- Continued coordination with relevant Departments/Units within the Parent Company to seek opportunities in services where the Company has experience, such as maritime agency services, logistics services related to domestic and international cargo transportation, and leasing of equipment and vehicles for production support.

4. Financial Management, Capital Preservation, and Development

- The Company has fully complied with the State's regulations, policies, and procedures regarding financial management, ensuring proper control of all revenues and expenditures. Capital has been appropriately allocated to meet the Company's production and business needs, accounting procedures have been strictly followed, and all tax obligations have been fulfilled. The Company also continues to address and rectify issues raised by the State Audit Office.

- PTSC Dinh Vu continues to strengthen debt recovery efforts, particularly focusing on customers with large overdue balances. Specifically:

- + **For PVEP:** The Company continues to coordinate with other units within the Corporation to follow up with PVEP and urge payment of the remaining outstanding debts, in accordance with the signed working minutes.

- + **For PVC Duyen Hai:** Continued follow-up with PVC Duyen Hai regarding the agreed debt settlement plan and related matters (as outlined in meeting minutes dated October 29, 2021; October 12, 2024; and November 27, 2024).

- Regarding the capital contribution contract with Duyen Hai Petroleum Construction and Investment Joint Stock Company (PVC Duyen Hai):

- + PTSC Dinh Vu's investment in PVC Duyen Hai currently stands at VND 28,12 billion.

- + As of December 31, 2024, PTSC Dinh Vu had made a provision for long-term financial investment related to this investment amounting to VND 13,92 billion (an increase of VND 0,64 billion compared to the beginning of 2024). PTSC Dinh Vu is continuing to explore suitable solutions to divest from PVC Duyen Hai while ensuring the Company's best interests.

5. Maintenance and Repair of Vehicles, Equipment, and Infrastructure

- Periodic maintenance of existing vehicles and machinery was carried out in accordance with manufacturer regulations.

- Reviewed and prepared spare equipment and materials in the context of global supply chain disruptions and rising prices, while optimizing inventory levels. Repairs were conducted effectively and promptly to resolve equipment and vehicle issues, ensuring the continuity of production and business operations.

- Carried out infrastructure repair and maintenance, as well as dredging and upkeep of the water area in accordance with regulations.

6. Safety and Quality Management

6.1 On-Site Safety Supervision

- Continued effective implementation of safety, health, environment, and quality (SHEQ) inspections and monitoring at the Company, with enhanced on-site safety at operational areas, especially the wharf and storage yards.

6.2 Fire Prevention and Rescue Operations (FPR)

- Implemented additional procurement and maintenance of fire prevention and rescue equipment as planned.
- Strengthened the Company's on-site FPR team and conducted regular fire drill exercises to ensure preparedness for potential fire and explosion incidents.
- Purchased mandatory fire and explosion insurance for Company assets in accordance with legal regulations.

6.3 Occupational Safety and Hygiene

- Developed and implemented the 2024 natural disaster prevention and search & rescue plan.
- Organized occupational safety and hygiene training, safety card issuance, certification, and documentation for each group according to regulations.
- Consolidated the safety officer network to ensure it aligns with the Company's operations and complies with legal requirements.
- Ensured timely inspection and certification of machinery and equipment requiring strict safety standards.
- Provided personal protective equipment (PPE) to employees as scheduled.
- Measured grounding resistance and installed lightning protection systems for electrical equipment and Company assets during storm season.

6.4 Environmental Protection

- Conducted periodic environmental monitoring and analysis in 2024.
- Developed plans and executed oil spill response activities; inspected and maintained oil spill response equipment to ensure readiness; organized oil spill drills and coordinated with authorized units to provide certification training for the Company's response team.
- Ensured the collection, storage, and transfer of hazardous and domestic waste from business operations in compliance with environmental laws and relevant decrees.

6.5 Quality Management

- Carried out evaluations of the HSEQ management system.
- Continued performing risk assessments for production and business activities.

7. Human Resources, Salary, Policy Implementation, and Workforce Development

7.1 Human Resources and Salary Management

- Successfully developed labor recruitment plans and designed both long-term and annual training programs to meet the Company's business needs. As of now, the Company has 223 employees, including:

+ Postgraduate degree holders	: 07 employees
+ Bachelor's, college, and vocational degree holders	: 131 employees
+ Skilled workers	: 71 employees
+ Elementary-level and unskilled workers	: 14 employees

- Effectively managed salary payments, bonuses, and other income-related benefits for employees in accordance with State regulations and Company policies.
- + Average monthly income : 16.000.000 VND/ per person/month
- + Average monthly salary : 13.400.000 VND/ per person/month

7.2 Training and Human Resource Development

- Continued restructuring the Company's management and operating system towards greater efficiency, autonomy, and adaptability during this new development phase. Built a corporate culture based on unity, innovation, and professionalism to create an environment where employees can fully utilize their capabilities and creativity.
- Applied competitive remuneration policies to attract high-quality management and professional workers.
- Improved employee qualifications through training programs on occupational safety and management skills.
- Continued reviewing and implementing performance-based salary policies and designed incentive schemes to encourage greater productivity and efficiency among all employees.

8. Other Tasks

8.1 Innovation, Invention, and Improvement Initiatives

- Promoted communication and launched initiatives to review and research for the implementation of innovations and improvements in each department across all company operations.

8.2 Implementation of the Green Action Program

- Regularly updated, researched, and fully and timely implemented government regulations on environmental protection, greenhouse gas emission reduction, climate change mitigation, efficient and economical energy use, and gradually adopted international standards.
- Used alternative fuels such as E5 gasoline and electricity; replaced lighting equipment and motors with higher energy-efficiency ratings to reduce energy consumption.
- Reviewed and updated the application of advanced technical standards and norms to improve energy efficiency in production and business activities.
- Practiced efficient and economical energy use in daily office operations, including saving electricity, utilizing natural lighting, using energy-efficient devices, turning off unused equipment, and reducing paper usage.
- Continued maintaining green spaces and landscaping to ensure a pleasant and eco-friendly workplace environment.

8.3 Cost-Saving and Waste Reduction Efforts

- PTSC Dinh Vu has required all employees to strictly implement specific goals and solutions for cost-saving across all indicators.
- Intensified the application of cost-saving measures to reduce expenses and improve the efficiency of production and business operations.

PART II PLAN 2025

I. GENERAL SITUATION OVERVIEW

1. Assessment of Advantages

- The Company continues to receive timely and effective leadership, direction, and support from PTSC Corporation, as well as favorable conditions from partners and customers.
- The unity and consensus within the Party Committee, Board of Directors, Executive Board, and all mass organizations, along with the dedication and efforts of all staff members, have created a strong collective foundation for both production and business operations and other activities.
- The Company's experience in port operations, its operational stability, and continued investments in equipment and management software will further enhance professionalism and competitiveness.

2. Identification of Challenges

2.1 For Port Base Services

- The port's location is disadvantageous, with significant limitations due to shallow channel depth, short wharves, and a small cargo yard.
- The port infrastructure, handling equipment, and facilities have become outdated, degraded, and severely damaged after many years of use, requiring substantial resources for maintenance, repair, and upgrading.
- There is intense competition among ports in the region, including those operated by large-scale private or state-owned enterprises, which are located in deep-water areas near river mouths, and are modern, professional, and highly experienced in port operations.
- State regulations regarding service pricing and port business conditions are becoming increasingly complex and difficult to implement, particularly for enterprises with state-owned capital.

2.2 For CFS Warehouse Services

- Customers are placing increasingly higher demands on warehouse infrastructure, including electric vehicles, lighting systems, standardized shelving systems, and compliant warehouse environments, along with various accompanying service requirements. As such, continuous investment in infrastructure and professional skills training for personnel in this segment is essential.

2.3 For Oil & Gas Integrated Services and New Services

- Oil and gas activities in the northern region remain limited. This business segment is highly specialized and differs significantly from the Parent Company's core operations, and its geographical location is far from offshore wind and oil & gas service centers.
- Maritime agency services and vessel leasing for the floating LPG vessel project may be discontinued in the near future as customer demand declines.

- Operations and maintenance (O&M) services are also constrained, as the Unit currently lacks qualified personnel and specialized equipment to participate in large-scale projects that would improve productivity and efficiency.

3. Market Opportunities Forecast

- Hai Phong City is a major economic center in Vietnam and the key hub for import and export of goods via seaports in the northern region. This presents continued growth opportunities for the port service sector.

- The global demand for petroleum products remains high, with no viable alternatives in the near future, and is expected to rise further due to ongoing geopolitical crises. This provides a strong foundation for oil and gas contractors to conduct exploration and development of new oil fields in high-potential areas such as the East Sea in general, and the Gulf of Tonkin in particular.

II. 2025 PLANNED TARGET INDICATORS

1. Key Financial Plan

Based on the actual conditions, including the aforementioned advantages and challenges, the Company has developed the following key financial targets for 2025:

- Total Net Revenue	: 252,00 billion VND
<i>(after excluding revenue deductions), of which</i>	
+ Port base service revenue	: 180,00 billion VND
+ CFS warehouse service revenue	: 6,00 billion VND
+ Oil & gas integrated services and new services revenue	: 65,00 billion VND
+ Financial revenue	: 1,00 billion VND
+ Other income	: 0,00 billion VND
- Profit before tax	: 11,00 billion VND
- Profit after tax	: 8,96 billion VND
- State budget (Amount payable)	: 8,82 billion VND

(Details in Appendix 01 – Detailed report on business performance results)

PTSC Dinh Vu has reviewed and established its revenue, expense, and profit targets for 2025 based on the Company's 2024 business performance, along with market analysis and evaluations of internal conditions for the upcoming year. Specifically:

- **Revenue:** The Company proposes a planned revenue of VND 252,00 billion for 2025, equivalent to 103,31% of the 2024 actual performance.

- **Planned profit before tax:** VND 11,00 billion, equivalent to 105,36% of the 2024 actual result.

2. Investment Plan for Infrastructure Development and Equipment Procurement

The production and business operations of PTSC Dinh Vu continue to face challenges due to unstable revenue and profit. Therefore, investment items will be reviewed and balanced, with only essential and practical equipment being prioritized, based on the Company's actual conditions. Specifically:

- Project "Procurement of 02 used container forklifts not older than 10 years)": Promptly meeting the urgent needs of the 45 ton container forklift fleet.

- Project "Checking Point Investment": To serve the inspection of export goods before loading onto vessels.

- Project *"Investment in construction of weighing station"*: To meet increasing customer demand, as one existing station is no longer sufficient.
- Project *"Investment in 01 general warehouse"*: To accommodate the storage needs of certain types of bulk cargo as requested by customers.
- Project *"Investment in purchasing 01 45 ton container forklift"*: Supplementing the 45 ton container forklift fleet.
- Project *"Investment in purchasing of 01 office car"*: The current fleet is outdated and frequently damaged; an additional vehicle is needed to reduce external rental costs.
- Project *"Investment in purchasing of 02 tractors - trailers"*: To enhance the Company's cargo handling and transportation capacity.
- Project *"Investment in procurement of 02 electric forklifts of 1,8 ton"*: To gradually meet the target of using only electric vehicles in the renovated CFS warehouse area, especially as cargo volume stabilizes and in line with the Green Action Program.
- Project *"Investment in purchasing 01 2,5 ton forklift"*: To promptly meet customer demands at the CFS warehouse.
- Project *"Investment in solar power system in office buildings"*: To supply electricity for office operations, contributing to the implementation of the Green Action Program.

(Details in Appendix 02 – Report on results of implementation of basic construction investment, equipment purchase in 2024 and expected plan for 2025)

III. KEY OBJECTIVES AND TASKS FOR 2025

1. Objectives

- Optimize the use of infrastructure and mechanical equipment, and allocate human resources appropriately to achieve the annual revenue and profit targets.
- Maintain a 5% market share in container cargo handling in the Hai Phong area; increase the handling volume of bulk cargo to 800,000 tons/year.
- Gradually engage in providing transportation services and equipment leasing to support projects of the Parent Company or member units acting as main contractors.

2. Key Tasks

- Maximize all available resources to effectively utilize port infrastructure and expand bulk cargo handling operations. Simultaneously, continue developing and refining market mechanisms and policies tailored to the unique port operations in Hai Phong.
- Actively coordinate with partners to maintain stability and continuously increase the cargo volume handled at the CFS warehouse.
- Strengthen efforts to seek and sign new contracts in the field of oil and gas integrated services, while expanding complementary services such as maintenance, repair, technical staffing, logistics, and construction to improve business performance.
- Promote cooperation and enhance coordination among PTSC port units, sharing customer information and market development strategies to leverage the strengths of each unit. Develop plans for technical process sharing and engineering

support in maintaining lifting equipment to ensure safety, operational stability, and cost efficiency while extending asset life.

- Accelerate business development and market expansion both domestically and internationally, especially outside the oil and gas sector. Proactively seek opportunities in promising sectors such as offshore renewable energy. Strengthen partnerships, build reputation, and affirm PTSC's brand position.
- Optimize resource utilization, focus on improving service quality, enhancing labor productivity, minimizing waste, and refining production models to reduce costs, boost competitiveness, and maximize service value chains.
- Prioritize strategic investments in infrastructure, vehicles, and equipment for core services. Apply modern technologies to improve production processes and minimize environmental impact. Strengthen investment management and ensure that procurement and investment activities comply with regulations and align with business development goals efficiently and economically.
- Develop a risk management system, promote scientific research, improve processes, and encourage innovation in production. Enhance digital transformation and IT applications for better data, information, and process management, aligning with the Corporation's digital transformation strategy.
- Develop a high-quality workforce, accompanied by appropriate remuneration policies, to improve employees' material and spiritual well-being. Implement salary and bonus policies based on competency, contribution, and performance. Apply suitable training methods and continuously upgrade human resources to meet development needs.
- Strengthen trade union activities and internal movements, promoting active employee engagement. Effectively implement social security, communications, and corporate culture strategies aligned with the Company's operations and service branding efforts.
- Actively pursue organizational restructuring on a continuous, medium- and long-term basis; review, assess, adjust, and allocate resources, organizational structures, and personnel efficiently.
- Research and implement green development solutions, including greenhouse gas reduction. Prioritize the development of new products and services and invest in modern machinery and equipment.
- Effectively implement health, safety, environmental protection, quality, and risk control measures; ensure compliance with current regulations; closely coordinate in inspection and supervision efforts; and fulfill tasks related to national sovereignty, maritime security, and emergency rescue missions.
- Effectively carry out other assignments and responsibilities as directed by the Parent Company.

IV. SOLUTIONS TO IMPLEMENT THE 2025 PLAN

1. Direct Business Operations

- Organize and implement signed contracts effectively.
- Continue expanding customer outreach for shipping lines, cargo owners, CFS warehousing, and oil and gas sector clients.

- Optimize wharf allocation, cargo handling operations, and flexibly apply operational strategies to boost labor productivity and reduce costs.
- Gradually adopt digital and technological transformation to support real-time operations and yard management.
- Ensure stable operation of the CFS warehouse and auxiliary services.

2. Marketing and Market Development

2.1 Port Operations Services

- Train or recruit personnel capable of market research, analysis, and forecasting in port operations.
- Focus resources on attracting container vessels $\leq 1,700$ TEUs or bulk carriers $\leq 20,000$ tons.
- Develop and apply flexible pricing mechanisms to ensure competitiveness and maintain current customers and partners.
- Research yard layout planning to maximize storage capacity.
- Monitor upcoming ports, assess competitive advantages and challenges, and adjust strategies accordingly.
- Regularly collect and analyze market reports for proactive response.

2.2 CFS Warehouse Services

- Continue to efficiently operate half of the CFS warehouse and proceed with renovating the remaining half for immediate use.

2.3 Oil & Gas Integrated Services and New Services

- Work closely with industry units to seek opportunities for providing logistics and transportation services to offshore oil and gas and wind power projects.
- Leverage existing advantages to expand logistics services and equipment leasing for onshore industrial projects.

3. Financial Management

- Continue strict financial control and focus on recovering overdue debts, especially from customers with large outstanding balances.
- Continue requesting PVC Duyen Hai to implement the contents of the meeting minutes dated October 9, 2024, and related agreements. Seek solutions to completely resolve outstanding matters.
- Ensure adequate and timely capital resources to support business operations, investment, and equipment procurement plans.

4. Infrastructure and Equipment Investment

- Evaluate actual production and equipment needs to implement efficient, targeted investments that improve port handling capacity and address market growth and competition.
- Ensure all investments, procurement, and construction activities comply with current laws and internal regulations, maintaining both legality and effectiveness.

5. Maintenance and Repair of Equipment and Infrastructure

- Continue periodic maintenance and timely repair of existing machinery and equipment. Focus on reducing downtime for 45T container forklifts, which are frequently in need of repair due to prolonged use, to minimize rental costs and maintain operational efficiency.

- Assess the technical condition of equipment to plan for the procurement of spare parts and materials, ensuring efficient maintenance despite supply chain disruptions and increased input costs.

6. Occupational Safety, Environmental Hygiene, and Quality Management

- Maintain effective on-site safety supervision.
- Maintain and upgrade fire prevention and firefighting equipment.
- Monitor working environment and conduct occupational health checks.
- Conduct asset inspections and purchase insurance as planned.
- Perform internal audits annually as required.
- Consistently apply quality, health, safety, and environmental management systems across the Company.

7. Human Resources, Salaries, and Training

- Continue optimizing the Company's organizational structure to promote autonomy, flexibility, and innovation.
- Ensure scientific and efficient shift management.
- Review and apply performance-based salary policies and develop incentive schemes to encourage greater employee engagement and efficiency.

8. Other Activities

8.1 Innovation and Improvement Initiatives

- Continue promoting internal innovation through workplace competitions and timely recognition of employee initiatives and improvements in production and business operations.

8.2 Green Action Program Implementation

- Continue implementing the Green Action Program to protect the environment and promote sustainable development.

8.3 Cost-Saving and Anti-Waste Measures

- Continue to strengthen cost-saving initiatives to reduce expenses and enhance operational efficiency.

The above is the draft report on the 2024 business performance and the 2025 business plan.

We respectfully invite our esteemed shareholders to discuss and contribute additional feedback to help the company grow and achieve high efficiency in 2025 and the following years.

Best regards!

Recipients:

- As above;
- BOD, BOM Com.;
- website: www.ptscdinhvu.com.vn
- Archived: VT, KHKT&DT, VQH-01

**ON BEHALF OF THE DIRECTOR
DEPUTY DIRECTOR**



NGUYEN CHI TRUNG

DETAILED REPORT ON BUSINESS PERFORMANCE RESULTS

STT	Content	Unit	2023	2024			2025	
			Imple-mentation	Plan	Imple-mentation compared to plan 2024	% implementation compared to execution 2023		Plan
(1)	(2)		(3)	(4)	(5)	(6)=(5)/(4)	(7)=(5)/(3)	(8)
A	VOLUME TARGET							
1	Number of ships entering/exiting the Ports	ships	207	195	228	116,92%	110,14%	200
2	Port throughput	teus	270.299	200.000	295.038	147,52%	109,15%	210.000
B	FINALCIAL TARGET							
I	Total Net Revenue	VND	239.682.370.683	238.840.000.000	243.932.454.831	102,13%	101,77%	252.000.000.000
1	Net revenue from operating activities	VND	237.834.588.068	238.000.000.000	238.326.112.152	100,14%	100,21%	251.000.000.000
I.1	Port base service revenue	VND	171.970.645.233	169.700.000.000	182.118.035.255	107,32%	105,90%	180.000.000.000
I.2	CFS warehouse service revenue	VND	6.429.687.088	6.000.000.000	7.549.846.060	125,83%	117,42%	6.000.000.000
I.3	Oil & gas integrated services and new services revenue	VND	59.434.255.747	62.300.000.000	48.658.230.837	78,10%	81,87%	65.000.000.000
2	Financial revenue	VND	1.847.135.274	840.000.000	1.376.911.004	163,92%	74,54%	1.000.000.000
3	Other income	VND	647.341	0	4.229.431.675		653354,52%	-
II	Total expenses	VND	229.942.602.674	228.840.000.000	233.494.269.673	102,03%	101,54%	241.000.000.000
1	Operating activities costs	VND	220.579.284.871	221.254.544.470	226.756.618.350	102,49%	102,80%	237.617.661.797
I.1	Cost of capital	VND	176.725.765.125	177.156.219.000	177.547.052.959	100,22%	100,46%	191.806.999.490
I.2	Sales expenses	VND	25.562.985.848	25.292.298.540	31.741.760.037	125,50%	124,17%	29.487.380.000
I.3	Management costs	VND	18.290.533.898	18.806.026.930	17.467.805.354	92,88%	95,50%	16.323.282.307
2	Financial expenses	VND	8.970.716.510	7.285.455.530	6.155.267.293	84,49%	68,62%	3.022.338.203
3	Other expenses	VND	392.601.293	300.000.000	582.384.030	194,13%	148,34%	360.000.000
III	Profit before tax	VND	9.739.768.009	10.000.000.000	10.438.185.158	104,38%	107,17%	11.000.000.000
1	Operating Profit	VND	17.255.303.197	16.745.455.530	11.569.493.802	69,09%	67,05%	13.382.338.203
2	Financial profit	VND	-7.123.581.236	-6.445.455.530	-4.778.356.289	74,14%	67,08%	(2.022.338.203)
3	Other Profits	VND	-391.953.952	-300.000.000	3.647.047.645	-1215,68%	-930,48%	(360.000.000)
IV	Profit after tax	VND	8.661.358.532	9.116.000.000	8.351.921.755	91,62%	96,43%	8.963.000.000
V	State budget (Amount payable)	VND	8.528.038.925	9.236.000.000	8.945.266.166	96,85%	104,89%	8.816.000.000

APPENDIX 2

REPORT ON RESULTS OF IMPLEMENTATION OF BASIC CONSTRUCTION INVESTMENT, EQUIPMENT PURCHASE IN 2024 AND EXPECTED PLAN FOR 2025

PART A: DISBURSEMENT TO BE MADE IN 2024

TT	Project Name	Time		Unit	Total investment/estimate				Plan 2024				Disbursement to be made in 2024				Note
		Start	Complete		Total	In there		Perform	Disbursement	In there		Perform	Disbursement	In there			
						Equity	Loan + Other			Equity	Loan + Other			Equity	Loan + Other		
	TOTAL (The rate of application of the plan is 23,000 VND/USD)			billion VND	3,46	12,26	0,00	11,91	11,91	0,00	11,91	11,91	0,00	4,42	4,42	0,00	
	PART I: CONSTRUCTION PROJECTS			billion VND	3,46	3,46	0,00	3,11	3,11	0,00	3,11	3,11	0,00	1,78	1,78	0,00	
	Transition Project																
1	Project "Checking Point Investment"			billion VND	0,70	0,70	0,00	0,70	0,70	0,00	0,70	0,70	0,00	-	-	-	
2	Project "Investment in construction of 1250kVA transformer station"	2023	2024	billion VND	2,76	2,76	0,00	2,41	2,41	0,00	2,41	2,41	0,00	1,78	1,78	-	Complete
	PART II: EQUIPMENT INVESTMENT PROJECTS			billion VND		8,80	0,00	8,80	8,80	0,00	8,80	8,80	0,00	2,65	2,65	0,00	
	Transition Project																
1	Project "Investment in purchasing of 01 40-ton automatic frame"	2023	2024	billion VND	2,70	2,70	0,00	2,70	2,70	0,00	2,70	2,70	0,00	2,65	2,65	0,00	Complete
	Projects preparing for investment and new construction																
1	Project "Investment in purchasing of 02 tractors - trailers"			billion VND	3,40	3,40	0,00	3,40	3,40	0,00	3,40	3,40	0,00	-	-	-	
2	Project "Investment in procurement of 02 electric forklifts of 1,8 tons"			billion VND	1,50	1,50	0,00	1,50	1,50	0,00	1,50	1,50	0,00	-	-	-	
3	Project "Investment in solar power system in office buildings"			billion VND	1,20	1,20	0,00	1,20	1,20	0,00	1,20	1,20	0,00	-	-	-	

APPENDIX 2

**REPORT ON RESULTS OF IMPLEMENTATION OF BASIC CONSTRUCTION INVESTMENT, EQUIPMENT PURCHASE IN 2024
AND EXPECTED PLAN FOR 2025**

PART B: PLAN 2025

TT	Project Name	Time		Unit	Total investment/estimate				Plan 2025				Note
		Start	Complete		Total	In there		Perform	Disbursement	In there			
						Equity	Loan + Other			Equity	Loan + Other		
	TOTAL (The rate of application of the plan is 23,000 VND/USD)			billion VND	46,83	25,28	21,55	38,58	38,58	21,16	17,43		
	PART I: CONSTRUCTION PROJECTS			billion VND	6,50	3,00	3,50	6,50	6,50	3,00	3,50		
	Projects prepring for investment												
1	Project "Checking Point Investment"			billion VND	0,70	0,70	0,00	0,70	0,70	0,70	0,00		
2	Project "Investment in construction of weighing station"			billion VND	0,80	0,80	0,00	0,80	0,80	0,80	0,00		
3	Project "Investment in 01 general warehouse"			billion VND	5,00	1,50	3,50	5,00	5,00	1,50	3,50		
	PART II: EQUIPMENT INVESTMENT PROJECTS			billion VND	40,33	22,28	18,05	32,08	32,08	18,16	13,93		
	Projects prepring for investment												
1	Project "Procurement of 02 used container forklifts not older than 10 years)"			billion VND	16,50	8,25	8,25	8,25	8,25	4,13	4,13		
2	Project "Investment in purchasing 01 45 ton container forklift"			billion VND	14,00	4,20	9,80	14,00	14,00	4,20	9,80		
3	Project "Investment in purchasing of 01 office car"			billion VND	2,90	2,90	0,00	2,90	2,90	2,90	0,00		
4	Project "Investment in purchasing of 02 tractors - trailers"			billion VND	3,40	3,40	0,00	3,40	3,40	3,40	0,00		
5	Project "Investment in procurement of 02 electric forklifts of 1,8 tons"			billion VND	1,50	1,50	0,00	1,50	1,50	1,50	0,00		
6	Project "Investment in purchasing 01 2,5 ton forklift"			billion VND	0,83	0,83	0,00	0,83	0,83	0,83	0,00		
7	Project "Investment in solar power system in office buildings"			billion VND	1,20	1,20	0,00	1,20	1,20	1,20	0,00		

REPORT
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS ON
THE 2024 ACTIVITIES OF THE BOARD OF SUPERVISORS AND
PLAN FOR 2025

To: General meeting of shareholders

DinhVu Petroleum Services Port Joint Stock Company

In accordance with the Regulations on the operation of the Board of Supervisors (BoS), the Law on Enterprises, and the Charter of Dinh Vu Petroleum Service Port Joint Stock Company (the Company), BoS hereby reports on the results of its activities in 2024 and the task plan for 2025, as detailed below:

I. OPERATIONAL RESULTS OF THE BOARD OF SUPERVISORS IN 2024

1. Organizational Structure of the BoS:

The Company's BoS consists of the following members:

- ❖ Ms. Ho Thi Kim Anh - Head of the Board of Supervisors (concurrent position)
- ❖ Ms. Dang Kieu Anh - Member of the Board of Supervisors (concurrent position)
- ❖ Mr. Le Thanh Tu - Member of the Board of Supervisors (concurrent position) (Joined the Board of Supervisors on June 28, 2024)
- ❖ Mr. Nguyen Bao Thang - Member of the Board of Supervisors (concurrent position) (Resigned from the Board of Supervisors on June 28, 2024)

2. General Activities of the BoS in 2024:

The BoS has delegated responsibilities and facilitated coordination among its members to oversee the Company's production, business, management, and operation on behalf of shareholders, in accordance with its prescribed authority and responsibilities. The following are the specific responsibilities:

- Supervised the implementation of the 2024 Annual General Meeting (AGM) Resolution of Shareholders; compliance with the Company's Charter and State Laws; the implementation of the Owner's Regulations, Resolutions, Decisions, and Directives related to the Company's operations, and the Company's internal management regulations;
- Supervised the implementation of the 2024 production and business plan and investment plan.
- Appraisal of Financial Statements; analyze and evaluate the Company's financial situation, capital management and utilization, operational efficiency, and debt payment ability.

- Supervised the rationality, legality, honesty, and prudence of business management and operation, as well as the systematicity, consistency, and appropriateness of accounting, statistics, and financial reporting.
- Reviewed and assessed the effectiveness and efficiency of the Company's internal control, risk management, and early warning systems.
- Collaborated with the Board of Directors (BoD) and the Executive Board in managing the Owner's capital.
- Collaborated with the owners in inspecting and supervising management activities at the Company.
- The BoS prepares quarterly inspection and supervision reports in accordance with regulations, reports them to the owner, and sends them to the BoD. The inspection and supervision activities of the BoS is conducted continuously and systematically to quickly assess the current situation and operational efficiency of the Company, thereby assisting the Company in identifying and resolving any deficiencies in the management and operation system of production and business activities.

3. Report on the Performance Evaluation of the BoS and Supervisors:

Upon the approval of the 2024 AGM, the Company's BoS has finalized the 2024 operation plan. All members of the BoS have consistently adhered to the provisions of the Law and ensured compliance with the Company's Charter.

The BoS has assigned specific tasks to each member and collaborated in overseeing the Company's operations. In particular, the following :

- **Ms. Ho Thi Kim Anh:** Executed and finished the tasks assigned to her in accordance with the responsibilities and duties of the Head of the BoS, as they were established. The following are included: general responsibility, work planning, task assignment and supervision, urging members of the BoS to perform the functions and duties of the BoS; participating in the development, review, and appraisal of periodic reports of the BoS and proposing recommendations (if any); coordinating with the Board of Directors and the the Board of Management of the Company in the management of equity capital with the objective of preserving and developing capital, and others.
- **Ms. Dang Kieu Anh:** Executed and finished the tasks assigned to her in accordance with the duties and responsibilities of a Supervisor, as outlined in the prescribed procedure. Including: monitoring and evaluating the implementation of production and business plans, the implementation of AGM Resolutions, compliance with the provisions of the State Laws, compliance with the Company's Charter and internal regulations; assessing the financial situation, capital management and utilization; participating in the the preparation of periodic reports on the BoS's inspection and supervision results and proposing recommendations (if any), and others.

- **Mr. Le Thanh Tu:** Executed and finished the tasks assigned to her in accordance with the duties and responsibilities of a Supervisor, as outlined in the prescribed procedure. Including: monitoring and evaluating the implementation of production and business plans, investment plans, the implementation of AGM Resolutions, compliance with the provisions of the State Laws, compliance with the Company's Charter and internal regulations; assessing the financial situation, capital management and utilization; participating in the the preparation of periodic reports on the BoS's inspection and supervision results and proposing recommendations (if any), and others.

In 2024, Mr. Nguyen Bao Thang did not participate in the activities of the BoS after submitting his resignation.

4. Remuneration and operating expenses of the BoS in 2024:

- Remuneration according to the AGM Resolution in 2024 approved, as follows:
 - + Non-professional Head of the BoS: Paid by PTSC Corporation;
 - + Non- professional BoS Members: VND 2,000,000 per person per month;
 - + Total remuneration of the BoS in 2024: VND 36,000,000 (including personal income tax). Specifically for each member as follows:

No.	Full name	Position	Monthly remuneration according to Resolution No. 346/NQ-PTSCDV- AGM on June 28, 2024 (VND)	Total remuneration received in 2024 (VND)	Notes
1	Ms. Ho Thi Kim Anh	Head	-	-	(*)
2	Mr. Le Thanh Tu	Member	2,000,000	12,000,000	
3	Ms. Dang Kieu Anh	Member	2,000,000	24,000,000	

() The allowance and remuneration for holding concurrent positions are not applicable to positions nominated or introduced by PTSC Corporation to participate in the BoS at PTSC Dinh Vu at PTSC Dinh Vu.*

- Regarding the operating expenses of the BoS in 2024: Applied according to the Company's norms (internal regulations) and current regulations.

5. Meetings of the BoS:

In 2024, the BoS held six meetings, with the following agendas:

- Meeting 1: Approval of the BoS' 4Q2023 Report.
- Meeting 2: Approval of the BoS' 1Q2024 Report.
- Meeting 3: Approval of the BoS' report to submit to the 2024 AGM.
- Meeting 4: Task assignment in the BoS.
- Meeting 5: Approval of the BoS' 2Q2024 Report.
- Meeting 6: Approval of the BoS' 3Q2024 Report.

The number of meetings attended and the attendance rate of the BoS members are as follows:

No.	Member of the Supervisory Board	Duty	Number of Meetings Attended	Meeting attendance rate	Notes
1.	Ms. Ho Thi Kim Anh	Head of the BoS	6/6	100%	
2.	Ms. Dang Kieu Anh	Controller	6/6	100%	
3.	Le Thanh Tu	Controller	3/6	50%	Joining the BoS from Jun 28, 2024, so will not participate in the 1st, 2nd, and 3rd meetings

II. RESULTS OF THE COMPANY'S SUPERVISION IN THE PERIOD

1. Business results and plan implementation status in 2024:

Unit: Billion
VND

No.	Quota	2024 Plan	2024 Imple-mentation	2023 Imple-mentation	% implementation compared to	
					Plan 2024	Excution 2023
1	Total revenue	238.84	243.93	239.68	102.13%	101.77%
1.1	Net revenue from operating activities	238.00	238.33	237.83	100.14%	100.21%
1.2	Financial revenue	0.840	1.38	1.85	163.92%	74.54%
1.3	Other income	0.00	4.23	0.0006	-	653.354.52%
2	Total expenses	228.84	233.49	229.94	102.03%	101.54%
2.1	Operating activities costs	221.26	226.76	220.58	102.49%	102.80%
2.2	Financial expenses	7.29	6.16	8.97	84.49%	68.62%
2.3	Oher expenses	0.30	0.58	0.39	194.13%	148.34%
3	Profit before tax	10.00	10.44	9.74	104.38%	107.17%
3.1	Operating Profit	16.75	11.57	17.26	69.09%	67.05%
3.2	Financial profit	-6.45	-4.78	-7.12	74.14%	67.08%
3.3	Other Profits	-0.30	3.65	-0.39	-	-
4	Profit after tax	9.12	8.35	8.66	91.62%	96.43%
5	State budget (Amount payable)	9.26	8.95	8.53	96.65%	104.92%
6	Investment in construction and procurement of equipment	11.91	4.42	46.16	37.11%	9.58%

Overall, in 2024, PTSC Dinh Vu achieved its revenue and profit before tax targets, but net profit target only reached 91.62% of the plan.

The state budget contribution made in 2024 was VND 8.95 billion, reaching 96.65% of the annual plan.

The capital construction investment projects and equipment procurement projects in 2024 were VND 4.42 billion, achieving 37.11% of the annual plan.

2. Analysis and assessment of the financial situation, management and use of capital:

No.	Indicator	Unit	31/12/2024 (1)	31/12/2023 (2)	Change (3)=(1)-(2)
1	Asset Structure	VND bn	533.03	573.15	-40.12
1.1	Current assets	VND bn	74.82	88.13	-13.31
1.2	Long-term assets	VND bn	458.21	485.01	-26.81
1.3	Current Assets/Total Assets	%	14.04%	15.38%	-1.34%
1.4	Long-Term Assets/Total Assets	%	85.96%	84.62%	1.34%
2	Capital structure	VND bn	533.03	573.15	-40.12
2.1	Liabilities	VND bn	74.55	112.42	-37.87
2.2	Equity	VND bn	458.48	460.72	-2.25
	<i>In which: Owner's equity</i>	<i>VND bn</i>	<i>400.00</i>	<i>400.00</i>	<i>0.00</i>
2.3	Equity/Total Capital	%	86.01%	80.38%	5.63%
2.4	Liabilities/Total Capital	%	13.99%	19.62%	-5.63%
3	Liquidity ratio				
3.1	Current ratio	Times	1.61	1.71	-0.10
3.2	Quick ratio	Times	1.56	1.65	-0.09
4	Profitability ratio		Year 2024	Year 2023	Volatility
4.1	Net profit margin	%	3.42%	3.61%	-0.19%
4.2	Return on Assets (ROA)	%	1.51%	1.55%	-0.04%
4.3	Return on equity (ROE)	%	1.82%	1.90%	-0.08%
5	Cash flow		Year 2024	Year 2023	Volatility
	Total net cash flow (1+2+3)	VND mn	-11,393	-987	-10,405
5.1	Net cash flow from operating activities	VND mn	40,591	40,060	531
5.2	Net cash flow from investment activities	VND mn	-10,347	-54,310	43,963
5.3	Net cash flow from financial activities	VND mn	-41,636	13,263	-54,899

2.1 Asset Structure:

As of December 31, 2024, the Company's Total Assets (TA) were VND 533.03 billion, down VND 40.12 billion, equivalent to a decrease of 7% compared to the end of 2023. Of which: short-term assets accounted for 14.04% of total assets, concentrated in short-term receivables from customers (accounting for 5.53% of TA),

and cash and deposits (accounting for 5.88% of TA). Long-term assets accounted for 85.96%, concentrated in fixed assets (remaining value accounting for 61.02% of TA), other long-term assets (accounting for 22.24% of TA, mainly long-term prepaid land rental expenses), and investment in affiliated companies (original investment cost accounts for 5.28% of TA, remaining value accounts for 2.66% of TA due to losses from this investment leading to the provision for impairment of long-term financial investments).

2.2 Capital Structure:

As of December 31, 2024, owner's equity accounted for 86.01% of total capital, mainly contributed capital of owners (accounting for 75.04%), development investment fund (accounting for 8.33%), and undistributed net profit (accounting for 3.07%). Liabilities accounted for 13.99% of total capital, mainly financial loans for investment in assets and equipment at the port with an outstanding balance of VND 41.41 billion (accounting for 7.77% of total capital); short-term payables to suppliers accounted for 3.24% of total capital.

Assessment of capital preservation capacity: As of December 31, 2024, total equity was 1.15 times the contributed capital of owners, the profit after-tax recorded in 2024 is VND 8.35 billion, showing that the Company operates profitably and still preserves the contributed capital of owners.

2.3 Solvency Ratios:

As of December 31, 2024, current and quick ratios are both greater than 1, indicating that the Company is able to pay its liabilities as they come due. However, it should be noted that the ratios tend to decrease compared to the same period.

2.4 Profit Margin:

In 2024, the Company's profitability ratios fluctuated downward compared to 2023. Overall, the Company's business operational efficiency remained low.

2.5 Receivable account and Payable account:

- The balance of receivables (including only short-term) as of December 31, 2024, was VND 40.14 billion, a decrease of VND 7.33 billion, equivalent to a decrease of 15.44% compared to December 31, 2023. The Company had an average Days Sales Outstanding to be 1.62 months (equivalent to 48.6 days). The detailed situation is as follows:
- + Receivables are concentrated in the following items: **receivables from customer** worth VND 29.45 billion, accounting for 73.38% of total receivables, down 15.73% compared to December 31, 2023; **other short-term receivables** worth VND 10.67 billion are mainly as follows: 1/ **Receivables of Duyen Hai PVC Company VND 4.49 billion**, including receivables related to capital contribution assets in phase 2 to be implemented when Duyen Hai PVC increases charter capital (VND 1.5 billion) and land rent, non-agricultural land tax that PTSC Dinh Vu is paying on behalf of Duyen Hai PVC because the procedures for transferring land use rights from PTSC Dinh Vu to Duyen Hai

PVC (VND 2.99 billion) have not been completed – this amount is overdue and is currently being provisioned for VND 2.00 billion; 2/ **Other receivables of VND 6.18 billion** are mainly pledges of deposit contracts for the issuance of guarantees for the performance of contracts for the provision of ship and tugboat agency services, estimated profits, deposits and deposits,...

- Overdue customer receivables as of December 31, 2024 are VND 7.53 billion, down VND 2.04 billion compared to December 31, 2023, mainly due to a decrease in overdue receivables under 06 months. The overdue receivables over 03 years include overdue receivables from PVEP lots 102/10 & 106/10 worth VND 3.02 billion (warehouse rental costs, freight, equipment and labor rentals) and lots 103-107 worth VND 0.43 billion (warehouse rental costs), these amounts have been 100% provisioned. According to the agreement between PVEP and PTSC Corporation, PVEP will pay the debt after receiving capital from PVN from the Search and Exploration Fund. PTSC Dinh Vu needs to actively work, monitor and closely follow the implementation of PVEP's agreement, proactively contact and urge customers to repay debts to preserve capital for the Company.
- The total provision for doubtful receivables is VND 5.46 billion (equivalent to 72.44% of total overdue amount), an increase of VND 0.50 billion compared to December 31, 2023, mainly due to an increase in provisions for other receivables from PVC Duyen Hai (increased age of overdue receivables). Details of overdue receivables are as follows:

Unit: Billion
VND

STT	Content	31/12/2024	31/12/2023	Uneven
		(1)	(2)	(3)=(1)-(2)
A	Accounts receivable	40.14	47.46	-7.33
1	Customer receivables	29.45	34.95	-5.50
	Not due yet	21.92	25.38	-3.46
	Overdue	7.53	9.57	-2.04
	- Unders 06 months	4.08	5.79	-1.71
	- From 06 months to 01 year	-	-	-
	- From 01 year to 02 years	-	-	-
	- From 02 years to 03 years	-	0.32	-0.32
	- Over 03 years	3.45	3.45	0.00
2	Prepayment to seller	0.015	0.38	-0.37
3	Advance	-		-
4	Other receivables	10.67	12.13	-1.46
	Of which overdue	2.99	2.99	-
B	Provision	(5.46)	(4.96)	(0.50)

- The balance of accounts payable as of December 31, 2024 is VND 74.55 billion, down VND 37.87 billion, equivalent to a decrease of 33.69% compared to December 31, 2023. The company has an average Days Payable Outstanding to be 1.36 months (equivalent to 40.9 days). The main payables are: 1/ **Financial loans with a balance of VND 41.41 billion** (including due debt of VND 13.31 billion and long-term debts of VND 28.10 billion), **accounting for 55.55% of total debt**, this is the balance of long-term loans to finance investment items of cranes with a span of 37m, the project to expand the 20,000 DWT wharf in Dinh Vu Industrial Park with interest arising in 2024 of VND 5.45 billion; 2/ **Payables to sellers VND 17.28 billion**, accounting for 23.18% of total liabilities; 3/ **Other payables of VND 6.40 billion**, accounting for 8.59% of total liabilities, mainly dividends payable of nearly VND 4.71 billion (dividends belonging to small shareholders) and deposits of customers.

In general, the Company has made efforts in liquidity management, Days Payable Outstanding is almost equivalent to Days Sales Outstanding. However, the Company still has outstanding receivable amounts with Duyen Hai PVC and PVEP that have not been resolved for a long time,. In addition, during the period, there is an increase in the cost of setting up provisions for overdue debts Duyen Hai PVC due to the increase in Days Sales Outstanding . The Company needs to strengthen the management of receivables, closely monitor and urge customers to pay debts to ensure the best debt collection and preserve capital for the Company.

2.6 Cash flow situation

Cash balance as of December 31, 2024 is VND 31.32 billion, a decrease of VND 4.40 billion compared to December 31, 2023. Of which: the cash balance at the fund and payment deposits is VND 8.14 billion, a decrease of VND 0.40 billion compared to December 31, 2023; cash equivalents are VND 2.18 billion, a decrease of VND 11 billion compared to December 31, 2023 and term deposits are VND 21 billion, up VND 7 billion compared to December 31, 2023.

Cash flow situation in the period is as follows:

- Net cash flow from operating activities was positive at VND 40.59 billion, mainly due to cash inflow being greater than cash outflow during the period.
- Cash flow from investment activities was negative VND 10.35 billion due to the expenditure on purchasing fixed assets of VND 2.45 billion (machinery and equipment serving at the Port), expenditure on investment activities and unfinished construction of VND 2.18 billion (construction and installation of of transformer stations) and expenditure on lending, purchasing debt instruments of other units is VND 7 billion while revenue from interest on deposit was only VND 1.28 billion VND.
- Cash flow from financial activities was negative VND 41.63 billion, mainly due to the payment of long-term debt due of VND 34.35 billion and dividends, profits paid to owners of VND 7.28 billion.

Thus, the main business activities in 2024 have generated positive cash flow, but have not met the demand for spending on investment activities and the fulfillment of financial obligations during the period. With the current difficult business situation, the Company need to that the arising of large debts to finance investment activities may lead to financial burdens in the future, difficulties in cash flow to fulfill financial obligations and cash flow to ensure production and business if investment assets are not exploited effectively.

2.7 Financial investment activities:

The company has a financial investment in Duyen Hai PVC with an initial investment value of VND 28,125 billion.

As of December 31, 2024, the Company has made a provision for long-term financial investment related to the investment in Duyen Hai PVC of VND 13.92 billion, the remaining value is VND 14.20 billion. PTSC Dinh Vu needs to continue to implement feasible plans to divest from Duyen Hai PVC, ensuring maximum benefits for PTSC Dinh Vu as well as shareholders.

3. Investment activities in construction and equipment purchase:

- Construction activities and equipment purchase:
 - + Projects carried over from previous years:
 - Project "Investment in construction of 1250kVA transformer station": Completed and put into use in the first quarter of 2024.
 - Project "Investment in purchasing of 01 40-ton automatic frame": Completed and put into use in the first quarter of 2024.
 - Project "Checking Point Investment": Company forward to 2025.
 - + Project preparing for investment and new construction in 2024:
 - Project "Investment in purchasing of 02 tractors - trailers": The company transitions to 2025.
 - Project "Investment in procurement of 02 electric forklifts of 1.8 tons": Company forward to 2025.
 - Project "Investment in solar power system in office buildings": Company forward to 2025
- Purchasing activities for office equipment and software to form fixed assets: By the end of 2024, the Company will only purchase office equipment worth VND 213.77 million, because most of the office equipment is still usable and does not need to be replaced to save costs.

4. Compliance with laws, the Company's charter and current regulations:

The Company strictly abides by and complies with laws, the Company's Charter and current regulations.

5. Results of inspection and evaluation of the effectiveness and effectiveness of the Company's internal control, risk management and early warning system:

The Company has established a system of policies, regulations, and procedures that contain risk control and management mechanisms. The Company must ensure that

these systems are effectively implemented to facilitate the efficient operation of risk control and management mechanisms. In addition, the policies, regulations, and procedures must be regularly reviewed and updated in accordance with current regulations of the Law to ensure timely prevention, detection, and handling of possible risks.

6. Audit results of 2024 Financial Report:

The Company's Financial Statements for the fiscal year 2024 ending December 31, 2024 have been audited by the BoS. The particular results were agreed to be confirmed as follows :

- The Company applies Circular 200/2014/TT-BTC on guidance on the enterprise accounting regime in the preparation and presentation the Financial Statements ending on December 31, 2024.
- The Company's 2024 Financial Statements have accurately and reasonably represented the Company's financial situation as of December 31, 2024, as well as the results of its production and business activities in 2024.
- Recording, opening an accounting ledger, and classifying economic contents in accordance with the accounting standards established by the Ministry of Finance.
- The Company's 2024 financial statements have been audited by PWC Vietnam Co., Ltd. and the audit opinion is unqualified.

7. Results of supervision of the Board of Directors, the Company's Director and other executives:

Through inspection and supervision, the BoS found that the management and operation activities of the Company by the Board of Directors, the Director, and the Company's management apparatus in 2024 complied with the Company's Charter, the 2024 AGM Resolutions, and relevant legal regulations.

During the year, the Board of Directors regularly monitored the implementation of issued resolutions/decisions and supervised the Company's operations. The Board of Directors fully exercised its rights and responsibilities in managing the Company, actively directed, supported, and created favorable conditions for the Company's Management Board and BoS to perform their functions and tasks as prescribed.

In management and operation, the Company's Management Board has implemented the 2024 AGM Resolutions, as well as the Company's Board of Directors' resolutions/decisions during the year. The Management Board has resolutely directed production operations in the context of facing many business difficulties and fierce competition, helping the Company achieve its planned revenue and profit.

8. Report on the Coordination between the BoS, the Board of Directors, the Company's Director, and Shareholders:

The BoS has closely coordinated with the Board of Directors and the Company's Director in performing assigned functions and tasks, coordinating in inspection,

supervision, and internal control activities, coordinating in managing equity capital, and developing internal management regulations.

The Board of Directors and the Company's Director have facilitated the provision of information for the BoS to perform its inspection and supervision duties. All reports of the BoS related to the Company are sent to the Board of Directors and the Company's Director.

For shareholders: The BoS always coordinates with shareholders in performing its functions and tasks according to regulations. In 2024, the BoS did not receive any requests or complaints from shareholders related to the management and operation.

9. Report on the Assessment of Transactions between the Company, Subsidiaries, and Other Companies in which the Company holds more than 50% of charter capital with the Board of Directors, Director, other Executives, and related persons; transactions between the Company and Companies in which the Board of Directors, Director, and other Executives of PTSC Dinh Vu are founding members or business managers within the last 3 years before the transaction time:

In 2024, the Company had transactions with companies in which PTSC Dinh Vu's members of the Board of Directors were managers within the last 03 years prior to the transaction.

These contracts and transactions are under the approval authority of the Board of Directors, and the Company has submitted them for approval. However, there is a transaction with Duyen Hai Petroleum Construction and Investment Joint Stock Company (PVC Duyen Hai) that up to now, the Company has not submitted to the Board of Directors for consideration and approval.

The Company is requested to comply with regulations on transactions arising between the Company and related parties to ensure the interests of shareholders.

(Details of transactions in the attached appendix)

III. ASSESSMENT AND RECOMMENDATIONS

PTSC Dinh Vu's production and business activities in 2024 continued to face many difficulties, challenges and fierce competition. However, the entire Company made many efforts to complete the revenue and profit before tax as 2024 plan.

However, the BoS has some recommendations to the Company's Executive Board as follows:

- There is a development orientation for the core business activity of exploiting container cargo which is facing many difficulties. Looking for solutions to develop the market besides maintaining traditional customers.
- Continue to promote and seed to exploit other types of goods (bulk cargo, etc.) to increase revenue and profits, maximizing the use of available infrastructure in the context of increasingly fierce competition for container goods.
- Ensure the effective exploitation of assets that have been and are being invested in.

- Strengthen revenue and cost management to ensure business efficiency, especially input purchasing costs that directly affect operational efficiency and reduce unnecessary general expenses.
- Implement maximum measures to preserve shareholders' capital at the Company, especially focus on debt collection to ensure the best debt collection and take measures and propose timely handling of long-term financial investment in PVC Duyen Hai that are operating ineffectively.
- Coordinate with relevant parties to remove obstacles and resolve outstanding issues related to land matters; fulfill financial obligations to the state, especially not to allow tax enforcement related to the land handed over to PVC Duyen Hai for management and exploitation.
- Resolutely direct relevant departments to implement and overcome existing recommendations of state inspection delegations and owners.
- Comply with regulations on transactions arising between the Company and related parties to ensure the interests of shareholders.
- Regularly review, update, and develop internal regulations, procedures, and rules of the Company to ensure they are timely, complete, and suitable to the production and business situation and consistency with current legal regulations. Ensure compliance with issued procedures and regulations.

IV. WORK PLAN FOR 2025

Properly perform the powers and responsibilities of the BoS in accordance with the provisions of the Enterprise Law, the Company's Charter, and the tasks approved by the 2025 Annual General Meeting of Shareholders, focusing on inspecting and supervising the following main tasks:

- Supervise the implementation of the 2025 Annual General Meeting of Shareholders' Resolutions; compliance with the Company's Charter and State Laws; the implementation of the Owners' Regulations, Resolutions, Decisions, and Directives related to the Company's operations and the Company's internal management regulations.
- Supervise the implementation of the 2025 production and business plan and investment plan.
- Appraise of Financial Statements; analyze and evaluate the Company's financial situation, capital management and utilization, operational efficiency, and debt payment ability.
- Supervise the rationality, legality, honesty, and prudence in the business management and operation, as well as the systematicity, consistency, and appropriateness of accounting, statistics, and financial reporting.
- Review and assess the effectiveness and efficiency of the Company's internal control, risk management, and early warning systems.
- Review and assess transactions between the Company and members of the Board of Directors, the Director, business executives, and related parties.

- Coordinate with the Board of Directors and the Executive Board in managing the Owners' capital.
- Coordinate with state authorities and shareholders in inspecting and supervising management work at the Company.

2024 activity report and the 2025 task plan of the BoS of Dinh Vu Petroleum Service Port Joint Stock Company, respectfully submitted to the Congress for consideration and approval.

Best regards!

Recipient:

- As above;
- Board of Directors of the Company,
- Executive Board;
- Website: www.ptscdinhvu.com.vn
- Save VT, BKS-01

**BEHALF of THE BOARD OF
SUPERVISORS
Head of the BoS**



Ho Thi Kim Anh

APPENDIX

Transactions between PTSC Dinh Vu and the company in which the BoD of PTSC Dinh Vu is a manager in the company in the last 3 years

STT	Organization/Individual Name	Relationship with the Company	Time of transaction with the Company	Number of Resolutions/Decisions passed by the General Meeting of Shareholders/BoD	Contract Number	Total transaction value/Contract value (VAT excluded)	Realized value in 2024 (Excluding VAT) (VND)	Note
I	Purchase contract							
1	VIP Green Port Joint Stock Company	- Subsidiary of Viconship - Major shareholder of PTSC Dinh Vu, including: + Mr. Ta Cong Thong, Member of the BoD of PTSC Dinh Vu Company (appointed on April 21, 2023; dismissed on June 28, 2024) is the Director of VIP Green Port Joint Stock Company from March 16, 2023 to August 11, 2024 and Member of the BoD from November 19, 2021 to August 14, 2024. + Mr. Nguyen Kim Duong Khoi, Member of the BoD of PTSC Dinh Vu Company (appointed on June 28, 2024; dismissed on December 27, 2024) is the Director of VIP Green Port Joint Stock Company from August 12, 2024 to present and Member of the BoD from March 14, 2024 to present.	01/01/2024	32/NQ/PTSCĐ V-HĐQT dated November 2, 2023	PLHD No. 03/ under Contract No. 01/2021/VGR-PTSC; PLHD No. 03/ under Contract No. 01/2024/VGP-PTSC	According to actual output	739,453,100	Realized value as of December 26, 2024
2	Duyen Petroleum Construction	PTSC Dinh Vu's affiliates, including: + Mr. Vu Huu An, Chairman of the	01/04/2024	Not submitted to the BoD for consideration	45 /HDDV-PVCDH/2024		12,000,000	Realized value from April 1,

	Investment Joint Stock Company (PVC Duyen Hai)	BoD of PTSC Dinh Vu Company (Resigned June 28, 2024) is a member of the BoD of PVC Duyen Hai Company.							2024 June 2024	to 27, 2024
II	Sales contract									
1	VIP Green Port Joint Stock Company	<p>- Subsidiary of Viconship - Major shareholder of PTSC Dinh Vu, including:</p> <p>+ Mr. Ta Cong Thong, Member of the BoD of PTSC Dinh Vu Company (appointed on April 21, 2023; dismissed on June 28, 2024) is the Director of VIP Green Port JSC from March 16, 2023 to August 11, 2024 and Member of the BoD from November 19, 2021 to August 14, 2024.</p> <p>+ Mr. Nguyen Kim Duong Khoi, Member of the BoD of PTSC Dinh Vu Company (appointed on June 28, 2024; dismissed on December 27, 2024) is the Director of VIP Green Port Joint Stock Company from August 12, 2024 to present and Member of the BoD from March 14, 2024 to present.</p>	01/01/2024	32/NQ/PTSCĐ V-HDQT dated November 2, 2023	01/2021/VGR-PTSC; 01/2024/VGP-PTSC	According to actual output	3,660,380,953	Realized value as of December 26, 2024		
2	Vsico Express Northwest Joint Stock Company	<p>- Subsidiary of Vsico Maritime Joint Stock Company - Major shareholder of PTSC Dinh Vu, including: + Mr. Le Trong Quan, Member of the BoD of PTSC Dinh Vu Company (appointed on December 27, 2024) is Chairman of the BoD from December 7, 2022 to present</p>	01/01/2024	02/QĐ/PTSCĐ V-HDQT dated January 10, 2025	71- 1/HĐ/PTSCĐV -VEXTB 2024/BDV	According to actual output	-	Realized value from December 27, 2024		

No:232 /TTr-PTSCDV-HĐQT

Hai Phong, date 09 month 05 year 2025

PROPOSAL
REGARDING THE APPROVAL OF THE AUDITED FINANCIAL
STATEMENTS FOR FISCAL YEAR 2024

To: The General Meeting of Shareholders
Dinh Vu Petroleum Service Port Joint Stock Company;

Based to Point b, Clause 2, Article 15 of the current Charter of Dinh Vu Petroleum Services Port Joint Stock Company, which stipulates the rights and obligations of the General Meeting of Shareholders regarding the approval of the audited annual financial statements;

In implementation of Resolution No. 346/NQ-PTSCDV-ĐHĐCĐ dated June 28, 2024, of the General Meeting of Shareholders of Dinh Vu Petroleum Services Port Joint Stock Company, the Company entered into Audit Contract No. 11054/PwC-HCMC/HĐ/2024 dated July 10, 2024, with the auditing firm PwC (Vietnam) Limited. The audited financial statements for the year 2024 have been sent and disclosed to relevant parties in accordance with current regulations;

The Board of Directors of the Company respectfully submits and proposes that the General Meeting of Shareholders consider and approve the Company's 2024 audited financial statements audited by PwC (Vietnam) Limited (as attached documents).

Sincerely!

Recipients:

- The General Meeting of Shareholders;
- BOD, Supervisory Board;
- The Board of Management;
- Website: www.ptscdinhvu.com.vn;
- Archived: Company Secretary (01).

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyen Hai Bang

No: 233 /TTr-PTSCDV-BKS

Hai Phong, date 09.. month 05.. year 2025

PROPOSAL
REGARDING THE SELECTION OF THE INDEPENDENT AUDITOR FOR
THE 2025 FINANCIAL STATEMENTS

To: The General Meeting of Shareholders
Dinh Vu Petroleum Service Port Joint Stock Company;

Based:

- The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Charter of Dinh Vu Petroleum Service Port Joint Stock Company;
- The Decision No. 2730/QĐ-BTC dated November 15, 2024 of the Ministry of Finance on the approval for auditing firms and auditors to perform audits for public interest entities in 2025.

The Supervisory Board of Dinh Vu Petroleum Service Port Joint Stock Company respectfully submits to the General Meeting of Shareholders to vote on selecting an independent auditing unit to perform the review semi-annual and audit the Company's financial statements for the year 2025, specifically as follows:

1. Criteria for Selecting the Independent Auditing Firm:

- The firm must be legally operating in Vietnam and approved by the Ministry of Finance, the State Securities Commission to perform audits for public interest entities in 2025.
- Has experience in auditing public companies in Vietnam
- Has a reputation in the auditing sector;
- Has a team of auditors with high professional qualifications and extensive experience;
- Meet the Company's requirements regarding the scope and audit plan;
- Has no conflicts of interest when performing the audit of the Company's financial statements;
- Audit fees must be appropriate for the quality, scope and audit plan of the Company.



2. Propose selection.

Based on the criteria mentioned above, the Supervisory Board respectfully submits to the General Meeting of Shareholders the list of audit firms for the selection of the firm to perform the review of semi-annual and audit of the Company's financial statements for the year 2025 includes:

1. Deloitte Vietnam Audit Company Limited
2. KPMG Limited
3. PwC (Vietnam) Limited
4. Ernst & Young Viet Nam Limited

to conduct a semi-annual review and audit of the Company's 2025 Financial Statements in accordance with the provisions of law, respectfully submit to the General Meeting for consideration and approval and authorize the Company's Board of Directors to decide on the selection of one (01) out of four (04) Auditing Companies in the above list.

Sincerely!

Recipients:

- The General Meeting of Shareholders;
- BOD, Supervisory Board;
- The Board of Management
- Website: www.ptscdinhvu.com.vn;
- Archive: Company Secretary (01)

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



Ho Thi Kim Anh

No: 234/TTr-PTSCDV-HĐQT

Hai Phong, date 09 month 05 year 2025

**PROPOSAL
REGARDING THE PROFIT DISTRIBUTION FOR 2024
AND FINANCIAL PLAN FOR 2025**

To: The General Meeting of Shareholders
Dinh Vu Petroleum Service Port Joint Stock Company;

Based:

- Resolution No. 346/NQ-PTSCDV-ĐHĐCĐ dated June 28, 2024, of the General Meeting of Shareholders of Dinh Vu Petroleum Service Port Joint Stock Company;
- The results of production and business activities in 2024 and the plan for production and business activities in 2025 of the Company;
- The 2024 business performance and the 2025 business plan of the Company,

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders the 2024 profit distribution plan and the 2025 financial plan as follows:

1. Consolidated Financial Data for 2024

According to the 2024 financial statements of Dinh Vu Petroleum Services Port Joint Stock Company audited by PwC (Vietnam) Limited, the Company achieved the following financial indicators in 2024 as follows:

No	Items	Unit	Plan 2024	Actual 2024	Actual/Plan
1	Charter Capital	VND mil.	400,000.00	400,000.00	100.00%
2	Total Net Revenue	VND mil.	238,840.00	243,932.45	102.13%
3	Profit Before Tax	VND mil.	10,000.00	10,438.19	104.38%
4	Profit After Tax	VND mil.	9,116.00	8,351.92	91.62%
5	ROE (PAT/Charter Capital)	%	2.28	2.09	91.62%

2. Profit Distribution Plan:

The Board of Directors reports and submits to the General Meeting of Shareholders the profit distribution plan based on distributable profits and the 2024 profit distribution plan approved at the Annual General Meeting of Shareholders of Dinh Vu Petroleum Services Port JSC, under Resolution No. 346/NQ-PTSCDV-ĐHĐCĐ dated June 28, 2024, as follows:

No	Items	Plan 2024		Actual 2024	
		Ratio	Value (VND mil.)	Ratio	Value (VND mil.)
1	Last year's profit carried forward		5.719,14		5.719,14
2	Undistributed profit of current year		9.116,00		8.351,92
3	Total distributable profit		14.835,14		14.071,06
4	Dividend payout (% / Charter Capital)	3,00%	12.000,00	3,00%	12.000,00
5	Bonus and Welfare Fund	30,00%	2.734,80	24,80%	2.071,06
	<i>In which:</i>				
	- Bonus and Welfare Fund			21,82%	1.822,17
	- Executive Bonus Fund			2,98%	248,89
6	Development Investment Fund	1,10%	100,34	0,00%	0,00
7	Undistributed Remaining Profit		0,00		0,00

3. Financial Plan for 2025

Based on the results of production and business activities in 2024 and the plan for production and business activities in 2025 of the Company, the Board of Directors submits to the General Meeting of Shareholders for approval of the 2025 financial plan as follows:

STT	Items	Plan 2025		Comparison to 2024 Actual
		Ratio	Value (VND mil.)	
1	Charter Capital		400.000,00	100,00%
2	Total Net Revenue		252.000,00	103,31%
3	Profit Before Tax		11.000,00	105,38%
4	Profit After Tax		8.960,00	107,28%
5	ROE (PAT/Charter Capital)	2.24 %		107,28%
6	Undistributed profits in 2024 carried forward		0,00	0,00%
7	Total Distributable Profit		8.960,00	63,68%
8	Dividend	0,00%	0,00	0,00%
9	Bonus & Welfare Fund, Executive Bonus	15,00%	1.344,00	64,89%
	<i>In which:</i>			
	- Bonus and Welfare Fund	12,21%	1.094,00	60,04%
	- Executive Bonus Fund	2,79%	250,00	100,47%
10	Development Investment Fund	0,00%	0,00	
11	Undistributed Remaining Profit		7.616,00	

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipients:

- The General Meeting of Shareholders;
- BOD, Supervisory Board;
- The Board of Management
- Website: www.ptscdinhvu.com.vn;
- Archive: Company Secretary (01)

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Hai Bang

No: 235/TTr-PTSCDV- HĐQT

Hai Phong, date 09 month 05 year 2025

PROPOSAL
REGARDING THE REMUNERATION AND OPERATING EXPENSES OF
THE BOARD OF DIRECTIONS AND SUPERVISORY BOARD MEMBERS
FOR 2025

To: The General Meeting of Shareholders of
Dinh Vu Petroleum Service Port Joint Stock Company

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14, which was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and effective from January 1, 2021;
- The Charter of Dinh Vu Petroleum Service Port Joint Stock Company
- The production and business activity plan of Dinh Vu Petroleum Service Port Joint Stock Company for 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposed salary, remuneration, allowances, and operating expenses plan for 2025 for the Board of Directors and the Supervisory Board of Dinh Vu Petroleum Service Port Joint Stock Company, as outlined below.

I. Report on the Salary and Remuneration of the Board of Directors and Supervisory Board for 2024

Pursuant to Resolution No. 346/NQ-PTSCDV-DHĐCĐ dated June 28, 2024, of the General Meeting of Shareholders, which specifies the approval of the remuneration, salary, and income levels for the Board of Directors and Supervisory Board for 2024, the Company reports on the implementation status as follows:

1. The number of members of the Board of Directors and the Supervisory Board of the Company
 - Members of the Board of Directors: 05 members.
 - Members of the Supervisory Board: 03 members including 02 members working concurrently at PTSC Dinh Vu Company
2. Remuneration, salary for the Board of Directors and Supervisory Board
 - a) The remuneration, salary, allowances, and other benefits for Board of Directors: **VND 1,430,643,231.**
 - b) The remuneration, salary, allowances, and other benefits for Supervisory Board : **VND 440,786,417.**
 - c) The remuneration, salary, allowances, and other benefits for each member of the Board of Directors and Supervisory Board members for 2024 are reported in the attached form.

II. Salary, Remuneration, and Operating Expenses Plan for the Board of Directors and Supervisory Board for 2025.

1. Basis for Developing the Salary, Remuneration, Allowance, and Operating Expenses Plan for the Board of Directors and Supervisory Board in 2025:
 - Dinh Vu Petroleum Service Port Joint Stock Company's salary and internal regulations.
 - Dinh Vu Petroleum Service Port Joint Stock Company's business activity plan for 2025.
2. Salary, Remuneration, and Allowance Fund for the Board of Directors and Supervisory Board in 2025 in compliance with current regulations associated with 2025 production and business efficiency and salary regulations of PTSC Dinh Vu.
3. For non-full-time (concurrent) members of the Board of Directors and Supervisory Board, the Company proposes the following remuneration levels:
 - Remuneration for concurrent members of the Board of Directors: VND 4,000,000 per month.
 - Remuneration for the concurrent Head of the Supervisory Board paid by the Corporation.
 - Remuneration for concurrent members of the Supervisory Board: VND 3,000,000 per month.
 - The above remuneration level is in accordance with current regulations and the actual production and business situation of the Company.
4. Operating Expenses of the Board of Directors and Supervisory Board for 2025: The operational expenses (including travel, meals, accommodation, hotel rentals, tools/working equipment, external activities...) and other reasonable expenses for carrying out the assigned duties will be implemented in accordance with the Unit's internal regulations, in line with current regulations.

The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for review and approval.

Best regards./.

Recipient:

- Annual General Meeting;
- BOD, SB;
- Board of directors;
- Website: www.ptscdinhvu.com.vn
- Archive: Office, Secretary (01);

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

Nguyễn Hai Bang

APPENDIX

REPORT ON REMUNERATION, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD FOR 2024

(Attached with Report No 235/Tr-PTSCDV- HDQT date 09 month 05year 2025)

VND

No.	Full Name	Position	Number of months	Salary (VND)	Distribution (VND)	Remuneration (VND)	Other Subsidies (VND)	Total (VND)	Note
I	Board of Directors			943.852.735	147.968.085	126.000.000	212.822.411	1.430.643.231	
1	Vũ Hữu An	Chairman of the Board of Directors	6	312.790.500	37.285.797		80.059.392	430.135.689	Dismissed 28 June 2024
2	Nguyễn Hải Bằng	Chairman of the Board of Directors	6	303.222.591	44.859.354		51.592.634	399.674.579	Appointed 28 June 2024
		Member of the Board of Directors	6			18.000.000		18.000.000	Dismissed 28 June 2024
		Company Director	6	327.839.644	36.934.045		81.170.385	445.944.074	Dismissed 28 June 2024
3	Nguyễn Quang Thường	Member of the Board of Directors	12		6.666.667	36.000.000		42.666.667	
4	Tạ Công Thông	Member of the Board of Directors	6		6.666.667	18.000.000		24.666.667	Dismissed 28 June 2024
5	Phan Văn Hưng	Member of the Board of Directors	12		6.666.667	36.000.000		42.666.667	Dismissed 28 June 2024
6	Nguyễn Kim Dương Khôi	Member of the Board of Directors	6			18.000.000	0	18.000.000	Appointed 28 June 2024; Dismissed 27 December 2024
7	Cáp Trọng Cường	Member of the Board of Directors			4.444.444	0		4.444.444	Dismissed 21 April 2023; Expenditure from the 2023 Executive Board Bonus Fund

8	Bùi Văn Đại	Member of the Board of Directors					4.444.444	0		4.444.444	Dismissed 21 April 2023; Expenditure from the 2023 Executive Board Bonus Fund
II	Supervisory Board						17.616.996	36.000.000	92.241.451	440.786.417	
1	Hồ Thị Kim Ánh	Head of the Supervisory Board	12					0		0	Paid by the Corporation
2	Đặng Kiều Anh	Members of the Supervisory Board	12			163.344.562	14.283.663	24.000.000	47.381.295	249.009.520	
3	Lê Thanh Tú	Members of the Supervisory Board	6			131.583.408		12.000.000	44.860.156	188.443.564	Appointed 28 June 2024
4	Nguyễn Bảo Thắng	Members of the Supervisory Board					3.333.333			3.333.333	Dismissed 28 June 2024
III	Total (I+ II)					1.238.780.705	165.585.081	162.000.000	305.063.862	1.871.429.648	

