



# 2025 ANNUAL REPORT

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# 01. GENERAL INFORMATION

**Company Name:** CAN THO PORT JOINT STOCK COMPANY

**Short Name:** CAN THO PORT

**Enterprise Registration Certificate:** No. 1801319907, first issued on October 31, 2013 by the Department of Planning and Investment of Can Tho City; amended for the 10th time on September 30, 2025.

**Charter Capital:** VND 275,281,179,597

**Address:** No. 02, Phu Thang Area, Hung Phu Ward, Can Tho City, Vietnam

**Tel:** +84 2923 91 7395

**Website:** [www.canthoport.com.vn](http://www.canthoport.com.vn)

**Email:** [email@canthoport.com.vn](mailto:email@canthoport.com.vn)

**Stock Code:** CCT



## VISION, MISSION AND CORE VALUES

Can Tho Port consistently implements the strategic orientation of “One System – One Culture – One VIMC” of Vietnam Maritime Corporation (VIMC), in alignment with strengthening and spreading corporate culture.

The corporate culture handbook “Prosperity from the Sea” serves as a guiding principle for all actions, contributing to:

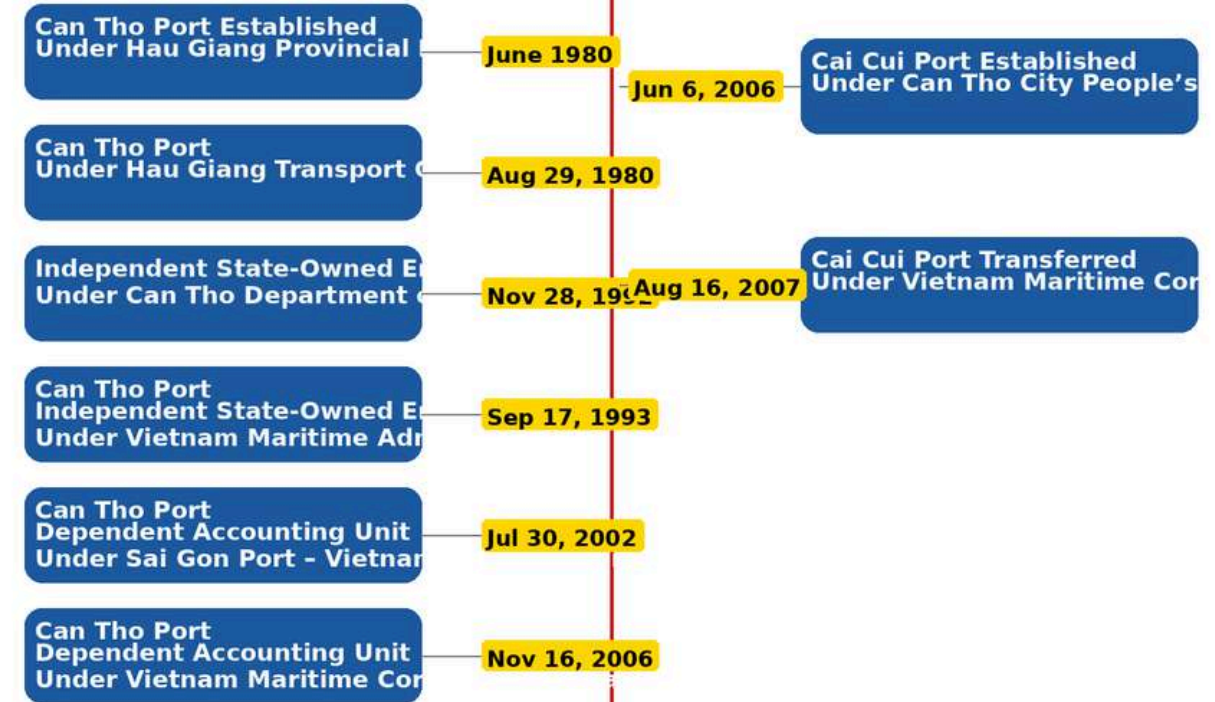
- Establishing a unified governance foundation
- Enhancing operational efficiency
- Strengthening competitiveness



**FORMATION AND DEVELOPMENT PROCESS**

**CAN THO PORT**

**CAI CUI PORT**



## Core Business Activities

- Cargo handling and transportation
- Yard leasing and warehousing services
- Petroleum supply
- Supporting maritime services

## Cargo Handling

The Company provides:

- Container handling
- Equipment handling
- General cargo, bagged cargo, and bulk cargo handling

This is the core revenue-generating activity, accounting for the largest share of total revenue.

Infrastructure includes:

- 667 meters of seaport berths (capacity up to 20,000 DWT vessels)
- 200 meters of inland waterway berths (capacity up to 1,000 DWT barges)
- Cranes with lifting capacity from 25 to 250 tons

→ Ensures efficient operations, reducing loading/unloading time and costs.

## Transportation

The Company operates:

- Barges and tugboats
- Container truck fleet

Additionally, it collaborates with global logistics companies to provide efficient and flexible transportation s

## Warehousing

- Large-scale warehouse system with high utilization (70–90%, up to 100% seasonally)
- Strong expertise in storage, packaging, and cost optimization

## Yard Leasing

- Over 160,000 m<sup>2</sup> of cargo yards across Cai Cui, Hoang Dieu, and Duyen Hai (Tra Vinh)
- Largest yard capacity in the Mekong Delta region

## Petroleum Supply

A traditional business line providing stable and recurring revenue.

## Integrated Logistics Services

Includes:

- Freight forwarding
- Maritime services
- Tugboat leasing
- End-to-end logistics services

→ Completes a full logistics service chain.

## Key Customers

Honda, Lee & Man, Hoa Phat, Hoa Sen, Phu My Fertilizer, Ca Mau Fertilizer, etc.

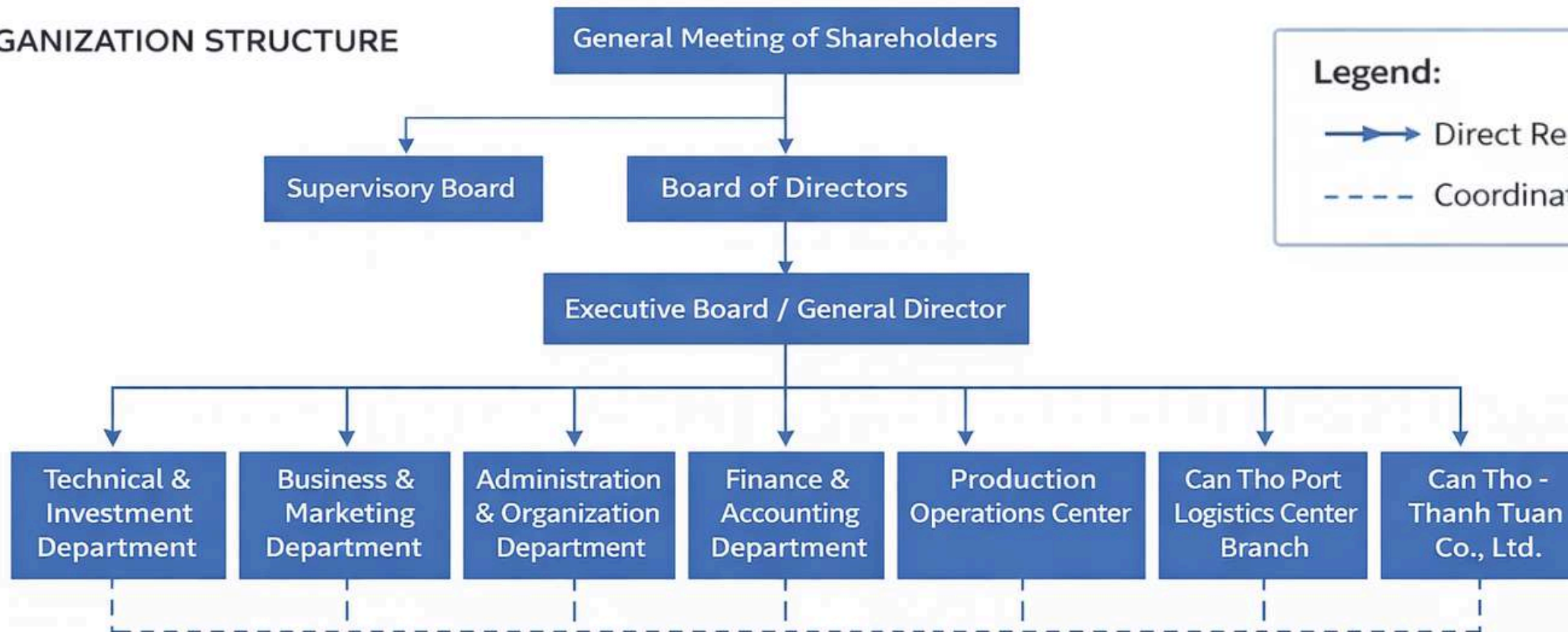
## GEOGRAPHICAL ADVANTAGE

Located on the Hau River (a branch of the Mekong River), the Port plays a critical role in regional trade and logistics connectivity in the Mekong Delta.





## MANAGEMENT ORGANIZATION STRUCTURE



## KEY OBJECTIVES OF THE COMPANY

### “ GREEN PORT - GREEN LOGISTICS ”

Can Tho Port, together with VIMC member enterprises, provides integrated logistics chain services, particularly for agricultural, aquatic, and industrial goods, thereby contributing to enhancing the competitiveness of trade and import-export activities in the Mekong Delta region.

The Company proactively promotes regional and international port connectivity to ensure sustainable growth; enhances the quality and added value of port and logistics services based on digital platforms, with the goal of Green Port – Green Logistics.

Can Tho Port is building and developing a sustainable and environmentally friendly logistics service system. We are committed to acting responsibly to minimize negative environmental impacts, from optimizing energy consumption to reducing waste generation.

- Not only focusing on delivering high-quality and efficient logistics services, the Company also places emphasis on promoting greener operational practices. By applying advanced technologies and efficient operating methods, we aim to reduce emissions and environmental pollution.

At the same time, optimizing the use of natural resources.

- It is important to emphasize that we believe business development is not only about generating profits but also about making positive contributions to the sustainable development of our community and planet. Therefore, under the Green Port – Green Logistics orientation, green objectives are not only part of the business strategy but also at the core of all activities of Can Tho Port.
- Focus on investment, research, and application of advanced technologies; improve service quality; and enhance competitiveness in the context of international integration in the port industry.
- Develop in a synchronized and modern manner, providing high-quality services that meet socio-economic development needs, while ensuring national defense and security, maritime safety, and environmental protection.
- Gradually upgrade and expand existing berths to accommodate larger vessels, while optimizing the efficiency of yard and port operations.

## MEDIUM- AND LONG-TERM DEVELOPMENT STRATEGY

### “ LOGISTICS HUB FOR AGRICULTURAL AND AQUATIC PRODUCTS IN THE MEKONG DELTA ”

- Can Tho Port is a key port and an important trade gateway of the Mekong Delta economic region.
- In its long-term strategy, Can Tho Port will continue to focus on implementing the expansion development plan of Cai Cui Port as approved by the City People’s Committee. At the same time, the Company will strengthen investment in yard infrastructure, equipment, technology, and human resources to meet the requirements for improving productivity and efficiency, as well as enhancing cargo handling capacity through the Port.
- Vision to 2050: to meet cargo throughput demand with an average growth rate of approximately 5.0% to 5.3% per year, and to complete key investment projects to achieve medium- and long-term development objectives.



## SUSTAINABLE DEVELOPMENT OBJECTIVES (ENVIRONMENT, SOCIAL AND COMMUNITY) AND KEY PROGRAMS FOR THE COMPANY’S SHORT- AND MEDIUM-TERM

- Fully comply with all applicable laws, decisions, conventions, and standards of Vietnam and international regulations to ensure service quality, environmental protection, and absolute safety in production and business operations.
- Regularly upgrade and modernize equipment and technology; enhance professional qualifications and working style; continuously improve to meet the requirements of customers and local authorities.
- Identify, prevent, and minimize risks; ensure the prevention of environmental pollution as well as injuries and diseases, thereby avoiding damage to human life, assets, and the environment in all Company operations. Create a safe and sustainable port service production and business environment, ensuring compliance with quality standards.
- With respect to society and the community, the Company always demonstrates responsibility, engagement, and close coordination with local authorities and coastal communities; supports infrastructure development; assists policy beneficiary families and disadvantaged households; provides support to flood-affected communities; and cares for Vietnamese Heroic Mothers.
- Contribute to the socio-economic development of Can Tho City and safeguard the interests of shareholders.
- Deliver added value and satisfaction to customers and partners through professional and cost-effective port and logistics services, guided by the operating principles: Efficiency – Dedication – Innovation – Sharing – Responsibility.
- Build a professional and disciplined workforce at Can Tho Port, where employees have opportunities for personal development, receive professional training, and earn competitive income within the region.
- Inherit and continue the more than 45-year development tradition of Can Tho Port.
- Build a modern corporate culture imbued with the spirit of “like-minded people come together, like voices resonate,” reflecting the identity of Can Tho people.

## Economic Risks

In 2025, production and business activities of enterprises faced common challenges arising from the overall economic environment. These difficulties stemmed from global political instability, which disrupted supply chains and led to increases in fuel prices, consequently driving up input material costs, particularly malt, aluminum cans, and other materials.

In addition, conflicts between Russia and Ukraine and tensions in the Middle East have slowed the post-COVID-19 economic recovery, causing supply disruptions and sudden increases in global commodity prices.

All these factors have directly impacted costs, thereby significantly affecting the Company's production and business operations.

In response to the still challenging economic environment, the Company has focused on strengthening risk management and implementing flexible plans to adapt to current conditions, prioritizing the control of input material costs and optimizing production plans while still meeting market demand.

## Legal Risks

Legal risk refers to risks arising from the failure to timely and appropriately apply legal regulations during the Company's business operations. As a developing country, Vietnam's institutional framework, policies, and legal system are still in the process of being refined and are therefore subject to frequent changes. Sub-law documents remain overlapping, and the stability of the legal system is not yet high. These factors may affect the Company's business operations.

Currently, the Company's operational activities are subject to significant management and regulatory oversight by State authorities, particularly regarding berth operating conditions, vessel entry and exit schedules, maritime regulations within navigation channels, and pilotage requirements.

In addition to being governed by domestic legal regulations—most notably the Maritime Law, the Law on Enterprises, and various other legal documents related to maritime, customs, and inland and road transport operations—the Company is also required to comply with international conventions and agreements, as its customers largely include shipping lines from around the world.



## Industry-Specific Risks

Vietnam's seaport system comprises 34 ports, including 11 Class I ports, 7 Class II ports, and 14 Class III ports, resulting in a highly competitive industry environment. Taking advantage of the industry's growth momentum, seaport enterprises have been making strong efforts to increase revenue. In particular, 2025 witnessed intense competition among companies in the seaport sector, characterized by continued price reductions and discount policies. At the same time, ports have been actively investing in modern cargo handling equipment and developing comprehensive and synchronized infrastructure, while offering integrated logistics supply chains (including cargo handling, warehousing, storage, customs clearance, and transportation) in a fast and efficient manner to retain existing customers and expand market share.

As a result, in order to maintain its competitiveness, the Company faces significant pressure to continuously upgrade its infrastructure and service quality.



We clearly recognize that if we fail to keep pace with the development of the country and the region, the Company will face significant challenges and adverse impacts, including technological obsolescence, declines in production and business performance, and inefficiencies in traditional labor productivity. In addition, there is a shortage of highly qualified human resources, particularly in the context where the impacts of the pandemic remain significant and uncertain. Without timely transformation, the consequences would be severe, affecting not only the Port's business operations but also the entire regional supply chain.

Based on this awareness, and in line with its functions, responsibilities, and strategic vision as a logistics hub for agricultural and aquatic products in the region, Can Tho Port has developed orientations and programs to enhance its capacity for digital transformation.

Accordingly, the Company focuses on raising awareness at all levels and across all departments regarding digital transformation, and considers the synchronized application of information technology across the entire system to be critically important and necessary.

## Other Risks

Other potential risks include epidemics, natural disasters, fire and explosion incidents, and environmental pollution, all of which may cause damage to human life, assets, and business operations.

To mitigate these risks, the Company consistently implements preventive measures and strict control mechanisms, including purchasing insurance for employees and corporate assets.

In addition, the Company maintains a high level of vigilance and continuously enhances awareness as well as incident response capabilities to minimize potential risks. The objective is to ensure that the Company's business operations are carried out continuously and effectively, without disruption from such unforeseen events.

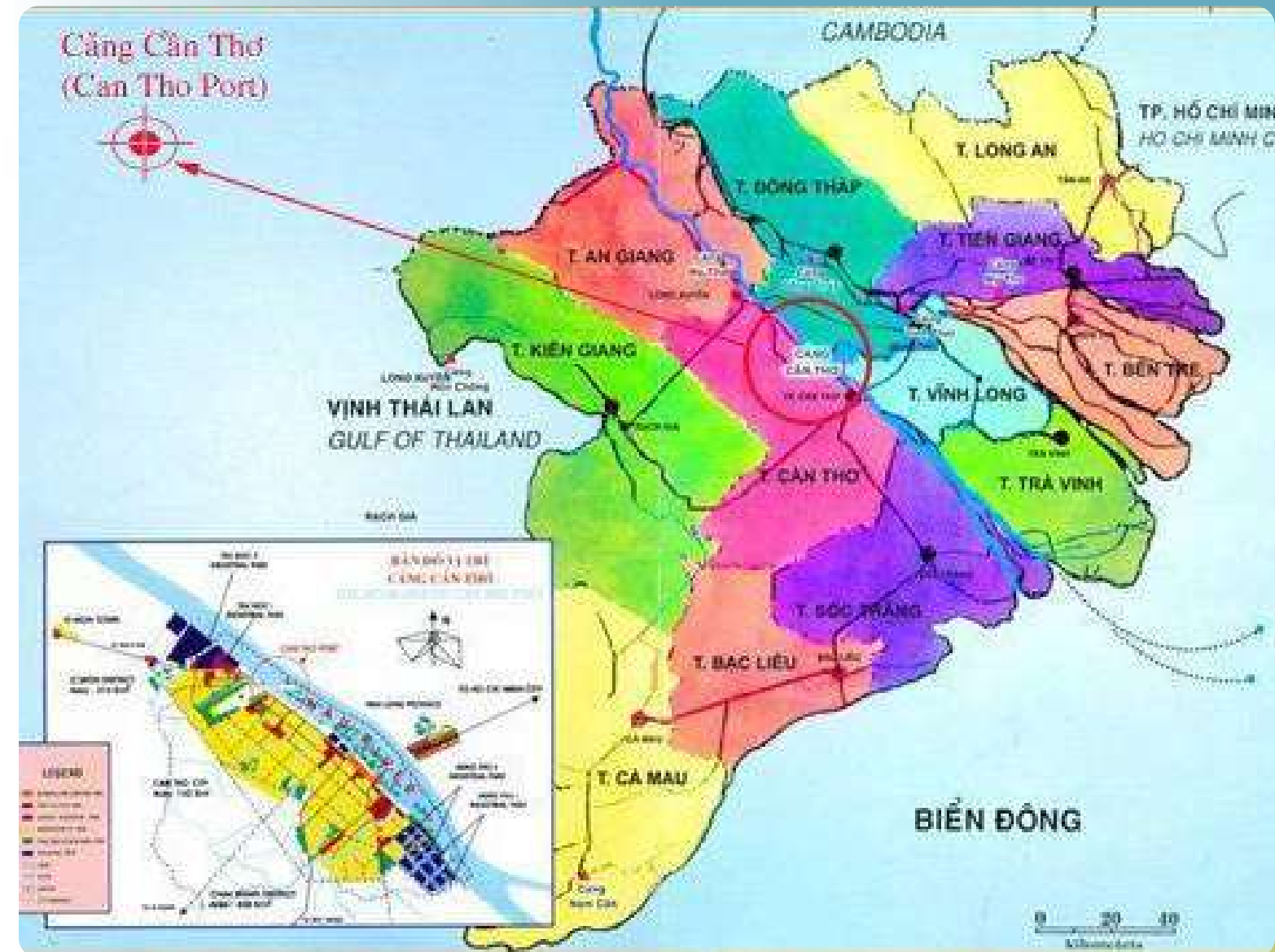


## 02. BUSINESS PERFORMANCE DURING THE YEAR

## BUSINESS AND PRODUCTION PERFORMANCE

Throughout its operations, Can Tho Port has consistently received strong support from local authorities and Vietnam Maritime Corporation (VIMC). With the collective efforts of all employees, the Company has strived to fulfill the business targets assigned by the General Meeting of Shareholders, achieving the following results:

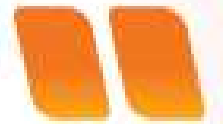
No.	Targets	Unit of Measurement	2025 Plan	2025 Actual	2025 Plan Achievement Rate
1	Total Output Volume	Ton	2,800,000	3,141,815	112.20%
	<i>Of which: Container Throughput</i>	Teus	7,500	13,455	179.40%
2	Total Revenue	Million VND	175,000	193,625.90	110.64%
3	Profit Before Tax	Million VND	6,100	8,080.60	132.47%
4	Profit After Tax	Million VND	4,880	5,304.00	108.69%





**Mr. Nguyen Manh Ha**  
Member of the Board of Directors, Chief Executive Officer

**“Every step forward of Can Tho Port is built upon the unity and tireless efforts of all employees.”**



No.	Member of the Executive Management Board	Date of Birth	Professional Qualifications	Date of Appointment / Dismissal	Number of Shares Represented (Owned)
1	Mr. Nguyen Manh Ha	21/12/1972	Master's Degree in Economic Management	06/03/2025	5.696.000
2	Mr. Le Tien Cong	10/12/1971	Bachelor's Degree in Business Administration	24/02/2022	0

With the spirit of Unity – Discipline – Dedication – Innovation – Action, the management and employees of Can Tho Port have proactively implemented synchronized solutions in market development, production organization, and operational management, striving to overcome numerous difficulties and challenges in 2025.

Amid the volatile transportation and logistics market in the Mekong Delta, where competition among ports and logistics enterprises has intensified, Can Tho Port closely followed the direction of the Board of Directors and the Executive Management, flexibly managed production operations, strengthened market development, and effectively utilized its berth system, yards, and logistics services.

As a result, the Company's business operations were maintained in a stable manner, operational efficiency was gradually improved, and its role as a key logistics hub in the Mekong Delta region was further reinforced, contributing positively to the overall performance of the VIMC system.

# ORGANIZATION AND HUMAN RESOURCES

No.	Criteria	2024		2025	
		Number (persons)	Proportion (%)	Number (persons)	Proportion (%)
<b>I</b>	<b>By Education Level</b>	123		120	
1	University and Postgraduate Levels	63	51.22%	60	50.00%
2	College and Vocational Intermediate Levels	10	8.13%	10	8.33%
3	Elementary Level and Skilled Workers	47	38.21%	47	39.17%
4	Unskilled Workers	3	2.44%	3	2.50%
<b>II</b>	<b>By Type of Employment Contract</b>	123		120	
1	Fixed-term Employment Contract	18	14.63%	8	6.67%
2	Indefinite-term Employment Contract	105	85.37%	112	93.33%
<b>III</b>	<b>By Gender</b>	123		120	
1	Male	96	78.05%	94	78.33%
2	Female	27	21.95%	26	21.14%
<b>IV</b>	<b>By Functional Departments</b>	123		120	
1	Management Division	3	2.44%	3	2.50%
2	Core Production Division	41	33.33%	43	35.83%
3	Support Division	79	64.23%	74	61.67%



No.	Targets	Unit of Measurement	Value		Difference	
			2024	2025	Tuyệt đối	Tỷ lệ
1	Average total number of employees	Person	124	121	-3	97.60%
2	Labor productivity	Million VND per person	1,259	1,554	295	123.40%
3	Labor productivity	Tons per person	40,783	23,145	-17,638	56.80%
4	Average profit per employee	VND per person	44,373,876	66,678,272	22,304,396	150.30%
5	Average salary of employees	VND per person per month	11,505,376	13,700,565	2,195,189	119.10%

Average salary in 2025: 164.406 million VND per person.

## HUMAN RESOURCES POLICY

- Contributions to social insurance and health insurance are made in full compliance with the prevailing regulations of the Labor Code and the Law on Social Insurance; periodic health check-ups are also organized for employees.
- The collective labor agreement is strictly implemented; all regulations on labor, wages, and health insurance are fully and rigorously complied with.
- Training programs are regularly organized to enhance professional skills, including technical operations, equipment handling, information technology, as well as periodic training on occupational safety, food safety and hygiene, and fire prevention and fighting.
- Employee contributions, initiatives, and practical solutions are duly recognized and rewarded. Welfare policies such as vacations, team building activities, sports and recreational programs, along with transparent salary, bonus, and benefits schemes are ensured.
- In 2025, a new salary structure was completed and implemented in line with strategic orientation, ensuring that compensation and benefits remain competitive in the regional labor market.

## PLAN FOR 2026

- Continue to adjust and improve policies to ensure employees' income, with a strong focus on commitments related to salary, bonuses, insurance, and employee welfare policies of the Company.
- Maintain salary, bonus, and welfare regimes in accordance with the general regulations of Can Tho Port.
- Emphasize professional training and skills development to enhance employees' capabilities.
- Continuously innovate to build a dynamic, creative, friendly, and cohesive working environment, capable of retaining talent.

## INVESTMENT STATUS AND PROJECT IMPLEMENTATION PROGRESS

Total investment in 2025: VND 65,852 million, including:

Approved total investment: VND 64,958 million, of which:

a. Carry-over projects from 2024: VND 23,388 million

- Construction investment projects: VND 5,006 million
- Equipment procurement projects: VND 18,382 million

b. New investment projects in 2025: VND 4,770 million

- Construction investment projects: VND 2,250 million
- Equipment procurement projects: VND 2,520 million

c. Additional projects after VIMC approved the 2025 business plan: VND 36,800 million

- Construction investment projects: VND 6,200 million
- Equipment procurement projects: VND 30,600 million

d. Unplanned additional projects in 2025: VND 894 million

Total implemented investment value in 2025: VND 33,726 million, including:

- Fire prevention and fighting (PCCC) system installation and acceptance at Cai Cui Port and Hoang Dieu Port (as per approved designs): VND 1,023 million
- Rehabilitation and asphalt resurfacing of Berth No.1 at Cai Cui Port: VND 3,571 million
- Investment in 02 container spreaders (01 unit for 20 feet, 01 unit for 40 feet – Stinis): VND 3,141 million
- Investment in a 40-ton electric rail-mounted crane (3-phase power, outreach 4.5–32 meters): VND 7,072 million
- Investment in a container reach stacker: VND 5,457 million
- Investment in 01 long-boom excavator: VND 2,589 million
- Installation of gate toll collection system: VND 1,278 million
- Upgrade of 80-ton weighbridge at Hoang Dieu Port: VND 876 million
- Investment in office container: VND 319 million
- Upgrade of PL-COS port operation software and payroll system: VND 1,100 million
- Renovation and floor elevation of Warehouses No.1, 3, and 7 at Hoang Dieu Port: VND 6,200 million
- Repair of Hinterland warehouse at Hoang Dieu Port: VND 875 million
- Investment in 02 fixed electric cranes at Hoang Dieu Port: VND 225 million

Asset liquidation results in 2025:

- In 2025, Can Tho Port liquidated a batch of equipment comprising 10 items, with a starting price of VND 953,000,000.
- The assets were put up for auction on December 15, 2025; the auction and price announcement took place on December 29, 2025.
- Winning bid price: VND 960,000,000.



Indicators	2024	2025	% change
* Applicable for organization other than credit institutions and non-bank financial institutions:			
Total asset	361,075,927,896	356,305,081,530	-1.32%
Net revenue	156,103,579,385	190,150,504,400	21.81%
Profit from business activities	6,229,829,890	6,719,626,516	7.86%
Other profits	-727,469,275	1,360,941,710	287.08%
Profit before tax	5,502,360,615	8,080,568,226	46.86%
Profit after tax	3,648,786,668	5,303,990,459	45.36%
Payout ratio			

Indicators	2024	2025	Note
1. Solvency ratio			
+Current ratio: Short term Asset/Short term debt	2.92	2.83	
+ Quick ratio: (Short term Asset - Inventories)/Short term Debt	2.91	2.82	
2. Capital structure Ratio			
+ Debt/Total assets ratio	25.88%	23.40%	
+ Debt/Owner's Equity ratio	34.92%	30.55%	
3. Operation capability Ratio			
+Inventory turnover: Cost of goods sold/Average inventory	221.66	326	
+ Total asset turnover Net revenue/Average Total Assets	0.43	0.53	
4. Profitability			
+ Profit after tax/Net revenue Ratio	2.34%	2.79%	
+ Profit after tax/total capital Ratio	1.36%	1.94%	
+ Profit after tax/Total assets Ratio	1.01%	1.49%	
+ Profit from business activities/Net revenue Ratio	3.99%	3.53%	

# SHAREHOLDING STRUCTURE AND CHANGES IN OWNERS' EQUITY

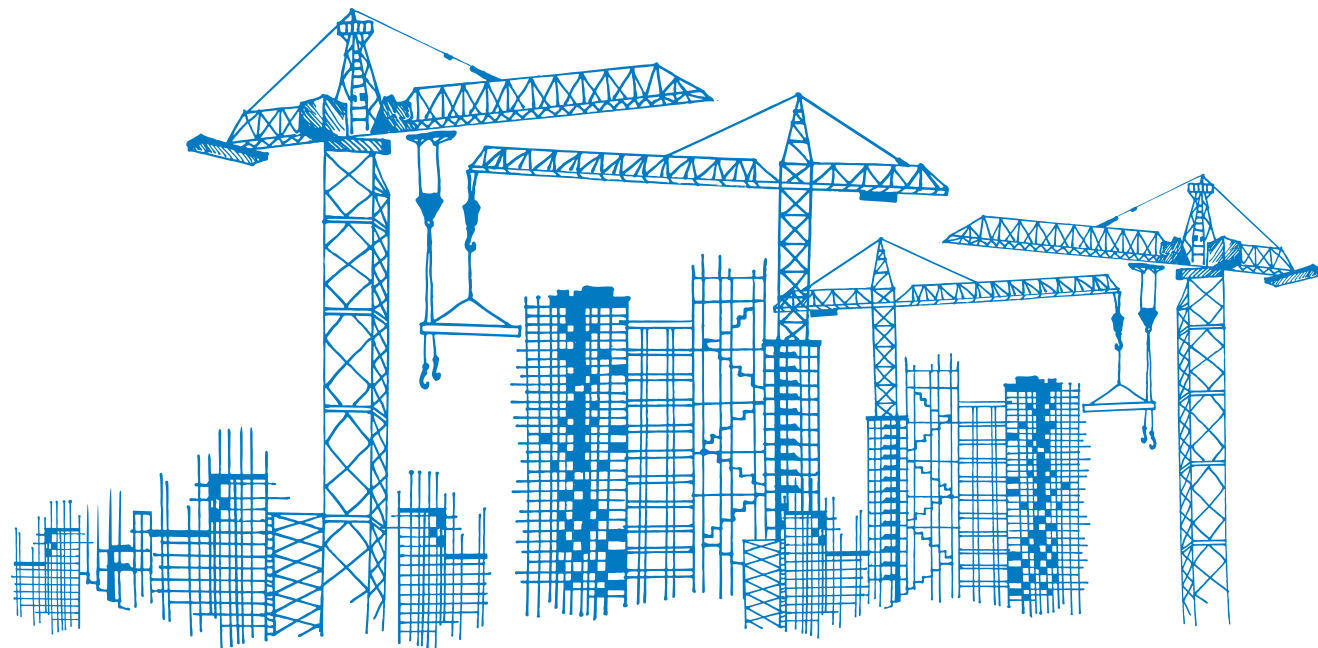
## SHARE INFORMATION

- Can Tho Port Joint Stock Company
- Stock ticker: CCT
- Fiscal year ending on: 31/12

### List of major shareholders (as of December 31, 2025)

No.	Name	Number of shares	Ownership ratio / Charter capital
1	Vietnam Maritime Corporation (VIMC)	27.528.118	99,05

- **Changes in owners' contributed capital: None**
- **Treasury share transactions: None**
- **Changes in investment capital during the year: None**



- Type of shares: Common shares**
- Par value: VND 10,000 per share**
- Total number of issued shares: 27,528,118 shares**
- Number of outstanding shares: 27,528,118 shares**
- Treasury shares: 0 shares**

# SUSTAINABLE DEVELOPMENT REPORT





## ECONOMIC GROWTH

“ Sustainable development is development that meets present needs without compromising the ability of future generations to meet their own needs. Therefore, Can Tho Port is fully aware that the Company can only achieve sustainable development by harmoniously integrating economic growth objectives with social responsibility and environmental protection, thereby ensuring, enhancing, and balancing the interests of all stakeholders, including shareholders and investors, customers, business partners, regulatory authorities, employees, and the wider community.

Can Tho Port is fully aware that sustainable development must go hand in hand with economic growth through its core business operations. Therefore, the Company consistently operates with the objective of maximizing profits in its production and business activities, thereby creating opportunities for its own development while contributing to overall economic growth.

- Ensure full and timely disclosure of information, enhancing transparency to build trust among the public and shareholders.
- Commit to job security for employees while creating favorable conditions for them to develop their skills.
- Place shareholders' interests as a top priority, ensuring sustained shareholder satisfaction.
- Continuously improve operational capacity and efficiency, enhance service quality, and strengthen customer care to expand market share, retain existing customers, and attract potential clients.
- Further strengthen and improve governance quality at all levels, from management to employees, ensuring adequate resources for stable and sustainable business development.
- The Board of Management and all employees are committed to fulfilling assigned tasks and plans, striving to drive the Company toward green development within the VIMC ecosystem.

## ENVIRONMENTAL RESPONSIBILITY

Can Tho Port recognizes that a business is an integral part of the economy and an active participant in society; therefore, environmental responsibility goes beyond ethical obligations or corporate image and must be regarded as a fundamental and intrinsic responsibility. Accordingly, environmental responsibility is considered the Company's responsibility to itself.

» Can Tho Port is committed to fully complying with all legal regulations on environmental protection, and continuously implementing plans, measures, prevention, and response actions for environmental incidents in accordance with applicable laws.

- Regularly conduct inspections and apply improvements to production processes to ensure full compliance with environmental standards and maintain a green, clean, and sustainable environment.
- Implement solutions to prevent and treat wastewater, as well as promptly address any environmental incidents. Proactively manage the collection, transportation, and treatment of hazardous waste to protect the environment and public health.
- Promote the efficient and economical use of natural resources, including clean water and energy.
- Provide guidance and raise awareness among employees, while advising customers on the use of environmentally friendly and energy-efficient products, thereby enhancing environmental protection awareness within the community.



## CUSTOMER RESPONSIBILITY

Can Tho Port, with its core business philosophy of "customer-centricity," consistently aims for mutual benefit and customer satisfaction.

- Continuously improve service quality, actively listen to and acknowledge customer feedback to better meet expectations and needs.
- Strengthen capabilities, innovate technologies, and enhance service quality and competitiveness to best serve customer demands.
- Commit to providing high-quality, stable, and professional maritime and logistics services.
- Place customers' prosperity as a top priority, recognizing that the Company's success is driven by customer satisfaction and prosperity.



## RESPONSIBILITY TO SHAREHOLDERS

Shareholders are the true owners of the Company; therefore, the Company's responsibility is to generate profits while safeguarding the reputation of those who have placed their trust and invested in it. In addition, potential investors also play an important role in the Company's growth and expansion strategy. Building investor confidence is therefore a key factor for Can Tho Port's continued success and development:

- Ensure transparency of information, with a commitment to providing fair, comprehensive, and timely disclosures, thereby maximizing and protecting the legitimate interests of all shareholders, including minority shareholders.
- Commit that all Company activities are conducted in a manner that safeguards shareholders' interests and enhances long-term value.



## SOCIAL RESPONSIBILITY

Can Tho Port recognizes that the support and trust of the community and society are essential factors contributing to the Company's sustainable development. Therefore, the Company is always ready to accompany and participate in community-oriented programs, contributing to supporting disadvantaged individuals and families, creating opportunities for them to improve their lives, and sharing both material and spiritual values with the local community.

The Company actively engages in social and community activities, including contributions to charitable funds; support for the poor and underprivileged children; and assistance to victims of Agent Orange, thereby helping to alleviate hardships and contribute to the well-being of society.



## RESPONSIBILITY TO EMPLOYEES

Employees are the Company's most important and core asset. Their income is a key indicator of the Company's development, while a professional and respectful working environment is fundamental to sustainable growth. Can Tho Port consistently strives to earn the support, dedication, and long-term commitment of its workforce by providing care and the best possible working conditions. The Company focuses on retaining, attracting, and maximizing the capabilities of employees, especially experienced personnel, thereby sustaining high and stable business growth:

- Employees are entitled to annual leave, public holidays, and Tet holidays in accordance with State regulations.
- Provide a safe, green, clean, and friendly working environment, ensuring stable employment and caring for both the material and spiritual well-being of employees.
- Fully equip employees with tools and personal protective equipment, strictly complying with occupational safety standards and requirements during operations.
- Develop salary, bonus, and welfare policies aligned with employees' capabilities to maintain motivation and retain highly qualified personnel committed to long-term engagement with the Company.
- Ensure occupational safety and hygiene, fire prevention and fighting, food safety and hygiene, and disease prevention; organize training on occupational disease prevention (such as spinal degeneration), provide health care consultation, and organize employee welfare activities such as Tet gatherings and support programs.





# 05. REPORT AND ASSESSMENT OF THE BOARD OF MANAGEMENT

## Overview Analysis of the Company's Operations

In 2025, regional trade and logistics activities continued to be affected by various emerging factors, including supply chain fluctuations, increasing competition among ports, and shifting cargo demand. In this context, Can Tho Port Joint Stock Company proactively managed its operations, strengthened market development efforts, and effectively leveraged its port infrastructure. With the support of Vietnam Maritime Corporation (VIMC) and the close coordination of local authorities, the Company focused on implementing solutions to maintain stable production and business activities, while fulfilling the targets assigned by the General Meeting of Shareholders. The implementation results are as follows:

Assessment of the Company's Business Performance in 2025

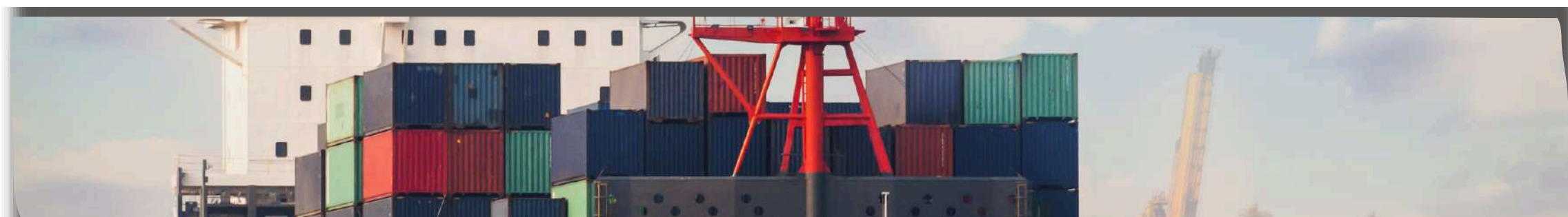
TT	Targets	Unit of Measurement	2025 Plan	2025 Actual	2025 Plan Achievement Rate
1	Total Output Volume	Ton	2,800,000	3,141,815	112.20%
	<i>Of which: Container Throughput</i>	Teus	7,500	13,455	179.40%
2	Total Revenue	Million VND	175,000	193,625.90	110.64%
3	Profit Before Tax	Million VND	6,100	8,080.60	132.47%
4	Profit After Tax	Million VND	4,880	5,304.00	108.69%

**Accounting and Finance:** The Company has prepared and fairly presented its financial statements in compliance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime, and relevant legal regulations. Cash flow has been effectively managed, with no short-term or long-term borrowings incurred during the year.

**Investment:** The Company prioritizes essential investment items that support digital transformation and green transition, enhance operational efficiency, optimize energy usage, and improve service quality control. Prior to implementation, all investment and procurement items are carefully evaluated in terms of actual demand and expected effectiveness.

**Organizational Structure and Human Resources:**

- Salary, compensation, and employee benefit policies are implemented in accordance with the Company's regulations, aligned with the general direction of the Corporation, and fully compliant with current legal provisions.
- Continuously streamline the organizational structure and workforce, while applying a new KPI-based salary structure.



No.	Indicator	Unit	1/1/2025	31/12/2025
<b>I</b>	<b>Liquidity ratios</b>			
	- Overall solvency ratio	Times	3.86	4.27
	- Current ratio	Times	2.92	2.83
	- Quick ratio	Times	2.91	2.82
<b>II</b>	<b>Debt ratios</b>			
	- Liabilities / Total assets	%	25.88	23.4
	- Liabilities / Equity	%	34.92	30.55
<b>III</b>	<b>Profitability ratios</b>			
	- Net profit / Net revenue	%	2.34	2.79
	- Net profit / Total assets (ROA)	%	1.01	1.49
	- Net profit / Equity (ROE)	%	1.36	1.94

Overall Assessment: In 2025, Can Tho Port's financial indicators, particularly liquidity and debt ratios, remained within safe levels, demonstrating the Company's strong ability to meet its financial obligations while efficiently utilizing capital for business operations. Profitability indicators improved compared to the previous period, reflecting effective business performance and stable growth.

## IMPROVEMENTS IN ORGANIZATIONAL STRUCTURE, POLICIES, AND MANAGEMENT

In 2025, organizational, human resources, and administrative activities were implemented in a synchronized manner, effectively meeting the Company's management and operational requirements. The organizational structure was refined in line with governance levels, enhancing the role and accountability of leaders. Workforce fluctuations were well controlled, with a focus on strengthening the direct production workforce. Recruitment and human resource development were carried out systematically, ensuring quality; a high proportion of long-term employees has contributed to building a stable, experienced, and skilled workforce.

The Company continued to implement career development pathways, assess and identify high-potential personnel for training and development, while further improving the performance management and evaluation system. This has encouraged employees to be proactive, innovative, and to enhance productivity and labor discipline. HR policies have been regularly reviewed and improved in line with the orientation of "People-centric" and "Customer-centric," guided by the Corporation's cultural handbook "Prosperity from the Sea."

In parallel, the Company accelerated digital transformation in management and operations, including the deployment of automated weighing systems, digitalization of documents, automated toll gate systems, port-wide camera systems, and vehicle ID systems. These initiatives have enhanced transparency, optimized resource utilization, improved service quality, and strengthened competitiveness within the system.

*Building on its development journey and the achievements of 2025, in 2026, Can Tho Port will continue to firmly pursue its established strategic objectives, focusing on the synchronized implementation of solutions to realize its vision toward 2030 and beyond.*

*Accordingly, Can Tho Port is oriented to become a key trade gateway and a specialized logistics hub for agricultural and aquatic products in the Mekong Delta region, continuously enhancing its capacity for cargo handling, operations, and throughput to meet the increasingly demanding requirements of the market.*

*With a customer-centric approach, the Port is committed to delivering added value and satisfaction to customers and partners through the provision of professional, safe, and efficient port and logistics services at reasonable costs, thereby strengthening business competitiveness and contributing positively to the regional supply chain.*

### Key solutions to achieve the plan:

**Invest in equipment, infrastructure, and technological innovation:** Improve service quality, with a strong focus on customer care under the “customer-centric” approach. Complete investment projects ahead of schedule.

- **Develop cargo sources:** Focus on expanding container cargo, particularly agricultural products, fertilizers, and minerals through the Port.
- **Accelerate digital transformation:** Apply information technology solutions in operations and management to enhance efficiency and create greater convenience, thereby improving customer experience.
- **Implement continuous improvement (Kaizen):** Apply Kaizen principles across all management and production–business activities.
- **Strive to meet and exceed business targets:** Achieve and surpass the planned production and business targets for 2025.

**Marketing Strategy for the Coming Period:**

Build a strong brand as a solid foundation for the Company’s sustainable development in the market. Develop a synchronized, comprehensive, and long-term marketing strategy and plan covering pricing policies, service quality, customer relationship management, and target markets, aligned with the Company’s overall development strategy.

Focus on building and enhancing the image and brand of Can Tho Port as a forward-looking entity with the identity of “Green Port – Green Logistics.” The Company aims to provide professional, multi-service offerings with high reliability, becoming a preferred destination for both domestic and international customers.

Brand development activities will be promoted through service marketing and corporate image enhancement via the Company’s website, brochures, trade fairs, and seminars. In parallel, the Company will cultivate a professional, dynamic, creative, and human-centered service culture to strengthen its brand positioning.

**Enhancing Management and Operational Capacity:**

- Restructure the management and operating apparatus toward a lean, effective, and efficient model. Conduct a comprehensive review to identify and address limitations in governance and operations; streamline focal points and enhance specialization in advisory and production–business functions across each area. Review all internal regulations and procedures, assess achieved and unmet aspects in management and operations, and take corrective actions to improve the organizational structure and corporate governance in line with innovation and development requirements.
- Develop an appropriate workforce plan and structure. Streamline redundant managerial, professional, technical, and support positions to avoid labor inefficiencies and imbalance in the payroll fund, while increasing the proportion of direct production and business labor to better meet customer demands, boost cargo throughput, and enhance profitability.
- Create motivation for employees to actively engage in emulation movements in production and business activities, thereby improving productivity and operational efficiency.

**Enhancing Human Resource Quality:**

Based on the aforementioned development objectives, the Company develops a human resource strategy that meets the requirements of innovation and growth.

- Review and assess the current workforce; supplement and refine job descriptions for each position, while restructuring workforce allocation for each department across the Company.
- Develop and implement policies to attract highly qualified personnel and retain capable employees with profiles aligned to the Company’s development needs, thereby creating breakthroughs in improving the overall quality of human resources.

**Training and Development:**

To continuously enhance the quality of human resources, based on professional and technical competency standards for each position, the Company will develop annual training programs, including both short-term and long-term courses, conducted domestically and internationally for various groups of employees.



# 04.

## ASSESSMENT OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATIONS

## ASSESSMENT OF THE BOARD OF DIRECTORS ON ALL ASPECTS OF THE COMPANY'S OPERATIONS

### Assessment of Organizational and Management Activities:

The Company successfully organized the 2025 Annual General Meeting of Shareholders in compliance with applicable regulations and conducted periodic Board of Directors meetings in accordance with corporate governance requirements. Internal regulations and policies were issued to enhance operational efficiency, ensuring that management practices are aligned with current business conditions and the Company's delegation of authority framework.

### Assessment of Environmental and Social Responsibility Activities:

The Company has maintained strong relationships with local authorities, ensured social welfare, and fulfilled all tax and budget obligations fully and on time.

In addition to its own social welfare initiatives, the Company has actively participated in and completed various social responsibility programs led by Vietnam Maritime Corporation (VIMC). These efforts have contributed to strengthening the Can Tho Port brand as a responsible enterprise committed to supporting the community.

### Assessment of Financial Activities

A range of coordinated measures was implemented to achieve the targets approved by the 2025 Annual General Meeting of Shareholders, with a priority on controlling and reducing operational costs. As a result, the profit target was exceeded and performance surpassed that of 2024. The Company's financial position remains healthy. Obligations have been fulfilled, and information disclosure has been conducted in a timely manner.

### Key Activities of the Board of Directors During the Year:

- Organized the 2025 Annual General Meeting of Shareholders in full compliance with regulations.
- Monitored business performance indicators and service tariffs on a quarterly and annual basis.
- Approved investment items in accordance with the plan and other matters related to the investment process.

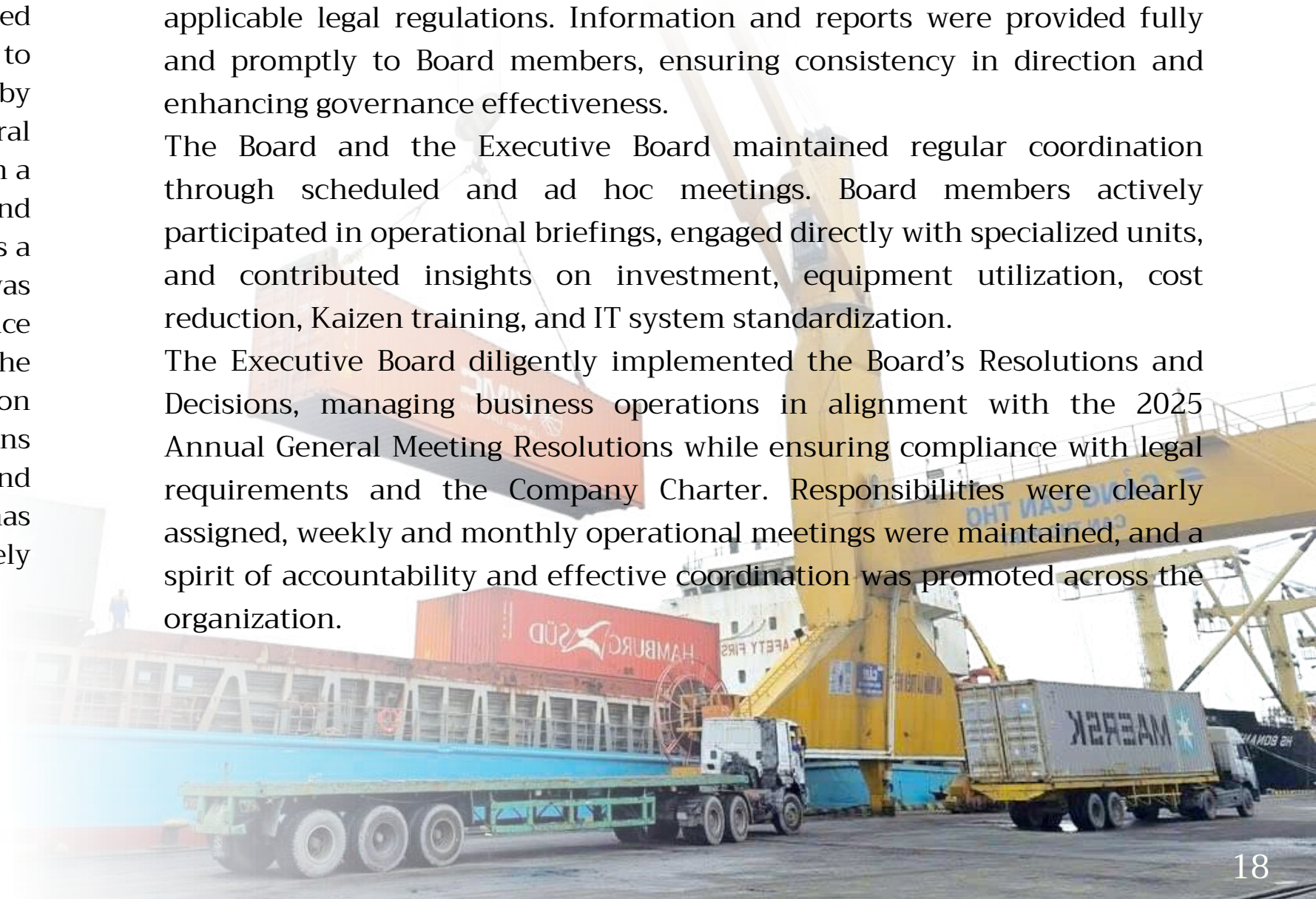
## BOARD OF DIRECTORS' ASSESSMENT OF THE EXECUTIVE BOARD'S ACTIVITIES

In 2025, the Board of Directors fully carried out its role in directing, guiding, and supervising the Executive Board and the Company's Departments and Subsidiaries in the management of business operations and investments. The Board successfully presided over the 2025 Annual General Meeting of Shareholders and regularly reviewed and evaluated the implementation of plans and economic targets, issuing timely Resolutions and Decisions to ensure sufficient resources, means, and equipment for production activities.

Supervisory activities were conducted rigorously, including monitoring compliance with the AGM Resolutions, Board Resolutions and Decisions, as well as adherence to the Enterprise Law, the Company Charter, and other applicable legal regulations. Information and reports were provided fully and promptly to Board members, ensuring consistency in direction and enhancing governance effectiveness.

The Board and the Executive Board maintained regular coordination through scheduled and ad hoc meetings. Board members actively participated in operational briefings, engaged directly with specialized units, and contributed insights on investment, equipment utilization, cost reduction, Kaizen training, and IT system standardization.

The Executive Board diligently implemented the Board's Resolutions and Decisions, managing business operations in alignment with the 2025 Annual General Meeting Resolutions while ensuring compliance with legal requirements and the Company Charter. Responsibilities were clearly assigned, weekly and monthly operational meetings were maintained, and a spirit of accountability and effective coordination was promoted across the organization.



## BOARD OF DIRECTORS' PLANS AND STRATEGIC ORIENTATIONS

The Board of Directors has consolidated key indicators in the 2026 business and investment plan to report and present to the 2026 Annual General Meeting of Shareholders for approval, including the following indicators:

No.	Targets	Unit	Actual in 2025	Plan for 2026	Comparison
(1)	(2)	(3)	(4)	(5)	(5)/(4)
1	Throughput	Ton	2,789,940	3,200,000	114.70%
	Of which, container throughput	Teus	13,455	11,900	88.44%
2	Revenue	million VND	193,626	221,000	114.14%
3	Costs	million VND	185,545	210,200	113.29%
4	Profit Before Tax	million VND	8,081	10,800	133.65%

For 2026, with the goal of enhancing operational efficiency, the Board of Directors of Cần Thơ Port will continue to direct the Executive Board in implementing the Resolutions of the General Meeting of Shareholders, including the business and investment plans for 2026. The Board has also defined several key tasks for 2026 as follows:

- Direct the Executive Board to implement the Resolutions of the General Meeting of Shareholders, including the 2026 business and investment plans.
- Closely monitor the budget and cash flow to ensure the most efficient use of capital across the Company's business operations and investments.
- Ensure that the Company's activities comply with legal regulations on corporate governance.
- Review, adjust, and issue additional internal governance regulations consistent with delegated authority and aligned with Cần Thơ Port's strategic direction.

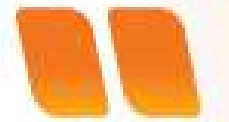
- Focus on market development, maintaining and stabilizing the existing customer base while attracting new customers.
- Maintain stable service quality, strengthen customer care, and develop traditional markets to secure medium- and long-term cargo sources.
- Continue studying solutions to increase loading and unloading capacity, enhance transportation capability, create distinct service quality compared to competitors, reduce costs, and improve efficiency for customers. Develop and implement optimal logistics solutions for customers with cargo sources distant from the Port or with complex transport/purchase methods, thereby increasing the value of the Port's service chain.
- Monitor market demand and government policies, applying flexible pricing for each cargo type at different times to accelerate vessel turnaround and enhance business efficiency.
- Plan the existing yard and storage areas to meet customer demand, maximize yard utilization, improve port operation capacity, and simultaneously increase the Port's revenue.
- Promote the development of value-added post-port services to complete the port service chain; focus on container strategy, leveraging geographical advantages and existing infrastructure to expand market share.
- Prioritize investment according to the plan and the Company's practical needs, avoiding dispersed investments.
- Implement planned investment projects with focus, aligning with business operations and customer requirements to support production and operational needs.
- Study investment options through joint ventures, partnerships, or external collaborations, mobilizing advance capital from customers to leverage external funds and technology, thereby enhancing operational capacity, reducing financial pressure, and sharing profits and risks.
- Continue corporate governance innovation: restructure and reorganize the organization toward a streamlined model to ensure efficiency and increase labor productivity.
- Standardize and continuously improve operational procedures to provide customers with the highest quality services.
- Enhance the financial and human resource management capabilities of the Company's leadership team.
- Promote the application of information technology in business operations to increase labor productivity.
- Complete and standardize internal management regulations in accordance with current legal provisions; ensure documents are flexible in operational direction, strict, fair, transparent, and serve as benchmarks for evaluating and monitoring all Company activities, including staff selection and structuring. Continue developing the corporate governance system in compliance with the Enterprise Law, Securities Law, and international best practices.
- Apply modern technology to synchronize tasks among internal departments and connect ports, shipping lines, and customs, enabling customer operations to be performed more accurately, quickly, and efficiently.
- Preserve and use owner capital effectively, attract investment, and allocate resources for projects that support production and business operations to achieve the Company's development objectives.
- Strengthen management of receivables to minimize tied-up capital.
- Strictly control costs, review and cut unreasonable expenses in operations and management; implement cost-saving and anti-waste practices in investments to meet profit targets.
- Build a customer-centered culture focused on listening and responding promptly to customer needs; provide preferential services through an online customer care system to resolve complaints and feedback effectively, using customer satisfaction as a key performance measure.



# 05. CORPORATE GOVERNANCE



**“The development journey of Cần Thơ Port is a journey of perseverance, innovation, and the aspiration to become the logistics gateway of the Mekong Delta region.”**



**Mr. Le Quang Trung**  
**Chairman of the Board of Directors**

- **Year of Birth:** 1971
- **Nationality:** Vietnamese
- **Education Level:** 12/12 (Completed secondary education)
- **Professional Qualifications:** Ph.D. in Economics; Master’s in Management; Maritime Engineer; Bachelor’s in English Language; Bachelor’s in Economics specializing in Banking and Financial Markets
- **Current Position at the Company:**
  - Chairman of the Board of Directors
  - Current Positions at Other Organizations: Member of the Executive Committee of the Party Committee of Vietnam Maritime Corporation
  - Deputy General Director of Vietnam Maritime Corporation
  - Chairman of the Board of Directors – Cái Mép International Port Co., Ltd.
- **Number of Shares Held:** 6,278,900 shares

In 2025, the Board of Directors effectively exercised its governance, guidance, and supervisory roles in accordance with legal regulations, the Company Charter, and internal governance policies. During the year, the Board held five meetings and issued Resolutions and Decisions to review and promptly decide on important matters within its authority, providing direction for the Company’s business operations. Together with the proactive management of the Executive Board and the dedicated efforts of all employees, Cần Thơ Port maintained stable business operations, gradually improved its governance system, safeguarded the rights of shareholders and investors, and achieved positive business results.



No.	Member of the Board of Directors	Position	Date of Appointment/Removal	
			Date of Appointment	Date of Removal
1	Mr.Le Quang Trung	Chairman of the Board	25/4/2025	
2	Mr.Nguyen Manh Ha	Non-Executive Member of the Board of Directors, General Director	25/4/2025	
3	Mr.Tran Tuan Hai	Non-Executive Member of the Board of Directors	25/4/2025	
4	Mr.Nguyen Hoai An	Non-Executive Member of the Board of Directors	25/4/2025	
5	Mr. Phan Nhan Thao	Non-Executive Member of the Board of Directors	25/4/2025	
6	Mr. Nguyen Dang Song	Non-Executive Member of the Board of Directors		25/4/2025
7	Mr. Hoang Viet	Non-Executive Member of the Board of Directors		25/4/2025

In 2025, the Board of Directors fully performed its roles in directing, managing, and comprehensively supervising the Company's business activities, including operations, investment, human resources, shareholder relations, dividend distribution, corporate governance, information disclosure, and other activities as required by law.

Board members possess diverse expertise, skills, and capabilities, contributing practical insights and effectively supervising the Company for its sustainable development.

The Board's direction and supervision of the Company and the Executive Board are reflected in the following outcomes:

- Organized the 2024 Annual General Meeting of Shareholders in full compliance with regulations and completed the collection of shareholders' written opinions for approval of changes in Board membership.
- Monitored business performance indicators and production costs on a quarterly and annual basis. The 2025 business results exceeded the planned targets and were higher than the 2024 results.
- Approved investment items in accordance with the plan and other matters related to investment.
- Implemented a new salary structure in line with the standards of Cần Thơ Port.
- Issued internal regulations and policies for the Company and its subsidiaries, including the Financial Management Regulations, Salary Payment Regulations, etc., ensuring suitability with current operations and the Company's delegated authorities.
- Additionally, the Board ensured comprehensive communication with shareholders, investors, and regulatory authorities through transparent and effective information disclosure policies. During the year, Board Resolutions were issued to provide the Executive Board with a foundation for executing business operations.

### Board of Directors Meetings in 2025

In 2025, the Board of Directors proactively and flexibly held six meetings (combining in-person and online formats), ensuring timely implementation of governance tasks aligned with the Company's operational requirements. Preparations were conducted systematically, with agendas focused on key priorities. Meetings were conducted seriously and efficiently, ensuring both quality and duration. Discussions centered on core issues, providing guidance and timely management decisions that helped resolve difficulties, promote business operations, and enhance governance effectiveness in line with overall objectives.

All Board members participated fully, demonstrating a high sense of responsibility and proactively contributing well-considered opinions. Depending on the topics, the Board invited the Executive Board and relevant departments to attend, report, and provide explanations, ensuring completeness of information and improving decision quality. The Supervisory Board participated fully, performing its oversight functions as prescribed. Beyond formal sessions, the Board maintained regular communication among members to address emerging issues promptly, ensuring continuity and flexibility in governance.

Additionally, the Board increased the use of written and electronic consultation for emerging issues, particularly urgent matters driven by market developments. This approach shortened decision-making time, ensured rapid and timely resolutions without disrupting operations, and enhanced adaptability and governance effectiveness at each point in time.

During the year, the Board issued Resolutions, Decisions, and documents within its authority, ensuring compliance with the Company Charter, internal regulations, and legal requirements. All decisions were carefully reviewed prior to issuance, achieving a high degree of consensus and reinforcing the Board's guiding role while enhancing the effectiveness and efficiency of corporate governance.

### Resolutions, Decisions, and Directives of the Board of Directors

In 2025, the Board of Directors issued 17 Resolutions and 13 Decisions, ensuring a complete legal basis to support the governance and management of the Company's business operations. All Resolutions and Decisions were carefully reviewed prior to issuance, achieving a high degree of consensus among Board members, strictly complying with the Company Charter, internal governance regulations, and the Board's operational regulations. Written consultation procedures were conducted in full accordance with current legal requirements.

At the same time, the Board strengthened direction and management through digital platforms, enabling timely monitoring and resolution of emerging issues, particularly critical and urgent matters related to business operations. This approach ensured proactive and flexible governance, in line with the increasingly competitive market environment.





**Mr. Nguyen Canh Hiep**  
Head of the Supervisory Board

“With a governance framework built on rigor, transparency, and accountability, Cần Thơ Port confidently navigates its path toward expanding its reach and realizing its vision on the global stage.”



In 2025, there was a change in the composition of the Supervisory Board (SB). Pursuant to legal regulations, the Supervisory Board has the following main responsibilities:

 Exercise supervisory rights over the implementation of the Company Charter.



Supervise the implementation of the 2025 Annual General Meeting of Shareholders’ Resolutions to protect shareholders’ rights.

 Supervise the transparency of financial activities.



Supervise the execution of functions, duties, and transparency of Board members and Executive Board members in accordance with legal regulations.

## THÔNG TIN VỀ THÀNH VIÊN BAN KIỂM SOÁT

No.	Member of the Supervisory Board	Position	Number of Meetings	Attendance Rate	Notes
01	Mr.Nguyen Canh Hiep	Head of the Supervisory Board	04/5	100%	Appointed on April 25, 2025
02	Mrs.Nguyen Thi Dung	Member of the Supervisory Board	05/5	100%	Date of Removal (Head): April 25, 2025 Date of Appointment (Member): April 25, 2025
03	Mrs.Phi Huyen Ngan	Member of the Supervisory Board	05/5	100%	
04	Mrs. Nguyen Tran Phuong Huyen	Member of the Supervisory Board	01/5	100%	Removed from office on April 25, 2025

### ASSESSMENT OF THE COORDINATION AMONG THE SUPERVISORY BOARD, BOARD OF DIRECTORS, AND EXECUTIVE BOARD DURING THE YEAR

- The Supervisory Board (SB) closely coordinated with the Board of Directors (BOD), the General Director, and the Executive Board (EB) in performing its assigned functions and duties. The BOD and EB facilitated the SB's work, providing full access to relevant information and documents regarding the Company's operations and inviting the SB to attend all Board meetings and other necessary sessions.
- Most of the SB's timely contributions regarding the activities of the BOD and EB were acknowledged and incorporated during the issuance of Resolutions, Decisions, and their implementation.

### SUPERVISION OF THE EXECUTIVE BOARD'S ACTIVITIES

In 2025, the Executive Board (EB) generally and diligently implemented the Board of Directors' Resolutions to achieve the targets assigned by the Annual General Meeting of Shareholders (AGM), as follows:

- The EB actively carried out the tasks and targets approved by the 2025 AGM. It proactively implemented measures to enhance the efficiency of business operations, complied with the Company Charter and legal regulations, and aligned with the AGM Resolutions to meet the requirements for managing and directing the Company's business activities.
- Beyond production volume, key business performance indicators, including total revenue and profit before tax, exceeded the targets assigned by the 2025 AGM.
- During 2025, the Company issued and revised several Standard Operating Procedures (SOPs) to meet business operation requirements.
- Some investment items assigned by the 2025 AGM and the Board of Directors were not fully completed in 2025.
- The Company continues to implement the charter capital increase approved by the 2025 AGM.

### SUPERVISION OF THE BOARD OF DIRECTORS' ACTIVITIES

- In 2025, the Board of Directors (BOD) successfully organized the 2025 Annual General Meeting of Shareholders on April 25, 2025.
- During 2025, the BOD issued 17 Resolutions and 13 Decisions. All Resolutions and Decisions were carefully reviewed and unanimously approved by the Board members prior to issuance, in strict compliance with the Company Charter, internal governance regulations, and the BOD's operational regulations. Written consultation procedures were conducted in full accordance with the Company Charter and relevant legal requirements. Fundamentally, the BOD established the Company's policies, strategies, and business solutions in alignment with the State's policy framework and regional economic conditions.
- Throughout 2025, the BOD closely followed the 2025 business and production plan approved by the AGM, directing the Executive Board in its implementation. The BOD operated in a professional manner, making collective decisions and assigning responsibilities to individual members according to their areas of expertise. The BOD closely supervised management activities, regularly assessed performance, and proposed directions for subsequent periods to ensure the achievement of AGM-assigned targets.
- The BOD placed significant emphasis on information disclosure, providing guidance and oversight, while the Company ensured compliance with legal regulations on securities and reporting.

### REPORT ON THE SUPERVISION OF TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

The Supervisory Board concurs that the related-party transactions have been disclosed in the notes to the Company's 2025 audited financial statements.

#### SUPERVISORY BOARD ACTIVITY PLAN FOR 2026

- ➔ Continue to carry out inspection and supervision tasks in accordance with the functions and responsibilities prescribed by the Enterprise Law, the Company Charter, and other Company regulations.
- ➔ Coordinate activities with the Board of Directors and the Executive Board to enhance the effectiveness of control and minimize potential risks and fraud.

## TRANSACTIONS, REMUNERATION, AND BENEFITS OF THE BOARD OF DIRECTORS, EXECUTIVE BOARD, AND SUPERVISORY BOARD

No.	Name of Organization/Individual	Relationship with the Company	Address / Head Office	Transaction Period	Description / Volume	Total Transaction Value (VND)	Notes
1	Vietnam Maritime Corporation – JSC	Parent Company	No. 1 Dao Duy Anh, Kim Lien, Hanoi	2025	Purchase of goods/services	2,567,887,761	
					Sale of goods/services	396,129,600	
2	Maritime Development JSC	Subsidiary of Vietnam Maritime Corporation – JSC	No. 11 Vo Thi Sau, Ngo Quyen Ward, Hai Phong City, Vietnam	2025	Sale of goods/services	51,050,000	
3	VIMC Container Transport JSC	Subsidiary of Vietnam Maritime Corporation – JSC	1st Floor, Ocean Park Building, No. 1 Dao Duy Anh, Kim Lien Ward, Hanoi	2025	Sale of goods/services	9,217,573,918	
4	Hau Giang Port Services JSC	Subsidiary of Vietnam Maritime Corporation – JSC	Song Hau Industrial Zone, Chau Thanh Commune, Can Tho City, Vietnam	2025	Sale of goods/services	1,045,098,850	
					Purchase of goods/services	1,310,821,970	
5	VIMC Hai Phong Warehousing Branch	Subsidiary of Vietnam Maritime Corporation – JSC	Dinh Vu Industrial Zone, Dong Hai 2 Ward, Hai An District, Hai Phong	2025	Purchase of goods/services	782,750,000	
6	Saigon Port Technical Services JSC	Subsidiary of Vietnam Maritime Corporation – JSC	212 Nguyen Van Linh, Tan Thuan Ward, Ho Chi Minh City, Vietnam	2025	Purchase of goods/services	245,000,000	
7	VIMC Dinh Vu Port JSC	Subsidiary of Vietnam Maritime Corporation – JSC	Dinh Vu Industrial Zone, Cat Hai District, Hai Phong City	2025	Purchase of goods/services	2,420,000	
8	VIMC Hai Phong Branch	Subsidiary of Vietnam Maritime Corporation – JSC	No. 282 Da Nang Street, Ngo Quyen District, Hai Phong City	2025	Purchase of goods/services	1,851,852	
9	Vietnam Maritime Agency JSC	Affiliated entity of Vietnam Maritime Corporation	5th Floor, No. 12 Tan Trao Street, Tan My Ward, Ho Chi Minh City	2025	Purchase of goods/services	144,000,000	

## TRANSACTIONS, REMUNERATION, AND OTHER BENEFITS OF THE BOARD OF DIRECTORS, THE EXECUTIVE BOARD, AND THE SUPERVISORY BOARD

**Transactions between the Company and companies in which related persons of members of the Board of Directors, Supervisory Board, the Director, and other managers who are Board members or executive managers hold positions:** None.

**Other transactions of the Company (if any) that may provide material or non-material benefits to members of the Board of Directors, Supervisory Board, the Director, or other managers:** None.

### Assessment of Compliance with Corporate Governance Regulations

The Company consistently complies with legal regulations related to corporate governance, including:

- The Enterprise Law, the Securities Law, and the Civil Code;
- Circulars and regulations on corporate governance and guidance on information disclosure in the securities market;
- Other relevant legal documents.

The Company has internalized these governance requirements through its internal regulations, including the Charter, Internal Regulations on Corporate Governance, Regulations on the Operation of the Board of Directors, and Regulations on the Operation of the Supervisory Board.

Recognizing the importance of information accessibility for investors, the Company has ensured that information disclosure in 2024 was conducted accurately and in a timely manner. Periodic reports as well as extraordinary disclosures were published on the Company's website and disclosed in compliance with prevailing regulations. In addition, disclosures were made bilingually in Vietnamese and English, enabling both domestic and international shareholders and investors to access information conveniently.

The Company consistently respects shareholders' rights by providing and disclosing accurate and timely information, demonstrating the responsibility of both the Board of Directors and the Executive Board.



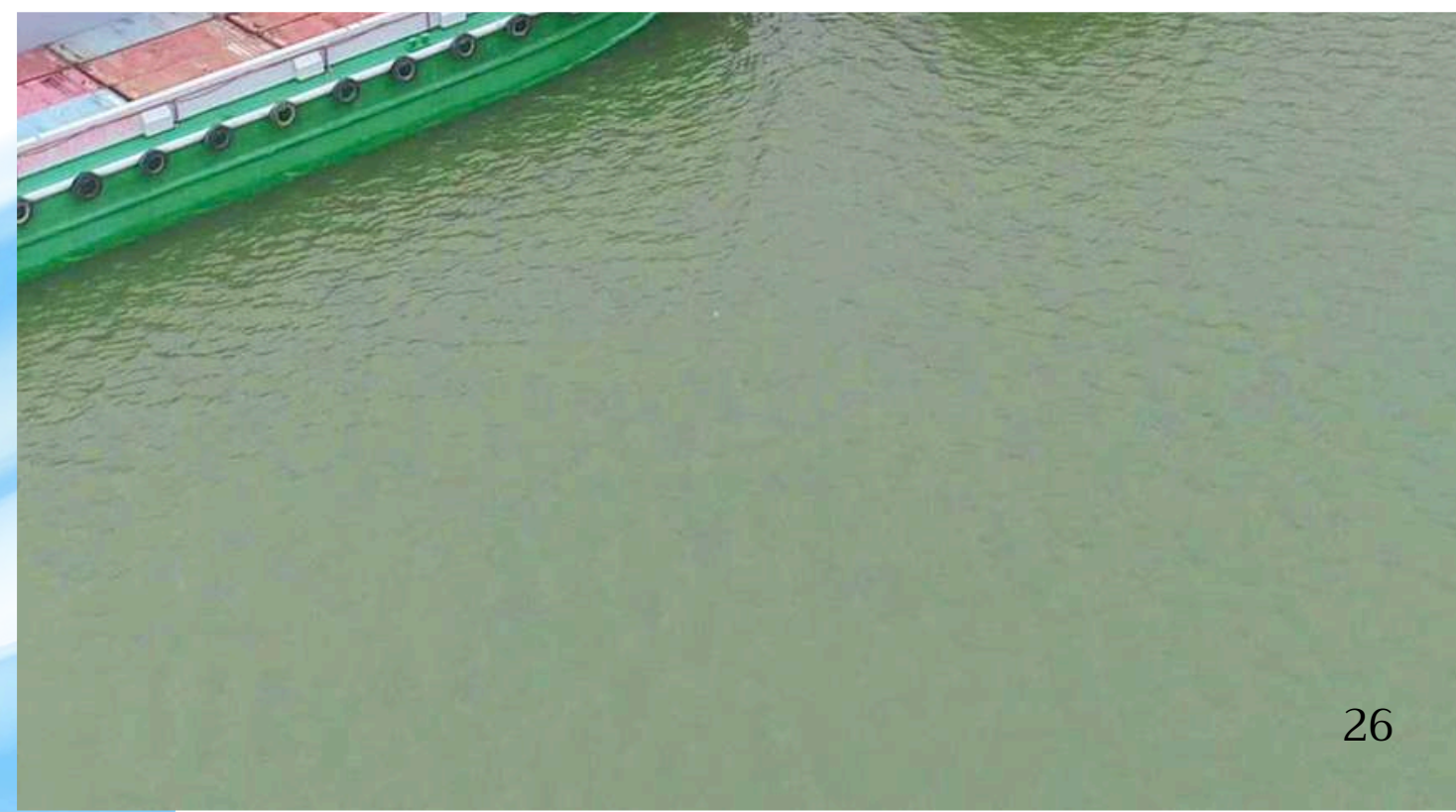
### Plan to Enhance Corporate Governance Effectiveness in 2025

The Company will continue to maintain and implement corporate governance practices in a transparent and accountable manner, ensuring the best interests of shareholders and aligning the governance system with relevant updates in applicable laws and regulations.

The Company will actively participate in training programs organized by relevant professional institutions to stay up to date with the latest corporate governance regulations.

Regarding internal governance, the Company will continue to review, refine, and issue additional internal regulations, policies, and procedures in areas such as finance, accounting, investment, procurement, and human resources, in accordance with the delegation of authority framework.

In addition to existing accounting and production management software, in 2025 the Company will continue to implement other management systems in line with the overall direction of Vietnam Maritime Corporation.





# 06. FINANCIAL STATEMENTS

*The audited financial statements for 2025 and the auditor's opinion on the 2025 financial statements of Can Tho Port Joint Stock Company have been duly disclosed in accordance with regulations and published on the Company's website at: <https://www.canthoport.vn/>*

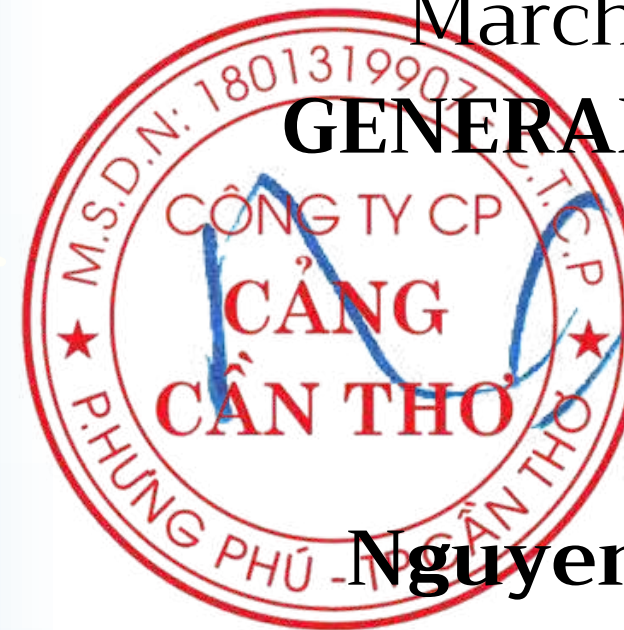
# ANNUAL REPORT

CAN THO PORT JOINT STOCK COMPANY



March 25, 2026

**GENERAL DIRECTOR**



A handwritten signature in blue ink, appearing to be 'N. M. H.', written over the red seal.

**Nguyen Manh Ha**